

Date	Kind of Meeting	Where Held
March 30, 2011	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 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 7:06 a.m.

Mr. Franklin Jones led in prayer.

Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Approval of Agenda and Proposed Agenda Modifications

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison 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.

Personnel Services

Dr. Dell Goodwin presented the five (5) Principal Contracts as recommended by the Superintendent. Mr. Ben Armstrong pulled Principal contracts 1 and 4 to vote on individually.

Mr. Jimmy Addison made a motion seconded by Mr. Franklin Jones to accept the Superintendent's recommendation.

Mr. Charles Woodall stated I think we had a motion on the table from the last meeting and I am not sure where we are with that but is there any way we can discuss these Principal contracts individually. Dr. Harry Wayne Parrish asked who would you like to bring out. Mr. Charles Woodall stated I do not have my copy from the other day I do not think but I just wondered if we could take those one at a time. Mr. Ben Armstrong stated I think the issue the other day there were only two in question. I think there were three contracts with no questions raised. If there is a possibility we could amend the motion as it now stands to approve those three contracts and then deal with the two there were questions on after that. Dr. Harry Wayne Parrish stated what are the two numbers you have with questions? Mr. Ben Armstrong stated number 1 and number 4 were the two in question. Dr. Harry Wayne Parrish stated 2, 3 and 5 are the ones we will vote for right now and we will come back to 1 and 4 to discuss.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison to approve Principal contracts 2, 3 and 5 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.

Dr. Harry Wayne Parrish stated do 1 and 4 together Mr. Armstrong or one at a time. Mr. Ben Armstrong stated personally I would like to do one at a time. I think we need to look at each one on the merits.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison to approve Principal contract 1 as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Parrish, Jones, Addison, Guilford. "NAY" – Woodall, Armstrong, Maddox. "ABSTAIN" – None.

Mr. Chris Maddox stated Mr. Chairman the question I have regarding Contract 1 is that it appears in the three contracts we just approved that particular salary amount in those three contracts was determined, based at looking at those Administrators degree and years of experience which is basically determined by what we call the matrix. Then there was a 15% reduction in the supplement to those three principal contracts which is exactly how from my understanding how these should be determined should be. The Contract in number 1 uses as its base pay determination the degree and the experience just like the three we already approved but it does not reflect the 15% reduction in the supplement that the Board voted to implement last year so I need some clarification on why we are doing this contract differently from the three we just approved. Dr. Sam Nichols stated Mr. Manuel I will ask that you go through the procedures you followed there and how you were consistent with the way you did this one compared to last year. Mr. Mike Manuel stated that Principal's salary last year, I will have to go and give the Board a little history lesson on this. Number 1 that person is a contract Principal already. His contract is up for renewal. The procedures I used based on Mr. Segrest's recommendation to me last year the same as I followed with the two contract Principals last year who had their contracts renewed under the same procedures. The individuals last year were contract Principals like this individual was and there was no reduction in their salary. Mr. Charles Woodall

