

<i>Date</i>	<i>Kind of Meeting</i>	<i>Where Held</i>
May 17, 2010	Regular	Dothan City Board of Education, Teachers' Center, 500 Dusy Street

<i>Presiding Officer</i>	<i>Members Present</i>	<i>Members Absent</i>
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. 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 5:02 p.m.
Mr. Franklin Jones led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Delegations/School System News:

Dr. Harry Wayne Parrish introduced Mrs. Kim Price, Montana Magnet School, and her class performing on the hand bells and singing.

Dr. Sam Nichols congratulated the following individuals for their accomplishments: **Dothan High School:** Bryant Huff – Soccer – Wiregrass Super 12 – 20 goals and 6 assists, Brandon Huff – Soccer – Wiregrass Super 12 – 9 goals and 11 assists, Austin Sawyers – Soccer – Wiregrass Super 12 – 12 goals and 9 assists, Tolver Dozier – Golf – 11th in the State, Coach Ben Turvin – Soccer – “Coach of the Year”, Briggs Shepard – Tennis – won #5 Seed at the Boy’s Tennis Sectionals, Softball 2010 State Runner-Up – record 60-14-1 (ties for 10th in history for most wins in a season): Class 6A All-Tournament Team Selections: Katie Andrews, Kelsey Coleman, Kasey Cooper, Hilari Hopkins, Natalie Walker, Senior Class Achievements: State Runner-Up, State 4th place, Regional Champions, 2 Area Titles – 4 year records of 181-49-1, all Seniors signed scholarships: Kim Anderson – Chipola Junior College, Katie Andrews – Adelphi University – D-2 Long Island, New York, Kelsey Coleman – Gulf Coast Community College, Kacie McAllister – Troy University and Natalie Walker – Gulf Coast Community College. Mr. Matt Humphrey also stated that the team has a 3.78 GPA. Coach Ball stated they worked extremely hard not only in the field but in the classroom. Also, congratulations to Northview. They had an excellent year winning the area title. We finished runner up and went back and won the regional and they finished runner up. They had a good year and for the past four years the City of Dothan has been represented five times by Dothan and Northview at state tournaments. Dr. Sam Nichols continued with Dothan High recognitions in football and basketball: McKinley Greer – Wiregrass Super 12, Jay LaGrande – Wiregrass Super 12, Jamal Rogers – Wiregrass Super 12, Ward – Wiregrass Super 12. **Northview High School:** Levert Bristol – Basketball Super 12 – averaged 16 points, 13 rebounds and 3 blocks per game, Baseball ended the season at 34-14 and made it to the 3rd round of playoffs. Softball goes 43 and 16 (a school record), wins area for 2nd year in a row, place 2nd at Super regional and qualified for state tournament for the 3rd out of 4 years. Two players: Mollie Hanson and Jordan Whiddon were selected for north/south all star team. This is 5th year in a row that softball has increased wins over the previous years. Girls Soccer goes 13-4-1 and makes it to the quarterfinals in state playoffs. They outscored opponents 69 to 9 for a school record. They Lose to Prattville 1-0 in a great game. Three girls - Sara Nelson, Sam Long and Dana Diaz were selected to the Super 12. Sara will play in the north south Allstar game this summer. In addition, Dana Diaz is the areas Player of the Year and Coach Jay Bruner is the area “Coach of the Year”. The girl’s tennis team places 5th in the state and finished the regular season undefeated. In Golf, Mason Crutchfield qualifies for the state tournament as an individual. David Grace won the state championship for the 205 pound weight class in the Alabama State weight lifting championships. Emily Newton won the 6A singles championship in tennis for the 2nd time and has signed with Auburn.

Dr. Sam Nichols recognized Senator Jimmy Holley and his presentations to some of our schools for materials and supplies for \$2,000 each: Grandview Elementary, Landmark Elementary, Northview High, Montana Magnet, Faine Elementary and Carver Magnet Schools. We appreciate Senator Holley and thank him in making these awards.

