

Date	Kind of Meeting	Where Held
November 7, 2011	Board Work Shop	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 Mr. Franklin Jones, District 2 Mr. Jimmy Addison, District 4 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	Mrs. Brenda Guilford, Vice-Chairman, District 1 Mr. Charles Woodall, District 3

Dr. Harry Wayne Parrish called the meeting to order at 5:00 p.m.
Mr. Chris Maddox led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Board Comments

There were no Board comments.

Approval of Agenda and Proposed Agenda Modifications:

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

Adjourn into Work Shop

Mr. Chris Maddox made a motion seconded by Mr. Jimmy Addison to adjourn into the Board Work Shop as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Addison, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Tim Wilder stated we have a little information that may result in some good dialogue but as I meet with teachers, administrators and secretaries and go around the schools and talk we are trying to get somewhat of a prioritized list of things the Board needs to consider for approving or budget items for March and April. I have a few things I am going to share with you. We are going one category at a time. One of the ideas we talked about is we are sharing counselors throughout the school district and how they are pretty much putting out fires all day and it is very difficult and we are having to lean on other people outside coming in to help us with counseling and so forth. Their plight for being and fight is for me and the Board to look and consider having at least one counselor at every school next year instead of those being shared. The point .5 which is half at Cloverdale, Faine, Girard Elementary, Grandview, Heard, Highlands, Kelly Springs, Montana, Slingluff and Selma Street all share, of course I do not know if we have any counselors that go between more than two schools. As you can imagine in most of our elementary schools when you have a situation occur with one of our students they have to leave one school and come back to the other. We have three Principals with us today, do you share that concern about counselors; we have talked to you before about that. Mrs. Debra Wright stated it is very important that we have a counselor. Having a guidance counselor on staff five days a week does make a difference for the students because they have someone they can talk to and for the parents too. It would be very beneficial to have a full time counselor for the school and the community. Mr. Tim Wilder stated Hidden Lake does have a counselor I assume that is the size of the school everybody else is shared, each middle school has one and each high school has three. Mr. Jimmy Addison asked if these are earned units by each school. Mr. Mike Manuel stated the elementary schools that have a ½ unit earn a ½ unit. Hidden Lake earns a full counselor. Mr. Tim Wilder stated good point Coach because what this Board would have to do if you want to prioritize these would be over and above what the State will give you money for. The next category is speech pathologist. We went over that the other day and I think there are thirteen. I was curious about where they were and how they split their time and as you can see there are very few whole numbers. The three Principals that are with us are Faine that has one speech pathologist that stays there, Montana has .25 which means you may see her one full day a week. Ms. Sue Clark stated one full day and then possibly another day. Mr. Tim Wilder stated okay and then Highlands is one full time speech pathologist. When we gave that number out the other day there was some discussion last month about where our speech pathologists were. Are there any questions from the Board? Mr. Jimmy Addison asked how are those determined per school. Mr. Mike Manuel stated based on needs. Mrs. Carol Cunningham stated also based on speech IEP. Mr. Tim Wilder stated so are those earned units. Mr. Mike Manuel stated it could be an earned unit or it could be paid out of IDEA funds or paid out of State earned units. Mr. Jimmy Addison stated at one time and I do not know if this has changed but several years ago did we not have students that have special needs that may attend a school out of their particular zone. Mr. Mike Manuel stated we bus special ed students all over the city. Mr. Jimmy Addison stated I am just saying for example if Beverlye said they need a quarter and Carver needs a quarter and I am looking at other middle schools and Honeysuckle has one. My point is you got to have one at Girard Middle, basically half between Beverlye and Carver could all of those units be placed at one school and have one unit. Mrs. Carol Cunningham stated basically Girard Elementary and Girard Middle have one speech therapist and she had about the same load as a speech therapist at a school that is there full time. We look at the different exceptionalities. Now Beverlye, Carver, Montana and Heard have a person that is there a quarter of the time she also serves all the exceptionalities at those magnet schools. There are some differences in there and they are based

