Baldwin County Board of Education
Bay Minette, AL
Regular Board Meeting
Members of Baldwin County Board of Education
12/9/2014 6:30 PM
Tharp Building - Bay Minette

Call to Order
Prayer
Pledge of Allegiance
Recognition of Visitors
Letter of Commendation
Approval of Minutes
November 13, 2014 (Special)
November 20, 2014 (Organizational)
November 20, 2014 (Regular)

Delegations

Amendments to the Agenda

Add
#8 Rescission of Termination of Non-Tenured Certificated Personnel

Amend
#7 Leaves of Absence of Personnel
#9 Retirement and Resignations
#11 Transfer/Intent to Transfer of Personnel
#12 Employment of Personnel

Action Agenda

Recommendations of the Superintendent

Items of Business

1. Statements from Stone Granade & Crosby Law Firm: The superintendent recommends adoption of a motion "to approve payment of the bills submitted by the Stone, Granade & Crosby Law Firm as stipulated in the agenda exhibit."

   Exhibit: pp 4-7

2. Young Rembrandts Vendor Contract for 11 After School Sites: The superintendent recommends adoption of a motion "to approve the contract for services with Young Rembrandts as stipulated in the agenda exhibit."
3. APPROVAL OF CONTRACT - GOODWILL EASTER SEALS OF THE GULF COAST: The superintendent recommends adoption of a motion "to approve the contract with Goodwill Easter Seals of the Gulf Coast as stipulated in the agenda exhibit."
Exhibit: pp 9-10

4. AGREEMENT WITH THE ALABAMA NATIONAL GUARD: The superintendent recommends adoption of a motion "to authorize the Superintendent to negotiate and enter into an agreement with the Alabama National Guard and appropriate an amount not to exceed $12,500 as stipulated in the agenda exhibit."
Exhibit: pp 11-11

5. APPROVAL OF REVISED BOARD POLICY #105 EQUAL EDUCATION & NON-DISCRIMINATION STATEMENT: The superintendent recommends adoption of a motion "to approve revised Board Policy #105 as stipulated in the agenda exhibit."
Exhibit: pp 12-13

6. DISSEMINATION OF 2015-2016 SCHOOL CALENDAR OPTIONS: The superintendent recommends adoption of a motion "to approve the dissemination of 2015-2016 school calendar options to local schools and organizations for input as stipulated in the agenda exhibit."
Exhibit: pp 14-18

7. LEAVES OF ABSENCE OF PERSONNEL: The superintendent recommends adoption of a motion "to approve the leaves of absence of personnel as amended and listed in the agenda exhibit."
Exhibit: pp 19-20

8. RESCISSION OF TERMINATION OF NON-TENURED CERTIFICATED PERSONNEL: The superintendent recommends adoption of a motion "to approve to rescind the termination of personnel as listed in the agenda exhibit."
Exhibit: pp 21-21

9. RETIREMENT AND RESIGNATIONS OF PERSONNEL: The superintendent recommends adoption of a motion "to approve the retirement and resignations of personnel as amended and listed in the agenda exhibit."
Exhibit: pp 22-23

10. TERMINATION OF TEMPORARY AND/OR PROBATIONARY CLASSIFIED PERSONNEL: The superintendent recommends adoption of a motion "to approve the termination of temporary and/or probationary classified personnel in accordance with Act No. 2011-270 (Students First Act) as listed in the agenda exhibit."
11. TRANSFER/INTENT TO TRANSFER OF PERSONNEL: The superintendent recommends adoption of a motion "to approve the transfer/intent to transfer of personnel as amended and listed in the agenda exhibit."

Exhibit: pp 25–26

12. EMPLOYMENT OF PERSONNEL: The superintendent recommends adoption of a motion "to approve the employment of personnel as amended and listed in the agenda exhibit."

Exhibit: pp 27–28

13. EXTRA WORK FOR EXTENDED PERIODS: The superintendent recommends adoption of a motion "to approve the extra work of personnel as listed in the agenda exhibit."

Exhibit: pp 29–29

INFORMATION AGENDA

SUPERINTENDENT AND STAFF REPORTS

1. Financial Statements: Each board member was given a copy of the final October 2014 and the preliminary November 2014 financial statements. Bank reconciliations for the October 2014 statements have been performed and reconciled to the accounting records.

Attachment: pp (Item Only)

NEWS MEDIA QUESTIONS
ACTION AGENDA ( _X_New/___ Unfinished Business)

ITEM: STATEMENTS FROM STONE, GRANADE & CROSBY LAW FIRM

Background Explanation:

Attached are statements from Stone, Granade & Crosby Law Firm totaling $15,323.89 for professional services performed in November 2014.

