

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."

Exhibit: pp 8-8

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."

Exhibit: pp 24-24

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.

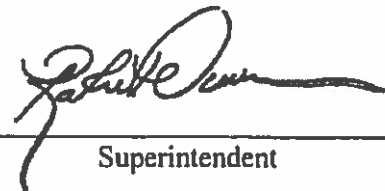
Date: \_\_\_\_\_ Submitted by: \_\_\_\_\_

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

12|5|2014  
Date

  
Superintendent

**STONE, GRANADE & CROSBY, P. C.**

5

ATTORNEYS AT LAW

PLEASE REPLY TO

8820 US HIGHWAY 90  
 DAPHNE, ALABAMA 36526  
 TELEPHONE: (251) 626-6696  
 FACSIMILE: (251) 626-2617

www.sgclaw.com

December 4, 2014

FRED K GRANADE\*  
 SAMUEL N. CROSBY  
 GEORGE R. IRVINE, III\*  
 L. BRIAN CHUNN  
 T. DEVEN MOORE  
 SHAWN T. ALVES  
 R. SCOTT LEWIS  
 CAROLYN DOHN  
 J. BRADFORD BOYD HICKS  
 CARSON I. NICOLSON  
 LAURA C. STRACHAN  
 CHRISTINE N. BURNS

OF COUNSEL  
 ELIZABETH CROSBY CHEELY\*

ALSO ADMITTED IN FLORIDA\*  
 ALSO ADMITTED IN LOUISIANA\*  
 ALSO ADMITTED IN PENNSYLVANIA\*

Baldwin County Board of Education  
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 Bay Minette, Alabama 36507

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NORBORNE C. STONE, JR.  
 1925-2011

**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
	<b>TOTAL AMOUNT DUE .....</b>	<b>\$3,275.40</b>
	<b>LESS COURTESY DISCOUNT .....</b>	<b>250.00</b>
	<b>TOTAL AMOUNT DUE .....</b>	<b>\$3,025.40</b>

STONE, GRANADE & CROSBY, P. C.

ATTORNEYS AT LAW

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NORBORNE C STONE JR.  
1925 2011

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 Morrissette - Services \$42.00	42.00
14 1075 - Angela Harrelson - Services \$98.00	98.00
<b>TOTAL AMOUNT DUE .....</b>	<b>\$854.00</b>

**STONE, GRANADE & CROSBY, P. C.**

7

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December 4, 2014

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

**Billing Recap - November 2014**

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

**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:**

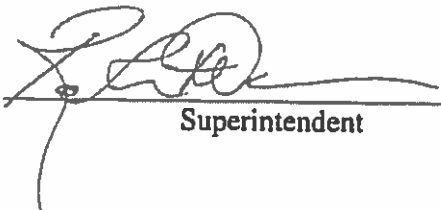
It is recommended that the Baldwin County Board of Education approved the contract for services with Young Rembrandts.

Date: 11/25/14 Submitted by: 

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

12/05/14  
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 service 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 \$45,080.00.


**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 1st day of October 20 14, 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/rendered as follows: To provide professional services in connection with the HIPPY program grant awarded by the SDE to BCBOE to provide home instruction for parents of preschool children. Refer to grant awarded by the State for specifics. to be invoice on services provided each month.

Professional rate/fee 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 [8CBOEAccounting@bcboe.org](mailto:8CBOEAccounting@bcboe.org): Name, email address and phone number of contact person. (For Central Office payments only.)

The contractor agrees to submit an itemized invoice for services provided and dates services provided or the completed request for payment section as shown below. The agreement period shall be from:

October 1 20 14 to September 30 20 15. This agreement may be terminated by either party upon receipt of written notification. In the event of the proration 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.

