

Date	Kind of Meeting	Where Held
October 18, 2010	Regular	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. Ben Armstrong, District 5	Mr. Jimmy Addison, District 4 Mr. Chris Maddox, District 6

Dr. Harry Wayne Parrish called the meeting to order at 5:05 p.m.

Mr. Charles Woodall led in prayer.

Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Delegations/School System News:

Mr. Ben Armstrong gave the School System News as follows:

1. Mrs. Vicki Davis, Principal, Highlands Elementary School reports the First Annual School and Community Picnic was held on Saturday, August 21st. Over 180 people attended the picnic and it was a great success. Everyone brought a picnic lunch and Highlands provided the fun and fellowship.
2. Mr. Todd Weeks, Principal, Beverlye Magnet School reports on Friday, September 16th, we honored 292 of our students in the 6th, 7th, and 8th grades as our ARMT Ambassadors for this school year. These students scored a level 4 on both the Reading and Math portions of the ARMT. We wanted to recognize these students as our academic leaders. Beverlye's BEST Robotics team is hard at work for our upcoming competition on October 23rd. We have over 100 students in our school who have committed to be a part of our team.
3. Mr. Matt Humphrey, Principal, Dothan High School reports Alyssa Newton, DHS junior, was selected to represent the State of Alabama in the International People to People program. Alyssa will spend 17 days in China this summer representing Alabama. DHS students won 8 out of 12 awards in the high school division of the 2010 Angel Art Contest! DHS Homecoming King nominees raised over \$1400 for the creation of the DHS Student Clothes Closet which will provide school uniforms to needy students. DHS teacher, Ms. April Lyons, has been selected as "Educator of the Year" by the Dothan Area Committee on Employment of People with Disabilities.

Dr. Sam Nichols recognized Toliver Dozier stating he is President of the Dothan High Senior Class, he scored 30 on his ACT, he is top in his class with a 4.57 GPA, he is one of 12 male golfers from throughout the United States, and the only representative from Alabama to be named by Hewlett Packard to the HP Scholastic Junior All-American Team and because of this honor, Toliver is eligible to play in the prestigious Polo Golf Junior Classic at the PGA National in Palm Springs, Florida in November. We are very proud of Toliver and his representation of Dothan City Schools. His parents are Kay and Tol Dozier. Toliver Dozier thanked everyone and stated he has been in Dothan City Schools his whole life starting in Kindergarten and obviously it turned out great.

Dr. Sam Nichols addressed the Board stating on September 24th the Governor met with a group of principals around Alabama and he proclaimed October as Principals Recognition Month. Let me just read this brief paragraph here that outlines why we recognize our principals and the job that they do. "School principals provide vision, dedications, and determination. They are the mobilizing force behind any school reform effort. These principals set the academic tone for their schools and work tirelessly in communities across Alabama to maintain academic accountability. They work daily to ensure a safe and productive learning environment and encourage and facilitate the efforts of teachers and parents to make a positive difference in the lives of our children." That just sums up the role of a principal and how dedicated they are in this school system and how much we all need to appreciate their efforts. So I propose a standing ovation for our principals.

Mr. Anthony Keith addressed the Board regarding an incident at Northview High School involving his son being given 30 days at alternative school due to an altercation and being bullied. Discussion was held. Dr. Harry Wayne Parrish suggested that Mr. Keith, Mr. Snell and Dr. Nichols sit down and report back to us about what is going on. I do not think there is any question the Principal has got to run the school. Mr. Keith stated that sounds great. Dr. Harry Wayne Parrish stated I think the three parties need to set down together and not bring this before the Board because we do not know all the different situations with it. I have your letter and I understand exactly how you feel but I think we need to go back a step and go from there. Dr. Sam Nichols stated I will call you in the morning and we will set something up tomorrow. Mrs. Brenda Guilford asked if that information could be shared with the Board Members.

Board Comments:

Mr. Franklin Jones stated when you have mixed emotions you do not know how to feel about something. When you hear one side it makes it difficult for you to reason. All over this country and in every one of our newspapers we see things about bullying and how school personnel respond to that. I do not know what happened at Northview but all over the country they say teachers do not respect them.

