

**LIMESTONE COUNTY BOARD OF EDUCATION  
Board Meeting  
Courthouse Annex  
October 6, 2015 @ 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. Marty Adams, Mr. Earl Glaze, Mr. Anthony Hilliard, Mr. Bret McGill, Mr. Edward Winter, and Mr. Bradley Young. Mr. Charles Shoulders was absent. 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**

*Dr. Sisk stated that he would like to make the following additions/deletion at the table:*

**Addition to Discussion/Approval of Personnel Action Item:**

**G. *Transfers***

- 3. Cade Baker, Assistant Principal, Blue Springs Elementary School, transferring to Principal, Blue Springs Elementary School, replacing Randy Hamilton, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.

**N. *Temporary Positions***

- 4. Lynn Hodges, Title I Part-time Elementary Intervention Teacher, Tanner High School, paid \$27.00/hr., 75 days/5 hours per day, not to exceed \$10,125.00, beginning October 7, 2015 through May 24, 2016.
- 5. Lisa Kelley, Title I Part-time Elementary Intervention Teacher, Tanner High School, paid \$27.00/hr., 75 days/5 hours per day, not to exceed \$10,125.00, beginning October 7, 2015 through May 24, 2016.
- 6. Pat Gartman, Title I Part-time High School Intervention Teacher, Tanner High School, paid \$27.00/hr., 60 days/6.75 hours per day, not to exceed \$11,000.00, beginning October 7, 2015 through May 24, 2016.
- 7. Vicki Curtis, Title I Part-time High School Intervention Teacher, Tanner High School, paid \$27.00/hr., 60 days/6.75 hours per day, not to exceed \$11,000.00, beginning October 7, 2015 through May 24, 2016.

**Deletion of Discussion/Approval Item:**

- 21. Discussion/Approval – First Reading of Revised Policy for Student Expulsions**

## **1. Approve Agenda**

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

## **2. Superintendent's Report**

### **A. Presentation of Johnson Elementary Grant from Monsanto**

Mr. Toby Covin, District Sales Manager from Monsanto, presented a \$10,000 "America's Farmers Grow Rural Education" grant to Johnson Elementary School. The grant will be used to create a project-based learning center in the school's library.

### **B. Presentation of Dual History Scholarships from Schneider Electric**

Allie Harris, Sales Team Leader for Schneider Electric, presented "Life Is On" scholarships to two Career Technical Center students. The scholarships will be used for six dual credit hours at Calhoun Community College to pursue the History course. Vince Green, Director of the Career Technical Center, noted Ms. Ann Swanner and Mr. Eric McGee were instrumental in obtaining the scholarships for the students.

### **C. Request to Address the Board**

Ms. Rene Hoover addressed the Board regarding her request to be present for four hours a week when her child is able to attend classes.

### **D. Presentation of School Board Member Academy President's Award**

Dr. Sisk presented the School Board Member Academy President's Award to Earl Glaze as Board Chairman. The award recognizes school boards that have had 60 percent or more of their members attend at least three AASB conferences in an academy year and, in that same year, have had all members of their boards meet state-mandated training requirements.

## **3. Information Only – Superintendent**

### **A. Directive to All Staff for Meal Reimbursement**

Dr. Sisk noted he had sent a memorandum to all employees regarding meal reimbursements. Meals will be reimbursed at the following capped rates: \$15 for breakfast, \$20 for lunch, and \$30 for dinner. All reimbursement requests must be accompanied by a detailed receipt. Dr. Sisk reiterated there will be no reimbursement for alcohol, snacks, personal items, or room service. Additionally, when determining the distance for traveling to an event, a MapQuest search from the Central Office to and from the destination will be used for mileage reimbursement.

### **B. Board Approval of Purchase of Buses on March 21, 2014**

Dr. Sisk noted the Board had approved the purchase of buses at its March 21, 2014 meeting and that the new buses are in year two of a three-year bid at a cost of \$92,830.24 each. He added the system runs 135 buses about 9000 miles using 900

gallons of diesel to transport 3000 – 4500 students on any given day.

