

May 4, 2009
Date

Special
Kind of Meeting

Teachers' Center
Where Held

Dr. Steve Stokes, Chairman
Presiding Officer

Members Present:

Dr. Steve Stokes, Chairman
Mr. Chris Maddox, Vice-Chairman, District 6
Mrs. Brenda Guilford, District 1
Mr. Franklin Jones, District 2
Ms. Gayla White, District 3
Mr. Jimmy Addison, District 4
Dr. Hays McKay, District 5

Members Absent:

The Chairman, Dr. Steve Stokes, called the meeting to order.

Mr. Franklin Jones led in prayer.

The Chairman led the Pledge of Allegiance.

Ms. Gayla White made a motion seconded by Mr. Jimmy Addison to approve the Amended Agenda as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None.

Mr. Chris Maddox gave the School System News stating:

Mr. Greg Yance, Principal, Girard Middle School reports Girard's Science Olympiad placed 10th out of 28 teams on our first trip to the competition. The Alabama State Department of Education did a walk through and we received many positive comments. Ms. Hart's choir is traveling to the elementary schools to encourage up coming students to join their outstanding music program.

Mr. Todd Weeks, Principal, Grandview Elementary School reports Ryan McCree scored 3rd in the State of Alabama on a ThinkLink game that involved "real world" problem solving. Davon Sharpe was the overall winner in the K-1st grade Dress Code Essay Contest.

Ms. Gayla White made a motion seconded by Mr. Chris Maddox to adjourn into a Work Session as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None.

1. Mr. Mike Manuel addressed the Board regarding the Northview High School athletic facility stating we endorse the committee's efforts to raise the funds as long as all procedures and guidelines are followed. Discussion was held regarding 100% of the funds being available before starting the project, maintaining the building, liability, donated materials and labor, meeting the new construction guidelines for weather, converting the existing gym, and the Board's liability.
2. Ms. Susan Loftin addressed the Board regarding research on Pre-K and Graduation stating there is no definitive study but research does give evidence of positive effects, preparing Pre-K children for success in Kindergarten and laying a foundation for the children. Mrs. Brenda Guilford referred to the Oklahoma Pre-K program stating they have less problems with tests, lower retention problems and a quality program. She further stated she would like for Ms. Loftin and Mr. Manuel to look at some different funding and adding more Pre-K programs. Mr. Manuel stated at the National level Pre-K employees are required to get their degrees and meet qualifications. Mrs. Brenda Guilford stated her program has a waiting list, many kids need the program and the system is the key place for it. Discussion was held regarding doing Pre-K system wide and searching for grants.
3. Ms. Susan Loftin gave a review of the FACES initiative which is Family and Communities Empowering Students Grant we received from Wiregrass Foundation. Part of this is linked back to our YES WE CAN! Dothan Co-Owned Strategic Plan addressing Target 3 which is High Expectations and Accountability for All, Goal 12. Mrs. Margaret Johnson is the facilitator for this initiative that works with the Dothan City Schools. Mrs. Margaret Johnson addressed the Board stating FACES is one of the most important initiatives this Board has undertaken, it is a collaborative effort with the City of Dothan, the Chamber of Commerce, Envision, Dothan City Schools and our grantor, Wiregrass Foundation, and we believe all children can learn at high levels. We have three goals: Improve Student Achievement, Help School Climate and stress Family and Community Involvement. The final goal will be the full art infusion model for our schools and we will use art to teach. Phase 1 is the after school enrichment program, Phase II will be professional development to empower teachers and give them skills they need to implement the program and Phase III will be the total arts infusion model. We have partnered with the Cultural Arts Center, Extension Service, the Northview Cheerleaders helped in the after school program, and private individuals. We had different classes: art, cheerleading, chess, creative movement, drama, football, hip hop dance, music, soccer and gave children

exposure they had not had and would not normally have. The program has been a great success serving over 269 students. The Principals have reported fewer discipline problems and attendance has been greater. Volunteers have been private individuals, retired teachers, present teachers, foster grandparents, RSVP volunteers, Board Member volunteers and since November they have logged in more than 1,200 hours of service. We are in the planning stage of Phase II. Wiregrass Foundation has afforded us the opportunity, through the grant process and line items, for training and expending funds in ways that we would not normally spend. The Grantor said we intend for you to use it in ways that will help enrich students. We are heading in the right direction and it can be replicated throughout the system. Ms. Susan Loftin reviewed the data for Faine and Grandview as outlined in Attachment "A". Discussion was held regarding math at Grandview, summer school and the Wiregrass Foundation and we have hired a teaching assistant for each grade at each school.

