

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

- A. 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.**
- B. Those Board members present were Mr. Marty Adams, Mr. Earl Glaze, Mr. Anthony Hilliard, Mr. James Shannon, and Mr. Charles Shoulders. Those Board members absent were Mr. Bret McGill and Mr. Darin Russell. Superintendent Dr. Tom Sisk was present.**
- C. Mr. Shannon led everyone in prayer.**
- D. Mr. Russell led everyone in reciting the pledge of allegiance.**

**AGENDA**

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

**Additions to Consent Agenda:**

**5. Use of Schools**

**E. Tanner High School**

- 1. American Legion 15U Baseball requests the use of the baseball field on May 12, 2014 through June 28, 2014 to practice and play baseball games due to storm damage at Clements High School.

**Additions to Personnel Action Items:**

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

**C. Retirements**

- 14. Darryl Adams, Director of Transportation, Limestone County Schools, effective August 1, 2014.

**1. Approve Agenda**

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

**2. Superintendent's Report**

- A. Ms. Jan Tribble, Secondary Curriculum Director, presented certificates and a group trophy to Ardmore High School as 2014 LCS High School Scholars' Bowl Competition Winners
- B. Ms. Jan Tribble, Secondary Curriculum Director, presented a certificate to 2014 LCS High School Scholars' Bowl Competition High Scorer Justin Andujar.
- C. 2013 School Audits

Ms. Ann Swanner noted Board members have received copies of 2013 School Audits and the reports were favorable.

Dr. Sisk asked that Discussion/Approval Item 15 - Resolution Authorizing the Issuance of Capital Outlay Warrants be discussed at this point due to scheduling issues with bond company. Larry Ward and Brad Green discussed financing Board projects. Mr. Ward said the Board was able to obtain an incredible interest rate. He said the Board received an A+ rating from Standard and Poors on outstanding bonds as well as on proposed bonds. An analysis to quantify insurance had been performed and the Board was able to save \$260,000. The final rate was 4.09% which was 1.8 million less than in February. Mr. Ward noted the more bonds sold locally, the better interest rate. He said people will buy bonds because of the reputation of Limestone County Schools financing.

Dr. Sisk commented the system is paying 5% of budget for debt services and that this is manageable.

Mr. Tom Francis then discussed capital outlay warrant information presented to Board and noted the source of payment is a limited source.

Mr. Shoulders motioned to suspended order of the agenda and to vote on Discussion/Approval Item 15 - Resolution Authorizing the Issuance of Capital Outlay Warrants at this point in meeting, and Mr. Adams seconded the motion. Mr. Glaze motioned to approve Discussion/ Approval Item 15 - Resolution Authorizing the Issuance of Capital Outlay Warrants, and Mr. Shannon. The vote was unanimous.

### **3. Information Only**

#### **A. Post Tornado Report**

Dr. Sisk gave a post-tornado report. He said the system still has 104 children as well as 17 staff and teachers displaced. He has been contacted by FEMA to complete an assessment. There was almost .5 million in damage to Limestone County schools. This is an estimate from preliminary damage reports. Mr. Scoggins from Athens Utilities expects power to be restored to schools on May 6<sup>th</sup> or 7<sup>th</sup>. If this occurs, school will resume on Thursday morning. Transportation department will pick up students where they are currently staying.

Dr. Sisk noted there is a daycare set up at Clements Baptist and thanked those who continue to help with the daycare. There is a "Friends of Limestone" account set up at Compass Bank for those wishing to donate. There will also be an "angel tree" set up for impacted families to identify specific needs for specific children.

Dr. Sisk said there were four LCS buses damaged by the tornado. The roof at Blue Springs sustained the most damage. The kitchen is not in a usable condition, and food will be delivered out of another location.

Dr. Sisk added that bus drivers picked up handicapped individuals at 1:30 a.m. and that many organizations provided food, drinks, and other supplies. He said he had never been more proud to be a part of an organization than he is of being part of Limestone County.

Dr. Sisk said he spoke with Dr. Bice who approved the waiver for standardized testing at Blue Springs and Clements. He said children will graduate on time. He has met with faculty from

Blue Springs and Clements. Counselors are mobilized from LCS schools as well as from outside agencies.

Mr. Shoulders asked if panels at Blue Springs were being replaced while students were in school. Dr. Sisk said the entire membrane would be replaced. He said an awning was wrapped around a central unit, and he is not sure the unit will work. He said he will know during the next rain storm if there are any leaks.

