

Date	Kind of Meeting	Where Held
December 16, 2013	Regular	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, Vice-Chairman, District 1 Mrs. Melanie Hill, District 3 Mr. Franklin Jones, District 2 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	Mr. Jimmy Addison, District 4

Dr. Harry Wayne Parrish called the meeting to order at 5:00 p.m.
Mrs. Brenda Guilford led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Approval of Agenda and Proposed Agenda Modifications

Mr. Tim Wilder requested the Agenda be amended to include the Personnel Addendum.

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to approve the Agenda and proposed Agenda modifications as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

School System News

School System News was presented by Principals and school participants: (1) Mrs. Tamika Fleming, Grandview Elementary School, (2) Mrs. Peggy Maddox, Heard Magnet School; and (3) Mr. Charles Corbitt, Girard Middle School.

Delegations

Mrs. Rosalyn James and Mrs. Doretha James presented information regarding the Heart Beat Health Fair. Dr. Prosper, from Tuskegee, stated they will have a grant to teach how to eat healthy and on behalf of the extension presented a 60 inch TV to Mrs. Debra Wright for Faine Elementary School. They are also sponsoring Mrs. Paula Dean and two students to take a trip to Washington D.C.

Board Comments

Mr. Chris Maddox and Mrs. Brenda Guilford wished everyone a Merry Christmas. Mrs. Melanie Hill stated she is amazed at the talent in Dothan City Schools and wished everyone a Merry Christmas.

Work Session for Public Hearing on Innovation Zone/Flexibility

Mrs. Brenda Guilford made a motion seconded by Mrs. Melanie Hill to adjourn into Work Session as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder stated this is about the Flexibility Bill and teacher certification reciprocity. Mr. Todd Weeks stated part of the Alabama Accountability Act of 2013 authorizes the State Department of Education and State Board of Education the opportunity to establish Innovative Schools and Innovative School Systems. The State Board of Education is able to enter into contracts with local systems to advance autonomy and innovation within school systems. We border Georgia and Florida and we also have a tremendous amount of people that come and go from Ft. Rucker. It is an overwhelming task for them not only with time but financially. The state is actually allowing us the opportunity to turn a plan in to be voted up or down. It would give us the ability to employ teachers and acknowledge the fact that they are certificated in the state they are coming from and that certificate will work in Alabama. Over 1,700 unique applicants to this system have certificates in other states and they have applied within the last 240+ days. In Georgia and Florida alone there are nearly 250 applicants that are certificated. We have a lot of applicants from the outside and before we can get them employed we have to get them through the process which takes time and a many times principals are faced with sticking a substitute in a classroom for a week or two trying to get all of this process taken care of. We hope to have the plan finalized in the next week or two. We will have another meeting in January yet to be determined. Discussion was held regarding losing teachers to other states because of the process, employees are having to spend over \$200 in testing and take time off from work, other systems are also presenting plans, we are asking for reciprocity, all of the Board has to sign off on it by the end of January, the plan is not extensive and the application will go before a committee asking for all 50 states.

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to reconvene into Regular Session as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Action Items – Adoption of Consent Agenda

Mr. Ben Armstrong made a motion seconded by Mrs. Melanie Hill to approve the Consent Agenda as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

- Minutes for July 8, 2013 Special Called Meeting and July 22, 2013 Regular Meeting
- Monthly Financial Reports and Accounts Payable/Payroll (see below)
- CNP Menu
- Head Start/Preschool Attendance
- Head Start Enrollment
- Project Update(s)

DOTHAN CITY SCHOOLS
General Fund Expenditures by Function for: Oct-13
Percentage of Budget Year Elapsed: 8.33% Unaudited - For Internal Use Only

Function	Function Code	Annual Budget	Year-To Date Activity	Budget Balance	Percent of Budget
Instruction	51100	40,566,622.43	3,215,974.59	37,350,647.84	7.93%
Guidance & Counseling Services	52120	1,794,950.19	146,156.05	1,588,794.14	8.42%
Health Services	52140	505,496.98	39,141.74	466,355.24	7.74%
Psychological Services	52170	290,254.95	24,524.21	265,730.74	8.45%
Speech Pathology & Audiology Services	52180	626,829.42	52,292.24	574,537.18	8.34%
Other Student Support Services	52190	108,197.38	4,800.68	103,396.70	4.44%
Instructional Improvement & Curr. Dev. Services	52210	1,016,337.69	93,621.03	922,716.66	9.21%
Instructional Staff Development Services	52215	102,612.34	35,214.00	67,398.34	34.32%
Educational Media Services	52220	1,411,980.53	115,366.04	1,296,614.49	8.17%
Office of School Administrator	52310	4,743,881.61	438,179.71	4,304,701.90	9.25%
Security Services	53100	-	-	0.00	#DIV/0!
Building Services	53200	4,658,316.00	299,531.21	4,358,784.79	6.43%
Grounds Services	53300	371,580.99	10,873.38	360,707.55	2.93%
Equipment Services	53400	279,744.45	56,202.81	223,541.64	20.09%
Other Operations and Maintenance Services	53900	17,296.03	1,442.08	15,853.95	8.34%
Transportation Administrative Services	54110	210,146.12	17,856.42	192,289.70	8.50%
Regular Transportation	54120	1,830,744.67	184,343.78	1,646,400.89	10.07%
Special Education Services	54130	380,661.34	29,751.35	350,909.99	7.32%
Transition to Work Transportation	54131	8,369.12	698.27	7,670.85	8.34%
Vocational Transportation	54140	5,000.00	3,394.96		
Extra/Co-Curricular Transportation	54150	3,250.00	1,990.51	1,319.49	59.40%
Transportation Vehicle Maintenance Services	54170	222,016.74	17,787.91	204,228.83	8.01%
Head Start Transportation	54181	-	3,729.71		
Magnet Schools from Zoned Schools Trsp.	54184	-	-	0.00	#DIV/0!
Child Nutrition	54210	-	77.78	(77.78)	#DIV/0!
General Board of Education Services	56110	18,150.00	3,059.02	15,090.98	16.85%
Other Board of Education Services	56190	155,000.00	-	155,000.00	0.00%
General Executive Administrative Services	56210	359,065.08	34,388.03	324,677.05	9.58%
Special Area Executive Administrative Services	56220	71,453.23	7,115.18	64,337.75	9.96%
Fiscal Services	56310	486,160.03	44,163.88	441,996.15	9.08%
Warehousing and Distribution Services	56340	74,416.70	7,743.04	66,673.66	10.40%
Other Business Support Services	56390	92,345.44	7,542.11	84,803.33	8.17%
Information Services	56410	7,321.83	610.16	6,711.67	8.33%
Data Processing Services	56420	478,845.62	45,580.44	433,265.18	9.52%
Staff Services	56430	244,980.83	19,865.53	225,115.30	5.76%
Other Central Support Services	56490	95,000.00	7,151.25	87,848.75	7.53%
Community Education	59120	70,000.00	-	70,000.00	0.00%
Extended Day/Dependent Care	59130	20,583.67	19,983.67	600.00	97.09%
Preschool	59140	535,999.23	55,981.12	480,018.11	10.44%
Other Expenditures	59800	415,658.30	-	415,658.30	0.00%
Total Expenditures		62,319,268.88	5,047,074.19	57,274,319.36	8.10%
Interfund Operating Transfers Out	59910	1,660,422.22	-	1,660,422.22	0.00%
Other Fund Uses		1,660,422.22	-	1,660,422.22	0.00%
Total Expenditures and Other Fund Uses		63,979,691.10	5,047,074.19	58,934,741.58	7.89%
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DOTHAN CITY SCHOOLS
General Fund Revenue for
Percentage of Budget Year Elapsed:

06/13
8.33%

Unaudited - For Internal Use Only

Revenue Sources	Funding Source	Budget	Revenues This Month	Revenues Year-to-Date	Under/Over Budget	% of Budget
COLLEGE PROGRAM	1110	\$ 40,290,861.00	\$ 3,368,948.00	\$ 39,661,243.00	\$ 289,438.00	97.20%
FOUNDATION PROGRAM - CURRENT UNITS	1130	-	-	-	-	ADN/0%
SCHOOL NUMBER PROGRAM	1220	332,527.00	27,711.00	329,816.00	2,714.00	99.19%
TECHNOLOGY COORDINATION	1221	25,147.00	2,262.00	26,913.00	1,766.00	107.27%
CAREER TECHNOLOGY ALLOCATION	1222	30,787.00	-	30,787.00	-	100.00%
ALABAMA READING INITIATIVE	1230	699,900.00	57,328.00	736,344.00	66,444.00	105.20%
AT RISK - ONE YEAR GRANT	1231	-	-	-	-	ADN/0%
HIGH HOPES	1240	-	-	57,831.00	57,831.00	ADN/0%
CHILDREN FIRST - ALABAMA TOBACCO SETTLEMENT	1249	32,079.00	2,678.00	31,814.00	265.00	98.17%
3R - STATE	1252	5,573.00	794.00	12,338.00	2,813.00	179.53%
HOPPY	1277	20,000.00	-	48,790.00	21,790.00	243.95%
GIFTED EDUCATION	1278	17,295.00	17,295.00	17,295.00	369.00	87.00%
MENTORING PROGRAM	1279	-	-	-	-	ADN/0%
CTE EXTENDED CONTRACT GRANT	1280	-	-	-	-	ADN/0%
HIGH SCHOOLS THAT WORK	1282	-	-	-	-	ADN/0%
CAREER CENTERS THAT WORK	1283	10,300.00	2,731.00	8,841.87	1,458.13	86.42%
AP GRANT AWARD	1285	-	-	3,448.63	3,448.63	ADN/0%
TRANSFORMATION - OPERATIONS	1310	2,533,437.00	210,450.00	2,545,858.00	12,421.00	100.86%
AT RISK	1313	207,993.00	2,009.00	254,309.00	46,316.00	122.40%
STATE REWARDS	1411	-	-	0	0	ADN/0%
PRE-SCHOOL - STAFF	1420	25,500.00	3,728.00	20,511.00	1,989.00	82.40%
SALARIES - PRE-KIT 9/2/08	1520	-	-	-	-	ADN/0%
KID'S SPECIAL APPROPRIATION	1523	-	-	-	-	ADN/0%
STATE EMPLOYEE BARTER	1523	278,408.00	-	178,400.00	100,000.00	63.89%
LEGISLATIVE SPECIAL APPROPRIATIONS	1700	7,308.00	-	29,000.00	12,692.00	173.63%
STATE CONTRACTS	1810	-	-	-	-	ADN/0%
PUBLIC SCHOOL FUND INTEREST	2180	0	0	0	0	ADN/0%
REVENUE EDUCATION AND TRAINING	2220	11,720.00	-	11,720.00	-	100.00%
DOX WITH SECTION LAND INTEREST	2204	-	-	549.00	549.00	ADN/0%
OTHER STATE	2281	-	-	38,480.00	130,000.00	ADN/0%
DISABILITY TERMINATION	3310	10,000.00	593.00	8,921.00	1,079.00	10.79%
DO-DARBY ROTC	5610	35,500.00	-	36,487.00	987.00	102.13%
DO-DARNEY ROTC	5660	49,000.00	-	67,097.00	18,097.00	134.89%
COUNTY RES AD VALOREM & B MILLS	6010	3,500,000.00	126,483.96	3,622,618.01	122,618.01	103.79%
CITY COUNTY AD VALOREM TAXES	6040	-	-	38,789.75	158,789.75	ADN/0%
BUSINESS PRIVILEGE TAX	6050	-	-	-	-	ADN/0%
COUNTY SALES TAX 1%	6110	6,349,299.00	515,280.69	3,892,552.92	35,428.58	99.08%
DISTRICT REGRAD VALOREM & MILLS	6210	2,875,000.00	139,862.84	2,838,276.12	36,723.88	104.68%
DISTRICT SPECIAL AD VALOREM 2.0 MILLS	6230	1,220,000.00	172,788.79	1,853,571.18	633,571.18	151.48%
OTHER DISTRICT AD VALOREM TAXES	6290	140,000.00	1,384.84	149,156.92	9,156.92	102.13%
HELPING SCHOOLS TAGS	6310	3,000.00	1,037.00	8,857.36	5,857.36	195.24%
REG. HOMES - REG. FEES	6380	25,000.00	-	32,087.72	7,087.72	131.65%
CITY SOURCE APPROPRIATIONS	6510	3,748,198.00	311,523.87	3,738,286.00	-	100.00%
REIMBURSEMENT FOR EXPENDITURES	6860	-	9,007.70	64,373.43	55,365.73	ADN/0%
INTEREST - REVENUE	6810	45,000.00	187.70	18,981.61	26,018.39	44.20%
LEGAL M-SELL AGREES	6870	-	-	8.92	8.92	ADN/0%
CHARLOTTE ORSINWARD	6921	-	2,184.45	278,177.40	275,992.95	ADN/0%
CONATIONS	6940	-	-	6,572.00	6,572.00	ADN/0%
MEDICAID REIMBURSEMENT OUTREACH PROGRAM	6965	200,000.00	-	188,127.04	11,872.96	94.06%
RESTRICTED LOCAL GRANT	6970	-	-	-	-	ADN/0%
SALV SCRAP MATERIALS	6970	-	-	-	-	ADN/0%
OTHER MISCELLANEOUS REVENUES	6980	-	20.69	109,087.64	109,067.00	ADN/0%
REIMBURSEMENT - TRIP CHARGES	6980	-	279.90	145,005.19	145,005.19	ADN/0%
OTHER TRIP CHARGES	6980	-	1,120.31	2,227.02	1,106.71	ADN/0%
Total Revenue	ADN/0%	62,945,048.00	4,036,405.33	43,018,468.46	170,447.48	100.11%
INDIRECT COST REVENUE	9010	439,492.76	3,051.20	228,510.30	19,982.46	66.46%
LOANS	9040	-	-	-	-	ADN/0%
INTERFUND OPERATIONAL TRANSFERS IN	9210	234,732.00	563.08	605,107.08	370,375.08	153.40%
SALE OF FIXED ASSETS	9310	-	-	-	-	ADN/0%
RE-IMBURSEMENT RECOVERIES	9320	-	-	30,793.18	100,793.18	ADN/0%
Other Financing Sources		665,834.76	3,644.28	662,043.90	2,631.16	99.82%
Total Revenue and Other Financing Sources		63,610,882.76	4,042,049.61	43,678,482.36	173,078.64	100.11%