stated I do not know who can answer this question for us but why is it again we cannot supposedly reduce the supplement of a contract Principal. Is that what I am hearing that we cannot do? Mr. Jere Segrest stated what you cannot do is reduce the gross amount of the contract however it is calculated without terminating the contract and renegotiating the contract. Now with the contract Principal upon the three year anniversary of the contract the contract can be terminated to be cut off right there. At that point the Principal will go back to the position he held before he was employed as a contract Principal if he was tenured except he cannot go back as another Principal. He can go back to an Administrative Assistant or teacher or whatever he was before the contract was entered but you cannot reduce the salary during his contract period. You see he gains certain tenure. It is not as we know as it a school teacher but he has a salary that he has been paid for three years and that can be reduced. It can be reduced for any reason, good reason or no reason at all simply because you want to terminate it on the third anniversary of that contract. That can be done or a threat to do that if he does not accept the reduction. It can be done but it has to be done 90 days before the end of the school year. Now if he refuses to accept a reduction then his termination can stand and he can go back to the tenured position if that was what he held before. Mr. Charles Woodall stated just so I understand what you are saying. If we want to reduce these supplements down like we voted to do last year we are going to have to terminate these contracts and do new contracts. Mr. Jere Segrest stated either that or threat. You go to a new contract anyway. Mr. Charles Woodall stated that is my point. We are doing a new contract anyway why do we have to go through all this. Mr. Jere Segrest stated it is the law; it is the Principal contract law. It is something that everybody has to get used to now. Your contract Principals are coming in to, well all of them pretty much now are contract Principals. It is a new version of the Tenure Law but it is not tenure as such but it has all the same safeguards, in other words, that a Superintendent has to make a recommendation concerning salary or even employment before the Board can act on it and the Superintendent cannot do that by himself. There is a checks and balances between the Board and the Superintendent. But what he has done in this instance, the Superintendent has recommended renewal of this contract at that same deal that he has had for the last three years. Mr. Charles Woodall stated I understand that. What happens if this Board chooses not to approve this recommendation on one or both or any of these Principal contracts? What happens at that point? Mr. Jere Segrest stated at that point if he is not re-employed then he automatically renews for three years at his former contract. That is by the contract Principal law. You have got to have both. You can refuse to accept the Superintendent's recommendation and when that happens then this other law springs into effect where the contract automatically renews for three years at the same price. Mr. Charles Woodall stated if that be the case why even bring it to the Board if it is going to renew anyway regardless of what we do. Mr. Jere Segrest stated because it is the checks and balances of School Board Law and always has been. It is the same with Tenure Law, the same with Contract Principal Law. It has to have a recommendation. I cannot think of a personnel decision you do not have to have a Superintendent recommendation and Board action on it. Mr. Charles Woodall stated I understand that but what you are also saying is Dr. Nichols has to come to us with a recommendation but if we do not approve it really does not matter whether we do or not. Mr. Jere Segrest stated that is right. Mr. Charles Woodall stated I wonder why I got up for 7:00 this morning. Mrs. Brenda Guilford stated Mr. Segrest would explain the checks and balances system you mentioned just then. Mr. Jere Segrest stated it is simply stated you have to have a recommendation on all personnel matters as a general rule contract Principals and tenured teachers. The Board has to either reject or accept that recommendation. Now in this instance if that recommendation is not accepted then Contract number 1 will continue for three more years. It is a default protection for the school system if there is an impasse between the Superintendent and the Board, that's assuming there has been no cause for termination during that time. That is to protect the school system from a whimsical sort of change. He has made a recommendation and if the Board does not want to accept it, it will continue for three more years so you will have a Principal in that school. See you are at an impasse and the default is that it goes on. That is how that checks and balance works. Mr. Ben Armstrong stated I want to follow up with Mr. Woodall's comment about having to be here at 7:00 that was my understanding from last week part of the reason for meeting this morning is to be outside the 90 day window therefore termination of the contract is still a legal possibility this morning. Is that correct? Assuming the recommendation is there. Mr. Jere Segrest stated I am assuming we are still outside the 90 days. Mr. Ben Armstrong stated correct me if I am wrong on this Mr. Manuel we cut several positions at DTC as far as our budget adjustments is that correct? Are we still serving the same number of students at that facility? Mr. Mike Manuel stated the number of students I cannot answer that but we did eliminate programs. Mr. Ben Armstrong stated we have fewer programs. There is a reduction of numbers in staff. Mr. Ben Armstrong stated also as a part of those budget reductions last spring we adopted a new salary matrix for all new certified employees. We did not reduce anyone's pay because of that. We have effectively for a lot of our employees any future raises at least for the new future and then we also adopted for all certified employees we effected a new supplement schedule which reflected a reduction. Mr. Mike Manuel stated you adopted a salary schedule that all certified new hires will be placed on the same salary matrix. All existing certified employees will remain on the original salary schedule until such time as their salary caught up to this matrix salary but they would also receive any raises that are passed by the State Legislature which will not happen for a long time. Mr. Chris Maddox stated I guess what I am hearing is the Board voted last year to cut every supplement in this school system by 15% and three probationary contract Principals that happened to in the three contracts we approved. The DTC contract we are talking about does not reflect the 15% supplement and I heard Mr. Segrest say it is the Superintendent's recommendation for us to either pass or not pass so I guess the question then becomes for me I would like to hear from Dr. Nichols as to why this particular contract does not reflect what the Board did last year and show the 15% supplement cut. Dr. Sam Nichols stated last year there were two contract Principals that were up for renewal, meaning they had already served their probationary period and they were contract Principals on for three years and they were having that renewed. The interpretation by Mr. Segrest and Mr. Manuel on the way it was applied those contract Principals would not have their salaries reduced. The same principle that was applied last year was applied this year to the only contract Principal that was having his contract renewed. So to be consistent with the way it was

