

LIMESTONE COUNTY BOARD OF EDUCATION
Board Meeting
Courthouse Annex
March 10, 2015 @ 6:00 p.m.

- A. The meeting was called to order at 6:12 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. Winter led everyone in prayer.**
- D. Mr. McGill led everyone in reciting the pledge of allegiance.**

AGENDA

1. Approve Agenda

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

2. Superintendent's Report

A. Superintendent's Commendation

Dr. Sisk presented Mrs. Tammy Moss, Clements High School technology specialist, with a Superintendent's Commendation in recognition of her hard work, commitment, and dedication to the comprehensive remodeling and renovation of Clements High School 2014. Dr. Sisk noted Ms. Moss's attention to detail and organizational skills aided in a very successful project.

B. Presentation by McKee & Associates - Architectural Plans for Ardmore High School Cafeteria Expansion

Roger Gilbreath of McKee & Associates outlined the planned expansion to the Ardmore High School cafeteria. Mr. Gilbreath presented a three-sided expansion that would add at least 70 seats. The addition would be approximately 20-by-70 feet and would include two bathrooms and two emergency exits. The estimated cost is \$250,000.

Mr. Gilbreath briefly outlined an alternate plan that would add an additional 10 to 12 seats at an approximate cost of \$25,000. Dr. Sisk noted that he hoped there would be enough funding to allow for the alternate plan, and Mr. McGill said the Board needs to pursue the plan with the larger capacity.

Mr. Glaze asked Mr. Gilbreath if he planned to use local contractors for the job. Mr. Gilbreath said McKee & Associates would send bids to local companies. Dr.

Sisk said he advocates the 50/50 rule which means 50 percent of workforce on any LCS project comes from within 50 miles of the work site.

C. Presentation by McKee & Associates - Piney Chapel Gym HVAC Project

Roger Gilbreath of McKee & Associates outlined a plan for the HVAC project at Piney Chapel Gym. Mr. Gilbreath noted the plan includes four units, two on each side of the gym. Mr. Steve Wallace, Director of Maintenance, noted the proposed units would be wall packs. Mr. Shoulders asked if the project included building preparations. Mr. Wallace said the building envelope is in good shape and will be ready for the addition of units.

D. Rendering for Career Tech Center Expansion

Dr. Sisk presented a rendering of the Career Tech Center expansion. He noted that he expects the groundbreaking to happen in the early part of April.

E. State Monitoring Report

Mrs. Rhonda Stringham, Executive Director of Curriculum, presented the Comprehensive Monitoring Report to the Board. The report is a result of visits to Central Office, Maintenance & Transportation, and the schools. She noted comprehensive monitoring occurs every four years and monitors are looking for compliance with state and federal standards.

Mrs. Stringham noted all citations from state monitoring are correctable and have a timeline of 30 days, 60 days, or one year. She added many of the citations have already been completed and process to upload documentation is ongoing.

3. Information Only

A. Certified Teachers Driving Bus Routes

Dr. Sisk discussed the bus driver shortage the system is experiencing. He noted it is common practice in other districts for certified teachers to drive buses. He said he would like to have conversations about reinstating the practice and would like to get input from principals.

Mr. Glaze said he is concerned about not having anyone in the classroom in the mornings if this practice is allowed. He then asked if the system has been advertising in the newspaper for bus drivers. Mr. Rusty Bates, Director of Transportation, said the system has advertised for bus drivers in the past but it is not just a local problem. He said the system currently has one substitute bus driver and six utility drivers.

Mr. Shoulders asked how the compensation for Limestone County Schools bus drivers compared to other systems. Mr. Bates said the system is actually above average in that area. He noted one problem is that drivers start as subs but leave as soon as they find full-time openings. He added he has had conversations with Dr. Sisk regarding contractual requirements once the driver becomes certified.

Mr. Shoulders then asked how teachers who serve as bus drivers would be compensated. Mr. Bates said teacher pay would be combined with a bus driver supplement. Dr. Sisk noted an advantage to the Board is that they would not have to pay benefits because as certified teachers those benefits are already being paid.