Mr. Charles Woodall stated I agree with everything that Mr. Jones is saying. Bullying is a major concern. Another concern I have here is again we have only heard one side but I think it is extremely important that policies be uniformly enforced across the board. Each and every student needs to be the same. I understand there is some discretion and extenuating circumstances but when one student gets one punishment and one gets another we are going to have issues like this and I think we need to be careful and make sure it is all uniformly enforced.

Mrs. Brenda Guilford asked do we all have a copy of the bullying policy. Dr. Sam Nichols stated it is in the Code of Conduct. Mrs. Brenda Guilford stated we heard Mr. Keith's side of this but I would like to know more about the other situations that occurred since this fight and where there was some difference. I would like to know more about that and follow up with this.

Mr. Ben Armstrong stated I know when I was reading through the Code of Conduct before we approved it that was one thing I certainly had a question about was the zero tolerance policy. Mr. Keith I certainly understand your position and I know that it may make some Principals jobs a little bit more difficult to try to determine what happened in a situation but also going back to what Mr. Jones and Mr. Woodall said too. Tonight we have to remember we have been given one side and I would like to have more information as far as from the administration and what they can tell us about the situation.

Dr. Harry Wayne Parrish stated we will hear the other side and they will get back to us and we will look at it further. We appreciate parents coming because if people do not tell us things we do not know.

Approval of Agenda and Proposed Agenda Modifications:

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

Action Items – Adoption of Consent Agenda:

Mr. Ben Armstrong requested that Item 4.6 be pulled.

Mr. Franklin Jones made a motion seconded by Mrs. Brenda Guilford to approve the Consent Agenda.

Mr. Franklin Jones amended the motion seconded by Mrs. Brenda Guilford to approve the Consent Agenda with the exception of Item 4.6 as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong. "NAY" – None. "ABSTAIN" – None.

Minutes for the July 19, 2010 Regular Board Meeting, August 2, 2010 Special Called Board Meeting and August 16, 2010 Regular Board Meeting

Accounts Payable/Payroll (See Attachment "A")

Bid(s): Packaged Air Handling Unit/30T Air Cooled Condensing Unit (DHS Cafeteria)

Project Updates

Donation(s)

Individual School Improvement Plans

Automated External Defibrillators – Board Policy JGFH

Mr. Ben Armstrong stated I do not see any financial reports here are we going to get those. Mr. Mike Manuel stated after I finish the financial report I will send something to you.

Mrs. Brenda Guilford made a motion seconded by Mr. Franklin Jones to approve the Item 4.6, AYP/School Improvement Corrective Action Plans, of the Consent Agenda as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong. "NAY" – None. "ABSTAIN" – None.

Mr. Ben Armstrong stated I just had some questions about the structure and the way this form was set up. I am just trying to get some more information as far as the plans are concerned. I know number 1, I am looking at the plan for DHS on page 65, as far as a restructuring option and I have had some conversations with individuals about this and gotten some background information about how these steps we are taking relate back to the overall category. Mrs. Allyson Morgan stated any school in school improvement has to do one. This is a State document. The last three years we have not gotten a lot of feedback from the State Department on any of our documents. So in the last three years what we have done is our SREB work that was funded through Wiregrass Foundation and was okayed through the State Department. They have funded that same work in their other schools. This year with Dothan being in year 5 each year has a different team, and we need to take LEA control. It means with certain aspects controlled through

the Central Office versus the school office. We have replaced our Principal in the last couple of years and they do not want us to replace a Principal. The State Department will not tell you to replace a Principal. They place responsibility on Administrators, my office to Dr. Nichols office. Mr. Humphrey and his staff do walk throughs and they are in those classrooms. This year they reviewed our data and they felt like we did not need that mentor because we were doing so well. Meaning we have more Level III and IV students than some other school so they took our State Mentor that we had and moved her to a school that had a greater need than we did. Mrs. Turner goes to their meetings. Our plan is being shared as a model plan across the State. Mr. Charles Woodall asked Mrs. Morgan if she would give them regular reports on the Drop Out Plan and how it is going.

