

Date	Kind of Meeting	Where Held
November 2, 2009	Special	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
Presiding Officer	Members Present	Members Absent
Dr. Harry Wayne Parrish, Chairman	Mrs. Brenda Guilford, District 1 Mr. Franklin Jones, District 2 Mr. Charles Woodall, District 3 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, Vice-Chairman, District 6	Mr. Jimmy Addison, District 4

Dr. Harry Wayne Parrish called the meeting to order at 4:59 p.m.

Mr. Franklin Jones led in prayer.

Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Mr. Charles Woodall gave the School System News as follows stating Mr. Matthew Humphrey, Principal, Dothan High School reports:

1. Dothan High's homecoming was a huge success with a great parade and a high level of community involvement. The football game was fantastic and brought us to a 5-1 record. Our homecoming activities culminated with a dance that went smoothly and was well-attended.
2. Karina Garnaga was chosen as one of the top three finalists for her Scion Car design for the Toyota of Dothan contest putting DHS in the running for a \$10,000 grant.
3. On September 11th, Dothan High School's AJROTC Color Guard presented the American and State flags during a patriotic ceremony at Wesley Manor Retirement Center. The Color Guard also presented colors at the National Guard Armory on September 24th during a service to honor veterans.
4. Mrs. Beth Sherrer, DHS Media Specialist, was honored at the 2009 Alabama Library Expo on September 15th in Montgomery. She was awarded with the Herman Moore Lamp Award of Exceptional Service.
5. Mr. Donnie Chambers, DHS Science teacher, has recently completed his doctorate degree and is now Dr. Donnie Chambers.

Dr. Sam Nichols added that DHS made the playoffs for the first time since 2001 and will be playing Prattville and Coach White has done a great job of going from 1 and 9 to 7 and 3 now.

Mrs. Brenda Guilford made a motion seconded by Mr. Chris Maddox to approve the Agenda with proposed Agenda modifications as presented and recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

Mr. Chris Maddox made a motion seconded by Mr. Franklin Jones to adjourn into a Work Session as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

1. Dr. Sam Nichols stated on October 22nd he and Mike Manuel attended the State Board Work Session and Dr. Morton presented recommendations he is making for the 2011 budget, several of his recommendations will not gain a unanimous approval and will be controversial, but they are looking at ways to effectively fund the schools systems in Alabama. Mrs. Guilford asked how the priorities relate to our school system. Dr. Nichols stated everything there is a part of our school system we participate in some way in all those programs. If the State makes it a priority it trickles down to our school system so those priorities become our priorities as far as State level funding goes.
2. Mr. Manuel presented four options for budget reduction due to the 7 1/2% State proration. He and Dr. Nichols recommended Option 4 for adoption. Discussion was held. (See Attachment "A")
3. Mr. Mike Manuel gave a presentation regarding issues at P.A.S.S. Academy stating we satellite P.A.S.S. from Montana, they call over from P.A.S.S. with how many breakfasts and lunches they need, as they are preparing the food for Montana the same food is served to P.A.S.S., they have warmers and a van, they put the food in warmers and take it over to P.A.S.S. At the beginning of the school year they did not have the food in a warmer and it did get cold. They do not cook the food at P.A.S.S. because there are not enough students to warrant financially having their own kitchen staff so we give Montana one extra CNP worker to help them satellite the food to P.A.S.S. Mr. Jones stated we have never cooked. What about the steam table, does it work? It has always worked. Mr. Manuel stated I do not know but I will check. Mrs. Guilford asked if we are getting feedback as to whether or not the food is cold because the concern was that the food was cold. Mr. Manuel stated that the food was cold and we have gotten a warmer now that the food is put in

and taken over to P.A.S.S. from Montana. Dr. Nichols stated Mr. Brooks told me everything was fine and from what he has told me I think we are in good shape with the food at P.A.S.S. Mr. Manuel stated it is the same food that the students at Montana eat, it is not different and it is prepared all at the same time.

