

LIMESTONE COUNTY BOARD of EDUCATION
Board Meeting
Courthouse Annex
June 10, 2014 at 6:00 p.m.

- A. The meeting was called to order at 6:02 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. Darin Russell, Mr. James Shannon, and Mr. Charles Shoulders. Superintendent Dr. Tom Sisk was present.**
- C. Mr. Adams led everyone in prayer.**
- D. Mr. Glaze led everyone in reciting the pledge of allegiance.**

AGENDA

Dr. Sisk asked that the following item be added to the agenda:

Addition to Personnel Action Items:

9. Discussion/Approval of Personnel Action Items

G. Leaves of Absence

- 6. Basilio Munoz, EL instructional assistant, Tanner High School, one year leave of absence for ministry work in Tampa, FL effective for the 2014-2015 school year.**

1. Approve Agenda

Dr. Sisk recommended the Board approve the agenda as amended. Mr. Glaze asked that item 9.G.6 Leave of Absence be voted on separately. Mr. Shoulders made a motion to approve the agenda, seconded by Mr. Russell. The vote was unanimous.

2. Superintendent's Report

A. Recognition of 2014 LCS Elementary School Scholars' Bowl Competition Winners

Ms. Jan Tribble, Secondary Curriculum Director, presented certificates and a group trophy to West Limestone High School as 2014 LCS Elementary School Scholars' Bowl Competition Winners. Those students recognized were as follows: Ivy Clay, Brie Hughes, Emma Ford, Samuel English, Faith Craig, C.J. Adams, Chailey Adams, Lelia White, Bailee Grisham, Jack Cornelius, and Seven Harwell. Coach Anna Cum was also recognized.

B. Recognition of 2014 LCS Elementary School Scholars' Bowl Competition High Scorer

Ms. Jan Tribble, Secondary Curriculum Director, presented a certificate to Grayson Roberts from Blue Springs Elementary School as 2014 LCS Elementary School Scholars' Bowl

Competition High Scorer. Ms. Tribble also recognized coaches Jan Wilbanks and Stephanie Gilbert.

C. Recognition of 2014 Limestone County Career Technical Center State Winners in SkillsUSA Competitions

Ms. Jan Tribble, Secondary Curriculum Director, presented certificates to the following 2014 Limestone County Career Technical Center State Winners in SkillsUSA Competitions winners:

Matthew Pittenger, Michael Shunnarah, Jessica Avila, Jaciona Hicks, Kenneth Hampton, Brielle Youngken, Robert Martin, Jordan Lewis, Leighann Haraway, and Presley Holt

Ms. Tribble also recognized the following Career Technical Center instructors:

Ted James, Glennis Black, Mike Raney, Brian Terry, and Anthony Mitchell

D. Resolution for 2014 Alabama 4A Individual State Golf Champion

Ms. Jan Tribble, Secondary Curriculum Director, presented a resolution to Lee Hodges, Ardmore High School, as 2014 Alabama 4A Individual State Golf Champion.

E. Resolution for Ardmore High School Golf Coach

Ms. Jan Tribble, Secondary Curriculum Director, presented a resolution to John South, Ardmore High School Golf Team Coach.

F. Resolutions for 2013-2014 Educational Support Persons of the Year

Ms. Karen Tucker, Director of IT/Public Relations, presented a resolution to Ms. Allena Fogg as 2013-2014 Educational Support Person of the Year, Division I, and Ms. Karen Burchfield as 2013-2014 Educational Support Person of the Year, Division II.

G. Resolutions for 2014-2015 Educational Support Persons of the Year

Ms. Zebbra Green, Director of Human Resources/Operations, presented a resolution to Ms. Gina Schrimsher as 2014-2015 Educational Support Person of the Year, Division I.

Ms. Tara Bachus, Director Special Education, presented a resolution to Ms. Barbara Gregg as 2014-2015 Educational Support Person of the Year, Division II.

Mr. Darryl Adams, Director of Transportation, presented a resolution to Ms. Mary Jane Bates as winner of the Limestone County "Love the Bus Campaign."

