

Fairfield City Board of Education
Regular Board Meeting
May 27, 2009

Amended 6/18/09

MINUTES

The Fairfield City Board of Education met for its Regular Board Meeting on Wednesday, May 27, 2009, at the Central Office. Dr. Barbara A. Lloyd and Mr. Seth Goldman (following election of officers) presided. Members present: Mrs. Marion O. Easley, Mr. George E. Turner, Ms. Ella Williams, Mr. Seth Goldman and Secretary to the Board and Fairfield City Schools Superintendent, Dr. Anthony C. Greene. Mr. Donald B. Sweeney, Jr., Board attorney and Mrs. Leigh Phillips, AEA UniServ Director, District 29 were also present.

I. Call to Order

(The meeting was called to order at 6:13 p.m.)

II. Moment of Silence

III. Pledge of Allegiance

IV. Presentations:

1. Summer School and Enrichment Programs – Mrs. Barbara McCambry
2. Better Basics Camp Hope – Mrs. Karen Kapps
3. FHPS JROTC Awards Recognition
 - a. Air Force JROTC 2008-2009 Distinguished Unit Award
 - b. Air Force JROTC Outstanding Instructor Award – Major Lloyd E. Polion

V. Approval of revised Agenda (2nd revision) for the May 27, 2009 Regular Board Meeting (rescheduled).

Dr. Lloyd asked Mr. Sweeney to give the reason for rescheduling tonight's meeting.

Atty. Sweeney: The reason we moved the regular meeting to this date was on my recommendation. To the extent that inconvenienced the staff or the Board members or the people in the audience, I take full responsibility for the recommendation. As the Board knows the meeting in May is one of the absolute critical and most important meetings of the year. The agenda before the Board consists of ten (10) pages and close to one hundred (100) separate items. So the conduct of the meeting must be handled in strict accordance with the law. The Open Meeting Act has two essential provisions. One provision requires that notice be given 72 hours in advance of the time and date of the meeting. The second component relates to the preliminary agenda that must be posted at the same time. The preliminary agenda was not completed in order for it to accompany the posting for this meeting. Because of that I recommended to Dr. Greene, and Dr. Greene agreed, that the meeting be continued to make sure that we complied with both components—the 72 hours notice and the posting of the preliminary agenda. If that recommendation caused any inconvenience, I take full responsibility.

On the motion by Mr. Turner, seconded by Mr. Goldman, the Board unanimously approved the 2nd Revised Agenda for the May 27, 2009 Regular Board Meeting. **Motion Passed.**

VI. Board Action Items

1. Election of Officers for 2009-2010

a. **President – Mr. Seth Goldman**

b. **Vice President – Mr. George E. Turner**

Nominees for the office of President of the Fairfield City Board of Education for 2009-2010: Dr. Barbara A. Lloyd – nominated by Mrs. Marion O. Easley.

Mr. Seth Goldman – nominated by Mr. George E. Turner.

Nominations for the office of President were closed after no further nominations.

Board members voted by roll call on the nomination of Dr. Lloyd: Goldman (no), Williams (no), Turner (no), Easley (yes), Lloyd (yes): **2-3-0.**

Board members voted by roll call on the nomination of Mr. Seth Goldman: Goldman (yes), Williams (yes), Turner (yes), Easley (no), Lloyd (no): **3-2-0.**

Mr. Goldman was elected President of the Fairfield City Board of Education for 2009-2010.

Nominees for the office of Vice President of the Fairfield City Board of Education for 2009-2010: Mrs. Easley nominated Ms. Ella Williams

Ms. Williams respectfully declined the nomination.

Mr. Goldman nominated Mr. George Turner.

Nominations for the office of Vice President were closed after no further nominations.

Board members voted by roll call on the nomination of Mr. George E. Turner for vice president of the Fairfield City Board of Education for 2009-2010: Goldman (yes), Williams (yes), Turner (yes), Easley (no), Lloyd (no): **3-2-0.**

Mr. George E. Turner was elected Vice President of the Fairfield City Board of Education for 2009-2010.

Mr. Goldman assumed the position of chair of the Board meeting.

Mr. Sweeney: As the next order of business I would like the record to reflect that by statute the superintendent serves as secretary to the board. No action is necessary because the statute itself is executing, but if you want the minutes to reflect you might want to take nominations for secretary of the board, Dr. Anthony Greene, superintendent.

Mr. Goldman: Open the floor for nomination of Dr. Greene, as superintendent for secretary to the Fairfield City Board of Education.

Mr. Turner: Nominated Dr. Greene for secretary to the Board of Education. The Board approved by roll call the appointment of Dr. Greene as secretary to the

Fairfield City Board of Education. Roll call: Turner (yes), Easley (yes), Williams (yes), and Lloyd (yes). 5-0-0.

