

**MINUTES OF BOARD MEETING OF THE
ETOWAH COUNTY BOARD OF EDUCATION
HELD ON SEPTEMBER 2, 2014**

The Etowah County Board of Education met for a regular meeting on September 7, 2014, at 4:00 p.m. in the Board's conference room. Mr. Ernie Payne, Board President presided at this meeting. The invocation was given by Mr. Danny Golden.

Members present were:

Mrs. Scarlett Farley
Mr. Danny Golden
Mr. Todd Hindsman
Mr. Tim Langdale
Mr. Doug Sherrod
Mr. Ernie Payne
Mr. Tim Womack

Mr. Ernie Payne, Board President, welcomed everyone to the meeting. Mr. Payne extended an invitation for anyone in the audience to address the Board. As there was no response, Mr. Payne turned the meeting over to the Superintendent, Dr. Alan Cosby.

RECOGNITIONS

Superintendent Alan Cosby recognized the following students and associates for their accomplishments.

- a) Brandt Ingram, Glencoe Middle School – Etowah County School System Student of the Month
- b) Lanny Lancaster – recognized for dedicated service to the Etowah County School System as Etowah Education Association Uniserv Director

BOARD MEETING MINUTES APPROVED

Dr. Alan Cosby, Superintendent, recommended approval of the board meeting minutes of August 5, 2014, presented. Mr. Golden made a motion, and the motion was seconded by Mr. Hindsman, to approve the recommendation of the Superintendent. The Board voted unanimously in favor of this motion.

FINANCIAL REPORT APPROVED

Dr. Alan Cosby, Superintendent, recommended approval of the financial report with cash balances based on the reconciled bank statement to the general ledger as presented by Ms. Donna Hagedorn, Chief School Financial Officer. Mr. Langdale made a motion, and the motion was seconded by Mr. Sherrod, to approve the recommendation of Superintendent Cosby. The Board voted unanimously in favor of this motion.

TRAVEL REQUESTS APPROVED

Superintendent Cosby recommended approval of the following travel requests. Mr. Sherrod made a motion, which was seconded by Mr. Golden, to approve the recommendation of the Superintendent. The Board voted unanimously in favor of this motion.

- a) Highland Elementary 5th & 6th Grade Students – travel by school bus on October 13-15, 2014, to Alpine, Alabama, to attend Camp Cosby
- b) Southside High School FFA Members – travel by charter bus to Moultrie, Georgia, on October 15, 2014, to attend the Sunbelt Agriculture Expo, expenses paid by participants
- c) West End High School FBLA Members – November 18-19, 2014, to attend Alabama Joint Leadership Conference in Birmingham, Alabama, expenses paid by participants and FBLA funds
- d) Dena Cook, Director of Student Services – September 7-9, 2014, to attend Annual Test Coordinator Meeting at Vaughn Park Church of Christ, Montgomery, Alabama
- e) Becky Hill, Senior Accountant and Donna Hagedorn, CSFO – September 16-17, 2014, to attend Alabama Association of School Business Officials Continuing Studies Program in Tuscaloosa, Alabama
- f) Hal Murphy, Technology Coordinator and Kim Reed, Professional Development Coordinator for Technology – travel on September 28 – October 1, 2014, to attend the Alabama Educational Technology Conference in Orange Beach, Alabama, expenses paid by technology funds

BID APPROVED

Superintendent Cosby recommended approval to award bid #15-005 CNP Supplemental Grocery Bid to Osborn Brothers, Inc. Mr. Womack made a motion, and the motion was seconded by Mr. Langdale, to approve the recommendation of Superintendent Cosby. The Board voted unanimously in favor of this motion.

2014-2015 SALARY SCHEDULE CHANGES APPROVED

Dr. Alan Cosby, Superintendent, recommended approval of the following revisions and corrections to 2014-2015 Salary Schedule. Mr. Hindsman made a motion, which was seconded by Mr. Langdale, to approve the recommendation of Superintendent Cosby. The Board voted unanimously in favor of this motion.

- a) Substitutes, page 31 correction – Vocational Bus Substitute - \$21.75 Daily Rate
- b) Substitutes, page 31 revision – (added) Supply Nurse - \$110.00 Daily Rate

JOB DESCRIPTION APPROVED

The Superintendent, Dr. Alan Cosby, recommended approval of the job description for the position of **Special Education Administrative Assistant**, as presented. Mr. Golden made a motion, and the motion was seconded by Mr. Womack, to approve the recommendation of the Superintendent. The Board voted unanimously in favor of this motion.