4. Dr. Dell Goodwin gave a presentation regarding issues of highly qualified teachers stating we try to hire the best teacher for each classroom. Each year we hire teachers that have certification and meet the highly qualified status from other states. They may not already have an Alabama certificate but they have the certificate and are highly qualified from another state. Also, we may hire someone that has completed college in Alabama but on the day we hire them the State Department has not issued their certificate yet. They have met all the requirements and everything has been submitted to the State Department but we do not have their certificate yet so they do not have their highly qualified letter yet. It is not saying they do not meet all the guidelines to be highly qualified. We have about \$30,000 in our budget to help teachers that we hire to meet the highly qualified if they need to take additional tests, if they come in from another state. We only have about 10 teachers right now in the system with over 600 teachers that have not met the highly qualified status. The teacher that was in question at the time that we hired this person she had valid teaching certificates in Georgia, Nebraska and Illinois and they were all in math and she was highly qualified in each state, she had 8 years of teaching experience with 1 year as an assistant principal, she had excellent references in teaching math and all of her references were great and she was an outstanding candidate for this classroom. Discussion was held.
5. Mr. Mark Williams gave a presentation regarding paperless Board packets stating we have been trying to come up with the best way to do it and trying to cut costs and cut man hours. What we have come up with is a way to produce it electronically, we want to present it on a secure web site at the time you normally get your Board packets, we want to put it out there so you can access it from anywhere and reproduce it on your own time if you want to, you will have the full Board packet just like you get it now and then at the Board meetings we want to put some recycled equipment in front of you, we want to use monitors and mice where you actually access the Board packet from your seats just like you do now but you will not be accessing it from a printed format, we will put a printer in here if there is something you want to produce and make notes on it you can do that. We will be doing this with all recycled equipment, some things that we have had to upgrade, using systems that required upgrading, we have the equipment available to put here at no costs. We think we can save a considerable amount of man hours and production costs that goes into producing Board packets now and we would like to try this for three months in parallel with what you have now so you will have a printed copy and you would have it in electronic format. You would be able to raise any objections you have, we would be able to work out any problems we have and then at that point we think we would be able to wing ourselves from the printed copy and recouping some of the costs involved in doing that. We will probably have an in-service session where we can invite any or all of you to come down, it would take 30 or 40 minutes, we would show you how to access it remotely so when you are at home or at your office and you want to access the Board packets we will show you how to do that, it will be on a secure site so no one else will have information prior to when they are suppose to other than you and then we will also show you how to do it from here. It is very simple; there will be nothing more than a monitor in front of you and a mouse. Mr. Armstrong stated you are going to do it with recycled equipment and at no cost. Mr. Williams stated no cost. We had to upgrade our time clock system so we have what we call thin clients we can do this with and so we will actually put the appliances underneath the desks so you will not have a computer in front of you. The only thing you will have visible in front of you is a flat screen monitor which we also have recycled and you will have a mouse. Mr. Maddox asked what the projected savings are. Mr. Williams stated we are projecting an average of 10 man hours per Board packet that go into production of it and then also distribution and we think it will start recouping some costs. Mr. Maddox stated which equates to about what dollar wise. Mr. Manuel stated it would save probably \$2,000 a Board meeting. Dr. Parrish stated this system uses a tremendous amount of paper. Is there any way to implement this to save paper? Mr. Williams stated we are actually looking into that because of the State requirements for us to upgrade our student information system we have got to purchase hardware to put into place before the end of the year for the new student information systems that go into effect in January. With that hardware we are exploring the potential of being able to do other things, for collaboration, to prevent meetings, to cut down on paper, to do a lot of things collaborating from the schools to save a lot of man hours and paper. We are trying to do something that is not only cost effective but simple to use. Mrs. Guilford stated I think it will be a cost savings but my concern is I cannot call in my staff members in so will you come out to my place. Mr. Williams stated you will be surprised at how easy it is. We will put it out there in one big form. Mr. Jones stated my computer is 2 years old and sometimes I cannot open attachments. Mr. Williams stated it will not be an attachment it will be like going out on the internet and going to a web page. We will come out if you need help. Dr. Nichols stated I would not have brought this recommendation to you if it cost a dime, I am very mindful of that.
6. Dr. Sam Nichols reviewed the proposed Agenda for the November 16th Board meeting. Mr. Jones stated regarding the training for PreSchool/Head Start I volunteered to be the liaison for the Board and we probably need to meet with you. Dr. Nichols stated we were notified today that her review will come in early December.