REPORT TO DOTHAN CITY SCHOOLS BOARD OF EDUCATION
ACCOUNTS PAYABLE AND PAYROLL
12/02/13

DATE	BATCH	DESCRIPTION	CHECK NUMBERS	TOTAL
11/02/13	69186	AP	204905-204929	\$30,739.59
11/02/13	69189	AP	204930-204930	\$718,287.91
11/04/13	69217	AP	204931-204942	\$290.88
11/05/13	69227	AP	204971-204971	\$132,198.00
11/05/13	69236	AP	204972-204972	\$978,426.79
11/05/13	69241	AP	204972-204972	\$10,216.50
11/06/13	69267	AP	D.D. 180-188	\$69,289.97
11/06/13	69268	AP	204973-205049	\$215,632.93
11/07/13	69284	AP	205050-205059	\$265,332.00
11/08/13	69286	AP	D.D 199-203	\$49,173.84
11/07/13	69286	AP	205060-205078	\$7,780.86
11/07/13	69287	AP	205079-205080	\$5,149.34
11/07/13	69293	AP	205081-205082	\$732.88
11/08/13	69322	AP	205083-205083	\$24,486.00
11/12/13	69399	AP	205084-205084	\$2,677.50
11/12/13	69409	AP	205085-205081	\$440.64
11/14/13	69448	AP	205092-205092	\$26,673.50
11/15/13	69450	AP	205093-205110	\$68,748.65
11/20/13	69525	AP	205111-205111	\$26,397.00
11/22/13	69526	AP	D.D 204-236	\$94,162.11
11/21/13	69527	AP	205112-205224	\$230,773.30
11/25/13	69581	AP	D.D. 237-237	\$3,106.63
11/25/13	69582	AP	205225-205233	\$40,317.68
11/25/13	69589	AP	205234-205237	\$5,749.97
10/18/13	69437	AP	PAVA PYMT	\$6,880.74
11/01/13	69191	PAYROLL	299187-299187	\$1,289.21
11/07/13	69259	PAYROLL	299188-299193	\$23,885.81
11/07/13	69276	PAYROLL	299194-299197	\$1,694.48
11/26/13	69555	PAYROLL	299198-299294	\$2,427,304.38
11/26/13	69563	PAYROLL	299225-299230	\$73,168.49
11/26/13	69576	PAYROLL	299231-299235	\$390.00
11/26/13	69579	PAYROLL	299236-299238	\$408.07
11/26/13	69561	VOID		(\$2,411.48)
11/01/13	69195	ATF		\$287.80
11/02/13	69197	ATF		\$134,269.44
11/07/13	69479	ATF		\$8,040.76
				\$5,708,982.07

The computer groups all checks and information entered into the computer by a "batch number." These "batch numbers" can quickly identify any or all amounts listed above.

I hereby certify that all bank statements as of 10/31/13 have been reconciled.

Armelia M. O.
Name

12/12/13
Date

Personnel Services

Mr. Todd Weeks present the Personnel Agenda and Addendum.

