

Date	Kind of Meeting	Where Held
February 22, 2010	Regular	Honeysuckle Middle School - Auditorium, 1665 Honeysuckle Road
Presiding Officer	Members Present	Members Absent
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, District 1 Mr. Franklin Jones, District 2 Mr. Charles Woodall, District 3 Mr. Jimmy Addison, District 4 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, Vice-Chairman, District 6	

Dr. Harry Wayne Parrish called the meeting to order at 5:05 p.m.

Mr. Franklin Jones led in prayer.

Dr. Harry Wayne Parrish led the Pledge of Allegiance.

School System News:

Mr. Franklin Jones gave the School System News as follows:

1. Mrs. Vicki Davis, Principal at Highlands Elementary School reports: 4th and 5th grade students from Highlands Elementary LinC placed FIRST in Alabama in the Knowledge Master Open Winter Competition using higher level thinking skills to answer 100 challenging questions. The team scored 80% or above in Government, Literature, Physical Science, Earth Science, Health, and Fine Arts. Anna Bowers, a 5th grader at Highlands Elementary, won the Houston County Spelling Bee and will represent Houston County at the State Spelling Bee in Birmingham on March 6th. Highlands also participated in the "Water for Haiti" water drive.
2. Mrs. Debra Wright, Principal at Faine Elementary School reports: Covenant United Methodist Church is volunteering to tutor students at Faine. This is a great thing for the students. They are excited and welcome the people from Covenant United Methodist Church.

Mrs. Allyson Morgan also gave School System News sharing an email received from Carol Belcher with the State Department of Education which stated:

"Thank you again for letting us bring visitors to Girard and Beverlye in March. I'm afraid as more and more states begin to see what is going on in Dothan City, you may be bombarded with more educational leaders than you want. These two schools are certainly bright stars for ARI-PAL and Making Middle Grades Work. These schools see how two initiatives can compliment one another. The work that Greg Yance is doing at Girard and that Larry Norris and Sherry Kelley are doing at Beverlye is exemplary. They are forward thinkers in our state and nation. We've gotten some wonderful video that we use statewide from Beverlye that exemplify what real classrooms should look like.

I am also very impressed with your literacy and instructional coaches in those two buildings. Sharon Newsome and Maria Johnson are topnotch. Basically, this is what we tell people about these two schools; "If you want to see strategic teaching at its best, classroom management second to none, technology being used as it should be and student engagement that would rival any school in the nation, just go down to Dothan!"

Finally, one area that ARI is really beginning to focus that your system really is taking the lead on is the idea of peer coaching. To see how these "Teachers Visiting Teachers" model works is a testament to the culture of your schools. The learning that takes place through this opportunity for teachers is far reaching. We can all learn something from them.

We also know that nothing can be done without good leadership and that is where people like you come in. Your support to these schools is what makes it happen. Keep up the good work. We need more people like you in our central offices."

Delegations:

Dr. Harry Wayne Parrish acknowledged the YES WE CAN Delegation.

Dr. Sam Nichols recognized the elected officials: Mr. Barberee, Representative Benjamin Lewis, Mr. Craig, Mr. Seagle, Mr. Lee, Mayor Mike Schmitz and Dr. Gene Watson, former Superintendent of Dothan City Schools serving from 1983 - 1992. Dr. Nichols also recognized Morris Slingluff stating he has been a part of this school system and community for many years and keeps pushing us forward. In 1975 we were in transition in Dothan, it was the first

year we were busing in this system and the first year we had zoning patterns much different than we had in the past. There were a lot of issues parents, teachers and everyone in the school system had to deal with but there was a solid rock that was a part of this community and he had children in the system. He was very active from the beginning being a part of the PTO/PTA Council. Back then they formed a PTO/PTA Council that represented all the schools in the system. Their mission was to minimize the apprehension about integration, to work with parents and schools and transition them to the busing that we were doing and Morris was the Co-Chair of that committee. He was a vital part of making a smooth transition in taking away any fear people might have had. In February of 1976 Morris was appointed to the Dothan City Board of Education and ended his term in March of 1983. In his last meeting presiding as President they hired Dr. Gene Watson as Superintendent. Dr. Watson embodied the ideals that Morris holds so dear and that is we as a community are not second best, have never been second best and we will never accept being second best. He is not going to let us be that way because he believes so deeply not only in the community but in the schools and he does it by his deeds not just by his talk. Judge Rose Gordon stated the great Sir Winston Churchill has a quote that says "To every man there comes in his lifetime that special moment when he is literally and figuratively tapped on the shoulder and offered a chance to do a very special thing unique only to him and fitted only to his talents." What a triumph when that moment but comes and he is uniquely prepared and qualified to do that and that is what YES WE CAN! Dothan has been and we thank you from the bottom of our hearts and we thank your family for sharing you with us. Judge Gordon presented the plaque stating honoring Morris Slingluff above and beyond the call of duty a phrase to which you have given new meaning. We are forever indebted to you for your dedicated services. Better Schools a Better Dothan, YES WE CAN! Dothan. Dr. Nichols read the Resolution from the Dothan Board of Education as follows:

"WHEREAS, the Dothan City Board of Education meeting at its regular meeting at Honeysuckle Middle School on February 22, 2010, and

WHEREAS, Morris Malone Slingluff's work for the Dothan City Schools preceded his appointment to the Dothan City Board of Education when, in 1975, he served as Co-Chairman of the Parent Teachers Organization/ Parent Teachers Association Council for Dothan City Schools. His first role at that time was to promote full integration of the Dothan City School system and to support and encourage all school employees and parents working in harmony for the greater good of the school system, and

WHEREAS, as Superintendent of the Dothan City Board of Education, I, Sam Nichols, recommend that the Board adopt this Resolution to commend and honor former Board Member and Board Chairman Morris Malone Slingluff for his years of service from February 9, 1976 to March 21, 1983, when Morris Malone Slingluff retired as Board Chairman.

WHEREAS, Morris Malone Slingluff served the Dothan City Board of Education tirelessly and unselfishly through the early years when the Dothan City Schools were being desegregated under the decree of the United States District Court for the Middle District of Alabama. In the process, Morris Malone Slingluff earned the respect of all parties involved in the process when he served the Dothan City Board of Education with honor, distinction and untiring energy to maintain law and order in the process.

AND WHEREAS, Morris Malone Slingluff's work and labor for the Dothan City Schools did not end on March 21, 1983 when he retired as Chairman, but continued as follows:

- (A) Morris Malone Slingluff's last official act was the employment by the Board of Dr. Gene Watson as Superintendent of the Dothan City Schools, who served the schools with distinction, ability, creativity and honor for many years during this trying period.*
- (B) Morris Malone Slingluff worked many years further supporting the Dothan City Schools as an active member of the Biracial Study Council which served primarily to promote racial harmony and excellence in the school system.*
- (C) More recently, Morris Malone Slingluff worked to create and support the success of the "Yes We Can! Dothan" initiative because of his firm belief in the public school systems of Alabama and in particular the Dothan City Schools and his awareness of "Better Schools Better Dothan."*

Mr. Chairman and Board Members to honor Morris Malone Slingluff's years of service both officially and unofficially to the Dothan City Board of Education and Dothan Public Schools, I would recommend to the Dothan City Board of Education that Morris Malone Slingluff be elected to serve as Honorary Ex Officio Chairman Emeritus of the Dothan City Board of Education effective immediately. I would request a motion and passage of this resolution."

Mr. Morris Slingluff stated he was overwhelmed. You friends of mine have not given me more love than you have given me tonight so from the bottom of my heart I thank you. To quote Dr. Wayne Prim, "We are not going to stop; we can't have a good City without a good public school system." You folks know that so I will continue to give it my best and thank you from the bottom of my heart. Dr. Nichols stated Dr. Steve Stokes was Chairman of the Board and Ms. Gayla White was on the Board when we initiated the YES WE CAN initiative and it has been so beneficial to our school system and to our community. We are not going away and we have high expectations and we expect good things to happen to our school system and our community and we need to be at the school system as transparent as we possibly can be and we need to never accept average because Dothan is not average. We are Dothan and we have to believe it and our best days are ahead of us. Dr. Parrish stated for 13 years I was the head coach of one of

the high schools here in town and for 13 years when we had a football game he was there and he supported me and I thank you.

Approval of Agenda and Proposed Agenda Modifications:

Dr. Harry Wayne Parrish stated there would be no Executive Session.