done last year we did it the same way this year. Mr. Ben Armstrong stated going back to my discussion the other day with you Mr. Segrest I understand consistency and of course that was my concern in pointing out the major supplement adjustments. I think we need to be consistent in a broader sense across the system for all of our certified employees. But in our conversation the other day, the way I understand the law the way you explained it to me is that the supplement that is included in this total compensation in the contract we are discussing could be adjusted by law. Now maybe that was not done last year and I guess the issue I have with that is well while I do want to be consistent if we find that we improperly applied the rules in the past I do not think we want to take it to that extreme and say because we have done something inaccurate we need to continue to do that. Am I misunderstanding our conversation? Mr. Jere Segrest stated I do not recall speaking to the supplements. I do not think that came up. I was dealing and discussing it with the gross amount of the contract which is being carried forward. I do not engage in the calculation of the contract by supplement or otherwise. I look at the amount of the contract which Mr. Manuel comes up with and I just accept that. That is part of his duty and part of the Superintendent's duty to review the adjustments to be made to any contract and make the recommendation based on what they feel is appropriate within the law. The law is still if this contract should have been reduced and it can be now, it can be renegotiated on threat of cancellation. The safeguard is still there to reduce that contract, the amount of it if the Board wants to. But the Superintendent still will end up having to make the recommendation by his job description and statutory duties and then the Board can either vote it up or down. You are caught in a power struggle between Superintendent and the Board over a salary and nobody wins. The employee is going to be rehired at that same contract. That is the default part of it. If it defaults it goes into the last year contract not the new one that is being proposed but last year's contract be it more or less. Mr. Chris Maddox stated just so we are clear and everybody in the room understands because I know we have a lot of Principals here this morning. What you are telling us Mr. Segrest is the salary in the contract is determined by Mr. Manuel and recommended by the Superintendent, point 1. Mr. Jere Segrest stated that is right. Mr. Mike Manuel stated I want to clarify that. I based it on what you the Board approved and what Mr. Segrest recommended. I do not calculate it based on my own whim. I just want the Board to understand that and my fellow co-workers. Mr. Chris Maddox stated number 2 once that salary is determined by the ways that Mr. Manuel just described that salary is recommended by the Superintendent for us to either approve or not approve. Mr. Jere Segrest stated that is exactly right. Mr. Chris Maddox stated now it is the end of the contract and we keep calling these contracts negotiable but the Board is not really allowed any type of negotiating position in terms of the salary other than to approve it thumbs up or thumbs down. Is that what you are saying? Mr. Jere Segrest stated unless the Superintendent is guided by the Board's desires. Mr. Chris Maddox stated so if the Superintendent makes a recommendation and the Board decides that they do not agree with the monetary amount the only way that the Board can adjust that or have any say so in adjusting that would be to either request that the Superintendent propose a different salary amount or terminate that Principal's contract whether or not we wanted to terminate the contract to begin with. Is that basically right? Mr. Jere Segrest stated no because what you do then is go into the default mode if neither side makes a decision and you go back to the old contract. Mr. Chris Maddox stated exactly so basically the Board is left in a situation where it practically has no ability to negotiate the contract amount. Mr. Jere Segrest stated except through the Superintendent. Mr. Chris Maddox stated right but my point there is if the Superintendent does not make a recommendation that the Board agrees with the Board can vote the contract down or the Board can ask the Superintendent to come up with a different figure. If the Board votes the contract down you are telling us it automatically reverts to what was in place before. Mr. Jimmy Addison stated Mr. Segrest if we encounter this situation again and we are in the 90 timeframe by the 1st of April in upcoming contracts we suggested the contracts be brought to the Board 120 days out and we said look Superintendent we would like you to go back and negotiate this contract with this Principal then we could ask the Superintendent to do that correct. Mr. Jere Segrest stated exactly right. Mr. Jimmy Addison stated but in a couple of days we are going to be in that 90 day timeframe and so it over. Mr. Jere Segrest stated all over. Mr. Jimmy Addison stated so if we want to negotiate the contracts my understanding of the contract Principals is to be able to negotiate the contracts and if we wanted that to happen in the future then we need to request that the Superintendent bring that to us at an earlier date than we have been receiving it. Mr. Ben Armstrong stated I just want to follow that and make sure I am clear. My understanding would be if we are outside the 90 window today and if that is the right we have to go there's a termination. My understanding is that would give us 90 days to negotiate a new contract. I am speaking from my limited knowledge of contract law in my practice, that gives us 90 days to work out that number and if we offer a number that the other party is not willing to accept they are the ones that decided not to renew that contract not us. Mr. Jere Segrest asked is that a question? I am not sure it is. Mr. Ben Armstrong stated I think it is a statement of my understanding and I think I may be asking for clarification if that is correct. If we are still outside the 90 days and there is a termination that is leaving you 90 days to negotiate a new contract. Mr. Jere Segrest stated that would leave the Superintendent 90 days to negotiate a contract. Mr. Ben Armstrong stated if I am following what Coach Addison is saying there is still time to negotiate a new contract if that was the route the majority of the Board and with the Superintendent's recommendation approved to go. Mr. Jere Segrest stated that's right but the Superintendent has got to agree to go back and renegotiate and change his negotiation that is on the table right now. Mrs. Brenda Guilford stated what I am also hearing is everything depends upon what the Superintendent decides to do. Mr. Jere Segrest stated because he has already made a recommendation that's correct. It's on the table and time to vote unless he withdraws his recommendation. Mrs. Brenda Guilford stated it still falls within the same category everything still depends upon the Superintendent's recommendation even at this point the Board voted not to support the renewal of the contract then it would still be up to the Superintendent. Mr. Jere Segrest state if the Board votes not to support it, it defaults back into the old contract. Mrs. Brenda Guilford stated right and so this Principal goes on through with the same salary etc. right. Mr. Jere Segrest stated the same salary that he or she had last year. Mrs. Brenda Guilford stated so I think by what Ben was saying then you have 90 days after the default. Mr. Jere Segrest stated no, the 90 days is the window to act 90 days before the end of the school year. Mrs. Brenda Guilford stated exactly but if we are going to default. Mr. Jere Segrest