Recommendation:

It is recommended the board approve payment of these bills as submitted.

Date: ______________________ Submitted by: ______________________

The superintendent concurs in this recommendation and submits same for Board consideration for approval.

12/5/2014 Date

[Signature]
Superintendent
December 4, 2014

Baldwin County Board of Education
2600-A North Hand Avenue
Bay Minette, Alabama 36507

Billing Recap - November 2014
Special Education/Student Personnel Matters

13 235 - Services $644.00 plus $5.65 expenses $ 649.65
14 459 - Services $70.00 70.00
14 874 - Services $35.00 35.00
14 1070 - 2014 - Services $2,436.00 plus $84.75 exp 2,520.75

TOTAL AMOUNT DUE.............. $3,275.40
LESS COURTESY DISCOUNT ....... 250.00

TOTAL AMOUNT DUE.............. $3,025.40
December 4, 2014

Baldwin County Board of Education
2600-A North Hand Avenue
Bay Minette, Alabama 36507

Billing Recap - November 2014
Personnel Matters and Hearings and Appeals

13 292 - Lee Mansell - Services $42.00  $ 42.00
13 363 - Penny Bailey EEOC Complaint - Services $70.00  70.00
14 113 - Loretta Brocato - Services $70.00  70.00
14 736 - Kim Langham - Services $112.00  112.00
14 763 - Mark Vanloh - Services $420.00  420.00
14 922 - Cynthia Morissette - Services $42.00  42.00
14 1075 - Angela Harrelson - Services $98.00  98.00

TOTAL AMOUNT DUE ..........  $854.00
December 4, 2014

Baldwin County Board of Education
2600-A North Hand Avenue
Bay Minette, Alabama 36507

Billing Recap - November 2014

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>00 266 - Trione Park - Services $81.00</td>
<td>$81.00</td>
</tr>
<tr>
<td>14 184 - 2014 General - Services $3,108.00 plus $138.89 expenses</td>
<td>3,246.89</td>
</tr>
<tr>
<td>14 563 - Ad Valorem Renewals - Services $5,656.00</td>
<td>5,656.00</td>
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<tr>
<td>14 821 - 2014 Interim Superintendent - Services $1,428.00 plus $86.60 expenses</td>
<td>1,514.60</td>
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<tr>
<td>14 852 - Admission Policy for Protected Groups - Services $140.00</td>
<td>140.00</td>
</tr>
<tr>
<td>14 921 - 2014 Contract Review - Services $742.00</td>
<td>742.00</td>
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<tr>
<td>14 977 - Parker Property Purchase - Services $546.00 plus $18.00 expenses</td>
<td>564.00</td>
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</tbody>
</table>

TOTAL AMOUNT DUE $11,944.49
LESS COURTESY DISCOUNT 500.00

TOTAL AMOUNT DUE $11,444.49
ACTION AGENDA (X New/ Unfinished Business)

ITEM: Young Rembrandts Vendor Contract for 11 Afterschool Sites

Background Explanation:

This vendor provides art instruction, art theory and art activities for 20 to 25 students per class/session. All but the smallest sites (Swift, Pine Grove and Rosinton) will have multiple classes to serve the number of students at these sites. This contract will provide 8 weeks of class/sessions at 11 different Afterschool Sites including: Daphne Elem., J. L. Newton Elem., Pine Grove Elem., Rosinton Elem., Loxley Elem., Foley Elem., Daphne East Elem., Robertsdale Elem., Swift Elem., Rockwell Elem., and Spanish Fort Elementary. Because of the large number of students to be served by the contract the vendor was willing to cut their price from $400 per class/session to $125 per class/session. We have used this vendor with great success during summer programs and would like other sites to benefit from the quality of their instruction.

Recommendation:

It is recommended that the Baldwin County Board of Education approved the contract for services with Young Rembrandts.

Date: 11/25/14  Submitted by: 

The superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date  Superintendent
ACTION AGENDA (X) New ( ) Unfinished Business

ITEM: Contract for Goodwill Easter Seals of the Gulf Coast

Background Explanation: Agreement for services provided/rendered as follows: to provide professional services in connection with the HIPPY program grant awarded by the State Department of Education to the Baldwin County Board of Education to provide home instruction for parents of preschool children. To be invoiced on services provided each month, October 1, 2014 through September 30, 2014. Amount totaling $45,080.06.