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

Action Items – Adoption of Consent Agenda:

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to approve the Consent Agenda as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Addison, Armstrong. "NAY" – None. "ABSTAIN" – None.

Discussion was held. Mr. Charles Woodall address 3.8 asked for more information on how it was arrived at. Dr. Nichols stated we had proposals from five fine and highly qualified architectural firms. I looked at proposals, the fee structures and also looked at architectural firms that had not been given any contracts by this school system in recent memory and so it is my recommendation that Polyengineering be recommended at a fee of 5.5% which was in line with the other architectural firms.

Minute(s): January 26, 2010-Regular Board Meeting - TA5, G21
Monthly Financial Reports and Accounts Payable/Payroll - TA4, G14 (See Attachment "A")
Child Nutrition Program: Monthly Financial Report and Monthly Menu – TA4, G14
Bid(s): HVAC Chiller Replacement at Faine Elementary, Girard Elementary, Kelly Springs Elementary, Montana Magnet and PreSchool/HeadStart – TA4, G14
Project Updates
Termination of Section 457 Deferred Compensation Plan administered by Wachovia Bank
Resolution regarding Houston County Hazard Mitigation Plan
Classroom additions at Grandview and Selma Street Elementary Schools – Architectural Services

Personnel Services:

Dr. Dell Goodwin presented the Personnel Agenda.

Mr. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to approve the Personnel Agenda as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Addison, Armstrong. "NAY" – None. "ABSTAIN" – None. (See Attachment "B")

Superintendent Recommendations:

1. Dr. Sam Nichols recommended that the Board adopt the Resolution of Appreciation regarding Mr. Morris Slingluff. (See Attachment "C")

Mr. Jimmy Addison made a motion seconded by Mr. Chris Maddox to approve the Resolution of Appreciation as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Addison, Armstrong. "NAY" – None. "ABSTAIN" – None.

2. Dr. Sam Nichols made a presentation regarding the 2011 Budget stating with proration, we develop the budgets, we hire people according to the budgets we have and then after those people are employed proration comes and because you contracted with those people you cannot just reduce your workforce because under State law it is not allowed. So therefore when you employ a certified person you have to keep them through the contract year and when proration is declared you have to find other ways to make up the shortfall funds you have in the school system. Over sixty districts plan to establish a line of credit. Dr. Parrish stated everybody needs to understand that Dr. Nichols has done a great job with this. We are in a crisis here. I do not think we have explained this good enough and we asked Dr. Nichols to explain this like he did to get people to understand where this money is coming from and going. It comes from so many different directions and you can only use it in certain places. We all have to talk and come up with a plan. Mr. Chris Maddox stated in the business world when you have this problem one of the easiest solutions would be to implement a 10% or 11% pay cut across the board for every employee without terminating any positions or costing anyone their job. Can you explain to the general public tonight why that is not a valid option for us? Dr. Nichols stated in every system in the State we operate from a salary matrix. There is a State adopted matrix and a Dothan City Schools adopted matrix. The amounts on those create a contract between the School Board and the employee and by State law you cannot reduce the salaries. Those rates

