

LIMESTONE COUNTY BOARD of EDUCATION
Board Meeting
Courthouse Annex
January 7, 2014 at 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. Adams, Mr. Glaze, Mr. McGill, Mr. Russell, Mr. Shannon, and Mr. Shoulders. Mr. Hilliard was absent. Superintendent Dr. Tom Sisk was present.**
- C. Mr. Glaze led everyone in prayer.**
- D. Mr. Russell led everyone in reciting the pledge of allegiance.**

AGENDA

Dr. Sisk stated that he would like to add the following item at the table: Item 6.B. – Clements High School Project.

1. Approve Agenda

Dr. Sisk recommended the Board approve the agenda. Mr. Russell made a motion to approve the agenda, seconded by Mr. Glaze. The vote was unanimous.

2. Superintendent's Report

A. Teachers of the Year Resolutions

Ms. Rhonda Stringham, Executive Director of Curriculum, presented a resolution to Holly Moore in recognition of being selected as 2014-2015 District Elementary Teacher of the Year for Limestone County Schools. Mr. Michael Cavnar, 2014-2015 District Secondary Teacher of the Year, was unable to attend and will be recognized at an upcoming Board meeting.

B. Presentation by Carol Pinkerton, Representative, EAP and Behavioral Health Benefits

Ms. Carol Pinkerton, representative from American Behavioral, EAP and Behavioral Health Benefits, outlined the company's services. The company will assist employees and spouses and is employer-paid. The company's clients include BBVA Compass, Coca-Cola, Auburn University, and Huntsville City Board of Education. Counseling services include assistance with marital issues, parental responsibilities, work stress, etc. These services include designing a program for the employee, spouse, and dependents and unlimited phone consultation as well as three one-on-one sessions. Additionally, in the case of a death of a Board employee, the company will visit the employee's location for counseling of co-workers. American Behavioral will also walk the Board through Department of Transportation requirements and employee violations.

Ms. Pinkerton noted there is no co-pay required from employees. She also noted if an employee requires more than three visits, it becomes a clinical situation and will go under medical coverage. American Behavioral will help the employee with this transition.

Ms. Pinkerton further clarified that American Behavioral follows HIPAA law, including need-to-know guidelines. The company will report violations as required under law (e.g. drinking on the job) and guide employees through the reporting process.

Ms. Pinkerton noted American Behavioral only contracts with organizations; if the Board decides not to contract with the company, employees cannot purchase the service on their own.

C. Clements High School Project

Dr. Sisk noted the Clements High School renovations project is listed under Acceptance of Bid. The bid is \$5.2 million and Civicon General Contractors was the low bidder. He said the actual work will involve \$200,000 more due to tax savings.

3. Information Only

A. Career Tech Center Brochure

Dr. Sisk noted there is a revision of the Career Technical Center brochure outlining the many programs the Center offers. A video series is also being planned.

B. Cell Phone and Student Driving Policy Update

Dr. Sisk outlined the current cell phone policy. He noted a policy is currently under revision for Bring Your Own Device which will include cell phones for academic use. The pilot program will be at Ardmore High School.

Dr. Sisk noted there is intent to reconfigure current CTC driving guidelines to allow more flexibility in scheduling for Calhoun classes. This would also provide more opportunities other than work programs for students who participate in the Early Release program.

C. Breakfast in Class Programs

Ms. Teresa Rogers, Director of Child Nutrition Program, said four county schools have been approved to provide breakfast in classrooms under a federal meals program: Blue Springs Elementary, Owens Elementary, Piney Chapel Elementary, and Tanner High School. The pilot program will begin February and go through May. She noted every student will get breakfast, not just economically-disadvantaged students. She said the meal will take 10 – 15 minutes. Cafeteria workers will deliver the meals to classrooms, and teachers will take the meals into the classroom.

CONSENT AGENDA

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

4. Approval of Minutes

- A. December 10, 2013
- B. December 17, 2013

5. Overnight Trips

- A. East Limestone
 - 1. Jr. High Honor Band, Auburn University, February 6-8, 2014.
 - 2. Sr. High Honor Band, Auburn University, February 13-15, 2014.
 - 3. Sr. High Honor Band, University of Alabama, February 6-9, 2014.
 - 4. Percussion Section, Indianapolis, IN, PAS Conference, November 19-22, 2014.

6. Acceptance of Bid

- A. Ardmore Sign
- B. Clements High School Renovations

NEW BUSINESS

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

7. Discussion Approval of Personnel Items

A. Contract

- 1. Henry White, Assistant Principal, Tanner High School, January 2, 2014 – June 30, 2014, \$300.00 per day, not to exceed \$23,000.00.