Recommendation:

It is recommended that the board approve the contract with Goodwill Easter Seals of the Gulf Coast as stipulated herein.

Date 12/4/14 Submitted by: Pam Magee

The Superintendent concurs in this recommendation and submits the same for Board consideration for approval.

12/5/2014 Date

Superintendent of Education
Contract for: Professional/Consultant/Presenter Services

This agreement is entered into this the ___ day of October ________ 2014, between the Baldwin County Board of Education and: Goodwill Easter Seals of the Gulf Coast

(Legal Name of Contractor as shown on W-9 Form)

This agreement is for services provided as follows: To provide professional services in connection with the HIPPY program grant awarded by the DOE to BCBOE to provide home instruction for parents of preschool children. Refer to grant awarded by the State for specifics. To be invoiced on services provided each month.

Professional rates will include all expenses due to contractor including TRAVEL. Payment for stated services will comply with Board of Education regulations. Estimated total Contract Fee: $45,080.00

To be paid at: Hourly Rate Daily Rate Session Rate

If contractor prefers weekly payments through Visa, please email the following information to BCBOEAccounting@bcboe.org: Name, address and phone number of contractor (For Central Office payments only).

The contractor agrees to submit an itemized invoice for services provided and dates of services provided or the completed request for payment section as shown below. The agreement period shall be from: October 1, 2014 to September 30, 2015. This agreement may be terminated by either party upon receipt of written notification. In the event of the provision or termination of the fund from which payment under this contract is to be made, the contract shall be subject to termination.

In Witness Whereof, the parties have executed this agreement on the date first hereinabove set forth.

Dr Pam Henson
Superintendent/Principal Approvals
Date

Director of Business & Finance (Funds availability)
Date

Account Code(s) for Payment

The Contractor/Vendor may complete the information shown below in order to request payment or submit an itemized invoice for services provided along with a copy of the top portion of this AP-C. Invoice or request for payment must be received in B & F by 16th of month.

<table>
<thead>
<tr>
<th>DATE</th>
<th>Number of:</th>
<th>DATE</th>
<th>Number of:</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hour</td>
<td>Days</td>
<td>Sessions</td>
<td>Hours</td>
<td>Days</td>
</tr>
</tbody>
</table>

Total Worked: 2 Days 3 Sessions

Total Payment Requested: $0.00

Goodwill Easter Seal Services

Departmental Administrator
Date

Contractor/Vendor
Date
ACTION AGENDA  (X New/ Unfinished Business)

ITEM: AGREEMENT WITH THE ALABAMA NATIONAL GUARD

Background Explanation:

The Superintendent and staff have been in discussions with the Alabama National Guard regarding the Foley Readiness Center (Armory) Project to be located on the Foley Beach Express. The vision for the center is to be a one-stop campus where students can go to high school (technology classes) and transition into college. The tentative proposal currently being developed would allow Baldwin County Public Schools to house five career-tech programs (diesel mechanics, welding, electrician, construction and/or HVAC and health services) on the center campus. The Alabama National Guard requires the board to appropriate an amount not to exceed $12,500 to move forward with the project planning.

Recommendation:

It is recommended that the Board authorize the Superintendent to negotiate and enter into an agreement with the Alabama National Guard, and appropriate an amount not to exceed $12,500 as stipulated herein.

Date: ____________________ Submitted by: ____________________

The superintendent concurs in this recommendation and submits same for Board consideration for approval.

[Signature] 12/5/2014 Superintendent
ACTION AGENDA  ( X  New/  Unfinished Business)

ITEM:  APPROVAL OF REVISED BOARD POLICY #105 EQUAL EDUCATION & NON-DISCRIMINATION STATEMENT

Background Explanation:

The board approved the dissemination of the attached revised board policy to local schools and organization in September 2014. The board tabled the approval of the revised policy at the October 2014 meeting. The policy has been reviewed by legal counsel and is being re-submitted to the board for final approval.

Recommendation:

It is recommended that the board approved revised Board Policy #105 as stipulated herein.

Date: ____________________ Submitted by: ____________________

The superintendent concurs in this recommendation and submits same for Board consideration for approval.

