

Date	Kind of Meeting	Where Held
July 7, 2014	Special Called	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
Presiding Officer	Members Present	Members Absent
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, 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 5:00 p.m.
Mr. Chris Maddox led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Board Comments - None

Approval of Agenda and Proposed Agenda Modifications

Mr. Jimmy Addison 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, Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Adjourn into Work Session

Mrs. Melanie Hill made a motion seconded by Mr. Franklin Jones to adjourn into Work 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.

Discussion was held regarding Girard Middle School, fewer people are going into education, math and science teachers are hard to find, providing iPad training for subs that are long term, yes for long term but no for day to day, provide incentives, movement at Honeysuckle is nowhere near Girard Middle, need more male educators and African American males, the fit is extremely important, it takes some time to get the good staff, make sure teachers are certified, you are trying to get the right people, not making a recommendation anytime soon for incentive pay, through Title I you can pay the lease, moving expenses, signing bonus but there are certain guidelines of Title schools, district initiative, math and science to be written in the application and agreed upon, work towards it for next year, we are concerned about all schools but the greatest concern is at Girard Middle and Honeysuckle Middle to educate the students, equal opportunity, and it is important to have good teachers.

Mr. Jimmy Addison stepped out of the meeting.

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

Action Items – Adoption of Consent Agenda

Mrs. Brenda Guilford 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" – Jones, Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Approval for Dothan City Schools' Child Nutrition Program to Participate in a Purchasing Cooperative
Head Start Baseline Grant Application for 2015-2019
Principal Contracts

Personnel Services

Mr. Todd Weeks presented the Personnel Agenda stating Item F6 should read 1st grade rather than kindergarten.

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

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
 FROM: Tim Wilder
 DATE: July 7, 2014

I recommend approval of the following personnel items:

A. RESIGNATION(S):

1. Holly Braswell, Sixth Grade Teacher at Honeysuckle Middle School, effective June 23, 2014
2. Melissa Lewis, English/Language Arts Teacher at Northview High School, effective June 19, 2014
3. Kristie Mitchell, Science Teacher at Dothan High School, effective June 17, 2014
4. Lee Hall, Physical Education Teacher at Northview High School, effective July 1, 2014
5. Carol Mowrey, Bus Driver at the Transportation Department, effective June 30, 2014

B. TRANSFER(S):

1. Michelle Ebikake, transferring from Sixth Grade Teacher at Beverlye Magnet School to Physical Education Teacher at Honeysuckle Middle School, effective the 2014-2015 school year (Replacing Sylvia Tew)
2. Amy Pruitt, transferring from Reading/Instructional Coach at Hidden Lake Elementary School to Fifth Grade Teacher at Highlands Elementary School, effective the 2014-2015 school year (New Position)
3. Alyssa Dyer, transferring from Third Grade Teacher at Selma Street Elementary School to Special Education Teacher at Selma Street Elementary School, effective the 2014-2015 school year (New Unit)
4. Krystal Cochran, transferring from Early Childhood Teacher at PreSchool/Head Start Center to Lead Teacher (10-month) at PreSchool/Head Start Center, effective July 21, 2014 (Replacing Barbara Ward)
5. Rex Ward, transferring from Assistant Lunchroom Manager at Grandview Elementary School to Lunchroom Manager at Grandview Elementary School, effective the 2014-2015 school year (Replacing Deborah Lewis)
6. Evelyn Mack, Teaching Assistant at PreSchool/Head Start Center to Teacher at PreSchool/Head Start Center, effective the 2014-2015 school year (Replacing Bobbie Potter)

C. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

1. Jamie Poland (Girard Elementary School), additional temporary employment to write IEPs for Exceptional Student Services, as needed, to be paid out of IDEA Funds, effective the summer of 2014
2. Erika Peterson (Beverlye Magnet School), additional temporary employment for the 1 to 1 iPad rollout, as needed to be paid out of Local Funds, effective the summer of 2014
3. Alyssa Dyer (Selma Street Elementary School), additional temporary employment for the 1 to 1 iPad rollout, as needed to be paid out of Local Funds, effective the summer of 2014

C. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

4. Emily Fleming (Morris Slingshuff Elementary School), additional temporary employment for the 1 to 1 iPad rollout, as needed to be paid out of Local Funds, effective the summer of 2014
5. Jerri Carpenter (Hidden Lake Elementary School), additional temporary employment for the 1 to 1 iPad rollout, as needed to be paid out of Local Funds, effective the summer of 2014
6. Jessica Bradshaw (ARC), additional temporary employment to administer AHSGE in July, as needed, to be paid out of At Risk Funds, effective July 2014

