

MINUTES
HUNTSVILLE CITY BOARD OF EDUCATION
April 21, 2011

The Huntsville City Board of Education met in regular session in the boardroom at 5:35 p.m. on this date following a work session. Members present were the President, Mr. Topper Birney; the Vice President, Ms. Laurie McCaulley; Mr. David Blair; Ms. Alta Morrison; and Dr. Jennie Robinson. A quorum was present. Also present were the Superintendent, Dr. Ann Roy Moore; School Board Attorney, Mr. J.R. Brooks; members of the central office staff; and interested citizens.

OPENING OF THE MEETING

The meeting was opened by the President. A moment of silent reflection was observed and the Pledge of Allegiance was led by the Vice President.

A taped performance by students from Blossomwood Elementary School singing a patriotic song was shown.

MINUTES

The minutes of March 17 and April 7 (two sets) were approved as written.

RESOLUTIONS

The Superintendent recommended approval of the following resolutions honoring:

- Wesley Benjamin Brown, Monte Sano Elementary School Student, for Alabama Arbor Day Poster Art Contest First Place
- Olivia Spivey, Academy for Science and Foreign Language Student, for University of Alabama German Day Program Individual Song First Place
- Gus Arnold, Hampton Cove Middle School Student, for Alabama Regional Science and Engineering Fair First Place, Chemistry, and three special awards
- Matthew Castleberry, Hampton Cove Middle School Student, for Alabama Regional Science and Engineering Fair First Place, Chemistry; First Place, United States Army Award; and five special awards
- Laurie Graves, Hampton Cove Middle School Student, for Alabama Regional Science and Engineering Fair Junior Grande Best of Show; Honorable Mention, Engineering; and three special awards
- Timothy Flowers and Erick Williams, Mountain Gap Middle School Students, for Alabama Parent Teacher Association 2010-11 Reflections Program Film Production First Place, Middle School Division
- Emma Wheeler, Mountain Gap Middle School Student, for Alabama Parent Teacher Association 2010-11 Reflections Program Literature First Place, Middle School Division

- Mark Simmons, Jewel Smith, Grant Stephens, Sam Thompson, Tymofiy Vatsyk, and Greg West; Hampton Cove Middle School Students; for Alabama-Louisiana-Mississippi Math League Competition First Place Alabama Finish and Third Place Regional Finish
- Mark Simmons, Hampton Cove Middle School Student, for Alabama-Louisiana-Mississippi Math League Competition First Place Alabama Finish and Fifth Place Regional Finish
- Jewel Smith, Hampton Cove Middle School Student, for Alabama-Louisiana-Mississippi Math League Competition Sixteenth Place Regional Finish
- Sam Thompson, Hampton Cove Middle School Student, for Alabama-Louisiana-Mississippi Math League Competition Second Place Alabama Finish and Sixth Place Regional Finish
- Tymofiy Vatsyk, Hampton Cove Middle School Student, for Alabama-Louisiana-Mississippi Math League Competition Second Place Alabama Finish and Sixteenth Place Regional Finish
- Roxana Bahani, Huntsville Center for Technology/Grissom High School Student, for Health Occupations Students of America Researched Persuasive Speaking First Place, State
- Ashley Chukwu, Joi Gordon, Mia Jefferson, and Diaja Johnson; Huntsville Center for Technology/Columbia High School Students; for Health Occupations Students of America Health Education First Place, State
- Kadijah Poleon, Huntsville Center for Technology/Huntsville High School Student, for Health Occupations Students of America Pathophysiology Knowledge First Place, State
- Justin Jordan, Lee High School Student, for All-State Choral Festival Outstanding Male Choral Student
- Seth Juneac, Columbia High School Student, for National Academic Quiz Tournament State Champion, 5A
- Valarie Nubbe, Huntsville High School Student, for Alabama High School Athletic Association Swimming Championship 100 Yard Freestyle
- Tehuti Taylor, Grissom High School Student, for Alabama High school Athletic Association Swimming Championship 50 Yard Freestyle
- Brian Walker, Grissom High School Student, for Alabama High School Athletic Association 6A Wrestling State Champion, 215 Pounds
- Clarissa Daniels, Lee High School Teacher, for the National Society of High School Scholars Claes Nobel Educator of Distinction
- Greg Hicks, Whitesburg Middle School Principal, for Alabama Parents Teachers Association Most Outstanding Middle School Principal

Ms. McCaulley moved to approve, seconded by Dr. Robinson.

Dr. Shipman presented the Elementary Teacher of the Year Award to Susan Bird, Academy for Science and Foreign Language, and the Secondary Teacher of the Year Award to Karen Wilksman, Huntsville High School.

The Chair called for a vote on the motion to approve the resolutions and the motion carried.

CONSENT AGENDA

The Superintendent recommended approval of the Consent Agenda consisting of the following items:

1. Gifts to Schools
2. Temporary Contracts/Agreements
3. Bib Tab – Lawn Maintenance Services for All Cost Centers

Ms. Morrison moved to approve, seconded by Dr. Robinson, and carried.

