

<b>Date</b>	<b>Kind of Meeting</b>	<b>Where Held</b>
March 26, 2012	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 Mr. Charles Woodall, District 3 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	Mr. Jimmy Addison, District 4

Dr. Harry Wayne Parrish called the meeting to order at 5:04 p.m.  
Mr. Charles Woodall led in prayer.  
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

**Delegations**

Ms. Vickie Dykes stated I am the secretary at Northview High School and I have worked under Ron Snell for 8 years. I just want to state he is a man of the utmost integrity, of the highest standards, who cares more for his students and his employees of anybody I have ever worked for. He works longer and harder than anybody there. He is the first one to come and the last one to leave. I just want you to know the man gives everything he has and I respect him immensely.

Ms. Tammy Peterman stated I have been employed with Dothan City Schools for 23 years and I have been at Northview for 1996. Out of that, 8 years I have worked under Mr. Ron Snell and he has been the most effective Principal I have ever had the honor to work under. I have seen us make great strides in education especially when he had to dig himself out of such a hole that was left by former administration. Our test scores have continued to go up every year. He has always supported me and all of my colleagues in every way. As you can see we have a group here that represents many of the departments. Veteran teachers from Northview we all knew what it was like before and the changes and effective leader he has been since he has been at Northview. I do not think you would see us sitting here today if the opposite were true so I am here to show my support for Mr. Ron Snell.

Ms. Barbie Nelson stated I have been an employee with Dothan City Schools for over 30 years and the reason I have been with Dothan City Schools for 30 years is because I find it one of the best places to teach. I am passionate about education and I am passionate about what the students do in and out of school. I have worked at Northview and Mr. Snell has always been supportive. He works hard. He is there for us and he has done a lot of work to support the school and he is proud of his school. There is nobody in Dothan City Schools that is more proud of Ron Snell and I appreciate the opportunity to speak to you on his behalf today and consider him to be one of the finest people I have ever met.

**Board Comments**

There were no Board comments.

**Approval of Agenda and Proposed Agenda Modifications:**

Mr. Tim Wilder requested the Agenda be amended to add the Contract Non-Renewals to the Personnel Agenda.

Mrs. Brenda Guilford made a motion seconded by Mr. Ben Armstrong 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, Woodall, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

**Personnel Services**

Dr. Dell Goodwin presented the Personnel Agenda stating under A.1 this CNP worker is a 4-hour CNP worker. We left that off the Agenda.

Mr. Franklin Jones made a motion seconded by Mr. Charles Woodall to approve the Personnel Agenda and Addendum as presented and recommended by the Superintendent.

Mr. Chris Maddox stated Mr. Chairman I am going to move to pull the, I do not see them listed as a separate letter like they normally would be. Dr. Dell Goodwin stated B on Non-Renewals. Mr. Chris Maddox stated then I move to pull Item B. Dr. Harry Wayne Parrish stated Item B and everybody knows what that is. Mr. Ben Armstrong asked are you pulling B.1 and B.2 or just B. Mr. Chris Maddox stated B.1 and B.2. It is written as A but it should be B according to what Dr. Goodwin said. Dr. Dell Goodwin stated the Non-Renewal should be Section B. Dr. Harry Wayne Parrish stated you are pulling the Non-Renewals 1 and 2. Mr. Chris Maddox stated yes sir B.1 and B.2.

Mr. Franklin Jones made a motion seconded by Mr. Charles Woodall to approve the Personnel Agenda and Addendum with the exception of Item B.1 and Item B.2 as presented and recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See Personnel below)

Mr. Chris Maddox stated for clarification purposes I think we just voted on what is designated as A under Resignations. I moved to pull for a separate vote B.1 and B.2. Dr. Harry Wayne Parrish stated now we have to vote on B.1 and B.2 one at a time.

Mrs. Brenda Guilford made a motion seconded by Mr. Ben Armstrong to approve Item B.1 of the Personnel Agenda as presented and recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See Personnel below)

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to approve Item B.2 of the Personnel Agenda as presented and recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford. "NAY" – Armstrong, Maddox. "ABSTAIN" – None. (See Personnel below)

Ms. Laurie Brandon asked for those that voted nay to raise their hands and also asked Dr. Parrish if he voted. Mr. Armstrong and Mr. Maddox raised their hands and Dr. Parrish stated he did not vote because he did not have to and the motion passed.

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members  
FROM: Tim Wilder  
DATE: March 26, 2012

I recommend approval of the following personnel items:

A. RESIGNATION(S):

1. Samantha Jackson, 4 Hour Lunchroom Worker at Grandview Elementary School, effective March 30, 2012
2. Sara Trowbridge, Third Grade Teacher at Jerry Lee Faine Elementary School, effective March 23, 2012

ADDENDUM, DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members  
FROM: Tim Wilder  
DATE: March 26, 2012

I recommend approval of the following personnel items:

B. NON-RENEWAL OF NON-PROBATIONARY CONTRACT PRINCIPAL(S):

1. Ron Snell, Principal at Northview High School, effective the end of the day on June 30, 2012
2. Greg Yancey, Principal at Girard Middle School, effective the end of the day on June 30, 2012

**DOTHAN CITY SCHOOLS**

**DATE:** March 26, 2012

**SUBJECT:** NON-RENEWAL OF NON-PROBATIONARY CONTRACT PRINCIPAL(S)

**BACKGROUND:**

The Teacher Accountability Act found in Alabama Code Chapter 16-24B provides that individuals who become principals after July 1, 2000 are first considered probationary principals for either one or two years. Upon the completion of the probationary period, if the principal is not non-renewed, he or she must be offered a three year contract as principal. Section 16-24B of the Alabama Code authorizes the Chief Executive Officer of a School System to make a recommendation to the Employing Board to non-renew a contract principal's contract. Such a recommendation must be made at least 90 days before the expiration of the principal's current contract and the recommendation must set forth the reasons for the non-renewal of the contract.

