

Date	Kind of Meeting	Where Held
December 5, 2011	Board Work Shop	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 Mr. Franklin Jones, District 2 Mr. Charles Woodall, 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 5:00 p.m.
Mr. Ben Armstrong led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Board Comments:

Mr. Franklin Jones, Mr. Charles Woodall, Mr. Jimmy Addison, Mrs. Brenda Guilford, Mr. Ben Armstrong and Mr. Chris Maddox had no comments.

Dr. Harry Wayne Parrish stated I guess we will talk at the next Board meeting about how well Beverly did at the Best Robotics. Mr. Tim Wilder stated we will have our Best Robotics Teams present and be recognized. Mr. Chris Maddox stated I will say this for what it is worth I went up there this weekend and both teams represented the City School System exceptionally well. We need to point it out to them as well. Mr. Tim Wilder stated Mr. Weeks is here today and I acknowledge Beverlye, congratulations. Dr. Harry Wayne Parrish stated I am really proud of you all.

Approval of Agenda and Proposed Agenda Modifications:

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

ADJOURN INTO WORK SHOP:

Mrs. Brenda Guilford made a motion seconded by Mr. Chris Maddox to adjourn into work session as recommended by the Superintendent. The motion carried unanimously. Voting was as follows: "YEA" – Jones, Woodall, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder stated the first thing I want to bring your attention to Mr. Chairman is the Post Retirement Employment listed at the top and you have a lot to read. I am bringing this to the Board next week and wanted you to have this information. Mr. Manuel or Dr. Goodwin can also tell us about this but basically what they are doing is with so many retirees the State has made it possible for there to be a post retirement employment and the rules of that are here. Now, what I understand other school boards are doing is whether to approve this and allow this to happen, whether to not allow it to happen, whether it is to be a Principal's recommendation to me and then I recommend it to you. We are not taking any official action tonight on this. Dr. Goodwin you worked a little bit with this, am I on the right path here we need to make a decision on whether this or not or take it case by case. Dr. Dell Goodwin stated right. Mr. Tim Wilder stated if you look at number 2 at the top, you cannot exceed the limitations of earnings. The limits are subject to change each year. The limit for the 2011 calendar year is \$22,000. We have some people retiring. Mr. Chairman I want to open it up for comments but the only negative I see is all of our jobs as much as we cut over the last several years I do not know of a job right now that is full-time that we can make into part-time. It would be something we would need to look at case by case. For example, I know that we have two Reading Coaches that have retired and are looking at something like this but I do not think that ARI that funds this is going to allow us to put somebody in those positions part-time nor do I know of any other position in our district that can be taken away full-time and replaced with part-time. Again, I want you to have this and want to hear your thoughts. This is something we are going to bring up next week for you to decide. The reason why the timing is now is we do have those people that have already retired officially as of December 1st. Are there any comments from the Board? Dr. Harry Wayne Parrish stated when I retired from education I did something similar to this. Somebody asked me to do something for them and I did it. I signed a contract and they just paid me for all the work I did. Of course it was supposed to be part-time and it was not part-time. I knew that going it that it was not going to be part-time. The point I am making is it is situation by situation. There may be some situations like what I had. Mr. Franklin Jones asked how are you defining part-time. Dr. Harry Wayne Parrish stated I just did a contract that I would do a certain service for them and get paid a certain amount. There was really no part-time or full-time thing it was just a contract. I think it is saying the same thing here you must be employed under contract for permanent full-time position. Mr. Tim Wilder stated I do not know that we are always bound by these rules. If somebody came to us and said we will work for \$22,000 we will work part-time or we will work all the time for \$22,000 a year they can always back up and say you know what I am