stated it goes into default by inaction by not acting the Superintendent's recommendation. That reemploys the contract holder for three more years. Mr. Ben Armstrong stated my point was if we acted today and the contract in essence is terminated then we can negotiate a new contract within the 90 day period. Mr. Jere Segrest stated but now you have a recommendation on the table to vote up or down. Mrs. Brenda Guilford stated but still I am going back to it is the Superintendent that would have to initiate any kind of negotiation, that is what I am trying to get across. Mr. Jere Segrest stated first he would have to pull his recommendation off the table. He would initiate by taking his recommendation off the table. Mrs. Brenda Guilford stated so we are spinning our wheels now if we come to a point where it is going to depend upon whether the Superintendent wants to pull his recommendation or make any changes that is what I am trying to understand. There is no need of discussing any more really. Dr. Harry Wayne Parrish stated Coach had a point of what he said earlier. Everybody has a good point talking it out and thinking about it. Mr. Charles Woodall stated I want to say one thing to the Principals out here. We are not trying to nickel and dime everybody to death but we are going to be faced with some budget decisions next month and if we can save \$5,000 here or \$10,000 there that adds up if we can do it several times. We may be able to save ROTC and other things like that if we can do that so I do not want you all to get the impression that we are trying to nickel and dime everybody to death. We were elected to watch out for the dollars in this district and that is what we are trying to do. Dr. Harry Wayne Parrish stated I am proud you all are looking at things and trying to come up with different things. I look at things in a total atmosphere because when you look at the State right now. This is what they used to do when I was in education we would get a raise and then they would raise the health insurance. There will always be something to knock the educators down and so right now I think the State is under that. I think every Principal and every hired employee in the State is going to get a reduction and it is horrible because I know what these people do. I know you are concerned about them and everything but I have just said over and over just be careful because you do not want to over whammy on these people. We get them, the State gets them, everybody gets them so you have to be really really careful about how we do this but it gets down to Dr. Nichols. He has been Superintendent a while, been in the school system a while, been in education a long time and I am trusting his knowledge. All I care about is whatever is fair. If it is fair I am for it and that is the way I feel. I have not said anything the whole time. I am really worried about our whole school system. I am worried about the State school system. I am worried about our children. I think we forget about that. What is the most important thing for our children not us. Mr. Charles Woodall stated this is to my fellow Board Members we have basically been told this morning it really does not matter whether we vote this recommendation up or down because it does not necessarily change the facts so I urge you not to vote it up just because it does not matter. If we vote it down and that is your heart and it needs to be done then vote it down and then we can show the public we are trying to do something about this. Mr. Chris Maddox stated I would like to say, I do not know if Mr. Allen is here or not, my nay has nothing to do with your job performance. This is strictly a disagreement in the proposal with what the Board has said we should be doing. That is all this is. This has nothing to do with questioning your job performance at DTC. I hope you understand that.

Mr. Chris Maddox made a motion seconded by Mr. Ben Armstrong to approve Principal contract 4 as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Parrish, Jones, Addison, Guilford. "NAY" – Woodall, Armstrong, Maddox. "ABSTAIN" – None.

Mr. Ben Armstrong stated on this one I go back to my question the other day with regard to the inconsistencies and such that have come up this morning in looking at other probationary contracts. Some of these we have already approved this morning and the determination of the base salary that we have looked at and what I assume we have used to make the calculation of the total compensation in this contract. I know we have an adopted supplement schedule. We also have an adopted salary matrix as we talked about and my sticking point I suppose in this case is if all of our certified employees are paid on a base salary matrix plus a supplement, I know there was a prior probationary contract extended to this Principal, there was no mention that I saw in that contract of an increase of a base salary. Mr. Mike Manuel stated those two individuals, certified individuals, not paid on the salary schedule. Their salaries were off the salary schedule and agreed by the Board. Mr. Ben Armstrong stated as we talked about the other day that is where we get into an issue. Maybe it is semantics but my understanding would be if we have an adopted salary for all of our certified employees then what was actually increased was the supplement and not the salary and then I go back to the question. Mr. Segrest you may want to answer this if you can. Hypothetically speaking because as we have said I do not think anyone is talking about terminating a contract but the base salary entitlement, if we are going to be consistent to all of our employees or probationary Principals or whatever class we look at, that base salary would be calculated on the expectation this employee would have in the event that contract were terminated. Mr. Mike Manuel stated that is not how I calculated it. Mr. Ben Armstrong stated I understand that is not how you calculated it but I am speaking from our legal obligation as a Board. Mr. Mike Manuel addressed Mr. Segrest asking may the Superintendent negotiate a salary with a Principal that is not on the approved salary schedule. Mr. Jere Segrest stated sure, that is part of what he does. Mr. Mike Manuel stated not only was that approved for the current incumbents at both high schools but it was also approved for the prior. Mr. Ben Armstrong stated it was approved, and I am saying because of my reading of these contracts, I will not say salary the gross compensation was approved for that individual. There is nothing that I have been given in my 16/18 months on this Board that says the salary schedule for a high school Principal is "X". There is a salary schedule that says if your degree is here and your experience is here we pay you this. I have never seen an adopted high school Principal, middle school Principal or elementary school Principal salary schedule. I have seen gross compensation for different individuals by contract. Mr. Mike Manuel stated these are the two that the Board approved that those two high school Principals salaries and based on that created a salary schedule one for each of those Principals. Mr. Ben Armstrong stated if we assume that then we have to assume these probationary contracts we just extended we did that