4. Dr. Sam Nichols addressed the Board stating all of you received a memorandum from Mr. Manuel about an expenditure with the Faine/Grandview project and I want to clarify it. The issue raised in the memorandum was the teachers from Grandview and Faine spending the night in Troy for a workshop. I made the exception because earlier I issued an Administrative Directive on travel guidelines. On that particular day the teachers and Principals that attended had spent their day in workshops and finished about 5:30 in the afternoon. They all attended an awards banquet at 7:00 that night and it lasted until about 9:30 so rather than have them travel back to Dothan after the end of the awards banquet and get up the next morning and go back to Troy, I approved for them to spend the night in Troy for that one night. This was a part of the grant from the Wiregrass Foundation and it was written into the budget for travel expenses. I hope that clears up any questions you may have had and my rationale for allowing that to happen. Dr. Steve Stokes asked if there would be anything written in the record supporting your comments, Mr. Manuel wanted his letter put into the minutes. Mr. Mike Manuel stated my letter is required by law to be put into the minutes. Dr. Steve Stokes stated there ought to be an explanation if that is agreeable to the Board explaining. Mr. Mike Manuel stated the procedures that I asked Dr. Nichols to approve did say that these regulations or rules would apply regardless of the funding source. Dr. Sam Nichols stated it was just the late night banquet that I felt it necessary for the group to spend the night in Troy. Ms. Gayla White asked if exceptions were made for other schools. Mr. Mike Manuel stated since the policy was approved in October we have made no other exceptions. I had one employee this year that got up at 4:30 to drive to Mobile for a conference that started at 8:00. When she got there the conference had been cancelled. I did not reimburse her for meals, I did reimburse her for mileage but this is the only exception that has been made for this procedure. Mrs. Brenda Guilford asked what funds it came from. Dr. Sam Nichols stated the Wiregrass Foundation and the Arts Alliance of Alabama grant. Dr. Steve Stokes stated we would need a written statement to go in the record attached to Mr. Manuel's letter is that right Mrs. Johnson. Mrs. Margaret Johnson stated it my understanding they are not public funds these funds are for the Faine/Grandview Project FACES and is funded through Wiregrass Foundation and specifically has in there funds for unusual expenses. We will have additional unusual expenses are we to say that it cannot be used that way. These are not public funds these are grant monies. Dr. Steve Stokes stated my understanding with grants dealing with them at the university level is whoever gives the grant specifies how those monies are to be spent and of course under Alabama law. Are you the Administrator of these funds? Whoever supervises the grant funds on behalf of the Wiregrass Foundation I would think would have approval of how those funds are going to be spent? Mrs. Margaret Johnson stated they did tell me through the Foundation that the monies were set aside for specific unusual expenditures, things that we are going to do or have done that are not normal expenditures from the public funds that we cannot do. Is there going to be some qualification on how they are spent? Are we going to say no to certain things even though the grant says you do it that way? Dr. Steve Stokes stated whoever gives the grant specifies how the funds are spent and they are spent in accordance with the grantor. Mr. Mike Manuel stated these are public funds. When the Board accepts those and they are deposited into the Board's checking account they become public funds and are subject to expenditure of the laws of Alabama. Dr. Steve Stokes stated if you say that it means it would have to be prorated based upon the legislature. Mr. Mike Manuel stated no but they are public funds. The source may be from the Wiregrass Foundation but once that money is deposited into the Board's account it becomes public funds and they are subject to the laws and regulations of the State of Alabama and the Dothan City Board of Education. Dr. Steve Stokes asked are you opposed to the Superintendent petitioning you for these funds as they are needed and you retain them under your control. Mr. Mike Manuel stated the money has already been deposited into the Board's account. I will continue to point it out because I am required by law, as I did this time. The laws says as the Chief Financial Officer deems and in my professional opinion if I feel like an expenditure is inappropriate or not in compliance with Alabama law I will continue to make the Board aware of it. I am required by law. I have no choice and the money is public funds. How can you have a grant to spend money that is contrary to public law? Dr. Steve Stokes stated I do not think providing transportation costs is contrary to public law. Ms. Gayla White stated it was not transportation costs, it was spending the night. Mr. Mike Manuel stated it was spending the night and being reimbursed for meals when a procedure was in place and approved by the Superintendent to not do that. Dr. Sam Nichols stated it was my procedure. Mr. Mike Manuel stated but making the exception is unfair to every other employee that has been subject to that procedure. Dr. Steve Stokes stated we are spending grants funds and that is different from getting money that is voted on by the legislature. Mr. Mike Manuel stated we spend Title I money that is grant funds. Dr. Steve Stokes stated Federal law tells you how to spend those funds do they not? Mr. Mike