Mr. Glaze brought up the superintendent's recommendation to allow students affected by the tornado to attend another LCS school. Dr. Sisk repeated his recommendation as follows: Allow students affected by the storms to enroll in the Limestone County school in the area where they are residing. He will make a list of affected students and provide it to principals. He added he wants to remind people what normal is and to create stability and calm.

Mr. Glaze asked if normal procedure would be suspended. He said there should not be an issue but wanted to make sure that the system does not do anything to affect eligibility for sports. He noted Vince Green is checking on this issue. Dr. Sisk said the system will properly advise students regarding eligibility.

Mr. Glaze motioned to suspend rules and allow the superintendent to permit affected students to enroll in the Limestone County school in the area where they are residing. Mr. Adams seconded. A vote was taken, and the vote was unanimous.

## **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. March 4, 2014
- B. April 8, 2014
- C. April 21, 2014

### **5. Use of Schools**

- A. Ardmore High School
  - 1. Ardmore 17U and 15U Legion Baseball requests the use of baseball field and hitting building on May 31, 2014 through July 31, 2014 to play and practice baseball.
- B. Clements High School
  - 1. American Legion 15U Baseball requests the use of the baseball field on May 12, 2014 through June 28, 2014 to practice and play baseball games.
- C. East Limestone High School
  - 1. East Limestone Baseball Program requests the use of the baseball fields and facilities on June 2-6, 2014 for Baseball Camp for K-8<sup>th</sup> Grade.
- D. Elkmont High School
  - 1. American Legion Post 49 Baseball 17 Under requests the use of the baseball field on May 8, 2014 through July 25, 2014 for American Legion Baseball Team.

- E. Tanner High School
  1. American Legion 15U Baseball requests the use of the baseball field on May 12, 2014 through June 28, 2014 to practice and play baseball games due to storm damage at Clements High School.
- F. West Limestone High School
  1. American Legion Post 49 West Limestone Wildcats requests the use of the baseball field on May 7, 2014 through July 15, 2014 for baseball practice games.
  2. 15U American Legion Post 49 requests the use of the baseball field on May 7, 2014 through July 15, 2014 for ballgames and practices.

## **6. Overnight Trips**

- A. Clements High School
  1. JV and Varsity Cheerleaders to attend UCA – 2014 Cheerleader Camp on June 21-25, 2014 at Auburn University.
- B. East Limestone High School
  1. FCCLA members to attend FCCLA National Conference and STAR Events on July 5-11, 2014 in San Antonio, TX.
  2. Senior Class of 2015 to visit Kennedy Space Center, Careers in Zoology Workshop, School on the Serengeti Biobasics Workshop, Ocean Discoveries Workshops, and Ride Design Career Workshop on April 20-28, 2015 in Orlando, FL.
- C. Elkmont High School
  1. Sr. Beta Club members to attend National Convention on June 24-28, 2014 in Richmond, VA.
- D. Johnson Elementary School
  1. 5<sup>th</sup> Grade students to attend Camp McDowell for Outdoor Classroom/Science-Based Camp on September 29 – October 1, 2014 in Nauvoo, AL.
- E. Limestone County Schools
  1. Limestone County students to attend State Special Olympics on May 16-18, 2014 at Troy University in Troy, AL.

## **7. Rejection of Bid**

- A. Lawn Care Services

Mr. Glaze asked for an explanation of the lawn care services bid. Dr. Sisk explained it was rejected. He said the lowest bid did not meet requirements, and the highest bid was over \$20,000 over budget. He said bid specifications have been changed, and that is the reason for the Approval to Bid.

## **8. Approval to 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. Lawn Care Services

## **9. Property No Longer Needed for Public School Purposes**

- A. Toro 6 Gang Reel Mower – East Limestone High School
- B. Lincoln Electric IdealArc 250 ARC Welders – Tanner High School
- C. Miller Matic 200 MIG Welder – Tanner High School
- D. Rockwell Table Saw – Tanner High School
- E. Brown-Brokmayer Grinding Station – Tanner High School

- F. Various Hand Power Tools – Tanner High School
- G. Parts Washer – Tanner High School

Mr. Glaze asked items on the Property No Longer Needed for Public School Purposes list is going on GovDeals. Dr. Sisk answered that it was. Mr. Adams asked if schools get first notice of the items, and Dr. Sisk said they were not but this could be done if necessary. Mr. Glaze said he would like for schools to have first choice of these items. Ms. Swanner said some of the items are still good items. Mr. Glaze asked if the items on the May 6<sup>th</sup> agenda could be offered to schools first. Ms. Swanner said these items and future would be offered to schools first.