improperly because we would have to assume the same for those employees. Mr. Mike Manuel stated their base salary is based on the salary schedule based on a degree and experience. The Board approved based on the Superintendent's recommendation. Mr. Ben Armstrong asked can we get a copy of the high school Principal's salary matrix. Mr. Mike Manuel stated it is what they are currently being paid based on a negotiated salary between the Superintendent and that person that was approved by the Board. Mr. Chris Maddox stated but when the Board increased the payment increase to the two high school Principals they did not specifically say we are increasing their matrix pay to here. It was just a gross compensation increase. It was no specific Board decision to change the matrix for those two high school Principals. Mr. Mike Manuel stated the way I calculated the salary was what the Board approved which was higher than what the salary schedule said. As Mr. Segrest said it was allowed by law. I took that amount, I subtracted the supplement prior to the 15% reduction and the difference was what I determined was his base salary then I added to that the supplement schedule after the 15% reduction and that is what I recommended to the Superintendent to recommend to you. Mr. Jere Segrest stated I do not think anybody is saying you cannot adopt a salary matrix for the Principals but it has to be done prior to that you cannot come back and do it once the contract is in place. A matrix can be established by action of the Board as it has every year that a salary matrix is done. Mr. Mike Manuel stated then if that is the case then it would follow Mr. Armstrong and Mr. Maddox's recommendation that there is no supplement involved with the high school Principal's salary. They are paid an amount period. Mr. Jere Segrest stated I am saying that can be done in the future. Mr. Jimmy Addison stated Mr. Manuel, up until last year when we hired a teacher at a school we had the State salary matrix and Dothan City paid about that salary matrix to get teachers to come in. Last year we voted to any new hires that we go back to the State salary matrix correct. So if an individual that was hired three years ago they were paid higher than the State salary matrix plus if they were involved with some kind of extracurricular activity and received a supplement for that then last year we did not go back and review salaries but we did go back and review all supplements. So therefore with the Principal contract if the Superintendent negotiates a higher contract than what the State paid us and then there is a supplement for being a high school Principal correct. So that is a given, we know what that supplement is going to be. It is just that the Superintendent had the latitude to pay above the salary matrix based on what he thought to be proper and the Board voted on. Where we are at now in that negotiation is the 90 day window and trying to make a change there. So that's where the salary and the supplement are. The supplement is set the salary range is not set for a high school Principal. You are exactly right. We do not have the matrix that says if you an elementary Principal, middle school Principal or high school Principal. Mr. Ben Armstrong stated that is the point I am trying to make is that it is not set. But if that is the only thing we are bound to is that person's prior base salary or the current State salary matrix which we adopted. That is our minimum limit I suppose. Mr. Jimmy Addison stated that might be something we need to look at in the future. We may need to set a salary matrix. I will bring out the same thing that I said at the last Board meeting. These salaries were based on the Superintendent, five or six years ago, looking at surrounding school systems and saying okay how does our high school Principal's salary compare to schools of the same size or larger and at that particular time and I think it still is the average salary of the high school Principals in the surrounding area is in comparison to our Principals, our Principal's salary is still below the average of the other school systems. Now we are concerned with our system. We are concerned with the financial shape we are in. I certainly agree with what everybody is saying but I think we set a precedent before and just because there has been a tradition or precedent does not mean it cannot be changed. Again, that may be something in the future we need to look at and need to say let's move forward and try to set a salary schedule and that is what it is going to be. You know when you advertise for a Principal you do not say salary is negotiable you say here is the compensation for being a high school Principal in Dothan City Schools. Mr. Chris Maddox stated what I find to be silly in all of this is if the Superintendent makes a recommendation that we disagree with we practically have to terminate the contract, again if we think the Principal is doing a good job, we have to terminate his or her contract to be in a position to force additional recommendations on salary for the Superintendent. That is ridiculous we should not have to put those Principals through my contract has been terminated. In any contract I have ever been a part of two people sit down across the table from each other and it is a full blown negotiation. You figure it out, you work it out, you come to a number and you sign the deal and off you go. We are getting forced into a position as a Board to where if we do not agree with the Superintendent's recommendation on that number we have no other choice but to terminate the contract in order to gain the ability to negotiate the number. Mr. Jimmy Addison stated I agree and that is part of the contract law from what I understand with education. It is just like if you have an employee in your business and they are not doing a good job and you do not like what they are doing you can say look I am going to pay you Friday and you are done. You cannot do that in teachers. Mr. Chris Maddox stated I know that. I am not talking about teacher tenure law. I am talking about being able to negotiate a contract Principal's salary or really not being able to negotiate. Mr. Jimmy Addison stated I do not disagree with you but I think it goes back to what Mr. Segrest says is that is part of the law with the contract Principals and we have gotten to the point where we are at the end of it and we either vote it up or vote it down if we do not agree with it. Mr. Chris Maddox stated in this case we have five contracts we have looked at. The salary has been determined using three different standards. Three of the contracts were determined one way, one contract was determined a second way and another contract was determined a third way in terms of salary. That just defies logic. Mr. Jere Segrest stated that is not a matter of law there it is a matter of interpretation of calculating the salary. That is not dealing the contract Principal law as such. Now contract Principal Law far favors School Boards as opposed to tenure law. It has come a long way because at the third year anniversary of a contract Principals contract the Board can simply terminate it with a recommendation of the Superintendent and that stops it. It's over then on that third anniversary. You cannot do that with a tenured teacher. You go through a hearing process, mediation, arbitration and all that. Dr. Harry Wayne Parrish asked when contract Principal's started. It was 2002 I believe. Mrs. Brenda Guilford stated coming to the situation we are in now my concern is this and I have thought about it since our last meeting but the way this came about is we had a Principal with a doctorate degree and years of experience and he was paid one thing then another one came along with the