Mrs. Brenda Guilford made a motion seconded by Mr. Chris Maddox to approve the Personnel Agenda and Addendum as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See Personnel below)

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
 FROM: Tim Wilder
 DATE: December 16, 2013

I recommend approval of the following personnel items:

- A. RESIGNATION(S):
 1. Amy Thomas, Tutorial Assistant (3 hours and 45 minutes/day) at Grandview Elementary school for the 2013-2014 school year only, effective December 10, 2013

B. APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Amanda Daugherty – C	B.S., University of Alabama at Tuscaloosa, Alabama	0 Pending 1 year verification of school experience	0	First Grade Teacher at Morris Slingluff Elementary School (Replacing Nicole Burns)	December 17, 2013

NOTE: Principals are in the process of interviewing for some key vacancies; therefore, we may have an addendum.
 ADDENDUM, DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
 FROM: Tim Wilder
 DATE: December 16, 2013

I recommend approval of the following personnel items:

- A. RESIGNATION(S):
 2. Teresa P. Skipper, Sixth Grade Teacher at Honeysuckle Middle School, effective January 1, 2014
- C. LEAVE REQUEST(S):
 1. Robyn Mathison, Kindergarten Teacher at Montana Magnet School, effective October 23, 2013
 2. Jennings Tisdale, Second Grade Teacher at Heard Magnet School, effective January 29, 2014
- D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):
 1. Marcus Jordan, additional temporary employment with the band at Northview High School, to be paid out of Northview High School Band Booster Account, effective the 2013-2014 school year, this is a one-time payment

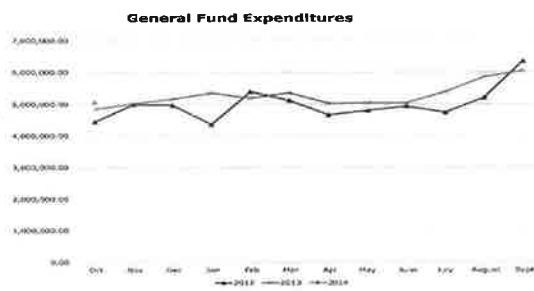
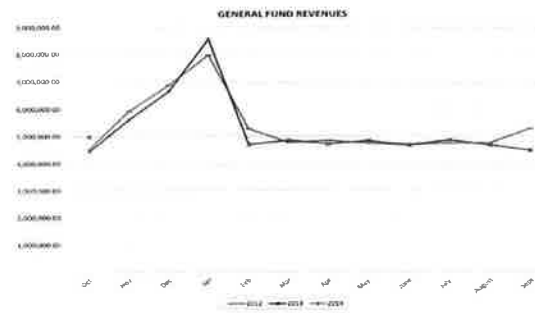
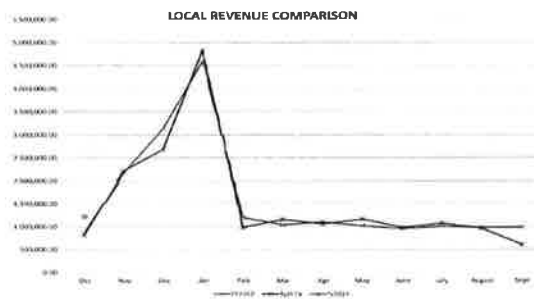
Superintendent Recommendations

Mrs. Allyson Morgan gave an update on the Strategic Plan stating the team will be back on January 14th to work with students and parents, some will get a phone interview, we will contact City officials and State legislators, on January 6th through 14th there will be a survey for anyone to participate. It will also be sent out in the utility bill.

Mr. Mark Williams gave an update on Technology stating the teacher iPads arrived on Thursday and Friday we had volunteers from the schools come to put them in cases, 340 were done in ½ a day, it was very organized, and they were synced this weekend. People are excited and we have a great buy-in. Mr. Tim Wilder stated you guys have done a great job Mark through you leadership.

Mr. Mike Manuel gave a Budget Update reviewing the General Fund Balance Comparison, Local Revenue Comparison, General Fund Revenues, Analysis of General Fund Expenditures and General Fund Recap. (see below)





Beginning Fund Balance, 10/01/2013	\$ 7,401,700.34
Operating Revenues	\$ 4,976,905.33
Operating Expenditures	\$ (5,047,074.19)
Operating Excess(Deficit)	\$ (70,168.86)
Other Fund Sources	\$ 3,644.00
Other Fund Uses	\$ -
Net Uses	\$ 3,644.00
Net Results YTD	\$ (66,524.86)
Ending Fund Balance 10/31/2013	\$ 7,335,175.48
Months Operating Balance	1.45
Compared to Amount at 10/31/2012	1.65
Compared to Amount at 09/30/2013	1.40

Superintendent's Report

Mr. Tim Wilder referred to Item 5.8.2 on the handout (see below) stating we have requests for a leave of absence from our system to go to another system and do an internship that is required by their college to get a degree. Last year we had one the Board did not approve so she had to resign her job and go get her degree and try to get her job back. These people that have come to us now are wanting a leave of absence from the Board and while they go and do an internship and hold on to that job security and come back. In the policy it states "5.9.7 The Superintendent is authorized to grant professional leave with pay to Board employees to engage in educational activities which, in the judgment of the Superintendent, serve the needs and interests of the school system. The number of days approved for such leave will be at the discretion of the Superintendent. All out-of-state travel must be approved by the Superintendent." You may read it to mean professional development leave or professional leave meaning a leave of absence. There is not a policy in the handbook that says what we do when someone requests this type of leave of absence. I have heard from people that have been here before that the Board used to grant it if they were tenured employees and make them resign their job if they were probationary employees. Most if not all of these are support staff trying to get their Bachelor's degree and even teaching degree. Mr. Todd Weeks stated they are non-tenured support employees and one is a teacher. Mr. Tim Wilder stated from what I understand they need to start in January and I need the Board's guidance. They are all different situations and different schools. If we do grant a leave of absence we have to pay for someone to be there and they do hold on to their position. Discussion was held regarding the time frame requested, a semester, and there is nothing for the Board to see at this point. Mr. Tim Wilder stated they need something from me to say whether they can do it or not. Discussion continued regarding swapping duties for the evening, each university in each state all require different things for their respective teacher, and one decided not to do it because she felt like there was a risk she would have to resign therefore she decided to wait. Mrs. Allyson Morgan stated one did not come before the Board. I spoke to Dr. Goodwin and she said that the Board did not grant leave so she never came. Mr. Todd Weeks stated let me draw your attention to "5.9.2 - g. Other unpaid leave that is specifically approved by the Board upon a showing of substantial hardship or extraordinary circumstances." It would be up to the Board to determine hardship or extraordinary circumstances and it would be unpaid but they would maintain their jobs. Mrs. Melanie Hill stated they would be guaranteed when they came back they would have a job. Mr. Chris Maddox stated there is a discrepancy in the policy that would need to be clarified in 5.9.7 because it says specifically "The Superintendent is authorized to grant professional leave with pay to Board employees..." and I think the intent behind 5.9.7 would be for professional development but we do not specifically say that in the policy so that is something we probably need to clarify. I am not opposed to the leave but I am certainly not in favor of paying someone while they are on leave. Mr. Jere Segrest stated it appears to me from the 5.9.7 the policy talks about days rather than months. The number of days approved for such leave so that would appear to me to be a short term rather than several months. Mr. Tim Wilder stated basically we do not have a policy that addresses internship leave of absence other than things listed under 5.9.2. I understand whatever decision the Board makes will set a precedence that other folks will come forward and want to do as well. Mrs. Brenda Guilford stated if we are going to open this up then we are going to have a number of people and we will have to make a decision that we can carry on down the line. Most of this has happened through personnel as short term as our attorney said. Mr. Tim Wilder stated the worst case scenario we thought about too was we grant the leave, they get the degree; they come back and leave because they have found a job somewhere else. Those are the risks we take with doing this. The easiest thing to say is everybody must resign their position unless there is some kind of contract they have with the Board. Mr. Ben Armstrong asked can any of these individuals earn tenure while they are on leave. Mr. Jere Segrest