not going to do that after a month or two and that is what worries me about that. There is also something out there which they did in Florida which was dangerous but some people do it. There are people that contract our employees and we pay them but it is a full salary and in Florida it kind of back fired on them where it went back and forth in court. Basically, they are postponing their retirement to take this. I understand they cannot receive any retirement benefits is that correct. Dr. Dell Goodwin stated they can substitute the month of December but you still have to advertise the position they were in because they have already retired from the Board and then they would have to be reemployed to work temporary January through May and the employee would have to come out of retirement and then go back into retirement in May. Most of the employees I have talked to are really not interested in it because they are scared something might happen to their retirement. We have only had one or two that have expressed an interest in it but they wanted to work three days a week instead of full-time and we do not have any positions that are just three days a week. Dr. Harry Wayne Parrish stated that is not what I am asking and I am not trying to get in a long discussion on this. If you have a contract, the way I see and you tell me Dell is this wrong, I am a retired educator and I can only make \$22,000 a year so if I contract with you and tell you I want to be the bus director and I know that is not part-time and it is a big job and I decided to do that. Is that what this is saying here, I could do that if you contracted with me to do that job? Dr. Dell Goodwin stated that is not what this is saying. Mr. Tim Wilder stated it does get deeper. Administrators are different from teachers I understand too. Using a director example it would be better probably to use a teacher as an example and a teacher would be coming out of retirement to work for \$22,000 a year and under the same rules which are outlined. This Board can either stay away from it or act on it as a case by case basis. You can either say no we are not going to consider any or we are going to consider all. We are not going to make that decision tonight. Dr. Harry Wayne Parrish stated I am glad I cleared that up because I thought it was like it was when I did it. Mr. Jimmy Addison asked Mr. Jones if he got his question answered because I had the same question. Mr. Franklin Jones stated I was asking Mr. Wilder. I was requesting the interpretation or definition of part-time. That is what I did not understand. Dr. Dell Goodwin stated part-time would be instead of working five days a week it might be three days a week or half days instead of full days. Instead of a 40-hour work week they would work 36-hours. Mr. Jimmy Addison stated let me ask you this. If somebody said I am going to work part-time and I am going to work three days a week as a classroom teacher and say it was Science and Math because they are hard to find those teachers and we did not have anybody that qualified for the job so we said okay we will contract with you to work at this salary whatever the salary is, \$22,000 is the top, and we contract for a salary and you work three days a week the other two days of the week there would have to be a substitute teacher in that classroom. Could that person be hired as a substitute teacher for those other two days? Dr. Dell Goodwin stated they could be hired as a substitute teacher. Mr. Jimmy Addison stated in other words they could contract with this salary and then paid as a substitute for two more days. Mr. Tim Wilder stated we are getting into Mr. Manuel's stuff I imagine now. Dr. Dell Goodwin stated no they could not do that. Mr. Tim Wilder stated tell us why. Mr. Mike Manuel stated because they would be considered a full-time employee at that point. It would be over 20 hours a week. The part-time teacher law requires you bring a part-time teacher back like that, a retired teacher; their salary has to be based on the salary schedule based on their degree and experience. Dr. Dell Goodwin stated it has to be advertised as such. Mr. Jimmy Addison stated I just said if we did not have anybody that was qualified. We just did not find anybody that has a Science certification. So we are going to go from December to the end of school with no certified teacher in that classroom. We are going to hire somebody to come in as a substitute teacher to finish out the school year. Mr. Tim Wilder stated if it came to that and the person would not work for \$22,000 a year I think we have to make a decision. Do we have any situation that is the case that we know of? I see what he is saying if it came to that situation can somebody come in, take it a step further, if somebody came in March or February and leaves and it is one of those that is hard to fill in the middle of the year can we bring one of those people back or does it have to be January 1. Dr. Dell Goodwin stated it does not have to be January 1. Mr. Mike Manuel stated it has to be a 30-day break in service, they have to go to the retirement system and suspend their retirement at that point and they can come back and work full-time. They can do that up to two years and once the two years is up they would have to petition the retirement system to reinstate their retirement at that point. They could work until the remainder of the school year once they have suspended their retirement. After they give the retirement system 30 days notice. They could work the month of December during those 30 days as a substitute and then after the 30 days notice they could be hired back full-time. Dr. Harry Wayne Parrish stated I am reading what Mr. Manuel has said in the top three things: 30 day break in service, the retiree is not employed in a permanent full-time position, and the retiree's compensation does not exceed the earning limit. So you could do \$22,000 and you do the substitute on top of that it could exceed the earning limit. Mr. Mike Manuel stated we have had a couple that have come back and done that and we have to monitor that really closely or they will lose their retirement. Not only are you limited to \$22,000 a year, you are limited to how much you can earn a month. Mr. Tim Wilder stated this Board may want to take a case by case basis instead of just slamming the door and saying no. Mr. Mike Manuel stated we have had a couple of teachers that have done this in the past. We had two special ed teachers at Northview did that for a number of years. One of them decided she did not want to be retired anymore and has come back out of retirement. As Dr. Goodwin said, those positions were advertised as part-time. You have to monitor their retirement to make sure they do not exceed not only the year limit but the monthly limit. Dr. Dell Goodwin stated but also with the new law on the health insurance if they do not retire at the end of May of this year and they stay on that extra year like Mike was mentioning they will be stuck with that higher health insurance. This is just allowing the Board to hire them to finish out this year. Mr. Ben Armstrong asked how many do you anticipate being affected by this? Mr. Tim Wilder stated we only have two that expressed interest according to Dr. Goodwin and those jobs are being advertised because we had to because they are retired so we are advertising those jobs and it does not mean they could not come back but it would be at the \$22,000 a year. If you will just read through this and call Mr. Manuel or Dr. Goodwin or me before then and if you do not feel good about it we could always table it but I know we have got people that are kind of interested in doing this. Dr. Harry Wayne Parrish stated the other option is retire December 1st return to full-time January 1st for the remainder of the school