Manuel stated they are subject to Federal and State law and I am saying when you accept a grant and the money is deposited in the Board's checking account it is public funds. I am not arguing over the appropriateness of them going to Troy for a professional development activity. I am not questioning whether it was needed to go there and that they learn and help in this FACES project. My comment was that the exception was made to a procedure that had been approved and it was contrary to that procedure and I have no choice but to report it. Mrs. Brenda Guilford asked if the funds are presented on a yearly basis. Mr. Mike Manuel stated the money for this current year has already been deposited. Mrs. Brenda Guilford asked like many other grants if you do not use this money do you have to return it. Mr. Mike Manuel stated I am sure they will want their money back if they do not spend it but we do it with other grants that we get. If we do not spend it we have to return it to the grantor. Mrs. Brenda Guilford asked if there is anything to look at to see if they have gone above their budget. Mr. Mike Manuel stated they are not above their budget. Dr. Steve Stokes stated we need a legal opinion. Why not ask Mr. Segrest to give us an opinion on whether or not if a grantee gives you funds if you should use those funds in accordance with the grantees instructions. Ms. Gayla White stated the grant still cannot be used to contradict what our Board policy is I think that is the issue. Dr. Sam Nichols stated it was not Board policy it was my directive. Ms. Gayla White stated that contradicts what is a directive to every other employee. Dr. Steve Stokes stated that is right but every other employee is traveling based upon State funds voted by the legislature. Mr. Mike Manuel stated not necessarily. Dr. Steve Stokes stated to me if you have a person giving you monies and they give you instructions you ought to try to abide by the instructions if you do not you will not find very many people that will give you funds. We need to accommodate Wiregrass Foundation's instructions if at all possible. Mrs. Margaret Johnson stated when we entered into this venture that directive that you later gave was not in place so with these monies we came into with the understanding that they will be used a certain way. Subsequent to that we have had a change in our economy so a different directive has been issued. Does that apply? When they were in collaboration they understood there would be some different needs and the entire initiative was based on the fact that there would be different needs and monies would be expended in different ways. Dr. Steve Stokes stated if agreeable to the Board we have Mr. Manuel's letter in the record, Dr. Nichols explanation in accordance with the Foundation's guidelines and we can ask for a legal opinion from Mr. Segrest and we can enter that in later because it may be that the Foundation needs to hold those funds in escrow and as we need them the Superintendent can request those funds. I would think if I am a Foundation and I have to abide by State law that may be in opposition of what I am in favor of I would just hold my monies in escrow until you ask for them. Then you can approve them on an item by item request. Is that agreeable to the Board? Mr. Franklin Jones asked if Dr. Nichols could change his directive. Dr. Steve Stokes stated we are already under proration and it will open the flood gates to every other employee that travels and we do not have the money. Dr. Sam Nichols stated because of the circumstances for this trip I thought it was reasonable for me to make an exception to that directive. Mrs. Margaret Johnson stated with all due respect I know Mr. Manuel said it is not fair to other employees but this is a different program so it is not the same as every other employee. If we could have an expedient answer because we have some things coming up and I fully intend to do what we need to do for this FACES program. Dr. Steve Stokes stated Mr. Segrest says he thinks he can have us an answer by the 18th.