**COMMUNITY EDUCATION EXTENDED DAY SERVICES AT DUCK SPRINGS
ELEMENTARY SCHOOL APPROVED**

Superintendent Cosby recommended approval to begin Community Education Extended Day services at Duck Springs Elementary School. Mr. Hindsman made a motion, which was seconded by Mr. Langdale, to approve the recommendation of Superintendent Cosby. The Board voted unanimously in favor of this motion.

**PURCHASE OF STUDENT AND TEACHER DESKS FOR
SARDIS MIDDLE SCHOOL APPROVED**

Dr. Alan Cosby, Superintendent, recommended approval to purchase student and teacher desks/furniture for the new Sardis Middle School. Mr. Golden made a motion to approve the recommendation of Superintendent Cosby. The motion was seconded by Mr. Sherrod. The Board voted unanimously in favor of this motion.

PORTABLE CLASSROOM APPROVED AS SURPLUS PROPERTY

Superintendent Cosby recommended approval to declare Portable Classroom, Serial # 678472, located at Duck Springs Elementary School surplus property and to advertise and sell through other sources as well as gov.deals.com. Mr. Sherrod made a motion, and the motion was seconded by Mr. Langdale, to approve the recommendation of the Superintendent. The Board voted unanimously in favor of this motion.

ALTERNATIVE SCHOOL RECOMMENDATIONS APPROVED

Dr. Alan Cosby, Superintendent, recommended approval of the Alternative School recommendations presented. Mr. Hindsman made a motion, and the motion was seconded by Mr. Golden, to approve the recommendation of Superintendent Cosby. The Board voted unanimously in favor of this motion.

CONSTRUCTION REPORT

Construction Manager, Mr. Joe Maddox, presented the construction report. Mr. Maddox reported that the stadium repairs at West End High School had been completed. The report included the progress of the construction of the new Sardis Middle School as well as the concrete problems with the Hokes Bluff Middle School gymnasium project. Mr. Maddox said the architect's construction engineer had been contacted for advice on the Hokes Bluff Middle School gymnasium concrete issue.

PERSONNEL RECOMMENDATIONS APPROVED

Superintendent Cosby recommended approval of the following personnel recommendations. Mr. Golden made a motion to approve the recommendation of the Superintendent. The motion was seconded by Mr. Sherrod. The Board voted unanimously in favor of this motion.

New employees were then recognized and welcomed by the Superintendent.

Carlisle	a)	<u>Jackie Golden (revised)</u> – Bookkeeper requests leave of absence beginning August 4, 2014, with expected date to resume regular duties being September 11, 2014
Central Office	b)	<u>Joyce Farmer</u> – Personnel Clerk retiring effective January 1, 2015, and requests pay for earned vacation days
Duck Springs	c)	<u>Rhonda Beasley</u> – transfer to Child Nutrition Worker from Child Nutrition Manager effective September 3, 2014, as per employee request
	d)	<u>Kimberly Lyn Winn Garmon</u> – transfer as Child Nutrition Manager from Child Nutrition Worker effective date September 3, 2014
Gaston	e)	<u>Glenda Atkins</u> – Child Nutrition Worker requests leave of absence beginning September 2, 2014 with expected date to resume regular duties being October 6, 2014

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Gaston (continued)	f)	<u>Todd Albert</u> – approve as 7 th /8 th Grade Boys Basketball Coach effective with the 2014-2015 school year, receiving system paid supplement
	g)	<u>Joy Allen</u> - approve as 7 th /8 th Grade Cheerleader Sponsor effective with the 2014-2015 school year, receiving system paid supplement
	h)	<u>Tonya Bogle</u> - approve as Junior High Volleyball Coach effective with the 2014-2015 school year, receiving system paid supplement
	i)	<u>Luann Mullins Gladden</u> – resigns duties of Beta Club Sponsor effective August 27, 2014
	j)	<u>Kayla Hodges</u> - approve as SGA Sponsor & Beta Club Sponsor effective with the 2014-2015 school year, receiving system paid supplements
	k)	<u>Michael Lamb</u> – approve as Assistant Softball Coach effective with the 2014-2015 school year, receiving system paid supplement
	l)	<u>Jennifer Morris</u> - approve as Junior Class Sponsor effective with the 2014-2015 school year, receiving system paid supplement
	m)	<u>April Stonecypher</u> – employ as Librarian effective September 3, 2014, pending certification
	n)	<u>April Stonecypher</u> - approve as School Technology Coordinator effective September 3, 2014, receiving system paid supplement
	o)	<u>Casey Jo Vaughn</u> – resigns duties of Junior High Volley Ball Coach effective August 29, 2014
	p)	<u>Holly White</u> - approve as Junior Class Sponsor effective with the 2014-2015 school year, receiving system paid supplement
	q)	<u>Janet Wilson</u> – Business Education Teacher requests leave of absence beginning October 13, 2014, with expected date to resume regular duties being January 5, 2015

