

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**Board Meeting**  
**Courthouse Annex**  
**November 3, 2015 @ 6:00 p.m.**

- A. The meeting was called to order at 6:01 p.m. Notices for the meeting were properly posted and provided to those who requested direct notification.**
- B. Those Board members present were Mr. Earl Glaze, Mr. Anthony Hilliard, Mr. Bret McGill, Mr. Edward Winter, and Mr. Charles Shoulders. Mr. Marty Adams and Mr. Bradley Young were absent. Superintendent Dr. Tom Sisk was present.**
- C. Mr. Shoulders 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. Shoulders made a motion to approve the agenda, seconded by Mr. Hilliard. The vote was unanimous.

**2. Superintendent's Report**

**A. First Town Hall Meeting**

Dr. Sisk said the first town hall meeting was conducted in the Ardmore/Elkmont at Ardmore gym on October 22<sup>nd</sup>. There were approximately 200 people in attendance. Dr. Sisk's presentation included, among other items, an outline of district choice. He received a petition of support requesting the Board allow and expand district choice in Limestone County and surrounding areas.

Dr. Sisk noted the next town hall meeting would be held for the Tanner/East Limestone community on November 10<sup>th</sup> at Tanner High School. The final town hall meeting is to be held on December 17<sup>th</sup> at Blue Springs Elementary for the Clements/West Limestone community.

**B. Career Technical Center Expansion**

Dr. Sisk said the Career Technical Center is on schedule and on budget.

**C. Paraeducator at West Limestone**

Dr. Sisk noted there was an item on the agenda to request approval for an additional unit at West Limestone. This request is for a paraeducator due to overcrowded

conditions and will be paid for out of Title II funding. He said there was a comparison made of all schools' grade levels, and this was found to be a statistical outlier.

D. Student Drug Testing Bid

Dr. Sisk noted the system had received five responses to the Student Drug Testing bid, and there errors on every submission. He said there is an agenda item to reject all bids, as the bid specifications have been clarified and rewritten. A request to bid the Student Drug Testing again is on the agenda for approval.

**3. Information Only – Superintendent**

A. Student Diversity Task Force Overview

Dr. Sisk said a Student Diversity Task force will be piloted at Tanner High School and East Limestone High School for grades 6 – 12. The purpose of the task force is to celebrate the diversity in Limestone County and to work through the cultural diversities that can sometimes lead to problems such as bullying, misunderstandings, and miscommunication. The group of students will be selected by two administrators and will meet after hours to discuss celebrating strengths through diversity.

B. Teacher of the Year Ceremony – November 5, 2015

Dr. Sisk noted the Teacher of the Year ceremony will be held on November 5th at 6:00 p.m. at the Career Technical Center.

C. American Education Week – November 16, 2015

Dr. Sisk noted an American Education Week celebration will be held on November 16<sup>th</sup> from 4:00 p.m. – 8:00 p.m. at the Limestone County Event Center. There will be over 20 student acts and band performances. A professionally-produced video entitled “We are Limestone” will also be premiered.

D. Preliminary Draft of A.S. Degree Program with Minor in Cyber Security

Dr. Sisk noted a consortium agreement with Limestone County Schools, Athens City Schools, Calhoun Community College, and Athens State College has been developed. A cohort of students would be established. These students would be tested in advance and would be given an opportunity to take college classes as early as 9<sup>th</sup> grade. He said he envisions this eventually expanding beyond Cyber Security. He said he wants to target first generation college students who have the skill sets but believe college is out of reach and give them the opportunity at Calhoun College. He said the partnership leads directly into a bachelor's degree in Cyber Security.

E. eBOARDsolutions

Dr. Sisk outlined eBOARDsolutions, a portal that will help streamline the current board meeting agenda process as well as allow for better searching of new and archived meetings and other features. This item was approved in the 2015-2016 Budget and plans are to implement the system in January 2016.