Personnel Services:

Dr. Dell Goodwin presented the Personnel Agenda asking the Board to draw a line through Special Education and IDEA on Section H Item 16 and that it should be a Teaching Assistant, Title I. Dr. Goodwin stated J on the Addendum is a request for approval a job description for an Early Warning Mentor Coach and also to advertise for two Early Warning Mentor Coaches for the PreSchool Center and it will be paid out of ARA Funds. Mr. Charles Woodall stated what is an Early Warning Mentor Coach. Dr. Dell Goodwin stated this person will provide training, help the teachers on strategies and improve on teaching and learning in the classroom, pushing the teacher to achieve a higher level. Mr. Charles Woodall asked if the grant had to be for a coach. Mr. Mike Manuel stated yes it is the way it is written and funded. Dr. Dell Goodwin stated she wrote it for two Early Warning Mentor Coaches and that is how it was approved. Mrs. Jerryneta Evans stated that is what the option was that you could write it for. They were offering these funds for 125 Early Warning Mentor Coaches across the country. Mr. Charles Woodall asked if we have had any kind of similar position to this. Mrs. Jerryneta Evans stated we are PreSchool so I think if you wanted to think about the Reading Coaches perhaps. What I wrote in the grant was 70% of our students master the skills that they need and we have about 30% of those students who do not master all of those skills. So the thing will be to pair up the Mentor Coaches and sit down and talk with the teachers about what they are doing and get some different strategies and different plans they can do with those children so they will be prepared for Kindergarten. Mrs. Charles Woodall asked if these would be permanent positions. Mrs. Jerryneta Evans stated no these are temporary. Dr. Harry Wayne Parrish stated the qualifications are pretty tough. You have your preferred requirements. It is diverse from Spanish education to advanced early childhood. You do a great job.

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

Superintendent Recommendations:

1. Elected Officials Tour – Dr. Sam Nichols

Dr. Sam Nichols addressed the Board stating I have an opportunity for you on October 21st the Elected Officials Tour at Girard Middle and Northview High School starting at 8:30. We will start from Girard Middle School. The Yes We Can Elected Officials Advocacy Group has invited elected officials here in our community to tour our schools and specifically the City Commission and you too have an opportunity to take a look at some of the programs that are being funded by the separate allocation that is being provided by the City of Dothan. I invite you to do that. It is a great opportunity to visit our schools and see them in operation.

2. Political Candidate Forum – Dr. Sam Nichols

Dr. Sam Nichols stated on Wednesday evening at 6:00 WDHN is going to host a political forum at the Wiregrass Rehab preempting their 6:00 report and it is going to be candidates running for office here and statewide offices, county commission and so forth. It is specifically about educational issues so I invite you to be there. I plan to be there to see what these candidates are going to say about education in these very challenging financial times that we are in.

Executive Session for Student Hearing(s) and Pending Litigation

Mr. Jere Segrest stated recommended the Board adjourn into Executive Session for two purposes to discuss with the Board (1) pending litigation and (2) student hearing.

Mr. Ben Armstrong made a motion seconded by Mr. Franklin Jones to adjourn into Executive Session for pending litigation and student hearing as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Jones, Woodall, Guilford, Armstrong. "NAY" – None. "ABSTAIN" – None.

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

Dr. Harry Wayne Parrish stated there was no action taken in Executive Session.

Dr. Sam Nichols recommended to the Board that student number 90863 be expelled from Dothan City Schools for the remainder of this school year.

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

New Business

Dr. Harry Wayne Parrish announced the future Board meeting(s): October 27th and November 15th. (See Attachment "C")

Adjournment:

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

The meeting adjourned at 6:55 p.m.

