

<b>Date</b>	<b>Kind of Meeting</b>	<b>Where Held</b>
December 9, 2013	Special Called	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
<b>Presiding Officer</b>	<b>Members Present</b>	<b>Members Absent</b>
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, Vice-Chairman, District 1 Mr. Franklin Jones, District 2 Mrs. Melanie Hill, District 3 Mr. Jimmy Addison, District 4 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	

Dr. Harry Wayne Parrish called the meeting to order at 3:03 p.m.  
Mr. Franklin Jones 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 add the Personnel Addendum.

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

**Board Comments**

Mrs. Brenda Guilford thanked the Board for the opportunity to go to the conference in Birmingham. Mrs. Melanie Hill stated it was very informative.

**Executive Session for Student Hearing(s)**

Mr. Jere Segrest stated the Executive Session is solely for student hearings and it will last a couple of hours.

Mr. Franklin Jones made a motion seconded by Mr. Chris Maddox to adjourn into Executive Session for Student Hearing(s) as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Guilford, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Jimmy Addison and Mr. Ben Armstrong arrived.

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

No action was taken in Executive Session.

Mr. Tim Wilder recommended student number 70907 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison that student number 70907 remain at PASS Academy for the remainder of this school year. At the end of this time the student will be evaluated for return to his base school. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder recommended student number 18285 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison that student number 18285 be permanently expelled from Dothan City Schools as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong. "NAY" – Jones, Maddox. "ABSTAIN" – None.

**Personnel Services**

Mr. Todd Weeks stated next Monday night we will have a public hearing concerning Plan 2020 and some of the flexibility within this plan Superintendent's in the State. We will be talking about teacher certification and reciprocity and how certificates go back and forth between this State and other States. We are trying to get some leniency and flexibility on how we deal with employees or perspective employees so we need to have the hearing as part of the application process. Mr. Tim Wilder stated this is part of the Flexibility Bill that the legislature passed last year and school districts are allowed to ask for a waiver from the State with certain rules that are exceptional to your area. In our area with Ft. Rucker and us being close to Florida and Georgia many times we get people that move here that

have been teaching 20, 25 or 30 years in another State and have to retake all of these tests and they say never mind. We lose a lot of good people that way. Florida and Georgia have reciprocity and I ask the Board to support that recommendation for us to ask for a waiver from the State so if we do have teachers from other States that Alabama honor a successful teaching certificate from another State. We do have to have a public hearing on that before we ask the State for that waiver. Mr. Todd Weeks presented the Personnel Agenda with Addendum.

Mr. Ben Armstrong made a motion seconded by Mr. Jimmy Addison to approve the Personnel Agenda and Addendum with the exception of D.7 as presented and as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See Personnel below)

Mr. Chris Maddox congratulated Susan Loftin on her retirement after 37 ½ years. Thank you for your dedication and service. Mrs. Susan Loftin stated I want to tell the Board how much I appreciate the opportunity to have built a career with Dothan City Schools. It has been a wonderful career. I have loved it and enjoyed working with all of you.

Mrs. Brenda Guilford pulled Item D.7.

Mr. Chris Maddox made a motion seconded by Mr. Franklin Jones to approve Item D.7 of the Personnel Agenda as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Addison, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – Guilford. (See Personnel below)

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members  
 FROM: Tim Wilder  
 DATE: December 9, 2013

I recommend approval of the following personnel items:

- A. RETIREMENT(S):
  - 1. Susan Loftin, Director of Elementary Education at Central Office, effective December 31, 2013
- B. RESIGNATION(S):
  - 1. Carolyn Hamilton, Special Education Teaching Assistant at Girard Elementary School, effective January 1, 2014
- C. TRANSFER(S):
  - 1. Cynthia Helms, transferring from Child Safety Monitor (3 hours/day) for the 2013-2014 school year only at PreSchool/Head Start Center to part-time Teaching Assistant (19.5 hours/week) for the 2013-2014 school year only at PreSchool/Head Start Center, effective December 10, 2013 (New position – General Fund – Maintenance of Effort Requirement)
- D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):
  - 1. Sheila Rizzi, additional temporary employment for Extended Day for Kelly Springs Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2013-2014 school year
  - 2. LaJuana Brown, additional temporary employment for ticket sales for Girard Middle School, as needed, to be paid out of Athletic Funds, effective the 2013-2014 school year
  - 3. Kevin Dorsey (ARC), additional temporary employment for ticket sales for Girard Middle School, as needed, to be paid out of Athletic Funds, effective the 2013-2014 school year
  - 4. Paula Hartzog, additional temporary employment for ticket sales for Girard Middle School, as needed, to be paid out of Athletic Funds, effective the 2013-2014 school year
  - 5. Katreana Morris, additional temporary employment for ticket sales for Girard Middle School, as needed, to be paid out of Athletic Funds, effective the 2013-2014 school year
  - 6. Nicole Thomas, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 7. Nicole Guilford, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 8. Deborah Anna Armstrong, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 9. Stephanie Tisdale, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 10. Suronda Brown, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 11. Coretta Gholston, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 12. Tamera Ard, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 13. Joe Dunegan, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
  - 14. Christina Graham, additional temporary employment for After-school Tutorial Program at Girard Middle School, pending enrollment, as needed, to be paid out of General Fund, effective the 2013-2014 school year
- E. APPOINTMENT(S):