stated if they remain employees they would. Mr. Tim Wilder stated we have some that wanted to start in January but I need to sit down with Mr. Segrest and go over some questions and answers with him unless you are prepared to make a decision. Mrs. Melanie Hill stated I am like Mrs. Guilford we could get a lot of back lash with this and a lot of people. It could disrupt some schools if you had 3, 4 or 5 people at a time. Mr. Ben Armstrong stated are you concerned that we could have 3, 4 or 5 requests for leave. Mrs. Brenda Guilford stated there are many people that start working as an aide and go back to school. Mr. Ben Armstrong stated at some point they are going to ask for that leave regardless of whether we grant it or they are either going to resign their position. It is going to disrupt the school either way. Mrs. Melanie Hill stated the tenure piece is pretty significant. Dr. Harry Wayne Parrish stated they are going to improve their position and not going back to the other position. Mrs. Melanie Hill stated there is no guarantee they will come back to us either. Mr. Jere Segrest stated once you start it you get into questions of discrimination by not letting everyone do it. Mrs. Brenda Guilford stated we need time to think about it. Mr. Tim Wilder stated what I would ask the Board to do in this situation until the Board can draft some kind of policy is to ask them to resign their position. Would the Board give me the authority to tell them we would not grant a leave of absence in this case right now that we will readdress it in January. Mr. Ben Armstrong stated with 5.9.2-g in order for us to make that determination we would have to have some presentation of facts from that employee. In my opinion, it would have to be case by case. It would have to be an actual presentation. Mr. Tim Wilder stated if they want to resign they do it on their own but I am not given the authority to grant them a leave of absence that has to come from the Board and I do not think you are prepared to do that.

- 5.8.2 Alternate Data Storage - Personnel file data may be stored or maintained electronically or digitally.
- 5.8.3 Confidentiality - In general, the contents of an employee's personnel file will be deemed confidential except for documents, information, and materials that are matters of public information or public record under applicable state or federal law.
- 5.8.4 Access to Personnel Files - Board members, the Superintendent, Board administrators (including principals), employees of the Human Resources Department, and other persons whose duties reasonably require access to personnel files are authorized to view, copy, and use the contents of personnel files for purposes that are required by or in keeping with their official duties on behalf of the Board.

5.9 Employee Leave

- 5.9.1 Work Attendance as Essential Job Function - Punctual, regular attendance is an essential job function of every job and position, and employees are expected to report to work when scheduled to work and to remain at work each working day.
- 5.9.2 Absences - Except as otherwise authorized under Board policy, employees may be absent from work only in the following circumstances:
 - a. Illness, injury or other qualifying reason for sick leave or on-the-job injury leave under state law or the Family Medical Leave Act;
 - b. Personal leave;
 - c. Vacation leave;
 - d. Professional leave;
 - e. Military leave;
 - f. Court leave;
 - g. Other unpaid leave that is specifically approved by the Board upon a showing of substantial hardship or extraordinary circumstances.

Employees who know in advance that they will be absent from work must notify the Board of the expected absence in accordance with procedures specified by the Superintendent or the Board. In the event of an emergency or incapacity that makes advance notice impractical, employees must notify the Board of their absence as early as possible. Except as otherwise provided or permitted, an employee who is absent from work without approved leave will be considered absent without leave in violation of Board policy and subject to appropriate disciplinary measures. Employees who are approved for paid leave or absences will be paid at the regular daily rate of pay; however, a day of paid leave or absence will not be counted as a day worked for the purposes of computing overtime under the Fair Labor Standards Act. Pay will be reduced on a pro rata basis for leaves or absences not covered by sick, vacation, personal, or other appropriate form of paid leave. The continuation of benefits during an approved absence is subject to the provisions of the particular benefit policy or plan.

5.9.3 Paid Sick Leave

- a. Persons Eligible for Paid Sick Leave - All regular full-time employees are eligible for paid sick leave.
- b. Earning and Accumulation of Paid Sick Leave - All eligible employees earn sick leave days at the rate provided for in state law. Eligible employees may accumulate sick leave as provided by state law.
- c. Use of Sick Leave - Eligible employees may only use paid sick leave for absences caused by the following:
 - 1. Personal illness;
 - 2. Incapacitating personal injury;
 - 3. Attendance upon an ill member of the employee's immediate family, defined as a spouse, parent, child, sibling or any person with a close personal tie;
 - 4. Death of a family member, including a spouse, parent, child, sibling, mother or father-in-law, son or daughter-in-law, brother or sister-in-law, nephew or niece, grandparent, grandchild, aunt or uncle;
 - 5. Death or care of an individual with whom unusually strong personal ties exist because of a relationship other than those listed above.
- d. Certification - Employees must certify that sick leave was used for one of the reasons provided in state law and specify the reason. If an employee is on sick leave for five (5) or more consecutive days, the employee shall provide his principal or immediate supervisor with a statement signed by a

doctor certifying to the illness or injury. Abuse of sick leave may subject the employee to disciplinary action.