doctorate degree so then we are saying the same looking at the degree plus the experience and that salary was set. Then we came into a situation we had this person that we wanted to come here for this particular job as Principal of this school and he negotiated a salary that was even higher than the ones with the doctorate degree and experience so that set another precedent there. I think what happened is after we hired this Principal with this salary which was elevated above others in our system and then we get another Principal coming in for the same position without the experience and he stayed at that salary which put him above it. I do not think that is fair. I think that salary, even though it was negotiated, but made no changes. I talked with Mr. Manuel about this and he said the salary was negotiated but there were no changes. He remained at this elevated level. I think at that point we need to put something in place that we look at even though the person is receiving a higher salary for a position because we negotiated it and it remains there with a person who comes in without the experience. I think that is where it is not fair. I think other Principals can look at this. At some point we need to say we cannot continue on at this salary because we paid this person because he negotiated that to come into our system and I do not think it was fair that he without the degree was paid above the doctorate degree because I think that says something. According to Mr. Manuel the degree and the years of experience is the matrix then so why are we still at that level with another Principal that comes in that does not have that degree nor does he have the experience. That's where we are with number 4 here. Dr. Sam Nichols stated going back to when the two high school Principals came off the matrix I did a survey. We really focused on all the 6A schools in Alabama typically schools in our region, Enterprise, Auburn, Opelika, Smiths Station to see what the average salary was. At that point in time the average salary of the Principals of those high schools was anywhere from \$11,000 to \$15,000 more than what we were paying our high school Principals. Our guys are doing a great job, it is a tough job, 24-7, it was just so far out of line with what others were paid and when there was a transition in leadership at one of the high schools the applicants that were interviewed something that I asked all of them really what would it take to come here and be Principal and it was really the average, they said we would not come for less than really what the average was for the high schools I was telling you about. That was the reason I recommended that we go off the salary matrix at that point in time. It was to be competitive and try to get the very best people for the job. Reducing this particular individual even more you will have teachers at the school making more than the Principal. Mrs. Brenda Guilford stated where we are now, I might be wrong I think I looked at all the salaries, but if we are looking at degree and years of experience why would it not be reasonable to negotiate a salary with this Principal and when we say negotiation I do not look at it and say it is going to be the same. Usually when you negotiate it moves a little bit one way or the other and I do not see that happening in this case. It did not happen. That puts this Principal above others with experience and degrees going from probationary to contract. That would be a good time to negotiate a salary that would make it comparable. I am not talking about with the Wiregrass or the Regional or what have you I am talking about within our school system. Dr. Sam Nichols stated this individual was taking a reduction in salary by moving from a probationary contract Principal to a contract Principal. That is what has been negotiated and has been offered which is less. Mrs. Brenda Guilford stated all Principals, which was what we voted on, all Principals that are moving from one level to another level taking a move and will docked 15%. Dr. Sam Nichols stated they are all taking less. Mrs. Brenda Guilford stated I think at this point we need to have something in place so that this does not happen. It is not fair to the other Principals in the system. I am not talking about in the Wiregrass because in the Wiregrass maybe they are making more or in the Region maybe they are making more than Dothan City. I am talking about what we have control over right here in our system. Dr. Harry Wayne Parrish stated what is the Principal of the other high school making? Is he making more? When these two contracts are side by side which one is making what? Dr. Sam Nichols stated the Northview Principal is making \$3,000 more than the Dothan High Principal and after the contract is renewed then it will be \$6,000 more. Dr. Harry Wayne Parrish stated that is what I understood. If we approve this contract the Northview Principal is making \$6,000 more. Dr. Sam Nichols stated he is not up for renewal. Dr. Harry Wayne Parrish stated I am talking about currently. Dr. Sam Nichols stated that is correct. Mrs. Brenda Guilford stated but did we not raise Northview Principal because the Dothan High Principal was making this salary. Did we not raise Northview because I think at that time they had more students. Dr. Sam Nichols stated it was really based on probationary status as opposed to contract Principal status. Dr. Harry Wayne Parrish stated the bottom line and we all know this everybody has a different opinion about a lot of things and that is great that we do because that is what makes things pull together but the opinion I have with all of this is what I just said to Dr. Nichols is look at that I think that would be the fair way to look at it, Brenda looks at it a little different too. Mrs. Brenda Guilford stated how am I different. Dr. Harry Wayne Parrish stated because you are talking about all the Principals and I am talking about the two high school Principals. Mrs. Brenda Guilford stated I might have a problem with that high school Principal making that because of what Mr. Manuel said with a degree and years of experience. I am basing my on that this time. We are looking at degrees and years of experience. Dr. Harry Wayne Parrish stated I understand and I think it is good we all look at it the way we look at it and that is what the Superintendent is here for to look at all we say and takes into consideration all these things. The thing I would say too about a high school Principal and I always say things maybe in a different light but I have been there and it is unbelievable and I do not mean the elementary or middle Principals do not do the work they do all of it is so hard today with all the different things and the things that are coming at them but the high school Principal has every event. I have been there I was athletic director at Northview for 13 years and I never missed a home baseball or basketball game. That is a tremendous amount of work but I had a Principal too that was there most of the time. If he was not he know I covered it. You have all the drama, PTA meetings and it is on and on and I do not mean elementary does not do that but that is the difference. The only way I can compare it is the two high schools have similar duties and that is the way I look at it and I may be wrong but then again it all goes back down to the Superintendent and I think we put him there. He is the one that is suppose to negotiate and look at things and give us recommendations. I do not have time to go follow the two high school Principals around. I wish I did. We have some great elementary Principals there are two or three sitting right here that are wonderful and they do not want me following them around but they do great. I can walk in a school and tell a lot of things. Dr. Sam

Nichols stated honestly in my opinion I think we have the best Principal core we have ever had in the school system. We are making tremendous gains. I understand the financial crisis that we are in and everybody understands that but everyone one of these individuals will take the same hits that teachers take if there is a reduction contract days, if there is an increase in PEEHIP, if there is an increase in retirement they will take all of those hits as well. Then I think the Board is expecting them to take more hits. This to me is an equitable fair way to do it. We have applied the rules as we understand it from the Board and I feel very comfortable making the recommendation. Mr. Ben Armstrong stated I want to follow up with what you had to say Coach and I agree that we have to defer to the Superintendent but I still disagree with the Superintendent from the standpoint of applying the rules because if we are going to be equitable we have to admit to our other employees in light of the unanimous decision we made a few months ago to tell the public or to ask the public to help us I think we have to make it clear to them that the cut we are making or being proposed here is not 15% of the amount by which this employee's salary exceeds this employee's position on the matrix as we did other employees. This is less than a 15% cut of the amount by which this employee's salary exceeds the matrix and this is the only employee that is being calculated that way. Mr. Charles Woodall stated I have a question for Dr. Nichols. When you did the study in looking at the Principals in our area and everything at that point were the high school Principals on the matrix which we are discussing? Did you also look at middle school and elementary or was it just high school? Dr. Sam Nichols stated at that time it was just high school and from what averages I had gotten and you get those statewide. We were borderline with elementary and middle and really not as severe discrepancies as there were with high school. Dr. Harry Wayne Parrish asked what are we now. Dr. Sam Nichols stated I do not have a recent study. Mr. Charles Woodall stated my comment is and you named several systems you looked at, each of those systems and I am not trying to poor mouth but this is going to come out like I am, each of those systems you looked at I did not hear a single one that does not have a significantly higher local tax base than we do. So my point being, we have to weigh at that point there was no proration, we were not in the situation we are in now, and we were able to absorb that extra expense locally to pay these Principals. I do not think whatever we pay you we will be able to pay you what you are worth. I mean that sincerely but I think we have got to go back at this point with the financial situation we are in and put that back to where it needs to be. At some point we may could move it back but that is my whole point in all of this we got away at that point from paying what we could afford. The need to pay somebody is not the same as the ability to pay somebody. Dr. Sam Nichols stated if we applied the State matrix and supplement schedule I think we would get an elementary Principal. We applied the same thing and we looked at 12 month teacher, just a teacher, and then a 12 month Principal and the difference in salary was \$900 to be a Principal if we applied the new rule you want to apply. Mr. Charles Woodall stated I cannot help that. There is nothing I can do about that. Dr. Harry Wayne Parrish stated I will just say this I think the number key to education besides our children the number one key is our leadership. Our leadership starts with our Principals, whether they like it or not, they lead the schools. They have to do a tremendous job. I tell you I was very blessed I had two great Principals and I had two lousy ones. The lousy ones ruin a school. I think our leadership is very important so I think we have to be really really careful not to knock the morale of them down too. All of this has to be thought out. I am not saying anything about voting I am just saying overall I want everybody to think of the bigger picture and what is going on. We cannot just look at one little area you have to look at what affects our children and I say that over and over. So leadership to me is very very important. We see that in our school system now. You look at a great leader and you have a great school. I hate to put that on them but that is just the deal. They have to live with it because that is where they are and they have to figure that out and that goes to the Superintendent too and that all comes to us on how we lead this school system. All of you have wonderful points. I think everybody here is very intelligent but I am like Coach Addison I think we need to look things in the future. I think everybody is saying the same thing. It is just everybody feels a little bit different. We cannot let all of this separate us we have to go forward and make the very best you can. Like Charles said vote you conscious and do what is right and what you think is right and do not worry about it. Mr. Ben Armstrong stated in going forward and looking at salaries and supplements and the concern that I have and this came up last year when we were talking about adjustments and cuts what we have to keep in mind as a Board is every response we seems to dictate that it is easy for us to go up but we have to keep in mind that even when times get good I do not know that we can go up because we find it is impossible to ever go back down. To me that is illogical. Dr. Harry Wayne Parrish stated I think what has happened over the years and it is not Dr. Nichols or anybody, some people get fat and happy and then you get to doing things you probably should not do. We were not the Board then or the Superintendent but I think over the years that is what happens sometimes. I think the great thing about our community and the great thing about our country is people are beginning to understand that and we have got to keep under control things but we do not want to hurt people really hard in the process either. We want to do kind of the happy medium. All of us have a different feeling about it but all of us are right, there is nobody that is wrong. I think that is the good thing about all of this. I am kind of glad in a way we are having to go through this because hopefully people will learn what we are having to learn and the City of Dothan will decide whether our children are the most important things in our lives or not. It better be. The key to this whole community is our children so it all goes back down to that and we are going to get to it. We need put that at the top of our agenda our kids not anything else. That is the key to our future. Think about that. Mrs. Brenda Guilford stated I am not playing to the audience. I know we have a lot of Principals out there and I appreciate you all coming. You know what I say here I would say it whether it was filled with Principals or whether no one was here. I really hold elementary Principals in high regards they do not have Assistant Principals and high schools do. I think that is one attitude that we tend to not look at when we are looking at whether Principals are doing a good job or whether they have a hard job but as far elementary Principals they have to deal with all themselves so we have to give them their accolades as well. The only concern I have about this and it has nothing against the Principal that is there it is all about your degree and your years of experience because that is important. I think that when you are in a doctorate degree that says a lot, when you are in a masters degree that says a lot. We have a salary scale for that and I think if we are not clear on it then we need to put it in clay so when we have Principals

