

<b>Date</b>	<b>Kind of Meeting</b>	<b>Where Held</b>
February 10, 2014	Special Called Meeting	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
<b>Presiding Officer</b>	<b>Members Present</b>	<b>Members Absent</b>
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, Vice-Chairman, District 1 Mr. Franklin Jones, District 2 Mrs. Melanie Hill, 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 5:00 p.m.  
Mrs. Melanie Hill led in prayer.  
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

**Approval of Agenda and Proposed Agenda Modifications**

Mr. Tim Wilder requested the Agenda be modified to include the Personnel Addendum.

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, Hill, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

**Board Comments**

Mrs. Melanie Hill congratulated Heard and Beverly Magnet Schools for being nominated for the Blue Ribbon Award.

Mr. Jimmy Addison arrived.

**Action Items – Adoption of Consent Agenda**

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

Minutes for August 12, 2013, Special Called Meeting  
Bid: Bathroom Renovation Project

**Personnel Services**

Mr. Todd Weeks present the Personnel Agenda and Addendum.

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve the Personnel Agenda and Addendum as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – Jones. (See Personnel below)

Discussion was held regarding leave of absence.

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members  
FROM: Tim Wilder  
DATE: February 10, 2014

I recommend approval of the following personnel items:

- A. RETIREMENT(S):
  - 1. Jan Sislo, French Teacher at Dothan High School and Northview High School, effective May 30, 2014
- B. RESCISSION OF RESIGNATION(S):
  - 1. Emanuel Brown, In-School Suspension Teaching Assistant at Dothan High School, effective January 13, 2014
- C. RESIGNATION(S):
  - 1. Grace Caudle, Social Studies Teacher at Dothan High School, effective end of the day May 30, 2014
  - 2. Sherissa Dion Davis, School Counselor at Morris Slingluff Elementary School, effective February 21, 2014
- D. TRANSFER(S):
  - 1. Deeya Herring, transferring from Speech-Language Pathologist at Grandview Elementary School to Speech-Language Pathologist at Grandview Elementary School and Selma Street Elementary School, effective February 11, 2014
  - 2. Katie Pompa, transferring from Speech-Language Pathologist at Faine Elementary School to Speech-Language Pathologist at Faine Elementary School and Selma Street Elementary School, effective February 11, 2014

- E. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):
  1. Helen Hovanic (Northview High School), additional temporary employment as a homebound teacher for Northview High School, as needed, to be paid out of General Funds, effective the remaining of the 2013-2014 school year
  2. Paula Dean (Northview High School), additional temporary employment as a homebound teacher for Northview High School, as needed, to be paid out of General Funds, effective the remaining of the 2013-2014 school year
- F. VERIFICATION OF HIGHER DEGREE(S):
  1. Grace Caudle (Dothan High School), verification of Master's Degree recognized by the State Superintendent on January 30, 2014
  2. Maia Neslund (Cloverdale Elementary School), verification of Master's Degree recognized by the State Superintendent on January 23, 2014
  3. Brittany Smith (Girard Middle School), verification of Master's Degree recognized by the State Superintendent on January 23, 2014
- G. LEAVE OF ABSENCE(S) - Unpaid
  1. Emanuel Brown, In-School Teaching Assistant at Dothan High School, effective January 13, 2014, through April 25, 2014
  2. La'Sonya Jones Taylor, Special Education Teaching Assistant at Kelly Springs Elementary School, effective February 10, 2014, through May 9, 2014

NOTE: Principals are in the process of interviewing for some key vacancies; therefore, we may have an addendum.

ADDENDUM, DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members  
 FROM: Tim Wilder  
 DATE: February 10, 2014

I recommend approval of the following personnel items:

- C. RESIGNATION(S):
  3. Kayla McGhee, Student Worker for Extended Day Program at Highlands Elementary School – for the 2013-2014 school year only, effective February 7, 2014
- H. APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Jeffrey Torrence – C	M.S., Troy University at Dothan, Alabama	10 Pending verification of 6 years school experience		Principal (12-month) at Morris Slingluff Elementary School (Replacing Teresa Davis)	February 11, 2014
2. Natalie Hutto - S	B.S., Auburn University at Auburn, Alabama	0	0	Special Education Teaching Assistant at Girard Elementary School (Replacing Carolyn Hamilton)	February 11, 2014
3. Gayla Swann - S	B.S., Troy University at Dothan, Alabama	0	0	Tutorial Assistant (19 hours/week) at Cloverdale Elementary School for the remainder of the 2013-2014 school year only (Replacing Sharon Dickinson)	February 11, 2014 for the remainder of the 2013-2014 school year only
4. Brittany Smiley - S	Associates, George C. Wallace State Community College at Dothan, Alabama	1	0	Teaching Assistant at Dothan High School for the remainder of the 2013-2014 school year only (Replacing James Rhine)	February 11, 2014 for the remainder of the 2013-2014 school year only
5. Clarissa Horn - S	B.S., University of Phoenix at Phoenix, Arizona	1	0	Family Service Teaching Assistant at PreSchool/Head Start Center (Replacing Teresa Martin)	February 11, 2014
6. April Rambo - S	B.S., Troy University at Troy, Alabama	0	0	Teaching Assistant at Honeysuckle Middle School for the remainder of the 2013-2014 school year only (Replacing Jacqueline Roberts)	February 11, 2014 for the remainder of the 2013-2014 school year only

7. Kameron Bradley - S	George C. Wallace State Community College at Dothan, Alabama and Albany State College at Albany, Georgia	0	0	Teaching Assistant at Honeysuckle Middle School for the remainder of the 2013-2014 school year only (New Position – At-Risk-Funds)	February 11, 2014 for the remainder of the 2013-2014 school year only
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**Superintendent Recommendations**

Mr. Tim Wilder addressed the Board regarding Board training. The information in the packet includes different options of training. It is one of the new mandates. Discussion was held on the whole Board being present, a facilitator and doing the day long training.

Mr. Terry Scott stated a \$50 million bond was passed and the 21<sup>st</sup> Century Workforce Development Act providing funding for schools. We wrote grants and received funding for two different programs for Dothan Technology Center (DTC): (1) the Aviation program received \$117,000, and (2) Industrial Mechanization program received \$200,000 and it all goes for equipment for those programs. We have been working closely with business and industry, Wallace College for the Industrial Mechanization and Enterprise-Ozark for the Aviation program, currently we have about 1,200 students in 12 different programs, we are looking forward to expanding our course offerings, offering more opportunities and meeting the needs of workforce development. Discussion was held regarding enrollment next year, there will be two different paths for students to take, within each pathway there other roads to take, the Chamber, Farley, Michelin and Commercial Jet have all been involved in working with us, and the Press Conference with Wallace be on Friday about the dual enrollment piece that will take place.

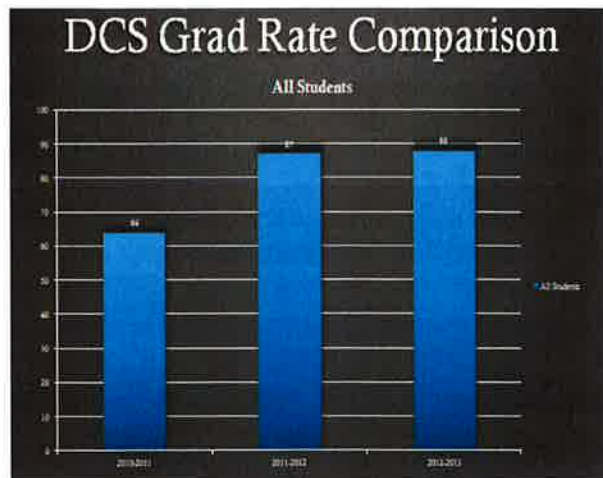
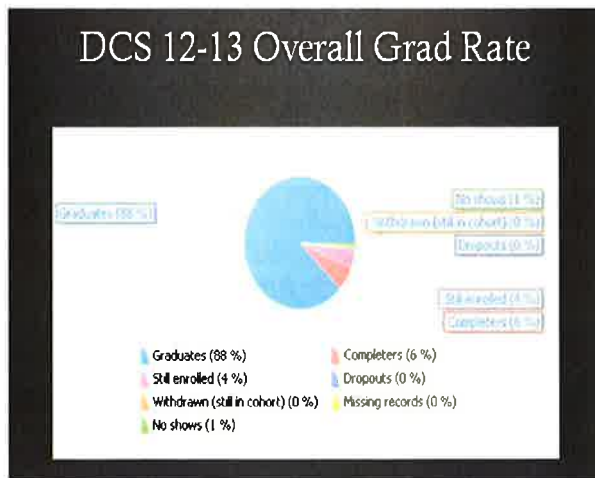
Mrs. Lee Jacobs presented the Grad Rate report as follows:

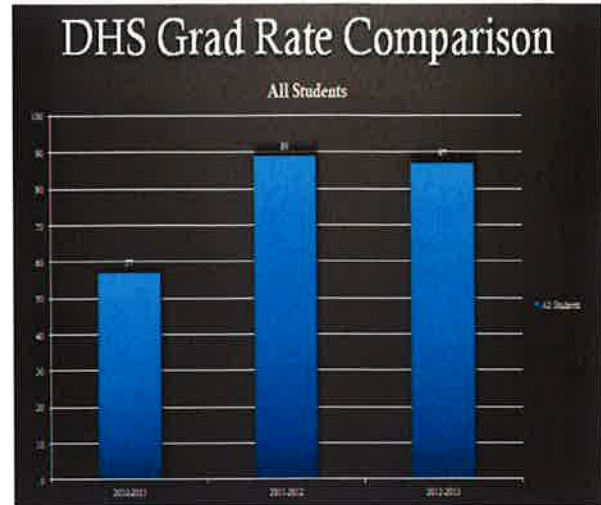
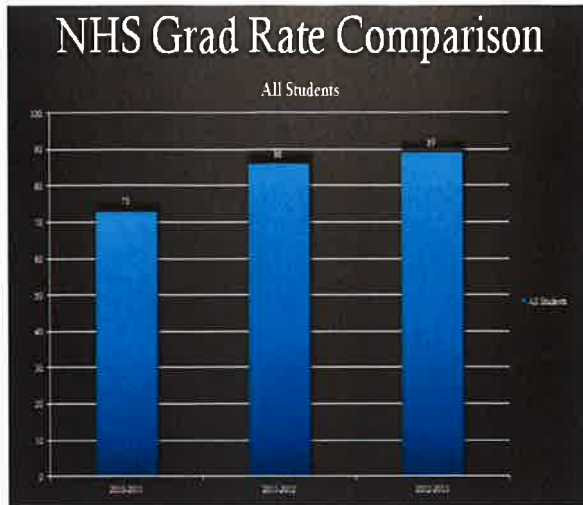
## Overview of Grad and Drop Out Rate

Dothan City Schools

## Terms

- ✦ **Graduates** – Received a Diploma (Cohort 4 - 4 yr Sr.)
- ✦ **Completers** – Received a GED & Sp Ed Sat of 21 age
- ✦ **Still Enrolled** – still in school (Cohort 5 - 5 yr Sr.) haven't finished credit, passed Grad Exam, or Sp Ed Sat.
- ✦ **No Shows** – Never showed up to school and we cant find them
- ✦ **Drop Out** – Left school with an Exit Interview to a school that was not approved by the ALSDE
- ✦ **Missing Records** – records can not be found
- ✦ **Withdrawn** – Withdrew to a private school or private tutor or out of state that we have not received records





Mrs. Allyson Morgan gave the Strategic Board Plan Update stating the conference call will be February 18<sup>th</sup> with the Steering Committee, we will compile information from the meetings with 200 people in March and there will be meetings held through the Dothan Education Foundation.

Mr. Mark Williams gave the Technology Update stating we have purchased and installed a new system that is web based and moving forward with PD for the iPads.

Mrs. Teresa Davis stated we are learning a lot about the ASPIRE that is coming up in May and we are also looking at computer based testing versus paper based.

Mr. Tim Wilder reviewed the following:

Expulsion Policy – Mr. Tim Wilder reviewed the current expulsion policy. On page 75 of the Code of Conduct the ones I would bring to the Board first offense are: 04-Arson, 05-Assault upon a School Board Employee, 06-Bomb Threats and 14-Drugs, Sale on school campus. On page 76 the ones I would bring to the Board for first offense are: 21- Homicide (on school campus), 23-Kidnapping, 27-Robbery, 28-Sexual Battery, 29-Sexual Harassment, 30-Sexual Offenses, and \*31-Threats/Intimidation/Bullying. Threats to School Board Employees are the ones I am going to bring before the Board because when there are threats between students they sometimes can be seen as bullying and we have a bullying policy. If it was bad enough I would bring it to the Board. On page 77 numbers 37-51 and 52-54 are possessions of handguns, rifles, firearms, explosives, weapons, sale of weapons, knives and even sets apart a pocket knife. I need to get an interpretation from Mr. Segrest. The majority of cases we see are a possession of a drug or alcohol. I would like not to change the policy but procedurally I would like to be able to if it is a simple possession of marijuana and there is no sale or attempt to sale I would like for the Board to allow me to place those students at PASS Academy with a Due Process hearing with me and the Principal and keep that from coming before the Board. If they are sent to PASS for a 90 period and they commit it again for a second time it would automatically come before the Board. Discussion was held regarding including 58-Gang Paraphernalia, while at PASS Academy during that 90 period if they are caught again would there be any kind of drug testing, the student would by-pass the hearing before the Board and would enter into a contract or stipulated order that said that there will be drug testing, they will go to school regularly, there will be no discipline and they will make decent grades, if drug tested and tested positive they would come before the Board, if found at PASS Academy under the influence or in possession they would come to the Board, would not bring someone that is not coming to school but another drug offense definitely, any time there is a second offense that is bad enough we have always brought it, Coach Fleming sees all these cases and is consistent about those, and he would use the out of school suspension before it would come to me for expulsion. Mr. Tim Wilder stated Mr. Segrest and I will work out the legal parts of it and it will go to a policy committee then to the Board.

Leave of Absence Policy – Mr. Tim Wilder stated we have a policy that talks about leave whether it is sick leave or family medical leave act. We will insert the letter “h” in here. I have taken the word tenure out of there because we have some very dedicated people that we want to have a future with us. It reads: “h. Upon Board approval, tenured certified or support staff are eligible for unpaid leave of absence for professional study up to, but not exceeding, one full scholastic year.” As a condition of approval of such leave, the employee seeking a leave of absence of one Semester or more recognizes he/she will not necessarily return to the same position he/she vacated but will be assigned to a position without a loss of status. The Board may require the leave to coincide with a grading period. Discussion was held regarding the difference in a leave of absence versus a resignation is a leave of absence guarantees you a position without a loss of status when you come back, a resignation says if there is one available we may give it to you or not. Mr. Chris Maddox asked if a teacher that was not certified worked for two years at a school and then got leave for a year to work on a graduate degree are we subjected to that teacher becoming a tenured employee during that year we have granted a leave of absence. Mr. Jere Segrest stated I do not believe legally they can. They would not be working three consecutive years. I would have to research it. Mr. Mike Manuel

asked would they start back over again as far as returning tenured after year one. Mr. Jere Segrest stated I think they would have the first two years if it was in the third year I am guessing. Mr. Tim Wilder stated in Florida it just paused where it was and they did not get credit for the time they did not work. Mr. Segrest may say we need to add you must work or be paid consecutively or full-time work. Mr. Jere Segrest stated if I were the employee I would wait until the third year had ended and work. I would not run that risk losing my tenure track. Tenure is defined as consecutive employment for three years. It is not the same by definition. Mr. Mike Manuel stated if they have sick leave they still get a pay check, if it is a catastrophic situation and people donate leave to them once they exhaust all of their personal and sick leave then they are still on pay status. I would assume that would still be considered a serviceable credit for tenure purposes. You cannot use catastrophic leave to get your masters. They would have to meet the requirements of the Family Medical Leave Act because our policy precludes and State law precludes you taken sick leave except under certain circumstances. It has to be an illness of yourself or your immediate family member. Mr. Chris Maddox stated the Principals have to sign off on this as the immediate supervisor before it gets to you. Mr. Tim Wilder stated yes. Mr. Chris Maddox stated if the principal does not do that it never comes to you. Mr. Tim Wilder stated if they say no I am not going to do it I would certainly back that. This is going to come up more and more.