- e. **Restrictions** – The following restrictions shall apply to sick leave:
1. Sick leave for certificated employees shall not be granted in increments of less than one-half (1/2) day.
 2. Sick leave for support employees shall not be granted in increments of less than two (2) hours.
 3. Full pay for sick leave shall be allowed only if the absences fall within the definition of sick leave as defined in this policy and the employee has sufficient accumulated sick leave days.
 4. Using the balance or any part of accrued and unused sick leave at the time of retirement will not be permitted, unless the employee meets the conditions for use of sick leave as defined above. However, an employee who is eligible for service retirement is entitled to use the accrued unused sick leave toward retirement as prescribed by rules of the Alabama Teacher's Retirement System.
 5. No cash payments for accrued and unused sick leave will be made by the Board.

Reference: ALA Code §§18-1-18 (1975)

5.9.4 **On-The-Job Injury Leave** – On-the-job injury includes an accident or injury to an employee that occurs in the course of performing job duties for the Board or when the employee is directed or requested by the employer to be on the property of employer and which prevents the employee from working or returning to the job. Employees who are accidentally injured on the job may be approved for paid "on-the-job injury" leave without using sick days, provided that:

- a. The injured employee submits written medical certification from the attending licensed physician stating that the employee was injured and cannot return to work due to a specified injury, if there is a reasonable expectation that the employee will return to work and, if so, the expected date of that return. The Board may require a second opinion from a Board specified physician, at its expense.
- b. The employee submits a signed written account of the accident attested by a principal or department head within twenty-four (24) hours after the injury occurred. If the injured employee is not able to notify the Board, another person reasonably knowledgeable about the employee's condition and circumstances leading to the injury may provide the required notification.

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after the close of business on June 30th of each year. Vacation days may not be bought, sold or donated. Employees will be paid for accrued vacation time if not used prior to the effective date of resignation or retirement, subject to the preceding limitations regarding accrual of vacation days.

- d. **Scheduling** – Vacations must be scheduled with the knowledge and approval of the employee's supervisor and shall be scheduled to ensure minimal disruption to the operation of the school system. No individual employee may take in excess of one hundred twenty (120) vacation hours in any given month without the express written authorization of the Superintendent or his designee.
- e. **Special Circumstances** –
 1. **Contract** – The amount of vacation leave may be adjusted for personnel who are employed under a special contract (e.g., the Superintendent).
 2. **Past Accrued Time** – Employees who had accrued an excess of two hundred forty (240) hours of vacation leave as of November 17, 2008, shall not forfeit those excess hours. Payment for those accrued excess hours shall be made based on the employee's daily rate of pay in effect on November 17, 2008.
- f. **Payment for Unused Vacation Time** – Payment of accrued, but unused, vacation leave up to the limits contained in the above section shall be made upon separation from employment provided notice to separate employment has been made and approved by Board action. Such request to be paid for accrued unused vacation leave shall be in writing to the Chief Financial Officer. This payment of unused accrued vacation leave shall not extend an employee's contract. Payment of unused accrued vacation leave shall be made of the employee's daily rate of pay in effect on the date of death, retirement, resignation, or other termination. The payment so made shall be in full discharge of the Board's obligation to the employee for the payment of accrued but unused vacation pay.

5.9.7 **Professional Leave** – The Superintendent is authorized to grant professional leave with pay to Board employees to engage in educational activities which, in the judgment of the Superintendent, serve the needs and interests of the school system. The number of days approved for such leave will be at the discretion of the Superintendent. All out-of-state travel must be approved by the Superintendent.

5.9.8 **Military Leave** – Military leave is available to all eligible employees in accordance with state and federal law.

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Upon a determination that the employee has been injured on the job and cannot return to work, the Board may maintain the employee's salary and benefits for the period of incapacity caused by the injury, not to exceed ninety (90) days. An employee who is injured on the job may file a request for unreimbursed medical expenses and costs with the State Board of Adjustment. The Board will provide such reasonable assistance to the employee in filing the Board of Adjustment claim as is required by law, but assumes and will have no responsibility or liability for processing the claim or directly reimbursing the employee any unreimbursed medical expenses and costs. On-the-job injury leave will be administered in accordance with and subject to the requirements and limitations imposed by state law regarding such leave.

Reference: ALA Code §§18-1-18 (1975)

5.9.5 **Personal Leave** – All regular, full-time employees are eligible for five (5) personal leave days annually (two days provided by State and three additional local days). Employees who take more than two (2) full days of personal leave during a school year will be charged the current daily rate of pay for the employee's substitute (regardless of whether or not a substitute is employed) for each additional leave day taken.

Personal leave days are noncumulative from year to year. Personal leave must be requested in writing in accordance with such procedures as may be established by the Superintendent or the Board. Personal leave should not routinely be requested before or after a school holiday or in the first or last ten days of a school term.

The employee may convert any unused state-funded personal leave days to sick leave or compensation paid at the current daily rate of pay for the employee's substitute. Unused, locally-funded personal leave days may be converted to sick leave days; however, compensation is not available for locally-funded days.

Reference: ALA Code §§18-4-20 (1975)

5.9.6 **Vacation**

- a. **Eligible Employees** – Twelve-month (242 day) full-time employees are eligible for paid vacation.
- b. **Vacation benefits** – Eligible employees will earn 8 hours and forty minutes of vacation time per month, up to eighty (80) hours per scholastic year, subject to the following limitations regarding accrual of vacation days.
- c. **Accumulation of Vacation Time** – Employees may carry over unused vacation days from one scholastic year in the following scholastic year, but no employee may carry over more than two hundred forty (240) hours of vacation days for use in any fiscal year. Any accrued, but unused, vacation days in excess of two hundred forty (240) hours will be forfeited.

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5.9.9 **Court Leave** – Part-time and full-time employees are entitled to regular compensation while performing jury duty (ALA Code §§12-8-25) or when the employee is summoned under subpoena or other legal requirement to testify at trial in a court of law or in an administrative proceeding constituted under the statutory authority of the agency conducting the proceedings. Paid leave is not authorized for employees to meet with attorneys, to attend depositions, or in otherwise prepare for legal proceedings unless the presence of the employee is requested or required by the Board.

5.10 **Family and Medical Leave Act (FMLA)**

5.10.1 **Eligible Employees** – The FMLA is applicable to all persons who have been employed for at least twelve (12) months and have worked a minimum of 1,250 hours during that twelve (12) month period.