Mrs. Brenda Guilford made a motion seconded by Mr. Charles Woodall to reconvene into Regular Session as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

Dr. Dell Goodwin presented the Personnel Agenda deleting Item 3.4.2 on page 4.

Mr. Chris Maddox made a motion seconded by Mrs. Brenda Guilford to approve the Personnel Agenda deleting Item 3.4.2. as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None. "ABSTAIN" - None. (See Attachment "B")

Discussion was held regarding cancellation of conditional appointment, temporary employments can eventually become tenured if they are full-time employees if they are 19 hours or less then they do not earn time, for certified it is 3 years and support it is 36 months, and 19 hours or less they do not earn benefits.

Dr. Dell Goodwin stated usually at this meeting we bring a retirement incentive but Dr. Nichols will not be bringing that request to you this year.

Mr. Jere Segrest stated Mr. Chairman I am required by law as a licensed practicing attorney to state for the record that only matters to be imminently likely to be litigated will be discussed in Executive Session.

Mr. Chris Maddox made a motion seconded by Mr. Franklin Jones to adjourn into Executive Session. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

Mr. Franklin Jones made a motion seconded by Mr. Ben Armstrong to reconvene into Regular Session as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

Mr. Chris Maddox made a motion seconded by Mr. Jimmy Addison to reconvene into Regular Session as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

Dr. Harry Parrish stated there was no action taken in Executive Session.

Mr. Chris Maddox left the meeting.

NEW BUSINESS

Dr. Harry Wayne Parrish acknowledged the YES WE CAN! Dothan delegation. Dr. Nichols stated part of the brochure you were given is a news letter from YES WE CAN and also an invitation to the First Annual Education Summit to be held November 17th at First United Methodist at 5:00 p.m. Mr. Franklin Jones requested Ms. Brandon remind them of the meeting.

Dr. Harry Wayne Parrish announced the upcoming Board Meeting(s): November 16th and December 21st. Dr. Nichols stated beginning in December there will be only one meeting.

Mrs. Brenda Guilford requested that the letter submitted to Dr. Nichols on October 23rd regarding student hearings and expulsions become part of the official record. Dr. Parrish stated he did not know the legality of doing that. Mr. Jere Segrest stated you probably want to have that as part of the expulsion hearing records.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones that the letter I sent to Dr. Nichols on October 23rd becomes a part of the record on the expulsion. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

Discussion was held.

Mrs. Brenda Guilford asked Dr. Nichols if he had a chance to follow up on the hearing and the teacher's role in what I requested. Dr. Nichols stated he had a conversation with the Principal. Mrs. Guilford asked for an update at the next meeting. Dr. Nichols stated he was not sure exactly where we can do that all that took place in Executive Session. I can reassure this Board the recommendation is being discussed. I feel confident that there is an understanding of how things should be handled. I hesitate to bring that back out in an Agenda item I do not think that would be proper on something that took place in Executive Session. Mrs. Guilford stated what we talked about is not what took place in Executive Session but what took place at the school it was not necessarily that it took place. Dr. Parrish stated you

are talking about how Principal's handle certain situations. Mrs. Guilford stated how teachers handle their classrooms for example, no procedure in place for dismissal lack of procedure that could cause problems. I will try to figure out how to say that. Dr. Parrish stated we need to talk to Jere about all that. Is that okay? Ms. Guilford stated for right now.

Mr. Charles Woodall made a motion seconded by Mrs. Brenda Guilford to adjourn the meeting. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Parrish, Armstrong. "NAY" – None. "ABSTAIN" - None.

The meeting adjourned at 7:00 p.m.

Approved: December 21, 2009

Dr. Harry Wayne Parrish, Chairman

Sam Nichols, Superintendent, Secretary