______________________
Date

______________________
Superintendent
#105 EQUAL EDUCATION OPPORTUNITY & NON-DISCRIMINATION STATEMENT

It shall be the policy of the Board that no student shall be denied the benefit of any educational program or educational activity on the basis of race, color, national origin, age, sex, disability, limited English proficiency, immigrant status, migrant status, or homeless status. A free and appropriate education is available to all students with disabilities. It shall be the policy of the Board that barriers to enrolling and retaining students with limited English proficiency, homeless status, migrant status and immigrant status shall be removed, including but not limited to, the denial or delay of enrollment of such students due to lack of birth certificate, lack of school records or transcripts, lack of immunization or health records, lack of proof of residency, lack of transportation or guardianship or custody requirements. Notwithstanding the foregoing, the Board recognizes and confirms the importance and necessity of requiring certain enrollment related documentation. In the event students are enrolled without all required documentation, the Superintendent shall develop and implement administrative procedures to ensure and facilitate the supplemental provision of such documentation. All programs offered by schools within the school district shall be open to all students in compliance with statutory and judicial requirements.
ITEM: 2015-2016 School Calendar Options

Background Explanation:

Attached are:
  • three (3) proposed calendar options for the 2015-2016 school year

Recommendation:

It is recommended that the Baldwin County Board of Education approve the dissemination of the following three (3) 2015-2016 calendar options to local schools and organizations for input as stipulated herein.

Date: 12/1/14 Submitted by: Pam Magee

The superintendent concurs in this recommendation and submits same for Board consideration for approval.

[Signature]

Date 12/05/11

Superintendent
2015-2016 Baldwin County School Calendar
Option 1 - DRAFT

July
4 Independence Day

August
6-12 Professional Development Days/Workdays
13 First Day of School

September
7 Labor Day

October
9 End 1st Quarter (41 days) ½ Day Dismissal
12 Fall Break
13 Professional Development/Student Holiday

November
11 Veteran’s Day
23-27 Thanksgiving Holiday Week
23-25 (Hurricane Make-up Day – if needed)

December
18 End 2nd Quarter (42 days) ½ Day Dismissal
21-31 Christmas Holidays
21 (Hurricane Make-up Days – if needed)

January
1 New Year’s Day
4 Teachers Workday (Student Holiday)
5 Professional Development (Student Holiday)
6 Students Return
18 King/Lee Holiday

February
8-9 Mardi Gras Holiday
10 Professional Development (Student Holiday)

March
11 End 3rd Quarter (44 Days) ½ Day Dismissal
25 Good Friday
28 to April 1 Spring Break

May
18 Graduation - - -
19 Graduation - - -
26 Last Day for Students (48 Days) ½ Day Dismissal
27 Last Day for Teachers
30 Memorial Day Holiday

½ Day Dismissals for Teacher Workday
5/19, 5/22/15

*187 days Employees = 2 required flex days for professional development June 1, 2015 to May 31, 2016
# 2015-2016 Baldwin County School Calendar

**Option 5 - DRAFT**

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<tr>
<th>July 15</th>
<th>S</th>
<th>M</th>
<th>T</th>
<th>W</th>
<th>T</th>
<th>F</th>
<th>S</th>
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<td>27</td>
<td>28</td>
<td>29</td>
<td>30</td>
<td>31</td>
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</table>

- **July 4** Independence Day
- **August 10-14** Professional Development Days/Workdays
- **August 17** First Day of School

**September**
- **September 7** Labor Day

**October**
- **October 9** End 1st Quarter (39 days) ½ Day Dismissal
- **October 12** Fall Break
- **October 13** Professional Development/Student Holiday

**November**
- **November 11** Veteran’s Day
- **November 23-27** Thanksgiving Holiday Week
- **November 23-25** (Hurricane Make-up Day – if needed)

**December**
- **December 21-31** Christmas Holidays
- **December 21** (Hurricane Make-up Days – if needed)

**January**
- **January 1** New Year’s Day
- **January 4** Teachers Workday (Student Holiday)
- **January 6** Professional Development Day
- **January 20** Students Return
- **January 18** King/Lee Holiday

**February**
- **February 8-9** Mardi Gras Holiday

**March**
- **March 11** End 3rd Quarter (45 Days) ½ Day Dismissal
- **March 21-23** Spring Break (25 Good Friday)

**May**
- **May 18** Graduation - - -
- **May 19** Graduation - - -
- **May 26** Last Day for Students (49 Days) ½ Day Dismissal
- **May 27** Last Day for Teachers
- **May 30** Memorial Day Holiday

**½ Day Dismissals for Teacher Workday**
- 10/9/14, 12/18/14, 3/11/15, 5/22/15

- **83** 187 days Employees - 3 required flex days for professional development June 1, 2015 to May 31, 2016
# 2015-2016 Baldwin County School Calendar