H. Schneider Electric Presentation

Ms. Allie Harris, Schneider Electric Account Executive, presented project goals and scope descriptions for the Facility Improvement and Energy Efficiency Program for Limestone County Schools. She noted the system will save 22% in utility costs with a reduction from \$1.36/sq. ft. to \$1.05 sq. ft. The project includes savings of \$500,000 a year with

guaranteed savings of \$13.5 million over 20 years. If the system does not realize these savings, it will receive a refund check from Schneider Electric.

Ms. Harris outlined the scope of work to include the following:

- District-wide building automation - providing centralized control of **over 800 pieces of HVAC equipment**
- Renovations to **over 53,000 lighting components** (interior, exterior, gyms & controls)
- Full conversion to **Voice over Internet Protocol (VoIP)** telephone system with upgraded intercom
- **Dropped ceilings** installed at 7 schools
- Extensive **window renovations** at 7 schools
- District-wide water commissioning and upgrades, **reducing water by almost 90 million gallons**
- Extensive **envelope sealing** of doors, windows and joints at every building
- **Smart metering and energy dashboard** technologies

Ms. Harris noted the system will receive a 0% interest rate for \$500,000 from ADECA.

Ms. Ann Swanner added that the system is talking with First National which has an amortization schedule of 4.04%. She said she would like for the system to make two payments a year at \$810,000 each. The system will have an out-of-pocket expense of \$212,000 a year but everything else will be paid for with savings.

Ms. Harris also said Schneider Electric will provide marketing and outreach efforts which will include:

- Initiative branding & logo
- Banner stand
- Press release ready
- Additional Opportunities:
 - Social media blast
 - Post savings reports & updates on website
 - Before & after video (work with students to create)

Ms. Harris concluded by summarizing the project. Overall, the system will:

- Strategically reinvest over \$13.7 million in utility expenditures to fund needed capital improvements
- Completely transform the learning environment and modernize district-wide communications & technology
- Gain \$11.5M in facility improvements for just over \$4M

Dr. Sisk noted the Schneider Electric energy services contract has been reviewed by Board attorneys at Lanier Ford. He said work can begin in August and will be done at night for the most part to prevent disruption during school hours.

3. Information Only

A. Career Technical Center Preliminary Expansion Plans

Dr. Sisk said expansion is needed at the Career Technical Center due to projected increased enrollment. He said there is work required for portables which are being used in lieu of buildings. A builder has been secured for building the portables and a company has been selected to provide gravel.

CONSENT AGENDA

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

Mr. Earl Glaze made a motion to go into Executive Session, and Mr. McGill seconded. Mr. Glaze's statement was as follows:

I make a motion to go into Executive Session in order to discuss with our Board attorney the legal ramifications of and legal options for controversies not yet being litigated but imminently likely to be litigated or imminently likely to be litigated if the Board pursues a proposed course of action.

Mr. Byrd Latham, Board attorney, then read the following statement concerning the Executive Session:

Pursuant to Alabama Code Section 36-25A-7(a)(3), I hereby give this written opinion that the planned discussion in the Executive Session at the Board meeting tonight meets the exception to the Open Meetings Act contained in Alabama Code Section 36-25A-7(a)(3).

The Board then went into Executive Session and returned at 7:04 p.m. No action was taken.

4. Approval of Minutes

- A. May 6, 2014
- B. May 7, 2014
- C. May 29, 2014

5. Use of Schools

A. Ardmore High School

1. Fusion Fastpitch Softball requests the use of the softball field on June 11, 2014 through July 31, 2014 for softball practice, hitting, and fielding.
2. Varsity Volleyball Team requests the use of the new gymnasium on June 26-27, 2014 for a varsity volleyball camp with UAH coach and players.
3. Middle School Volleyball Team requests the use of the new gymnasium on July 10-11, 2014 for a middle school volleyball camp conducted by Chris Cothren.
4. The Crossmen Drum and Bugle Corps requests the use of the football field, new gymnasium, and possibly football practice field (depending on rehearsal needs of the group) on July 24-25, 2014 to sleep and rehearse in preparation for their competition in Huntsville, AL on July 25, 2014. The Crossmen will pay all fees.
5. Varsity Volleyball Team requests the use of the gymnasium on August 9, 2014 for a carwash and "Little Tigers" volleyball camp.