B. High School Counselors' Extended Contract Discussion

Dr. Sisk said he would like to see high school counselors moved to twelve-month employee status. Mr. McGill asked Dr. Sisk if he had discussed this move with all counselors. Dr. Sisk said he was not sure if all counselors want to move to twelve-month status, but he had talked to all high school counselors. He said he thinks twelve-month counselors are a necessity. He said the system needs to be strategic in hiring. He added it is financially beneficial by making this change.

Mr. Glaze said he is supportive of moving the high school counselors to twelve-month status as long as the counselors are working with students to give them more opportunities and meeting students' needs. Dr. Sisk said he has discussed creative scheduling, particularly with Career Technical Center programs. He said CTC is about giving students choices. Mr. McGill added that if the system does not provide students with choices, charter schools will.

C. Discussion of Fee Schedule for Use of Facilities

Dr. Sisk noted there is an approved fee schedule for use of facilities. He said there needs to be clarification on how fees are collected and on what is considered an "outside organization."

D. Institute Keynote Speaker Angela Maiers

Dr. Sisk said he plans to have Angela Maiers as keynote speaker at Institute. He noted she was a keynote at a recent AASB conference and often speaks about 'creative intelligence'.

CONSENT AGENDA

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

4. Approval of Minutes

- A. February 3, 2015 Board Meeting
- B. February 20, 2015 Special Called Board Meeting

5. Use of Schools

- A. Cedar Hill Elementary
 - 1. Ardmore Booster Club requests the use of the baseball fields and softball fields for practice on March 20, 2015 – August 1, 2015.
 - 2. Cedar Hill Art Program requests the use of the Art room on June 22-24, 2015 to conduct clay camp for Cedar Hill Elementary students for a fundraiser.

6. Overnight Trips

A. Career Technical Center

1. Two FBLA members to travel to Birmingham, AL on April 16-17, 2015 to attend the FBLA State Leadership Conference

B. Clements High School

1. Sr. Beta Club members to travel to Birmingham, AL on April 9-10, 2015 to attend the Sr. Beta Club Convention

C. East Limestone High School

1. All-State Band members to travel to Mobile, AL on April 14-18, 2015 to participate in All-State Band activities
2. Marching Band to travel to Orlando, FL on December 27, 2015 to participate in Russell Athletic Bowl

7. Approval to Bid

A. Cafeteria Expansion Project at Ardmore High School

8. Acceptance of Bid

A. Career Tech Center Expansion

The Board approved the bid for additions to the Limestone County Career Technical Center (PH&J 1410SC). Building Construction Associates, Inc. had the lowest qualifying bid. The Board accepted the bid from Building Construction Associates as follows: \$3,034,800.00 base bid; Alternate #1 (Casework/Millwork) at \$49,500.00; Alternate #2 (Vehicle Cover/Canopy) at \$18,800.00; and Alternate #3 (Gravity Sewer) at \$158,600.00 for a project total of \$3,261,700.00.

NEW BUSINESS

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

9. Discussion/Approval of Personnel Action Items

A. Professional Services Agreements

1. Phyllis Gill, reimbursement of transportation expenses, 52 miles per day, at the approved mileage rate, not to exceed \$2,650.00, retroactive to January 20, 2015.
2. The Cardinal School, Inc., a non-profit organization, in Huntsville, Alabama, as consultant/service provider, to meet the IEP needs of a student, at the cost of \$575.00/month plus a one-time registration fee of \$150.00, retroactive to January 20, 2015 through May 22, 2015.
3. Katelyn Meadows, special education speech therapist, at the daily rate of \$245.08, plus mileage at the applicable rate for up to 5 days per week, not to exceed \$24,500 dollars, to be paid from the General Fund, effective March 11, 2015 through July 31, 2015.

B. New Personnel

1. Rebekah Raymond, itinerant special education teacher, Creekside Elementary School, is replacing Katy D. West, for the remainder of year only, salary determined according to Limestone County Board of Education current salary schedule, effective March 11, 2015.

C. Resignations

1. Judson Meadows, assistant baseball coach only, Elkmont High School, effective March 11, 2015.
2. Natalia Kovaleva-Dooley, EL/federal programs coordinator, Federal Programs Department, retroactive to March 6, 2015.
3. Daniel Root, extended day nurse, Creekside Elementary School, retroactive to March 3, 2015.
4. Barry Berryhill, welding instructor, Career Technical Center, retroactive to March 6, 2015.