## CONSENT AGENDA

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

### **4. Approval of Minutes**

- A. September 17, 2015 Student Expulsion Appeal
- B. October 6, 2015 Board Meeting
- C. October 20, 2015 Special Called Board Meeting

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

- A. Ardmore High School
  - 1. Town and City of Ardmore requests the use of all parking areas on December 8, 2015 for the Ardmore Christmas parade parking.
- B. Blue Springs Elementary School
  - 1. Clements Middle School Basketball requests the use of the BSE gymnasium on November 4, 2015 – March 1, 2016 for practice.
  - 2. Music program requests the use of lunchroom on December 5, 2015 for Breakfast with Santa fundraiser.

### **6. Overnight Trips**

- A. Career Technical School
  - 1. 10<sup>th</sup> – 12<sup>th</sup> grade Gifted students to travel to Chattanooga, TN on November 21-23, 2015 to attend Model United Nations Conference (SHSMUN)
- B. East Limestone High School
  - 1. Science Club to travel to Kennedy Space Center, Sea World, and Busch Gardens on March 21-25, 2016 (Spring Break) to learn about the history, careers, and technology in the space exploration industry as well as zoological careers
- C. Tanner High School
  - 1. Band members to travel to Orlando, FL on April 27, 2016 to perform on stage, march in parades, and participate in workshops at Walt Disney World as part of the Disney Performing Arts OnStage program
- D. West Limestone High School
  - 1. Fishing Team to travel to Lake Guntersville on November 6-7, 2015

### **7. Rejection of Bid**

- A. Student Drug Testing

### **8. Approval to Bid**

- A. Student Drug Testing (Re-bid)
- B. Supplemental Groceries

### **9. Acceptance of Bid**

- A. Bus Lift for Shop

## NEW BUSINESS

**Mr. Shoulders made a motion to approve the Personnel Action Items, and Mr. Hilliard seconded the motion. The vote was unanimous.**

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

#### **A. Contracts**

1. Cade Baker, probationary principal contract, Blue Springs Elementary School, retroactive to October 7, 2015.
2. Henry White, interim principal contract, Piney Chapel Elementary School, retroactive to November 2, 2015.

#### **B. Professional Services Agreements**

1. Jennifer Fortenberry, provide instructional assistant services for pre-K programs, Curriculum Department, paid \$12.00/hour, for up to 25 hours/week, with mileage reimbursement at the approved mileage rate upon proper documentation by contractor for such mileage, not to exceed \$16,000/year, effective November 4, 2015 through September 30, 2016.
2. Joy Barnes, Testing Coordinator Assistant, Curriculum Department, paid \$27.00/hour, for up to 5 days/week, with mileage reimbursement at the approved mileage rate upon proper documentation by contractor for such mileage, not to exceed \$30,000/year, effective November 4, 2015 through September 30, 2016.
3. Rick Shelton, provide professional development in the area of writing for faculty of Elkmont High School, at the rate of \$550/day for 4 days, paid with State funds allocated to school, not to exceed 7 hours/day, effective November 10, 2015 through March 30, 2016.
4. Dr. Claudia Styles, provide professional development in the area of writing for faculty and staff at Elkmont High School, at the rate of \$50.00/hour for one day, paid by State funds allocated to school, not to exceed \$100/day, retroactive to October 28, 2015.

#### **C. New Positions**

1. Instructional Assistant, West Limestone High School, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 4, 2015.

#### **D. New Personnel Correction**

1. Item 8.D.3 was board approved at the August 25, 2015 as \*Beverly Curtis Foust, Pre-K Teacher, Johnson Elementary School, replacing Tina Hasting, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015. Beverly Curtis Foust position effective date is for "one-year only" (2015-2016 school year).

#### **E. New Personnel**

1. Tina Sanders, Itinerant Instructional Assistant, base school Tanner High School, replacing Penny Vincent, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 4, 2015.

