

ST. CLAIR COUNTY BOARD OF EDUCATION  
BOARD MEETING  
CENTRAL OFFICE  
October 20, 2014

The meeting of the St. Clair County Board of Education was held on Monday, October 20, 2014. The board meeting began at 6:15 pm at the central office with the following board members in attendance:

Scott Suttle     Marie Manning     Randy Thompson     Allison Gray     Terry Green

The following individuals were also in attendance:

Melinda Splawn	Gary Hanner	Brad Sanders	Kelli Sanders	Matt Coupland	Patty Robinson
Amy Hare	Gary Barron	Gene Keith	Carissa Wright	Brenda Simmons	Beth Evans Smith
Tommy Smith	Marilyn Mashburn	Wendy Cornutt	Marlon Mashburn	Trese Mashburn	Jan Bailey
Chris Wright	Kathy Glaze				

1. President Scott Suttle called the meeting to order.
2. A quorum of the board was present. Angie Cobb and John DeGaris were absent. All other board members were present.
3. Ms. Seals recommended approval of the agenda with the addition of item 4,D,4, on the Consent Agenda 6, C, Personnel Addendum and item 12, the Title 1 Focus School-Ashville Middle School 2014-2015 ACIP Plan. Mrs. Gray made the motion to accept the agenda as recommended and Mrs. Manning gave the second. All members voted YES.
4. Ms. Seals recommended approval of the Consent Agenda. Mr. Thompson made the motion and Mr. Green gave the second. All members voted in favor of the Consent Agenda.

- A. Minutes-September 15, 2014
- B. Disposition of Fixed Assets-October 2014
- C. Approval of Policies:
  1. Revised Policy 6.70.9 Sick or Bereavement Leave
  2. Revised Policy 9.60 Visitors
- D. Travel
  1. System Wide-Selected faculty member(s) and students to travel on October 28-November 1, 2014 to Louisville, KY to attend the National FFA Convention. Students will pay their own expenses.
  2. SCCHS/MAES-Selected faculty member(s) to travel on October 27-31, 2014 to Rosemont, IL to attend the New Grantee Meeting/National PBIS Leadership Forum. Expenses will be paid by the School Climate Transformation Grant.
  3. ECTC-Selected faculty member(s) and gifted students to travel on January 16, 2015 to Chattanooga, TN to visit the Tennessee Aquarium. Students will pay their own expenses.
  4. System Wide-Selected faculty member(s) to travel on November 16-22, 2014 to Round Rock, TX to attend the Youth Mental Health First Aid Training. The expenses will be paid by Project AWARE.

**5. Audience members who addressed the board:**

A. Mr. Brad Sanders addressed the board regarding the St. Clair County High School football stadium. He said that he appreciated the allocation that was received towards the first phase. He asked when the next phase would begin because they did not see it on the five year capital plan. He said that there were concerns about safety and liabilities issues. The concerns were about safety for visitors and the football players and band traveling back and forth every day to practice. He wanted to know where they were headed. They were appreciative of the board for getting the project started. He said that the community has made great strides in putting a lot of money and a vested interest in to the schools. He said they wanted to see all of St. Clair County do well.

B. Mrs. Brenda Simmons was following up on her questions that she sent to the board in writing. She said that she only received one acknowledgement on her letter and that it was from Mrs. Cobb. She said that she appreciated her acknowledging and responding to her. She said that she felt that her questions had not been adequately answered. She wanted to know what had been done in the last 10-14 years on the financial planning for this stadium. Her other question was concerning the fact that it wasn't listed on the capital plan. She said they couldn't wait another five years. She also asked if the capital plan could be amended and the stadium bumped up.

C. Mrs. Beth Evans-Smith said that she had a simple request. Her request was regarding textbooks for children. She said currently her child is in a math class without a textbook. She said they have been without textbooks on and off for the past few years. She wanted to know what the plan was for Ashville. She said they were also in the need for facilities.

D. Mrs. Brenda Leopard said before Kelly Services there were no problems getting subs but since Kelly Services the subs don't show up or don't have any experience. She said that some of the regular ones that loved to come and who had experience were so messed up with Kelly Services that they just quit. They don't do it anymore. She said if they went back to the other way they could get the good subs back.