## **NEW BUSINESS**

**After Board discussion regarding the administrative assistant position (Item 10.B.1), the decision was made to look into the position further.**

**Mr. Shoulders made a motion to approve the Personnel Action Items with Item 10.B.1 withdrawn, and the motion seconded by Mr. Hilliard. The vote was unanimous.**

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

#### **A. Professional Services Contracts**

1. Meredith Waggoner, special education testing services contract, for the Special Education Department, at a rate of \$75 per child per battery of tests and travel reimbursement at the appropriate rate per mile. Contract is not to exceed \$3,000.00, effective May 7, 2014 concluding July 31, 2014.
2. Angela Biggs, special education services contract, for the Special Education Department, ensuring referral to eligibility process meets timeline compliance as mandated by IDEA, at a daily rate of \$234.43. Contract is not to exceed \$7,970.62, from June 2, 2014 through July 31, 2014.
3. Kathy Hudson, special education services contract, for the Special Education Department, ensuring referral to eligibility process meets timeline compliance as mandated by IDEA, at a daily rate of \$296.31. Contract not to exceed \$8,889.30, from June 3, 2014 through July 31, 2014.
4. Sylvia Hicks, special education services contract, for the Special Education Department, ensuring referral to eligibility process meets timeline compliance as mandated by IDEA, at a daily rate of \$254.31. Contract not to exceed \$6,612.06, from June 17, 2014 through July 31, 2014.
5. Lynda Adcock, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$35.00 per hour for two (2) hours per day, four (4) days per week, for approximately nine (9) weeks. Contract not to exceed \$3,000.00, from June 3, 2014 through July 31, 2014.
6. Brandi McRee, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$20.00 per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$1,600.00, from June 3, 2014 through June 26, 2014.
7. Rachel Berryhill, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$35.00

- per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$3,000.00, from June 3, 2014 through June 26, 2014.
8. Carol Hardy, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$20.00 per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$1,600.00, from June 3, 2014 through June 26, 2014.
  9. Marilyn Poarch, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$20.00 per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$1,600.00, from June 3, 2014 through June 26, 2014.
  10. Sheila Travis, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$35.00 per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$3,000.00, from June 3, 2014 through June 26, 2014.
  11. Laura Root, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$35.00 per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$3,000.00, from June 3, 2014 through June 26, 2014.
  12. Anne Roberts, special education services contract, for the Special Education Department, to provide extended school year services mandated by IEP team, at \$35.00 per hour for five (5) hours per day for approximately four (4) weeks. Contract not to exceed \$3,000.00, from June 3, 2014 through June 26, 2014.

#### **B. New Positions**

1. Itinerant EL Teacher, 9-month, salary determined according to Teacher salary schedule, effective May 7, 2014.
2. Grant Writer, 12-month, salary determined according to Certified Coordinator salary schedule, effective May 7, 2014.
3. CNP Worker/Assistant positions 9-month, Admore High School, salary determined according to CNP worker/assistant salary schedule, effective May 7, 2014.
4. CNP Worker/Assistant positions 9-month, Creekside Elementary School, salary determined according to CNP worker/assistant salary schedule, effective May 7, 2014.
5. CNP Worker/Assistant positions 9-month, Johnson Elementary School, salary determined according to CNP worker/assistant salary schedule, effective May 7, 2014.
6. CNP Worker/Assistant positions 9-month, West Limestone High School, salary determined according to CNP worker/assistant salary schedule, effective May 7, 2014.

#### **C. Retirements**

1. Kathy Pressnell, CNP worker/assistant, Johnson Elementary School, effective, June 1, 2014.
2. Joan Carpenter, CNP manager, Blue Springs Elementary School, effective June 1, 2014.
3. Jessie Crouch, bus driver, Blue Springs Elementary School and Clements High School, effective June 1, 2014.
4. Melissa Holtman, teacher, Piney Chapel Elementary School, effective June 1, 2014.
5. Michael Clem, HVAC instructor, Career Technical Center, effective June 1, 2014.
6. Rickie Craft, bus driver, Clements High School, effective June 1, 2014.
7. Rachel Story, teacher, West Limestone High School, effective June 1, 2014.
8. Shirley Broadway, bus driver, Tanner High School, effective June 1, 2014.
9. Jill Adams, health science instructor, Career Technical Center, effective June 1, 2014.

10. Dorothy Shoulders, special education instructional assistant, Tanner High School, effective June 1, 2014.
11. David Holt, teacher, Career Technical Center, effective June 1, 2014.
12. Judy Nave, bus driver, Johnson Elementary School, effective June 1, 2014.
13. Shelia Fields, special education teacher/colt academy, Clements High School, effective June 1, 2014.
14. Darryl Adams, Director of Transportation, Limestone County Schools, effective August 1, 2014.