2. Discussion related to using money for Pre-K for 2009-2010 school year.

Discussion:

Dr. Lloyd: Referred to a document from the Alabama Association of School Boards regarding Pre-K Survey Information which addresses the use of Title I money for pre-school for the 2009-2010. The AASB is asking the Board to look at the possibility of using some of the stimulus money or using federal dollars to implement a Pre-K program in the school system. I think that this is a timely thing that we should examine not only looking at this federal money but also our stimulus money. We've not had an opportunity to really look at how we are going to use stimulus money and other federal money that will be coming to the system. Perhaps we can look at and discuss the value of a Pre-K program in our school system.

Mr. Goldman: I think it appropriate to consider a work session for an in-depth discussion of these issues you have raised.

Dr. Lloyd: Would you be amenable to scheduling that session soon because we are getting ready to really look at stimulus money.

Mr. Goldman: Sure.

Ms. Williams: Is there a deadline for a decision on this issue?

Dr. Lloyd: I have not been given a deadline, but precluding that, I think we can go ahead with our discussions looking at goals and things that we might value as it relates to Pre-K and the use of stimulus money.

Mr. Goldman: We can look at a date in the near future. I will get with Dr. Greene and we will look at dates to consider and contact members for a date agreeable to all.

Mr. Turner: As it relates to stimulus money, do we know what stimulus money we have?

Dr. Greene: If acceptable to all, I will address your concerns during the Superintendent's Report this evening.

VII. Consider approval of Minutes of the April 16, 2009 Regular Board Meeting.

On the motion by Ms. Williams, seconded by Dr. Lloyd, the Board approved the Minutes of April 16, 2009. Roll call: Turner (abstain), Lloyd (yes), Williams (yes), Easley (yes), Goldman (yes). 4-0-1. **Motion Passed**

Discussion:

Mr. Turner: On the revised agenda, item VII - Approval of the Minutes from the April 16, 2009 Regular Board Meeting- I believe that during that meeting we tried to correct a motion that was made and we have no resolution of that correction. I would like for us to correct those minutes before we approve them by vote of this

Board. The corrections that were made was that on the item of receiving the salary schedule report, that we would receive it and submit it to our financial director for further study. That motion was a substitute motion and it was never carried and it was never withdrawn. I could not vote for approval of minutes until we correct or deny that motion.

Dr. Lloyd: That occurred at the March meeting, if I am correct, and at the April meeting there was a motion to approve those minutes of March 16th so that has been already approved by this Board. So, what Mr. Turner is asking is to go back two meetings to redact something that has already been approved in the April 16th Minutes.

Mr. Turner: If I am correct, at our last Board Meeting, there was extensive discussion about a motion that I made for a meeting prior to that, that was never resolved.

Mr. Goldman: Attorney Sweeney, if it was never resolved prior to that time according to Mr. Turner, how do we move forward with correcting this at this time?

Atty. Sweeney: I don't remember with precision, what happened at those meetings but my suggestion would be for you to offer the minutes as presented and the Board votes on those to the extent that Board members approve it. They should so vote to the extent that their disagreement that they do not accurately reflect the business of the Board, the Board member should vote against it, or you can defer it and we'll go back and listen to the dialog to determine that. I am hesitant to say it is a legal matter because I don't recall what happened with precision.

Mr. Turner: In order to move the agenda, I would defer to what action has been taken and we can renew this action at another date.

Mr. Goldman: We have a motion on the floor.

Dr. Lloyd: Is there a second to it?

Mr. Turner: It was seconded to accept the Minutes as printed and I had a question.

Ms. Williams: I think I seconded that.

Dr. Lloyd: Seconded what?

Ms. Williams: That motion and I think I just seconded the motion to accept these minutes.

Dr. Lloyd: You seconded the motion at the April 16th meeting to approve those minutes that occurred at the March meeting.

Ms. Williams: Yes, I did. My question here now, is if there was a question at the April 16th meeting and these minutes were accepted, the motion seconded by me and the Board approved them...are we trying now to go back and rescind what was done?

Mr. Turner: I withdraw my question; I withdraw the discussion and remove it from the agenda.

- VIII. Consider approval of Minutes of the April 23, 2009 Special Called Meeting.**
On the motion by Ms. Williams, seconded by Dr. Lloyd, the Board approved the Minutes of the April 23, 2009 Special Called Meeting. Roll call: Easley (abstain), Williams (yes), Lloyd (yes), Turner (yes) and Goldman (yes): 4-0-1. **Motion Passed.**
- IX. Consider approval of the April 2009 Financial Statements.** (All bank statements have been reconciled to the general ledger.)
On the motion by Mr. Turner, seconded by Ms. Williams, the Board unanimously approved the April 2009 Financial Statements. **Motion Passed.**
- X. Consider approval of the April 2009 Payroll in the amount of \$1,267,228.32.**
On the motion by Mr. Turner, seconded by Ms. Williams, the Board unanimously approved the April 2009 Payroll in the amount of \$1,267,228.32. **Motion Passed.**
- XI. Consider approval of April 2009 Accounts Payable expenditures in the amount of \$356,898.26.**
On the motion by Mr. Turner, seconded by Ms. Williams the Board discussed approval of the April 2009 Accounts Payable.