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E. Mr. Tommy Smith said that this is a growing area and that he doesn't know the board's finances but he would be the first to vote on a referendum for property taxes in St. Clair County. He said that we don't love our children in St. Clair County like Trussville loves their kids. He asked what the board was going to do long term. He said that he would love to hear the board say what St. Clair Education has to deal with in monies? What is the debt load? What is the bond attorney saying? He hears it both ways that we don't have the money. He said that it is time to raise property taxes in St. Clair County. He said in Alabama, we don't pay taxes but we want the state of the art facilities. He said if he was younger that he would move to Trussville.

F. Chris Wright asked what steps have been made to increase the millage.

**Mr. Suttle replied saying that the budget has just been approved. He said that Mrs. Simmons was making a valid point and it has brought up some fruitful discussions. He said that Phase I has started and that it was a great move but there is no guided plan for Phase II. He said that Mr. Terry has been instrumental and that we are restricted now on In-Kind Services. He said that the amount of money that they originally thought to build the stadium is far short of what it will actually take to build it. He said that he hates that because there is not as much money available to them. He said that they can always readdress the capital plan. Ms. Seals has started the process but can't give an answer on when Phase II will start. He also said that if the stadium is not deemed as safe then it does not need to be used. He said that a committee could be formed to see how this is going to move forward and that they could meet regular to put together a plan.**

Mrs. Manning replied to Mrs. Simmons stating that she has a post office box and if her letter was sent otherwise that she didn't receive it. She said that she hasn't seen her letter. She addressed Mrs. Simmons question by stating that the board has not borrowed their limit. She said that the way the economy is that is it kind of scary to tie up all of your money in a bond issue. She said in the last six years the state has sent us 20% less money so they've had to dip in to the reserves to keep what they have.

Mr. Terry said that they didn't build St. Clair County High School, the jewel of the county, not to have a football stadium. He said that their plan was to have all of the amenities. He said that St. Clair County's millage was one of the lowest in the state and the nation. He said that you can't go anywhere else and pay less property tax than you do in St. Clair County. He said that only about 20% of the county would vote to raise taxes. He said that Mountain Brook and Trussville has figured it out but St. Clair County has not figured it out. He said that they address needs but as far as the cutbacks they are not able to do what they need to do. He said that as far as the stadium goes, they talk about it but six months later nothing is done. He said they need to get a committee together and get behind it and go forward with it.

G. Mrs. Patty Robinson of the St. Clair County Education Association addressed the board about the letter that she sent to the board two weeks ago regarding the spending of local funds on central office positions, the new central office building and the expense of Kelly Services for subs. She said that she knew of a couple of people who have completed their workshop but not their background checks but still received calls to sub. She said that employees feel that they are being retaliated against if they bring their concerns forward. She said they asked, in a letter, to meet with the superintendent and the president of the board. She said that they had not been contacted or received a response.

Mr. Suttle responded to Mrs. Robinson and said that the president and vice president had reviewed the response letter and that she should have it by the end of the night. He said that some of the issues were discussed previously in the work session earlier. He said that they can meet if they still need to. Ms. Seals stated that Mrs. Robinson had been given the response letter prior to the board meeting.

**6.A. Ms. Seals recommended approval of the Personnel Agenda. Mrs. Manning made the motion to accept the recommendation and Mrs. Gray gave the second. All members voted YES.**

**PERSONNEL AGENDA**

**I. EMPLOYMENT** - All new hires (certified and support) are contingent upon completed, satisfactory background check and completed personnel file.

	<b>Employee</b>	<b>Worksite</b>	<b>Position</b>	<b>Terms of Employment</b>	<b>Funding</b>	<b>Effective Date</b>
A	Ashley Lee	MAES	Part-time Homebound Teacher (as needed)	\$30 per hour	IDEA/Local	2014-2015 School Year
B	Clyde Lashon Hill	AHS	Social Science Teacher	187 days (less amount due to late start)	Foundation	September 29, 2014
C	James Taylor (current teacher)	SES	Add Bus Driver	182 days ( less amount due to late start)	Foundation	October 21, 2014
D	John Baker	MHS	Social Science Teacher	187 days (less amount due to late start)	Foundation	October 22, 2014
E	Lester Miller	Transportation	Shop Assistant	240 days (less amount due to late start)	Transportation	October 22, 2014
F	Tiffany Payne	SW (Home Base MES)	Temporary Part-time Teacher for 2 <sup>nd</sup> Grade Gifted Screenings	\$25 per hour as needed	State Gifted Funds	October 22, 2014
G	Rachel Ford Seals	RHS & Head Start	Temporary Part-time Speech Therapist	\$45 per hour (2 days per week)	IDEA/Local	October 22, 2014
H	Barbara Elders (retired teacher)	AMS	Temporary Part-time Resource Teachers	Up to \$20,000 each	Title I School Improvement	2014-2015 School Year
I	Cindy Farmer (retired teacher)					
J	Tracy McWhorter	SES	Elementary Education Teacher	187 days (less amount due to late start)	Local	October 22, 2014

