

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**Board Meeting**  
**Courthouse Annex**  
**September 8, 2015 @ 6:00 p.m.**

- A. The meeting was called to order at 6:07 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. Hilliard 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 addition at the table:*

**Addition to Discussion/Approval Item:**

- 17. Discussion/Approval – Authorization for Superintendent and Staff to Develop a Set of Procedures for Expansion of Drug Testing**

**1. Approve Agenda**

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

**2. Superintendent's Report**

- A. PH&J Presentation on Bathrooms at Tanner and East Limestone**

Mr. Tommy Talbert outlined the findings during PH&J Architects' recent inspection of the bathrooms at Tanner High School and East Limestone High School. He presented the current conditions of the bathrooms and requirements to bring bathrooms up to ADA specifications as well as suggested improvements.

- B. SafeDefend Presentation**

Mr. Jeff Green gave a presentation on the SafeDefend system. Dr. Sisk noted the Board had approved \$70,000 towards the initial implementation of five devices at each school in the 2015 Annual Budget. The total cost of the project would be \$379,728. He said if the system does a lease/purchase, approximately \$30,000 would be needed of the initial allocation of \$70,000 to pay for one-third of the first year cost (\$126,576), one-third of the second year (\$126,576), and one-third of the third year (\$126,576). This would allow the system to have all systems at one time and have the system fully

deployed within three years. This would allow the system to begin deployment without having to pay for the entire system at one time. Mr. Green stated that SafeDefend is the sole provider of this type of system.

C. School Board Member Academy Achievements

Dr. Sisk presented the following School Board Member Academy Achievements to Board members: Earl Glaze – Masters 4<sup>th</sup> Year; Anthony Hilliard – Masters 1<sup>st</sup> Year; Bret McGill – Level 4; Edward Winter – Level 1; and Bradley Young – Level 1.

**3. Information Only – Superintendent**

A. Title II Classroom Reduction Units

Dr. Sisk noted there were three Title II classroom reduction units. Mr. Tommy Hunter said all principals sent in their grade level class sizes. He said the system then went by the AdvancED recommended size per grade level and came up with a number over the total of it. The AdvancED recommended number was determined and the classrooms that were over that number were identified. The classrooms that were the highest over the AdvancED recommended number were further identified. If there was a tie, the lowest grade level was selected to receive the classroom reduction unit. Elkmont received two CSRs, and West Limestone received one CSR.

**4. Information Only – Staff Members**

A. 2015/2016 Renewal of ATBE General Liability/Errors and Omissions Liability Fund Participation – Ann Swanner

Ms. Ann Swanner stated this is required to be paid every year, and the information is provided for the Board's review.

B. Clarification on Item F.4. Transfers – Tommy Hunter

Mr. Tommy Hunter said Ms. Tara Bachus said these positions were not at an additional cost to the Board. They have already been done. Half is paid through ADRS. These job coaches primarily work with Triple A students to help with transitions. These are not the same as the job coaches for the Career Technical Center. They help the Special Needs populations obtain jobs and help students on those jobs.

## CONSENT AGENDA

**Mr. Young made a motion to approve the Consent Agenda. The motion was seconded by Mr. Adams. After further discussion, Mr. Young amended his motion and called for a separate vote on Items 6.B. 1-3 and Item 6.D.1. A vote was taken on Items 6.B. 1-3 and Item 6.D.1. Mr. Adams, Mr. McGill, and Mr. Mr. Shoulders were in favor of Items 6.B. 1-3 and Item 6.D.1.; Mr. Glaze, Mr. Hilliard, Mr. Winter, and Mr. Young were opposed. The motion for Items 6.B. 1-3 and Item 6.D.1 failed. A vote was taken for approval of the remaining items in the Consent Agenda, and the vote was unanimous.**

**5. Approval of Minutes**

A. August 25, 2015 Board Meeting

## **6. Use of Schools**

### **A. Ardmore High School**

1. Ardmore American Youth Football League requests the use of the football field on the following dates for youth football games: September 12, 2015; October 3, 2015; October 10, 2015; October 24, 2015; and October 31, 2015.
2. Ardmore Booster Club requests the use of the old gym on October 12, 2015 – March 26, 2016 to practice and play basketball.

### **B. East Limestone High School**

1. East Limestone Baseball Program requests the use of baseball facilities on October 17, 2015 for a car wash. Weather makeup day is October 24, 2015.
2. Senior Beta Club requests the use of the old gym on November 21, 2015 for a Fall Festival with proceeds going to the Leukemia and Lymphoma Society.

