

Date	Kind of Meeting	Where Held
June 9, 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. Chris Maddox, District 6	Mr. Ben Armstrong, District 5

Dr. Harry Wayne Parrish called the meeting to order at 5:03 p.m.
Mr. Jimmy Addison led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Approval of Agenda and Proposed Agenda Modifications

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones 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, Addison, Guilford. "NAY" – None. "ABSTAIN" – None.

Board Comments - None

Personnel Services

Mr. Todd Weeks presented the Personnel Agenda and Addendum.

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

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
FROM: Tim Wilder
DATE: June 9, 2014

I recommend approval of the following personnel items:

- A. RETIREMENT(S):**
 - 1. Jerryneta Evans, Head Start Center Director/Principal at DCS Preschool Center, effective September 30, 2014
 - 2. Jo Ellen Nelson, Reading Coach at Selma Street Elementary School, effective July 1, 2014
- B. RESIGNATION(S):**
 - 1. Kasey Bedingfield, First Grade Teacher at Jerry Lee Faine Elementary School, effective June 2, 2014
 - 2. Jazmin Serrano, Spanish Teacher at Heard Magnet School, effective May 30, 2014
 - 3. Sireena Burroughs, Fourth Grade Teacher at Grandview Elementary School, effective May 30, 2014
 - 4. Ravon Jones, Lunchroom Worker at Preschool/Head Start Center, effective May 30, 2014
- C. TRANSFER(S):**
 - 1. Jennifer Williams Adams, transferring from Interpreter at Dothan High School to Interpreter at Kelly Springs Elementary School, effective the 2014-2015 school year
 - 2. Cynthia Weeks, transferring from nurse at Honeysuckle Middle School to Nurse at Northview High School, effective the 2014-2015 school year
- D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):**
 - 1. Tonya Norris, additional temporary employment for iPad implementation at Carver Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 2. Erin Haslip, additional temporary employment for iPad implementation at Carver Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 3. Paul Blankenship, additional temporary employment for iPad implementation at Carver Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 4. Suzanne Richards, additional temporary employment for iPad implementation at Carver Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 5. Matthew Smith, additional temporary employment for iPad implementation at Beverlye Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 6. Marsha Nowell, additional temporary employment for iPad implementation at Beverlye Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 7. Jeanie Solomon, additional temporary employment for iPad implementation at Beverlye Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 8. Christopher Manasco, additional temporary employment for iPad implementation at Beverlye Magnet School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 9. Michelle Little, additional temporary employment for iPad implementation at Girard Middle School, as needed, to be paid out of City Funds, effective the summer of 2014
 - 10. Alison Holley, additional temporary employment for iPad implementation at Girard Middle School, as needed, to be paid out of City Funds, effective the summer of 2014

11. Katreena Morris, additional temporary employment for iPad implementation at Girard Middle School, as needed, to be paid out of City Funds, effective the summer of 2014
12. Kim McNeill Knowles, additional temporary employment to provide functional academics, language/communication and applied behavior analysis at Kelly Springs Elementary School, as needed, to be paid out of IDEA funds, effective the summer of 2014
13. Deeya Herring, additional temporary employment to provide functional academics, language/communication and applied behavior analysis at Kelly Springs Elementary School, as needed, to be paid out of IDEA funds, effective the summer of 2014
14. Buffie Kinsey, additional temporary employment to provide functional academics, language/communication and applied behavior analysis at Honeysuckle Middle School, as needed, to be paid out of IDEA funds, effective the summer of 2014
15. Angelia Scarborough, additional temporary employment to provide functional academics, language/communication and applied behavior analysis at Honeysuckle Middle School, as needed, to be paid out of IDEA funds, effective the summer of 2014
16. Sylvia Baker, additional temporary employment to provide functional academics, language/communication and applied behavior analysis at Honeysuckle Middle School, as needed, to be paid out of IDEA funds, effective the summer of 2014
17. Natalie Wyrick, additional temporary employment to assist with school inventory and clerical tasks at Beverly Magnet School, as needed, not to work more than 15 hours/week, to be paid out of the Principals Fund, effective the summer of 2014
18. Teresa Shipman, additional temporary employment for Elementary Summer Bridge Program as a Nurse for Morris Slingluff Elementary School/Selma Street Elementary School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014
19. Shalron Pearson, additional temporary employment for Elementary Summer Bridge Program at Morris Slingluff Elementary School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014
20. Erica Hall, additional temporary employment as an administrator for the Middle School Summer School at Honeysuckle Middle School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014
21. Deborah A. Armstrong, additional temporary employment as a teacher for the Middle School Summer School at Honeysuckle Middle School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014
22. Reva Barnes, additional temporary employment as a teacher for the Middle School Summer School at Honeysuckle Middle School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014
23. Keyanna Cole, additional temporary employment as a teacher for the Middle School Summer School at Honeysuckle Middle School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014
24. Lisa Peacock, additional temporary employment as a teacher for the Middle School Summer School at Honeysuckle Middle School, pending enrollment, as needed, to be paid out of Local Funds, effective the summer of 2014

