

<i>Date</i>	<i>Kind of Meeting</i>	<i>Where Held</i>
March 5, 2012	Board Work Shop	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
<i>Presiding Officer</i>	<i>Members Present</i>	<i>Members Absent</i>
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, Vice-Chairman, District 1 Mr. Franklin Jones, District 2 Mr. Charles Woodall, District 3 Mr. Jimmy Addison, District 4 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	

Dr. Harry Wayne Parrish called the meeting to order at 5:05 p.m.  
Mr. Ben Armstrong led in prayer.  
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

### **Board Comments**

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

Mr. Jimmy Addison stated I have a couple of questions. When we did not have the money in the bank on Wednesday to have our payroll checks did it cost anything extra for us to get that money transferred? Mr. Mike Manuel stated we had the money in the bank. It was not a matter of not having the money in the bank. What happened was in the process of doing direct deposit which we have to do three days before payroll which would be Monday when we did it. In the process of doing that I failed to hit the release button on the Regions website to release the file to them and that was the reason why the money was not there. Mr. Jimmy Addison stated so the money was not in the direct deposit account. Mr. Mike Manuel stated no we have the money it was just not direct deposited to the employee's bank accounts. Mr. Jimmy Addison stated in the email you sent out Principals it said that if any of them incur any overdrafts or anything due to that and they could prove that you would reimburse them. Where would those funds come from? Mr. Mike Manuel stated we have not reimbursed anybody because they got paid on time. I notified Mr. Wilder of the situation and I immediately began working with our software vendor on what we could do to get our employees paid. At the time I wrote the email I could not get direct deposit to them and I was not sure how I was going to pay them. I worked with him, called South Carolina and talked to them and he called back in an hour and said I have an idea and this is what we can do and so I said let's do it. So we printed paychecks by 11:00 and my staff and I sat down and stuffed checks in envelopes and divided them up by schools and delivered the checks to the schools. The three schools I went to I was back in the office by 2:00 in the afternoon so everybody got paid on payday. Mr. Jimmy Addison stated I understand mistakes and I know they happen but I would like the courtesy of knowing something that major had happened. I had not heard a word about it until I got a phone call at 8:15 and a teacher said I stopped to fill up with gas and I did not have any money and I stopped to withdraw money from my account to give my son some money because he had to take an exam and another one called and said are we going to get paid today. I said I do not know I do not know anything about it. I got an email from Mr. Wilder at 10:45 which was 2 ½ hours after I got my first phone call. I would just like to know what to tell people is going on. I know at that particular time you did not know but you sent an email to the Principals and Mr. Wilder and secretaries. We as Board Members, we just voted on a chain of command, and you are under the direct supervision of Mr. Wilder and us. All I want is that courtesy. Mr. Mike Manuel stated yes sir. Mr. Jimmy Addison stated if anything of that magnitude happens again I just want to know about it before I start getting phone calls so that at least I can say I know it happened I do not know what we are going to do but I will let you know as soon as I find something out. I never heard one word. Mr. Mike Manuel stated I apologize for my oversight. Mr. Jimmy Addison stated that is all I have.

Dr. Harry Wayne Parrish stated I appreciate all the nice people that called me when I left in the middle of the Board meeting last time and I appreciate Brenda helping me. I got sick.