- B. Owens Elementary School
 - 1. A.B.G.Y.F. requests the use of the soccer field and the three baseball fields (later in the year) from July 1, 2014 through November 30, 2014 for conditions beginning July 2nd for two days a week until August then practicing basic football drills, blocking, tackling, and running.
- C. West Limestone High School
 - 1. Soccer Team requests the use of practice field on July 22-24, 2014 for a soccer camp for 1st – 6th grades to be conducted by current varsity coaches and players.

6. Overnight Trips

- A. Ardmore High School
 - 1. Varsity Girls Basketball Team to attend team camp on June 19-20, 2014 at Jacksonville State University
 - 2. Varsity and Junior Varsity Cheerleaders to attend Summer Cheer Camp on June 16-20, 2014 in Tuscaloosa, AL
- B. Career Technical Center
 - 1. CTC students to participate in National SkillsUSA Conference and competitions on June 22-29, 2014 in Kansas City, MO
- C. Clements High School
 - 1. Varsity Boys Basketball Team to participate in summer play dates on June 18-20, 2014 at Gulf Shores High School in Gulf Shores, AL
- D. East Limestone High School
 - 1. Baseball Program to attend Varsity Baseball Team Camp on June 12-15, 2014 at Jacksonville State University.
 - 2. Varsity and Junior Varsity Cheerleaders to attend Summer Cheer Camp on June 17-20, 2014 in Tuscaloosa, AL
 - 3. Volleyball Team to participate in volleyball tournament on September 2-6, 2015 in Orlando, FL
- E. Elkmont High School
 - 1. Volleyball Team to participate in volleyball team camp on July 6-10, 2014 at Martin Methodist College.
- F. Owens Elementary School
 - 1. 5th Grade students to participate in hands-on field trip on November 12-14, 2014 at Dauphin Island Sea Lab
- G. Tanner High School
 - 1. Varsity and Junior Varsity Basketball Team to participate in Birmingham Southern Basketball Team Camp on June 27-28, 2014 in Birmingham, AL
- H. West Limestone High School
 - 1. Varsity Volleyball Team to participate in Varsity Team Camp on July 18-19, 2014 at University of North Alabama

7. Acceptance of Bid

- A. HVAC Units – Systemwide for Use on an As-Needed Basis
- B. Tractor with Bush Hog and Front End Loader – Career Technical Center
- C. Weight Equipment – Ardmore High School

8. Property No Longer Needed for Public School Purposes

- A. Tire Machine – Transportation Department

Mr. Russell asked about the condition of the tire machine. Mr. Darryl Adams said it was no longer usable.

NEW BUSINESS

Mr. Shoulders made a motion to approve the Personnel Action Items with Item 9.G.6 being voted on separately, and the motion seconded by Mr. Glaze. The vote was unanimous.

After discussion of Item 9.G.6, Leave of Absence, Mr. Shoulders made a motion, seconded by Mr. McGill. Those in favor were: Mr. Marty Adams, Mr. Anthony Hilliard, Mr. Bret McGill, Mr. Darin Russell, Mr. James Shannon, and Mr. Charles Shoulders. Mr. Glaze was opposed. The motion carried.

9. Discussion/Approval of Personnel Action Items

A. Contracts

Superintendent contract for approval:

1. Tom Sisk, superintendent, Limestone County Schools, effective immediately.

Principal contracts for approval:

1. Billy Owens, principal, non-probationary, Tanner High School, effective July 1, 2014.
2. Glenn Garner, principal, non-probationary, Cedar Hill Elementary School, effective July 1, 2014.
3. Vince Green, director, probationary, Career Technical Center, retroactive to November 12, 2013.