ADDENDUM, DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
FROM: Tim Wilder
DATE: June 9, 2014

I recommend approval of the following personnel items:

B. RESIGNATION(S):

5. Valorie Chitty, Kindergarten Teacher at Faine Elementary School, effective May 30, 2014
6. Nina Frazier, Art Teacher at Girard Middle School, effective June 3, 2014

C. TRANSFER(S):

3. Leigh Guy, transferring from Fifth Grade Teacher at Kelly Springs Elementary School to Fifth Grade Teacher at Cloverdale Elementary School, effective the 2014-2015 school year
4. Emily Turvin, transferring from Third Grade Teacher at Selma Street Elementary School to First Grade Teacher at Cloverdale Elementary School, effective the 2014-2015 school year
5. Monique Flowers, transferring from First Grade Teacher at Girard Elementary School to First Grade Teacher at Grandview Elementary School, effective the 2014-2015 school year

D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

25. Kellie Tate, 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 2014-2015 school year
26. Becky Howard, 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 2014-2015 school year
27. Robin Coachman, 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 2014-2015 school year
28. Jennifer Wills, 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 2014-2015 school year
29. Holly Rollins, 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 2014-2015 school year
30. Sherry Mitchell, 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 2014-2015 school year
31. Ronald Bowers, 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 2014-2015 school year
32. Phillip Burns, additional temporary employment for iPad implementation at Girard Middle School, as needed, to be paid out of City Funds, effective the summer of 2014
33. Byron Hart, additional temporary employment for summer work at Dothan High School, as needed, to be paid out of Principal's Fund, effective the summer of 2014
34. Emanuel Brown, additional temporary employment for summer work at Dothan High School, as needed, to be paid out of Principal's Fund, effective the summer of 2014

E. CONDITIONAL APPOINTMENT(S):

Name C-Certified/S- Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Kenneth Croft - S		0	0	Custodian (12-month) at Northview High School – Pending Acceptable Background Clearance and Job Parameters (Replacing Derry Grace)	Pending Acceptable Background Clearance and Job Parameters

F. APPOINTMENT(S):

1. Suzanne Richards – S	B.S., Auburn University at Auburn, Alabama	3	0	Computer Instructional Aide at Carver Magnet School (Replacing Suzanne Morton)	August 4, 2014
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G. VERIFICATION OF HIGHER DEGREE(S):

1. Lisa Weston (Kelly Springs Elementary School), verification of Master's Degree recognized by the State Superintendent on June 6, 2014

Superintendent Recommendations

Mr. Tim Wilder addressed the Board regarding consideration of using the CNP pass through of \$1 million to give employees a one-time 2% bonus to be paid in November. Discussion was held regarding it can only be used every 4 years or so, we cannot spend it on something we cannot sustain, if not used we will keep it in the fund balance, law says each year pass through to CNP, raises are given and cost of benefits, required to keep 3 months operating balance, they have almost 4 months, state allows to withhold the 3 to 5 months, could not do it every year, depends on time definition as to who will receive it, legislature gave a raise in the form of health care, approve and make an effective date, September check for teachers is the first check on their contract, we are using the same money to renovate the lunchroom at GMS and CMS, when Ms. Grier asks to upgrade she makes request to the State, it is all CNP, if not used as raise then this money could also be used for any other renovations we deem necessary, the money is there now, it should be an incentive bonus and appreciation to personnel that have been here, anybody that has been employed a minimum of a year, should not apply to new hires, not opposed to allowing this to be used for those that retired this year, the state sets the amount you can withhold, the actual pass through is about \$970,000 to \$980,000, if we cannot get more we will take it as far as it will go, maybe 1.82%, non-renewed take out, include non-tenure employees, write for an Attorney General's opinion, non-renewed or new hires should not qualify, retired if employed at the end of this last year, and ask the retirement system if it will change the retirement status.

Mr. Chris Maddox arrived. Discussion continued regarding no new hires, no non-renewals, retirees if employed last school year and started the year, do not see getting a bonus after they have gone to the house, and make sure it is something we can legally do.

