

LIMESTONE COUNTY BOARD OF EDUCATION
Board Meeting
Courthouse Annex
January 13, 2015 @ 6:00 p.m.

1. **The meeting was called to order at 6:03 p.m. Notices for the meeting were properly posted and provided to those who requested direct notification.**
2. **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.**
3. **Mr. Young led everyone in prayer.**
4. **Mr. Shoulders led everyone in reciting the pledge of allegiance.**

AGENDA

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

2. *Superintendent's Report*
 - D. *Presentation by Ann Swanner. Item 2.E. Request to Address the Board moved to Item 2.D.*
6. *New Business*
 - C. *New Personnel*
 5. *Personnel Item Deleted. Item 6.C.6 moved to Item 6.C.5.*

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

16. *Discussion/Approval – Series 2015 Warrant*
17. *Discussion/Approval – Foreign Exchange Program*

1. Approve Agenda

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

2. Superintendent's Report

A. Superintendent's Commendations

Dr. Sisk presented Ms. Mitzi Gilbert, sponsor of Beta Club at Clements High School, with a Superintendent's Commendation for in recognition of her work and

dedication as sponsor and for Clements High School Beta Club being selected as National Beta School of Distinction 2014-2015.

Dr. Sisk presented Mr. Keith Hairrell, principal at Clements High School, with a Superintendent's Commendation in recognition of the Clements High School Beta Club being selected as National Beta School of Distinction 2014-2015.

Dr. Sisk presented Mr. Brad Lewis, principal at Johnson Elementary School, with a Superintendent's Commendation in recognition of the school's commitment to the needs of students and for Mr. Lewis's leadership in Limestone County Schools with 89.25% return on Federal Impact Aid forms.

Dr. Sisk presented Ms. Allison Usery, elementary curriculum coordinator, with a Superintendent's Commendation in recognition of her leadership and dedication in the development of grants to expand the Pre-K Program in Limestone County Schools.

B. Presentation by José Guerrero

Mr. José Guerrero addressed the Board with a request for permission to address parents at PTO meetings regarding the Affordable Care Act, and scholarship opportunities for Hispanic students and to distribute a magazine that congratulates Hispanic parents who understand the value of education. Dr. Sisk said he endorsed the effort, and the Board granted permission for Mr. Guerrero to give presentations at PTO meetings, especially at such meetings where there will be several Hispanic parents present.

C. Presentation by Raymond James Representative

Matt Adams, representative from Raymond James, and Tom Francis, representative from Balch & Bingham, discussed the 2015 Series Warrant. Mr. Adams said approximately \$12 million for projects across the schools was produced. He said energy savings will come back in and partially offset the cost of the debt service. Mr. Adams and Mr. Francis said they were able to obtain an interest rate of 3.489% which represents a savings of \$500,000 over two periods of time. He said this rate is reflective of the system's excellent rating. Dr. Sisk noted this presentation was in relation to the addition of Discussion/Approval Item 16 which will lock in the interest rate of 3.489% through a resolution.

D. Request to Address the Board

Mrs. Leigh Banks addressed the Board regarding the open enrollment policy that had been discussed in previous Board work sessions.

3. Information Only

A. January School Board Appreciation Comments

Dr. Sisk noted January is School Board Appreciation Month. He asked members of the audience to take time to thank Board members for the service they give.

B. Ombudsman

Dr. Sisk gave an overview of the Ombudsman program and noted the program has served 418 students, with 74 of those students having special needs. He said the program has a graduation rate of 75% with a cost of \$7200 per seat. He said funding sources have been primarily At-Risk funds but the system is concerned that starting in 2016, those funds will no longer be available from the state. He noted he will be asking for more money for this program in next year's budget. He said the system will be looking for alternative funding sources also.

The Board discussed their concerns of the graduation rate of the Ombudsman program not being closer to the county graduation rate of 90-91%. Ms. Rhonda Stringham, Executive Director of Curriculum, explained that while the program involves customized instruction, it is not one-on-one instruction. She said it is a good program for the system's At-Risk population and even though the graduation rate of 75% is lower than the county's rate, if the program did not exist, those students who were unable to graduate would count against the system's graduation rate.

C. Emergency Shelter Proposal – Piney Chapel

Dr. Sisk said the original emergency shelter proposal was for the hardening of the Creekside Elementary addition. He said hardening that addition is substantially more expensive than anticipated. He said the project would cost \$1.2 to \$1.6 million of new money above what the Board has already allocated. He said the system has received a grant of \$216,000. Since this was insufficient to service the Creekside Elementary population, it was decided to go in a different direction by building a shelter at Piney Chapel that could accommodate staff and students so that the money would not be lost. He said Betsy Pitchford is pursuing grants for other schools.

Board members said there needs to be further discussion before they sign anything on this proposed project.

D. Comprehensive State Monitoring

Dr. Sisk noted there will be state monitoring on February 9th – 12th and said more information would be forthcoming.

CONSENT AGENDA

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

4. Approval of Minutes

- A. December 2, 2014 Board Meeting
- B. January 6, 2015 Work Session

5. Overnight Trips

A. Blue Springs Elementary School

1. 5th Grade students to travel to Dauphin Island on March 31, 2015 through April 3, 2015 for an in-depth study of marine life and habitats

NEW BUSINESS

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

6. Discussion/Approval of Personnel Action Items

A. Contracts

1. Ann Swanner, CSFO

B. Professional Services Agreements

1. Aretha Hampton, reimbursement for transportation for Special Education Services, 48 miles per day, at the approved mileage rate, not to exceed \$3,000.00 paid from general fund, retroactive to December 15, 2014.
2. Pat Magnusson, sign language interpretation for Special Education students, at a rate of \$20.00/hr., for 6.5 hrs. /day, not to exceed \$9,750.00 paid from general fund, effective February 2, 2015 through May 31, 2015.
3. Judy Garrett, sign language interpretation for Special Education students, at a rate of \$50.00/hr., for 6.5 hrs. /day, not to exceed \$5,850.00 paid from general fund, effective January 5, 2015 through January 30, 2015.

C. New Personnel

1. Callie Estes, itinerant speech-language assistant teacher, special education department, to be placed at West Limestone High School and Piney Chapel Elementary School, replacing Mariana Walker, for remainder of year only, salary determined according to the current Limestone County Board of Education salary schedule, retroactive to January 7, 2015.
2. Micheho Gutierrez Carpio, itinerant EL instructional assistant, Piney Chapel Elementary School, is replacing Lucy Shaw, for the remainder of year only, salary determined according to the current Limestone County Board of Education salary schedule, retroactive to January 5, 2015.
3. Mitzi Woodfin, instructional assistant, Elkmont High School, is replacing Penny Vincent, for the remainder of year only, salary determined according to the current Limestone County Board of Education salary schedule, retroactive December 2, 2014.
4. Erin Malone, special education teacher, Blue Springs Elementary School, is replacing Gayle Kuehn, for the remainder of the year only, salary determined according to the current Limestone County Board of Education salary schedule, retroactive to January 7, 2015.
5. Emily Carter, secondary curriculum coordinator, Curriculum Department, is replacing Robbie Lauderdale, salary determined according to the current

Limestone County Board of Education salary schedule, effective February 2, 2015.

D. Resignations

1. Brad Brazeal, ISS/attendance clerk, East Limestone High School, retroactive to December 9, 2014.
2. Hannah Barnes, extended day program instructional aide only, Owens Elementary School, retroactive December 5, 2014.
3. Lori Beth Johns, English language arts teacher, Ardmore High School, retroactive to January 1, 2015.
4. Dehone Toney, special education teacher, East Limestone High School, retroactive to January 5, 2015.

E. Transfers

1. Kim Gatlin, CNP worker/assistant, Tanner High School, is transferring to CNP worker/assistant, Piney Chapel Elementary School, salary determined according to the current Limestone County Board of Education salary schedule, retroactive January 5, 2015.
2. Katherine Maples, itinerant EL instructional assistant, Piney Chapel Elementary School and Owens Elementary School, is transferring to full-time itinerant EL instructional assistant, Owens Elementary School, salary determined according to the current Limestone County Board of Education salary schedule, retroactive to January 5, 2015.

F. Continuing Employment

1. Carey Graves, language arts teacher, Ardmore High School, replacing Lori Beth Johns, is continuing employment, for the remainder of year only, effective January 5, 2015.

G. Substitute for Vacant Position

1. Davin Kyle, band director, Ardmore High School, replacing Jamie Bowman, is a long-term substitute, for the remainder of year only, retroactive to November 24, 2014.

H. 21st Century Community Learning Grant Program

1. Tammy Britton, 21st Century Grant Lead Teacher, Owens Elementary School, replacing extended day teacher, paid by federal contractor grant at \$15.00/hr., retroactive to January 5, 2015 through June 30, 2015.
2. Mary Kelly, 21st Century Grant Site-Coordinator, Owens Elementary School, replacing extended day coordinator, paid by federal contractor grant at \$27.00/hr., retroactive to January 5, 2015 through June 30, 2015.
3. Laura Fierro, 21st Century Grant Student Assistant, Owens Elementary School, replacing extended day non-certified instructional aide, paid by federal contractor at \$9.00/hr., retroactive to January 5, 2015 through June 30, 2015.
4. Isabelle Pendley, 21st Century Part-time Bookkeeper, Owens Elementary School, new position, paid by federal contractor grant at \$15.00/hr., retroactive to January 6, 2015 through June 30, 2015.

5. Glenn Reed, 21st Century Instructional Assistant, Owens Elementary School, new position, paid by federal contractor grant at \$12.00/hr., retroactive to January 5, 2015 through June 30, 2015.
6. Kerry Roden, 21st Century Bus Driver, Owens Elementary School, new position, paid by federal contractor grant at \$12.00/hr., retroactive to January 5, 2015 through June 30, 2015.
7. Billy Jackson, 21st Century Bus Driver, Owens Elementary School, new position, paid by federal contractor grant at \$12.00/hr., retroactive to January 5, 2015 through June 30, 2015.

I. Leave of Absence

1. Lacy Pettus Williams, FACS teacher, Ardmore High School, effective February 14, 2015 through March 28, 2015, under FMLA.

J. Leave in Lieu of Sick Leave

1. Rebecca Davis, CNP worker/assistant, Elkmont High School, for one (1) day, retroactive to November 14, 2014.
2. Odell Shoulders, CNP worker/assistant, Tanner High School, for three (3) days, retroactive to November 5, 6, & 7, 2014.
3. Lee Ann Reed, instruction assistant, West Limestone High School, for 1.5 days, retroactive to December 12 & 16, 2014.

K. Supplements

The following supplements for schools listed below are retroactive December 16, 2014 through May 1, 2015.

East Limestone High School

1. Teresa Wade, middle school boys' soccer coach, \$2,000 + 7 days pay supplement.
2. Ryan Griffin, wrestling head coach, \$1,500 supplement.

Clements High School

1. Britt Thompson, assistant baseball coach, \$1,500 supplement.

L. Volunteers

1. Michael Fogg, baseball coach, Ardmore High School, retroactive to August 8, 2014 through May 27, 2015.
2. Chad McCorkle, assistant varsity boys' soccer coach, Ardmore High School, retroactive to December 18, 2014 through May 27, 2015.
3. Kelsey Cooper, assistant softball coach, Ardmore High School, effective January 14, 2015 through May 27, 2015.
4. Callie Bryant, assistant softball coach, Ardmore High School, effective January 14, 2015 through May 27, 2015.
5. Joey Swanner, assistant middle school baseball coach, Elkmont High School, retroactive to August 10, 2014 through May 30, 2015.

7. **Dr. Sisk recommended the Board approve the Course Offerings for 2015-2016. Mr. Winter made a motion, seconded by Mr. Glaze. The vote was unanimous.**

8. **Dr. Sisk recommended the Board approve the Lease of Office Space. Mr. Shoulders made a motion. Mr. Glaze called for a second. There was no second. Mr. Glaze called again for a second. Again, there was no second. Motion died for lack of a second.**
9. **Dr. Sisk recommended the Board approve the change of the March Board meeting from March 3, 2015 to March 10, 2015. Mr. Winter made a motion, seconded by Mr. Young. The vote was unanimous.**
10. **Dr. Sisk recommended the Board approve job descriptions for Full Time Bus Driver/Substitute Bus Driver and Secondary Curriculum Coordinator. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
11. **Dr. Sisk recommended the Board approve the Purchase of Property in Tanner. Mr. Young made the following motion: *I move that the Board go into Executive Session in order to discuss consideration the Board is willing to offer or accept for the purchase of real property.* Mr. Shoulders seconded the motion. The vote was unanimous. Mr. Glaze stated the Executive Session should last approximately 20 minutes. The Board went into Executive Session at 6:45 p.m.**

The Board meeting resumed at 7:03 p.m. Mr. Glaze called for a motion to approve Item 11, Purchase of Property in Tanner. Mr. Shoulders made a motion. Mr. Glaze called for a second. There was no second. Mr. Glaze called again for a second. Again, there was no second. Motion failed for lack of a second.

12. **Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for October 2014. Mr. Winter made a motion, seconded by Mr. Young. The vote was unanimous.**
13. **Dr. Sisk recommended the Board approve the Student Complaint Form. Mr. Shoulders made a motion, seconded by Mr. Hilliard. The vote was unanimous.**
14. **Dr. Sisk recommended the Board approve the Health Science Internship Student Training Agreement between LCBoE and Tanner Medical Clinic. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
15. **Discussion – First Reading of Revised Limestone County Schools Policies**
16. **Dr. Sisk recommended the Board approve the Series 2015 Warrant Resolution. Mr. Shoulders made a motion to suspend the rules to add Discussion/Approval Item 16 - Series 2015 Warrant. The motion was seconded by Mr. McGill. A vote was taken, and the vote was unanimous.**

Mr. Glaze called for a motion to approve Discussion/Approval Item 16 - Series 2015 Warrant to fund the Capital Plan as previously approved by the Board. Mr. Winter made a motion, seconded by Mr. Glaze. The vote was unanimous.

- 17. Dr. Sisk recommended the Board approve the Foreign Exchange Program. Mr. McGill made a motion to suspend the rules to add Discussion/Approval Item 17 - Foreign Exchange Program. The motion was seconded by Mr. Young. A vote was taken, and the vote was unanimous.**

Mr. Glaze called for a motion to approve Discussion/ Approval Item 17 - Foreign Exchange Program. Mr. Young made a motion, seconded by Mr. Glaze. The vote was unanimous.

- 18. The Board discussed the concerns of employees at the Central Office.**
- 19. The meeting adjourned at 7:30 p.m.**

**The next Board Meeting will be on
February 3, 2015 @ 6:00 p.m.
Courthouse Annex**