SUPPLEMENTAL REDUCTION IN FORCE PLAN

The Superintendent recommended approval of the attached Supplemental Reduction in Force Plan.

SUPPLEMENTAL REDUCTION IN FORCE PLAN
April 21, 2011

Reduction In Force (RIF) Plan:

A. Where possible, the Board will not fill positions where employees have resigned, retired, or been placed on leaves of absence.

B. The Board will terminate employees in the following areas:

1.	<u>Non-Tenured Certified Administrators</u>	Approximate Amounts
	A. 4.5 Assistant Principals	*0.00
2.	<u>Non-Tenured Certified Teachers</u>	
	A. 154 Teachers (part-time and full-time teachers)	\$8,900,000.00
3.	<u>Support Employees</u>	
	A. Probationary Support Employees not covered by initial Reduction in Force Plan adopted by the Board. Our count at this time is as follows:	**\$5,300,000.00
	1 Assistant Director, Engineering and Planning	
	1 Attendance/Discipline Specialist	
	3 Health Nurses	
	1 HVAC Apprentice	
	1 HVAC Journeyperson	
	2 Interpreter/Tutor Hearing Impaired	
	32 Instructional Assistants	
	2 LPN/Instructional Assistants	
	1 Secretary II	
	1 Social Worker	
	45 Total	
	B. Non-Probationary Support Employees	\$3,100,000.00
	Our count at this time is as follows:	
	5 Building Equipment Operators	
	11 Campus Security	
	2 Carpentry Apprentices	
	1 Carpentry Journeyperson	
	17 Clerical Assistants	
	3 Data Entry Technicians	
	1 Electrical Apprentice	
	2 Electrical Journeypersons	
	1 Electrician I	
	1 Electrician II	
	1 Garage Foreperson	
	1 HVAC Apprentice	

2	Human Resources Specialists	
3	Inventory Clerks	
1	Information Systems Maintenance Technician I	
7	Landscape Technicians	
1	Mechanic Helper	
3	Mechanics	
2	Painters	
1	Plumber I	
1	Printer	
.5	Producer/Director	
1	Refrigeration/AC Helper	
.5	Secretary II	
1	Social Worker Assistant	
2	Stadium Custodians	
1	Testing Specialist	
1	Textbook Clerk	
2	Warehousepersons/Movers	
1	Welder	
77	Total	***\$17,300,000.00

Employees will be transferred as required to fill vacant and needed positions.
 More may be possible as long as we remain in compliance with state regulations.

*There will be no savings for Administrators as indicated, because they will be replaced.

**The Probationary Support Employees consist of employees RIFed on March 3, 2011, and to be RIFed on April 21, 2011.

***All Funding Sources

AREA	FY 2012 SAVINGS		
	REDUCTION IN FORCE	SAVINGS	TOTAL
NON TENURED TEACHERS	\$8,870,673	\$0	\$8,870,673
PROBATIONARY SUPPORT	\$5,306,627	\$0	\$5,306,627
RETIREMENT / RESIGNATIONS	\$0	\$1,680,728	\$1,680,728
NON PROBATIONARY SUPPORT	\$3,094,259	\$0	\$3,094,259
NIGHT SCHOOL PROGRAM	\$0	\$17,265	\$17,265
	<u>\$17,271,559</u>	<u>\$1,697,993</u>	<u>\$18,969,552</u>

NOTE:

THE ITEMS ABOVE DO NOT INCLUDE ONIN RELATED ANNUAL SAVINGS OF:

MAINT., SECURITY, AND CUSTODIANS	\$1,651,707
INTERVENTION TUTORS	\$297,108
SPEC. EDUCATION, AND EVEN START	\$2,170,660
TOTAL ONIN RELATED FY 2012 ANNUAL SAVINGS	<u>\$4,119,475</u>
TOTAL PROJECTED ANNUAL SAVINGS	<u>\$23,089,027</u>

REVISION 4/20/11 (9)

Dr. Robinson moved to approve, seconded by Mr. Blair, and carried.

Dr. Richardson made a presentation on “Reality, Realignment, and Recovery,” A Commitment of the Board.

HUMAN RESOURCES REPORT

The Superintendent recommended approval of the Human Resources Report dated April 19.

Dr. Robinson moved to approve, seconded by Ms. McCaulley, and carried.

SHELBY PLEASANTS MEMORIAL SCHOLARSHIP MOTION

Dr. Robinson moved that the Huntsville City Board of Education select a Huntsville High School student to be identified at a later date as the recipient of the Shelby Pleasants Memorial Scholarship.

Ms. Morrison seconded the motion and the motion carried.

STANDING RULES FOR BOARD BYLAWS

Dr. Robinson moved to approve the revised Standing Rules for Board Bylaws.