## Option 4 - DRAFT

### July
- Independence Day (4)
- Professional Development Days/Workdays (10-14)

### August
- First Day of School (7)

### September
- Labor Day (7)
- End 1st Quarter (39 days) ½ Day Dismissal (9)
- Professional Development/Student Holiday (12)

### October
- Veteran's Day (11)
- Thanksgiving Holiday Week (23-27)
- (Hurricane Make-up Day – if needed) (23-25)
- End 2nd Quarter (43 days) ½ Day Dismissal (21-31)
- Christmas Holidays (21)
- (Hurricane Make-up Days – if needed)

### November
- New Year's Day (1)
- Teachers Workday (Student Holiday) (4)
- Students Return (5)
- King/LEE Holiday (18)

### December
- End 3rd Quarter (46 Days) ½ Day Dismissal (11)
- Professional Development (Student Holiday) (14)
- Good Friday (25)

### January
- Spring Break (28 to April 1)

### February
- Mardi Gras Holiday (8-9)

### March
- End Day Dismissals for Teacher Workday: 15/1/14, 12/18/14, 3/11/15, 5/26/15

### May
- Graduation - - - (18)
- Memorial Day Holiday (30)

### June
- Last Day for Teachers (27)
- Last Day for Students (47 Days) ½ Day Dismissal (26)

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*187 days Emporyes – 3 required flex days for professional development June 1, 2015 to May 31, 2016*
<table>
<thead>
<tr>
<th>Event</th>
<th>Option 1</th>
<th>Option 4</th>
<th>Option 5</th>
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<tbody>
<tr>
<td>1st Day for Teachers/Teacher Workdays/Professional Development/Teacher Institute</td>
<td>8/6</td>
<td>8/10</td>
<td>8/10</td>
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<tr>
<td>1st Day for Students</td>
<td>8/13</td>
<td>8/17</td>
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<tr>
<td>Labor Day Holiday</td>
<td>9/7</td>
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<tr>
<td>Fall Break</td>
<td>10/12 Monday</td>
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<td>10/12 Monday</td>
</tr>
<tr>
<td>Professional Development/Student Holiday</td>
<td>10/13 Tuesday</td>
<td>10/13 Tuesday</td>
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<td>Teacher Workday (Student Holiday)</td>
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<td>Professional Development Day (Student Holiday)</td>
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<td>1/5</td>
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<td>1/6 Wednesday</td>
<td>1/5 Tuesday</td>
<td>1/6 Wednesday</td>
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<tr>
<td>King/Lee Holiday</td>
<td>1/18</td>
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<td>Mardi Gras Holiday</td>
<td>2/8-9</td>
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<td>Professional Development Day (Student Holiday)</td>
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<td>Professional Development Day (Student Holiday)</td>
<td>3/14 Monday</td>
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<td>Good Friday</td>
<td>3/25</td>
<td>3/25</td>
<td>3/25 PART OF SPRING BREAK</td>
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<td>Graduation</td>
<td>5/13-19</td>
<td>5/18-19</td>
<td>5/18-19</td>
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<td>Last Day for Students</td>
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<td>Teacher Workday</td>
<td>5/27</td>
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<td>5/27</td>
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<tr>
<td>Memorial Day Holiday</td>
<td>5/30 ½ Day Dismissal</td>
<td>5/30 ½ Day Dismissal</td>
<td>5/30 ½ Day Dismissal</td>
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Note: The dates for Hurricane Makeup Days, if needed, are specified separately for each event.
ACTION AGENDA (___ New / ___ Unfinished Business)

Item: Leaves-of-Absence of Personnel

Background Information:

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<thead>
<tr>
<th>Name</th>
<th>School/Position</th>
<th>Effective Date</th>
<th>Reason</th>
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<tbody>
<tr>
<td>Lisa A Madison</td>
<td>DPH/Eng Lang Arts-8</td>
<td>11/21/2014 - 01/05/2015</td>
<td>Medical</td>
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<tr>
<td>Catherine K Phillips</td>
<td>RBDH/Driver Ed</td>
<td>12/15/2014 - 03/09/2015</td>
<td>Medical</td>
</tr>
<tr>
<td>Julie R Lazzari</td>
<td>FPH/HP/Gifted</td>
<td>12/01/2014 - 02/01/2015</td>
<td>Medical</td>
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<td>&quot; Marco Simao</td>
<td>SHOP/Carpenter</td>
<td>12/04/2014 - 01/12/2015</td>
<td>Personal</td>
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<tr>
<td>Dennis E Madden</td>
<td>CBM/Bus Driver</td>
<td>11/17/2014 - 01/05/2015</td>
<td>Medical</td>
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<td>Benjamin L Lawley</td>
<td>SPFE/Bus Driver</td>
<td>12/05/2014 - 01/19/2015</td>
<td>Medical</td>
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<td>Monica M Jones</td>
<td>BCYI/Registrar-8/202</td>
<td>01/05/2015 - 05/31/2015</td>
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<td>Betty Turberville</td>
<td>RBDH/CNP Mgr-7.5/187</td>
<td>12/09/2014 - 01/05/2015</td>
<td>Medical</td>
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</tbody>
</table>