5. Mrs. Allyson Morgan addressed the Board giving a flu update stating there are currently 13 probable cases with 4 confirmed, she met with the nurses last Monday giving them extra copies of the Pandemic Flu Plan for the schools, we will use SchoolCast for notification if necessary, as of 4:30 today there were no cases in our area, the State Department would not confirm the suspected case at Troy, we have issued masks, gowns, instructions on washing hands, and sent notice to the schools to have hand sanitizers in all classrooms and accessible to all students to use.
6. Mr. Mike Manuel reviewed the Resolution on One Month Operations Balance in Reserve stating it is required by law and requested the Board approve it tonight. We are required to develop a plan and this would be your plan should you approve this Resolution Dr. Stokes and the Superintendent would need to sign it and we would forward it to the State Department for their approval. Dr. Steve Stokes asked where the units were going to come from. Mr. Mike Manuel stated we currently have 30 teacher units that are funded from local funds that we propose in the plan to eliminate the funding of those units from local funds and absorb them from some other source or the actual elimination of the teachers units either through retirement or resignation. Dr. Steve Stokes asked about the time frame. Mr. Mike Manuel stated they are going to come back at the end of this fiscal year and hopefully we will be closer to our one month if not we will be called to Montgomery again and the Board will have to develop and approve another plan for next year. Dr. Sam Nichols stated this is why I want Mr. Manuel to report to the Board every month on our General Fund status. He has done that and another report will be coming up May 18th. Mr. Mike Manuel stated now we are ahead of one month but the law requires that a Plan be developed and approved by the local Board and submitted to the Department of Education. It is not like we do not have money but our reserve is not equal to one month's operating balance which is required by the School Fiscal Accountability Law. This is different from the President's stimulus package. Dr. Steve Stokes asked where most of the locally funded teacher units are. Mr. Mike Manuel stated the majority are at the secondary level. Dr. Steve Stokes asked if the majority were at DTC and the alternative school and he would like to see where locally funded units are and what the distribution is. Mr. Mike Manuel stated the units at the high schools are earned based on the average daily membership at DHS and NHS and you earn "X" number of teacher units. The Board has a Technology Center and they have P.A.S.S. Academy so when you take all those units and

add them together at those four locations we have more than what is earned at DHS and NHS. At the four middle schools they earn "X" number and we have more units than are earned at the State. It is becoming increasingly difficult for local Boards to fund teacher units out of local monies beyond what they earn through the State foundation program especially for us because we have the lowest ad valorem tax rate of any system in the State. Dr. Sam Nichols stated another thing that has created this problem is pay increases and benefit increases that have been mandated by the State and we have to apply those to local units. Mr. Mike Manuel stated we do not get any funding from the State on that we absorb all of it. Dr. Steve Stokes asked if the time frame is to take 30 unfunded teacher units out of the system over the next year. Dr. Sam Nichols stated yes. Dr. Steve Stokes stated he would like to see where the units are coming from because if you are going to take the units away we need a plan on how we are going to provide those services. Dr. Sam Nichols stated we have calculated the number of teacher units earned at each school where in the past we may have allowed 1, 2 or maybe 3 over what the State has allocated. We have tried to trim those back and you will find across the board at every school. Mr. Mike Manuel stated almost every school in the system has units above what they earn and are paid out of local money. Dr. Steve Stokes stated it seems like they were at P.A.S.S. Academy and DTC and if those two programs are going to bear the brunt of this reduction then we need to think about what we will do to maintain those programs or modify the programs. Mr. Mike Manuel stated I do not think he is going to recommend the closing of either one of those facilities but there would be units that would have to come from somewhere in the high school program to stay within the amount of units that are earned. Ms. Gayla White asked for an update of where those units would be cut between retirements and resignations. Dr. Sam Nichols stated we could do a breakdown by school on the number of teacher units they earn and we can tell you how many units will be assigned to that school. Mr. Franklin Jones stated historically cuts have come from P.A.S.S. Academy. Dr. Sam Nichols stated last time we had major cuts at P.A.S.S. Academy and last year. Those units at P.A.S.S. are calculated with our secondary schools. They are earned at NHS and DHS. Where we use those units is how we develop our programs. A lot of local units have been placed at P.A.S.S. Academy because that school does not earn any units. (See Attachment "B")

7. Dr. Sam Nichols reviewed the proposed Agenda for the May 18th Board meeting.

Mrs. Brenda Guilford made a motion seconded by Ms. Gayla White to reconvene into Regular Session as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None.

Ms. Gayla White made a motion seconded by Mr. Chris Maddox to approve the Consent Agenda as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None.

Code of Conduct – Revision Recommendations for "No Fight Policy"

Bid: Temporary Classroom Buildings (12): Faine-2/Grandview-6/Cloverdale-1/Selma Street-2/Landmark-1

School Fiscal Accountability Act

Resolution on One Month Operations Balance in Reserve (See Attachment "B")

Dr. Dell Goodwin presented the Personnel Agenda deleting Items 4.2.28, 4.3.8 and changing 4.6.1 to reflect an effective date of July 1, 2009. Mrs. Brenda Guilford requested Item 4.6.1 be pulled.