Enrollment Procedures (out-of-system) – Mr. Tim Wilder stated our cases are getting more and more interesting. The one page is currently our non-resident policy. We have a huge number of students that are coming to Dothan City from other systems that either work here or are being given custody to someone else inside the City. Other systems charge tuition because they feel the tax dollars they are paying should educate the children they are paying those tax dollars to. We are one of the few and maybe Houston County does not have a policy that addresses those non-residents in terms of tuition. I think the Board really needs to look at this very carefully. Our current policy reads: “Non-resident Students – The Board may permit students who do not reside within Dothan City district to attend schools within the school system. The Board may establish criteria for admission for non-resident students and may require the payment of tuition as a pre-requisite to enroll. The Board will not provide transportation to and from school or homebound instruction outside the municipal limits of the City of Dothan.” You currently have the authority to charge an amount but obviously we would need to discuss what that amount would be. The policy that I have before you is a nearby system that currently does charge but their charging fee is a different area in their policy. It is three pages about what you consider and one is the size of the school. I have stopped putting them at Selma Street, Highlands, and Hidden Lake and now they are coming to Kelly Springs. We have to get a handle on it because right now it is arbitrary. It is either a hardship or it is not. Discussion was held regarding special education students, where would our cut off be or how would we distinguish it, if deny one to come in are we going to open ourselves up for a lawsuit, we cannot discriminate on any of that so if we start letting people in whether they have a disability or not we have to be consistent with it, once we reach a cap at these schools we stop it no matter if they are disabled students or not if they do not have legitimate right to be here which means they reside in the zone we do not let them come, and we do not look at whether they are disabled, regular education, boy or girl, black or white, male or female. Mrs. Carol Cunningham stated I am proud to say that Dothan City Schools offers a lot more services than some of our surrounding school systems but again that costs a lot of money that you all continue to make sure our students do have. Mr. Tim Wilder stated Superintendent Bynum from Dale County and I talked about this. It is so easy now to turn over custody. We are seeing negative effects of that because we cannot find these families when students are in need of emergency care or in trouble. Superintendent Bynum in Dale County has a policy where they are requiring a court document not guardianship but actual custodial guardianship. It may be something we look at. Mr. Ben Armstrong stated if we do that we are giving them preferential treatment to our own. Going forward with this I think we need to visit our magnet policies because I think those spots should only become available if we do not have Dothan City kids that can fill them. I do not think someone should come in and take a slot from a tax paying family. Mr. Segrest would need to be very involved. Mrs. Brenda Guilford stated if you change educational guardianship to court guardianship it will be biased for those that cannot afford it.

Mr. Tim Wilder thanked the Board for accepting the recommendation for Jeff Torrence as Principal at Slingluff Elementary School, Tami Culver and Matt Parker. He further stated DHS and NHS play at 7:00. Mr. Tim Wilder recognized Melanie Hill as part of the January Board Recognition.

#### **Executive Session for Student Hearing(s)**

Mrs. Melanie Hill made a motion seconded by Mr. Franklin Jones to adjourn into Executive Session for Student Hearing. The motion carried unanimously. Voting was as follows: “YEA” – Jones, Hill, Addison, Guilford, Armstrong, Maddox. “NAY” – None. “ABSTAIN” – None.

Dr. Harry Wayne Parrish and Mr. Chris Maddox left the meeting.

Mr. Ben Armstrong made a motion seconded by Mr. Franklin Jones to reconvene into Regular Session. The motion carried. Voting was as follows: “YEA” – Jones, Hill, Addison, Guilford, Armstrong. “NAY” – None. “ABSTAIN” – None.

Mr. Tim Wilder recommended student number 18260 be expelled.

Mrs. Brenda Guilford made a motion seconded by Mr. Jimmy Addison that student number 18260 remain at PASS Academy for the remainder of this school year and the first semester of next school year. Student may return to his/her home base school the second semester. The motion carried. Voting was as follows: "YEA" – Jones, Hill, Addison, Guilford, Armstrong. "NAY" – None. "ABSTAIN" – None.

**New Business**

Mrs. Brenda Guilford stated the Board would meet again on February 24<sup>th</sup>. (See additional Board meeting dates below)

**DOTHAN CITY SCHOOLS, BOARD OF EDUCATION, BOARD MEETINGS:** Board Agendas are posted to the Dothan City Schools website: [www.dothan.k12.al.us](http://www.dothan.k12.al.us). On the morning of the Board meeting the Agenda will be replaced with the Board Agenda Packet (under the Agenda column). Click on Administrative Services on the right side then click on Board Meetings on the left side. We also have the Board meeting calendar, listing Regular and Workshop meetings only, under School Calendars on the website. 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
March 10, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
March 17, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
April 14, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
April 21, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
May 12, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
May 19, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
June 9, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
June 16, 2014 – 5:00 PM	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, Hill, Addison, Guilford, Armstrong. "NAY" – None. "ABSTAIN" – None.

The meeting adjourned at 7:02 p.m.

APPROVED: April 21, 2014

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 Dr. Harry Wayne Parrish, Chairman

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 Tim Wilder, Superintendent, Secretary