**C. Driver's License Restrictions**

Dr. Sisk noted Alabama Administrative Code 290-3-1-.02(7)(b)(2) states that the Board of Education may petition to the court to have the driver's license of any student who accumulates 10 consecutive days or 15 cumulative days of unexcused absences during a single semester suspended. He said the attendance officer will use STI and work with school resource officers at each school to ensure this statute is being enforced across the district.

**CONSENT AGENDA**

**Mr. Young 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 8, 2015 Work Session
- B. September 8, 2015 Board Meeting
- C. September 15, 2015 Special Called Board Meeting

**5. Use of Schools**

- A. Ardmore High School
  - 1. Ardmore Lions Club requests the use of the gymnasium on November 25 & 27, 2015 for a Basketball Thanksgiving Tournament.
- B. East Limestone High School
  - 1. East Limestone Cheerleaders request the use of the football field on October 8, 2015 for a community parade and pep rally on the football field.
  - 2. American Dreams AMS Corp. requests the use of the football practice field on October 30-31, 2015 for a carnival fundraiser for the football team.
- C. Owens Elementary School
  - 1. Owens Elementary PTO requests the use of the top ball field on October 10, 2015 for games, events, and food.
  - 2. Amy Abernathy requests the use of the gym and walking track for a Heart to Heart Fun Run fundraiser for an Owens student requiring a heart transplant.
- D. Tanner High School
  - 1. Tanner Youth Sports requests the use of the old gym from November 2015 to February 2016 for youth basketball practices/games.

**6. Overnight Trips**

- A. Ardmore High School
  - 1. Ardmore FFA officers and members to travel to Louisville, KY on October 26-30, 2015 to attend FFA National Convention
- B. East Limestone High School
  - 1. Band members to travel to Gordo, AL on October 31 – November 1, 2015 to participate in a band competition.

**7. Approval to Bid**

- A. Network Cabling Services
- B. Bathroom Facilities at Tanner High School Football Stadium

- C. Student Drug Testing
- D. Bus Lift for Shop

**8. Property No Longer Needed for Public School Purposes**

**A. Career Technical Center**

- 300 sheets of 1/8" sheet metal
- Starrett Drill Press (Bar Code 168801)
- Chicago Brake (Bar Code 3919)
- Jet Shear (No Bar Code)
- TennSmith Cleat Bender Bar (Bar Code 32482)
- Cyclone Sand Blaster (No Bar Code)
- 10' TennSmith Brake (Bar Code 5744)

**NEW BUSINESS**

**Mr. Glaze called for a motion to approve Item 9. Mr. McGill stated he would abstain from voting on Item 9.C.2 (New Personnel). Mr. Hilliard made a motion to approve the Personnel Action Items, and Mr. Winter seconded the motion. The vote was unanimous.**

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

**A. Professional Services Agreements**

1. Jessica Pratt, Reimbursement for Transportation, 60 miles per day, at the approved mileage rate, not to exceed \$6,210.00, retroactive to August 5, 2015.
2. Anna Tominack, Homebound Instruction for Special Education Student at East Limestone High School, paid rate of \$30.00/hr. with mileage reimbursement at the approved mileage rate upon proper documentation by contractor for such mileage, not to exceed \$9,000.00, retroactive to September 21, 2015.
3. Marsha Raley, Title I Private School Allocation Teacher, Athens Bible School, paid \$27.00/hr., not to exceed \$3,329.00 for salary and benefits, effective October 7, 2015 through May 20, 2016.
4. Deborah Baker, Principal Coaching Services, for two or more LCS principals, paid a daily rate of \$450.00, for up to 20 days plus mileage reimbursement at the approved mileage rate upon proper documentation by contractor for such mileage, not to exceed \$9,000.00, effective October 7, 2015 through September 30, 2016.
5. Linda Bridges, Math Consulting Services for middle schools within Limestone County Schools, paid a daily rate of \$250.00, for up to 50 days plus mileage reimbursement at the approved mileage rate upon proper documentation by contractor for such mileage, not to exceed 12,500.00, effective October 7, 2015 through September 30, 2016.