year, just suspend your retirement. That is probably the most logical. Mr. Charles Woodall asked do we have people doing that? Dr. Dell Goodwin stated we do not all of this is new. Mr. Tim Wilder stated nobody has expressed coming back on a full-time basis. Dr. Dell Goodwin stated if they come back it would be to finish out from January to May. Mr. Tim Wilder stated that would be at the \$22,000 level. Mr. Mike Manuel stated they could come back at full salary at that point if they suspend their retirement. Dr. Harry Wayne Parrish stated that is the most logical one to do. If I were a retiree that is what I would want to stay the whole year. Mr. Mike Manuel stated there were several that probably talked with Dr. Goodwin and in my office that really did not want to retire but they were forced. Mr. Ben Armstrong stated have you had a conversation with the Principals and do they think it will be beneficial to hire these teachers to do this. Mr. Tim Wilder stated we are going to meet on the 12th, a Principal's meeting that morning before the Board meeting, we will bring this up. I have not really talked to them a lot because we have only had two interested. Dr. Goodwin and in some cases our other staff have talked to Principals about it but I think they are waiting to see what the Board would want to do before the go. Mrs. Brenda Guilford stated is this going to be the same for those that retired on disability. Dr. Dell Goodwin stated like I said the position would be advertised and still they would have to be recommended by their Principal to come back into that position. Mr. Mike Manuel stated I doubt the retirement system would allow someone that was approved for disability retirement to come back and work because there is quite a bit of paperwork that is reviewed by the medical board up there for them to even grant. Mrs. Brenda Guilford stated so this sort of eliminates that situation that we were talking about last week. Dr. Dell Goodwin stated yes. What happened I know in Hoover at one of the high schools I think they had three math teachers that retired so they are really interested in doing this? We have a science teacher if could just get back in to at least finish out the year so we are not stuck with somebody with no certification. Dr. Harry Wayne Parrish stated my opinion and I have not really read through it or thought about it a good bit but just thinking case by case, if you tie your hands it might be something come up you are not aware of.