Mr. Tim Wilder stated he appreciates the previous approvals for budget suggestions and stated he is prepared to make recommendations tonight on:

1. Strength coach for both high schools: discussion was held the positions being certified, adding a teacher unit at each high school, needing a job description, do not want a football coach, they would work with everybody at the schools elementary all the way through high school, teacher salary, and meet with PE teachers.
2. Public Relations/Grant Writer: discussion was held regarding there are good people out there for this position that are not necessarily certified, do not limit ourselves, the salary is a certified salary, position is coming from the strategic planning meetings, Superintendent would interview, being careful with the Board not to load down Central Office, it would be a system wide person not paid as an administrator and would be based here but out everywhere.
3. Teacher of the Year Bonus (\$200 each teacher of the year and \$500 for the system teacher of the year): discussion was held regarding a lot of systems doing bonuses, \$200 to use as they want and then two for the system of \$500.
4. Pave parking lot at Central Office: discussion was held regarding having more and more meetings not only local but from the region and state.
5. Substitute teacher software: discussion was held about needing a motion to purchase the software they use, working on a tight timetable and need it approved tonight, couple of hundred people trying to move over.

Discussion continued regarding not voting on the CNP pass through tonight. Mr. Tim Wilder referred to the handout and made the recommendation to approve the five (5) line items (as listed above) excluding CNP.

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve the five (5) items as recommended by the Superintendent.

Discussion continued with concerns on approving the strength coach without a job description, approving it with the contingency on bringing it back to the Board, tabling it until there is a written description for grant writer also, and grant writer does not have to be certified.

Mr. Tim Wilder stated we will not include the strength coach.

Mr. Jimmy Addison withdrew his motion.

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve the Teacher of the Year Bonus, Public Relations/Grant Writer position, paving of the Central Office parking lot and the substitute teacher software as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder thanked the Board and stated he would bring back the strength coach.

Mr. Mike Manuel stated the Board interviewed four (4) firms for the Northview High School Science Classroom renovation and recommended the J. Michael Lee firm stating she had not done a project with Dothan City Schools. Mr. Tim Wilder recommended the J. Michael Lee firm.

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to approve the J. Michael Lee firm as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Mark Williams stated the 1:1 initiative APPLE professional development started for the summer, 20 days provided, making sure all devices will be utilized, at the Wednesday community meeting we will get the word out, tomorrow night is the first run through of parent orientation with about 30 students at Dothan High School in the 9th grade building, and Principals and Directors will be there. Mrs. Melanie Hill stated there have been compliments from north Alabama. Mr. Mark Williams stated we have worked hard and the planning and participation has been great.

Mrs. Allyson Morgan stated we are in the final stages of the Strategic Plan, there will be one more meeting next month, we have drafted measures of success for goals, pleased you have approved the public relations person and we will be coming soon with a completed plan.

Mr. Tim Wilder acknowledged Mrs. Culver, Mr. Snellgrove and Dr. Alford.

Mrs. Teresa Davis stated Kindergarten Summer Bridge begins on Monday at Slingluff Elementary and Selma Street Elementary Schools.

Mr. Jay Bruner stated all the cameras are installed on the buses, Northview ROTC is going to Paris Island and it will be nice to be able to look on the buses, Dothan High School girls basketball will be in Birmingham, we will have some positions to replace due to retirement and we have gotten a lot of positive feedback from the bus drivers.

Mr. Todd Weeks stated the new teacher orientation will be August 4th starting at 8:00 and invited the Board to come. Discussion was held regarding several areas use substitutes longer than we would like, over next two months do some hiring, one school in particular dealing with subs for too long, hire some certified teachers, how are we going to go about teachers transferring, consider keeping teachers that are there, only three teachers have moved at this point, the Board needs to take a long look to bring people here to fill vacancies by offering a bonus or incentive, legalities of a incentive, we are seeing more science applicants this year, and limited on math.

Mr. Tim Wilder stated the Teacher Institute will be August 6th from 8:00 am – 11:00 am at Wiregrass Church.

Executive Session for Student Hearing(s)

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

Mr. Jere Segrest stated the Executive Session is for student hearings.

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

Mr. Jere Segrest stated no business was transacted during the Executive Session.

Mr. Tim Wilder recommended student number 95453 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison that student number 95453 is expelled from Dothan City Schools as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder recommended student number 91459 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison that student number 91459 return to his home base school in the fall of 2014. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, "NAY" – None. "ABSTAIN" – None.

New Business

Dr. Harry Wayne Parrish stated the Board Training will be at 9:00 am in the morning and the next meeting will be June 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. 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
June 16, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
July 7, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
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

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

The meeting adjourned at 7:09 p.m.

APPROVED: September 22, 2014

Dr. Harry Wayne Parrish, Chairman



Tim Wilder, Superintendent, Secretary