on numbers. Mr. Tim Wilder asked what is the difference in a speech therapist and speech pathologist. Mrs. Carol Cunningham stated there is none. Mr. Tim Wilder stated they are based pretty much on need and the IEP dictates how much they are there and so forth. Mrs. Carol Cunningham stated yes sir. Mr. Tim Wilder stated next are nurses and I met with them the other day and as you can see another fraction there. I do know that Slingluff has two and I know why. Honeysuckle has two and I know why there and those two also who are not here tonight are indicative of the population. For example, at Slingluff they have two feedings, cathorizations, a lot of diabetics and the same thing for Honeysuckle. Again, the three Principals here with Faine, .4, can you tell us how your nurse is shared Mrs. Wright. Mrs. Debra Wright stated she is shared two days a week with us and two days a week full time at another school all day long. Mr. Tim Wilder stated so there are times you do not have a nurse. Mrs. Wright stated the nurse at Carver is on call and she serves PASS Academy as well. Mr. Tim Wilder stated ok, Montana has a half nurse is that done by days or weeks or is it done every day half a day. Ms. Sue Clark stated it is done by half a week but if there is a special need that arises we can call her. Mr. Tim Wilder stated also at Highlands another .5 the same thing. Mrs. Vicki Davis stated yes. Mr. Tim Wilder stated Doretha will be at one of these where she can talk to you a little more in depth about it. Mike, are those earned units as well? Mr. Mike Manuel stated there is an allocation from the State for school nurses. We use as much of that as we can. There is also a state salary matrix for nurses. We hire LPNs for RNs you have to pay a higher salary schedule. We try to employ as many state school nurses as we can. We also pay for nurses out of IDEA, we pay for nurses out of Title I and we also pay for nurses out of local monies. Mr. Tim Wilder stated again it was very interesting to sit in that meeting to hear what they do and try to understand and come to the Board and let you know there is certainly a need as well. As matter of fact, Mrs. Cunningham I believe you are adding another one out of IDEA money at Slingluff because of issues there. Mrs. Carol Cunningham stated we started off saying she would be a traveling nurse but because of so many medically fragile students at Slingluff she will spend most of her time there. Mr. Tim Wilder stated the next one is teacher assistants. Another word for that are instructional aides. This will give you an idea about how many we have in the classrooms. Again, 4.5 at Faine and how many are hired out of the general budget. Mrs. Debra Wright stated two are IDEA and two are Title I. Mr. Tim Wilder stated Montana has zero teaching assistants and Highlands has five teaching assistants. That is a concern when we have our teacher's meetings and we will have another one in the morning, that their concern is help in the classroom. I told them I would bring that to you as well. Mr. Mike Manuel stated the Board might want to know how many are tied to IDEA. Mrs. Carol Cunningham asked at a given school? Mr. Mike Manuel stated at any school. Mr. Tim Wilder stated more than half of those are IDEA would you say Mrs. Cunningham. Mrs. Carol Cunningham stated at least half of them are tied to a student. Mr. Tim Wilder stated next our custodians. We cut them significantly and the Board allowed us to bring some back to the schools. I think they are doing a great job; teachers have to pitch in too. Faine has one custodian, Montana has one and Highlands has two. It is based on enrollment. When I came back to the Board I said if it is over 500 we would look at giving another custodian. Next are clerical aides. I met with Secretaries on Thursday or Friday and to hear their stories it is very interesting. People assume they answer the phones and deal with parents when in fact they do bookkeeping at the elementary schools and they are also being shared except Hidden Lake at all of our elementary schools. All three of you have a half. At any given day at Highlands you may have just you and your secretary because your counselor may be gone. Several Principals stated they have various people that will come to answer the phones. Mr. Tim Wilder stated this is no surprise. You give every school a counselor then we have to cut somewhere else. If we give every school a clerical aide you have to cut somewhere else. They understand that. Next, Program Specialists, they are pretty much our help in administration. Our middle and high schools have Assistant Principals and Program Specialists are shared. As you can see, we have no full-time Program Specialist at any elementary school. Tell us how you share your Program Specialists. Mrs. Vicki Davis stated I have my Program Specialist one day a week and she is also shared with Montana and Selma Street. She is at Selma Street three days a week and she is with me on Thursdays and with Sue on Fridays. Because the Program Specialist is split she does not have time to get to know the staff and the students. She is very very capable. Ms. Sue Clark stated the positive thing is she is very good at communicating information back to us and the three Principals work well together. Mr. Tim Wilder stated next is your population. At the bottom is technology that we need to discuss. Mr. Williams will give you a brief scenario on technology. We have six maintenance workers in our district. We do contract some things out. In technology, if I said we have any priority in anything it would be technology. Whether it is people or hands or money technology is a huge issue in our district now and I do not think it comes to anybody's surprise. There is your population and it gives you some idea about what we are sharing. I hear it and I know you hear it. It is very tough when you look at a particular elementary school and they are sharing a counselor, a clerical aide, one custodian and sharing a nurse maybe one day a week it is tough to get those things done that need to get done. Do you have any questions of our staff on any of these things? Dr. Harry Wayne Parrish asked if the Principals have prioritized all of this like you said technology is number one. Is there a priority on any of the other? Mr. Tim Wilder stated I can bring you a priorities list based on our secretaries, counselors, principals and teachers. I can go ahead and give you a hint that each one is slanted towards their field of work. The principals may slant to getting more help but they are also conscientious of all the other areas. Our secretaries are asking for more help for them in the office which makes sense. Our teachers are asking for more instructional help for them and so on. We do have a survey that goes out at all these meetings. Mr. Williams has asked to speak to you a little about our issues with technology. Things I can think of are internet going down, our email system is outdated and we are doing something about that. We do have classes that are connected to the internet; basically our ACCESS classes and other courses where they do their work on the internet and get scores and grades and when it is down the teachers cannot get the scores and grades. We either need to put a lot of money in technology and do a lot of things or put band aides on it and do a little bit at a time. Mark if you will spend a few minutes and tell us about our problems. Mr. Mark Williams stated we have really gotten to a crossroads on things. We have done a lot with technology. Years ago we were one of the forerunners in the State with what we were doing. We were one of the leaders and everybody knew it but through proration and cutbacks we have really fallen behind the eight ball. We tried to make up for it several ways but there is something you have to keep in mind when you look at technology and what we are putting out there. A lot of people say the budget is cut and they keep prorating us and we keep losing money why are you worried about technology where is this coming from but no matter what happens on the local side of the budget we are still getting federal funds to come in here, Title money and stuff like that, where these teachers are buying current technology. They want to have good technology in their building so when we look at just replenishment for natural life spans and we milk them for everything we can and we get five or six years out of them, let's say we got 10 years out