Mr. Tim Wilder stated we talked about last month the supplements, where they are going, and how much money we are spending on them. If you will bring your attention to the one that is Dothan City Schools Additional Administrative Salary Schedule. It is about four or five pages. Before I got here you took supplement off this list and that is why we are calling it Additional Administrative Salary Schedules as you see the 2nd, 3rd, 4th and 5th pages are supplements so we have given you what we are paying for all the supplements. Mr. Manuel just ran today on this page it says Dothan City Schools Supplement Assignments by school and it has names on it. That actually matches up with this; he will have to give us the codes. One is the job the other could be the person's name so you can see who is making what and Mr. Manuel if you do not mind give us an idea about what these letters mean. Mr. Mike Manuel stated I apologize to the Board this is not formatted in my normal format and I will clean it up and get it to Mr. Wilder so you can have a clean copy. Basically the first few pages are by schools and it lists the employee, the supplement code used to build those for example the first under Carver the code SB is for boys basketball at the middle school, SAF is assistant football at the middle school and SV is for volleyball at the middle school. Every supplement has a separate code and some schools are listed with nothing under it because the only supplement amount there would be the additional salary for the Principal or Program Specialist and they are listed on the last page of your handout there. It is listed by school and all the different supplements each individual has. I will clean this up and get it to the Superintendent. Mr. Tim Wilder stated I asked for it at the last minute. I thought that you might want to know who is getting what. Mr. Mike Manuel stated the very last page of the handout is the Additional Administrative Compensation that is broken out here at the Central Office and then the amounts at all the schools for the Principals, Assistant Principals and Program Specialists. Both handouts are reflective of the 15% reduction that you imposed three years ago and that explains some of the differences in those amounts because some of them were ongoing in the positions at the time of that Board's decision on that so their amounts would have stayed the same so anybody new or given a new supplement in that area would be compensated at the reduced amount. It is true for any Principal that moved into a new position. Mr. Tim Wilder stated that was my question Mike on the last page with the names on it as I started going down on the school based and saw the high school and then got to the middle school I noticed it had Mr. Yance and Mr. Faulk and then you skip down and get to Mr. Weeks and Mr. Meigs on down the line. Mr. Mike Manuel stated Mr. Faulk and Mr. Yance were school Principals at the time the Board made their reductions and Mr. Weeks and Mr. Meigs were newly appointed. In fact, Mr. Weeks suffered a pay cut when he moved from elementary to middle school. His elementary amount was greater than the new middle school amount. Mr. Tim Wilder stated so if you are looking for high school, middle school and elementary down the line there is definitely a difference, you guys probably knew it but I had to learn that difference. Mr. Mike Manuel stated middle school code is CM. Mr. Tim Wilder stated I just told you I would present this to you and I am sure it will generate questions later. Basically this is a generic list of the jobs and this is a more detailed list about who gets what. Obviously at our schools people wear a lot of different hats, a lot of different coaches and a lot of different supplements and it certainly adds up. There are people that wear a lot of different hats. First, I looked at Coach Ball she does a lot at Dothan High. Mr. Mike Manuel stated most of the people in the schools have one maybe two or three supplements and in her case she has five different supplements. A couple have four but most everyone has one or two. Mrs. Brenda Guilford asked do you have the codes somewhere. Mr. Mike Manuel stated I will put the description on there. You can refer back and forth between the two handouts but it is difficult to do. I will clean it up and get a new copy to the Superintendent. There are some differences. Mrs. Brenda Guilford stated LRM2. Mr. Mike Manuel stated that is lunchroom manager at two schools. Mrs. Brenda Guilford stated like 00200. Mr. Mike Manuel stated those are the two schools she is at. Mr. Jimmy Addison stated on the sheet that says Additional Administrative Salary Schedule it says additional salary 5 revised salary 6 so were those supplements cut. Mr. Mike Manuel stated that additional salary is for the incumbent that was in that position at the time the Board made the reduction and the other would apply to anybody else that was hired and moved into that position subsequent to your decision. Mr. Jimmy Addison stated so those supplements were not cut it is just that there is a new salary schedule if

someone is hired in that position. Mr. Mike Manuel stated those additional salaries are the same for the person that was presently in that position at the time of the Board's decision. Mr. Jimmy Addison stated at the bottom of the first page Additional Administrative Salary Schedule number 5. Mr. Mike Manuel stated that refers to the footnote at the bottom of the page. Number 5 is the amount for anybody that was employed at the time the Board made the decision in 2010 to reduce all the additional compensation and the supplements by 15%. Anybody that was employed as one of these administrators their salary was not affected. Anybody hired in one of those positions as July 1, 2010, footnote 6 which is the column revised salary, would be paid that reduced amount. Mrs. Brenda Guilford stated Mr. Manuel could you or Laurie fax me these codes before the next meeting. Mr. Mike Manuel stated I will try I am on jury duty this week. Mrs. Brenda Guilford stated this is going to run me crazy trying to figure this out. I want to study it. Mr. Tim Wilder stated Mike give them to me and I will fax them or call you or email you we will get them to you.

Mr. Tim Wilder stated Mr. Chairman the next one I have is the Alabama Department of Education Analysis of Ending Balance of the General Fund. If you will look a little more than half way down the page you will see ours. This was as of September. Mr. Mike Manuel stated this was as of September and it will change a little bit. Mr. Tim Wilder stated this compares you with others. Mr. Mike Manuel stated the Board can see the cumulative effects of the cuts that you had to make and the increases in the Fund Balance. Mr. Tim Wilder stated the next page is the fiscal year 2012 allocations by line item. At the last part maybe 21 or 20 down Mike? Mr. Mike Manuel stated all the ones that start with a 4 or 3 in that account code column were not in the budget presentation but those are all your federal allocations that we receive. In developing those budgets my office works with Mrs. Morgan and the Principals to develop their needs based on their CIPs the Principals do and based on those plans and their budgets and all the Title I money is budgeted through a process on the internet through the Department of Education. I just want to put the Board on notice and I know that everybody is following what is going on in Washington and the super deficit committee to make a deal is going to require some automatic cuts in the federal budget to the tune of \$2 trillion over the next 10 years. There is a good possibility that will affect some of the allocations that we get. I do not know yet how much it depends on what Congress decides. It could be a possibility. Mr. Tim Wilder stated also from federal money we got an email, I may or may not have sent it to you, the Title I funds are looking to take a hit is that correct. Mr. Mike Manuel stated about \$40,000.