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

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

### **Adjourn into Work Shop**

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

Mr. Tim Wilder stated this is the last plan that I have as far as a budget work shop before we start bringing actual recommendations to the Board. I just want to tell you where we are. I have been in Montgomery talking with our Legislators who have been very helpful and very supportive. I want to make sure we are getting all of your concerns as well from these budget work shops. Of course you know we have been meeting with Principals monthly, we meet with teachers monthly, we meet with secretaries every other month. We are out there soliciting ideas and we are in schools trying to see what we need to do. A lot of the decisions we are going to have to make for the budget there will be some recommendations from me but I want to make sure we are addressing everything that you want us to address. During our budgets cuts when I first got here, it was about \$2 ½ million worth of cuts and this Board saw the opportunity, thank goodness you did, we added a few people back that would have been devastating without them. We added a few custodians back, we added some other people back that would have been pretty damaging if we had not. We are in a position now, we have learned more and we have gone through almost a full school year, about ¾ of it now and there are some questions that I have and some things we want to make sure you understand and that we are all on the same page. I have asked Mike to be prepared also tonight for questions on what we have on reserve and if this Board is ready and willing and wants to I can bring you as many recommendations as you want, I can bring you as few as you want but here are some things I think we have to address. The Chairman and I are going to sit down with the Mayor here in the next week or so to talk about earmarks from the City and what we use our money for from there. I know there are some grants we have from the Wiregrass Foundation. I have met with them as well. Some scholarships through Wallace College that we have met about and talked about. Some of those are phasing out and it frees up a little bit of money. Mostly what I see and hear and am torn about and want to hear from you as I meet with our Principals and our teachers and secretaries and staff and meeting with PTA Presidents here soon to try to solicit as much as we can. We are funding partially a lot of different jobs as you know. All of our schools do not have guidance counselors, clerical aides are going between 2 and 3 schools, Program Specialists are going between 2 and 3 schools, nurses are going between 2 and 3 schools. We are taking several different jobs that are going several different places and there could be a good argument for both. I talked to the Principals about being able to give them flexibility to do what they think needed to be done but there is a problem with that. If this Board were to give our Principals a budget you put it where it is needed. If this Board budgeted a discretionary amount of money for example I know you only have one nurse a week, one clerical aide a week or one guidance counselor every other day or whatever they have give them the opportunity to use it where they need it the most. I think they deserve that and know what is best for their schools certainly better than I do and probably better than the staff and the Board. They know what they need. The problem with that is when you get in a room with one or two of them and say if I gave you this money what would you want to do. One may want to keep the guidance counselor full time, one may want a Program Specialist full-time, one may want a clerical aide full-time and the next thing you know you are negotiating with 5 or 6 Principals because for school A to be able to get that Program Specialist full-time they share them with school B and C and B and C are going to have to agree to give that Program Specialist up and work a deal where they get their guidance counselor and it never ends. So that idea may or may not be shot. It may be a lot of pressure on the Principals to do some work and negotiate what they got. Now if you have two Principals who are fighting for guidance counselors everyday and they happen to share that one who makes the decision. Do I make it, does the Board make it. So then we get back to our surveys and the people we talked to and my recommendation to the Board about what we may need more and more but I can assure I talk to Principals more often obviously than every month, there are different needs. We have some schools that have full-time guidance counselors that need help somewhere else. We have schools that have part-time guidance counselors that need one full-time. We have schools that share a Program Specialist that need one full-time. I am mainly talking about our elementary schools. We are going to meet with Principals again real soon and I will be glad to bring to the Board a recommendation from the as well as from me but I think it is time I hear from you guys about necessities we might need to look at that maybe we have not discussed yet. Those are just a few ideas. The ideas that I will bring to you is supplements, how we spending money with supplements, where we are spending those supplements, how much we are spending. I think you have a copy of those we gave those out in November I think. I think all that needs to be addressed. I know we are going to be getting less money from the State than we got last year. Did I say that right Mike? Mr. Mike Manuel stated there is less money available. Mr. Tim Wilder stated there is less money available at the State level than we had last year. It may trickle down to Dothan we have the same amount, we may have more, I doubt it but at the State level they have less money to work with. We have a very good reserve as you know because of this Board making some real tough decisions and because of Mike's good planning. We have a very good reserve. We have good Capital Outlay funds. We had to borrow from some of those because your legislature allowed us to do that because it would have been tough without it. I think they are talking about some more flexibility bills to be able to give certain School Boards the right to move money how they want to move it. I think I am spinning my wheels if I do not get the input from the Board about some things you may see and some things you may need. At this time I will leave it with the Board for questions on anything we spend, how we spend it or what we are looking at for funding our next school year and allow our staff or me or Principals to answer the Board's questions about some of the necessities or things we need to be looking at. Mr. Jimmy Addison stated I certainly like the idea of the Principals getting what they need at their particular school because every school is different but at some point in time I guess you will compile the list of what the Principals have said that they need and whatever the majority of the schools say what they need that is probably the direction we will head. I would guess. Mr. Tim Wilder stated that is one way to look at it. Coach the other thing is to just make a decision on it but I can assure you when we make a decision on it there are some of the Principals that would say I appreciate your input but we are good in that area and it is not going to impact us a lot. Counselors are a major concern. We are going to start very soon putting substitutes for nurses which we have never done before because if we have situations where a kid gets hurt and we have a nurse that is shared with three different schools and has to run across the City to get to that school and forbid that happen but it very well could. I am not asking for nurses are every school at this point, it would be great to have them. Doretha James knows that I