**B. New Positions**

1. 1-Title I Elementary (Fifth Grade) Teacher, Johnson Elementary School, new position, one-year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.

### **C. New Personnel**

1. Christine Goodman, In-School Suspension Assistant, Clements High School, replacing Christopher "Kirk" Murphy, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
2. Traci McGill, Itinerant Instructional Assistant, base school Blue Springs Elementary School, new position, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
3. Allison Crawford, Career Coach, Career Technical Center, new position, one year only, paid \$36,867.00/annually plus benefits, for 202 contract days (9 months), paid by ALSDE, retroactive to October 1, 2015, per State Guidelines.
4. Jillian Fowler, Career Coach, Career Technical Center, new position, one year only, paid \$36,867.00/annually plus benefits, for 202 contract days (9 months), paid by ALSDE, retroactive to October 1, 2015, per State Guidelines.
5. Ashley King, Fifth Grade Teacher, Johnson Elementary School, replacing Catherine Preston, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
6. Bryant Wales, Itinerant Instructional Assistant, base school Clements High School, Colt Academy Behavior Program, replacing Carl Goolsby, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
7. Philana Owens, Itinerant Instructional Assistant, base school Blue Springs Elementary School Behavior Program, replacing Matt Smith, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
8. Jana Willingham, Title I Class Size Reduction Unit, 6<sup>th</sup> Grade English Language Arts, Tanner High School, remainder of year only, new position, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
9. Belinda Hudson, Title I Class Size Reduction Unit, 3rd Grade Teacher, Tanner High School, remainder of year only, new position, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
10. Laura Mashburn, Utility Driver, Transportation Department, replacing Tammy Gant, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.

### **D. Terminations**

1. Jolanda Thornton, Regular Route Bus Driver, Elkmont High School, deceased, retroactive to September 14, 2015.
2. Laura Fierro, 21<sup>st</sup> CCLC Grant Student Assistant, Owens Elementary School, termination, retroactive to September 8, 2015.

#### **E. Resignations**

1. Katelyn Meadows, Speech-Language Pathologist, Special Education Department, effective November 1, 2015.
2. Karen Davis, Pre-K Instructional Assistant, Johnson Elementary School, retroactive to October 2, 2015.
3. Kerry Roden, 21<sup>st</sup> Century Community Learning Center Program Bus Driver only, Owens Elementary School, retroactive to September 30, 2015.

#### **F. Retirements**

1. Bill Hardyman, Principal, Piney Chapel Elementary School, retiring, effective November 1, 2015.
2. Howard Cooper, CNP worker/assistant, East Limestone High School, retiring, retroactive to October 1, 2015.
3. Lori Black, Temporary Kindergarten Teacher Mentor, Johnson Elementary School, retiring, effective November 1, 2015.

#### **G. Transfers**

1. Alton Nix, Bus Driver, Creekside Elementary School, transferring to Custodian, Ardmore High School, replacing Rhonda Campbell, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
2. Tammy Gant, Utility Driver, Transportation Department, transferring to Regular Route Bus Driver, Elkmont High School, replacing Jolanda Thornton, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.
3. Cade Baker, Assistant Principal, Blue Springs Elementary School, transferring to Principal, Blue Springs Elementary School, replacing Randy Hamilton, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective October 7, 2015.

#### **H. Leaves of Absence**

1. Charlotte Griggs, Special Education Teacher, Elkmont High School, retroactive to September 17, 2015 through November 3, 2015, under FMLA.
2. Brittany Arnold, Inclusion Assistant, Cedar Hill Elementary School, extended leave of absence 6 to 8 weeks, for maternity leave, retroactive to October 5, 2015 through November 17, 2015.
3. Mark Smith, Maintenance Worker, Maintenance Department, leave of absence over 20 days, retroactive to September 28, 2015 through October 30, 2015.