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

### **A. Elkmont High School**

- John Deere 1200 # wheel baseball field drag machine (Tag # 12768)
- Rockwell Wood Shaper (Tag # 2959)
- Rockwell Unisaw (Tag # 2960)
- Rockwell Wood Lathe (Tag # 2949)
- Delta Radial Arm Saw (Tag # 2962)
- Delta Radial Arm Saw (Tag # 2961)
- Shoulder Leg Press Rack (Tag # 30895)
- Shoulder Leg Press Rack (Tag # 12577)
- 2 Dynabody Leg Extension/Curl Benches (No Tags)

## **NEW BUSINESS**

**Mr. Glaze called for a motion to approve Item 8. Mr. McGill made a motion to approve the Personnel Action Items, and Mr. Hilliard seconded the motion. The vote was unanimous.**

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

### **A. Professional Services Agreements**

1. Kasandra Rucker, Instructional Assistant Services, Special Education Department, Tanner High School, three days/week, paid \$12.00/hr., not to exceed \$9,000.00, effective September 9, 2015.
2. Lisa Pagliocchini, reimbursement of transportation for Special Education Services, 74 miles per day at the approved mileage rate, not to exceed \$7,700.00, retroactive to August 12, 2015.

### **B. New Positions**

1. 1-Social Science Teacher, Career Technical Center, one-year only, salary determined according to current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
2. 3-Itinerant Instructional Assistants, Special Education Department, base school TBD, remainder of year only, salary determined according to current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
3. 1-Title II Class Size Reduction Unit, First Grade Teacher, West Limestone

High School, one-year only, salary determined according to current Limestone County Board of Education Salary Schedule, effective September 9, 2015.

4. 1-Title I Class Size Reduction Unit, Sixth Grade English Language Arts Teacher, Tanner High School, one-year only, salary determined according to current Limestone County Board of Education Salary Schedule, effective September 9, 2015.

#### **C. Resignations**

1. Kara Slaten, General Science Teacher, Elkmont High School, resigning, retroactive to August 28, 2015.

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

1. Henry Crenshaw, Jr., Custodian, Blue Springs Elementary School, replacing Barry Jones, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
2. Tabitha Fulks, Title II Class Size Reduction Unit, First Grade Teacher, West Limestone High School, one year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
3. Dawn Hudson, General Science Teacher, Elkmont High School, one year only, replacing Kara Slaten, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
4. Hannah Crumbley, Title II Class Size Reduction, Fifth Grade Teacher, Elkmont High School, one year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
5. Michael Osborn, Bus Mechanic, Transportation Department, replacing Jim Bennett, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
6. Frannie Brown, Special Needs Bus Aide, Transportation Department, base school Johnson Elementary School, new position, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
7. Larry Tucker, Special Needs Bus Driver, Transportation Department, base school Johnson Elementary School, new position, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.

#### **E. Leaves of Absences**

1. Krystle Landtroop, Kindergarten Teacher, Cedar Hill Elementary School, effective December 1, 2015 through January 13, 2016, under FMLA.
2. Vera Gladney, Instructional Assistant, Owens Elementary School, unpaid leave for over 80 days, pursuing degree and certification, effective January 11, 2016 through April 29, 2016.
3. Howard Cooper, CNP Worker/Assistant, East Limestone High School, extended unpaid leave of absence for 40 days, retroactive to August 3, 2015 through September 30, 2015.
4. Mary Robinson, Director of Federal Programs/EL/Grant Writing, Federal Programs Department, leave of absence over 20 days, retroactive to July 20,

2015 through December 31, 2015.

#### **F. Transfers**

1. Christopher “Kirk” Murphy, ISS, Clements High School, transferring to Social Science Teacher, Career Technical Center, one-year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
2. Penny Vincent, Instructional Assistant, Elkmont High School, transferring to Title II Class Size Reduction Unit, Kindergarten Teacher, Elkmont High School, one year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
3. Catherine Preston, Fifth Grade Teacher, Johnson Elementary School, transferring to Instructional Technology Facilitator, Creekside Elementary School, replacing Amy Jackson, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.
4. Christie Webster, Instructional Assistant, East Limestone High School, transferring to System-Wide Job Coach, Special Education Department, base school East Limestone High School, new position, jointly funded with ADRS, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective September 9, 2015.

#### **G. After School Detention**

1. Cindy Glass, After School Detention Teacher, Tanner High School, one year only, paid \$27.00/hr., effective September 9, 2015.

#### **H. Supplements**

##### **Employees**

##### Career Technical Center

1. Jason Emerson, National Honor Society Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
2. Brian Terry, National Honor Society Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
3. Samantha Fleming, LEO Club/Jr. Lions Club Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
4. Brian Terry, LEO Club/Jr. Lions Club Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
5. Samantha Fleming, HOSA Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
6. Holly Tiemann, HOSA Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
7. Jerry Haggermaker, SkillsUSA Advisor, paid supplement of \$1,000.00, retroactive to August 3, 2015 through May 26, 2016.
8. Natalie Hampton, FCCLA Advisor, paid supplement of \$1,000.00, retroactive to August 3, 2015 through May 26, 2016.