**FUNDING SOURCE:** N/A

**RECOMMENDATION:**

The Superintendent recommends that the Board approve the non-renewal of the contract(s) of the non-probationary three-year contract principal(s) named under separate cover for the reasons set forth therein.

**ACTION:** Approval

Please accept my recommendation to not renew the contract of Ron Snell, Northview High School Principal, for the following reasons:

- Poor management in daily operations of the school.
- Lack of communication with students and stakeholders.

Please accept my recommendation to not renew the contract of Greg Yance, Girard Middle School Principal, for the following reasons:

- The number of aggressive acts on the part of students which continue to reoccur.
- The lack of effective student control is having a disruptive impact on the learning environment.

**Executive Session for Student Hearings**

Mr. Jere Segrest stated the Executive Session will be solely for the purpose of the Student Hearing.

Mr. Ben Armstrong made a motion seconded by Mr. Charles Woodall to adjourn into Executive Session as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Ben Armstrong made a motion seconded by Mrs. Brenda Guilford to reconvene into Executive Session for Student Hearing(s) as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

No action was taken in Executive Session.

Dr. Harry Wayne Parrish stated before we dismiss Laurie you wanted to get something straight. Ms. Laurie Brandon stated I need some clarification on the vote that was taken on B.1 and B.2. Dr. Harry Wayne Parrish stated all in favor of B.1 raise your hand. Mr. Chris Maddox stated that is Northview. Dr. Harry Wayne Parrish stated yes. Ms. Laurie Brandon stated all and none. Mr. Jere Segrest stated that would be five. Ms. Laurie Brandon repeated five. Dr. Harry Wayne Parrish stated all in favor of B.2. Mr. Jere Segrest stated that would be three and the Chairman does not vote. Dr. Harry Wayne Parrish stated this is a tie. Mr. Chris Maddox stated he can if he wants to. Dr. Harry Wayne Parrish stated I just always do that but I do not mind. Ms. Laurie Brandon stated that means it does not pass. Dr. Harry Wayne Parrish stated I vote then. Mr. Jere Segrest stated that really changes the vote on that proposition from a four vote. Dr. Harry Wayne Parrish stated because Jimmy is not here so I vote tonight. Mr. Jere Segrest stated four that will make it pass. Mrs. Brenda Guilford stated that would be four/two. Ms. Laurie Brandon stated do they need to make the motion again or do I just add his vote. Mr. Jere Segrest stated I think you would need to make the motion again so there is no misunderstanding.

Mr. Franklin Jones made a motion seconded by Mrs. Brenda Guilford to accept the Superintendent's recommendation on B.2. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Parrish. "NAY" – Armstrong, Maddox. "ABSTAIN" – None.

Mr. Charles Woodall stated I have a question and maybe this is not the time to answer it but why and do not take this the wrong way but why do you pick and choose when you vote. Dr. Harry Wayne Parrish stated that is a very good question. I just never vote on anything but a tie and it is basically a tie because of the situation. Mr. Charles Woodall stated so it has to be four no matter how many is here. Mr. Jere Segrest stated it takes four no matter how many is here. That will not pass and it takes a majority of the entire Board. Dr. Harry Wayne Parrish stated I am not trying not to vote it has just always been that way. Mr. Charles Woodall stated do not take that the wrong way. Dr. Harry Wayne Parrish stated I do not. Mr. Jere Segrest stated four/two. Dr. Harry Wayne Parrish stated I had voted because I thought I had to and then I backed off because it was not a tie. I actually did vote the first time but I backed off. I thought that was the instance but I was not sure and I should have turned around and asked Jere. I thought I was right and then Jere did not say anything. I apologize.

**New Business**

Mr. Tim Wilder stated as a matter of clarification Laurie on the meeting we have it as a Work Shop on the 9<sup>th</sup>. There are some action items if the Board does not mind. We have two student hearings. We do not need to wait two more weeks with them out of school possibly. Dr. Harry Wayne Parrish stated we have not made a decision on the other situation so just let it slide. Mr. Tim Wilder stated I will get with Allyson. Dr. Harry Wayne Parrish stated the Board would meet again on April 9<sup>th</sup> Board Work Shop. Ms. Laurie Brandon stated it will be a special meeting. (See additional meetings listed below.)

DOTHAN CITY SCHOOLS BOARD OF EDUCATION BOARD MEETINGS: Regular Meetings are normally held on the 3<sup>rd</sup> 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
4/9/2012 - 5:00 PM	Special Meeting@ 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


7/16/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
8/13/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
8/20/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
9/10/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
9/17/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
10/8/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
10/22/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
11/5/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
11/26/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
12/10/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
12/17/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
1/14/2013 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
1/28/2013 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
2/11/2013 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
2/25/2013 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
3/11/2013 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
3/18/2013 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
4/8/2013 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
4/22/2013 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
5/13/2013 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
5/20/2013 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
6/17/2013 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street


**Adjournment**

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

The meeting adjourned at 5:55 p.m.

APPROVED: April 23, 2012

  
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Dr. Harry Wayne Parrish, Chairman

  
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Tim Wilder, Superintendent, Secretary