[Signature] 12/2/14  
 Contractor Dr Pam Henson Date  
Digitally signed by Dr Pam Henson  
 DN: cn=Dr Pam Henson, o=Baldwin County Bd of Education, ou=Baldwin County Bd of Education, email=p.henson@bcboe.org, c=US  
 Date: 2014.12.02 09:49:45-0500  
 Supervisor/Principal Approval Dr Pam Henson Date  
Digitally signed by Dr Pam Henson  
 DN: cn=Dr Pam Henson, o=Baldwin County Bd of Education, ou=Baldwin County Bd of Education, email=p.henson@bcboe.org, c=US  
 Date: 2014.12.02 09:49:45-0500  
 Executive Staff Approval \_\_\_\_\_ Date  
 Director of Business & Finance (Funds availability) \_\_\_\_\_ Date  
 Superintendent of Education Approval \_\_\_\_\_ Date

2448 Gordon Smith Drive  
 Mailing Address  
 Mobile AL 36617  
 City State Zip  
shannon@gesgc.org  
 E-mail Address  
 W-9 has been submitted.  
11-5-9140-399-8603-1277-0-4711-0000

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 approved portion of this AP-C. Invoice or request for payment must be received in B & F by 15th of month.

DATE	Number of			DATE	Number of			DATE	Number of		
	Hours	Days	Sessions		Hours	Days	Sessions		Hours	Days	Sessions

Total Worked:  
 Hours 0  
 Days 0  
 Sessions 0  
 Total Payment Requested:  
 \$0.00  
 \$0.00  
 \$0.00

TERRI BOLIN VP Mission Services  
Goodwill Easter Seals

Departmental Administrator \_\_\_\_\_ Date \_\_\_\_\_

[Signature] 12/2/14  
 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.

12 | 5 | 2014  
Date

  
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:**

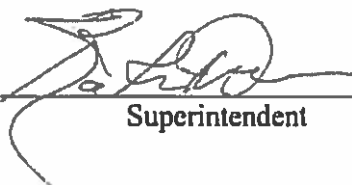
It is recommended that the board approved revised Board Policy #105 as stipulated herein.

Date: \_\_\_\_\_ Submitted by: \_\_\_\_\_

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

12/05/14  
Date

  
Superintendent

Revised**#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.

**ACTION AGENDA (  New/  Unfinished Business)**

**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

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

12/03/14 Date [Signature] Superintendent

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

July 15						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



4 Independence Day

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

January 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



August 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



7 Labor Day

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

February 16						
S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

September 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



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

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

March 16						
S	M	T	W	T	F	S
						1
2	3	4	5			
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



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

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

April 16						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						



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

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  
10/9/14, 12/18/14, 3/11/15, 5/28/15

May 16						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



\*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

July 15						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



July  
4 Independence Day

August  
10-14 Professional Development Days/Workdays  
17 First Day of School

January 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



August 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



September  
7 Labor Day

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

February 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



September 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



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

March 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



October 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



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

April 16						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



November 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



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

May 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



December 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



February  
8-9 Mardi Gras Holiday

March  
11 End 3<sup>rd</sup> Quarter (45 Days) ½ Day Dismissal  
21-25 Spring Break (25 Good Friday)

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

June 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



½ Day Dismissals for Teacher Workday  
10/9/14, 12/18/14, 3/11/15, 5/26/15

\*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 15						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



July  
4 Independence Day

August  
10-14 Professional Development Days/Workdays  
17 First Day of School

January 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



August 15						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



September  
7 Labor Day

October  
9 End 1<sup>st</sup> Quarter (39 days) ½ Day Dismissal  
12 Professional Development/Student Holiday

February 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



September 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



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

December  
18 End 2<sup>nd</sup> Quarter (43 days) ½ Day Dismissal  
21-31 Christmas Holidays  
21 (Hurricane Make-up Days – if needed)

March 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



October 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



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

February  
8-9 Mardi Gras Holiday

April 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



November 15						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



March  
11 End 3<sup>rd</sup> Quarter (46 Days) ½ Day Dismissal  
14 Professional Development (Student Holiday)  
25 Good Friday  
28 to April 1 Spring Break

May  
18 Graduation ---  
19 Graduation ---  
26 Last Day for Students (47 Days) ½ Day Dismissal  
27 Last Day for Teachers  
30 Memorial Day Holiday