APPROVED: January 18, 2011



Dr. Harry Wayne Parrish, Chairman



Sam Nichols, Superintendent, Secretary

**REPORT TO DOTHAN CITY SCHOOLS BOARD OF EDUCATION
ACCOUNTS PAYABLE AND PAYROLL
10/07/10**

DATE	BATCH	DESCRIPTION	CHECK NUMBERS	TOTAL
09/01/10	52592	AP	187284-187291	\$48,433.37
09/02/10	52599	AP	187292-187316	\$114,990.20
09/02/10	52613	AP	187317-187385	\$148,583.58
09/02/10	52615	AP	187386-187386	\$690,056.04
09/03/10	52619	AP	187387-187388	\$9,843.92
09/03/10	52621	AP	187389-187390	\$9,843.92
09/03/10	52627	AP	187391-187401	\$15,167.52
09/07/10	52646	AP	187402-187403	\$648.79
09/10/10	52700	AP	187404-187515	\$408,731.20
09/10/10	52710	AP	187516-187553	\$233,713.97
09/10/10	52718	AP	187554-187591	\$49,099.40
09/13/10	52736	AP	187592-187593	\$953,211.97
09/13/10	52744	AP	187594-187635	\$138.60
09/13/10	52747	AP	187636-187636	\$3.30
09/17/10	52824	AP	187637-187691	\$179,215.35
09/17/10	52825	AP	187692-187731	\$134,581.96
09/17/10	52826	AP	187732-187732	\$550.51
09/21/10	52885	AP	187733-187734	\$50,671.15
09/23/10	52826	AP	187735-187791	\$248,191.96
09/24/10	52941	AP	187792-187857	\$218,615.11
09/28/10	52980	AP	187858-187858	\$5,564.80
09/28/10	52981	AP	187859-187896	\$111,323.88
09/30/10	53036	AP	187897-187952	\$90,838.79
09/30/10	53044	AP	187953-188050	\$353,281.48
09/30/10	53086	AP	188051-188081	\$1,128,964.88
09/30/10	53094	AP	188082-188135	\$316,818.41
09/30/10	53095	AP	188136-188154	\$13,525.38
09/30/10	53099	AP	188155-188155	\$630,803.09
09/30/10	53100	AP	188156-188156	\$100.00
09/03/10	52620	AP VOID		(\$9,843.92)
09/03/10	52628	AP VOID		(\$176.00)
09/07/10	52645	AP VOID		(\$648.79)
09/13/10	52746	AP VOID		(\$3.30)
09/17/10	52830	AP VOID		(\$550.51)
09/01/10	52579	PAYROLL	294919-294921	\$11,883.22
09/02/10	52608	PAYROLL	294922-294922	\$7,454.75
09/02/10	52608	PAYROLL	294923-294929	\$5,636.78
09/08/10	52665	PAYROLL	294930-294933	\$1,277.53
09/15/10	52781	PAYROLL	294934-295022	\$9,382.50
09/17/10	52823	PAYROLL	295023-295023	\$4,153.02
09/30/10	52978	PAYROLL	295024-295082	\$2,476,188.55
09/30/10	53021	PAYROLL	295083-295098	\$550.10
09/30/10	53022	PAYROLL	295099-295101	\$6,854.57
09/30/10	53029	PAYROLL	295102-295105	\$2,344.74
09/30/10	53059	PAYROLL	295106-295114	\$2,287.69
09/07/10	52647	ATF		\$144,364.93
09/01/10	52652	ATF		\$2,854.26
09/08/10	52860	ATF		\$121.41
09/17/10	52862	ATF		\$2,969.05
09/30/10	53101	ATF		\$843,821.49

		ATF		
				\$9,676,434.60

The computer groups all checks and information entered into the computer by a "batch number." These "batch numbers" can quickly identify any or all amounts listed above.