B. Professional Services Agreements

1. Kellie Tucker, summer school teacher, Ardmore High School, at a rate of \$20 per hour, 4 hours per day, not to exceed \$1,500 effective June 11, 2014 and ending July 2, 2014.

C. Retirements

1. Tim Lewter, teacher, Ardmore High School, retroactive to June 1, 2014.

D. New Positions

1. Itinerant instructional assistant, 9-month, Special Education Department, Limestone County Schools, to assist students with medical needs, effective 2014-2015 year, salary determined according to Limestone County Schools instructional assistant salary schedule, effective June 11, 2014.
2. Itinerant Special Education Teacher, Limestone County Schools, effective 2014-2015 school year, salary determined according to Limestone County Schools teacher salary schedule.

E. New Personnel

1. Nikki Robertson, technology facilitator (10-month), Elkmont High School, salary determined according to Limestone County Schools salary schedule, effective July 1, 2014.

2. Terra Hill, student services coordinator (12-month), Special Education Department, salary determined according to Limestone County Schools salary schedule, effective June 11, 2014.
3. Wendy Davis, technology facilitator (10-month), Owens Elementary School, salary determined according to Limestone County Schools salary schedule, effective July 1, 2014.
4. Amanda Fee, music teacher, Creekside Elementary School, replacing Elaine Rugless, salary determined according to Limestone County Schools salary schedule, effective 2014-2015 school year.
5. Leah Hains, itinerant music teacher, West Limestone/Tanner High School, replacing Erin Johnson, salary determined according to Limestone County Schools salary schedule, effective 2014-2015 school year.
6. Amanda Gibbs, technology facilitator (10-month), West Limestone High School, salary determined according to Limestone County Schools salary schedule, effective July 1, 2014.

F. Resignations

1. John Landers, social science teacher, East Limestone High School, effective June 15, 2014.
2. Kirstie Corum, general science teacher, Ardmore High School, retroactive to May 29, 2014.
3. Debra Pepper, part-time CNP cashier, Creekside Elementary School, retroactive May 29, 2014.
4. Lindsay Savage, summer school teacher, Ardmore High School, retroactive to June 9, 2014.

G. Leaves of Absence

1. Lori Beth Johns, middle school English teacher, Ardmore High School, effective October 1, 2014 through January 21, 2015, under FMLA.
2. Melba Johnson, first grade teacher, Creekside Elementary School, effective August 1, 2014 through October 1, 2014, under FMLA.
3. Grace Walker, teacher, Elkmont High School, effective August 1, 2014 through September 29, 2014, under FMLA.
4. Lynda Cooper, second grade teacher, Piney Chapel Elementary School, effective August 25, 2014 through November 3, 2014, under FMLA.
5. Sarah Lowman, science teacher, Tanner High School, one year leave of absence for AMSTI-Athens State University, ASIM Biology Specialist, retroactive to June 2, 2014 through 2014-2015 school year.
6. Basilio Munoz, EL instructional assistant, Tanner High School, one year leave of absence for ministry work in Tampa, FL effective for the 2014-2015 school year.

H. Leave in Lieu of Sick Leave

1. Mark Smith, maintenance worker, Limestone County Schools, 52 days, retroactive to March 31, 2014 through June 15, 2014.

I. Continue Service of Employees Hired as Temporary, 1 Year Only, or Remainder of Year 2013-2014 School Year, Effective Immediately