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**2. RESIGNATIONS**

	Employee	Worksite	Position	Effective Date
A	Cindy Farmer	SW	Part-time Homebound Teacher	September 24, 2014
B	James Taylor	SHS	Track Coach (this does not affect teaching position)	2014-2015 School Year

**3. TRANSFERS**

	Employee	Previous Contract	New Contract	Effective Date
A	Amanda Lipscomb (voluntary transfer)	Special Ed Teacher at OES	Special Ed Teacher at OIS	October 21, 2014
B	Leah Burgett (voluntary transfer)	Special Ed Aide at OES	Special Ed Aide at OIS	October 21, 2014
C	Shane Traylor (voluntary transfer)	Bus Driver at MHS	Bus Driver at MES	October 21, 2014
D	Maria Knowles (voluntary transfer)	Teacher at SES	Math Interventionist at SES	October 21, 2014
E	Candace Stewart (voluntary transfer)	Special Education Teacher @ MMS	Read 180 Teacher at AMS	October 21, 2014

**4. CHANGE OF CONTRACT**

	Employee	Previous Contract	New Contract	Funding	Effective Date
A	Sylvia Cambron	CNP Worker at RHS (184 days)	CNP Assistant Manager at RHS (186 days)	CNP	October 21, 2014
B	Deanna Byrd	Safe Schools Healthy Students Grant Director	20% Grant Director for Project Aware and 80% Grant Director for School Climate Transformation	Grants	October 1, 2014
C	Laurie Banks	Safe Schools Healthy Students Administrative Assistant and Community Education Administrative Assistant	10% Administrative Assistant for Project Aware and 10% Administrative Assistant for School Climate Transformation and 80% Administrative Assistant for Community Education	Grants and Community Ed	October 1, 2014
D	Rodney Wise	12 Month Custodian at SCCHS (240 days)	Special Education Teacher at MMS (187 days) - Emergency Certificate	Foundation	October 22, 2014
E	Alan Lee (current teacher)	75% Bus Driver at OIS	100% Bus Driver at OIS	Foundation	August 7, 2014

**5. CHANGES/CORRECTIONS**

	Employee	Worksite			
A B C D E F G	Courtney Self Stephanie Tirey Lillian Walton Bret Owens Alicia Keenum Megan Mayfield Kathy Lunsford	MAES	Extended Day Teachers	Change from \$15 per hour to \$17 per hour due to increase in salary schedule	2014-2015 School Year
H I J K L	Jennifer Norman Candiss Hardrick Camille McIntyre Marissa Blandamar Donna Terese Coalson	MAES	Extended Day Adult Aides	Change from \$10 per hour to \$12 per hour due to increase in salary schedule	2014-2015 School Year
M N	Ryan Daniels Breanna Thomas	MAES	Extended Day Student Aides	Change from \$7.25 per hour to \$9 per hour due to increase in salary schedule	2014-2015 School Year
O	Kelley Peoples	MAES	Extended Day Director	Change from \$18 per hour to \$20 per hour due to increase in salary schedule	2014-2015 School Year
P	Charles Brooks Etheredge	MJHS	Listed on supplement as Jr. High Assistant Baseball Coach \$1,100	Should be listed as Jr. Varsity Head Baseball Coach \$1,650	2014-2015 School Year
Q	J.T. Gosnell	MJHS	Approved as Jr. High Wrestling Coach \$1,450	Remove Jr. High Wrestling Coach supplement	2014-2015 School Year

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**6. LEAVES**

	Employee	Worksite	Position	Type of Leave	Effective Date
A	DeAndra Long	SES	Bus Driver	Medical & Catastrophic ( not eligible for FMLA)	August 4, 2014 – January 6, 2015
B	Cynthia Higdon	SHS	Teacher	Medical (exhausted FMLA)	October 25, 2014 – October 28, 2014