½ Day Dismissals for Teacher Workday  
10/9/14, 12/18/14, 3/11/15, 5/28/15

May 16						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



December 15						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



June 16						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



# CALENDAR COMPARISON 2015-2016

	OPTION 1	OPTION 4	OPTION 5
1 <sup>ST</sup> DAY FOR TEACHERS/TEACHER WORKDAYS/PROFESSIONAL DEVELOPMENT/TEACHER INSTITUTE	8/6	8/10	8/10
1 <sup>ST</sup> DAY FOR STUDENTS	8/13	8/17	8/17
LABOR DAY HOLIDAY	9/7	9/7	9/7
FALL BREAK	10/12 MONDAY	NO FALL BREAK	10/12 MONDAY
PROFESSIONAL DEVELOPMENT/STUDENT HOLIDAY	10/13 TUESDAY		10/13 TUESDAY
VETERAN'S DAY	11/11	11/11	11/11
THANKSGIVING HOLIDAY	11/23-27 HURRICANE MAKEUP DAYS IF NEEDED (11/23-25)	11/23-27 HURRICANE MAKEUP DAYS IF NEEDED (11/23-25)	11/23-27 HURRICANE MAKEUP DAY IF NEEDED (11/25)
CHRISTMAS HOLIDAY	12/21-31 HURRICANE MAKEUP DAY IF NEEDED 12/21	12/21-31 HURRICANE MAKEUP DAY IF NEEDED 12/21	12/21-31 HURRICANE MAKEUP DAYS IF NEEDED 12/21-22
TEACHER WORKDAY (STUDENT HOLIDAY)	1/4	1/4	1/4
PROFESSIONAL DEVELOPMENT DAY (STUDENT HOLIDAY)	1/5	N/A	1/5
1 <sup>ST</sup> DAY FOR STUDENTS	1/6 WEDNESDAY	1/5 TUESDAY	1/6 WEDNESDAY
KING/LEE HOLIDAY	1/18	1/18	1/18
MARDI GRAS HOLIDAY	2/8-9	2/8-9	2/8-9
PROFESSIONAL DEVELOPMENT DAY (STUDENT HOLIDAY)	2/10 WEDNESDAY		
PROFESSIONAL DEVELOPMENT DAY (STUDENT HOLIDAY)		3/14 MONDAY	
GOOD FRIDAY	3/25	3/25	3/25 PART OF SPRING BREAK
SPRING BREAK	3/28-4/1	3/28-4/1	3/21-3/25
GRADUATION	5/18-19	5/18-19	5/18-19
LAST DAY FOR STUDENTS	5/26 ½ DAY DISMISSAL	5/26 ½ DAY DISMISSAL	5/26 ½ DAY DISMISSAL
TEACHER WORKDAY	5/27	5/27	5/27
MEMORIAL DAY HOLIDAY	5/30	5/30	5/30
	½ Day Dismissals Teacher Workday October 9 December 18 March 11 May 26	½ Day Dismissals Teacher Workday October 16 December 18 March 11 May 26	½ Day Dismissals Teacher Workday October 9 December 18 March 11 May 26

ACTION AGENDA (        New /        Unfinished Business)

Item Leaves-of-Absence of Personnel

Background Information:

	<u>NAME</u>	<u>SCHOOL/POSITION</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
<u>Certificated Leaves-of-Absence</u>				
1.	Lisa A Madison	DPM/Eng Lang Arts-8	11/21/2014 - 01/05/2015	Medical
2.	Catherine K Phillips	RBDH/Driver Ed	12/15/2014 - 03/09/2015	Medical
<u>Certificated Leaves-of-Absence Extensions</u>				
3.	Julie R Lazzari	FHPH/Gifted	12/01/2014 - 02/01/2015	Medical
<u>Classified Leaves-of-Absence</u>				
4.	* Marcio Simao	SHOP/Carpenter	12/04/2014 - 01/12/2015	Personal
5.	Dennis E Madden	CBM/Bus Driver	11/17/2014 - 01/05/2015	Medical
6.	Benjamin L Lawley	SPFE/Bus Driver	12/05/2014 - 01/19/2015	Medical
<u>Classified Leaves-of-Absence Extensions</u>				
7.	Monica M Jones	BCYI/Registrar-8/202	01/05/2015 - 05/31/2015	Medical
8.	Betty Turberville	RBDH/CNP Mgr-7.5/187	12/08/2014 - 01/05/2015	Medical

\* 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 hereinabove.