of a computer and there is no way you can even do that but let's say we did, based on the number of computers we have we would have to replace close to 400 computers a year. That is just replacement, moving them over here to go to recycling, putting 400 new computers out there, ghosting them and getting them set up and that does not even touch all the set ups for the promethean active boards, the slates, the iPads, the tablets that are coming on board, the 1,000 security cameras we have in place and that is going through a different wiring structure that we have. All of this is starting to tax the infrastructure that we have because we have band aided really since 2001. We were at a good place but we started saying we will make do and just keep it going. With the iPads and other tablet devices and looking at what other school systems are doing trying to build one initiative by allowing sometimes the students to bring their own personal devices to school instead of the school trying to invest in it. That is mushrooming the demand on the infrastructure, our wiring, our wireless. We have wireless in every building. Some people think you already have it. We do but we do not have it designed to handle that type of work load. It is just not going to do it. So a teacher gets Title money and says I want to buy 100 laptops and put in my building and she is probably going to put them down one hall or something. Guess what, they are not going to run real well because we do not have the capability to support the 100 laptops in one little area. We just did not design it that way. When we built it and put it in place we had 30 wireless devices on there and I think we are up to about 1,400 now. It has mushroomed and we do not see it slowing down. In talking with Ms. Loftin and Ms. Morgan the emphasis is being put on online curriculum and like Mr. Wilder said we know that we are going in that direction and it allows us the flexibility to change and to address the student's needs more than doing a significant investment and putting it in-house and saying we are stuck with this we have got to get a 5 to 6 year payback on it we are stuck with it for 5 or 6 years. What if something comes out great next year online, we are able to drop that subscription and move to another one and that is what everybody is trying to do move to online resources. That is more taxing on what we have. We are looking at that and saying how can we do this, how can we shuffle what we have got and implement the upgrades to the infrastructure that we need with hardly any money. With that come personnel issues. We started a little bit of a study in our department to see what like school systems had in their departments personnel wise and we thought that might be interesting to the Board to bring that back to show you. It is not just technicians. A big part of the technology department has to do with PD, professional technology type professional development. It is like that old Chinese proverb "Catch a fish I feed you one meal but if I teach you how to fish I feed you a lot of times." The same thing, if I can teach you how to fix your computer I do not have to come back near as many times. It is getting the users more used to what they are using and with the technology they have got the Principals are going to continue to purchase and we might have to look at PD as a source. We used to have people in the school buildings and we do not have that any more. We built all kinds of stuff in the last 10 years and we have added and added mobile devices, computers, security cameras, DVRs, multiple servers. You just name it and we just keep adding stuff but we cut personnel. I am not knocking the Board for doing that; you have got to do what you have got to do. You have got to live within your means but at some point we are going to have pay the piper. It is going to come down to what are we going to do and how are we going to continue to support this. As I talked with Mr. Wilder, we have got to either say we are not going to buy any more new stuff or we have got say Dothan City Schools is going to continue to do this because it is a viable way to deliver content and we will source it the best way we can. Mr. Tim Wilder stated let me ask you this, one of the things I have asked you and I am sure the Board will be interested, is there a dollar amount in your mind that can fix everything that you said or is there even one company that can fix broadband, bandwidth, wireless issues, the information highway, the technology, is it a Knowlogy thing? Mr. Mark Williams stated it is not, the State just doubled our bandwidth going to the internet and that did not cost us a dime and that really helps. Our Knowlogy bandwidth is pretty adequate. What we are starting to see that is a problem is what we call edge switches. The wiring closets where everything is connected. We have gotten 12 to 13 years out of the switches that we have right now and they are good but it is a speed issue. We are going to have to start migrating to something faster and our wireless, like I said we actually put that in 4 or 5 years ago and when we put it in it was right before the adoption of the new standard that was faster and would allow more access and so we went for a \$250,000 grant and got \$150,000, we still put it in and covered all the schools with it and we ran 5 miles of cable to do it that summer. We did that all in-house and got it going and we have a good system. It is just not going to handle the demands that are going to be here in a very short time. We have already gotten some now at Northview. There are 60 tablets ready to put out. A lot of schools have laptops for every teacher but the table devices are really going to really start taxing our wireless system. That is probably going to be \$50,000 to \$75,000 in talking to a rep. To redo some of our other switches I am going to say. Mr. Tim Wilder stated you do not have to give us amounts tonight be prepared maybe next time. Mr. Mark Williams stated I can probably come pretty close if we could just do our edge switches probably \$150,000. Mr. Tim Wilder stated obviously that is what is going to have to be brought to the Board about what is going to fix the issues. Kids are going to have to get grades when it is based on online courses. Mr. Mark Williams stated our total security system; our air conditioning system goes through our network now. Our student demographic system goes through it, Information Now it all goes through that network so we are not only supporting students we are supporting offices, security and all kinds of horses of the building. It is a tremendous backlog of stuff that is taxing our system. Mr. Tim Wilder stated now that we know it is a problem we need a game plan and that is what the Board is going to ask us for. Mr. Mark Williams stated that is good. Mr. Tim Wilder stated it is good to get it out there so they can be thinking but we need a bullet item, a laundry list, a sale sheet of things that will get this working so we will get that to them before Christmas. Dr. Harry Wayne Parrish stated I do not think many people understand. I surely am not a computer genius. Just what you said I do not think people understand wireless you can have too many on it. People think you put it in here and we will put 1,000 computers here and it will be okay they do not understand that. I think that is a big priority. Early County Georgia is one of the poorest systems in the State of Georgia and we had a laptop computer for every kid in middle school. Mr. Mark Williams stated I wish we could. A one to one issue with the onslaught of tablets coming out and competitively priced tablets not just the iPad that type if reality could be great. That type of device is really going to tax our system and if the students have them at \$199 and they are going to get them. So you could turn around and say in high school we are going to pilot a class or two or three classes and we are going to let them bring their own devices it is going to happen then all of a sudden we are going to have 100 or 200 more devices on our wireless. Somewhere we want to do that we want to go in that direction but we have got to have the infrastructure to have it. Mr. Tim Wilder stated we have a few more things and we will be done. Mr. Manuel you have something I asked you today to get comparisons to other districts in terms of how we are funding and what we are doing in terms of counselors, assistant principals, central office staff for you to look at and go over. We do not need to discuss that at