are fixed for that period of time and to reduce those rates would be a loss of status for that employee and then legal proceedings would follow. Those are the issues we deal with line item allocations. We have allocations given to us by the State and they tell us to spend them in this particular category and you cannot move those. The important message for our business community and community in general to realize is that we do operate from a different model than the business model where when your bottom line is getting to where ours is you take immediate action. We have to follow the laws of Alabama and we have to take action so we have to follow the due process procedures in place. Dr. Parrish stated it is the same principal with the four day work week, furlough. Dr. Nichols stated in certain states they allow furloughs and that means you cut their pay. In Alabama furloughs are not allowed. Mr. Maddox asked if the teachers' salaries are set and locked in by State Statute or State Law does that mean that the State legislature and the Governor would have the ability to modify that law or amend that law. Dr. Nichols stated in my opinion the legislature can create and pass laws that would apply to education. They do every day. The only thing I would urge Representative Lewis to do for us is as budget discussions start in Montgomery we have got to have a real budget one that is not overestimating the revenue and underestimating the expenditures. The absolute worst thing that could happen again in this State is overestimate the revenue and then have proration declared again because that is what has hurt so bad is to hire people expecting a certain dollar amount and then before the fiscal year even starts you are cut a significant amount of money and you have to find ways to trim your budget after the school year starts. Dr. Parrish stated you can call and ask questions. Dr. Nichols stated at the March 8th meeting I will bring to you some possibilities of how we can reduce our budget. The things that we are doing in this community and school system we cannot stop. We are making progress and I do not care how much money we cut we still have to have outstanding educational programs in this community that are going to meet the needs of our community, our children and our parents. I do not care how bad it is, my expectations of what we are going to do with the school system is not going to change. If we have to go back to chalk we will go back to chalk. There is too much at stake. If we let it be an excuse to do less then what have we accomplished, nothing. I believe it will get better but we have got to stay the course. We have to remember we are Dothan and we are joined at the hip with the City, the Commission and the Mayor. Our kids are too important for this community to do anything less. If we have to cut \$9 million we are still going to have outstanding programs in the school system. Mr. Maddox stated obviously we are facing what can only be considered catastrophic losses. With that being the case if you think you have any potential solution to help do not be shy about sharing it with either the Superintendent or one of the Board Members because at this point in time we are considering every option that comes up on the table and there is no such thing right now of a silly or stupid idea. I encourage you if you have a creative solution that is a potential to help to alleviate some of these financial issues, please do not assume they will not listen. We are listening to anybody and everybody in the community. Dr. Parrish stated the number one thing this community needs to do besides anything else is prayer. Do not tell me you cannot do this tell me how you are going to do this. We are going to figure out a way to make it the very best we can and that is what everybody's attitude needs to be.

3. Mrs. Allyson Morgan stated at the last Board meeting you approved Cheer Tryout Procedures with the exception of item number 12 which stated no videos or pictures will be used in tryouts. I was asked to go back to cheer coaches and verify this item with them. I received recommendations from several of you and sent these to the cheer coaches. They discussed and agreed that having an injured cheerleader in clinic was rare and should be left to the judgment of the Principal, the Athletic Director and the Cheer Coach. Remember this pertains to a cheerleader that has previously been on the squad and gets injured during the clinic. As you see at the bottom of the Tryout Procedures list a doctor's letter would have to be given also. Also, the updated constitution needs your approval. Changes to the 2009 Constitution are highlighted in yellow. I am asking for your approval of Item 12 and the updated Constitution for Middle and High School Cheer Squad.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve the Cheerleader Constitution as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Parrish, Addison. "NAY" – Maddox, Armstrong. "ABSTAIN" – None.

Mr. Ben Armstrong stated he wanted to follow up on the discussion from last month with regard to policies for other extracurricular activities or other athletes. For instance, looking through the rules in the constitution you have the list of demerits. On page 1 on the Middle School Section 3, Article 5 – Students with two or more referrals must have approval by a school administrator to be eligible for cheerleader tryouts which I assume would be the same if they were going to participate as a cheerleader. Do we have anything like that in place for our other athletes? Mrs. Morgan stated I am not aware of any other things but the other programs do not have constitutions. We do have an academic requirement that is required through the Alabama Administrative Code that we follow and it does detail grade requirements and it is mentioned in that constitution that we will follow the academic eligibility requirements for the Alabama Athletics Association. Discussion continued regarding competitions. Mr. Addison stated the Alabama Athletic Association does not recognize it as a sport. Mr. Armstrong stated it would be an extracurricular activity. I appreciate the work they put into it. My only concern again is us as a governing Board putting in a policy that only affects a limited number of students; it does not apply to all students. Mr. Jones asked what the statement on page 48 meant that the varsity squad would have an assigned basketball obligation. Mrs. Morgan stated varsity squads are assigned basketball games so that all basketball games have cheerleaders. You may not have a

complete squad. You would have part of a squad at the girls and part at the boys and the same with JV so that all basketball games are covered with cheerleaders so that is the assigned basketball obligation. Mrs. Guilford stated Allyson you did a great job and your committee did a great job putting this together.

New Business:

Dr. Harry Wayne Parrish announced the March 8th and March 22nd Board meetings.

Adjournment:

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to adjourn. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Addison, Armstrong. "NAY" – None. "ABSTAIN" – None.

The meeting adjourned at 6:16 p.m.

APPROVED: March 22, 2010

Dr. Harry Wayne Parrish, Chairman

Sam Nichols, Superintendent, Secretary