**7. SUBSTITUTES**

	Employee	Worksite	Position	Effective Date
A	Deanna Rice (current employee)	SW	Substitute Bus Driver	October 21, 2014
B	Greg Jones	SW	Remove from Substitute Bus Driver list	October 21, 2014

**8. EXTENDED DAY**

	Employee	Worksite	Position	Terms of Employment	Funding	Effective Date
A	Jamie Robinson	MAES	Adult Aide	\$12 per hour	21 <sup>st</sup> CCLC	2014-2015 School Year
B	Kelli Sanders	OES	Adult Aide	\$12 per hour	Student Tuition	2014-2015 School Year

**9. SUPPLEMENTS and ADDITIONAL PROGRAMS (Temporary)**

	Employee	Worksite	Position	Terms of Employment	Funding	Effective Date
A	Sha Swindall	SW	Nurse duties for extra-curricular activities	\$20 per hour	Local	2014-2015 School Year
B	Katie Holland	AHS	Dance line choreographer	\$1,000 (10 Dance Line Members @ \$100 each)	Paid by Dance Line Members	July 21, 2014 – July 30, 2014
C	Jeff Smith	SHS	Saturday School Teachers	\$115 per day	Local School	2014 – 2015 School Year
D	Warren House					
E	Tim Andrews					
F	James Taylor					
G	Tiffany Wesley					
H	Marty Caldwell					
I	Becky Seymour	MJHS	Jr. High Softball Assistant Coach	\$1,100	Local	2014-2015 School Year
J	Becky Seymour	MHS	Jr. Varsity Softball Assistant Coach	\$1,100	Local	2014-2015 School Year
K	Aubrey Etheredge	MJHS	Jr. High Wrestling Coach	\$1,450	Local	2014-2015 School Year
L	Cheryl Boissel	AMS	Before & After School Tutors	\$25 per hour	Title	October 21, 2014 – May 22, 2015
M	Jenni Carden					
N	Tara Martin					
O	Angela Preston					
P	Debbie Taylor					
Q	Michelle McAliley	OMS	Homebound	\$30 per hour as needed	IDEA/Local	2014-2015 School Year
R	Billy Ray Morris					
S	Warren House	SHS	Teach an additional block	\$61.99 per day worked	Local	2014-2015 School Year
T	Ashley Nichole Miller	MMS	Homebound	\$30 per hour as needed	IDEA/Local	2014-2015 School Year

**6.B.** Ms. Seals recommended approval of Salary Schedule Corrections. Mr. Thompson made the motion to accept the recommendation and Mr. Green gave the second. All members voted in favor of the Salary Schedule Corrections. *(A copy will follow these minutes)*

**6.C.** Ms. Seals recommended approval of the Personnel Addendum. Mrs. Manning made the motion to accept the recommendation and Mr. Green gave the second. All members voted YES.

**PERSONNEL ADDENDUM**

**1. RESIGNATIONS**

	Employee	Worksite	Position	Effective Date
A	Ashley Nicole Miller	SW	Speech Language Pathologist	October 31, 2014

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**OTHER NOTIFICATIONS NOT NEEDING BOARD APPROVAL**

**\*\*This section is posted for informational purposes only and did not require board approval\*\***

**OTHER NOTIFICATIONS NOT NEEDING BOARD APPROVAL**

	Employee	Worksite	Position		
1	Joseph Nichols	Maintenance	Maintenance Technician	FMLA	August 23, 2014 – September 5, 2014
2	Constance Seymour	OIS	Principal	FMLA	July 11, 2014 – 12 weeks intermittent leave
3	Summer Burke	SJHS	Counselor/Teacher	FMLA	November 5, 2014 – December 19, 2014
4	Christa Urban	OES	Principal	FMLA	October 29, 2014 – December 19, 2014