1 Applying for Alabama certification via a non-traditional approach
2 Certificated employee in a classified position

Recommendation: That the Board approve the leaves-of-absence of personnel listed above.

Submitted by: ____________________________

Date: December 4, 2014

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Superintendent: ____________________________

Date: 12/09/2014

Tuesday, December 09, 2014
ACTION ADDENDUM - BOARD MEETING

Item: Leaves-of-Absence of Personnel

Background Information:

<table>
<thead>
<tr>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>EFFECTIVE DATE</th>
<th>REASON</th>
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</thead>
<tbody>
<tr>
<td>James H Beam Jr</td>
<td>FLYH/Social Science</td>
<td>01/05/2015 - 08/10/2015</td>
<td>Medical</td>
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<tr>
<td>Rebecca D White</td>
<td>EBAE/interpreter</td>
<td>01/15/2015 - 05/11/2015</td>
<td>Education</td>
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* Applying for Alabama certification via a non-traditional approach
* Certificated employee in a classified position

Recommendation: That the Board approve the leaves-of-absence of personnel listed herein above.

Date: December 8, 2014

Submitted by:

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: 12/8/2014

Superintendent:

Tuesday, December 09, 2014
ACTION ADDENDUM - BOARD MEETING

Item: Rescission of Termination of Non-Tenured Certificated Personnel

Background Information:

NAME                    SCHOOL/POSITION  EFFECTIVE DATE

Termination of Non-Tenured Certificated Personnel

1.  * Mark B VanLoh   FLYH/AFJROTC-10Mo  08/21/2014

Applying for Alabama certification via a non-traditional approach
Certificated employee in a classified position

Recommendation: That the Board approve the rescission of terminations of the personnel mentioned hereinabove.

Date: December 8, 2014  Submitted by: 

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: 12/9/2014  Superintendent: 

Tuesday, December 09, 2014
<table>
<thead>
<tr>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>EFFECTIVE DATE</th>
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</thead>
<tbody>
<tr>
<td><strong>Certificated Retirement</strong></td>
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<tr>
<td>1. Susan A Caver</td>
<td>DPEE/Elm Gifted</td>
<td>01/01/2015</td>
</tr>
<tr>
<td>2. Susan King</td>
<td>FLYE/PE</td>
<td>01/01/2015</td>
</tr>
<tr>
<td>3. Pamela T Henson</td>
<td>LSAT/Instruction Dir</td>
<td>01/01/2015</td>
</tr>
<tr>
<td><strong>Certificated Resignations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. April W McKinney</td>
<td>DPH/Math</td>
<td>01/05/2015</td>
</tr>
<tr>
<td>5. Heather J Walker</td>
<td>FHP/4th Grade</td>
<td>01/05/2015</td>
</tr>
<tr>
<td><strong>Classified Retirement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Darren Banks</td>
<td>BCYH/Bus Driver</td>
<td>01/01/2015</td>
</tr>
<tr>
<td><strong>Classified Resignations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Kevin A Blyars</td>
<td>LXYE/Bus Driver</td>
<td>11/24/2014</td>
</tr>
<tr>
<td>9. Vicki J Lackey</td>
<td>GFSH/CNP Ast Mgr-7.5</td>
<td>12/18/2014</td>
</tr>
<tr>
<td>10. Frank H Lachacz</td>
<td>RBDH/Bus Driver</td>
<td>12/01/2014</td>
</tr>
<tr>
<td>11. Beverly J Galloway</td>
<td>SMD/CNP Wkr-7.5/185</td>
<td>01/04/2015</td>
</tr>
</tbody>
</table>

1 Applying for Alabama certification via a non-traditional approach
2 Certificated employee in a classified position

Recommendation: That the Board approve the retirement and resignations of the personnel mentioned above.

Date: December 4, 2014 Submitted by: [Signature]

The Superintendent contains in this recommendation and submits same for Board consideration for approval.