I hereby certify that all bank statements as of August 31, 2010 have been reconciled

Niki Marshall

October 12, 2010

Name

Date

DOTHAN CITY BOARD OF EDUCATION
Personnel Action Sheet

TO: Board Members

FROM: Sam R. Nichols

DATE: October 18, 2010

I recommend approval of the following personnel items:

A. RETIREMENT(S):

1. Earnestine Lomack, custodian (9-month) at Carver Magnet School, effective November 1, 2010
2. Robert Thomas, head custodian at Honeysuckle Middle School, effective October 1, 2010

B. RESIGNATION(S):

1. Douglas Nowell, custodian (9-month) at Northview High School, effective September 22, 2010
2. Valencia Pitzing, clerical aide at Carver Magnet School and Faine Elementary School, effective September 24, 2010

C. TRANSFER(S):

1. Susan Newsom, transferring from special education teaching assistant at Northview High School to teaching assistant at the Accelerated Recovery Center, effective pending hiring of a replacement through the remainder of the 2010-2011 school year
2. Catrece McClendon, transferring from lunchroom worker (3½ hours/day) at Northview High School to lunchroom worker (6 hours/day) at Northview High School, effective October 19, 2010 through the remainder of the 2010-2011 school year

D. CHANGE IN RESIGNATION DATE:

1. Amber Byrd, English/Language Arts teacher at Beverlye Magnet School, effective October 18, 2010, instead of previously approved October 15, 2010

E. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

1. Theresa Evans-Bain, additional temporary employment as Saturday School teacher at Girard Middle School, effective the 2010-2011 school year
2. Jeff Hatfield, additional temporary employment as Saturday School teacher at Girard Middle School, effective the 2010-2011 school year
3. Melissa Sanders, additional temporary employment as Saturday School teacher at Girard Middle School, effective the 2010-2011 school year
4. Michelle Little, additional temporary employment as Saturday School teacher at Girard Middle School, effective the 2010-2011 school year
5. Tiffany James, additional temporary employment as Saturday School teacher at Girard Middle School, effective the 2010-2011 school year
6. Jennifer Mitchell, additional temporary employment as homebound teacher at Girard Middle School, effective the 2010-2011 school year

7. Tina Strickland, additional temporary employment for after-school enrichment program at Grandview Elementary School, to be paid out of FACES project funds, effective the 2010-2011 school year
8. Deeya Herring, additional temporary employment for after-school enrichment program at Grandview Elementary School, to be paid out of FACES project funds, effective the 2010-2011 school year
9. Alexis Lester, additional temporary employment for after-school enrichment program at Grandview Elementary School, to be paid out of FACES project funds, effective the 2010-2011 school year
10. Monty Clark, additional temporary employment for after-school enrichment program at Grandview Elementary School, to be paid out of FACES project funds, effective the 2010-2011 school year
11. Barbara Davis-Jackson, additional temporary employment for after-school enrichment program at Grandview Elementary School, to be paid out of FACES project funds, effective the 2010-2011 school year

F. CHANGE IN HOURS:

- (1) Arwilda Smoke, change from 26-hours per week CNP worker at Highlands Elementary School to 30-hours per week CNP worker at Highlands Elementary School, to be paid out of CNP funds, effective the 2010-2011 school year only

G. CONDITIONAL APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Brenda Gulledge – S	B.S., Troy University at Troy, Alabama	0	0	Special Education Teaching Assistant at Girard Elementary School-Pending background clearance (New Temporary Position/IDEA Funds)	Pending receipt of acceptable background clearance

H. APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Sheryl McNeil – C	B.S., Troy University at Dothan, Alabama	0	0	Clerical Aide at Carver Magnet School and Faine Elementary School (Replacing Valencia Pitzing)	October 19, 2010 through the remainder of the 2010-2011 school year
2. David Grier – C	M.S., Troy University at Dothan, Alabama	9	0	English/Language Arts Teacher at Beverlye Magnet School (Replacing Amber Byrd)	October 19, 2010 through the remainder of the 2010-2011 school year
3. Stephania Blank – S	(Passed Work Keys Test)	6	0	Special Education Teaching Assistant at Dothan High School (Replacing Glenn Cain)	October 19, 2010 through the remainder of the 2010-2011 school year