**D. Resignations**

1. Britt Thompson, instructional assistant, East Limestone High School, retroactive to April 8, 2014.
2. Jeff Turner, maintenance technician, Maintenance Department, replacing Matt Poff, retroactive to April 15, 2014.

**E. Leaves of Absence**

1. Misty Dindlebeck, teacher, Tanner High School, retroactive to April 7, 2014 through August 1, 2014, under FMLA.
2. Ashley Carter, teacher, Creekside Elementary School, retroactive to April 4, 2014 through August 1, 2014, under FMLA.
3. Karan Baker, teacher, Career Technical Center, retroactive to March 20, 2014 through August 1, 2014, under FMLA.
4. Beverly Toney, teacher, Creekside Elementary School, retroactive to March 31, 2014 through April 21, 2014, under FMLA.
5. Howard Cooper, CNP worker/assistant, East Limestone High School, effective May 16, 2014 and June 13, 16-20, 23-27, 2014, under Military Leave.
6. Jennifer Quillen, teacher, Creekside Elementary School, effective September 25, 2014, under FMLA.
7. Sandra Malone, CNP worker/assistant, Blue Springs Elementary School, retroactive from April 15, 2014 through May 30, 2014.

**F. Leave in Lieu of Sick Leave**

1. Amanda Bowden, instruction assistant, Johnson Elementary School, for five days (retroactive to April 7, 2014 through April 11, 2014).
2. Mark Smith, maintenance worker, Elkmont High School, for 23 days (retroactive to March 31, 2014 through May 2, 2014).

**G. Temporary Help**

1. Heath Stockman, custodian, Cedar Hill Elementary School to assist custodians during the summer at a rate of pay of \$8.00 per hour, to be paid by local school, beginning June 9, 2014 through August 6, 2014.

**H. Supplements**

1. Jordan Paul, varsity girls' basketball coach, West Limestone High School, at the sum of \$9,000 plus 13 days, begins May 7, 2014 concluding June 30, 2015.
2. Larry Tribble, assistant boys' basketball coach, West Limestone High School, replacing Jordan Paul, at the sum of \$3,500, during 2014-2015 school year.

**11. Dr. Sisk recommended the Board approve the 2014 Limestone County Schools Summer School Program.**

Mr. Shoulders asked the superintendent to discuss athletes failing and eligibility. Dr. Sisk then asked Mr. Billy Owens to discuss grades and eligibility. Ms. Stringham commented that students can make up two credits during summer school. Mr. Glaze said he hears from teachers that students pay for a summer school grade and as a Board member he feels students are in school for an education. He said he thinks if students fail a six weeks, they should not be allowed to play the next six weeks. Dr. Sisk said this conflicts with AHSAA and that students who participate in extracurricular activities stay in school. Mr. Adams said he worries about the risk/reward factor. He said students should not be allowed to be lax in schoolwork throughout the school year and make it up in summer school. Mr. Shoulders agreed with Mr. Adams and said he hears from the community about students who fail and make up the work during summer school. He said the system has to be concerned about emphasizing the importance of education at an early age.

Dr. Sisk said the issue being discussed is one of the reasons the system is expanding the CTC. He said all of our LCS students are “going pro” whether it is a HVAC technician, hairdresser, clerical staff member, etc. He said approving the Summer School Program is not saying we are not addressing athletics and academics. Mr. Glaze then asked when the issue is going to be addressed. Mr. Shoulders asked if something could be done locally. Mr. Glaze said the system has some principals who are knowledgeable in this area and can work with the Board to address the issue. Dr. Sisk said most of the students in summer school do not play sports.

**Mr. Shoulders made a motion to accept the superintendent’s recommendation, seconded by Mr. Glaze. The vote was unanimous.**

**12. Dr. Sisk recommended the Board approve the Social Studies Textbook Adoption.**

**Mr. Hilliard made a motion to accept the superintendent’s recommendation, seconded by Mr. Shannon. The vote was unanimous.**

**13. Dr. Sisk recommended the Board approve the Emergency Declaration by Board.**

**Mr. Glaze made a motion to accept the superintendent’s recommendation, seconded by Mr. Shoulders. The vote was unanimous.**

**14. Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for March 2014. Mr. Shoulders made a motion to accept the superintendent’s recommendation, seconded by Mr. Shannon. The vote was unanimous.**