length tonight it is just something to put in your book. Do not forget to bring your book because a lot of times I will speak from it. Next month we will prepare for you what Boards are spending on supplements, where they are. What we are going to do is bring to the Board a list of supplements, what we are paying, where they are going, what schools they are going to, what jobs they are going to so the Board can have an idea about what we do spend in supplements. Also, if there are any questions from the Board between these months and you want to know something, what somebody is paid or anything we want to be wide open and that is why we do these things. So do not be surprised in the next months if we have some people like spokesman for counselors or maybe a Principal spokesperson other than me to kind of give you a better perspective about their daily routine. Mr. Manuel, anything you want to add for today. Mr. Mike Manuel stated no sir. Mrs. Allyson Morgan stated I would like to go back to the chart on APs. Carver and Beverlye sharing has really been taxing. I know they are magnet schools and the Principals are not here tonight but they share an AP and they have enrollments of 500 and they are right there at the cap for where they would earn a full time AP. That is an area that I really know that a full time AP is needed there. Dr. Dell Goodwin had no comments. Mrs. Cunningham, do you have anything you want to add? You and I talked a lot lately about special ed and what we are seeing in some very difficult cases where we are almost having to put one on one people with these kids in terms of safety, in terms of IEPs, in terms of legal ramifications so I think you pointed out a good thing that most of our instructional people are, if not half, maybe more based on IEPs. I did not want the numbers to be skewed with Principals having leverage sending this one to Kindergarten that one to third grade or whatever it is pretty much with the IEP. Mr. Alums, anything on transportation? Mr. Larry Alums stated our buses travel 4,000 miles a day loaded and 2,200 unloaded and we transport 4,987 students a day. That is not counting the field trips and things either. Mr. Tim Wilder stated we are having big time issues with getting bus drivers. It is getting tough to cover all of these things. Mr. Alums and I did talk today also and I want to talk to our Principals about possibly taking students from our middle schools to these freshman teams for practices during the day and then they would find their own rides home at night. The issue with that is the buses may be there but people are not there so we may have to talk to these coaches to get certified to drive a bus and we can send them. It is going to turn out to be a people problem so I am certainly for it and approve it but we have to have the right people in the right places. From what I understand, we are only talking about spring sports, is that what was said today. Mr. Larry Alums stated baseball, softball because the other schools supply or have a sport for each of the other events. We just do not have people because we have cut back as far as we can. Dr. Harry Wayne Parrish asked are the coaches getting certified? Mr. Larry Alums stated we have several that are. Carver may have one and Beverlye may have one it is just those middle school kids just wanted to go over to the high schools and participate in athletics. Mr. Tim Wilder stated one of our big cuts when I was in Florida to help on that was to have coaches be certified and it was just part of their job descriptions. We can relieve some of these issues. Dr. Harry Wayne Parrish stated when I first started in this system years ago they made us and I am glad we did. Mr. Larry Alums stated we have several at Northview and Dothan High. I think Dothan High has about 10 coaches that have theirs and we have about 4 or 5 from Northview that are going to get theirs. They were new hires in the system. Mr. Tim Wilder stated anything to the Principals you would like to say? Dr. Harry Wayne Parrish stated how about assistant principals getting certified to drive a bus. Mr. Larry Alums stated we have 2 at Northview and we have 1 at Dothan High. Dr. Harry Wayne Parrish stated they could help. Mr. Tim Wilder stated like I said our principals did it, we would make them drive the buses home and I did it too. I had Florida certification too. Anything else for the Board? Anything for Mr. Manuel or any of us to bring to you next month that you know? Invite folks to our work shop. We are answering questions and talking about what is going on with the budget before we get there. Dr. Harry Wayne Parrish stated thank you for doing this.