Approved 4-17-03
Revised 3-15-07
Revised 8-19-10
Revised 4-21-11

STANDING RULES FOR BOARD BYLAWS

1. Meetings shall be held at 5:30 p.m. unless otherwise approved by the Board.
2. Meetings shall not extend beyond four hours. Unanimous consent of board members present shall be required to extend the meeting beyond four hours.
3. All agenda items will be read by the Board president before the printed agenda is sent to the Board.
4. The printed agenda for each meeting and all supporting materials shall be forwarded to all board members at least 24 hours before each meeting. Items not on the printed agenda 24 hours before the scheduled meeting shall be considered only upon the unanimous vote of the board members present.
5. The printed agenda may be adjusted by a majority vote of the board members present at the beginning of a meeting.
6. Citizen comments germane to a topic on the Work Session agenda may be allowed at the conclusion of board member questions and comments, but will be limited to the specific issue under discussion at the time of the comment. Citizen comments regarding topics on the Business Meeting agenda are permitted during the time allotted for comments as set forth *in paragraph seven* and shall not be permitted at any other time during the Business Meeting.
7. Citizens who plan to address the Board shall provide written input to the superintendent, board president, or board clerk. A sign-in sheet will also be placed in the hallway outside the boardroom on regularly scheduled board meeting days and will remain there until ten minutes before the start of the meeting. Only citizens whose names are on the sign-in sheet will be allowed to speak during the time allotted for citizen comments. To that end, citizen comments will be limited to three minutes in length. Speakers are required to include their name and address before speaking. A speaker may not delegate his or her time to another person.
8. Citizen comments will not be allowed during special called meetings.

9. Per Huntsville City Schools Policy 100-13, board members will provide reports about training experiences at the next board meeting following the training.

Ms. Morrison seconded the motion and the motion carried.

STEP RAISE

The Superintendent recommended that no step raise be given for the 2011-2012 school year.

Dr. Robinson moved to approve, seconded by Mr. Blair, and carried.

ADOPTION OF MINIMUM SALARY SCHEDULE

The Superintendent recommended approval of the adoption of the attached salary policy for certificated employees covered by the Alabama State Minimum Salary Schedule.

**SALARY POLICY FOR
CERTIFICATED EMPLOYEES
COVERED BY ALABAMA STATE
MINIMUM SALARY SCHEDULE**

Effective upon the passage of this policy, the Huntsville City Board of Education adopts the Alabama State Minimum Salary Schedule as its salary schedule for all certificated employees whose positions are covered by the Alabama State Minimum Salary Schedule (hereinafter referred to as "employees"). Specifically, the following is adopted for all "employees":

1. Beginning immediately, the salaries of all newly hired employees will be the amount provided by the Alabama State Minimum Salary Schedule based upon degrees earned, years of experience and contract days.
2. Beginning with the 2011-2012 contract year, the salaries of all employees who have not attained continuing service (tenure) status will be the amount provided by the Alabama State Minimum Salary Schedule based upon years of experience, degrees earned and contract days.
3. Beginning with the 2011-2012 contract year, all employees whose salaries are above the Alabama State Minimum Salary Schedule will not receive step increases. While their salaries will not be decreased, their salaries will also not be increased except as necessary to comply with the Alabama State Minimum Salary Schedule. It is the intent and purpose of this policy that certified employees will not receive a reduction in pay (except as set forth in Paragraph 2 above), but also will not receive an increase in pay unless an increase is necessary to comply with the Alabama State Minimum Salary Schedule.

4. The term "certificated employees" means employees who hold teaching certificates issued by the Alabama State Department of Education and serve in a position requiring a teaching certificate.
5. All policies and procedures of the Board or Superintendent (including, but not limited to, Policy 104-26, Procedure 104-26P, Policy 104-27, Procedure 104-27P, and the existing salary compensation schedule of the Board) in conflict with this policy are rescinded to the extent of their conflict with this policy. Otherwise, they remain in force and effect.

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Dr. Robinson moved to approve, seconded by Mr. Blair, and carried.

CONSTRUCTION CONTRACT –
MARTIN LUTHER KING, JR. ELEMENTARY SCHOOL REROOFING PROJECT

The Superintendent recommended approval of the Construction Contract between Huntsville City Schools, Owner, and GKL Companies, Inc., Contractor, in the amount of \$1,214,000 for the roof replacement at Martin Luther King, Jr. Elementary School.

Ms. McCaulley moved to approve, seconded Mr. Blair, and carried.

CONSTRUCTION CONTRACT –
MOUNTAIN GAP ELEMENTARY/MIDDLE SCHOOLS
PARKING AND DRAINAGE PROJECT

The Superintendent recommended approval of the Construction Contract between Huntsville City Schools, Owner, and North Alabama Paving, Inc., Contractor, in the amount of \$158,637.90, for the Parking and Drainage Project at Mountain Gap Elementary and Middle Schools.

Dr. Robinson moved to approved, seconded by Mr. Blair, and carried.

CERTIFICATION OF EXPENDITURES

The Superintendent recommended approval of the Certification of Expenditures.

Dr. Robinson moved to approve, seconded by Mr. Blair, and carried.

There being no further business, the meeting adjourned into a work session at 7:36 p.m.

Topper Birney
President

Ann Roy Moore, Ed.D.
Superintendent