**CHANGES TO OTHER NOTIFICATIONS NOT NEEDING BOARD APPROVAL**

	Employee	Worksite	Position		
1	Erica Wonert	OIS	Teacher	On June 16, 2014 board meeting as FMLA August 25, 2014 – October 3, 2014	Change FMLA effective dates to August 18, 2014 – October 17, 2014
2	Emily Hallman	SES	Teacher	On August 18, 2014 board meeting as FMLA August 4, 2014 – September 12, 2014	Change FMLA effective dates to August 4, 2014 – October 24, 2014
3	Brandie Brothers	SJHS	CNP Worker	On September 15, 2014 board meeting as FMLA September 4, 2014 – October 13, 2014	Change FMLA effective dates to September 4, 2014 – November 21, 2014
4	Cynthia Higdon	SHS	Teacher	On September 15, 2014 board meeting as FMLA August 4, 2014 – October 10, 2014	Change FMLA effective dates to August 4, 2014 – October 24, 2014

7. Ms. Seals recommended approval of Bid #929-Eden Career Tech Center Full Cleaning Service and Summer Floor Refinishing. Mrs. Gray made the motion to accept the recommendation and Mr. Green gave the second. Mrs. Manning voted NO. Mr. Suttle, Mr. Thompson, Mrs. Gray and Mr. Green voted YES. The motion carried. The bid was awarded to the lowest bidder, Complete Cleaning Services.

	Allan Keith	Complete Cleaning	Custom Cleaning	Felder Services	Jani King	SSC Service Solutions	The Cleaning Wizard	VanGuard Cleaning
	Insurance <input type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input checked="" type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input checked="" type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input type="checkbox"/> Y <input type="checkbox"/> N	Insurance <input type="checkbox"/> Y <input type="checkbox"/> N
FULL SERVICE CLEANING		<u>\$17,220</u>			<u>\$28,578</u>			
FLOOR REFINISHING AND CARPET CLEANING		<u>\$3,500</u>			<u>\$2,800</u>			
TOTAL BID	<u>NO BID</u>	<u>\$20,720</u>	<u>NO BID</u>	<u>NO BID</u>	<u>\$31,378</u>	<u>NO BID</u>	<u>NO BID</u>	<u>NO BID</u>

8. Ms. Seals recommended approval of Change Order No. 1 for the Renovations to the Fieldhouse for Ragland High School for a decrease of \$18,307.60, Architect's Job No. 13-84. Mrs. Manning made the motion to accept the recommendation and Mr. Green gave the second. All members voted YES.

9. Ms. Seals recommended approval of Change Order No. 1 for the Partial Window Replacement at Moody Elementary School, Odenville Middle School, Ragland High School and Ashville Elementary School for a decrease of \$65,942.75, Architect's Job No. 13-52. Mr. Thompson made the motion to accept the recommendation and Mrs. Manning gave the second. All members voted YES.

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10. Ms. Seals recommended approval of the Resolution Authorizing the Expenditure of the Remaining Balance of the School Tax Anticipation Warrants (6 mill tax) Series 2007. Mrs. Manning made the motion to accept the recommendation and Mr. Green gave the second. All members voted YES.

11. Ms. Seals recommended approval for Bus Fleet Insurance. Mrs. Gray made the motion to accept the recommendation and Mrs. Manning gave the second. All members voted YES.

12. Ms. Seals recommended approval for the Title 1 Focus School-Ashville Middle School 2014-2015 ACIP Plans. Mr. Thompson made the motion to accept the recommendation and Mrs. Manning gave the second. All members voted YES.

13. Board Member Comments:

A. Mr. Green said that he appreciated everyone being there. He said that he missed the last board meeting but wanted to know where they were with Phase I on the stadium. He said that it is the people who make St. Clair County and that he wouldn't trade it for the world. He said we don't need to forget how blessed we are. He said there was a ministry here at the work session that feeds 250 of our kids each weekend.

B. Mrs. Manning said that she thought they bought math textbooks for all children last year and asked what we did with the old textbooks. She said that math is so different that she doubts that they would correlate very much. She said that they are having a problem with history books at Ragland.

C. Mr. Suttle said that there is a list of students that left St. Clair County that has made us proud.

14. Superintendent comments:

Ms. Seals said that she appreciates them coming up and said that she and Brad had talked about the stadium. She said that she has responded to Mrs. Simmons in a letter and will get together a committee and move forward on it. She said that she wanted to brag a little about some grants that they wrote and received. She said that we were the only one in Alabama to receive some of these federal grants. The School Climate Transformation grant is for around \$200,000 for 5 years and the Project Aware grant is \$50,000 for 2 years. She said they are very fortunate to have these grants and that they will cover some of the mental health portion that was lost. She said that they have written another \$60,000 grant and a letter to county commission as well. She said that they were very blessed to have received these grants. She closed in saying that her mother loved Tommy Smith and that he was very dear to her.