Mr. Tim Wilder stated the next one is the Alabama Department of Education Analysis of Local Revenue Available for Local Board Discretion. My writing is on the left, I was rank ordering the populations of these school districts. If you will look on your third page amount it gives you everything from ad valorem to sales tax to fiscal year 2012 the foundation match. We are ranked 79th out of 132 on per pupil spending Mike is that correct. Mr. Mike Manuel stated the far right hand column takes all the local revenues and subtracting from that the amount that you have to match, 10 mil match, and what is left they take and divide by your average daily membership and ranks how much money per pupil the Board has in discretion to spend. As the Superintendent pointed out, we rank 79th out of 132. Mr. Tim Wilder stated the top 10 on the first page probably should not surprise you and it did not surprise me and I am not real familiar with Alabama. The 5 by Dothan City means we are the 5th largest City school system in Alabama. Birmingham, Huntsville, Montgomery, Tuscaloosa are your bigger school systems.

Mr. Tim Wilder stated the last thing I have is a printout again. I received this from Dr. Pouncey's office at one of our Superintendent meetings and it gives you an idea. Some of the print is too small to read. I did not want to take out any sheets or charts because they were mixed in so if you want to go through that and get an idea about some of our budget and accounting system. We have armed you with plenty to read and when we come back in the new year it would not surprise me if we have some people here that are going to talk to you about maybe holding to certain jobs for example we have a tough decision to make on fully funding our Program Specialists, our clerical aids, our nurses, we have needs everywhere. We have to make room for that if the Board wants to do those at every school so I am encouraging them to give me good reasons to put a nurse at every school, to put a clerical aid at every school, put a Program Specialist at every school, a counselor at every school and custodians. Those are things we cut. The plan to put those back in place requires more cuts unless we do something locally in our economy or locally in terms of taxes and ask for more help from our people in our City and County. Mr. Chairman that is my presentation unless Mr. Manuel or any of our other staff have anything on budget. I will take questions from the Board or you Mr. Chairman. Mr. Jimmy Addison stated Mr. Manuel I think the State has predicted when they go into proration this year. Mr. Mike Manuel stated 1% to 3% is the number. I did get from Dr. Pouncey's office here collections for the month of November in the Trust Fund and they were up almost 6% for the year which is good. Hopefully we will have a good Christmas shopping season. Mr. Jimmy Addison stated that was the other question I was going to ask because all the reports you see on the news it seems that the Christmas season started off good. Mr. Mike Manuel stated that directly affects whether we have another round of proration. Mr. Tim Wilder stated I also got an email today from the State Department saying that through October everything looked really good and if the trend continued there may not be a proration. Mr. Jimmy Addison stated if we were hit with 2% proration what are we looking at. Mr. Mike Manuel stated about ¼ of a million. It could be the month of September. Last year we had a round and it was a million in just the last month of the fiscal year. Mrs. Brenda Guilford stated I would like to thank Mr. Wilder for this transparent presentation. Mr. Tim Wilder stated thanks to our staff everybody in this room contributes to this and I appreciate them.

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

New Business

Dr. Harry Wayne Parrish stated the Board would meet again on December 12th. (See additional meetings listed below.)

DOTHAN CITY SCHOOLS BOARD OF EDUCATION BOARD MEETINGS: 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
12/12/2011 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
1/9/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
1/16/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
2/6/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
2/13/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
3/5/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
3/19/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
4/9/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
4/23/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
5/7/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
5/21/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
6/18/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

Adjournment

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

The meeting adjourned at 5:40 p.m.

APPROVED: February 13, 2012



Dr. Harry Wayne Parrish, Chairman



Tim Wider, Superintendent, Secretary