D. NON-ACCEPTANCE OF EMPLOYMENT(S):

1. Sarah Jones, Pre-K Teacher at Faine Elementary School, effective June 18, 2014

E. CONDITIONAL APPOINTMENT(S):

Name C-Certified/S- Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Megan Brezina – S		0	0	Physical Education Aide at Highlands Elementary School – Pending Acceptable Background Clearance (Replacing Tammy Horne)	Pending Acceptable Background Clearance
2. Amanda Balistreri - S		0 Pending verification of 2 years school experience	0	Bus Driver at Transportation Department – Pending Job Parameters and valid CDL with school bus endorsement (Replacing Harry Lamar Brown)	Pending Job Parameters and Valid CDL with school bus endorsement
3. Billy Knight - S		0	5	Bus Driver at Transportation Department – Pending Job Parameters and valid CDL with school bus endorsement (Replacing Georgia Turnipseed)	Pending Job Parameters and Valid CDL with school bus endorsement

F. APPOINTMENT(S):

Name C-Certified/S- Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Jeffery Longchamp – C	M.S., Troy University at Dothan, Alabama	0 Pending verification of 5 years school experience	2	Mathematics Teacher at Carver Magnet School (New Position)	August 4, 2014
2. Alex Hagan – C	B.S., Troy University at Dothan, Alabama	0	0	Social Studies Teacher at Carver Magnet School (New Position)	August 4, 2014

3. Kyle Granger – C	B.S., Auburn University at Montgomery, Alabama	0	0	Social Studies Teacher at Carver Magnet School (Replacing Jan Cavell)	August 4, 2014
4. Gena Coates – C	B.S., Troy University at Troy, Alabama	9	0	Mathematics Teacher at Honeysuckle Middle School (Replacing Phillip Mitchell)	August 4, 2014
5. Lauren Latta – C	B.S., Troy University at Dothan, Alabama	0 Pending verification of 1 year school experience	0	First Grade Teacher at Highlands Elementary School (Replacing Sidra Coleman)	August 4, 2014
6. Lynnsey Russell – C	B.S., Chipola College at Marianna, Florida	0 Pending verification of 1 year school experience	0	First Grade Teacher at Highlands Elementary School (New Position)	August 4, 2014
7. Racheal Wilson – S	B.S., University of Alabama at Tuscaloosa, Alabama	0 Pending verification of 1 year school experience	0	Teacher at PreSchool/Head Start Center (Replacing Lori Beth Evans)	August 4, 2014
8. Sandra Dawsey – S	AA, Wallace College, at Dothan, Alabama	2 Pending verification of 1 years school experience	0	Teacher at PreSchool/Head Start Center Cottonwood (Replacing Pamela Poole)	August 4, 2014

G. VERIFICATION OF HIGHER DEGREE(S):

1. Cynthia Austin (Morris Slingluff Elementary School), verification of Education Specialist Degree recognized by the State Superintendent on June 24, 2014
2. Jesse S. Davis (Beverlye Magnet School), verification of Master's Degree recognized by the State Superintendent on June 16, 2014
3. Alyssa Dyer (Selma Street Elementary School), verification of Master's Degree recognized by the State Superintendent on June 27, 2014

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: July 7, 2014

I recommend approval of the following personnel items:**A. RESIGNATION(S):**

6. Ashley Hood, Fourth Grade Teacher at Grandview Elementary School, effective July 1, 2014
7. Charles Burkett, Agriscience Teacher at Dothan Technology Center, effective July 1, 2014
8. Monica Macaloney, Special Education Teaching Assistant at Kelly Springs Elementary School, effective June 24, 2014
9. Emily Manley, Third Grade Teacher at Kelly Springs Elementary School, effective June 30, 2014
10. Jeffrey Mitchell, Mathematics Teacher at Northview High School, effective July 7, 2014

B. TRANSFER(S):

7. Melody Turner, transferring from Third Grade Teacher at Selma Street Elementary School to Reading Coach at Selma Street Elementary School, effective the 2014-2015 school year (Replacing Jo Ellen Nelson)
8. Thomasena Jones, transferring from Part-Time Lunchroom Worker (3 ½ hours/day) at Girard Middle School to Lunchroom Worker (6 hours/day) at Girard Middle School, effective the 2014-2015 school year (Replacing Sarah Traylor)
9. Tanaka Griffith, transferring from First Grade Teacher at Morris Slingluff Elementary School to Third Grade Teacher at Morris Slingluff Elementary School, effective the 2014-2015 school year (Replacing Cynthia Austin)
10. Connie Thompson, transferring from First Grade Teacher at Morris Slingluff Elementary School to Media Specialist at Morris Slingluff Elementary School, effective the 2014-2015 school year (Replacing Janey Downing)
11. Leigh Guy, transferring from Fifth Grade Teacher at Cloverdale Elementary School to Third Grade Teacher at Kelly Springs Elementary School, effective the 2014-2015 school year (Replacing Robin Coachman)
12. Maria Aguirre, transferring from Fourth Grade Teacher at Girard Elementary School to Spanish Teacher at Heard Magnet School, effective the 2014-2015 school year (Replacing Jazmin Serrano)