1. Holly Tiemann, school nurse, Career Technical Center

J. Transfers

1. Cindy Wales, elementary teacher, Elkmont High School to technology facilitator (10-month) at Cedar Hill Elementary School, salary determined according to Limestone County Schools salary schedule effective July 1, 2014.
2. Kelli Southard, teacher, West Limestone High School transferring to itinerant special education teacher, for students with significant behavior problems, Limestone County Schools, is replacing Shelia Fields, salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.
3. Michelle Mitchell, kindergarten program teacher, Cedar Hill Elementary School, transferring to technology facilitator (10-month), Creekside Elementary School, salary determined according to Limestone County Schools salary schedule effective July 1, 2014.
4. Jeff Anders, utility shop driver, Transportation Department, transferring to regular route bus driver, East Limestone High School, is replacing Mike George, salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.
5. Felecia Powers, regular route bus driver, Ardmore High School & Cedar Hill Elementary School, transferring to regular route/tech driver at Ardmore High School & Cedar Hill Elementary School, is replacing Jennifer Hargrove, salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.
6. Lonnie Shoulders, regular route bus driver, Tanner High School, transferring to regular route bus driver, Clements High School & Blue Springs Elementary School, is replacing Rick Craft, salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.
7. Kay Cornelison, utility shop driver, Transportation Department, transferring to regular route bus driver, Ardmore High School & Cedar Hill Elementary School, is replacing Felecia Powers, salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.
8. Lucy Shaw, EL instructional assistant, Blue Springs Elementary School, will also serve students at Elkmont High School (3 days/week), salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.
9. Jonathan Hicks, EL instructional assistant, Clements High School, will also serve students at Tanner High School (3 days/week), salary determined according to Limestone County Schools salary schedule effective 2014-2015 school year.

K. Temporary Help

1. Summer Reading Staff at Piney Chapel Elementary School, 4 hours per day at a rate of \$27.00 per hour, paid by Title I funds, effective July 7-18, 2014. The staff is as follows:
 - a. Angela Barnes,
 - b. Cynthia Bates,
 - c. Lori Gibson, and
 - d. Melissa Christ
2. Connie Adams, bus driver, Piney Chapel Elementary School, pay is not to exceed \$300.00 for this period, paid by Title I funds, effective July 7-18, 2014.
3. Certified teachers, Blue Springs Elementary School teaching Kindergarten Kamp, paid by Title I funds, for July 14-16, 2014, 8:00-11:00 a.m. at a rate of \$27.00/hour. The teachers are as follows:
 - a. JaDonna Stowe,
 - b. Marinda Dees,

- c. Alicia Hood,
 - d. Wanda Craft, and
 - e. Erica Zirbel
4. Certified teachers, Owens Elementary School teaching Kindergarten Kamp, paid by Title I funds, for July 29-31, 2014, 8:00 -11:00 a.m. at a rate of \$27.00/hour. The teachers are as follows:
 - a. Christa Baugher,
 - b. Sueann Hobbs,
 - c. Amy Bassham,
 - d. Emily Britton,
 - e. Shana Gant,
 - f. Stacy Moore, and
 - g. Carrie Gervais
 5. Certified teachers, Tanner High School to teach Kindergarten Kamp, paid by Title I funds, for June 16-20, 2014, from 8:00 – 12:00 a.m. at the rate of \$27.00/hour. The teachers are as follows:
 - a. LeeAnn Stephens,
 - b. Nancy Shores,
 - c. Terri Whitt,
 - d. Ruth Edge, and
 - e. Amy Bates
 6. CNP employees, Piney Chapel Elementary School, for Summer Meals Program. CNP Managers will be paid an hourly rate of \$15.07 and worker/assistants will be paid an hourly rate of \$13.92, retroactive from June 9, 2014 through July 18, 2014. The staff is as follows:
 - a. Paula Wales, CNP manager,
 - b. Donna Menefee, CNP worker/assistant,
 - c. Jill Grisham, CNP worker/assistant,
 - d. Crystal Brazell, CNP worker/assistant,
 - e. Brittany Watkins, CNP worker/assistant, and
 - f. Lisa Beddingfield, CNP worker/assistant
 7. CNP employees will work Summer Meals Program for Tanner High School. CNP Managers will be paid an hourly rate of \$15.07 and worker/assistants will be paid an hourly rate of \$13.92, retroactive from June 9, 2014 through July 18, 2014. The staff is as follows:
 - a. Pam Marks, CNP manager,
 - b. Brittany Hicks, CNP worker/assistant,
 - c. Angela Campbell, CNP worker/assistant, and
 - d. Margaret Lucas, CNP worker/assistant
 8. CNP employees will serve meals for Owens Elementary School Kindergarten Kamp. CNP Managers will be paid an hourly rate of \$15.07 and worker/assistant will be paid an hourly rate of \$13.92 on July 29-31, 2014.
 - a. Rhonda Barnes, CNP manager, West Limestone High School and
 - b. Lisa Beddingfield, CNP worker/assistant, Owens Elementary School
 9. CNP employees will serve meals at West Limestone for Kindergarten Kamp. CNP Managers will be paid an hourly rate of \$15.07 and CNP worker/assistant will be paid an hourly rate of \$13.92 on July 22-24, 2014. The staff is as follows:
 - a. Rhonda Barnes, CNP manager, West Limestone High School and
 - b. Shirley Messer, CNP worker/assistant, West Limestone High School