5.10.2 **Medical Leaves Provided by the Act** – Under the FMLA, eligible employees are entitled to twelve (12) weeks of unpaid leave during any twelve (12) month period for one or more of the following reasons:

- a. The birth and first year care of a newborn child;
- b. The placement of a foster child or adoption;
- c. The care of an immediate family member, defined as a spouse, child or parent, with a serious health condition;
- d. The taking of medical leave because of the employee's own serious health condition.

For the birth, adoption, or foster placement of a child, the entitlement to leave for child care expires at the end of the twelve (12) month period beginning on the date of birth, adoption, or placement. Leave associated with the illness of a child will only be provided if the child is under eighteen (18) years of age or is incapable of self care due to physical or mental disability.

5.10.3 **Serious Health Conditions** – The term "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves the following:

- a. Any period of incapacity in connection with or following inpatient care in a hospital, hospice, or residential medical care facility.
- b. Continuing treatment by a health-care provider, to include any period of incapacity due to:
 - i. A health condition, including treatment and recovery, lasting more than three (3) consecutive days, and any subsequent treatment or period of incapacity relating to the same condition,

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2. Pregnancy or prenatal care;
 3. A chronic, serious health condition which continues over an extended period of time, requires periodic visits to a health care provider, and may involve episodes of incapacity (e.g., asthma and diabetes);
 4. A permanent or long-term condition for which treatment may not be effective (e.g. Alzheimer's, severe stroke) and for which supervision of a health-care provider is required;
 5. Multiple treatments for restorative surgery or for a condition which would likely result in a period of incapacity of more than three (3) days if not treated.
- 5.10.4 **Military Family Leave Provided by the Act**
- a. **Qualifying Emergency Leave** – Under the FMLA, an eligible employee with a spouse, child, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may utilize the twelve (12) week medical leave entitlement to address qualifying exigencies resulting from that service.
 - b. **Military Caregiver Leave** – An eligible employee, who is the spouse, child, parent, or next of kin of a covered service member, is entitled to take up to twenty-six (26) weeks (including any medical leave provided by the Act) of unpaid leave during any twelve (12) month period (beginning the first day of the leave) to care for an individual covered service member with a serious injury or illness incurred in the line of duty while on active duty that may render the service member medically unfit to perform the duties of the member's office, grade, rank, or rating. A covered service member is a member of the Armed Forces, including the National Guard and Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness incurred in the line of duty on active duty.
- 5.10.5 **Spouse Employed by the Board** – Spouses who are both employed by the Board are limited to a combined total of twelve (12) weeks of family leave for the birth and care of a newborn child, for the placement of a child for adoption or foster care, for the care of a parent who has a serious health condition, and for qualifying exigency leave. Spouses who are both employed by the Board are limited to a combined total of twenty-six (26) weeks for military caregiver leave.
- 5.10.6 **Intermittent Leave** – An employee may take leave intermittently or on a reduced leave schedule only when medically necessary to care for a spouse, parent, or child or to receive planned medical treatment. Intermittent leave should be scheduled to the extent practicable so as not to unduly disrupt the operations of

employee will continue to be responsible for payment of employee's portion of any cost, premium, or like payment that is required to maintain eligibility for the coverage or benefit. An employee that does not return to work after FMLA leave, will be required to reimburse the Board for the cost of benefits coverage extended to the employee during the leave, unless the reason for the employee's failure to return to work is (i) a continuing serious health condition suffered by either the employee or a family member, or (ii) other circumstances beyond the employee's control.

5.10.13 **Instructional Employees** – Medical leave taken by eligible instructional employees is subject to further limitations and provisions established by the FMLA. The Superintendent or his designee is authorized to develop additional information and guidelines concerning Instructional Employees.

3.11 **Sick Leave Bank**

A "Sick Leave Bank" plan for full-time certified and classified employees is hereby established in accordance with applicable provisions of state law. A Sick Leave Bank Committee will be established to oversee the operations of the Sick Leave Bank in accordance with state law and the following provisions:

- a. **Sick Leave Bank Committee** – The Sick Leave Bank Committee will be composed of one member representing the Board and four members representing participating members of the sick leave bank.
 - Board Representative** – The Member representing the Board will be appointed by the Superintendent, subject to Board approval.
 - Participant Representatives** – The participant representatives will be selected by the sick leave bank members.
- b. **Procedures for Selecting Employee Representatives on Committee**
 1. **Nomination** – Before each election of participant representatives, the Board will hold an open nomination period. Any employee who is eligible to participate in the sick leave bank may be nominated for one of the participant representative positions. Nominations must be written and must be received in the Human Resources Department by the deadline specified in a notice to be provided by the Superintendent or his designee through Board publications and other means of communication that are generally used for such purposes.
 2. **Voting** – Each eligible nominee will be placed on the Sick Leave Bank Committee ballot. Voting will take place by ballot at Board facilities at the time specified or as may otherwise be provided by the Board. Supervision of voting will be by local facility personnel. Voting members will be required to verify their ballot

- the Board. Intermittent leave may be further limited for teachers in accordance with federal law.
- 5.10.7 **Use of Vacation and Sick Leave** – If an employee has available sick leave, vacation leave or other applicable paid leave, the employee must utilize those forms of leave before taking unpaid leave under the FMLA. In that instance, the paid leave and the FMLA leave will run concurrently and the employee's twelve (12) weeks of unpaid FMLA leave will be reduced by the paid leave utilized, as long as the need for such leave results from one or more of the qualifying reasons under the FMLA.
- 5.10.8 **Notice** – Employees seeking leave under the FMLA must provide thirty (30) days advance notice of the need to take leave when the need is foreseeable. When the need for leave is unforeseeable, employees should notify their supervisors as soon as possible. Employees must also provide notice of the need for qualifying exigency leave as soon as practicable.
- 5.10.9 **Certification for Medical or Military Caregiver Leave** – Every request for FMLA leave based upon the serious health condition of the employee or employee's spouse, children, or parents, or leave as a military caregiver must be supported by medical certification issued by the appropriate health care provider on forms provided by the Board. For leave based on a serious health condition of the employee or employee's spouse, child, or parent, the Board reserves the right to obtain a second opinion from an independent health-care provider designated by the Board. If the opinion received by the employee and the second opinion conflict, the Board and the employee must agree on a third provider to issue a binding opinion. Both the second and third opinions (if necessary) will be at the expense of the Board.
- 5.10.10 **Certification for Qualifying Exigency Leave** – Certification will be required by the Board for requests for qualifying exigency leave. Certification must be timely submitted on forms available from the Board. For the first such request, certification may include a copy of the military service member's duty orders or other military documentation.
- 5.10.11 **Return to Work** – The Board may require an employee who has taken leave due to the employee's own serious medical condition to provide the Board with a healthcare provider's certification in order to return to work. Any employee who takes leave under these provisions will be entitled to be restored to the original position held when the leave commenced or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.
- 5.10.12 **Maintenance of Benefits** – Benefits accrued by the employee before leave is taken are not lost when approved FMLA leave is taken. Employees who are on approved FMLA leave will remain eligible to participate in benefit programs in which the employee was enrolled at the time of the leave, provided that the