15. Announce next board meeting- Next regular board meeting-Monday, November 17, 2014 at 6:00 p.m. at the central office.

16. President Scott Suttle recommended approval to adjourn. Mrs. Manning moved to approve the recommendation.

**Approved the 17<sup>th</sup> day of November, 2014**

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**Board President**

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**Board Secretary**

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FIXED ASSETS-PERSONAL PROPERTY					
Disposition	October 2014				
Control #	Item Description	School	Control #	Item Description	School
09-02-0119	Projector	ECTC	0711	Phone System	ECTC
09-02-0123	Compaq laptop	ECTC	0713	ACA computer	ECTC
09-02-0124	Compaq laptop	ECTC	3388	Computer system	ECTC
09-02-0126 thru 0133	Compaq laptop	ECTC	4189	Computer system	ECTC
09-02-0135 thru 0146	Compaq laptop	ECTC	4258	Computer system	ECTC
09-02-0148 thru 0158	Compaq laptop	ECTC	3731	Cattrax Training system	ECTC
09-02-0160 thru 0162	Compaq laptop	ECTC	11176	Cattrax Training system	ECTC
09-02-0207	HP Notebook	ECTC	11097	Classroom Performance Sys	ECTC
09-02-0209	HP Notebook	ECTC	4152	HP Laser Jer Printer	ECTC
09-02-0212	HP Notebook	ECTC	4151	HP Laser Jer Printer	ECTC
09-02-0214 thru 0222	HP Notebook	ECTC			
12758	HP Computer	ECTC	11071	Dell Optiplex	SJHS
13638	HP Notebook	ECTC			
13640	HP Notebook	ECTC	12546	Sharp Copier	RYAS
10-02-0082 thru 0106	Fujitsu Laptop	ECTC			
			5478	Projector	OIS
11360	HP Computer	AHS	4881	Floor Machine	OIS
08-02-0374	HP Laptop	AHS	08-02-0117	Projector	OIS
08-02-0372	HP Laptop	AHS	11170	Projector	OIS
08-02-0125	HP Notebook	AHS	11872	Overhead Projector	OIS
12367	HP Desktop	AHS	12891	Dell computer	OIS
13281	HP Computer	AHS	11903	Dell Desktop	OIS
13274	HP Computer	AHS	12897	Dell Desktop	OIS
13244	HP Computer	AHS	13558	HP Desktop	OIS
13240	HP Computer	AHS	4476	Projector	OIS
13283	HP Computer	AHS	11583	Dell Desktop	OIS
11476	Computer	AHS			
12447	Dell Desktop	AHS			
08-02-0094	HP Desktop	AHS			
13633	HP Desktop	AHS			
08-02-0330	Desktop	AHS			
11836	Dell Desktop	AHS			
4371	Dell Desktop	AHS			
12-02-0030	Ipad	AES			
13-02-0354	Ipad	AES			
13-02-0328	Ipad	AES			

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**SICK or BEREAVEMENT LEAVE**

**6.70.9**

- I. Sick leave is defined as the absence from regular duty by an employee because of the following:
  - A. Personal illness or doctor's quarantine;
  - B. Incapacitating personal injury;
  - C. Death in the family of the employee (parent, spouse, child, sibling, parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nephew, niece, grandchild, grandparent, uncle or aunt);
  - D. Where unusually strong personal ties exist because of an employee's having been supported or educated by a person of some relationship other than those listed, this relationship may be recognized for leave purposes. In such cases the employee concerned shall file with the supervisor a written statement of the circumstances which justify an exception to the general rule;
  - E. Attendance to an ill member of the immediate family (parent, spouse, child, sibling) of the employee, a person standing in loco parentis
- II. St. Clair County School System employees shall be allowed to accumulate an unlimited number of sick leave days.
- III. A new employee may transfer unused earned sick leave from another Alabama school board, as permitted by law, upon certification by the previous employer.
- IV. If an employee is on sick leave for six or more consecutive days, the employee shall provide his principal or immediate Supervisor with a statement signed by a doctor and submitted with payroll certifying to the illness or injury. If absences occur frequently or if the absences constitute a pattern or there is reason to question whether an absence complied with the above causes, the Superintendent or designee may require that the employee provide verification of the reason for the absence.
- V. See Policy 6.71 for St. Clair County School System Sick Leave Bank provisions.