Date: [Signature] Superintendent: [Signature]  

Tuesday, December 09, 2014
**ACTION ADDENDUM - BOARD MEETING**

**Item:** Retirements and Resignations of Personnel

**Background Information:**

<table>
<thead>
<tr>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Certificated Resignations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Slacey J Dickson</td>
<td>DPE/3rd Grade</td>
<td>12/19/2014</td>
</tr>
<tr>
<td>2. * Mark B VanLoh</td>
<td>FLYH/AFJROTC-10Mo</td>
<td>12/31/2014</td>
</tr>
<tr>
<td><strong>Classified Resignations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Beth W Ledbetter</td>
<td>BCYE/SE Alde-7/182</td>
<td>01/05/2015</td>
</tr>
</tbody>
</table>

1. Applying for Alabama certification via a non-traditional approach
2. Certificated employee in a classified position

Recommendation: That the Board approve the retirement and resignations of the personnel mentioned hereinabove.

Date: December 8, 2014 Submitted by: [Signature]

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: 12/9/2014 Superintendent: [Signature]
ACTION AGENDA (___New / ___Unfinished Business)

Item: Termination of Temporary and/or Probationary Classified Personnel

Background Information:

NAME AUTHORITY SCHOOL/POSITION EFFECTIVE DATE

Termination of Probationary Classified Personnel

1. Trevor L Stone FLYH/Custodian-8/202 01/05/2015

1 Applying for Alabama certification via a non-traditional approach
2 Certified employee in a classified position

Recommendation: It is recommended that the Board terminate the classified personnel mentioned hereafter in accordance with Act No. 2011-270 (the Students First Act).

Date: December 4, 2014 Submitted by: ____________________________

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: 12/05/14 Superintendent: ____________________________

Tuesday, December 09, 2014
**ACTION AGENDA**

**Item: Transfer of Personnel**

**Background Information:**

<table>
<thead>
<tr>
<th>NAME</th>
<th>FROM/POSITION</th>
<th>TO/POSITION</th>
<th>REPLACING</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classified Voluntary Transfers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Karla P Mitchell</td>
<td>DPEE/Sec/Bkpr-8/242</td>
<td>DPEE/Clerk-8/242</td>
<td>New Position</td>
<td>01/05/2015</td>
</tr>
<tr>
<td>Classified Reassignments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Randolph J Conway</td>
<td>JrSHCP/Prev Mt Tech</td>
<td>SHOP/Carpenter</td>
<td>Travis Hadley</td>
<td>01/05/2015</td>
</tr>
<tr>
<td>3. Teresa K Hartley</td>
<td>GFSH/SE Aide-7/182</td>
<td>GFSH/Registrar-8/242</td>
<td>Jeannie Colburn</td>
<td>01/05/2015</td>
</tr>
</tbody>
</table>

1 Applying for Alabama certification via a non-traditional approach
2 Certificated employee in a classified position

Recommendation: That the Board approve the transfer/reassignment of personnel as listed above.

Date: December 4, 2014
Submitted by: [Signature]

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: [Signature]
Superintendent.

Tuesday, December 09, 2014
<table>
<thead>
<tr>
<th>NAME</th>
<th>FROM/POSITION</th>
<th>TO/POSITION</th>
<th>REPLACING</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shannon P McCurdy</td>
<td>MGM/It Asst Prin-11Mo</td>
<td>FLYI/Asst Prin-11Mo</td>
<td>New Unit</td>
<td>01/05/2015</td>
</tr>
<tr>
<td>Mark A Harbison</td>
<td>RBDE/It Asst Prin-11Mo</td>
<td>PGE/Asst Prin-11Mo</td>
<td>Same Unit</td>
<td>01/05/2015</td>
</tr>
<tr>
<td>Walker Ott</td>
<td>BCYE/PE</td>
<td>FLYM/PE</td>
<td>Keith Smith</td>
<td>01/05/2015</td>
</tr>
<tr>
<td>John W Netherton</td>
<td>SPF/M/Custodian-8/242</td>
<td>SPF/M/Bldg&amp;Gr Manager</td>
<td>Henry Kennard</td>
<td>12/09/2014</td>
</tr>
</tbody>
</table>

1 Applying for Alabama certification via a non-traditional approach
2 Certified employee in a classified position

Recommendation: That the Board approve the transfer/reassignment of personnel as listed above.