by signing the Board's voter record, Votes will be forwarded to the Human Resources Department for final tabulation. The four candidates receiving the highest number of votes will serve as participant representatives on the Sick Leave Bank Committee.

- e. **Term of Committee Members** – Sick Leave Bank Committee members will serve for a term of one year and may not serve for more than three years.
- d. **Chairman of the Sick Leave Bank Committee** – The Sick Leave Bank Committee will elect a chairman from among its representatives at its first annual meeting. The chairman will be responsible for recording organizational minutes, for conducting meetings, and for organizing meetings as necessary.
- e. **Meetings** – The Sick Leave Bank Committee will meet at least annually following each enrollment period. The Committee will also meet as necessary in its discretion.
- f. **Sick Leave Bank Committee Duties** – The Sick Leave Bank Committee will develop proposed rules and regulations for the Sick Leave Bank, to be submitted to participating members for approval. At a minimum, said rules and regulations must include those terms and provisions that are required by statute. The Committee has the authority to review both participation in the Bank and requests for leave to ensure compliance with state law, Board policy, and such rules and regulations as may be adopted by the Sick Leave Bank Committee.
- g. **Employee Participation** – Participation in the Sick Leave Bank is voluntary and open to all full-time employees of the Board. However, employee participation is subject to such rules and regulations regarding enrollment procedures, deposits, withdrawals, and participation as may be developed by the Committee.

¹ *Source: AIA Code 20-20-1195E*

3.12 **Administrative Leave**

The Superintendent is authorized to place an employee on administrative leave upon a determination that the best interests of the school system would be served by such action. Administrative leave relieves the employee of regular work responsibilities pending resolution of the matters or circumstances that gave rise to the leave. Administrative leave is not disciplinary in nature or purpose and does not affect the employee's compensation, benefits, leave, or nonprobationary status. Administrative leave may be accompanied by such additional restrictions or conditions as may reasonably be imposed by the Superintendent under the circumstances (e.g., limitation on access to school property). The status of employees who are on administrative leave will be reviewed and reported to the Board periodically or as otherwise may be directed by the Board.

Mr. Tim Wilder stated Susan Loftin's retirement reception will be in the Teachers' Center on Thursday the 19th at 3:30.

Executive Session for Student Hearing(s) and Personnel

Mrs. Melanie Hill made a motion seconded by Mr. Chris Maddox to adjourn into Executive Session. The motion carried. Voting was as follows: "YEA" – Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Jere Segrest stated there will be four student hearings and one personnel hearing which last an 1½ to 2 hours.

Mrs. Melanie Hill left the meeting.

Mr. Franklin Jones arrived at the meeting.

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

Mr. Jere Segrest stated there was no action taken in Executive Session.

Mr. Tim Wilder recommended student number 60215 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones that student number 60215 remain at PASS Academy for the remainder of this school year and student may return to his/her home base school at the beginning of the next school year. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder recommended student number 45552 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Chris Maddox that student number 45552 remain at PASS Academy for the remainder of this school year and student may return to his/her home base school at the beginning of the next school year. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder recommended student number 90551 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Ben Armstrong that student number 90551 remain at PASS Academy for the remainder of this school year and student may return to his/her home base school at the beginning of the next school year. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder recommended student number 45525 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones that student number 45525 remain at PASS for the remainder of this school year and the first semester of next school year. Student must then go through a readmit hearing before returning to his base school. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder recommended employee number 5849 be terminated effective immediately.

Mr. Chris Maddox made a motion seconded by Mr. Franklin Jones to approve the Superintendent's recommendation that employee number 5849 be terminated effective immediately. The motion carried. Voting was as follows: "YEA" – Jones, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

New Business

Dr. Harry Wayne Parrish wished everyone a Merry Christmas and stated the Board would meet again on January 13th for a Special Called meeting and January 21st for a Regular meeting. (See additional Board meeting dates below)

DOTHAN CITY SCHOOLS, BOARD OF EDUCATION, BOARD MEETINGS: Board Agendas are posted to the Dothan City Schools website: www.dothan.k12.al.us. On the morning of the Board meeting the Agenda will be replaced with the Board Agenda Packet (under the Agenda column). Click on Administrative Services on the right side then click on Board Meetings on the left side. We also have the Board meeting calendar, listing Regular and Workshop meetings only, under School Calendars on the website. Regular Meetings are normally held on the 3rd Monday of each month. All meetings are scheduled for 5:00 p.m. in the Dothan City Schools' Teachers' Center, 500 Dusy Street, **unless otherwise announced**. Meeting dates are occasionally changed due to holidays or conflicts. Additional Special meetings are held as needed and are announced in local media.

DATE & TIME	TYPE & LOCATION
January 13, 2014 – 5:00 PM	Special Called Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
January 21, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
February 10, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
February 18, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
March 10, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
March 17, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
April 14, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
April 21, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
May 12, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
May 19, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
June 9, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
June 16, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

Adjournment

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

The meeting adjourned at 8:45 p.m.

APPROVED: April 21, 2014

Dr. Harry Wayne Parrish, Chairman

Tim Wilder, Superintendent, Secretary