D. Retirements

1. Sheila Blackburn, bus driver, Piney Chapel Elementary School, retroactive to March 1, 2015.

E. Transfers

1. Gina Schrimsher, counselor clerk, Creekside Elementary School, is transferring to HR secretary, Human Resources Department, salary determined according to Limestone County Board of Education current salary schedule, effective March 11, 2015.

F. Suspensions

1. April Pollard, special education teacher, East Limestone High School, suspension without pay for three (3) days, effective immediately from March 11, 2015 through March 13, 2015.

G. Leaves of Absence

1. Cynthia Glass, middle school math teacher, Tanner High School, retroactive to February 9, 2015 through March 2, 2015, under FMLA.
2. Erin Malone, elementary teacher, Blue Springs Elementary School, leave of absence over 20 days, retroactive to February 4, 2015 through March 16, 2015.
3. Debra Barron, instructional assistant, Tanner High School, sick leave, retroactive to January 2, 2015 through March 31, 2015.
4. Kim Boone, ISS/attendance aide, Elkmont High School, retroactive to February 2, 2015 through February 23, 2015, under FMLA.

H. 21st Century Community Learning Program Grant

1. Koribeth Schmidt, student assistant, Owens Elementary School, 21st Century Community Learning Center Grant, new position, paid at \$9.00/hr., paid with federal grant funds, effective March 11, 2015 through June 30, 2015.
2. Saira Serrato, student assistant, Owens Elementary School, 21st Century Community Learning Center Grant, new position, paid at \$9.00/hr., paid with federal grant funds, effective March 11, 2015 through June 30, 2015.

3. Makenzie Chambers, student assistant, Owens Elementary School, 21st Century Community Learning Center Grant, new position, paid at \$9.00/hr., paid with federal grant funds, effective March 11, 2015 through June 30, 2015.

I. Supplement Correction

1. At the February 3, 2015 Board Meeting, Brittney Hicks supplement was approved for January 5, 2015 through May 30, 2015. Ms. Hicks' effective date is for 2014-2015 school year.

J. Supplements

The following supplements for schools listed below are retroactive to July 1, 2014 through June 30, 2015:

Clements High School

1. Jonathan Hicks, boys' and girls' assistant soccer coach, Clements High School, \$1,000.00 supplement.

K. Volunteers

Employees

1. Brittani Baker, middle school girls' basketball, East Limestone High School, to be paid a nominal fee of \$1,000.00, retroactive to August 1, 2014 through August 1, 2015.

Non-Employees

1. Cory Mitchell, assistant girls' basketball coach contract, East Limestone High School, to be paid a nominal fee of \$1,000.00, retroactive active to August 1, 2014 through August 1, 2015.
2. Ron King, middle school assistant girls' basketball coach contract, East Limestone High School, to be paid a nominal fee of \$1,000.00, retroactive to August 1, 2014 through August 1, 2015.
3. Macky Tucker, boys' Assistant Soccer Coach Contract, West Limestone High School, to be paid a nominal fee of \$1,000.00, retroactive to January 31, 2015.
4. Larry Townsend, middle school assistant baseball coach, West Limestone High School, effective March 11, 2015.
5. Terra Jarrell, majorette instructor, East Limestone High School, effective March 11, 2015.
6. Jacob Chandler, assistant softball coach, Tanner High School, retroactive to February 3, 2015 through May 15, 2015.
7. Trey Stinson, assistant softball coach, East Limestone High School, effective March 11, 2015.
8. Andrew Gilewicz, middle school assistant baseball coach, East Limestone High School, effective March 11, 2015.
9. Joe Navas, boys' assistant soccer coach contract, West Limestone High, to be paid a nominal fee of \$1,000.00, retroactive to January 31, 2015.