have met with her one on one and there is certainly a need for that. I could go on and on about needs but we have to work within our budget I think you know that. Coach, going back to your point, it would come down to a majority rules kind of thing and I think I know now without them taking any kind of survey or vote what they would probably as a unit want but there will be three or four of those schools that say it will not affect me because I am getting what I need out of this job. I would love to be able to say the Board is going to give you this it is discretionary for whatever you need to spend it on. If it is to get you a full-time Program Specialist because you have three times the number of referrals you had last year then so be it but unfortunately we share them with so many schools that other Principals would have to agree to that. It would be tough to do. Dr. Harry Wayne Parrish stated the number one thing they need to do is get the concern of the teacher. They really need to communicate with those teachers. I feel like you are telling them that I know you pretty well and I feel like they are doing that. What is the biggest concern coming from the overall schools that you are hearing from the Principals? You talk to them, I am like Jimmy, there is no way that you can put some things the same but you have got to have some kind of flexibility but what that is I do not know. Mr. Tim Wilder stated I think they would appreciate me saying they would like a full-time clerical aide, a full-time Program Specialist, a full-time counselor, a full-time nurse, right but it probably cannot happen with our budget and they know that. I think it is very important that they tell you what their unique situation is at their school, if they want to. Mrs. Aneta Walker, Principal at Cloverdale Elementary, stated with our population we definitely need a full-time counselor to be able to give that intensive one on one time with kids that have severe problems. We have kids that really need somebody there every day to check in on them and make sure they are having a good day. Somebody outside that cares. Mr. Joey Meigs, Principal at Carver Magnet, stated we split an Assistant Principal. We would like to have a full-time Assistant Principal because if we have to be out of the building at a meeting or something and that Assistant Principal happens to be at the other school there is really nobody in charge. You have to have a teacher that has an administrative degree. We have a clerical aide half-time and our bookkeeper is having a hard time staying in line with the auditors and getting things in on time. Dr. Harry Wayne Parrish stated you number priority would be an Assistant Principal I suppose. Mr. Tim Wilder stated in our middle schools just Beverlye and Carver share an Assistant Principal. At Girard Middle and Honeysuckle they have a full-time Assistant Principal so if you talk to Greg or Scott their priorities may be different because they have that full-time Assistant Principal. That is coming from the two magnets. Mr. Todd Weeks, Principal at Beverlye Magnet, stated I echo what Joey said. We are in good shape with the nurse, ours does a phenomenal job of course we have four or five other people in the building that are trained in giving medication. The main thing is if we have an emergency type situation but I would not hesitate at all to call 911 if I feel like there is a need. The clerical aide and Assistant Principal are my most critical needs. As hard as Mrs. Griggs tries to make it work at both schools at times it is a struggle for a simple fact is she is there for a half day and then might be the next afternoon before we see her and it is a constant catch up mode. The Assistant Principal is a vital part of the school especially in building relationships with kids and parents. Mrs. Teresa Davis, Principal at Slingluff Elementary, stated I agree with Todd and Joey as far as needing an Administrator in the building other than our self because we often are gone however, at the elementary level there is a pressing need for counselors at every school. Dr. Harry Wayne Parrish stated do all elementary schools feel that counselors are the number one thing. Is that the overall thought? Ms. Sue Clark, Principal at Montana Magnet, stated we really need a full-time clerk because when the secretary needs to do payroll what happens on the days that the clerical aide is not there I spend more time in the office instead of being the instructional leader that you want to be. On those days my time is spent answering phones and giving medicine. Also trying to keep up with attendance, tardies and absences, for referring to early warning court and when you have a person part-time you cannot keep all of that paperwork up. Mrs. Vicki Davis, Principal at Highlands Elementary, stated we need full-time everything. What it boils down to is there are two full-time people in your office at the elementary level, the Principal and the secretary. You have a part-time counselor who is not there to assist. For me, I have over 500 students and have a one day a week Program Specialist who may or may not be there. The Program Specialist is the most important for me. There are things she can do that a counselor cannot do, helping with sick children, discipline issues, parent issues, help with evaluations. I have no one. It is myself and my secretary basically. We need stability. I cannot be sick because I have no one to take my place so I am there regardless. Mrs. Brenda Guilford stated Mrs. Davis who is in charge when you are not there. Mrs. Vicki Davis stated my secretary. Mrs. Brenda Guilford stated you leave your secretary in charge when you are not there. Mrs. Vicki Davis stated she is the only person that can be in charge. I have no other person. I have no extra people; they are tied to a class. I do not have any extra people so when I am not there my secretary is in charge so that is why I am always there. Ms. Glenda Sanders, Principal at Girard Elementary, stated as far as I am concerned I need it all however, with the clientele I have and all the issues the counselor would be the dire need. Also, our custodian needs help. She works extremely hard but one person just cannot do it all. Mr. Greg Yance, Principal at Girard Middle, stated we have our struggles at the non-magnet schools I want you to understand I want to believe that you do. There are a lot of issues it is very difficult. We need a full-time clerk back because of the transiency of students, medication issues if the nurse does not happen to be close by are very very challenging, the secretary is doing bookkeeping is challenging. We need a full-time clerical aide back. We need at least one full-time P.E. aide. Boys are very competitive, we need at least one full-time P.E. aide without question we really need two. I would like to see the same nurse in our building to deal with some of the issues we have. I will say I appreciate you. You have tried and Mr. Wilder has tried. It is very challenging and I hope you will look at in the non-magnet schools what we are asking them to do and what we are asking them to achieve. In the elementary schools there is one magnet and four or five other elementary schools. Me and one other school, the dilution of it. The students that we are dealing with are very challenging. I know everybody in here does a lot of hard work. My teachers work hard in managing the classrooms and teach these students. You are welcome to come and visit, talk to me and my teachers to find out the needs that we have. Mrs. Doretha James, Lead Nurse, stated I have Faine and Girard Middle. This year has been one of the most challenging years because there are no extra people to give medicine. Girard is my home base school and I am there Monday, Tuesday and Friday. I am suppose to be here on Fridays doing lead nurse