Date: December 6, 2014 Submitted by: ____________________________

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: 12/8/2014 Superintendent: ____________________________

Tuesday, December 09, 2014
<table>
<thead>
<tr>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>REPLACING</th>
<th>EFFECTIVE DATE</th>
<th>CERT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amanda D Welsh</td>
<td>FLYE/3rd Grade</td>
<td>Cynthia Morrisette</td>
<td>12/09/2014</td>
<td>Yes</td>
</tr>
<tr>
<td>Kristen-Nicole M Davids</td>
<td>FLYH/Custodian-8/202</td>
<td>Brad Bauer</td>
<td>12/01/2014</td>
<td></td>
</tr>
<tr>
<td>Victor D Ward</td>
<td>ORB/Bus Driver</td>
<td>John Fitzgerald</td>
<td>12/01/2014</td>
<td></td>
</tr>
<tr>
<td>Joy B O'Farrell</td>
<td>SUPT/Admin Secretary</td>
<td>New Position</td>
<td>12/11/2014 - 05/30/2015</td>
<td></td>
</tr>
</tbody>
</table>

1. Applying for Alabama certification via a non-traditional approach
2. Certificated employee in a classified position

Recommendation: That the Board approve the assignments as submitted hereabove.

Date: December 4, 2014

Submitted by: [Signature]

The Superintendent endorses this recommendation and submits same for Board consideration for approval.

Date: [Signature]
Superintendent: [Signature]

Tuesday, December 9, 2014
### Certificated Employment

<table>
<thead>
<tr>
<th></th>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>REPLACING</th>
<th>EFFECTIVE DATE</th>
<th>CERT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Larry C Harbin</td>
<td>FLYM/Science</td>
<td>Lydia Cummins</td>
<td>12/15/2014</td>
<td>Pending</td>
</tr>
<tr>
<td>2</td>
<td>Morgan K Dunn</td>
<td>GFSH/Business</td>
<td>Sherry Patterson</td>
<td>01/05/2015</td>
<td>Yes</td>
</tr>
<tr>
<td>3</td>
<td>Racheal D Robinson</td>
<td>LSAT/Itin SpEd VI</td>
<td>Catherine Lacour</td>
<td>01/05/2015</td>
<td>Yes</td>
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### Classified Employment

<table>
<thead>
<tr>
<th></th>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>REPLACING</th>
<th>EFFECTIVE DATE</th>
<th>CERT</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Holly P Mixon</td>
<td>DTA/Registrar-8/202</td>
<td>Sondra Johnson</td>
<td>12/12/2014</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Marsha G Swinson</td>
<td>LXYE/Bus Driver</td>
<td>Kevin Bryars</td>
<td>12/12/2014</td>
<td></td>
</tr>
</tbody>
</table>

1 Applying for Alabama certification via a non-traditional approach
2 Certificated employee in a classified position

Recommendation: That the Board approve the assignments as submitted in this document.

Date: December 8, 2014

The Superintendent concurs in this recommendation and submits same to Board for consideration for approval.

Date: 12/4/2014

Superintendent:

Tuesday, December 09, 2014
### ACTION AGENDA - BOARD MEETING

**Item**: Extra Work for Extended Periods  

**Background Information:**

<table>
<thead>
<tr>
<th>NAME</th>
<th>SCHOOL/POSITION</th>
<th>EFFECTIVE DATE(S)</th>
<th>MAX EARNINGS</th>
<th>FUND SOURCE</th>
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</thead>
<tbody>
<tr>
<td><strong>Certificated Positions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Shelia V Mitchell</td>
<td>CBM/Art Teacher</td>
<td>10/01/2014 - 05/25/2015</td>
<td>$9,000</td>
<td>At Risk</td>
</tr>
<tr>
<td><strong>Classified Positions</strong></td>
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<td></td>
</tr>
<tr>
<td>3. *Dean P Logan</td>
<td>DPH/Soccer Ch Girls</td>
<td>12/01/2014 - 05/22/2015</td>
<td>$3,273</td>
<td>Local</td>
</tr>
<tr>
<td>5. Joan E Dryden</td>
<td>SPFH/ESY Bus Driver</td>
<td>10/21/2014 - 12/19/2014</td>
<td>$291</td>
<td>IDEA-Part B</td>
</tr>
</tbody>
</table>

1. Applying for Alabama certification via a non-traditional approach  
2. Certificated employee in a classified position  

Recommendation: That the Board approve the extra work of the personnel mentioned hereinabove.

Date: December 4, 2014  
Submitted by: Jennifer Sinder

The Superintendent concurs in this recommendation and submits same for Board consideration for approval.

Date: 12/8/14  
Superintendent: [Signature]  

Tuesday, December 09, 2014