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Gaston (continued)	r)	<u>David "Buddy" Wright</u> - approve as Assistant Varsity Volleyball Coach effective with the 2014-2015 school year, receiving system paid supplement
Glencoe Middle	s)	<u>Wes Weems</u> – approve as School Technology Coordinator for the 2014-2015 school year receiving system paid supplement
Highland	t)	<u>Kim Hamby</u> – approval of extra duty pay for the 2014-2015 school year for instructional services outside of the regular school day as per individual education agreement, as needed basis
	u)	<u>Holley Skaggs</u> - approval of extra duty pay for the 2014-2015 school year for instructional services outside of the regular school day as per individual education agreement, as needed basis
Hokes Bluff Elementary	v)	<u>Brandi Smith</u> – Teacher requests leave of absence beginning August 4, 2014, with expected date to resume regular duties being January 5, 2015
Hokes Bluff Elementary/Middle	w)	<u>Maria Hutt</u> – transfer to Child Nutrition Worker, floater position, between Hokes Bluff Elementary and Hokes Bluff Middle from full time at Hokes Bluff Elementary effective September 3, 2014
Hokes Bluff Middle	x)	<u>Candida Moody</u> – transfer to CNP Worker full time at Hokes Bluff Middle from floater position between Hokes Bluff Elementary and Hokes Bluff Middle effective September 3, 2014
Hokes Bluff High	y)	<u>Debra Davis-McDaniel</u> – transfer as Acting Child Nutrition Manager effective August 20, 2014
	z)	<u>Mary Griffith</u> – Child Nutrition Manager resigns effective September 22, 2014
	aa)	<u>Devan Langley</u> – resigns duties of Jr. High Softball Coach effective August 14, 2014
	bb)	<u>Jana Smith</u> – approve as Jr. High Softball Coach for the 2014-2015 school year, receiving system paid supplement

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John S. Jones	cc)	<u>Stephanie Dixon</u> – employ as Title I Instructional Aide effective September 3, 2014
	dd)	<u>Rebecca Williamson (revised)</u> – Custodian requests leave of absence beginning June 2, 2014 with expected date to resume regular duties being September 24, 2014
Learning Center	ee)	<u>Pam Deru</u> – Bookkeeper/Secretary retiring effective October 1, 2014, and requests pay for earned vacation days
	ff)	<u>Rita King</u> – Lead Nurse for the Etowah County School System retiring effective December 1, 2014
Sardis High	gg)	<u>Tracy Cheek</u> – resigns all duties as Teacher/Coach effective August 4, 2014
	hh)	<u>Andrea K. Partrick</u> – employ as Junior High Counselor effective September 3, 2014
	ii)	<u>Emily Stanfield Stone</u> – employ as Science Teacher effective September 3, 2014
Sardis Middle	jj)	<u>Chris Royal</u> – employ as Probationary Principal effective date to be determined
Southside High	kk)	<u>Christian Tucker</u> – resigns duties of Junior High Softball Coach effective August 5, 2014
Transportation Department	ll)	<u>James Hammett</u> – Mechanic requests leave of absence beginning November 10, 2014
West End High	mm)	<u>Kyle Davis</u> – approve as Assistant Varsity Baseball Coach for the 2014-2015 school year, receiving system paid supplement
	nn)	<u>Whitt Hibbs</u> – approve as B-Team Girls Basketball Coach effective with the 2014-2015 school year, receiving system paid supplement
	oo)	<u>Misty Jackson (Non-Faculty)</u> – resigns duties of B-Team Girls Basketball Coach effective August 26, 2014
	pp)	<u>Misty Jackson (Non-Faculty)</u> – approve as 7 th /8 th Grade Girls Basketball Coach effective with the 2014-2015 school year, receiving system paid supplement