Ms. Gayla White made a motion seconded by Dr. Hays McKay to approve the Personnel Agenda with modifications, pulling Item 4.6.1, as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None. (See Attachment "C")

Ms. Gayla White made a motion seconded by Mr. Chris Maddox to approve Item 4.6.1 of the Personnel Agenda as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None. (See Attachment "C")

Mrs. Brenda Guilford addressed Dr. Nichols asking when the advertisement opened for this position. Dr. Sam Nichols stated it was a two week advertisement. Dr. Dell Goodwin stated it opened April 2nd and ended April 16th. Mrs. Brenda Guilford asked how it was advertised. Dr. Dell Goodwin stated it was advertised on the web and copies were sent to all the schools. Mrs. Gayla White asked if it was advertised through the State. Dr. Dell Goodwin stated it was through the State website. Mrs. Brenda Guilford stated I talked with Dr. Nichols and a committee was put together, could you tell me who was on the committee. Dr. Sam Nichols stated I put the committee together and it included 3 parents, 2 teachers at Dothan High, Mrs. Allyson Morgan, Director of Secondary Curriculum, Dr. Dell Goodwin as Facilitator and Allyson Middlebrooks, PTO President at Dothan High School, as ex-officio member and I was present. Mrs. Brenda Guilford stated I have spoken with you and other Board Members and my concern about this was the length of time it was advertised. I did put in a call to the State Department to see. We have a sensitive situation here with the Dothan High Principal, with this position, and we want to make sure that we do all we can to get the best qualified applicant and that we do a good search. So I was seeking information on how long it would take to do a really extensive search so that we could possibly get the best applicant and make sure that the selection

process was a good one. I have expressed my concerns. When I first heard about it was through an e-mail from you that everything was done and I think some other Board Members fell into that same situation. At this point I would just like to hear from any other Board Members about concerns. Ms. Gayla White stated my question would be is the recommendation the highest qualified. I know the time frame is two weeks but we only had to advertise it for one week correct. Dr. Dell Goodwin stated it was two. Ms. Gayla White asked if the best qualified individual is the one that the committee and you are recommending. Dr. Sam Nichols stated all seven applicants were qualified to apply for the job. Mrs. Brenda Guilford stated I was concerned too that we did advertise the minimum amount of time which was two weeks. Dr. Dell Goodwin stated it can be for ten days and it was out there for fourteen. Mrs. Brenda Guilford stated I know this is a very sensitive situation and I have no problem with the person that maybe was selected however I am not so certain that we have done all that we could to make sure that we have a good process of selecting the committee. I do not think the Board had any input. I think system wide we have seven Board Members and I see nothing wrong that we all appoint somebody for the committee. I had several calls from parents and people in the community that felt like this process mainly the committee, it was not a committee that comprised the whole of our areas and before each Board Member would have appointed a person to the committee which would make seven. I feel like we did not do that and I really would like to make a recommendation of that. Are there no other comments from Board Members? Ms. Gayla White stated on the committee normally there has only been two occasions since I have been on the Board in 7 ½ years that a committee was chosen from outside of the Superintendent. Neither of those two times that I have been on the Board did we select people for those particular committees we have done it for the teachers uniform committee but we have never selected for Personnel. Mrs. Brenda Guilford stated I am not just saying it about the appointing but you had mentioned to me some concerns you had. Ms. Gayla White stated I talked to Dr. Nichols about it. Mr. Franklin Jones stated I am concerned because Mrs. Guilford was concerned and I shared that with the Superintendent. She seemed genuinely concerned about the process that took place and I shared that I did not have a problem with the process that took place. Ms. Gayla White requested Dr. Nichols share who served on the committee. Mr. Franklin Jones stated I do not think we ought to get involved. I have never been involved in the process where I helped the Superintendent recommend who he is going to recommend to the Board. I am concerned about where we are going if we start doing that. Mrs. Brenda Guilford stated keeping that in mind there are concerns and if we want to go ahead with this we will go ahead. The Superintendent can make a recommendation but it was not done that way, a committee can be stacked and I know if it is done where each Board Member puts a person on the committee then that makes a difference. I just want to keep that in mind and I will let it go as it is but that is a concern of mine and I have concerns from parents and other Board Members too. Mr. Franklin Jones stated I had the similar comments made to me also. Mrs. Brenda Guilford stated if you want to go like that then we will go ahead. Dr. Sam Nichols stated it is my recommendation.

NEW BUSINESS:

Dr. Sam Nichols acknowledged the YES WE CAN! Dothan delegation and their hard work.