- 10. Dr. Sisk recommended the Board approve the Memorandum of Understanding between Limestone County EMA and Limestone County Board of Education. Mr. Shoulders made a motion, seconded by Mr. Hilliard. The vote was unanimous.**
- 11. Dr. Sisk recommended the Board approve the asbestos abatement in building on the Mooresville-Belle Mina school property by Hardiman Remediation at a cost of \$13,000. Mr. Young made a motion, seconded by Mr. Adams. The vote was unanimous.**
- 12. Dr. Sisk recommended the Board approve the demolition of building on the Mooresville-Belle Mina school property by Hawkins Groundwork at a cost of \$26,000. Mr. Shoulders made a motion, seconded by Mr. Glaze. The vote was unanimous.**
- 13. Dr. Sisk recommended the Board approve the quote for new VCT floor tile for West Limestone gym at a cost of \$30,600.00 from Moran Carpets & Flooring. Mr. Winter made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
- 14. Dr. Sisk recommended the Board approve the quote for refinishing of wood floor at Clements High School Ezell Road gym at a cost of \$10,900 from Gamepoint Floors. Mr. McGill made a motion, seconded by Mr. Young. The vote was unanimous.**
- 15. Dr. Sisk recommended the Board approve the use of “Need My Transcript” website. There is no cost to the district. Mr. Shoulders made a motion, seconded by Mr. Winter. The vote was unanimous.**
- 16. Dr. Sisk recommended the Board approve the contracted services with Samford University for external evaluations of the 21st Century Community Learning Center Grant. Evaluation costs should not exceed 3% of the grant. The cost of \$4,600 will be paid from 21st CCLC grant funds for the time period of March 10, 2015 to September 15, 2015. Additional years of evaluation may be negotiated upon receipt of future funding and mutual consent. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
- 17. Dr. Sisk recommended the Board approve the termination of lease agreement with the Clements Volunteer Fire Department. The termination was at the request of Clements Volunteer Fire Department. The department relinquishes any and all rights to the property located at 15010 U.S. Highway 72 West, Athens, AL 35611. Mr. McGill made a motion, seconded by Mr. Winter. The vote was unanimous.**
- 18. Dr. Sisk recommended the Board approve the Summer Work Schedule for 12-Month Employees. Mr. Hilliard made a motion, seconded by Mr. Young. The vote was unanimous.**

- 19. Dr. Sisk recommended the Board approve the Health Science Contracts between Limestone County Board of Education and the Following Facilities:**
- a. Athens Animal Hospital**
 - b. Coleman Dental**
 - c. Encore Rehab of Athens**
 - d. Town and Country Animal Hospital**
 - e. Valley OBGYN.**

Mr. Shoulders made a motion, seconded by Mr. Adams. The vote was unanimous.

- 20. Dr. Sisk recommended the Board approve the Superintendent to subsume up to \$50,000 of school loans owed by schools currently holding a balance, to be effective immediately. Mr. Glaze clarified the amount to be subsumed will be equal to the total cost of the Clements High School field house renovation and the cost of lockers for the field house. Mr. Hilliard further clarified that this loan forgiveness does not apply to future loans. Mr. Winter made a motion, seconded by Mr. Young. The vote was unanimous.**
- 21. Dr. Sisk recommended the Board approve the Charter SIP Trunk Contract with Charter Business. The monthly cost will be \$1334.00 and will include 60 SIP trunks; 130 DIDs; and \$10,000 minutes pre-paid monthly long distance. Mr. Hilliard made a motion, seconded by Mr. Adams. The vote was unanimous.**
- 22. Board members congratulated the West Limestone basketball team on winning the 4A state basketball championship. Mr. Winter thanked Ms. Helen Thrasher, counselor at West Limestone High School, for her work on the 30+ Club which acknowledges those students who scored 30 or more on recent ACTs. Mr. Winter named six West Limestone students who scored 30 or above.**

Dr. Sisk reminded the audience of the Clements High School Open House on March 15th to celebrate the completion of the school renovation. He also reminded the audience of the Employee Support Personnel of the Year celebration on March 12th.

Mr. Glaze noted there will be a Board work session on March 17th at 6:00 p.m. at the Courthouse Annex.

- 23. The meeting adjourned at 7:11 p.m.**

**The next Board Meeting will be on
April 7, 2015 @ 6:00 p.m.
Courthouse Annex**