E. **CONDITIONAL APPOINTMENT(S):**

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
4. Cierra Bighems – S		0	3	Part-Time Lunchroom Worker (3 ½ hours/day) at Beverly Magnet School – Pending Acceptable Background Clearance and Job Parameters (Replacing Tabitha Cobb)	Pending Acceptable Background Clearance and Job Parameters
5. Jessica Riley – C	B.S., Brigham Young University at Provo, Utah	0	0	First Grade Teacher at Hidden Lake Elementary School – Pending Alabama Certification and Highly Qualified (Replacing Suzanna Hogan)	August 4, 2014
6. George Rothering - C	B.A., William Carey College at Biloxi, Mississippi	0 Pending verification of 1 year school experience	0	Art Teacher at Girard Middle School – Pending Acceptable Background Clearance, Alabama Certification, and Highly Qualified (Replacing Nina Frazier)	August 4, 2014
7. Cressie Hill – S	Northview High School	0	7	Part-Time Lunchroom Worker (3 ½ hours/day) at Faine Elementary School – Pending Job Parameters (Replacing Roberta Smith)	Pending Job Parameters

F. **APPOINTMENT(S):**

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
9. Hope Farias – C	B.S., Troy University at Troy, Alabama	0	0	Fourth Grade Teacher at Grandview Elementary School (Replacing Sireena Burroughs)	August 4, 2014
10. Connie Mathews – C	B.S., Troy University at Dothan, Alabama	0 Pending verification of 5 years school experience	0	Fourth Grade Teacher at Highlands Elementary School (Replacing Darcy Butterfield)	August 4, 2014
11. Jessica Echevarrias - C	B.S., Troy University at Dothan, Alabama	0	0	Third Grade Teacher at Cloverdale Elementary School (New Position)	August 4, 2014
12. Nina Williams – C	M.S., Troy University at Dothan, Alabama	0 Pending verification of 10 years school experience	0	Program Specialist (10-month) at Kelly Springs Elementary School/Grandview Elementary School (Replacing Wanda Dismukes)	July 21, 2014
13. Phillip Smith – C	B.S., Troy University at Dothan, Alabama	0	0	Science Teacher at Honeysuckle Middle School (Replacing Chelsey Sullivan)	August 4, 2014
14. Shannon Tipton – C	M.S., Troy University at Dothan, Alabama	14	0	Instructional Coach at Northview High School – for the 2014-2015 school year only (New Position – Title I Funds)	August 4, 2014 for the 2014-2015 school year only
15. Megan Stewart – C	B.S., University of South Alabama at Mobile, Alabama	0	0	English/Language Arts Teacher at Carver Magnet School (Replacing Ann Jordan)	August 4, 2014
16. Krystal Smith - C	B.S., Troy University at Dothan, Alabama	0	0	Sixth Grade Teacher at Honeysuckle Middle School (Replacing Samantha Garrett)	August 4, 2014
17. Valerie Smith - C	B.S., Troy University at Dothan, Alabama	0 Pending verification of 3 years school experience	0	Sixth Grade Teacher at Honeysuckle Middle School (Replacing Misty Shearer)	August 4, 2014

18. Tracey Odom – C	B.S., Troy University at Dothan, Alabama	0	0	Third Grade Teacher at Faine Elementary School (Replacing Kristen Allsup)	August 4, 2014
19. Jodi Ream – C	B.S., Troy University at Dothan, Alabama	0	0	Kindergarten Teacher at Faine Elementary School (Replacing Kerry Riley)	August 4, 2014
20. Robert Watson – C	M.S., University of Phoenix at Phoenix, Arizona	0	0	Science Teacher at Girard Middle School (Replacing Teresa Jones)	August 4, 2014
21. Sandra Anderson – S		10	0	Part-time Clerical Aide (19 hours/week) at Northview High School – for the 2014-2015 school year only (Replacing Sandra Anderson)	August 4, 2014 for the 2014-2015 school year only
22. Mary Tyson – S	Work Keys	1	0	Teaching Assistant at Northview High School – for the 2014-2015 school year only (Replacing Mary Tyson) Title I Funds	August 4, 2014 for the 2014-2015 school year only
23. Brian W. Smith – C	M.S., University of West Alabama at Livingston, Alabama	0	0	Social Studies Teacher at Pass Academy (Replacing Ebony Grace)	August 4, 2014

Mr. Jimmy Addison returned to the meeting.