Date: December 4, 2014 \_\_\_\_\_ Submitted by: Jennifer Binder

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

Date: 12/5/14 Superintendent: [Signature]

ACTION ADDENDUM - BOARD MEETING

Item Leaves-of-Absence of Personnel

Background Information:

<u>NAME</u>	<u>SCHOOL/POSITION</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
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Certificated Leaves-of-Absence

1.	James H Beam Jr	FLYH/Social Science	01/05/2015 - 08/10/2015	Medical
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Classified Leaves-of-Absence

2.	Rebecca D White	EBAE/Interpreter	01/15/2015 - 05/11/2015	Education
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<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> 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: 

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

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

Recommendation: That the Board approve the rescission of termination/s 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: 12/8/2014 \_\_\_\_\_ Superintendent: 

Item Retirements and Resignations of Personnel

Background information:

NAME                      SCHOOL/POSITION                      EFFECTIVE DATE

Certificated Retirement

- 1. Susan A Caver                      DPEE/lin Gifted                      01/01/2015
- 2. Susan King                      FLYE/PE                      01/01/2015
- 3. Pamela T Henson                      LSAT/Instruction Dir                      01/01/2015

Certificated Resignations

- 4. April W McKinney                      DPH/Math                      01/05/2015
- 5. Heather J Walker                      FHPI/4th Grade                      01/05/2015
- 6. Deanda B Hartley                      GFSH/Eng Lang Arts                      12/31/2014

Classified Retirement

- 7. Darren Banks                      BCYH/Bus Driver                      01/01/2015

Classified Resignations

- 8. Kevin A Bryars                      LXYE/Bus Driver                      11/24/2014
- 9. Vicki J Lackey                      GFSH/CNP Asst Mgr-7.5                      12/18/2014
- 10. Frank H Lachacz                      RBDH/Bus Driver                      12/01/2014
- 11. Beverly J Galloway                      SMD/CNP Wkr-7.5/185                      01/04/2015

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

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

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: 

Background Information:

NAME                      SCHOOL/POSITION                      EFFECTIVE DATE

Certificated Resignations

1. Stacey J Dickson                      DPE/3rd Grade                      12/19/2014
2. \* Mark B VanLoh                      FLYH/AFJROTC-10Mo                      12/31/2014

Classified Resignations

3. Beth W Ledbetter                      BCYE/SE Aide-7/182                      01/05/2015

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> 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: 

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

Date: 12/9/2014 \_\_\_\_\_ Superintendent: 

Item Termination of Temporary and/or Probationary Classified Personnel

Background Information:

<u>NAME</u>	<u>SCHOOL/POSITION</u>	<u>EFFECTIVE DATE</u>
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Termination of Probationary Classified Personnel

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

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

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

Date: December 4, 2014 \_\_\_\_\_ Submitted by: Jennifer Binder

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

Date: 12/05/14 Superintendent: [Signature]



Item Transfer of Personnel

Background Information:

NAME	FROM/POSITION	TO/POSITION	REPLACING	EFFECTIVE DATE
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Classified Voluntary Transfers

1.	* Karla P Mitchell	DPEE/Sec/Bkpr-8/242	DPEE/Clerk-8/242	New Position	01/05/2015
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Classified Reassignments

2.	Randolph J Conway Jr	SHOP/Prev Mnt Tech	SHOP/Carpenter	Travis Hadley	01/05/2015
3.	Teresa K Hartley	GFSH/SE Aide-7/182	GFSH/Registrar-8/242	Jeannie Colburn	01/05/2015

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

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

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: 

Item Transfer of Personnel

Background information:

	<u>NAME</u>	<u>FROM/POSITION</u>	<u>TO/POSITION</u>	<u>REPLACING</u>	<u>EFFECTIVE DATE</u>
<u>Certificated Voluntary Transfers</u>					
1.	Shannon P McCurdy	MGN/It Asst Prin-11Mo	FLYI/Asst Prin-11Mo	New Unit	01/05/2015
2.	Mark A Harbison	RBDE/It Asst Prin-11Mo	PGE/Asst Prin-11Mo	Same Unit	01/05/2015
<u>Non-Tenured Certificated Transfers</u>					
3.	Walker Ott	BCYE/PE	FLYM/PE	Keith Smith	01/05/2015
<u>Classified Reassignments</u>					
4.	John W Netherton	SPFM/Custodian-8/242	SPFM/Bldg&Gr Manager	Henry Kennard	12/08/2014

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

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

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: 

Item Employment of Personnel

Background Information:

	<u>NAME</u>	<u>SCHOOL/POSITION</u>	<u>REPLACING</u>	<u>EFFECTIVE DATE</u>	<u>CERT</u>
	<u>Certificated</u>				
1.	Amanda D Welsh	FLYE/3rd Grade	Cynthia Morrissette	12/09/2014	Yes
	<u>Classified</u>				
2.	Kristen-Nicole M Davids	FLYH/Custodian-8/202	Brad Bauer	12/01/2014	
3.	Victor D Ward	ORB/Bus Driver	John Fitzgerald	12/01/2014	
	<u>Classified Temporary</u>				
4.	Joy B O'Farrell	SUPT/Admin Secretary	New Position	12/11/2014 - 06/30/2015	

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

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

Date: December 4, 2014 Submitted by: *Jennifer Binder*

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

Date: *12/05/14* Superintendent: *[Signature]*

Item Employment of Personnel

Background Information:

	<u>NAME</u>	<u>SCHOOL/POSITION</u>	<u>REPLACING</u>	<u>EFFECTIVE DATE</u>	<u>CERT</u>
<u>Certificated Employment</u>					
1.	Larry C Harbin	FLYM/Science	Lydia Cummins	12/15/2014	Pending
2.	Morgan K Dunn	GFSH/Business	Sherry Patterson	01/05/2015	Yes
3.	Racheal D Robinson	LSAT/Itin SpEd VI	Catherine Lacour	01/05/2015	Yes
<u>Classified Employment</u>					
4.	Holly P Mixon	DTA/Registrar-8/202	Sondra Johnson	12/12/2014	
5.	Marsha G Swinson	LXYE/Bus Driver	Kevin Bryars	12/12/2014	
6.	Emilia N Bedell	ORB/CNP Wkr-7.5/185	Melissa Tatum	12/11/2014	
7.	Kayla L Johnston	RWL/Inst Aide-7/182	New Position	12/11/2014	

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> Certificated employee in a classified position

Recommendation: That the Board approve the assignments as submitted 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: 

ACTION AGENDA - BOARD MEETING

Item Extra Work for Extended Periods

Background Information:

<u>NAME</u>	<u>SCHOOL/POSITION</u>	<u>EFFECTIVE DATE(S)</u>	<u>MAX EARNINGS</u>	<u>FUND SOURCE</u>
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Certificated Positions

- |    |                   |                 |                         |         |                      |
|----|-------------------|-----------------|-------------------------|---------|----------------------|
| 1. | Sheila V Mitchell | CBM/Art Teacher | 10/01/2014 - 05/28/2015 | \$9,000 | At Risk              |
| 2. | * Kelli H Wright  | EBAM/Tutor      | 11/24/2014 - 05/22/2015 | \$9,120 | Title I Part A, NCLB |

Classified Positions

- |    |                |                     |                         |         |                      |
|----|----------------|---------------------|-------------------------|---------|----------------------|
| 3. | * Dean P Logan | DPH/Soccer Ch Girls | 12/01/2014 - 05/22/2015 | \$3,273 | Local                |
| 4. | Jimmy D Nazary | FLYE/Bus Driver     | 11/19/2014 - 05/10/2015 | \$66    | Title I Part A, NCLB |
| 5. | Joan E Dryden  | SPFH/ESY Bus Driver | 10/21/2014 - 12/19/2014 | \$291   | IDEA-Part B          |

<sup>1</sup> Applying for Alabama certification via a non-traditional approach

<sup>2</sup> 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: 

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

Date: 12/05/14 Superintendent: 