administrative work. He is afraid for me to leave the building. I do not mind staying over there on Fridays doing what I need to do to help out. I invite you to come by. It is hard; there is no extra person to give medicine. I cannot be out when I am sick and everybody is entitled to sick days. Mr. Wilder has been there. A healthy child is a learning child. I appreciate you working on substitute nurses. Mrs. Aneta Walker stated the medicines are way more than I have ever seen with the controlled substances that I lock in my school building and we pray every day that we follow the code. Mrs. Doretha James stated they are working under our licenses. If another person is giving medicine and is not a licensed person they are working under our State Board Nursing Licenses. If they mess up my license is pulled. Mr. Tim Wilder stated as you can see I think I heard five different Principals. The good thing about the Directors and the Principals we have is they are realists. They do not complain a lot. We do not sit there every month and talk about what we do not have. This is the first opportunity we have had for you guys to hear it. They understand when I say they are realists they know it is going to be very difficult to put everyone of those in schools full-time because they know the pains you guys have gone through in the last several years here and to have Mike report you are in a good situation you probably have not heard that in a long long time. There is a sense for me and you we want to protect that. We want to make sure we do not get in a position we were in years ago, no fault of anybody else. The economy and the State it was just horrible. You guys have made some very tough decisions that have gotten us to this point to have these conversations but to be able to say to Principals here is a dollar amount get what you need and as you can tell some in this room even share with each other specifically elementary schools that would involve three sometimes four Principals to work out. They understand it is not a gripe session it is how can we really make this happen. I am concerned about four or five of the areas. I get on them sometimes about the phone ringing three or four times and getting a machine. It bothers me but then I realize we probably have one person there and she is probably giving somebody medicine so I cannot do that. We have a complaint about a student not getting medicine on time, like Mrs. Walker said these are controlled substances and the first time you do not supply them with it or the first time you do not do it I am sure there are legal issues involved in not giving them the medicine. That is scary to me that we would not have somebody there. So we go from that and like Greg said the P.E. aide. I think what he is talking about was us working with him was we put a part-time in there to just to try to level everything off. I have been there you need a full-time person when that testosterone gets to going. I think you hear like I have heard from at least three of them, the counselors are needed. We are sharing counselors and they cannot build relationships with students, they cannot talk with students confidentially if a student has a problem that day the counselor is not there they talk with a secretary or a clerical aide if she is there or a nurse if she is there or a Principal is she or he is there. They are realists and they know you guys have tough decisions to do. I am glad you heard it and I am glad you all felt open enough to talk about it. It is what we have been wanting to hear and see. Mr. Chris Maddox stated what is the projected number this year on the money. How much are we going to have to cut this year? I know you cannot tell me to the penny right now. Mr. Tim Wilder stated I am hoping we are going to be able to maintain the status quo this year. Dr. Harry Wayne Parrish stated when you have been here a year and you are not from here and I am glad you are here but what I am saying is you do not know a lot of things about or you look at it a different way or different perspective is what I am trying to get to. Do you think you have seen that we can cut here or there to help some of these things here? You do not have to say it out loud right now but are there any ideas you have to do some things to change some things around that maybe we have not seen. We looked at the budget very thorough with Mike and when Dr. Nichols was here. We spent hours and hours back in that room looking at budgets. We went from one thing to another. We went from combining the schools to save money; we did a lot of things trying to figure out a way to do some of these things. Have you seen some things or are there some ideas you are thinking about? Mr. Tim Wilder stated first of all, you have done as well as any district has done long before I got here with the money problems that you had. Now again, I cannot reemphasize enough the decisions you have to make sitting in those chairs that affect people's lives. I know you have done all that you can do as a Board to make sure that you keep the person. You may cut the salary matrix and go back to the State matrix local but you keep the person and people appreciate that. I think they would much better have a job than to say okay we are going to have to cut you whatever percent than let you go. They appreciate that because you understand you have people's lives in your hands, bread winners there, people taking care of kids and elderly parents and so with that aspect no. I think you are in the position you are in right now because of those decisions. I cannot imagine and there are other examples but just hearing what Vicki Davis said at Highlands the secretary and the Principal are the only full-time employees other than teachers. I also cannot fathom some of the schools with demographics with the high poverty we have are seeing a counselor once every other or three days but is that any body's fault. They have made the best with what you have given them. We have a strong group. They are backing you and they are a 100% and 100 miles an hour and they do not complain and grip they come to me with concerns and I bring them to you guys. You guys have right now or had the last six months every employee, the salary they make and everything about this system. I agree with Mike and everything I have seen and I lean on him heavily about this but I am hearing it in Montgomery as well and that is very likely, a good chance we will not see any kind of cuts here but what we have just described to you was things we need to add and you will have to dip in your reserves to do that or you will have to cut another position to make that possible. Those are the tough decisions to address and it is my job to bring you a recommendation that is going to fit within our budget and there will be several recommendations depending on the flexibility they give us, whether we take it out of our reserves, out of units or whatever the State will allow us to do. I asked this question as late as 4:00 this afternoon, when will the State give us a budget. I hear it is after session sometime in April so we are a good two months or at least a month and a half away from pin pointing where we are going to be but I think we need to operate under the assumption we are going to be okay even with a little cut with your reserve and what you built. We are going to be okay but we have to address some of these issues that are behind us. Doretha was right I spent not only time with her a couple of times I met with her nurses as a group but I have also been to the schools where the nurses are. You cannot describe it. When they are flipping that draw out and you are reading some of those medications and you understand they are actually illegal substances if another kid