Dr. Steve Stokes stated he had received a parent concern about her child having sunburns and referring me to a SunWise Program. It was a field event and the child received severe sunburn. Dr. Sam Nichols stated it happened at one of our elementary schools and he had spoken to the Principal.

Dr. Steve Stokes stated Mrs. Guilford asked me to discuss with the Superintendent about allowing parents to be present at tryouts to increase transparency. I see no reason why we cannot have parents present at the tryouts. Is there any opposition by the Board or concerns? I think it would reassure the parents that the process is transparent and everyone has their opportunity. Ms. Gayla White asked what the normal policy is at other systems. Dr. Sam Nichols stated I think you could find variations in all shapes and forms as far as how that is done. I spoke with Mrs. Guilford and I do not have an issue with there being a section of the building where parents can quietly observe or other people that would like to witness that tryout. They would be separate and apart from where the Judges would be. The decision is with the judges that are from outside the system. Mrs. Brenda Guilford stated we have to keep in mind we are not other schools we have a unique situation. Our parents are civilized and I think if we caution them just like we do at graduation there will be no heckling or whatever then these parents can see because right now they are blind sighted and it might not be a lot of trust but when it comes to our children we want to know that they are given an equal opportunity. So having parents there so they can see it might help in some situations otherwise we are going to have this situation come up year after year. Dr. Steve Stokes stated we could have a pep squad with basic skills which increases participation and then have an acrobatic team who do the flips and pyramids. Perhaps we should look at that increasing participation and increasing the squad. Ms. Gayla White stated in that case we would need to look at adding another supplement because you are asking a cheerleader sponsor to be responsible for even more girls than what they have to do. Dr. Steve Stokes stated we could expand the program and call it the pep squad and among the pep squad would be the acrobatic team that does all the gymnastics. Ms. Gayla White stated I do not have a problem with that as long as we take that into consideration. Dr. Steve Stokes asked for consideration. Dr. Sam Nichols stated we can have a discussion with staff about the pros and cons of doing something like that. Ms. Gayla White stated I think if you are increasing participation and accountability for our students as long as we are not taking away from the girls that truly make cheerleader and you have a pep squad. It can be a building program. I do not have a problem with it as long as we supplement them as well. Mr. Franklin Jones stated I will say again as I said before if it is a tryout it is a tryout it is not an exhibit. If it is going to be a cheerleader tryout it is going to be a tryout it is not an exhibit. We do not show pictures and say you are a good cheerleader. Dr. Steve Stokes stated we should

every way we can increase participation whether it be cheerleaders or athletics. I wish we had a chess team I wish we had all kind of programs because I think the more kids are involved the better the school system is. So anytime we can increase participation we are ahead of the game. Mrs. Brenda Guilford stated to make it stone clear he is saying if we are going to allow pictures then all the children need to know that. If you are going to allow pictures if you break something during tryouts then you can use pictures to show that you could jump then all the children need to know that so that they can all have pictures on them or with them somewhere so that they could show just in case they should break a leg before tryouts. All of this is what we are talking about and it might seem trivial to some of you but it is fairness. School is more than just going and getting your academics. It is all around things and they enjoy participating in sports and they want equal opportunity and that is what we need to give them. We should not hold tight to have it one way. Let's look at our whole school and let's try to blend in all the kids so that they can have equal opportunity and they can participate in all the sports and have a reason for wanting to come to school. Ms. Gayla White asked that we go ahead and visit the pep squad and have Mr. Manuel get us something on the supplement if we are going to do it. Dr. Sam Nichols stated we need to talk to the Principals and the Sponsors and see how it is handled in other schools and what kind of criteria. Mrs. Brenda Guilford stated we are not talking about a big pep squad. Mr. Franklin Jones stated if we have a pep squad we are going to have two problems. We need to handle cheerleading and we need to direct somebody to handle cheerleading or you as Superintendent need to direct your Principal to handle cheerleading and get it right.

Dr. Steve Stokes announced the Board would meet again on Monday, May 18th.

Ms. Gayla White made a motion seconded by Mr. Chris Maddox to adjourn the meeting. The motion carried unanimously. Voting was as follows: "YEA" – Stokes, Guilford, Jones, White, Addison, McKay, Maddox. "NAY" – None. "ABSTAIN" - None.

The meeting adjourned at 6:28 p.m.

Approved: May 18, 2009

Dr. Steve Stokes, Chairman

Sam Nichols, Superintendent, Secretary