The Pickens County Board of Education met on December 12, 2012 at Reform Elementary School (817 7th Avenue SW) at 9:00 p.m. Mr. Nick Tolstick, Mr. Michael Hinton, Mrs. Annie Jackson, Mrs. LaSonja Richardson and Mrs. Debbie Holley were present. Others present were Superintendent, Leonard Duff, Mrs. Jennifer Shirley, Mrs. Vanessa Anthony, Ms. Anissa Ball, Mr. Jamie Chapman and Board Attorney Mr. Ray Ward.

The swearing in of the newly elected Board Member Nick Tolstick was conducted by Board Attorney Ray Ward.

1. MEETING OPENED:

Board Chairman, Nick Tolstick welcomed everyone to the meeting and asked that a moment of silence be observed.

2. APPROVE AGENDA:

On a motion by Michael Hinton, seconded by Debbie Holley the Board unanimously approved the agenda with the additions; *II. Christine Frazier, III.C. AASB Report*.

3. APPROVE MINUTES:

On a motion by Michael Hinton, seconded by Debbie Holley the Board unanimously approved the minutes of the November 19, 2012 meeting as presented.

4. **RECOGNITION OF SUPERINTENDENT:**

Board Chairman, Nick Tolstick present Superintendent, Leonard Duff with a plaque in recognition of his 17 ½ years of service to the Pickens County School System.

Christine Frazier, spokesperson for the Pickens communities, commended Dr. Duff for his years of service to the community and all the children of Pickens County.

5. APPROVE PAYROLL:

On a motion Debbie Holley, seconded by Annie Jackson the Board unanimously approved the November 2012 payroll as presented by CSFO, Jennifer Shirley.

6. **RECOGNITION OF PCHS STUDENT:**

Pickens County High sophomore, Brain Ferguson, was recognized for competing in the American Youth Bull Riding National Finals held in Ignacio, Colorado on November 1-4, 2012.

7. FINANCIAL REPORT:

On a motion by Michael Hinton, seconded by Debbie Holley the Board unanimously approved the financial report as presented by Mrs. Jennifer Shirley for November and cash balances as follows:

General Fund	\$1,358,872.25
QZAB	105,581.91
Capital	1,014,103.50
Capital CD	340,232.28
Debt Service Fund	0.00
CNP Balance	
Federal Programs	22,075.74
Local Schools	611.402.50

8. AASB REPORT:

The Board Members reported on the AASB Conference held in Birmingham on December 4-6, 2012. Each member agreed that the sessions were helpful and informative.

9. APPROVE SCHOOL START SURVEY:

On a motion by Michael Hinton, seconded by Debbie Holley the Board unanimously approved the Superintendent's recommendation to vote YES on the following school start survey question. If the legislature grants local school systems the option to begin the 2013-14 school year before Monday, August 19, 2013, would you recommend your schools take advantage of an earlier start date?

10. APPROVE RESOLUTION TO BORROW FUNDS FOR EARLY DECEMBER PAYROLL:

On a motion by Debbie Holley, seconded by LaSonja Richardson the Board unanimously approved the Superintendent's recommendation to borrow funds for early December payroll.

11. APPROVE POLICY PROFESSIONAL ORGANIZATION MEMBERSHIP DUES:

On a motion by Michael Hinton, seconded by Debbie Holley the Board unanimously approved the Superintendent's recommendation to leave the policy on the table for another 30 days.

12. APPROVE POLICY GASB 54:

On a motion by Debbie Holley, seconded by LaSonja Richardson the Board unanimously approved the Superintendent's recommendation to approve Policy GASB 54.

13. APPROVE FIBER LICENSE AND MAINTENANCE AGREEMENT:

On a motion by LaSonja Richardson, seconded by Debbie Holley the Board unanimously approve the Superintendent's recommendation to approve the fiber license and maintenance agreement with Northland Communications.

14. SCHEDULE WORK SESSION FOR JANUARY 14TH FROM 4:30-6:00:

On a motion by Michael Hinton, seconded by Annie Jackson the Board unanimously approve to the Superintendents recommendation to approve have a work session on January 14th from 4:30-6:00 p.m.

15. PERSONNEL RECOMMENDATIONS:

On a motion by Michael Hinton, seconded by Annie Jackson the Board unanimously approved the Superintendent's personnel recommendation as follows:

RESIGNATION/RETIREMENT

Teresa Barnett	AES Teacher, effective 1/1/13
LONG TERM SUBSTITUTE	
Betty Vintson	for April McDaniel, GHS Teacher's Maternity Leave

16. EXECUTIVE SESSION:

On a motion by Michael Hinton, seconded by Debbie Holley the Board voted to convene into executive session at 10:15 a.m. Board Attorney Ray Ward made legal declaration to convene with the Board in executive session to discuss legal and personnel matters. The Board reconvened at 11:30 a.m. and Chairman Nick Tolstick declared the meeting back into open session.

17. APPROVE SUPERINTENDENT ELECT CONTRACT:

On a motion by Debbie Holley, seconded by Michael Hinton the Board unanimously approved Board Attorney, Ray Ward's recommendation for the new Superintendent's compensation and benefits as follows.

NEW SUPERINTENDENT COMPENSATION AND BENEFITS:

- A. An annual salary of \$104,000.00 commencing January 1, 2013.
- B. An annual increase of \$1,000.00 on January 1 of each year of the Superintendent's term, beginning January 1, 2014.
- C. Payment of annual dues for the Superintendent's membership in up to six (6) professional and/or civic organizations of which he is a member in good standing.
- D. A suitable automobile for use in the performance of his duties, which shall be operated and maintained at the expense of the Board, including the furnishing of appropriate liability and casualty insurance protecting the Board and Superintendent.
- E. All other day-to-day expenses of the Superintendent in conducting the business of the Board, including travel required of the Superintendent on a routine basis.
- F. All contributions to retirement and insurance programs, as well as the same coverage of medical, dental and/or vision insurance as are available to the other employees of the Board.
- G. All personal, sick and other leave as other twelve (12) month professional employees of the Board receive now or otherwise become entitled to during the term of his service.
- H. The same number of vacation days per year, and on the same basis, as all other twelve (12) month employees receive both now and during the term of his service.
- I. Any raises as are granted to teachers and other education employees by the State of Alabama during the term of this contract.
- J. All expenses of the Superintendent to attend any District, State and National School Board and/or Superintendent Association meetings; provided, that the Superintendent shall secure the prior approval of the Board for his attendance at any national meeting(s).

18. MEETING ADJOURNED:

There being no further business, Board Chairman Nick Tolstick adjourned the meeting at 11:35 a.m.

Chairman

Secretary