got their hands on or you gave the wrong medication. We have one nurse sharing at three different schools and you have kids every day at 10:00 you have to give this medicine. I think at one of our schools we had a kid taking 12 medications a day by the same nurse. If she is out that day chances are somebody else is going to give those medications. I cannot imagine being put in that position. I do not like our nurses being there sick or with their children sick but they have to because it is a scary thing but it is a reality. We are not the only district facing this. You should go see some of the other ones that do not have it at all that contract. I am not saying this to be a negative thing it is reality. A lot of districts are in far worse shape than you are financially I assure you and far worse shape than you in terms of people at schools but we know this and we have to address it. I have to bring you a good recommendation within the budget to satisfy their needs and make sure our kids get what they need. What is it that you are hearing? I know we talked about transportation, about transporting our PreK and Head Start and those decisions are made to get a bucket of money. It sounds good but it is not really like that, you get some money and you decide whether you spend it locally. We have had some debates about that and Mike and I have talked about it. Jerryneta Evans and I talked about it. Why we should or should not transport. Early in the year when I first got here there was an issue about transporting out students to and from P.A.S.S. and what that might save. We may see a little increase but that little increase will not mean we are fully funding transportation. We do not and it is not even close so those kind of decisions are going to come as well. Mrs. Brenda Guilford stated I wanted to put something on the table because I have a passion for early education and I know earlier this school year I had mentioned but the budget had already been made. Had I been aware and I am not going to say it was not presented it was not presented in that fashion, I would not, I could not have supported not transporting Head Start. There is a population that is not being served that we are overlooking at this time. If you will go to Johnson Homes, McRae Homes, Martin Homes, Henry Green Apartments, and Westgate you will find a lot of Head Start aged kids whose parents do not have the ability to transport those kids. It happened this year at a terrible time when the economy was low, many parents were out of a job, we have parents who when they had a job they could be subsidized by the Family Guidance Program but if they do not have a job they cut them off. So those kids are at home. We may not feel the brink of it now but I think in a few years we will see that. We will see that these kids that were not put on a level playing field because they were not in a quality prek program or Head Start or something that would put them level with other kids in kindergarten. I think that is what the kindergarten teachers are going to face because we have those kids out there. It is a silent majority. These kids are with the parents that do not call, they do not come to Board meetings, they do not email Board Members and they are not proactive and when it happens it happens. I hope that we will look at this. My Mom was a Head Start teacher; I went to college on a Head Start teacher's salary. I know what Head Start is all about. Even though my kids did not fall into that low income level but my Mom was a Head Start teacher so my son went to Head Start with my Mom and he is now a successful lawyer in New York City. He went to law school at New York University. This is important and I think we are leaving them out and just to say that we have a waiting list that is not good enough. When you ask these parents can they transport and they say no I cannot and you pass by them those kids are sitting at home with Mom looking at soap operas every day. I think that is something we really need to look at. Head Start has transported as long as I have know and for us to have dropped it this year I think it was very detrimental to a lot of children. I want to go ahead and deal with this up front this year. I might be the only one to feel that way but that is something I cannot support not transporting Head Start. Mr. Larry Alums stated we did not transport Head Start last year. This is our second year. Mrs. Brenda Guilford stated well then it is two years that we have made a mistake. Mr. Tim Wilder stated something else I want to bring to the Board as well and something you have to realize we pretty much have to do. Mrs. Brenda Guilford stated this is the first school year this year that Head Start has not been transported. Mr. Larry Alums stated this is the second school year. Mrs. Brenda Guilford stated well, that is really sad. Mr. Tim Wilder continued stating in adopting math textbooks Mike and I figured anywhere from \$300,000 to \$350,000 right Mike. Mr. Mike Manuel stated above what the State pays. Mr. Tim Wilder stated above what the State pays. What do they give us? Mr. Mike Manuel stated \$14.00. Mr. Tim Wilder stated so there is \$300,000 to \$350,000 we have to put textbooks in all our students hands for the math adoption. Also, we are going to come to you at some point very soon with a recommendation for technology to bring our technology up to date where it needs to be where it should be. There are lots of things we can fall behind on but one of them I do not think is technology. We are not talking about as much people as we are bringing our technology up to date, our wireless networks, our software, our hardware. I do not like to hear nor does Mark Williams like to hear the fact that students cannot log on because we are stuck or there is something wrong with it. We have to put some money in technology as well. The other area I will come to you with a recommendation is Career Tech. We are trying to do the best we can in finding grants. We are talking to the State Superintendent of Education about Career Tech, we are asking businesses to help us and trying to get in there and let us have some of their equipment. There is a dyar need in this district for a strong Career Tech program. Those will all be brought to you in what form or what date we do not know but we need to be able to bring that to you and have you look at it to see if it is going to fit with our budget. I think Mike and I figured if we put a guidance counselor at every school it would cost the Board about \$300,000 maybe a little bit more. That is only five really when you think about it when you stop sharing and leave everybody where they are there are only five schools left without a counselor. When everybody stops sharing I think it is four or five elementary schools we would have to pay for and it would cost about \$300,000 so if we are breaking even, we are adding all of this stuff up we will be digging into reserves or some other fund to try to find that money. Dr. Harry Wayne Parrish stated how about the aides. I heard some of them say they wanted counselors but some said they would rather have an aide instead of a counselor. I think I heard that right. I know you want to give everybody the same but in the same way look at one or two schools that would rather have an aide than a counselor. Swap some of that around and be fair. Mr. Tim Wilder stated I would love to do that and our next Principals meeting may be worth charging admissions for when we start talking to them about who is going to go where and what. In just elementary there were four examples of what they needed in our elementary schools. I would like to be able to give them that but it is going to be impossible. Eventually, I would have to rule on or the

Board would have to on which one trumped the other. Dr. Harry Wayne Parrish stated how do we get this out possibly to the community without making everybody thinking we are just terrible here, this is the whole key in my opinion. Dothan has got to feel this out and help us positively. If Jim puts this in the Dothan Eagle all Principals moan and groan and we are not doing anything in the schools then that is going to negatively affect us. Mr. Tim Wilder stated Jim is a smart man. I bet he sees other places that have worse. Dr. Harry Wayne Parrish stated the City of Dothan, the black community, the white community and the Hispanic community; everybody needs to understand where we are. We have got to start to worry about our children in this town. Brenda is hitting it on the nose. I am worried about it. I was gone for 15 years and I came back to this and I see all the progress where teachers and principals have made here and everybody has worked hard. Probably 90% or more teachers are great. Principals the same thing maybe 100% I do not know. I know I have been there I have been in the elementary school as an Assistant Principal and started school at 7:00 in the morning and got off at 2:00 because I had football practice but after football was over I did not get off at 2:00 I went to work somewhere else. How do you run a school with half a rope? Mr. Tim Wilder stated first of all anybody in this room that took what they said as complaining is in a different meeting than I am. I thought it was very healthy. Dr. Harry Wayne Parrish stated they are doing a tremendous job. Our test scores are great everything is positive but how do we get this thing great. How do we get this thing where the pressure is off these Principals and things are going great? It would be the best school system in the State. Like those robots and things, I am so proud somebody came in here and won this thing. I do not want third or fourth that does not mean anything to me. I want to be the best. Mr. Tim Wilder stated I think we are the best in most. Dr. Harry Wayne Parrish stated we have got to get our community to feel this way. Now how do we get them to feel this way? We cannot do this. You put pressure on us and these Principals all we do is make some hard nose decisions. The worst day of my life was the day we let go 120 people. I know about five of them that had children. It was hard. I went to my car and put my head on that steering wheel and nobody knows how bad I felt. I cannot even explain it and I had nobody that was my kin folks or anything they were just people I knew. It really hurts. This Board cares, these Principals care, these teachers care so how do we do this Tim. How do we get Dothan to care? Mr. Tim Wilder stated I know it is frustrating because we have so many things we want to do and cuts but going back to the Dothan Eagle and Jim. Jim is a pretty smart guy and he sees these other districts. What I like about this meeting and I like about this is that the Principals have a chance in a non-threatening environment to address you about concerns they see everyday rather than going through me. Dr. Harry Wayne Parrish stated it tells me how great a job they have done. Mr. Tim Wilder stated sure. Dr. Harry Wayne Parrish stated all that does is raise them up. Mr. Tim Wilder stated I do not hear them complaining a lot. They will come to me and we will shut the door and we will have a gripe session every now and then but I do not hear them every month come into this room right here complaining and griping. They do not. Dr. Harry Wayne Parrish stated it is good because they need to get themselves working. The whole thing with coaches with me and Coach Addison is do not come and tell me what the problem is tell me how we are going to fix it. How are we going to win? I do not want to hear we do not have but three coaches I do not want to here I do not have this. How am I going to win? We will figure out a way to win. They do that. Mr. Tim Wilder stated absolutely, I think it is a great conversation and I think what they said you ought to take to heart I have but they know too that I work as a liaison between them and the Board and there is not a person in this room that does not know based on what I just said we may not have cuts in terms of money but to add all of this plus \$300,000 in textbooks plus \$300,000 possibly with a counselor in every school plus \$200,000/\$250,000 in technology we are upwards of a \$1,000,000 that we will not be getting in revenue from the State so it does not take a rocket scientist to figure it out that all of this will not happen. It is good to listen, it is good to talk about, it is good to have the information that you have so when you start making these decisions and recommendations that you have in front of you. There are some bills out there quite frankly that will cost this district some money if we do not kill them too in Montgomery. It is not just what we are talking about here. You have a strong group of Principals that work very hard and you ask me to compare those places I will compare those places. I think a lot of other places, you hear the story of Vicki Davis, they would have told that story in the shopping mall, everybody here, every time, every day. They may have quit by now in a lot of places I have been and seen and they have not done it in Dothan and all they do is keep working and working. I think that is a testament on what they are doing. Dr. Harry Wayne Parrish stated well we are going to do everything we can to help. Anything we can do just making these decisions. Mr. Tim Wilder stated I also want to mention in front of you is the Magnet School Policy; I believe the changes are shaded in yellow. The only changes we have made since the last time you approved that there were questions about the sibling rule. I want to make it very clear that I do not support anything that allows a student in these magnet schools that do not qualify anymore but, however, I do support and I hope the Board will support if they do have a sibling in the school and that sibling of a child coming in does have a qualifying score we do give them preference. I also support that if an employee works at that school and they have a child that qualifies I think they should be given preference as well but the days of drawing in a hat for elementary school I think we have made a decision on that and I appreciate your support on that. It will make it stronger. If you will look at those two little changes and I think there are some middle school changes nothing other than grammatical. Mr. Weeks and Mr. Meigs have been in those conversations with us every month up until last month when we talked about some word changes. They are comfortable with that as well. There are no major changes at the middle schools except we took out a lot of things that had nothing to do with the application. If you will look over that I will ask you to approve it on the 19<sup>th</sup> if you do not mind. Mr. Jimmy Addison stated something that comes to my mind as I am sitting here as we are talking is nurses in particular. Has anybody contacted the Medical Center or Flowers to see if they would support paying nurses for the schools and the second part to that is would they have to be employed by the school system. Could they be employees of Flowers or Medical Center but assigned to a particular school to work? They are always wanting publicity and that would certainly give them tons of publicity and we have young people that graduated from our high schools that have gone on to be physicians that might sponsor one nurse or whatever. That is just a thought. Mr. Tim Wilder stated no sir I have not been in any conversations with them. Where I came from it was all done through the health department so the fact that you guys

pay for an employ your own nurses is a new concept for me. I think Nurse James hit it on the head a lot of times they kind of because we talk about teachers and sports, sometimes nurses do get put on the back burner and they are talked about conversations but no I have not thought about that. I talked with the health department about their involvement and possibly substituting. I think it going to be okay to do. It solves a lot of our problems but not all. Mrs. Doretha James stated the county school system did that at one time but when the State Salary Matrix came about for the school nurses they could no longer pay for those nurses. Mr. Tim Wilder stated the sustainability too if you had that in place is a great idea. The other fear of that is if they do not like what they are doing they could just stop and we would be left out there. Mr. Jimmy Addison stated I would think if we could do that and we came to some kind of agreement it would be a three or five year plan or whatever or it may be a three year plan because of tenure. Mr. Tim Wilder stated I will sit down with Nurse James and talk about some of those ideas. I am sure with 25 years experience nothing is going to shock her or ideas will get by her but that is a good idea. Mr. Franklin Jones stated if you are going to address one of the alternative programs in our district and we have two others I know you did not mention any changes coming in for P.A.S.S. Academy do you foresee any difference, I know you said technology for sure, do you see any difference in the other two. Mr. Tim Wilder stated which facilities are those. Mr. Franklin Jones stated P.A.S.S. Academy and the ARC program. Mr. Tim Wilder stated ARC has done a lot for our drop out. Kids that were thinking about dropping out their credit is fine. I would love to enhance that. Yes sir, I am going to come to you about some changes with P.A.S.S. We have been very very careful, and again our Principals have done a great job biting their tongue when a kid was disruptive when in their opinion the kid needed to be at P.A.S.S. and I stepped in and said no because we do not want to overload P.A.S.S. we do not have the staff there quite frankly. I think a little differently now, I have been here for a few months and have seen, so there are certainly talks to have P.A.S.S. grow but I also have to bring to you something that will be in our budget for it to grow. I grow really impatient with the number of students we have disrupting our schools and the reasons why are giving to me from elementary, middle to high. I think P.A.S.S. serves a great alternative setting for those students. I have been shocked though at the patience some of our Principals have demonstrated in very tough times when if we left the decisions to them or probably more competent people than me they would have put them in P.A.S.S. We have to create an environment where students feel like they are there to rehabilitate their behavior and be transitioned back to school. If it were me right now and I could waive a magic wand I would have anywhere from 12 to 15 teachers at P.A.S.S. I would have technology, which Allyson has ordered brand new computers for P.A.S.S. now, they should be in and ready to install and have that as a place in lieu of expulsion or for long long term placement for these students that constantly disturb the classroom, that are constantly disrupting the learning environment for other students that are there to learn and our teachers that are there to teach, to be an alternative setting for 15 to 30 days and bring them back once they are rehabilitated. It takes a special staff to do that, it takes a trained staff to do that. I am very proud of our people at P.A.S.S. and what they have had to endure and what they have done with the limited people they have. I am very proud of them and Mr. Allen but we need more help there at P.A.S.S. but we need more help there so we can allow these kids to learn and teachers to teach and Principals do their job so they do not have to worry about and deal with these kinds of disruptions. I am amazed with the disruptions that happen every day. I think P.A.S.S. can be a great concept.

Mr. Chris Maddox left the meeting.

Mr. Mike Manuel stated I have a bid out on the street right now for summer floor cleaning that most all of the schools are going to participate in. It will be to clean their hallways, classrooms and bathroom floors because of the difficulty their custodial staff has in keeping up with the need. We will do it starting the day after school is out and finish up before school is in session. I hope to bring it to you in April for your approval.

Mr. Jimmy Addison stated did we approve something at the last meeting about some discarded equipment to be auctioned off. When will that occur? Mr. Mike Manuel stated yes that is on my list of things to do. Mr. Jimmy Addison stated does it have to be posted in the paper. Mr. Mike Manuel stated normally we advertise it in the paper and let them come inspect the equipment and submit a bid.

Dr. Dell Goodwin stated Beverlye Magnet School spoke today at Rotary and did a great program. Girard Middle also presented at Rotary and did a really good job. Heard spoke at Rotary recently and Montana had a group sing. Our schools are very involved in getting out and doing things in the community at different meetings. They really have shown a good follow up to what we are doing in the public schools here.

Dr. Harry Wayne Parrish stated over the last two months I have had more positive comments. They are thanking all the people who are working in the school system and stated how proud they are of Dothan City Schools. My Sunday class thanked me and I said I do not do anything we have a great staff that does everything. It is amazing how great things are going. What is so hard is when you get on top you have to stay there.

Mr. Tim Wilder stated on Friday there will be a ribbon cutting at 11:00 at Dothan High School for the Centennial celebration.

Mr. Tim Wilder stated I appreciate our Principals being here. I have one more thing. I do know we have some monies; Mike and I have talked about it. I have monies given by our Legislators for certain athletic facilities and things like that Mike and I have been to both Dothan High and Northview High Schools to see what we can do and bring to the Board that is fair. It gives both our male and female athletes consideration with nice facilities to dress and for the public to use the restroom and for concessions and things like that. I am aware of some money for Dothan

High that is sitting there and we need to start spending and doing something with that. Mike and I will also bring a recommendation for you to look at some capital outlay funds to do some of these projects. Mr. Jimmy Addison stated the one thing I would really emphasize if we build some new structures is somebody is going to have to keep it clean. You have a lot of athletics in there and it will not stay clean. You cannot count on the janitor to do it because they cannot keep up with it. Mr. Tim Wilder stated I agree.

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

**New Business**

Dr. Harry Wayne Parrish stated the Board would meet again on March 19<sup>th</sup>. (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
3/19/2012 - 5:00 PM	<b>Regular Meeting @</b> Board of Education, Teachers' Center, 500 Dusy Street
4/9/2012 - 5:00 PM	<b>Board Workshop @</b> Board of Education, Teachers' Center, 500 Dusy Street
4/23/2012 - 5:00 PM	<b>Regular Meeting @</b> Board of Education, Teachers' Center, 500 Dusy Street
5/7/2012 - 5:00 PM	<b>Board Workshop @</b> Board of Education, Teachers' Center, 500 Dusy Street
5/21/2012 - 5:00 PM	<b>Regular Meeting @</b> Board of Education, Teachers' Center, 500 Dusy Street
6/18/2012 - 5:00 PM	<b>Regular Meeting @</b> Board of Education, Teachers' Center, 500 Dusy Street

**Adjournment**

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

The meeting adjourned at 6:15 p.m.

APPROVED: April 23, 2012

  
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Dr. Harry Wayne Parrish, Chairman

  
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Tim Wilder, Superintendent, Secretary