2. Katelyn Stuart, Itinerant Speech-Language Teacher, base school Piney Chapel Elementary School, replacing Katelyn Meadows, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 9, 2015.
3. Toby McCurry, Maintenance Worker, Maintenance Department, replacing Randy Moss, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 4, 2015 through June 30, 2015.
4. Angela Madagan, CNP Worker/Assistant, East Limestone High School, replacing Howard Cooper, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 9, 2015.
5. Rebecca Lee Gray, Title I Fifth Grade Teacher, Johnson Elementary School, new position, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 4, 2015.
6. Jada Worthy Jackson-Durden, Pre-K Aide, Johnson Elementary School, replacing Karen Davis, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 4, 2015.
7. Greg Burchell, Regular Route Bus Driver, Creekside Elementary School, replacing Alton Nix, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective November 4, 2015.

#### **F. Retirements**

1. Thaddeus Hebbe, Maintenance Worker, Maintenance Department, retiring, effective December 1, 2015.
2. George Malone, Jr., Custodian, Clements High School, retiring, effective January 1, 2016.

#### **G. Transfer Correction**

1. Item 9.G.3 board approved October 6, 2015, Cade Baker, Assistant Principal, Blue Springs Elementary School, transferring to Principal, Blue Springs Elementary School, replacing Randy Hamilton, salary is determined based upon negotiated contract, effective October 7, 2015.

#### **H. Transfers**

1. Floyd Adams, Technical Route Bus Driver, Elkmont High School, is transferring to Regular Route Bus Driver, Elkmont High School, salary is determined according to the current Limestone County Board of Education Salary Schedule retroactive to August 2, 2015.
2. Angela D. Barnes, Reading Coach, Piney Chapel Elementary School, is transferring to Assistant Principal, Blue Springs Elementary School, replacing Cade Baker, salary is determined according to the current Limestone County Board of Education Salary Schedule effective November 4, 2015.

## **I. Leaves of Absence**

1. Maggie Keller, English Teacher, Elkmont High School, effective December 14, 2015 through February 8, 2016, under FMLA.
2. Amanda Gibbs, Instructional Technology Facilitator, effective November 9, 2015 through January 4, 2016, under FMLA.
3. Tonya Dykes, CNP worker/assistant, unpaid leave for 25 days, retroactive to September 9, 2015 through November 5, 2015.
4. Hannah Crumbley, Fifth Grade Teacher, Elkmont High School, unpaid leave for 17 days, effective November 23, 2015 through December 18, 2015.

## **J. Leaves in Lieu of Sick Leave**

1. Mark Smith, Maintenance Worker, Maintenance Department, leave in lieu of sick leave for 19 days, retroactive to September 28, 2015 through October 30, 2015.
2. Tammy Reece, CNP worker/assistant, East Limestone High School, leave in lieu of sick leave for 49 days, retroactive to September 29, 2015 through December 18, 2015.

## **K. SUCCESS (Title II) Supplements**

1. The following supplemental payments of \$1,200.00 are for each SUCCESS coordinator in the SUCCESS Mentor Program, paid with Title II funds, for 2015-2016 school year, are recommended for board approval:
  - a. Pam Pepper, Tanner High School
  - b. Jennifer Hodges, Johnson Elementary School
  - c. Wanda Crafts, Blue Springs Elementary School
  - d. Dana Jackson-Terry, Clements High School
  - e. Marcus Hobbs, Elkmont High School
  - f. Sandra Blankenship, West Limestone High School
  - g. Tina Murphy, Piney Chapel
  - h. Pam Emerson, Ardmore High School
  - i. Terri Tiemann, Cedar Hill Elementary School
  - j. Renea Clem, East Limestone High School
  - k. Rhonda Hilbert, Creekside Elementary School
  - l. Brian Terry, Career Technical Center
  - m. Annetta Mathis, Owens Elementary School

## **L. Supplement Corrections**

### Employees

1. Item 8.M.30 for Clements High School, board approved July 30, 2015, Brittley Thompson, Boys Cross Country Coach, paid supplement of \$1,500.00, retroactive to July 1, 2015 through June 30, 2016.
2. Item 8.M.30 for Clements High School, board approved July 30, 2015, Brittley Thompson, Girls Cross Country Coach, paid supplement of \$1,500.00, retroactive to July 1, 2015 through June 30, 2016.
3. Item 7.O.1 for Johnson Elementary School, board approved August 11, 2015, Mitzi Looney, non-certified Designated Assistant Principal, paid supplement of \$1,250.00, retroactive to August 3, 2015 through May 30, 2016.