L. Supplements

1. Somer Horton, FCCLA Advisor, Elkmont High School, at the pro-rated sum of \$609.90, retroactive from December 1, 2013 through May 29, 2014.
 2. Melody Etheredge, Yearbook Sponsor, Tanner High School, at the sum of \$1,000.00 retroactive from August 1, 2013 through May 29, 2014.
 3. Sarah Lowman, National Junior Honor Society Sponsor, Tanner High School, at the sum of \$1,000.00 retroactive from August 19, 2013 through May 29, 2014.
-
10. **Dr. Sisk recommended the Board approve the 2014-2015 Limestone County Schools Student Handbook. Mr. Adams made a motion to accept the superintendent's recommendation, seconded by Mr. Glaze. The vote was unanimous.**
 11. **Dr. Sisk recommended the Board approve the ProStart Curriculum for the Culinary Arts Program at the Career Technical Center. Mr. McGill made a motion to accept the superintendent's recommendation, seconded by Mr. Shannon. The vote was unanimous.**
 12. **Dr. Sisk recommended the Board approve the repair of Piney Chapel gymnasium and Alternative School at a cost of \$11,925.00 as awarded to Lynn's Exterior Finishes. Mr. Russell made a motion to accept the superintendent's recommendation, seconded by Mr. Adams. The vote was unanimous.**
 13. **Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for April 2014. Mr. Shoulders made a motion to accept the superintendent's recommendation, seconded by Mr. Shannon. The vote was unanimous.**
 14. **Dr. Sisk recommended the Board approve the 2014-2015 tuition for out-of-state students at a cost of \$524.29 per student. Mr. Glaze made a motion to accept the superintendent's recommendation, seconded by Mr. Shoulders. Those Board members in favor were: Mr. Adams, Mr. Glaze, Mr. Hilliard, Mr. Russell, and Mr. Shoulders. Those opposed were: Mr. McGill and Mr. Shannon. The motion carried.**
 15. **Dr. Sisk recommended the Board approve and authorize the superintendent to move forward with the Creekside Elementary Expansion Plan as part of the Capital Campaign at a cost of \$6 million. Goodwyn, Mills, and Cawood will serve as architects. Mr. Hilliard made a motion to accept the superintendent's recommendation, seconded by Mr. Shoulders. The vote was unanimous.**
 16. **Dr. Sisk recommended the Board approve and authorize the superintendent to proceed with the Schneider Electric Energy Conservation Plan as presented in June 10, 2014 Board meeting. Mr. Shoulders made a motion to accept the superintendent's recommendation, seconded by Mr. Hilliard. The vote was unanimous.**
 17. **Dr. Sisk recommended the Board approve payment of the AASB 2014-2015 Membership Invoice at a cost of \$12,500. Mr. Shoulders made a motion to accept the superintendent's recommendation, seconded by Mr. Adams. The vote was unanimous.**
 18. **Mr. Glaze made a motion to disseminate the First Reading of Revised Limestone County Schools Policy Manual. Mr. McGill seconded. The motion carried.**

19. **The Board members congratulated those students, teachers, and employees recognized with certificates and resolutions at the Board meeting and thanked the audience for attending.**
20. **The meeting was adjourned at 7:19 p.m.**

**The next Board Meeting will be on
June 26, 2014 @ 6:00 p.m.
Courthouse Annex**