Dr. Harry Wayne Parrish and Dr. Sam Nichols recognized and presented plaques to the following employees retiring this school year:

Julian B. Adams	Beverly J. Jackson	Deloris Potter	Johnny M. Cureton	C. Faye Knight
Betty W. Armstrong	Linda R. Kies	Patricia C. Slaughter	Bobby E. Davis	Frankie V. Lisenby
Willie M. Brown	Helen S. Kirkby	E. Lisa Sturdivant	Angela T. DePriest	Lonnie McKay, Jr.
Brenda S. Cofer	Janet Knight	Florence M. Walker	Martha S. Dixon	M. Delores Mullins
Angela J. Davis	Janet Mathison	Sue W. Wax	Cornelia E. Synco	Janet M. Perry
Terri L. Floyd	Lynda Mauldin	Drena Weaver	James R. Hall	Willie J. Proctor
Nina J. Greiner	Patricia E. McNab	Donna C. Weeks	Sharon J. Wilson	Denice E. Rhoades
Martha L. Hicks	Sharon K. Newsom	Sally A. Weeks	Johnny M. Cureton	Jeanette M. Richards
Virginia P. Hornsby	J. Larry Norris	Georgia White	Wanda J. Holland	Deborah P. Greenwell
Thomas M. Hutto	Sue Parrish	Sharon J. Wilson	Patsy E. Keel	

Mr. Powell Brewton addressed the Board regarding concerns over closing programs at DTC.

Approval of Agenda and Proposed Agenda Modifications:

Dr. Harry Wayne Parrish stated that the Agenda is being Amended to change Item 3.9 to read 2010-2011 Salary Schedules and Additional Administrative Compensation Schedule deleting pages 93-96 and correcting the Personnel Agenda items to read - Item 5.1 Transfers and 5.2 Additional or Temporary Employments with no changes on page 106.

Mrs. Brenda Guilford made a motion seconded by Mr. Ben Armstrong to approve the Agenda and proposed agenda modifications 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.

Mr. Ben Armstrong asked if the deletions on pages 93-96 included the athletic supplements. I know we eliminated all except the two football coaches and my understanding is that it stays in place. Dr. Sam Nichols stated no that is the supplement schedule that has been cancelled and we will bring it back at the June 7th meeting.

Action Items – Adoption of Consent Agenda:

Mr. Charles Woodall made a motion to approve the Consent Agenda with the exception of Item 3.9. Mr. Ben Armstrong pulled Item 3.2 also.

Mr. Charles Woodall made a motion seconded by Mrs. Brenda Guilford to approve the Consent Agenda with the exception of Items 3.2 and 3.9 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.

Minutes for the April 19, 2010 Regular Board Meeting, May 3, 2010 and May 10, 2010 Special Called Board Meetings

Child Nutrition Program: Monthly Financial Report and Monthly Menu

Bid(s): School Supply Bid

Project Updates

Donation(s)

Federal and State Program Applications

Mandatory Direct Deposit

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to approve Item 3.2 of the Consent Agenda 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.

Monthly Financial Reports and Accounts Payable/Payroll - (See Attachment "A")

Discussion was held.

Dr. Harry Wayne Parrish called for a motion to approve Item 3.9 – 2010-2011 Salary Schedules and Additional Administrative Compensation Schedule, pages 74-92.

Mr. Ben Armstrong made a motion seconded by Mrs. Brenda Guilford to approve Item 3.9 of the Consent Agenda as presented and as recommended by the Superintendent.

Discussion was held regarding taking teachers off the local matrix and putting them on the state salary matrix because we do not have the local funds, keeping the Administrative Compensation Schedule the same as last year's numbers, a currently employed person in an administrative position is covered by this list we would have to pay them at a continuing rate, administrators being reduced because of the change in the state salary matrix because their salaries are developed using the state salary matrix so they are included in the reduction, if approved this stands just as it is, new hires would be affected by this but those who are already hired will not be affected, amending the motion, and procedures. Mr. Ben Armstrong withdrew his motion to approve Item 3.9 of the Consent Agenda.

Mr. Chris Maddox made a motion seconded by Mr. Ben Armstrong under Item 3.9 to approve pages 74-91, 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.

Discussion was held.

Mr. Charles Woodall made a motion seconded by Mr. Chris Maddox to accept page 92 with the reflection of a 15% reduction in all those numbers.

Discussion was held regarding future hires, nothing we can do for current employees, and not following the Superintendent's recommendation. Mr. Jere Segrest stated the Board would have to vote the Superintendent's recommendation up or down. The Superintendent has the statutory obligation to make the recommendation. If it is voted down then the Superintendent can then make a substitute motion concerning salaries if he chooses to.

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to amend the motion to approve Item 3.9 of the Consent Agenda, page 92 as presented and as recommended by the Superintendent. The motion failed. Voting was as follows: "YEA" – None. "NAY" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "ABSTAIN" – None.

Dr. Sam Nichols stated I will substitute the recommendation to reflect a 15% reduction to the salary matrix. Mr. Mike Manuel stated it is the Additional Salary Schedule not the matrix. Dr. Harry Wayne Parrish requested Dr. Nichols state his recommendation again. Dr. Sam Nichols stated I make the recommendation that you approve a 15% reduction across the board for additional compensation for new hires on page 92.

Mr. Charles Woodall made a motion seconded by Mr. Chris Maddox to approve the recommendation of the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" – None.

Mr. Franklin Jones asked is it really more than 15% since they are going back to the salary matrix? Mr. Mike Manuel stated it will be more than 15% in their reduction. Mr. Ben Armstrong stated let's remember in the salary matrix we are not reducing anybody's pay. We are staying at the current pay levels. Mr. Mike Manuel stated not for new hires. It is more than 15% than what a current person in the system would have made before you took this action. Dr. Harry Wayne Parrish stated going back to the state matrix it will be less so it will be 15% less that makes it more. Mr. Ben Armstrong stated I thought on May 3rd when we said we were going to the state matrix we are not going back on anybody we are freezing at current levels. Dr. Sam Nichols stated let me give you a scenario. We are hiring for three Principals, if one were to come from outside the school system that person's salary would be calculated at the state salary matrix and a 15% reduction in the additional income. Mr. Chris Maddox stated what about that same scenario with an employee that has 15 or 20 years experience in our system? You are suggesting they would go back to the matrix. Dr. Sam Nichols stated I would not suggest that, no. But you are pushing them back to the 15% reduction in the additional income which means you will have some Principals at the elementary level at one level and others in another. Mr. Chris Maddox stated I understand the dilemma this presents to any of you potential vice principal and principal applicants out there and trust me I feel your pain but the reality is after this year we are 25% less in our operating budget than we were 3 years ago and like Mr. Armstrong said earlier we have to start taking control of the monster and showing some fiscal responsibility and accountability. I do not enjoy cutting new principals, we are about to hire three principals, I am not in favor of them making less than other similarly situated employees but by the same token until our financial situation turns around I do not see where we have any options and that is where I stand on it. Mr. Franklin Jones stated the new principals are going to lose more than 15%. Mr. Ben Armstrong stated I thought from our discussion at the last meeting no tenured employee would take a reduction unless it was voluntary, the two day administrative recommendation. Dr. Harry Wayne Parrish stated it is more than 15% when you add it all up. Mr. Mike Manuel stated if you apply outside the system your base salary is going to be reduced from what a Principal makes similarly educated, degreed, experienced would make than is currently working in Dothan City Schools. Your base salary is going to be less for the same degree and experience because your salary will be figured on the state salary matrix. Dr. Parrish stated that is what Mr. Jones is trying to make sure they understand that it is more than 15%. Mr. Ben Armstrong stated they will make less, I agree with that, what I am saying is nobody is going to be reduced. If you make \$50,000 as a teacher this year and you get hired as a principal you are going to make \$50,000 base and get the supplement that is 15% less than what is on this list. Dr. Parrish stated I am trying to get everybody to understand this. If you are on the state matrix it puts you automatically below any Dothan City principal/administrator with the same degree and everything. Then we are cutting 15% on top of that on compensation so it is really more than 15%. Mr. Chris Maddox stated it is only more than 15% to any person outside of our existing system. Mr. Ben Armstrong stated I do not see how we can reduce anybody's salary if they do not work for us at this point in time. They may come from a district where they get a raise even under these circumstances. Mr. Franklin Jones stated I think we need quality administrators also and you do not get them cheaply. We do not get quality teachers cheaply. Mr. Franklin Jones asked Dr. Nichols how we compare with other districts or anybody in this State on this additional salary part. Dr. Nichols stated with contract Principals they are free to negotiate the salary with their Board of Education and with the Superintendent. To say that every school system derives their salary from a matrix or an additional income schedule I do not know. I do know of several high schools in our region that negotiate salaries with those principals and as I understand them there is no matrix or schedule that they follow it is simply negotiated between the individual just like a Superintendent when they negotiate with the Board. It is not tied to any matrix. How do we compare? I have not done a recent study to determine that but I know when I was looking at high school situations we were below many of those I was comparing it to. We still are. Dr. Parrish asked how many current Principals or Assistant Principals openings we have. Dr. Nichols stated there are three principalships currently open. Anybody in the system that applies for any of those three principalships their salary will be adjusted according to the salary matrix on page 92 less 15%.

Superintendent Recommendations:

Dr. Sam Nichols stated 4.1 is for the Board to appoint a Vice-Chairman this year. Under State law it requires that it be done the month of May.