**REFERENCE(S):**

**CODE OF ALABAMA**  
[16-1-18.1](#), [16-8-25](#), [16-13-231](#), [16-22-9](#)

**HISTORY:**

**ADOPTED: JUNE 22, 1998**  
**REVISED: SEPTEMBER 15, 2003; FEBRUARY 22, 2010, AUGUST 18, 2014, \_\_\_\_\_**  
**FORMERLY: GBRI, CGPG**



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**VISITORS**

**9.60**

Any person entering the premises of a St. Clair County School System school shall report to the principal or designee and make known the purpose of the visit.

- I. This policy does not apply to routine deliveries or scheduled maintenance visits.
- II. The Superintendent or designee shall develop a plan for visible identification of visitors or other persons who are not students or employees of the school.
- III. A student not enrolled in the school or a student not accompanied by a parent/guardian is prohibited from visiting a school unless otherwise approved by the principal.
- IV. Parents/guardians are invited to visit the schools. To avoid interrupting the daily program, the parent should request a conference for after school hours or during a teacher's planning period. Parents/guardians are encouraged to plan such conferences with teachers and shall sign in at the principal's office and be issued a visitor's badge at the time they arrive on the campus.
- V. Any person who enters or remains upon St. Clair County School System property without legitimate purpose may be found to be trespassing, subject to arrest and penalties as defined by statutes.
- VI. No adult sex offender, after having been convicted of a sex offense involving a minor, shall enter onto the property of a St. Clair County school while school is in session or attend any St. Clair County school activity unless the adult sex offender does all of the following:
  - A. Notifies the principal or the school, or his/her designee, before entering onto the property or attending the school activity;
  - B. Immediately report to the principal of the school, or his/her designee, upon entering the property or arriving at the school activity; and,
  - C. Complies with any procedures established by the school to monitor the whereabouts of the sex offender during his or her presence on school property or at a school activity.

**REFERENCE(S):**

**CODE OF ALABAMA**

**16-12-3**

**LEGISLATIVE ACT 2014-421**

**HISTORY:**

**ADOPTED: FEBRUARY 22, 2010**

**REVISED: \_\_\_\_\_**

**FORMERLY: NEW**

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**Central Office Salary Schedule  
 Certified - 240 Days / 12 Month**

**SCHOOL IMPROVEMENT/MENTOR COORDINATOR  
 CURRICULUM/TESTING COORDINATOR  
 HUMAN RESOURCES COORDINATOR  
 STUDENT SERVICES COORDINATOR  
 SPECIAL EDUCATION COORDINATOR  
 FEDERAL PROGRAM COORDINATOR  
 FACILITIES/SAFETY/BIDS/ATHLETICS COORDINATOR**

**COORDINATOR SALARY SCHEDULE**

<b>Years Experience</b>	<b>Certified Annual Salary</b>
0	63,298.00
1	63,604.00
2	63,911.00
3	64,217.00
4	64,523.00
5	64,942.00
6	67,071.00
7	67,386.00
8	67,701.00
9	68,018.00
10-14	68,333.00
15-17	70,918.00
18-20	72,516.00
21-23	75,714.00
24-27	76,414.00
27+ Years	77,815.00

- \* Add \$5,120 for "AA" Certificate Degree
- \* Add \$6,300 for Doctorate Degree
- \* Add \$1,000.00 for each Alabama Association of School Business Officials certification  
 Must maintain certification to receive annual supplement  
 (AASBO Certification and Personnel/Payroll - Excludes Local School Accounting)  
 Must be prior approved by the Superintendent and the CSFO  
 Must be relevant to position held by employee

ST. CLAIR COUNTY BOARD OF EDUCATION  
 BOARD MEETING  
 CENTRAL OFFICE  
 October 20, 2014  
**Supervisor / Director**

**Maintenance**  
**Transportation**  
**Community Education**  
**Technology**  
**Child Nutrition**  
**240 Day contract / 12 Month**

<b>Experience</b>	<b>Supervisor Annual Salary</b>
0	65,945.00
1	66,156.00
2	66,368.00
3	66,581.00
4	66,794.00
5	67,008.00
6	67,222.00
7	67,437.00
8	67,654.00
9	67,870.00
10	68,078.00