B. Resignations

- 1. Dwayne Clark, Attendance Officer, Limestone County Schools, retroactive to December 16, 2013.
- 2. Zane Taylor, Assistant Baseball Coach only, Clements High School, retroactive to December 11, 2013.
- 3. Daniel Garrett, Assistant Baseball Coach and Assistant Football Coach only, Clements High School, retroactive to December 20, 2013.
- 4. Whitney Moran, Instructional Assistant, Johnson Elementary School, retroactive to January 3, 2014.

C. Retirements

- 1. Janette L. Daniels, Textbook Inventory Clerk, effective January 31, 2014.

D. New Personnel

- 1. Vera Gladney, Itinerant Instructional Assistant, base school to be determined by special needs population, retroactive to January 3, 2014.
- 2. Michelle Ezell, Utility Driver, Bus Garage, replacing Ruben Jenkins, effective January 8, 2014.

E. Transfers

1. Kathy Watkins, Custodian, Cedar Hill Elementary School to CNP Worker/Assistant, Cedar Hill Elementary School, retroactive to January 3, 2014.

F. After School Tutors

1. Tammy Britton, Michelle Davis, Carrie Gervais, Stacy Moore, and Joe Brannon, Owens Elementary School to be paid \$27.00/hour with Federal funds, effective January 7, 2014.

G. Leaves of Absence

1. Cathy Smith, Teacher, Cedar Hill Elementary School, December 17, 2013 until approximately January 31, 2014 under FMLA for serious health condition of employee. Documentation on file in the Human Resources Department.
2. Roger Vining, Custodian, Ardmore High School, December 12, 2013 until approximately February 10, 2014 for serious health condition of employee. Documentation on file in the Human Resources Department.
3. Teresa Wade, Teacher, East Limestone High School, January 2, 2014 until approximately January 31, 2014 for serious health condition of employee. Documentation on file in the Human Resources Department.
4. James David Holt, Teacher, Career Technical Center, January 13, 2014 until approximately February 28, 2014 for serious health condition of employee. Documentation on file in the Human Resources Department.
5. Regina Clem, Teacher, Elkmont High School, January 2, 2014 and will return to work on February 3, 2014 under FMLA for serious health condition of immediate family member of employee. Documentation on file in the Human Resources Department.
6. Alicia K. Bates, Teacher, Elkmont High School, January 6, 2014 until approximately February 7, 2014 under FMLA for serious health condition of employee. Documentation on file in the Human Resources Department.

H. Temporary Help

1. Daly Dunnivant, Central Office, Finance Department, \$8.00/hour per hour on an as needed basis, effective immediately.

I. Supplements

1. Vince Green, \$1,980.59 per month retroactive to November 12, 2013 until June 30, 2014, while serving as Principal of Career Technical School.

J. Volunteers

1. Andy J. Dye II, Assistant Soccer Coach, East Limestone High School.

8. **Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for November 2013. Mr. Russell made a motion, seconded by Mr. McGill. The vote was unanimous.**
9. **Dr. Sisk recommended the Board approve the Comprehensive Course Offerings Handbook. Mr. Shoulders made a motion, seconded by Mr. Shannon. The vote was unanimous.**

10. **Dr. Sisk recommended the Board approve the Textbook Adoption Committees for Social Studies. Mr. Glaze made a motion, seconded by Mr. Adams. The vote was unanimous.**
11. **Dr. Sisk recommended the Board approve the Addition of Contingency Monies to Bid # 1222 – District Cabling. This addition is the result of contingency monies not being included in the original bid approved by the Board and will allow for unforeseen items that may come up during the actual installation of the project. The amount is not to exceed \$60,000. All drops and switches will be approved by Zebbra Green, Director of Operations and Superintendent Tom Sisk.**
12. **Discussion – First Reading of Board Policy - No Action**
 - A. *JCAAA – Title II – ADA, Title IX and Section 504 Grievance Procedures for Parents and Students*
 - B. *JCAAAAA – Title II – ADA and Section 504 Grievance Procedures for Employees*
 - C. *JDAA – Physical Restraint and Seclusion*
 - D. *JRC – Technology Responsible Use*
13. **Board members thanked the audience for attending the meeting and asked Dr. Sisk to give an update on situation at Johnson Elementary. Dr. Sisk said the sprinkler system froze and ruptured. The 4th and 5th grade hallway, library, and administrative section were flooded. He then commended the County Commission and system employees for helping with the situation. He added Serv-Pro will be doing the clean-up and that a state insurance agency adjuster had been at the school.**

Dr. Sisk said 42 buses had difficulty cranking on the morning of January 7th and bus drivers will be starting buses tonight to help prevent the situation from happening on Wednesday morning.
14. **The meeting adjourned at 6:47 p.m.**

**The next Board Meeting
will be on February 4, 2014
at 6:00 p.m.
Courthouse Annex**