4. Item 7.O.4 for West Limestone High School, board approved August 11, 2015, Davin Kyle, non-certified Assistant Band Director, paid supplement of \$1,000.00, retroactive to July 1, 2015 through June 30, 2016.

## **M. Supplements**

### Employees

#### **Tanner High School**

1. Russ Cleveland, Athletic Director, paid supplement of \$2,500.00, retroactive to August 5, 2015 through May 26, 2016.
2. Dale Taylor, Head Varsity Baseball Coach, paid supplement of \$4,500.00 plus 7 days, retroactive to August 5, 2015 through May 26, 2016.
3. Chris Whitt, Varsity Boys Golf Coach, paid supplement of \$1,200.00, retroactive to August 8, 2015 through May 26, 2016.
4. Chris Whitt, Girls Golf Coach, paid supplement of \$1,200.00, retroactive to August 8, 2015 through May 26, 2016.
5. Tabor Edgecombe, FCCLA Sponsor, paid supplement of \$1,000.00, retroactive to August 5, 2015 through May 26, 2016.
6. Landria Smith, FFA Sponsor, paid supplement of \$1,000.00, retroactive to August 5, 2015 through May 26, 2016.
7. Eric McGee, Senior High Scholars Bowl Coach, paid supplement of \$1,000.00, retroactive to October 1, 2015 through May 26, 2016.

### Non-Employee

#### **Tanner High School**

1. Redus Moran, Assistant Varsity Baseball Coach contract, paid nominal fee of \$1,500.00, retroactive to August 5, 2015 through May 26, 2016.

## **N. Volunteers**

### Employees

#### **Ardmore High School**

1. Lela Andrews, Assistant Softball Coach, retroactive to October 22, 2015 through May 25, 2016.

### Non-Employees

#### **Ardmore High School**

1. Randall Rogers, Assistant Softball Coach, retroactive to October 22, 2015 through May 25, 2016.

#### **Clements High School**

1. Bryon Sickler, Assistant Middle School Girls Basketball Coach, retroactive to October 1, 2015 through May 25, 2016.

### **Career Technical Center**

1. Carolyn L. Turner, Volunteer Chaperone, retroactive to October 22, 2015 through May 25, 2016.

### **Owens Elementary School**

1. Angela Smith, School Volunteer, retroactive to September 28, 2015 through May 25, 2016.
2. Shannon Toone, School Volunteer, retroactive to October 6, 2015 through May 25, 2016.

11. **Dr. Sisk recommended the Board approve the job descriptions for Curriculum/Instructional Coach and Lead Driver/Trainer. Mr. Winter made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
12. **Dr. Sisk recommended the Board approve the 2015-2016 Science Textbook Adoption District Committees K-12. Mr. Shoulders made a motion, seconded by Mr. McGill. The vote was unanimous.**
13. **Dr. Sisk recommended the Board approve the banning of Jada Beth Pickering from Limestone County Schools Property. Mr. Hilliard made a motion, seconded by Mr. Glaze. The vote was unanimous.**
14. **Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for September 2015. Mr. Shoulders made a motion, seconded by Mr. Hilliard. The vote was unanimous.**
15. **Mr. Shoulders nominated Mr. Hilliard for Board Chairman for 2015-2016 fiscal year, seconded by Mr. Winter. The vote was unanimous, except for Mr. Hilliard who abstained. Mr. McGill nominated Mr. Young as Vice Chairman for 2015-2016 fiscal year, seconded by Mr. Winter. The vote was unanimous.**
16. **Dr. Sisk presented Mr. Glaze with a plaque to commemorate his serving as Board Chairman for the 2014-2015 fiscal year. Dr. Sisk and Board members thanked Mr. Glaze for his service.**
17. **The Board meeting adjourned at 6:24 p.m.**

**The next Board Meeting will be on  
December 8, 2015@6:00 p.m.  
Courthouse Annex**