Add \$2000 for associate degree from accredited university  
 Add \$3000 for B.S. from accredited university  
 Add \$4000 for M.S. from accredited university

Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement  
 (AASBO Certification and Personnel/Payroll, Local School Accounting)  
 Must be prior approved by the Superintendent and the CSFO  
 Must be relevant to position held by employee

ST. CLAIR COUNTY BOARD OF EDUCATION  
 BOARD MEETING  
 CENTRAL OFFICE  
 October 20, 2014

**Transportation Department Salary Schedule  
 240 day contract / 12 Month**

<b>Experience</b>	<b>* Secretary</b>	<b>Mechanic</b>	<b>Parts Specialist/ Mechanic</b>	<b>Shop Foreman / Bus Inspt.</b>	<b>Shop Assistant</b>
0	28,101.00	36,752.00	37,500.00	38,991.00	24,000.00
1	28,325.00	36,972.00	37,726.00	39,189.00	24,215.00
2	28,552.00	37,193.00	37,952.00	39,389.00	24,431.00
3	28,780.00	37,417.00	38,180.00	39,590.00	24,648.00
4	29,011.00	37,641.00	38,409.00	39,792.00	24,867.00
5	29,243.00	37,866.00	38,640.00	39,995.00	25,087.00
6	29,477.00	38,094.00	38,871.00	40,199.00	25,308.00
7	29,713.00	38,322.00	39,105.00	40,404.00	25,531.00
8	29,950.00	38,552.00	39,339.00	40,610.00	25,755.00
9	30,190.00	38,783.00	39,575.00	40,817.00	25,980.00
10	30,310.00	38,991.00	39,739.00	41,229.00	26,207.00

Salary Based on 8 Hours Per Day

- \* Add \$2,000 for Associate Degree from an accredited institution
  - \* Add \$3,000 for B.S. Degree from an accredited institution
  - \* Add \$1,000.00 for each Alabama Association of School Business Officials certification
- Must maintain certification to receive annual supplement  
 (AASBO Certification, Personnel/Payroll, and Local Schools)  
 Effective 07/01/2012 - Must be prior approved by the Superintendent and the CSFO  
 Must be relevant to position held by employee

ST. CLAIR COUNTY BOARD OF EDUCATION  
BOARD MEETING  
CENTRAL OFFICE  
October 20, 2014

**RESOLUTION NO. 2013-**

**A RESOLUTION AUTHORIZING THE EXPENDITURE OF THE  
REMAINING BALANCE OF THE SCHOOL TAX ANTICIPATION  
WARRANTS (6 MILL TAX) SERIES 2007**

**WHEREAS**, the St. Clair County Board of Education ("Board") has previously issued School Tax Anticipation Warrants (6 Mill Tax) Series 2007 ("Warrants"), which Warrants had a closing date of December 19, 2007; and,

**WHEREAS**, the work intended to have been funded with the Warrants having been accomplished, there remains a balance of funds available from said Warrants in the amount of \$908,013.99; and,

**WHEREAS**, the Board has determined that it is wise, prudent, and in the best interests of the St. Clair County School System to use the balance to fund improvements to the football field at St. Clair County High School, structural improvements to Moody Junior High School, and needed roofing improvements at schools throughout the St. Clair County School System; and,

**WHEREAS**, the Board desires to authorize the Superintendent, or her designee, to advertise said necessary improvements and upgrades for public bid.

**NOW, THEREFORE, BE IT RESOLVED BY THE ST. CLAIR COUNTY BOARD OF EDUCATION**, that the Superintendent be, and she hereby is, authorized to advertise for public bid the needed improvements to the football field at St. Clair County High School, structural improvements to Moody Junior High School, and needed roofing improvements at schools throughout the St. Clair County School System, and to proceed with due diligence to complete the same.

**RESOLVED FURTHER**, that the Superintendent be, and she hereby is, authorized to use the above-described balance remaining in the School Tax Anticipation Warrants (6 Mill Tax) Series 2007 to fund said necessary improvements and upgrades; and that the said balance shall, pending expenditure, not be invested at a yield in excess of the yield on the Warrants.

**RESOLVED** this 20<sup>th</sup> day of October, 2014.

  
Scott Suttle, Board President

ATTEST:

