

Date	Kind of Meeting	Where Held
May 3, 2010	Special Called	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
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.

Approval of Agenda and Proposed Agenda Modifications:

Mrs. Brenda Guilford made a motion to approve the Agenda and proposed modifications.

Mr. Ben Armstrong requested that Items 2 and 3 be reversed.

Mrs. Brenda Guilford amended the motion seconded by Mr. Ben Armstrong to approve the Agenda and proposed modifications moving Personnel Services to Item 2 and Superintendent Recommendations Item 3 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.

Personnel Services:

Dr. Dell Goodwin presented the Personnel Agenda amending Item C.3 to be effective "Summer 2010" taking out "through September 30, 2010".

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison to approve the Personnel Agenda (amending Item C.3 to be effective "Summer 2010" taking out "through September 30, 2010") 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 "A")

Discussion was held.

Superintendent Recommendations:

1. Dr. Sam Nichols addressed the Board presenting his recommendation for the Budget Reduction Plan for the 2010-2011 school year eliminating almost all the local units to operate as much as possible on the allocations from the State. Dr. Nichols stated I have asked Mr. Manuel to set up an account here at Central Office for materials and supplies that people can donate money to. It will be set for payroll deduction and I will be one of the first participants in that program where I will contribute every month to this fund to try to offset some of the reductions that we have suffered in the school system and to try to make up as best we can some of the supply monies they have lost over the last two years now going into the third year. I will send out a memo to all of our employees inviting them to be a part of this either through outright donations or through payroll deduction so we can give back to our school children what they have lost over the last three years. This will be a voluntary program and I hope everyone, business people, community members, anybody willing to participate will be a part of this and contribute to this fund. I will start as of next month contributing to this fund for our teachers and our children.

My proposal for 2010-2011 budget year (See Attachment "B"). I am not going to try to go through every personnel detail here as far as what will happen to the person or where the person will be transferred but I will mention when there are retirement situations.

Central Office:

1. Custodian - retirement
2. Director of Maintenance - retiring July 1, 2011- savings will be realized in the fiscal year 2010-2011 - 25% left in that fiscal year
3. General Laborers – eliminate 3 positions
4. Lead Painter – eliminate position
5. HVAC - will eliminate 2 of 4 positions
6. Electrician - (retirement) will eliminate position
7. Electrician Apprentice – eliminate position

8. General Accountant for Payroll – Accounting Department – eliminate position
9. General Account for Fixed Assets – Accounting Department – eliminate position
10. English as a Second Language Teacher – eliminate position
11. Computer Technician – eliminate position
12. Director of Federal Programs - retiring July 1, 2011
13. Supervisor of Special Education - this person has already retired and the position will be eliminated
14. Director of Management Information Services - retiring on or before July 1, 2011
15. Secretary of Personnel Services – eliminate position
16. Clerk in Special Education Department – eliminate position
17. Warehouseman – will have a split position – ½ time warehouse and ½ time bus driver

19 ½ positions - \$756,492 representing 12%

Other:

18. Lunchroom workers (6) / Lunchroom Managers (3) – total of 9
19. 12-month employees voluntarily reducing contracts from 242 to 240

9 positions - \$241,662 representing 4%

- 20A. New Matrix Salary Schedule for Certified Employees
- 20B. Freeze Step Increases for Support Employees

Dr. Sam Nichols stated I recommend for 20A and 20B that the Dothan City Board of Education adopt the State Board of Education minimum salary schedule for teachers in the public schools of the state as the basis for the compensation of all certified employees of the Board, or other Board employees whose compensation is based on the teacher salary schedule, effective the next succeeding school year 2010-2011. Any certified employee that attained continuing service status with the Board prior to the next succeeding school year 2010-2011, will receive either the same amount of compensation they received for the prior school year 2009-2010, or the salary set forth in the State Board of Education minimum salary schedule for 2010-2011, whichever is greater. The intent of this recommendation is to adopt the State Department of Education minimum salary schedule for all employees whose compensation is based on the teachers' salary schedule and to freeze the salary of the Board's tenured employees until such time as it becomes necessary to increase their salaries to comply with the State Department of Education minimum salary schedule. The salaries of all support employees will remain at their 2009-2010 level for the next succeeding school year 2010-2011. This deals only with base compensation and does not address supplemental compensation.

Elementary Curriculum Programs:

21. Clerical Aides – 5 – reassigning so that one clerical aide serves two schools
22. Resource Teacher – LINC – reducing by 6 - *references the addendum which is a recommendation from me to continue this program using PSF funds for one year only that the State is allowing school systems to flex for this coming year that is Capital Improvement money used to keep these people on.
23. Special Education Aide - 1
24. Instructional Aides - 4
25. PE Aides – Elementary – 8 - *references continuing with half of the positions, cutting only 4 and have them serve two schools
26. Elementary Guidance Counselors—reducing by 5 and split between two schools— the State only allocates us dollars for ½ time guidance at elementary schools with one exception which is Hidden Lake because of the numbers
27. Speech Pathologist - retirement
28. Elementary Music Teachers-*reference—reduce by 3 but to be able to fund those for one more year using the PSF funds
29. Additional Teacher Units—8—these units have already been reduced from our schools which the Board did at the last Board meeting
30. Media Aides - 2

43 positions - \$2.1 million representing 36%

Secondary Curriculum Programs:

31. Computer Instructional Aides – Middle School - 4
32. PE Aides – Middle School—4-*reference—my recommendation is we only reduce by 2 and assign one at Girard and one at Honeysuckle
33. Assistant Principal—Middle School—Carver and Beverlye only earn a ½ time Assistant Principal—I would recommend that we eliminate one Assistant Principal position and those two schools served by ½ time Assistant Principal
34. Clerical Aides – Middle School – 2 – clerical aide shared between two schools
35. Media Aides – Middle School - 4 - eliminated
36. Nurses – Middle School – 2 eliminated from Middle School
37. Resource Teacher – LinC – Middle School—reduce by 1—1 LinC teacher would serve both Honeysuckle and Girard
38. Additional Teachers – Middle School – reduce by 5

39. Media Aides – High School – reduce by 2
40. Parent Involvement Specialist - High School – reduce by 1 – currently there is one assigned to Northview and Dothan High School – one person will serve middle schools and the other the high schools
41. Family & Consumer Sciences Teacher – DHS
42. Business Ed. Teacher – DHS
43. Business Ed. Teacher – NHS
44. Science – NHS
45. Clerks – High School – 2 positions
46. Drivers Education Program – DHS (Teacher/Aide) – eliminating the program
47. Drivers Education Program – NHS (Teacher/Aide) – eliminating the program
48. Diversion Center – One Teacher/One Aide – currently we have two teachers and two aides assigned to the Diversion Center, we would pull one teacher and one aide from that program
49. Electrical Technology Teacher – DTC – eliminate program until funding becomes available
50. Engineering Technology Teacher – DTC – (the same for this program)
51. Cosmetology Teacher – DTC – we had two and this would eliminate one of those - retirement
52. Health Science Teacher–DTC–currently we have two and this would eliminate one of those and have one in the program
53. Computer Electronics Teacher – DTC – 1- this person is retiring
54. ROTC Teacher – NHS - *reference – there are two people in the program – I recommend that we keep the program keeping the PSF funds
55. ROTC Teacher – DHS - *reference – there are two people in the program – I recommend that we keep the program keeping the PSF funds
56. Grant Writer – DTC – this person would have to be reassigned to the classroom and then work as a grant writer during the summer months
57. Assistant Principal – High School – DHS – eliminate 1 Assistant Principal at DHS they earn 2 Assistant Principals and Northview earns 2.5 – my recommendation would be that we split one between the two high schools so that each would have 2 ½
58. Athletic 20-day Contracts (all except football-14) (1) - reduced to 14, 7 at each high school
59. Theme Academy Coordinator – DTC – eliminate position at this point in time
60. Job Coaches – DTC – currently have 2 – recommend to eliminate both positions
61. Alternative School Teachers – PASS – recommend that we eliminate 3 positions from PASS Academy
62. Special Education Aide – NHS - 1

56 positions - \$2.8 representing 48%

Total All Programs – 127.5 positions - \$6,081,974.01

Support Employees	70.50 positions
Certified Employees	57.00 positions
Total	127.50 positions

63. Athletics – All District Level Support - \$317,768 – I do not recommend that we eliminate this but have included it for informational purposes.

Addendum:

I am recommending that we take a \$1,075,000 from our Capital Outlay funds. This is all that we can afford to take from that because of our debt service and everything we are obligated to do with those dollars.

Employ:

- 3 – Elementary Music Teachers
- 6 – Resource Teachers – LinC
- 4 – PE Aides – Elementary
- 2 – PE Aides – Middle – the reason I am recommending this is for health and safety reasons with the number of kids that under the supervision of 1 teacher
- 2 - ROTC Teachers - NHS
- 2 – ROTC Teachers - DHS

Saving 19 positions - \$1,064,809.50 leaving \$10,000.

One of the things I want to make clear when I read the recommendation for the salary matrix. I want to make sure the Board understands that by changing the salary matrix it is a savings not a budget reduction. It is a savings in future years. 20A which is changing to the State Salary Matrix for the 2010-2011 school year would save \$370,372.35. 20B which is freezing the step increases for support employees would save \$101,745.76. I recommended on the power point cutting 127.5 positions and if the Board accepts my recommendation on the Addendum that reduces down to 108 positions. All total, including the amount of money we will save in future years and the reduction in the budget for the 2010-2011 school year, would be \$6,554,092.12. If the Board accepts my recommendation for the PSF funds to be used for those programs that represents \$1,064,809.50 for a net savings of \$5,489,282.62. After a lot of discussion, debate and input I wish this was an issue we did not have to deal with but we do and I think that we have taken a look at this and tried to be as equitable as we possibly can be and continue with programs that are so vitally important for kids in the school system.

Mr. Charles Woodall requested Dr. Nichols clarify what positions are based on the salary teacher matrix. We know teachers but what positions would be based on that and we would be changing tonight. Dr. Sam Nichols stated supervisors to include assistant principals, directors, every certified position from teacher up that the salary matrix comes into play some kind of way in calculating their salary. Mr. Charles Woodall stated maybe a better way to state it would be what positions would not be based on that. I know there are some that are not based on the salary matrix so what positions would that be. Dr. Sam Nichols stated support positions are not on the salary matrix. Contract Principals and the exception of two high school Principals are based on the salary matrix. We figure the Principal's salary based on the salary matrix that we have been using for teachers. Mr. Charles Woodall stated on this list are there any of these positions that are covered by the City's grant. Dr. Sam Nichols stated one, the Themed Academy Coordinator. Mr. Charles Woodall stated have you had any discussion with the Mayor or the Commissioners at this point. Dr. Sam Nichols stated not on this particular position but we are eliminating so many positions that this person had direct contact and supervision with that until we are able to restore those I think the City's dollars could be better used somewhere else. Mr. Charles Woodall stated at the beginning of your presentation you made the statement to the effect that with these cuts we will eliminate all or most all of the local units. Dr. Sam Nichols stated Mr. Manuel tells me it would be close to zero. Mr. Charles Woodall stated then we would be able to rely exclusively on allocations from the State. Dr. Sam Nichols stated the assigned units we have in the classroom. Mr. Charles Woodall stated if I understand your proposal with the salary matrix we are still going to be paying some employees at a level above the State matrix which is what the State allocation is based on. So we will not be able to rely exclusively on State allocations. Dr. Sam Nichols stated that is a correct statement. Mr. Charles Woodall stated do we have any idea what the total of that will be, not on local units, but what our portion will be that we pay from local money for the State allocated units. Mr. Mike Manuel stated I do not have the exact number right now. When I calculated that for you earlier it was around \$2.4 million and as the years go by we will reduce that amount and as people retire. Mr. Charles Woodall stated at this time it will be \$2.4 million of local money to cover the local portion of the State allocated units. Mr. Mike Manuel stated my goal is to have all certified staff that are paid out of general funds funded out of State foundation money this next year. Mr. Franklin Jones stated Mr. Manuel will take two hits. Is that going to be okay for that department? Dr. Sam Nichols stated everybody across the Board is taking a hit and we are just going to have to make do with what we have. We will have to double up, wear multiple hats and get the job done. Dr. Harry Wayne Parrish stated if you want to we will pull out some of these and talk about it. Mr. Ben Armstrong stated I just want to follow up, explain how we are going to pay that out of general fund. Mr. Mike Manuel stated we have other funds in the foundation program other than just the amount that is calculated for teachers, there are other current expenses. My goal is to try to get every certified employee in that State funding. I may have to move some support people out. Mr. Ben Armstrong stated every teacher unit will be funded out of local money but it is going to result in cuts in other areas. Mr. Mike Manuel stated I may have to put some support people over in local money. I do not know if I can do it or not because there is only a finite amount of money but that is my goal. Mr. Ben Armstrong stated that may depend on what all we cut right. Mr. Mike Manuel stated that's correct. Mr. Franklin Jones stated this includes all non-certified probationary people on this list. Dr. Sam Nichols stated this just deals with positions. All the non-certified probationary people were terminated at the last Board meeting. There are non-probationary employees on this list that occupy some of these positions and those will have to be reassigned to another position. This includes both non-tenured and tenured certified employees. I think all the support positions are non-probationary personnel that will have to be transferred to another position. Mr. Franklin Jones stated since I voted to approve that at the last meeting did we have all non-probationary included at that time. Dr. Sam Nichols stated yes with the exception of two. Dr. Dell Goodwin stated a mechanic and a lunchroom manager at DHS for support. We did not non-renew all non-tenured teachers. Mr. Franklin Jones stated I said non-certified. Why were they not included? Dr. Dell Goodwin stated we had five lunchroom managers that retired and we had the mechanic needed that position. Mrs. Brenda Guilford stated with your program savings we are using the Capital Outlay money and we will be able to save the elementary music teachers and the LinC teachers. Does that mean, if we accept this proposal, that our LinC teachers will not be hit? Dr. Sam Nichols stated that is correct with one exception middle school reduced from two to one. Mrs. Brenda Guilford stated right now I am focusing on elementary children. We will have the PE aides to assist and ROTC at both schools will stay the same. Dr. Sam Nichols stated yes. Mr. Charles Woodall addressed Mr. Manuel stating you mentioned that we were looking to get rid of local certified units but we may end up moving some support people to local units. Any idea what that is going to be because that is just swapping not saving? Mr. Mike Manuel stated we pay certified and support back and forth every year. If we run out of money we may have to move somebody out of State funds into local or vice versa. Mr. Charles Woodall stated it is possible that we are looking to eliminate 30+ certified units out of local funds but we may end up putting 20 support personnel in there. Is that what you are saying? Do we know a dollar amount yet budget wise? Are we going to be short \$5½ or 6½ million next year or do we know that number yet? Mr. Mike Manuel stated it depends on what the Board does tonight. I have our allocation for next year and I am waiting for the Board to make a decision about this so I can start working on the budget and calculating salaries for next year. I think we calculated we were going to be around 5 but the best case would be 5½. Mr. Chris Maddox stated just for clarification purposes your proposal regarding the salary matrix does not put any existing tenured teacher on the State salary matrix, correct. Dr. Sam Nichols stated it puts everybody on the State salary matrix. It is just without loss of pay and they would remain on that salary matrix until there was a time that either the matrix caught up with them or there was a State raise that was passed that would cover them. Mr. Chris Maddox stated what we are doing under your proposal is just freezing them where they are now and waiting for the actual State matrix to catch up to where they already are which is above the State matrix. Is that correct? We are freezing them above the matrix because with the exception of new employees they are already above the matrix and we are waiting for the matrix to catch up to them. Dr. Sam Nichols stated in a lot of cases that is true, yes. If you did not do that you would have to reduce salaries. Dr. Harry Wayne Parrish stated people need to understand that

elementary music, LinC, PE aides, middle school, ROTC at both schools is for one year only . Dr. Sam Nichols stated yes. Dr. Harry Wayne Parrish stated I wanted everybody to understand that because it is a band aid here. Dr. Sam Nichols stated it is only because the State is allowing us 100% flexibility with the PSF dollars. We get \$2.2 million in PSF funds each year, we have to pay for maintenance, debt service and other things that have to be paid out of that dollar amount and the State is not flexible at all as far as allowing you to move that line item to another line item so that you can use it for other purposes. The Legislature specifically allowed it for the 2010-2011 year because of the crisis, that you can flex 100% of those dollars into areas that you need. This way we can continue and save those programs. Dr. Harry Wayne Parrish stated so everyone will know, why can't we use all of it? Why are we just using a million? Dr. Sam Nichols stated we have debt service and other expenses. Mr. Mike Manuel stated we pay the City of Dothan for the three newest elementary schools and the Convocation Center. The arrangement with the City of Dothan and the Dothan City School Board was that Dothan City Schools would pay half the debt service. It's about \$667,000 a year. We have buses we bought we have to pay on and it's about \$658,000 a year and I have taken that out this year in case the Legislature does not come through with fleet renewal money so the Board will have the money to pay that and will not default on that loan. Then the stimulus bond issue that the Board has entered into. The first payment is due this next school year and it will be about \$300,000. It is a no or low interest bond issue in the stimulus package that was passed by Congress that would allow school systems to participate. We are participating with a pool with the State of Alabama. Our portion of that was \$3.7 million. We are doing some air conditioning retrofitting in the system with part of it and that would be the money if indeed we built classrooms at Northview if this Board decided to consolidate or we are going to use it to do more air conditioning retrofitting. The first payment is due this fall. It is Quality School Construction Bonds. Fleet refers to the buses. The Legislature instituted a program about 12 to 13 years ago and gave school systems, it changes every year, "X" dollars for every bus they had 10 years of age or younger and you could use it to buy buses. The Board has, on four different occasions, over the last 12 to 13 years bought brand new buses. We probably have the most modern school bus fleet in the State and prior to that we had buses that were 15 and 20 years old on routes. Dr. Harry Wayne Parrish asked how many times before have we been able to use this Capital Outlay money. Mr. Mike Manuel stated I have been here 19 years and this is the third time we have been able to use it. Dr. Harry Wayne Parrish stated the chances next year of us using this is about a 5 or 6% chance. Mr. Mike Manuel stated this is the third year in a row. We have some maintenance and physical needs we need to address. Dr. Harry Wayne Parrish stated I just do not think the community really understands this. The whole Board has said it but people do not really want to concentrate on what is going on and they need to understand the overall picture of this and that is why I went through that and Dr. Nichols and Mr. Manuel explained it so well. Maybe it will help people understand what is really happening here and it is not something somebody is making up. Mr. Jimmy Addison stated first of all on these reductions that you have presented to us tonight, a lot of those positions will be reassigned somewhere else because they are probationary support personnel or certified personnel and they will be put into a position that we eliminated at the last Board meeting and we are not creating a new position. Dr. Sam Nichols stated that is correct. Mr. Jimmy Addison stated Mike in talking about the fleet renewal and transportation and we get reimbursed almost dollar for dollar from the State for transportation and those kinds of things. Mr. Mike Manuel stated yes, we only spent about \$80,000 out of general fund over and above what the State gave us last year on transportation. We have already non-renewed a couple of bus drivers that probably will not be replaced. Mr. Jimmy Addison stated we have to have bus drivers to get kids to school. That's a mandate correct. Mr. Mike Manuel stated if they live within a certain distance. Mr. Jimmy Addison stated the other thing I would mention and I talked with Dr. Nichols about last week is we really focused on personnel and keeping as many people as we can on board because when we lose teachers that directly affects our students. Also, what directly affects our students and our schools is when we cut money from the schools. How much did we allocate for Principal's funds last year? Mr. Mike Manuel stated we cut their allocation by about 40% of what we normally do. This will be the third year in a row that teachers have not gotten any fee replacement. Mr. Jimmy Addison stated my point is what Dr. Nichols indicated that he would be donating to this fund, you have heard in the past about kids coming home saying I have got to buy some toilet paper and take to school, the schools are not funded so they do not get copier paper and they have a difficult time getting the toner for the copiers and those things. This money would be used to help each individual school to provide some of those necessities for the day to day operations. I think that we really have not focused on that a lot and certainly our focus is right now keeping people's jobs so that we will not directly affect the student population. Mr. Ben Armstrong stated I want to follow up on the Capital Outlay. Did you say a balance that was in that account? Mr. Mike Manuel stated I think at the end of last year we had a little over \$2 million in the account and we should get about \$2.8 million this year. Mr. Ben Armstrong stated so if we approve any of that money it would take it to about \$1.8 or \$1.7 million. Mr. Mike Manuel stated this would come out of this next year's allocation. We get about \$2.8 million every year. Mr. Ben Armstrong stated is there generally none left at the end of the year. Mr. Mike Manuel stated we managed at the end of the last fiscal year to have a little over \$2 million left. We get \$2.8 and this next year counting the local match and we are going to use a little over a million of that to save positions. We probably have \$3 million or more. I just got a wire for a little over \$2 million today. Mr. Ben Armstrong stated Dr. Nichols as far as these positions that you have listed to designate that money for, if the following year 2011-2012 is as bad or worse as projected, would these positions likely be back on this list or up for elimination at that point. Dr. Sam Nichols stated yes. I cannot predict at this time if 2011-2012 is worse than 2010-2011. I hate to even start guessing about what would even be on a list to reduce our budget by. Mr. Ben Armstrong stated I understand it is one more year but I am concerned about moving a million dollars out of Capital Outlay for programs that would eventually result in elimination. Dr. Sam Nichols stated that the same scenario applies to the federal stimulus dollars. We used those dollars to save over 70 jobs in the school system and I think the thought there by the Federal government was surely this economy is going to turn around and the recession will be over at some point and dollars will start flowing again. Rather than having catastrophic losses to programs which impact children we will hold on by every thread we can to try to weather the storm. That is my belief

on saving these programs and in using PSF dollars is that we hold on any way that we possibly can because these programs are so vitally important to students. Mr. Chris Maddox addressed Dr. Nichols and Mr. Manuel asking do you genuinely believe that \$5½ million is all that we are going to be required to cut based on what we have experienced the last two years? Dr. Sam Nichols stated I am at the point that I really hate to predict what's going to happen or not happen. I never would have thought the Legislature could have come up with a budget without having major cuts but if you look at the budget they were very creative in how it was developed. To predict whether or not we are going to have another round of proration I do not know. I guess there are a lot of factors that come into play and certainly one is whether or not the economy really is on the rebound, whether or not there is going to be growth and jobs will be added. I can tell you this, if there is additional proration in the 2010-2011 budget it is my belief that it will be nothing short of catastrophic as far as what we will have to do as a school system. Mr. Ben Armstrong stated as a Board that is the roll the two of you are filling for us is to give us the guidance of what you see that number being especially me as a new Board member and not having been through this. We are looking at cuts and I have not seen an entire budget that was approved by the Board before some of us came on last fall but I think at some point I would like from one of the two of you to hear a number you expect because I think that is a part of your expertise. Dr. Sam Nichols stated very early in this process I gave to you what I predicted as far as reducing the budget for 2010-2011 what was called a worst case scenario best case scenario. The worst case factored in the divisors being raised at the State level and that did not happen. Then we predicted a best case scenario which was \$5½ million in reductions and that is what I presented to you tonight is \$5½ million in reductions or savings that would be realized by the Board for the next fiscal year. I have really no way of predicting. I know the general fund was just declared in proration in the State last week. I do not expect any additional proration to be declared for the 2009-2010 year. Everything I hear from Montgomery tells me that we should be able to make it through this fiscal year without proration being declared again. We have talked about it several times in Board meetings about how the 2010-2011 budget was developed, you know \$34 million was based on super auditors going in and auditing corporations and finding an additional \$34 million. It is also based on a lawsuit settlement to the tune of \$36 million. It is based on the State selling bonds to pay for fleet renewals to the tune of \$66 million to be spread over two years. So that is how the budget has been developed. There is still hope that the Federal government will pass the jobs bill that will infuse \$23 billion additional dollars into school systems all across the United States. Our State Superintendent testified last week in Washington along with Secretary Ard Duncan about the need for these additional dollars to keep from laying teachers off and the numbers that are being projected. The Senate has not passed that and for me to try to predict if or when they do I would be less than honest with you and I just cannot predict that. I just do not know. It's like trying to predict what is going to happen with the economy and whether or not there is going to be proration declared in 2010-2011. I do not know. What I have tried to do for you is give you is recommended reductions that would fall in line with the \$5.5 million that I previously told you and plus using a \$1 million out of the PSF to save those programs that I think are so vitally important to this school system and the children. Mr. Chris Maddox stated I know you two gentlemen do not have a crystal ball but I think that based on what you just told us on how the State education budget was put together, whether you wanted to come out and answer my question or not, I think you did. I do not think based on looking at what has happened in the last two years that there is any reason for me to believe that \$5½ million we are going to be required to cut. I hate to be that pessimistic about it but I am facing reality on this. Dr. Sam Nichols stated to be honest as we started this process in talking about budget reductions and looking into the 2010-2011 year the Legislature was in session and there was absolutely no discussion about the budget for 90% of the session. We were being guided by the State Department of Education on some predictions that they thought might or might not happen and that was the information I shared with all of you as we moved through the process. You know that the House and Senate waited until the very end of the session to pass the budget and I told you a few minutes ago some of those things that were included. In my trying to develop the budget reductions and tell this Board what I thought might happen there were times that I shared information with you that it did not happen or it happened in a different way. That is why I hesitate to predict at all about what may or may not happen in the 2010-2011 budget. I can tell you this in my 35+ years of being in education I have never seen one developed in quite the same way that this one was developed and of course, I have never seen the reductions that school systems have had to suffer three years in a row. I have seen proration on average about every 5 years but it is generally a short cycle as far as going into it and coming out of it. This is by far the longest I have ever experienced. Dr. Harry Wayne Parrish stated the community needs to understand and get behind the school system and get a good attitude about all this and see what we can do. Everybody needs to help. I asked the Board if any of them wanted to donate any of their money we get back to the school system. They have the same option you just gave. I am not going to put anybody on the spot. Everybody needs to give in every direction they possibly can. This whole community needs to realize what is going on and needs to help us and not worry about the State of Alabama but worry about what's around our kids in this community because we have some great kids in Dothan and that is what schools are for. We have not voted on this yet and I was going to give everybody an option to pull out anything on here to individually talk about it and vote on it individually.

Mr. Charles Woodall made a motion seconded by Mr. Ben Armstrong to approve the Superintendent's recommendation with the exception of 11, 12, 14, 19, 20A, 20B, 21, 22, 28, 34, 37, 46, 47, 54, 55, 58, 61.

Dr. Harry Wayne Parrish requested 16 be pulled also.

Mr. Charles Woodall modified the motion seconded by Mr. Ben Armstrong to pull out 16.

Mr. Franklin Jones questioned whether the Addendum was included in the motion. Mr. Charles Woodall stated no.

Mr. Charles Woodall modified the motion seconded by Mr. Ben Armstrong to approve the Superintendent's recommendation with the exception of 11,12, 14, 16, 19, 20A, 20B, 21, 22, 28, 34, 37, 46, 47, 54, 55, 58, 61 and Addendum #1. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Addison, Armstrong. "NAY" – None. "ABSTAIN" – None.

Mr. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to approve number 11 - Computer Technician as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Parrish, Addison, Armstrong. "NAY" – Maddox. "ABSTAIN" – None.

Mr. Charles Woodall stated originally there were three on the first list when we were looking at \$9.5 to \$12 million to cut. I am assuming it is down to one now because we do not have to cut them. Dr. Sam Nichols stated there is not anything on this list that I want to eliminate and this system has invested so heavily in technology that it would be ashamed if we could not even maintain the equipment that we have. So when we were able to back away from the worst case scenario that is the reason that changed. Mr. Ben Armstrong stated we went from the first proposal we saw at \$12+ million to \$6 million and we started with three on that list and now we are down to one. Maybe this is going to be an issue among the Board of what number we need to get to. How do we address that if some of us are of the opinion that we may need to get to a larger number than we have in front of us. Dr. Harry Wayne Parrish stated we have to vote on Dr. Nichols proposal. The whole point is we made a motion to accept the Computer Technician, we have discussion and we either vote it up or down. Mr. Ben Armstrong stated as to anything on this list that we pulled out if we think it needs to be a larger reduction is that to be addressed after the fact as we address that item. For example, if some thought it needed to be three. Dr. Harry Wayne Parrish stated we have to vote on his recommendation. Mrs. Brenda Guilford stated I think what you want to do is just point that out to us and then collectively we will vote to either go up or down to approve what the Superintendent has here or either we want depending on our vote. Mr. Charles Woodall stated I think what you are getting at is there were potentially more cuts. Mr. Ben Armstrong stated my whole thing with this is I do not think we are cutting enough based on what we feel like we are going to be hit with in the fall. What I am trying to avoid is in order to get to 2 or 3 for example if that is the larger number I do not see why we would vote against cutting one if there were more than one necessary. Dr. Harry Wayne Parrish stated the whole point is you are saying we do not have enough, we cannot add any and right now we have to vote on these recommendations. It might be the next Board meeting with more recommendations but right now this is his recommendation and this is what we have got to deal with. Mr. Chris Maddox stated would we not be in a position to ask the Superintendent to modify or amend his recommendation prior to us voting on it. Dr. Harry Wayne Parrish stated not tonight, we are going to have an up or down vote. Dr. Sam Nichols stated I spent a great deal of time putting together these recommendations and I feel they are in the best interest of the school system and our kids that attend. These are my recommendations as stated. Mrs. Brenda Guilford stated I did go over almost all of this with Dr. Nichols and Mike Manuel and we talked about other options and at that time I was convinced that this would probably be the best way to go unless there are some Board Members that have more information and could change my vote but as far as changing it Dr. Nichols would have to change his recommendation. You will have to accept it or not accept it as it is here unless he decides to modify it. Mr. Chris Maddox stated I guess what I am hearing and please correct me if I am hearing it incorrectly Dr. Nichols, is these are not only the recommendations that you are making, it sounds like these are the only recommendations you are going to be willing to make for the cuts for the year. Dr. Sam Nichols stated these are the recommendations that I am making for tonight. The recommendations are on the reduction sheet as stated and I am not going to alter any of the recommendations. Mr. Charles Woodall stated after we go through each of these items if something gets voted down and we do not end up with \$5½ million what happens at that point? Dr. Sam Nichols stated then at that point we develop our budget with that amount of the reduced and if it is something that requires further action of the Board then I will bring it back to the Board at a later date. Mr. Charles Woodall stated as a Board Member do I or do we have any liability if we pass a budget that is not sustainable. Mrs. Brenda Guilford stated I talked to him extensively about this and if this is the recommendation that you are going to make then I need to vote it up or down because he has put thought into it and everybody is not going to be pleased with everything on here. There are so many times I walk out this door and I am not pleased with the way the vote goes and I probably will not be pleased tonight I do not know but that is the job that we have as Board Members. Dr. Harry Wayne Parrish stated it is just hard times and it brings out the best and worst of everything but I think that Dr. Nichols as Superintendent has to make some decisions and we have got to vote we have got to do this whether we like it or not.

Mr. Franklin Jones made a motion seconded by Mr. Jimmy Addison to approve number 12 – Director of Federal Programs as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Parrish, Addison. "NAY" – Woodall, Maddox, Armstrong. "ABSTAIN" – None.

Mr. Chris Maddox asked if there was any paperwork in on the retirement yet. Dr. Sam Nichols stated no. Mr. Chris Maddox stated we are going to count it anyway. Dr. Sam Nichols stated yes. Mr. Charles Woodall stated we are basing this on they told us they are going to give us some paperwork. Dr. Sam Nichols stated yes. Dr. Harry Wayne Parrish stated I am not trying to speak for anybody but I have been knowing this guy a long time and I think if he says this that's the way it is. Mr. Ben Armstrong stated I may be like Mr. Maddox in the legal world and nothing to you Dr. McCarty but it is pen and paper in our business. Mr. Charles Woodall stated I do not think we should be counting that as a savings when there has been no paperwork turned in. Again, I know Dr. McCarty is a man of his word but I do not think we should be counting that as a savings that is why I pulled it out.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones to approve number 14 - Director of Management Information Services as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Parrish, Addison. "NAY" – Woodall, Maddox, Armstrong. "ABSTAIN" – None.

Mr. Charles Woodall stated again I do not think we should be counting that because there is no paperwork. I am assuming there is no paperwork. Dr. Sam Nichols stated there is no paperwork. This is a 41 year employee that has told me that is when he will retire.

Mr. Charles Woodall made a motion seconded by Mrs. Brenda Guilford to approve number 16 - Clerk in Special Education Department as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Parrish, Addison, Armstrong. "NAY" – Maddox. "ABSTAIN" – None.

Dr. Harry Wayne Parrish stated I was asked to look at that to see what everybody thought. We had a lot of legal things with the Special Education Department and some of the people were concerned about losing that clerk.

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to approve number 19 - 12-month employees voluntarily reducing contracts from 242 to 240 as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Parrish, Addison. "NAY" – Woodall, Maddox, Armstrong. "ABSTAIN" – None.

Mr. Ben Armstrong stated I thought from my discussions with regard to the salary matrix and especially looking at some of the case law I was referred to I know that it says voluntarily here so that may be what is qualifying this recommendation. Any reduction in days in my understanding is going to give rise to the hearing or the appeal process. Dr. Sam Nichols stated voluntary is the key word. After consultation with the Board's legal counsel that is my recommendation that we include that terminology in the recommendation. Mr. Ben Armstrong asked do we know how many of those are willing to do that voluntarily. Dr. Sam Nichols stated I do not know. Mr. Charles Woodall asked how many employees is it roughly? Mr. Mike Manuel stated probably less than 200. Mrs. Brenda Guilford stated if we do not know how many how are we going to determine how much. Mr. Mike Manuel stated I do not recall exactly how many there are but I did calculate the exact number. Dr. Harry Wayne Parrish asked Jere Segrest to tell everyone about cutting people's salaries voluntarily. Mr. Jere Segrest stated if they do it voluntarily then the employee would sign a written statement that they agreed to cut two days off their annual contract. Dr. Harry Wayne Parrish stated what if voluntarily was not in there. Mr. Jere Segrest stated you would not try to do that it would trigger a hearing. As long as it is voluntary it could be done. Dr. Harry Wayne Parrish stated people who understand education and have been around it long enough to know there are a lot of things you cannot do in education that you can in a regular business. In education you have to go through the different kind of hearings, go before arbitration and it could cost the Board a lot of money if we did that. Mr. Jere Segrest stated the tenure system creates a contract with the employee. The employee is then an employee of the Board and to affect that contract it either has to be a voluntary reduction or it has to be done pursuant to the tenure law by the hearing process. If it is voluntary you have the right to go through the hearing process. Dr. Harry Wayne Parrish stated I wanted people to hear that. It is a little more complicated than everybody sees here. Mr. Jimmy Addison asked Mr. Manuel how will the twelve month people know that this has passed and how will they know how it will affect their check and then how will they know where this money is going to. Mr. Mike Manuel stated if the Board approves this then at the Superintendent's approval I will send something out to twelve month employees asking them if they would like to voluntarily reduce their contract days by two days. We would designate those two days sometime in December during the Christmas holidays so that it does not affect school operations when the children are there. As Mr. Segrest said they would have to sign something agreeing to that reduction and it would be on their next fiscal year's paycheck. Mr. Jimmy Addison questioned if it would affect their sick leave or vacation time. Mr. Mike Manuel stated they would still earn twelve days of sick leave and the same number of vacation days. Mr. Jimmy Addison questioned if the money paid for those two days would go back into the general fund. Mr. Mike Manuel stated yes. It was calculated that every twelve month employee would give up two days. Mr. Chris Maddox stated this number makes that assumption right. We do not have commitments from any of them yet correct. Mr. Mike Manuel stated we have not asked yet. Mr. Chris Maddox stated so it is not a firm number. Mr. Mike Manuel stated this is assuming 100% participation. Dr. Harry Wayne Parrish stated there are a lot of things we have to look at and have to try. As Chairman of the Board I cannot tell these people to do that but I would encourage anybody not just this group but anybody to help. We started off with what Dr. Nichols said he was going to give back and I hope the Board will help any way we can. There are some teachers in the system that have said that they would like to help. Mr. Ben Armstrong stated I want to say something there to because I was thinking about this Mike and you tell me because it has been a while since I have done a payroll tax return but I know we are talking about a fund and we can all contribute back to it but it seems to me if every employee in this system was going to start making these contributions it would seem that a better option would be to try to get them to agree to some kind of salary reduction because when you aggregate that over the entire system we can end up saving a significant amount of money just in the payroll tax department. Everywhere we can save that would be a teacher or two we could put back in the classroom. Mr. Mike Manuel stated with a payroll deduction fund you would not affect payroll taxes. That would come out after tax, after they calculate it. Mr. Ben Armstrong stated right so we are going to be paying payroll taxes on that money versus if it were a voluntary reduction in salary we would not have to pay the payroll tax portion. I just want to know because I had principals tell me that they would be willing to take more days. Have we made any exploration into more than a two day reduction. I do not know if this has any impact on benefits or sick leave. They told me they would be willing to take more days

than this as a reduction and it seems from talking to you Mike our budget has been cut over 25% over the last three years and we are going to take two days away and I think it 0.8%. I know nothing is minor to the person that is getting it just like ours is important and yes Coach I would be glad for them to take mine away and keep it for the general fund but is there any thought to a larger number in this line item. Dr. Sam Nichols stated no it is the recommendation from 242 to 240. Mr. Ben Armstrong stated we have contract employees and Dr. Nichols is this your contract as well. Dr. Sam Nichols stated correct. Mr. Charles Woodall stated with a lot of these positions their pay is based on the salary matrix correct. Dr. Sam Nichols stated the certified. Mr. Charles Woodall stated the certified of these twelve month employees so they are going to be moving forward. They are not getting a pay cut they are just not going to get raises and things moving forward like the others are.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve number 21 – Clerical Aides – Elementary as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones to approve number 22 - Resource Teacher – LINC as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Franklin Jones asked does this mean we are going to approve the part on the Addendum or is that at a later time. Dr. Harry Wayne Parrish stated that would be at a later time and would probably have to be done to be able to do it. It is another part of it. Mr. Ben Armstrong stated this would be a vote to take them out and the Capital Outlay would be a vote to put them back. Do you have any idea what impact this will have on the enrollment in this program across the system? Mrs. Carol Cunningham stated I do not have the numbers but we need to either provide the enrichment program or an enrichment program for identified gifted. Mr. Ben Armstrong asked do you have an estimate of how many kids are in elementary LinC at this time? Mrs. Carol Cunningham said no but it would still leave three LinC teachers to go between the elementary schools. Mr. Ben Armstrong stated that would be between the 9 non-magnet elementary schools. Mr. Chris Maddox stated if they are identified gifted though they could be guaranteed spots to the magnet schools and it would be compliant wouldn't it? Mrs. Carol Cunningham stated we do not identify gifted right now. We have talked about them going to the magnet schools based on that.

Mr. Franklin Jones made a motion seconded by Mr. Jimmy Addison to approve number 28 - Elementary Music Teachers as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve number 20A – New Matrix Salary Schedule for Certified Employees as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Woodall, Maddox, Parrish, Addison. “NAY” – Armstrong. “ABSTAIN” – None.

Mr. Ben Armstrong stated I know we talked about the cost of doing this and I brought up 16-24-4 until everybody is tired of hearing it. Do we have any idea of an estimate if there were hearings what that would run? Dr. Sam Nichols stated it has been estimated that it could possibly run \$20,000 per hearing. Dr. Harry Wayne Parrish questioned if AEA combined the hearings. Mr. Jere Segrest stated as far as I know they never have. Ms. Sharon Cole agreed. Dr. Harry Wayne Parrish stated we could have 300 at \$20,000 a hit. Ms. Sharon Cole stated it would be more than \$20,000. Mr. Chris Maddox stated do we think 75% of our tenured teachers would fight that. Dr. Harry Wayne Parrish stated from a former educator, yes. Ms. Sharon Cole stated it just takes one to contest and they all contest. Mr. Ben Armstrong questioned if one is unsuccessful would others continue to contest. Ms. Sharon Cole stated you will have to pay benefits and salary until it goes through arbitration and that could take anywhere from 9 months to a year. Mr. Ben Armstrong stated my only thing is from talking with some people in the community including Mr. Parker at the Chamber and Directors at the Foundation there is an intent to direct some level of fiscal accountability and their comments to me is that this is a move that would show sound fiscal judgment on a part of the Board since we are on a 10 mil system as far as our property taxes. I do not think either of those organizations nor Yes We Can, I do not want to leave them out I apologize and thank you for being here, and they have all said and I do not think any of them are anti-teacher, to me it's a matter of this is what the citizens of Dothan have given us to work with. They want to give us 10 mils to spend as a school system. Our expenditures just do not match our revenues and this is a large portion of our expenditure. Mrs. Brenda Guilford asked when did you get this information. I have not heard this. Mr. Ben Armstrong stated just in conversation with those individuals. Mrs. Brenda Guilford stated those individuals gave you that information. Mr. Ben Armstrong stated yes. They have had conversations with me about this issue on numerous times and the Wiregrass Foundation's Board has approved a contribution to the system if we would be willing to address the State matrix issue and our matrix issue as a contribution to the system. Dr. Harry Wayne Parrish stated I do not think the Wiregrass Foundation is going to put forth over a million dollars. Mr. Ben Armstrong stated I am not saying it is over a million dollars it is just a contribution. Dr. Harry Wayne Parrish stated if they are willing to give a couple of million dollars here then we can really move forward. I understand that it was not that amount. I appreciate them too but at the same time when you have a legal issue as big as education, it's tough. I wish this was all really easy but it is not an easy route. I understand exactly where you are coming from and some of the Board Members are coming from and I think it is great that you are thinking like you are but at the same time we have to be responsible in both directions here. We have to look at both sides and look at will it bankrupt this other way. Mr. Ben Armstrong stated I feel like eventually unless we find somewhere to make significant adjustment to the

budget it is going to be a matter of essentially eliminate teaching positions which is going to directly affect our student's education. To me this is more about the investment in the child's education. I understand the employment side of it I have employees in my business. I do not ever like for them to have to take a reduction and I certainly do not like to have to take a reduction but sometimes that is the hand that we are dealt. Mr. Chris Maddox stated I just want to say with all due respect to Ms. Cole and the Chairman I do not think the number is quite 75%. Now I am not naive enough to believe that somebody will potentially contest it but I have had quite a few school employees indicate to me that they would be willing to take a voluntary reduction in pay for a number of reasons. There is no harm in asking them we certainly cannot make them according to what everybody up here seems to think except me and maybe Mr. Armstrong. I say we ask them. I do not know if that gets us in trouble with Ms. Cole or not. Mr. Jere Segrest stated the identical legal issue that is raised by the Superintendent's motion to adopt the matrix salary schedule for next year is presently being litigated by a School Board in North Alabama being represented by an excellent school board attorney and we will have the benefit of that decision within a short time. Now it is not soon enough to make a difference in what this Board does but it will make a good deal of difference in the legal costs that are involved and what options we would face at that point in time should the school board in north Alabama be ruled in favor of. If it is ruled in favor of that school board then we would be a step up on this issue. I am not going to argue it tonight with Sharon Cole or anybody else sitting in this auditorium and I do not think it is appropriate to do that. This is solely for the information of this Board and that is all I offer it for. Dr. Harry Wayne Parrish stated I think everybody understands you Jere very well and you have researched this in great detail. Ms. Sharon Cole stated perhaps the Board should look at approving the salary matrix for all the new employees that come in rather than trying to change all of our tenured employees. As far as giving up the five days, AEA has always fought for funding. We have not had a raise in three years as you know and three years of proration, we are looking at an increase in PEEHIP and that was one of the reasons why but there is no reason why the Board would not go to the straight salary matrix. The counties in my district are all on the salary matrix for the new employees that are coming in. Maybe that would make more sense than having a lot of legal costs and fees in doing that. I will say this, I have been in this district 11 years and this salary matrix was in place when I came in. It was only increased with State mandated raises. It was not due to Dr. Hobbs or Dr. Nichols or anyone at this Board. It was like that to attract the best and the brightest of educators. For our school system, those people who have worked a long time are entitled to that step raise so what I would suggest is trying to go to the salary matrix which would hurt no one for the new year coming in. Mr. Charles Woodall stated I do not understand why we are going to change the salary matrix for teachers and freeze their step raises, but I see nothing on this list that addresses supplements, all supplements across the Board that is athletics, we have a supplement schedule where we pay directors and principals. Supplements are also money, if I understand correctly, that we pay out of local money. Everything we pay above the State matrix is out of local money. I am not real keen on forcing a pay cut or savings on the teachers if we are not going to address the supplements because it needs to be an across the Board cut on all those. Mr. Jimmy Addison addressed Dell stating don't we get a sheet in July to approve supplements at that time because at one of the last meetings we cancelled some athletic supplements but we did not address a sheet we receive that says certified supplements. There were two different sheets one that we cancelled those particular supplements will be brought back to us in July. The other sheet we did not address or vote on that. Is that a possibility for the Superintendent to bring to us before the last day of school to possibly non-renew some of those and get a new supplement assigned in July. Dr. Sam Nichols stated I would prefer our attorney answer that question as far as the difference between the compensation for coaches as compared to administrative or other. Mr. Jere Segrest stated the athletic supplements are tied to the athletic system volunteer work of a sort. They are treated differently legally than supplements that become merged into and become a part of the salary for a duty for a certain position so those are entirely different from a legal point. The supplements in salaries for duties become a part of the tenure salary coaching supplements never become part of the tenure salary. Athletic supplements can be removed at the will of the School Board. Mr. Charles Woodall stated could we not go forward as we are going to vote to do here with teachers could we not have that supplement schedule brought to us for reflecting some reductions in those supplements as we are going to do the teachers. I think if we are going to force it on the teachers it should be done across the Board all the way up, that is my point. Mr. Jere Segrest stated when you reduce a salary that is based on a supplement for a certified teacher or for a certified person that becomes merged into the tenure and when that occurs and you reduce that supplement to that certificated employee that results in a partial reduction in their salary or partial termination of their employment. Mr. Charles Woodall stated I understand that what I am saying is from this point forward the next Principal or Director we hire from that point forward I would like to see that supplement schedule changed. Mr. Jere Segrest stated that is the way this matrix is going to work next year this is for new employees. Mr. Charles Woodall stated this does not address supplements it addresses the matrix part of their salary. I am talking about supplements which is local money. Mrs. Brenda Guilford stated are you saying we can bring this up at a later date about supplements. Dr. Sam Nichols stated in July every year that is brought up. Additional income for certified employees and certainly as you look forward to new hires and people brought on.

Mr. Ben Armstrong made a motion seconded by Mr. Jimmy Addison to approve number 20B – Freeze Step Increases for Support Employees as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Woodall, Maddox, Parrish, Addison, Armstrong. "NAY" – None. "ABSTAIN" – None.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones to approve number 34 – Clerical Aides – Middle School as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Parrish, Addison, Armstrong. "NAY" – Woodall, Maddox. "ABSTAIN" – None.

Mr. Franklin Jones made a motion seconded by Mrs. Brenda Guilford to approve number 37 – Resource Teacher – LinC – Middle School as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Woodall, Maddox, Parrish, Addison. “NAY” – Armstrong. “ABSTAIN” – None.

Mr. Charles Woodall stated this means that Honeysuckle and Girard will be sharing a LinC teacher. Dr. Nichols stated correct.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison to approve number 46 – Drivers Education Program – DHS (Teacher/Aide) 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.

Mr. Charles Woodall questioned if we could eliminate just the aides in the program or are they tied together. Dr. Nichols stated the purpose of the aide is to monitor the classes while they are on the road driving. When we have had programs without an aide they have been assigned to the media center where the students not driving could be supervised. Drivers education is not a required course parents can contract individuals to do that during the summer. I guess the school system could charge tuition and hire teachers to do that during the summer. It is a possibility.

Mr. Franklin Jones made a motion seconded by Mr. Jimmy Addison to approve number 47 – Drivers Education Program – NHS (Teacher/Aide) 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.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve number 54 – ROTC Teacher – NHS as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Maddox, Parrish, Addison, Armstrong. “NAY” – Woodall. “ABSTAIN” – None.

Mr. Charles Woodall questioned whether we could have one teacher. Dr. Sam Nichols stated the program requires an NCO and a commissioned officer. Dr. Harry Wayne Parrish stated if you eliminate ROTC from one of the schools or both of the schools you cannot get it back. Dr. Sam Nichols stated there is quite a waiting list for schools to participate in ROTC and it would be very difficult if this Board were to eliminate both of those programs to apply for and be approved for a new start up program at both of our high schools. That is why even though I have them on the cut list here I have them as part of the Addendum to be able to continue those programs. Dr. Harry Wayne Parrish stated some people are under the impression that we did not pay anything for ROTC so what is the reason for \$124,000 if we do not pay anything for it. Dr. Sam Nichols stated that is the cost to the general fund associated for those programs. Mr. Mike Manuel stated that is the portion of their salary that is not reimbursed by the Army and the Marine Corp. They reimburse about 40% depending on their retirement they garnered from the military.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones to approve number 55 – ROTC Teacher – DHS as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Ben Armstrong stated other than the issue of consolidation since we started to address this it is probably the one thing I have gotten the most calls or emails about is Dothan High School ROTC and the impact it has on the kids and also from discussing from a few Administrators the importance of it at DHS.

Mrs. Benda Guilford made a motion seconded by Mr. Jimmy Addison to approve number 58 – Athletic 20-day Contracts (all except football-14) (1) as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Charles Woodall stated I am bringing up the supplements again and it is going to sound like I am picking on athletics but we are paying 20-day contracts and also supplements. All of that money comes out of local funds and we cannot afford it. I think we should cut them all including football. Mr. Chris Maddox stated in lieu of how well the springs sports at Northview High School recently did I am just curious as to why we are cutting all of the athletic 20-day contracts except for the football programs. Dr. Sam Nichols stated we are cutting back to the number that was allocated before we added those springs sports and basketball on the 20-day. Dr. Harry Wayne Parrish questioned whether any of those contracts that are left could be used for anybody. Dr. Sam Nichols stated the Athletic Director is responsible for assigning those 20-day contracts. The intent is a baseball coach can be a football coach and get 20 days, a basketball coach can coach football and get 20 days. There is a supplement set aside for being a head baseball coach, head basketball coach, track or any other head coaching position or assistant position. Mr. Ben Armstrong stated I don't necessarily want to be seen as anti-athletics but at the same time our first focus has got to be on the classroom. It has got to be putting what we need in the classroom and I know that will come in again on 63 and it is not part of the Superintendent's recommendation but at some point we need to look at anywhere we can save this money. Mrs. Brenda Guilford stated it is preparation because the games start in the fall. Dr. Harry Wayne Parrish stated you start football in June and July, you have basketball in the school year, I did not have all this luxury when I was coming along. Mr. Ben Armstrong stated that is a good word Coach, luxury, some of this is luxury.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve number 61 – Alternative School Teachers – PASS as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Charles Woodall questioned how many people would be at PASS. Dr. Sam Nichols stated 5 teachers, 1 Principal, 1 Secretary and 1 Custodian. Mr. Charles Woodall questioned how many students were there now. Dr. Sam Nichols stated 74. Mr. Charles Woodall questioned if the plan is to continue forward with PASS and the way it is currently being run or do you plan on any changes in that because that is a lot of money allocated to a few students. I am not saying that is not an important program, I would not want to do away with it but that is a lot of money to spend on a few kids. Dr. Sam Nichols stated Dr. Charlotte Williams is in the process of writing a grant applying for funds that would support a non-traditional high school. If we are successful I will be bringing back to this Board additional recommendations on how we will look at our alternative ed program and how we can offer a non-traditional program to students. I hope to do that this summer. Mr. Ben Armstrong stated with everything in this list above with us looking at the DTC cuts and looking at space and administrative costs and the reduction at PASS, for facility usage is there any way we can generate savings or is it logistically a possibility to shift that to maybe the open space we have created at DTC with the earlier votes this evening. Dr. Sam Nichols stated in the past where we have tried to have programs like that on part of a regular campus even when kids have to be shuttled from one base school to another facility there seems to be some difficulty. I am not telling you those issues cannot be overcome and there be some reduction in cost with facilities that is certainly something we will be looking at as we move forward hopefully when we are successful with the non-traditional high school grant. Mr. Ben Armstrong asked is it physically possible or are there too many children to fill that space. Dr. Sam Nichols stated it is physically possible you have some logistical issues of putting those kids on the regular campus and then the administration having to deal with those issues along with the hundreds of other students they deal with on campus. Mr. Ben Armstrong stated in light of all the issues we have discussed and thinking about consolidation this does not seem to me to be as big as a logistical issue other than from a personal student issue maybe if it is a behavior issue of that sort I think if we were going to task Mr. Snell with all of the students in consolidation this would not be too much to ask of him. Dr. Sam Nichols stated it was not on the numbers issue it was on the issues with those individual students. Mr. Charles Woodall stated it is 5 teachers, if we were to do just high school how many high school students do we have now, how many could those five teachers handle maximum. Dr. Sam Nichols stated there are 38 high school students at PASS, 15 middle school, 10 elementary. We will look at the staff that he has left, look at how we need to man that certainly we have to have 1 elementary, middle and high school covered. Mr. Charles Woodall stated if we are going to have 40 or 50 kids I am almost certain it would be room with the space we are creating over at DTC and save some administrative costs on that.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve Addendum #1 as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Charles Woodall stated I do not think we are preparing ourselves for if we get prorated this coming school year, we are not preparing should we get some devastating cuts this year, we are doing just enough to get us by for 2010-2011. This is exactly what our federal government is doing right now borrowing money from somewhere else putting it from one pot to another, shifting money to save jobs. I understand saving jobs and I wish we could save every job on here. I believe there is enough uncertainty to where we need to hold onto that money just in case. Mrs. Brenda Guilford stated my concern is if we did not use this \$1 million plus then we would lose these programs and I think that although we cannot see what is going to happen next year just look at next year and try to keep our music teachers, LinC teachers, PE aides, ROTC. With what we have done with our cutting we have to put these programs back in. I do not see how we could do without them now. Mr. Chris Maddox stated I agree completely with Mr. Woodall's assessment but I do want to say I am completely in favor of elementary music and the LinC and the ROTC programs and PE aides. I do not think anybody up here wants to fire anybody but it seems to me when we borrow a \$1 million out of Capital Outlay we almost have to get \$2 million next year to get back to where we were. It is exactly what the federal government does and drives me crazy when they do this. Mr. Mike Manuel stated I understand what Mr. Maddox is saying you are putting a \$1 million in there you do not have. You do not have to pay it back but the affect on the general fund will be double. Mr. Ben Armstrong stated with the Capital Outlay and the issue we still have on the table of consolidation if necessary and if approved by this Board at some point in the future it would seem to me that money would be needed for any addition we are going to have to do or addressing logistical issues. Dr. Harry Wayne Parrish stated he commends everyone for the discussion and professionalism. We need the support of the community. We need to pull together as a community.

Mr. Mike Manuel presented the Resolution regarding the School Fiscal Accountability Act. (See Attachment “C”)

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to approve the Resolution regarding the School Fiscal Accountability Act. The motion carried. Voting was as follows: “YEA” – Jones, Guilford, Parrish, Addison. “NAY” – Woodall, Maddox, Armstrong. “ABSTAIN” – None.

Mr. Charles Woodall stated I do not think we have done anything tonight to help our reserve fund. All we have done is cut enough to get by this school year. We are not preparing ourselves for what may be coming down the road. Mr. Chris Maddox stated I agree with Mr. Woodall, it's the same problem. Based on what has happened the last two

years it's coming. I just do not think we have done enough. Dr. Harry Wayne Parrish stated we have had a lot of talk in the community about people getting behind us now they need to do it.

New Business:

Dr. Harry Wayne Parrish announced the following Board meetings: Regular - May 17th, Special - June 7th, and Regular - June 21st.

Mrs. Brenda Guilford questioned why we were having a Special meeting in June. Dr. Sam Nichols stated this time of year is requiring more than one. I need to ask the Board to come in for a Special Called meeting May 10th to deal with personnel issues related to action the Board took tonight. We will continue addressing those personnel issues at the May 17th Board meeting.

Mr. Ben Armstrong stated it was brought up that if we felt there were additional cuts to be made that was for us to task you with that, what is the procedure? Dr. Sam Nichols stated if the majority of the Board feels the Superintendent needs to look at additional areas. Mr. Ben Armstrong stated if the State is telling us we need \$5½ million we need to be prepared for proration because I do not want to do anything that is going to put us in jeopardy of not being able to make payroll towards the end of 2010-2011.

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox that the Superintendent provide us additional cuts to the point that the reduction is at least \$7.4 million. The motion failed. Voting was as follows: "YEA" – Woodall, Maddox, Armstrong. "NAY" – Jones, Guilford, Parrish, Addison. "ABSTAIN" – None.

Mr. Jimmy Addison stated I understand everybody's reluctance to vote for the bare minimum cuts because it quite possibly is going to be more severe but we do not know that. We are speculating on both sides of it. In one of the forums it was brought up that we need to look at students as opposed to just dollar signs and how it is going to affect our students and at this point in time, although I do not necessarily disagree with anything about needing to find some more money, I would prefer to try to put it off as long as possible to make it as painless as possible. It may be inevitable but before the Legislature approved the budget it was inevitable that we were going to have more drastic cuts than what we saw. We do not know what the federal government is going to do at this time. The biggest problem is we have to vote on a budget in the next month that does not take effect until October and then in January if we do get another round of proration something will have to give then. Dr. Harry Wayne Parrish stated this could be brought up any time we want to at another Board meeting. Mrs. Brenda Guilford stated Dr. Nichols has put a lot into this and usually when a recommendation is made by the Superintendent I might have a lot of questions and this time I went to him and got a lot of answers. Although we are not all satisfied, Mr. Armstrong, Mr. Maddox, Mr. Woodall, I do not know if you all have heard some information or processed something that I do not know but unless you share it with me I do not know it. So based on this I think the Superintendent has done his job that is what we are paying him to do. I know there are people out there that might like to be in charge in the Superintendent's position and make the decisions but it is not your job. It is not my job. My job is to vote on his recommendation and I will address any issue that is brought to me. Now a lot of issues are brought to certain Board Members and maybe they have something to say but a lot of them have not been brought to me. I have to vote on what I know so let's please keep that in mind when a lot of information is being shared with Board Members share it with all Board Members. Dr. Harry Wayne Parrish stated what everybody is saying and we need to understand nobody is against what Dr. Nichols has said, they want him to add more. It's not what he has done it is the amount.

Adjournment:

Mrs. Brenda Guilford made a motion seconded by Mr. Ben Armstrong 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 7:31 p.m.

APPROVED: May 17, 2010

Dr. Harry Wayne Parrish, Chairman

Sam Nichols, Superintendent, Secretary