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

New Business

Mr. Tim Wilder stated I want to make sure you know that Monday is a very big day. We have at least four expulsion possible hearings unless they delay them. We have a teacher discipline hearing to come before the Board in executive session. Those are extra on top of your regular Board meeting.

Dr. Harry Wayne Parrish stated the Board would meet again on November 14th. (See additional meetings listed below.)

DOTHAN CITY SCHOOLS BOARD OF EDUCATION BOARD MEETINGS: Regular Meetings are normally held on the 3rd Monday of each month. All meetings are scheduled for 5:00 P.M. in the Dothan City Schools' Teachers' Center, 500 Dusy Street, unless otherwise announced. Meeting dates are occasionally changed due to holidays or conflicts. Additional Special meetings are held as needed and are announced in local media.

Date & Time	Type & Location
11/14/2011 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
12/5/2011 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
12/12/2011 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
1/9/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
1/16/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
2/6/2012 - 5:00 PM	Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
2/13/2012 - 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

3/5/2012 - 5:00 PM
3/19/2012 - 5:00 PM
4/9/2012 - 5:00 PM
4/23/2012 - 5:00 PM
5/7/2012 - 5:00 PM
5/21/2012 - 5:00 PM
6/18/2012 - 5:00 PM

Board Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
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Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

Adjournment

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

The meeting adjourned.

APPROVED: January 17, 2012



Dr. Harry Wayne Parrish, Chairman



Tim Wilder, Superintendent, Secretary