come in even though they might come into a position where another Principal was paid more that we negotiate a salary with this Principal based on that. I do not think that this was done with this particular Principal at that time. I did say something about it at that time because I was on the Board but sometimes you can say things and it is just not heard. Anyway, that is the way I feel about it and I would say it whether that Principal was here or not. It is not about the Principal it is about the person that holds this job and the degree he has and the experience he has. The only thing I want to say is I have a concern about this particular one and I hope that this Board can in some way put something in place so we do not get into that situation again. Let's keep in mind also when we vote, it is like what Mr. Segrest said, if we vote it down then it goes on anyway. If we are looking at money and trying to count every penny let's keep that in mind when we do our voting and maybe it is just something we have to eat now and let it go. I do not know if it is giving the message right but I think what we have said here is all referenced and the message is out there.

Dr. Dell Goodwin stated the Teacher Accountability Act was implemented in 2000 for Principal Contracts. We also have a teacher, Paula Dean, that teaches at Carver that has been named District Teacher of the Year so she will go on to the District for Alabama Teacher of the Year. Dr. Sam Nichols stated this is absolutely outstanding and District 2 is the 2nd Congressional District. It is a large district. It speaks very highly of our school system and that individual particularly. Dr. Sam Nichols stated with the new Ethics Law Board Members have to go through a training. There is availability to go to that and you have to document the fact that has been done. Dr. Dell Goodwin stated it should be done by April 10th. Mrs. Brenda Guilford stated I received my training at the Conference and they will notify you Dell. Mr. Jimmy Addison stated I have my certificate. I have a question but when are we going to start having meetings concerning the possible cuts for the next year. Dr. Sam Nichols stated I am glad you mentioned that. Tomorrow the budget is in the House Ways and Means Committee. That is when they really start the serious conversation about how this budget is going to move forward. Right now it is the Governor's budget that is being proposed which really has a catastrophic effect on transportation and OCE which is support personnel. There seems to be a lot of conversation in Montgomery about raising the divisor by .5 and also cancelling some contract days, professional development days or student days. It is being discussed both ways two professional development days which would be for all employees or five student days. We have already started meeting here with the staff to try and formulate some plans but it is not enough to share with you publicly at this point in time but hopefully after this budget process starts in Montgomery we will be able to give you more information and move forward with good recommendations. Mr. Jimmy Addison stated Dell refresh my memory we have to let support personnel know how many days prior to the end of school. Dr. Dell Goodwin stated support has to be notified 15 days before you act on it and certified has to be notified on or before the last day of school. So we will probably some support in April.

Mr. Chris Maddox stated I just want Mr. Humphrey to understand it is the same sentiments I had for Mr. Allen my no vote on his contract had nothing to do with my impression of his job performance at Dothan High School. I just disagree with how we calculated the money.

New Business

Mrs. Brenda Guilford stated we received some information from Dr. Tinder and they are coming on April 28th to present a slate of five candidates and then we will start getting ready to interview and narrow it down to 2 or 3. Dr. Harry Wayne Parrish stated I got the email that said he had several applicants. He did not name how many. He was excited about it. Mrs. Brenda Guilford stated that was basically it but I did talk to him too and he said he would be narrowing it down to five.

Dr. Harry Wayne Parrish stated the Board would meet again on April 18th. Additional meetings as previously approved are as follows:

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.

Monday, April 18, 2011	.....	Regular Board meeting
Monday, May 16, 2011	.....	Regular Board Meeting
Monday, June 20, 2011	.....	Regular Board Meeting
Monday, July 18, 2011	.....	Regular Board Meeting
Monday, August 15, 2011	.....	Regular Board Meeting
Monday, September 19, 2011	.....	Regular Board Meeting
Monday, November 14, 2011	.....	Regular Board Meeting
Monday, December 12, 2011	.....	Regular Board Meeting

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 8:18 a.m.

APPROVED: June 20, 2011

Dr. Harry Wayne Parrish, Chairman

Sam Nichols, Superintendent, Secretary