Superintendent Recommendations

Mr. Tim Wilder started the discussion regarding advertising for the strength coach. Discussion was held regarding 9+20 being equal to a 10-month, the vote last month was for a 12-month, want them to work through the summer, strength coach is not a teacher, if 12-month they get vacation, concerned they will be certified in certain area, after three years they want to only be a PE teacher not a strength teacher, can they do that, if 12-month employee they are entitled to vacation time other coaches are not, the Board voted on 12-month, would think a 9+60 it is the same as an assistant band director, football coach is hired as 9+20 and receives a supplement, if you hire them and they do not want to do it just let them go, trying to keep them year round can we legally take away the 55 if the job is not being done, if done like supplements, if hired as certified PE teacher and decides they do not want to do those duties you would be hard pressed to get rid of them, with a 12-month pay they may make more than the coaches and Ads, 11-month plus employees do not get vacation time, it is advertised as a PE teacher strength coach, Hoover hires them as a PE teacher, difference in 11-month and 12-month is one month's pay and do not get vacation and a 9+55 would still get vacation, if advertise as a 12-month position and if it does not work non-renew after a year but the problem would be hiring someone for 1 year only, stay with 12-month and PE certification, leave the way it is with the understanding if we see bumps along the way the Board will have the authority to cut or change it, could have a tenured 12-month PE teacher if nothing changed, and principals need to be in the weight room evaluating these people.

Mr. Ben Armstrong left the meeting for a few minutes.

Mr. Mike Manuel started the discussion regarding the bonus incentive pay for employees. Discussion was held regarding the handout and taking out the non-renewals, terminations, resignations and new hires as of June 30th leaving 1,049 people and if it is a bonus we do not pay retirement, if incentive you do and it would be 2.01% and if bonus it is a 2.23% payment paying federal, state and social security with the Board mating social security. Mr. Tim Wilder stated we want Mr. Segrest to look at this.

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to ask Mr. Segrest to look at this as a one-time bonus for employees 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.

Mrs. Tami Culver stated there will be a Community Meeting tomorrow at 5:30 at the Dothan Opera House.

Mrs. Allyson Morgan stated there will be training for the iPads; next week is Mega Conference which is the State Department of Education's conference. Carver Magnet School and Beverlye Magnet Schools will be receiving awards at the Southern Regional Education Conference.

Mr. Mike Manuel stated we will have new systems coming online: new sub tracking system, new online fee pay system, and new time clock system. Inspection will be held at the Northview High School facility on Wednesday and we will be replacing the HVAC at Kelly Springs and Carver Magnet School.

Mrs. Teresa Davis stated the Kindergarten Summer Bridge was a success with 176 students signed up and 136 actually attending, 80 teachers attended K-8 AMSTI, the Grad Exam is this week, 77% of the 5th grade met or exceeded standards with the Alabama Science Assessment, we are revising and condensing the Code of Conduct and the Houston County Truancy is providing a lot of support.

Mr. Jay Bruner stated we are working on the bus routes and half-way through middle and high schools, finished with elementary, doing a lot of recruiting and have 8 people being trained to be bus drivers, last year we had 1 substitute for 93 personnel, our turnover goes back to health reasons and transfers.

Ms. Tonya Grier stated renovations are being done at Carver Magnet School and Girard Middle School in the cafeteria, they will not be completed when school starts, we are about 8 weeks out and hope to be completed by September, the cooking side is not affected, we are getting updated seating and we will have alternative feeding with sack lunches or grab and go.

Mrs. Carol Cunningham stated we are currently provided services through SpectraCare at Girard Middle School and Selma Street Elementary School, worked with the Technology Department with students with visual impairment, the large print books can be done on the iPads, a new textbook would cost up to \$300 to change into large print, we will hold a separate rollout for those 6 students, turning over special ed forms to Mr. Bruner and his staff to strategically place those students on buses.

Mr. Todd Weeks stated the principals are seeing the light at the end of the tunnel for certified and will be looking at support next, and the personnel office is working on substitutes to make sure their paperwork is done. I want to thank my staff.

Mr. Mark Williams stated we are on schedule as far as the 1:1, upgraded the internet speed, we have a private contractor going from room to room in every building to make sure good connectivity is everywhere, Lee, James and others have worked together and reloaded and delivered iPads and are on schedule.

Mr. Mike Manuel thanked the Board for approving the local purchasing operative. It is the City issued first joint bid for diesel fuel.

Mr. Franklin Jones thanked Mrs. Evans for staying and preparing our grant application for the next 5 years.

New Business

Dr. Harry Wayne Parrish stated the next meetings will be July 21st and August 4th. (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
July 21, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
August 4, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
August 18, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
September 8, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
September 22, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
October 20, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
November 17, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
December 15, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
January 12, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
February 9, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
March 16, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

April 6, 2015 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
April 20, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
May 4, 2015 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
May 18, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
June 15, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

Adjournment

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford 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 6:30 p.m.

APPROVED: October 27, 2014



Dr. Harry Wayne Parrish, Chairman

John Todd Weeks, Interim Superintendent, Secretary