C-Certified/S-Support	Name	Degree/College	Related Experience		Assignment	Effective Date
			School	Other		
1. C	Anna Comeens –	M.S., University of Alabama at Birmingham at Birmingham, Alabama	0 Pending 6 years verification of school experience	0	English as a Second Language Teacher at Central Office (Replacing Suzan Knight)	December 10, 2013

2. Carol Johnson – S	B.S., Auburn University at Montgomery at Montgomery, Alabama (certified teacher)	0 Pending 11 years verification of school experience	0	Tutorial Assistant (19 hours/week) at Morris Slingluff Elementary School for the 2013-2014 school year only (Replacing Stephen Tsukuda)	January 7, 2014 for the 2013-2014 school year only
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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 9, 2013

I recommend approval of the following personnel items:

B. RESIGNATION(S):

2. Sandra Egan, Fifth Grade Teacher at Faine Elementary School, effective end of the day January 6, 2014

E. APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
3. Shellie Roberts – S		0	0	Child Safety Monitor (3 hours/day) – for the 2013-2014 school year only at PreSchool/Head Start Center (Replacing Karla Cooley)	December 10, 2013 for the 2013-2014 school year only

F. CONDITIONAL APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Mitchell Thornton - C	B.S., Faulkner University at Montgomery, Alabama	0	0	Mathematics Teacher at Dothan High School – Pending Certification and Highly Qualified (Replacing Frank Waller)	December 10, 2013

G. VERIFICATION OF HIGHER DEGREE(S):

1. Amanda Davis (Kelly Springs Elementary School), verification of Master's Degree recognized by the State Superintendent on December 6, 2013
2. Amber Heath (Honeysuckle Middle School), verification of Master's Degree recognized by the State Superintendent on December 6, 2013
3. Robert Irvin (Dothan High School), verification of Master's Degree recognized by the State Superintendent on December 6, 2013
4. Phillip Mitchell (Honeysuckle Middle School), verification of Master's Degree recognized by the State Superintendent on December 6, 2013
5. Sonya Strassburg (Highlands Elementary School), verification of Master's Degree recognized by the State Superintendent on December 6, 2013

**Superintendent Recommendations**

1. Technology Update: Mr. Tim Wilder stated there will not be a vote tonight or next week. They will give a brief report. One misconception, I think people are concerned we are rushing into this. We have had iPads in schools for about 2 years and have been using them in just about every grade. Our teachers have been using them for a couple of years. Mr. Mark Williams, Ms. Susan Loftin, Mrs. Lee Jacobs, Mr. James Berry, Mr. Todd Weeks and Mrs. Allyson Morgan all shared information from their committees. Discussion was held regarding getting input from students, teachers, administrators, parents, community members, teaching and learning in a different way, being competitive, provide opportunities, professional development, continue to support the teachers, go to their schools for after school training, how to roll out the iPads: elementary package, middle school package and high school package, every month there are 1 to 2 trainings from 3:30 to 6:00, positive reaction, there are two training sessions a day, digital citizens classes for students and parents, usage fees, the iPads are etched with DCS, loaner iPads, fast repair process for damaged devices, they will be routed through our filters, tracked through the existing system, stored at the schools, iPads are a lot easier, AirWatch, mobile, issues regarding cameras and with AirWatch we are able to monitor that, iPad is number 1 in the US, there are more applications and more support, the iPads work and we do not see that success with laptops, anticipate a possible need of 2 additional employees in the technology department, do not anticipate a high breakage or failure, bandwidth, connections from Central Office to the schools is adequate, nothing has been ordered on the students side, this is a curriculum and device change, we need the professional development, instead of them coming here have someone in the schools, teach instructional coaches how to teach technology, code of conduct, acceptable use policy, with an initiative there is no way to create enough policies and procedures, it will be ever changing, researching different systems, how do kids take care of iPads, their responsibilities, what applications are going to be legal, protect them, store them, what software will be used, what do we do when it is left at home, responsibilities of the children and parents, promotion within our system is our best positive perception and then business community, there is energy about moving forward, want to bring out technology in our system, want to reach out to the city and housing authorities to see if they are willing to give WiFi in certain areas, students can

download a certain APP and have it at home, and 15 principals have signed up for professional development after school and 3 online classes.

2. Superintendent's Report: Mr. Tim Wilder stated we have 10 more expulsion hearings. We will work out a schedule and will need to start earlier. Next Monday start at 2:00 and on January 13<sup>th</sup> change to a special called meeting and start at 2:00. The other idea is to take them once every other month just for expulsions. Dr. Harry Wayne Parrish stated at the next Board meetings do 3 at 5:00 and put a time limit on us or a 20 minute time limit on the student hearings with 4 expulsions starting at 5:30 on December 16<sup>th</sup>. Mr. Tim Wilder stated we will have architect interviews in January.

**New Business**

Dr. Harry Wayne Parrish stated the Board would meet again on December 16th. (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](http://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
December 16, 2013 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
January 13, 2014 – 5:00 PM	Workshop @ 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. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to adjourn. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

The meeting adjourned at 7:16 p.m.

APPROVED: April 21, 2014

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Dr. Harry Wayne Parrish, Chairman

  
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Tim Wilder, Superintendent, Secretary