H. APPOINTMENT(S) (Continued):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
4. E. Elaine Knight – S	B.S., Troy University at Dothan, Alabama	2	0	Computer Instructional Aide at Honeysuckle Middle School (Replacing Carol Sprunger/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
5. Jo Brannon – S	B.S., Georgia State University at Marietta, Georgia	14	0	Tutorial Assistant (19 hours/week) at Hidden Lake Elementary School (Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
6. Dana Johnson – S	B.S., Troy University at Dothan, Alabama	0 Pending verification of 11 years school experience	5	Tutorial Assistant (19 hours/week) at Hidden Lake Elementary School (Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
7. Paige Russell – S	B.S., University of West Florida at Pensacola, Florida	0	0	Tutorial Assistant (19 hours/week or less) at Girard Middle School (Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
8. Mary Kreuzsch – S	B.S., Saint Leo University at Saint Leo, Florida	2	0	Tutorial Assistant (19 hours/week or less) at Girard Middle School (Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
9. Amanda Wilson – S	B.S., Troy University at Dothan, Alabama	0	5	Tutorial Assistant (19 hours/week or less) at Girard Middle School (Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
10. Evangeline Gunn – S	B.S., Troy University at Dothan, Alabama	.5	0	Teaching Assistant at P.A.S.S. Academy (Temporary Position/One-Time Leftover At-Risk Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
11. Angela Lingo – S	B.S., Troy University at Dothan, Alabama	0 Pending verification of 1 year school experience	0	Teaching Assistant at P.A.S.S. Academy (Temporary Position/One-Time Leftover At-Risk Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
12. Jennifer Langhammer – C	M.S., Troy University at Dothan, Alabama	0 Pending verification of 7 years school experience	0	Lead Teacher at the Accelerated Recovery Center (New Temporary Position/At-Risk Funds)	October 19, 2010 through the remainder of the 2010-2011 school year

H. APPOINTMENT(S) (Continued):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
13. Cassy Roberts – C	B.S., Troy University at Dothan, Alabama	0 Pending verification of 3 years school experience	0	Teacher at the Accelerated Recovery Center (New Temporary Position/At-Risk Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
14. Kevin Dorsey – S	Troy University at Troy, Alabama	2	0	Teaching Assistant at the Accelerated Recovery Center (New Temporary Position/Children's First Fund)	October 19, 2010 through the remainder of the 2010-2011 school year
15. Jessica Tuttle – S	B.S., Texas Tech University at Lubbock, Texas	0 Pending verification of 2 years school experience	0	Tutorial Assistant (19 or less hours/week) at Cloverdale Elementary School (New Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
16. Kristine Ware – S	Associates, Jefferson State Community College at Pell City, Alabama	0 Pending verification of 3 years school experience	0	Teaching Assistant at Honeysuckle Middle School (New Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
17. Christina Bullock – S		7	0	Lunchroom Worker (3½ hours/day) at Northview High School (Replacing Catrece McClendon)	October 19, 2010 through the remainder of the 2010-2011 school year
18. Byron Hart – S		3	0	Custodian (9-month) at Northview High School (Replacing Douglas Nowell)	October 19, 2010 through the remainder of the 2010-2011 school year
19. Ann J. Glenn – S	B.S., Georgia State University at Atlanta, Georgia	2	0	Special Education Teaching Assistant at Selma Street Elementary School (New Temporary Position/IDEA Funds)	October 19, 2010 through the remainder of the 2010-2011 school year
20. Eva Byrd – S	M.S., Alabama State University at Montgomery, Alabama	19	0	Tutorial Assistant (15 hours/week) at Selma Street Elementary School (Temporary Position/Title I Funds)	October 19, 2010 through the remainder of the 2010-2011 school year

I. SUPPLEMENT ASSIGNMENT(S):

1. Robert Lee, assistant band director supplement assignment at Dothan High School, effective the 2010-2011 school year

ADDENDUM
DOTHAN CITY BOARD OF EDUCATION
Personnel Action Sheet

TO: Board Members

FROM: Sam R. Nichols

DATE: October 18, 2010

I recommend approval of the following personnel items:

A. RETIREMENT(S):

3. Dr. Sam R. Nichols, Superintendent of Dothan City Schools, effective July 1, 2011

E. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

12. Sherri Kelley, additional temporary employment as Saturday School teacher at Honeysuckle Middle School, effective the 2010-2011 school year
13. Teresa Skipper, additional temporary employment as Saturday School teacher at Honeysuckle Middle School, effective the 2010-2011 school year
14. Lisa Peacock, additional temporary employment as Saturday School teacher at Honeysuckle Middle School, effective the 2010-2011 school year
15. Laurita Waters, additional temporary employment as Saturday School teacher at Honeysuckle Middle School, effective the 2010-2011 school year
16. Keyanna Cole, additional temporary employment as Saturday School teacher at Honeysuckle Middle School, effective the 2010-2011 school year

I. SUPPLEMENT ASSIGNMENT(S):

2. Donnie Chambers, boys 9th grade basketball supplement assignment at Dothan High School, effective the 2010-2011 school year
3. Calvin Bell-Tharpe, boys tennis supplement assignment at Northview High School, effective the 2010-2011 school year
4. Calvin Bell-Tharpe, girls tennis supplement assignment at Northview High School, effective the 2010-2011 school year

J. REQUEST FOR APPROVAL OF JOB DESCRIPTION & ADVERTISEMENT:

1. Early Learning Mentor Coach Job Description
2. Request to advertise (2) Early Learning Mentor Coaches for DCS Preschool Center, to be paid out of ARRA Grant

Dothan City School System Job Description	
Job Title:	Early Learning Mentor Coach
Job Code:	Salary Level: Set salary-grant funds
Reports To:	Education Manager

JOB GOAL: The mentor coach will provide training and technical assistance to Head Start teaching staff in implementing early childhood services for preschoolers.

QUALIFICATIONS

1. Bachelor or Advanced Degree in Early Childhood from an accredited college or university.
2. Bachelor or Advanced Degree in a related field such as Special Education, Family Relations, Spanish Education with disciplines in Early Childhood / child Development
3. Such alternatives to the above qualifications as the Board may find appropriate and acceptable
4. A minimum of three years of experience preferred but not required

PREFERRED REQUIREMENTS

1. Two years experience with computers, including Microsoft word, excel, email, and the internet
2. Knowledge of Head Start Performance Standards and Child Outcomes Framework
3. Early literacy development, child assessment, and teaching skills
4. Experience working with diverse learners

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Possesses effective human relation skills
2. Exhibits professionalism, dedication, and flexibility
3. Effective intervention strategies
4. Establishes and maintains a trusting, supportive relationship with the Head Start teaching staff
5. Supports teachers and staff in learning more about a family's culture, honoring home language and respect for practices and priorities that parents have for their children
6. Assures that the teaching staff responds to the needs of each student and his / her family in a timely manner
7. Works with teachers and staff to help foster positive self-identity for all students
8. Supports teachers in examining their teaching practices
9. Leads teachers and staff in analyses of observed events, addressing any challenges, and discussing next step
10. Assists in assessing student abilities as related to desired educational goals, objectives, and outcomes

11. Maintains a professional appearance and provides a positive image for staff, parents, and community partners
12. Participates in program meetings, staff in-service and staff development activities as required or assigned
13. Manages allotted time to maximize interactions with teachers
14. Schedule observations, plan, and conduct individual conferences with teachers
15. Provide documentation of working with teachers and submit to education manager
16. Adheres to school system rules, administrative procedures, local board policy, and state and federal rules and regulations
17. Reports to work on time and is in regular attendance

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **The employee will be required to provide the following: A physical provided on the Head Start physical form and TB skin test.**
- The employee must regularly lift and / or move up to 10 pounds, frequently lift and / or move up to 25 pounds, and occasionally lift and / or move over 25 pounds. Specific vision abilities required for this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**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.

Wednesday, October 27, 2010 – 2:00 p.m.	.....	Special Called Board Meeting
Monday, November 15, 2010	.....	Regular Board Meeting
Monday, December 13, 2010	.....	Regular Board Meeting
Monday, January 10, 2011	.....	Regular Board Meeting
Monday, February 14, 2011	.....	Regular Board Meeting
Monday, March 21, 2011	.....	Regular Board Meeting
Monday, April 18, 2011	.....	Regular Board Meeting
Monday, May 16, 2011	.....	Regular Board Meeting
Monday, June 20, 2011	.....	Regular Board Meeting