#### **I. Leave in Lieu of Sick Leave**

1. Shirley Messer, CNP Worker/Assistant, West Limestone High School, 1.5 days, retroactive to half day on August 13, 2015 and full day on August 14, 2015.

#### **J. After School Tutoring**

1. Cynthia LeSueur, Title I After School Tutor, Tanner High School, paid hourly rate of \$12.00, not to exceed 120 hours, effective October 7, 2015 through May 27, 2016.

## **K. Supplements Correction**

1. Item 8.H.3.Tanner High School, Vechiel Stone, Band Director, paid supplement of \$9,000.00 plus 13 days should be changed to \$7,500.00 plus 13 days, retroactive to July 15, 2015 through May 27, 2016.

## **L. Supplements**

### Employees

#### Elkmont High School

1. Shea Balash, Head Girls Soccer Coach, paid supplement of \$2,000.00 plus 7 days, retroactive to August 5, 2015 through May 29, 2016.
2. Dawn Hudson, Senior Beta Club Sponsor, paid supplement of \$1,000.00, retroactive to August 5, 2015 through May 27, 2016.

#### Tanner High School

1. Melody Etheredge, Yearbook Sponsor, paid supplement of \$1,000.00, retroactive to August 5, 2015 through May 27, 2016.
2. Tabor Edgecombe, Girls Cross Country Coach, paid supplement of \$1,500.00, retroactive to August 8, 2015 through November 30, 2015.
3. Tabor Edgecombe, Boys Cross Country Coach, paid supplement of \$1,500.00, retroactive to August 8, 2015 through November 30, 2015.

### Non-Employees

#### East Limestone High School

1. Joe Watwood, Assistant Girls Soccer Coach contract, locally paid nominal fee of \$250.00, retroactive to July 24, 2015 through July 23, 2016.
2. Andy Dye, Assistant Girls Soccer Coach contract, locally paid nominal fee of \$1,000.00, retroactive to July 24, 2015 through July 23, 2016.

## **M. Volunteers**

### Non-Employees

#### East Limestone High School

1. Zach Owens, Band Volunteer, retroactive to August 3, 2015 through May 25, 2016.
2. Warren Brooks, Assistant Wrestling Volunteer Coach, retroactive to July 24, 2015 through July 23, 2016

#### West Limestone High School

1. Joshua Cornelius, Band Volunteer, retroactive to August 3, 2015 through May 25, 2016.
2. Brenda White, Band Volunteer, Science Club Volunteer, Lunchroom Volunteer, retroactive August 3, 2015 through May 25, 2016.
3. Heath Daws, Band Volunteer, retroactive August 3, 2015 through May 25, 2016.
4. Virgil White, Band Volunteer, retroactive August 3, 2015 through May 25, 2016.

## **N. Temporary Positions**

1. Nita Stephens, Title I Part-time Remediation Teacher, Johnson Elementary School, paid \$27.00/hr., for 10 to 12 hours week, not to exceed \$10,000, beginning October 7, 2015 through May 29, 2016.
2. Sandra Simmons, Title I Part-time Remediation Teacher, Johnson Elementary School, paid \$27.00/hr., for 10 to 12 hours week, not to exceed \$10,000, beginning October 7, 2015 through May 29, 2016.
3. Patsy Godsey, Title I Part-time Intervention Teacher, Blue Springs Elementary School, paid \$27.00/hr., up to 25 hours week, not to exceed \$22,000, beginning October 7, 2015 through May 29, 2016.
4. Lynn Hodges, Title I Part-time Elementary Intervention Teacher, Tanner High School, paid \$27.00/hr., 75 days/5 hours per day, not to exceed \$10,125.00, beginning October 7, 2015 through May 24, 2016.
5. Lisa Kelley, Title I Part-time Elementary Intervention Teacher, Tanner High School, paid \$27.00/hr., 75 days/5 hours per day, not to exceed \$10,125.00, beginning October 7, 2015 through May 24, 2016.
6. Pat Gartman, Title I Part-time High School Intervention Teacher, Tanner High School, paid \$27.00/hr., 60 days/6.75 hours per day, not to exceed \$11,000.00, beginning October 7, 2015 through May 24, 2016.
7. Vicki Curtis, Title I Part-time High School Intervention Teacher, Tanner High School, paid \$27.00/hr., 60 days/6.75 hours per day, not to exceed \$11,000.00, beginning October 7, 2015 through May 24, 2016.