**15. As previously noted, Mr. Shoulders motioned to suspend order of the agenda and to vote on Discussion/ Approval Item 15 - Resolution Authorizing the Issuance of Capital Outlay Warrants at the beginning of the meeting, and Mr. Adams seconded the motion. Mr. Glaze motioned to approve Discussion/ Approval Item 15 - Resolution Authorizing the Issuance of Capital Outlay Warrants, and Mr. Shannon. The vote was unanimous.**

**16. Dr. Sisk recommended the Board approve the Child Nutrition Program Meal Prices for 2014-2015. Mr. Adams made a motion to accept the superintendent’s recommendation, seconded by Mr. Shoulders. The vote was unanimous.**



- 17. Dr. Sisk recommended the Board approve the Summer Nutrition Program. Mr. Adams made a motion to accept the superintendent's recommendation, seconded by Mr. Shoulders. The vote was unanimous.**
- 18. Dr. Sisk recommended the Board approve the Kitchen Renovations at Elkmont High School. Mr. Adams made a motion to accept the superintendent's recommendation, seconded by Mr. Glaze. The vote was unanimous.**
- 19. Dr. Sisk recommended the Board approve the Allowance for Superintendent to Approve/Disapprove Items between Board Meetings. After clarification that this approval is for Use of Schools and Overnight Trips only, Mr. Glaze made a motion to accept the superintendent's recommendation, seconded by Mr. Shoulders. The vote was unanimous.**
- 20. Dr. Sisk recommended the Board approve the Suspension of Rule for the Board to Hear Every Student Hearing and Allow Committee to Defer Decisions to the Superintendent. Mr. Glaze made a motion to accept the superintendent's recommendation, seconded by Mr. Adams. The vote was unanimous.**

Dr. Sisk explained that the intent of the change is to be a good steward of the Board's time and said the Student Due Process committee will refer certain disciplinary actions to the committee which consist of Dr. Sisk and the two executive directors. He said the Board is welcome to attend these committee hearings.

- 21. Dr. Sisk recommended the Board approve the Collection and Disposal of Out-of-Adoption Textbooks.**

Ms. Swanner explained that Joe Nave and his assistant must go to schools and pick up out-of-adoption textbooks. This requires a great deal of time and manpower. She said the last accepted bid for out-of-adoption textbooks was only \$25 for just picking them up at the warehouse. She said allowing Walrus Books Company to pick up and dispose of the out-of-adoption textbooks saves time, labor, and gas. She provided documentation to the Board from the state department of education that outlines procedures for textbook disposal and noted these books cannot be given to private schools. Mr. Glaze asked if the books could be given to less fortunate school systems, and Dr. Sisk said the books are well-used by the time they are disposed of.

**Mr. Adams made a motion to accept the superintendent's recommendation, seconded by Mr. Shoulders. The vote was unanimous.**

- 22. Dr. Sisk recommended the Board approve the Installation of Security Window in Front Office at Elkmont High School. Mr. Shoulders made a motion to accept the superintendent's recommendation, seconded by Mr. Shannon. The vote was unanimous.**
- 23. Dr. Sisk recommended the Board approve the Building of Portables for District-wide Use on an As-Needed Basis.**

Mr. Shoulders asked if there were any portables in the system that are not in use, and Dr. Sisk said there were none to his knowledge. He said none of portables to be approved to be built are for a specific use. Mr. Hilliard asked if there is a blueprint for the building of the portables, and Dr. Sisk said there was and that labor is bid out.

**Mr. Hilliard made a motion to accept the superintendent's recommendation, seconded by Mr. Glaze. The vote was unanimous.**

**24. Board Comments**

Mr. Shoulders said he wanted to make sure no one misunderstood the discussion regarding athletes and academics. He said he wants athletes to be good all-around students, and he wants them to go further. He added he wants to make sure the system is giving students what they need and to hold them accountable.

Mr. Hilliard commended the Scholars' Bowl Teams. Mr. Glaze commended those who helped out during the storms, including the children. He said his heart and prayers go out to those students and employees who lost homes during the tornadoes. Mr. Shannon agreed and said this just proves that LCS is the best system in the country. Mr. Adams said when you see this kind of character, you cannot put a dollar value on it. He then wished all the LCS retirees well.

Dr. Sisk concluded by saying in Matthew 25:35, the scripture says, "For I was hungry and you gave me food, I was thirsty and you gave me drink." He said this is what LCS employees have been doing and added, "Preach the gospel, and when necessary, use words."

**25. The meeting adjourned at 7:39 p.m.**

**The next Board Meeting will be on  
May 29, 2014 @ 7:00 a.m.  
Central Office Boardroom**