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West End High (continued)	qq)	<u>Zach Qualls</u> – resigns duties of Assistant Varsity Baseball Coach effective August 22, 2014
Whitesboro	rr)	<u>Mary Beth Gilliland</u> – Teacher requests leave of absence beginning October 22, 2014, with expected date to resume regular duties being December 2, 2014
	ss)	<u>Lauren McGlaughn</u> – Special Education Paraprofessional resigns effective August 29, 2014
Contract Employee	tt)	<u>Matthew Remick, Psy.D.</u> – approve for Evaluation and Training services effective October 1, 2014 – September 30, 2015, as needed basis, paid from Title VI-B Funds
Title II Class Size Reduction Teachers	uu)	<u>Chelsea Dutton</u> (revised) – employ as Title II Class Size Reduction Teacher effective August 11, 2014, with school assignment being Highland Elementary
	vv)	<u>Dustin Quinn</u> (revised) – employ as Title II Class Size Reduction Teacher effective August 13, 2014, with school assignment being Duck Springs Elementary
	ww)	<u>Cody Short</u> (revised) – employ as Title II Class Size Reduction Teacher effective August 13, 2014, with school assignment being Gaston
	xx)	<u>Stephanie Waters</u> (revised) – employ as Title II Class Size Reduction Teacher effective August 11, 2014, with school assignment being Duck Springs Elementary
	yy)	<u>Stacey O. Yates</u> (revised) – employ as Title II Class Size Reduction Teacher effective August 13, 2014, with school assignment being Highland Elementary
2014-2015 Community Education Extended Day	zz)	<u>Zachary Battles</u> – employ as Extended Day College/ High School Aide for the 2014-2015 school year, as needed basis, assigned to John S. Jones Elementary
	aaa)	<u>Heather Carroll</u> – employ as Extended Day Aide for the 2014-2015 school year, as needed basis, assigned to John S. Jones Elementary
	bbb)	<u>Hunter Cleveland</u> - employ as Extended Day Aide for the 2014-2015 school year, as needed basis, assigned to Southside Elementary

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2014-2015 Community Education Extended Day (continued)	ccc)	<u>Debra Hill</u> - employ as Extended Day Aide for the 2014-2015 school year, as needed basis, assigned to <u>John S. Jones Elementary</u>
	ddd)	<u>Holly Johnson</u> - employ as Extended Day Aide for the 2014-2015 school year, as needed basis, assigned to <u>John S. Jones Elementary</u>
	eee)	<u>Kale Maddox</u> - employ as Extended Day Teacher for the 2014-2015 school year, as needed basis, assigned to <u>Whitesboro Elementary</u>
	fff)	<u>Ashley Nicole Light</u> - employ as Extended Day College/High School Aide for the 2014-2015 school year, as needed basis, assigned to <u>Hokes Bluff Elementary</u>
	ggg)	<u>Bruce Musick</u> - employ as Extended Day Aide for the 2014-2015 school year, as needed basis, assigned to <u>John S. Jones Elementary</u>

INFORMATION ITEMS

Superintendent Cosby presented the following informational items to the Board. After a brief discussion, the date of the October board meeting was changed from October 7, 2014 to October 9, 2014, and the location was changed from the Central Office to Sardis High School.

- Proposed FY 2015 Capital Plan
- AASB Conference - Leadership for Community Engagement – September 28-29, 2014
- Next Board Meeting – October 9, 2014, 5:00 p.m., Sardis High School
- FY15 Budget Hearings
 - Budget Hearing #1 – Immediately Following Board Meeting September 2, 2014
 - Budget Hearing #2 – September 9, 2014, 5:00 p.m.

EXECUTIVE SESSION

Superintendent Cosby advised the board members of the need for an executive session and requested a motion for this action. Mr. Jim Turnbach, Board Attorney, licensed to practice in the state of Alabama, made the certification required by law that the executive session was to discuss a potential real estate transaction and also to discuss a legal action, both actions allowable as an exception under the Open Meetings Act. Dr. Cosby requested a motion to adjourn into executive session. The motion was made by Mr. Hindsman, and was seconded by Mr. Sherrod. The Board voted unanimously in favor of the motion and the board members moved into executive session.

REGULAR SESSION RESUMED

The Superintendent, Dr. Alan Cosby, requested a motion to return to regular session. Mr. Golden made a motion, which was seconded by Mr. Sherrod, to return the meeting to regular session as requested by the Superintendent. The Board voted unanimously in favor of this action and the regular meeting was resumed.

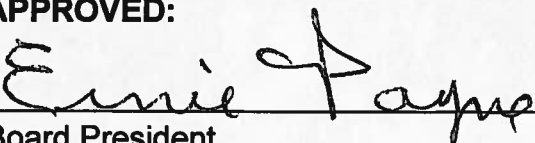
ADDENDUM - SETTLEMENT NEGOTIATION APPROVED

Dr. Alan Cosby, requested approval to allow himself, as Superintendent, to negotiate a settlement agreement with five employees. Mr. Sherrod made a motion, and the motion was seconded by Mr. Hindsman, to approve the request of Superintendent Cosby. The Board voted unanimously in favor of this motion.

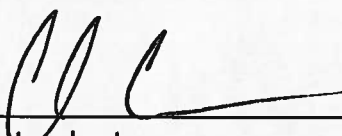
ADJOURNMENT/BUDGET HEARING #1

Dr. Cosby advised the Board that the business actions of the regular meeting were concluded and that the Budget Hearing for FY15 would immediately follow the adjournment. As all business was concluded, Mr. Sherrod moved to adjourn the meeting. All were in agreement.

APPROVED:



Board President



Superintendent