10. **Dr. Sisk recommended the Board approve the change in date of February Board meeting from February 2, 2016 to February 9, 2016. Mr. Young made a motion, seconded by Mr. Winter. The vote was unanimous.**
11. **Dr. Sisk recommended the Board approve PH&J Architects to design the bathroom renovations and other school improvements at East Limestone High School and Tanner High School. Mr. McGill made a motion, seconded by Mr. Glaze. The vote was unanimous.**
12. **Dr. Sisk recommended the Board accept the quote to seal and stripe asphalt parking lots at Elkmont High School and Johnson Elementary at a combined cost of \$23,409.90 from S&S Traffic. Mr. Hilliard made a motion, seconded by Mr. Adams. The vote was unanimous.**
13. **Dr. Sisk recommended the Board approve clinical contracts for Health Science Class at Career Technical Center. Mr. Winter made a motion, seconded by Mr. McGill. The vote was unanimous. Clinical contracts were approved for the following:**
  - **Athens Animal Hospital**
  - **Athens Limestone Hospital**
  - **Athens Rehabilitation Center**
  - **Coleman Dental**
  - **Encore Rehab of Athens**
  - **Limestone Health Facility**



- Morgan County Health Department
  - Tanner Medical Clinic
  - Town and Country Animal Hospital
  - Valley OBGYN
14. Dr. Sisk recommended the Board approve the implementation of SafeDefend Project at schools at a cost of \$379,729. The funding source is carryover money from the 3 mil ad valorem tax. Mr. Young made a motion, seconded by Mr. Winter. The vote was unanimous.
  15. Dr. Sisk recommended the Board approve the 2015-2016 Salary Schedule. Mr. Young made a motion, seconded by Mr. Adams. The vote was unanimous.
  16. Dr. Sisk recommended the Board approve the interest rate of 3% no balloon payment for ten years for ten buses from First National Bank. Mr. McGill made a motion, seconded by Mr. Hilliard. The vote was unanimous.
  17. Dr. Sisk recommended the Board approve the contract amendment for participation with AASB & Fairbanks LLC Medicaid Administrative Claim (MAC) Program. Mr. Winter made a motion, seconded by Mr. Glaze. The vote was unanimous.
  18. Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for August 2015. Mr. Young made a motion, seconded by Mr. Adams. The vote was unanimous.
  19. Dr. Sisk recommended the Board approve the Memorandum of Understanding (MOU) between Limestone County Board of Education, City of Athens, Athens Utilities, Limestone County Water & Sewer Authority, Limestone County Commission, Limestone County EMA, and Limestone County 911. Mr. Adams made a motion, seconded by Mr. Young. The vote was unanimous.
  20. Dr. Sisk recommended the Board approve the selection of delegates for AASB's 2015 Convention and Delegate Assembly. Mr. McGill made a motion to select Mr. Glaze and Mr. Hilliard for the 2015 Convention and Delegate Assembly, and Mr. Adams seconded. The vote was unanimous. Mr. Winter then nominated Mr. Shoulders as an alternate, and Mr. McGill seconded. The vote was unanimous.
  21. Mr. McGill commended the West Limestone High School Band for their numerous awards at the recent band competition at Hartselle High School. Mr. Hilliard thanked the audience for what they do for students. Dr. Sisk noted a recent article in The News Courier outlined the many learning options for the system's students and said this is because of all the hard work of teachers and administrators. He thanked the Board for their investment in the system's schools and in the safety of its students. The Board congratulated Mr. Cade Baker as the new principal of Blue Springs Elementary School.
  22. The Board meeting adjourned at 6:44 p.m.

The next Board Meeting will be on  
November 3, 2015@6:00 p.m.  
Courthouse Annex