Mr. Franklin Jones made a motion seconded by Mr. Ben Armstrong to nominate Mrs. Brenda Guilford as Vice-Chairman. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" – None.

Dr. Sam Nichols stated the Board gave the Superintendent direction to put together a committee to develop a contingency plan for consolidation if needed for 2011-2012 and I am asking the Board Members now to appoint as the motion was made, one parent from Northview and one parent from Dothan High, and ask that the Board approve the appointments so this work can get underway.

<u>Board Member</u>	<u>Dothan High School</u>	<u>Northview High School</u>
Mr. Ben Armstrong	Matt Parker	Jimbo Loftin
Mr. Franklin Jones	Requested additional time	
Mrs. Brenda Guilford	Teresa Jackson	William Brown
Mr. Charles Woodall	Ashley Newton	Gary Johnson
Mr. Chris Maddox	Gayla White	Lavonda Gosselin
Dr. Harry Wayne Parrish	Kim Prevatt	Clark Cornelius
Mr. Jimmy Addison (presented by Dr. Nichols)	Doug Faulk	Cam Metcalf

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to accept the Board appointments as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" – None.

Dr. Sam Nichols introduced Mr. Mike Manuel to address the Board regarding architectural services for Girard Middle School. Mr. Mike Manuel stated Mr. Yance and Ms. Allison Holley, Media Specialist, worked to develop a grant request to Lowe's Home Improvement and were awarded a Great Environments Great Learning Grant in the amount of \$60,445 to renovate their Media Center. They worked with Mr. Andy Gosselin, a parent and local architect, to come up with a plan. We are going to do a lot of that work in-house and also some contract work. We will need some architectural renderings on some of the renovation work and Mr. Yance has asked me if the Board could change in their normal procedure for selection of architects and Mr. Gosselin provide those architectural services to them for this project. Normally we would send out proposals and have you interview them. The State Building Commission fee schedule for this small project is 10% and Mr. Gosselin has proposed a 3 1/2% fee. There is a limit on how much with Lowe's they can actually pay for these types of professional services and this would be below that.

Mr. Chris Maddox made a motion seconded by Mr. Ben Armstrong to accept the Superintendent's recommendation regarding the Architect and the project at Girard Middle School. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" – None.

Mr. Greg Yance thanked the Board and stated that this would make the Media Center more modern.

Mr. Mike Manuel gave a Budget Update reviewing the General Fund Balance Comparison FY2006-FY2010, Local Revenue Comparison FY2007-FY2010, General Fund Revenues FY2007-FY2010, Analysis of General Fund Expenditures FY2007-FY2010 and General Fund Recap. (See Attachment "B")

Personnel Services:

Dr. Dell Goodwin presented the Personnel Agenda deleting Item 6 in Section A on page 106, and stated number 7 is a Superintendent recommendation for transfer. Mr. Chris Maddox asked if number 7 under Section A had been given an opportunity to sign a letter of agreement. Dr. Dell Goodwin stated yes. Mr. Chris Maddox stated he refused to do that? Dr. Dell Goodwin stated yes. Mr. Chris Maddox stated procedurally what does that mean for us? Mr. Jere Segrest stated if the individual decides to take it further he might file a direct appeal which would be the purpose of determining whether the transfer was legal or not. In my opinion, the transfer did not involve a loss of salary or a loss of status. Mr. Ben Armstrong stated legally there is an open position. Mr. Jere Segrest stated the transfer was based on the recommendation of the Superintendent. Dr. Sam Nichols stated that is the only open position for a person with those qualifications.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones to approve the Personnel Agenda 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. (See Attachment "C")

Executive Session:

Mr. Charles Woodall made a motion seconded by Mr. Chris Maddox to adjourn into Executive Session for a student hearing 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 Mrs. Brenda Guilford 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 Wayne Parrish stated there was no action taken in Executive Session.

Dr. Sam Nichols recommended to the Board that student number 29361 be expelled for the remainder of this school year.

Mrs. Brenda Guilford made a motion seconded by Mr. Chris Maddox to accept the Superintendent's recommendation. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Armstrong. "NAY" – None. "ABSTAIN" – None.

New Business:

The next School Board meetings as previously approved and as listed on the Agenda are: June 7, 2010 – Special Board Meeting and June 21, 2010 – Regular Board Meeting.

Adjournment:

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

The meeting adjourned at 7:25 p.m.

APPROVED: June 21, 2010

Dr. Harry Wayne Parrish, Chairman

Sam Nichols, Superintendent, Secretary