9. Jerry Haggermaker, Robotics Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
10. Monica McConnell, Robotics Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
11. Casey Wigginton, Robotics Advisor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
12. Lanise Oligee, classified employee, Robotics Mentor, paid nominal fee of \$500.00, retroactive to August 3, 2015 through May 26, 2016.
13. Brian Terry, Non-Certified Designated Assistant Principal, paid supplement of \$1,250.00, retroactive to August 3, 2015 through May 26, 2016.
14. Casey Wigginton, TSA Advisor, paid supplement of \$1,000.00, retroactive to August 3, 2015 through May 26, 2016.
15. Shelia Lightfoot, Teacher/Support Person of the Year Banquets, paid supplement of \$2,000.00, retroactive to August 3, 2015 through May 26, 2016.

#### Creekside Elementary School

1. Happy Alexander, Yearbook, paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
2. Robye Andrews, Yearbook, paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
3. Karl Carter, Elementary Beta Club Sponsor, paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
4. Jennifer Quillen, Elementary Scholars Bowl Grades 3 – 5, paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
5. Ashton McCaig, Elementary Theater, locally paid supplement of \$333.00, retroactive to August 1, 2015 through May 31, 2016.
6. Kim Smith, Elementary Theater, locally paid supplement of \$333.00, retroactive to August 1, 2015 through May 31, 2016.
7. Cherie Kim, Elementary Theater, locally paid supplement of \$333.00, retroactive to August 1, 2015 through May 31, 2016.
8. Katelyn Craft, 4<sup>th</sup> Grade Art Club, locally paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
9. Katelyn Craft, 5<sup>th</sup> Grade Art Club, locally paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
10. Amanda Fee, Keyboard Club, locally paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
11. Amanda Fee, Chorus, locally paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.
12. Colin Blakely, Archery, locally paid supplement of \$500.00, retroactive to August 1, 2015 through May 31, 2016.

#### Tanner High School

1. Amy Brooks, National Honor Society Sponsor, paid supplement of \$1,000.00, retroactive to August 15, 2015 through May 27, 2016.
2. Heather Brown, Middle School Scholar's Bowl Sponsor, paid supplement of \$750.00, effective January 10, 2016 through April 15, 2016.

3. Vechiel Stone, Band Director, paid supplement of \$9,000.00 plus 13 days, retroactive to July 15, 2015 through May 27, 2016.
4. Cynthia Glass, National Junior Honor Society, paid supplement of \$1,000.00, retroactive to August 26, 2015 through May 27, 2016.
5. Landria Smith, Varsity Volleyball Assistant, paid supplement of \$1,500.00, retroactive to August 26, 2015 through October 31, 2016.

## **I. Volunteers**

### **Non-Employees**

#### Ardmore High School

1. Charles A. (Tony) Johns, Band Chaperone, retroactive to June 20, 2015 through May 25, 2016.
2. Wendy McGee, Band Chaperone, retroactive to July 20, 2015 through May 25, 2016.
3. Donna Bryant, Band Chaperone, retroactive to July 9, 2015 through May 25, 2016.

#### West Limestone High School

1. James Ronald Rouse, Band Volunteer, retroactive to August 18, 2015 through May 25, 2016.

## **J. Salary Schedule Adjustment**

1. CNP Managers, new salary schedule, correct step adjustments, effective 2015-2016 school year.

9. **Dr. Sisk recommended the Board approve the banning of the following individuals from Limestone County Schools' property. Mr. Hilliard made a motion, seconded by Mr. Young. The vote was unanimous.**
  - A. John Joey (J.J.) Haney
  - B. Sha'Ron Howland
10. **Dr. Sisk recommended the Board approve the Purchase of Computers for Local Schools at cost of \$163,800. Mr. Shoulders made a motion, seconded by Mr. McGill. The vote was unanimous.**
11. **Dr. Sisk recommended the Board approve the 2016 Capital Plan. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
12. **Dr. Sisk recommended the Board approve the per diem (\$70 per day) when traveling. Mr. Shoulders made a motion, seconded by Mr. McGill. The vote was unanimous.**
13. **Dr. Sisk recommended the Board approve the UTS Inventory System at a cost of \$19,500 from United Technology Solutions. Mr. Winter made a motion, seconded by Mr. McGill. The vote was unanimous.**

- 14. Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for July 2015. Mr. Young made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
- 15. Dr. Sisk recommended the Board approve the Authorization for Superintendent and Staff to Develop a Set of Procedures for Expansion of Drug Testing. Mr. Hilliard made a motion, seconded by Mr. Young. The vote was unanimous.**
- 16. The Board thanked the audience for attending and offered condolences to the families of Jimmy Drake and Jolanda Thornton (former employees of Limestone County Schools).**
- 17. The meeting adjourned at 7:47 p.m.**

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