A substitute motion was offered by Mr. Turner, seconded by Mrs. Williams, to approve the accounts payable expenditures as presented with the exception of check #59157 pending further review and investigation by the CFO. Roll call: Lloyd (yes), Williams (yes), Easley (I guess so), Turner (yes), and Goldman (yes): 5-0-0. **Motion Passed.**

Discussion:

Mrs. Easley: Questioned check #59157; referenced check #58709 (vendor #3384) approved last month for the same payee in the amount of \$3000.00. She said this person is no longer with us; she left in March. She wanted to know why we are still paying. We approved last month, I'm talking to the superintendent.

Dr. Greene: You said we paid \$3,000 last month?

Mrs. Easley: It's on this right here. You want to see it?

Dr. Greene: I think we can all be professional here.

Mrs. Easley: Are you saying I'm not professional?

Dr. Greene: I am saying we all can be professional. I think that was a recommendation last time.

Mrs. Easley: It was on payroll. It was on account payable.

Dr. Greene: I will defer to Mrs. Saxon regarding accounts payable.

Mrs. Saxon: I don't remember off hand.

Mrs. Easley: You would like to see this one?

Mrs. Saxon: Are you saying she was paid twice?

Mrs. Easley: I am asking a question. Am I incorrect? I stand to be correct and professional.

Dr. Greene: Since there seems to be some confusion, let us research this and find that out for you. I will direct Mrs. Saxon to call you and make a note to the Board members so everyone will know what our findings are.

Mrs. Easley: Mr. Superintendent, its not a confusion I'm just concerned with are we making a mistake.

Dr. Greene: It is not a reflection on you. We will research this to make sure that *we* are not confused

Mr. Turner: Can this individual item be withdrawn? If we are double paying – we don't want to do that.

Mr. Sweeney: It can be passed on the recommendation that no party is being paid in excess of what they are entitled to.

Mr. Turner: I moved that we approve the accounts payable subject to investigation of this item. If they are double, we'll make that correction.

Dr. Lloyd: This has already been paid. We will want the CFO to review records to make sure we are not paying twice for the same consultation work. We had concerns about that area and it's just imperative that we not overpay.

Mr. Turner: I moved to approve the accounts payable with the exception of this item pending further investigation by the CFO.

Mr. Williams: Is your motion to accept the accounts payable expenditures?

Mr. Turner: Except for that one particular item.

Ms. Williams: The item has already been paid.

Mr. Turner: If the item has been paid, then the check can be recalled.

Atty. Sweeney: Let me suggest that since this issue has been raised, Dr. Greene why don't you modify your recommendation so that it is consistent with Mrs. Easley's concern that there not be double payment.

Dr. Greene: At this time, I am withdrawing my recommendation to consider approval of the April 2009 Accounts Payable.

Ms. Williams: Can we do that?

Atty. Sweeney: The superintendent has to make the recommendation. If there is a objection raised about double payment, the superintendent should recommend that the accounts payable as presented be approved with the exception of that one item that Mrs. Easley has raised concerns about so that the minutes will reflect that the accounts payable with that one exception, are approved. Dr. Greene, is that acceptable?

Dr. Greene: That is acceptable.

Mr. Turner: So moved.

Ms. Williams: Seconded.

Note: Dr. Greene asked Mrs. Saxon to research payments made to the individual. A copy of findings with substantiating documents will be sent to each Board member.

XII. Service Contract Renewals

1. On the motion by Ms. Williams, seconded by Mrs. Easley, the Board unanimously approved renewal of the license agreement for the Sophos e-mail security software for one year. Amount: \$7,500.00. Fund Source: Local. **Motion Passed.**
2. On the motion by Mrs. Easley, seconded by Mr. Turner, the Board unanimously approved renewal of the service contract for the DsMP32 computer for each school and district office. Amount: \$3, 370.00. Fund Source: Child Nutrition Program. **Motion Passed.**
3. On the motion by Ms. Williams, seconded by Dr. Lloyd, the Board unanimously approved renewal of Knox Pest Control annual termite bond for Fairfield High School. Amount: \$532.00. Fund Source: Local.

XIII. Solicitation of Bids

On the motion by Mr. Turner, seconded by Ms. Williams, the Board unanimously approved the solicitation of bids for a 72 passenger, multipurpose school bus for Fairfield City Schools Department of Transportation. **Motion Passed.**

Discussion:

Dr. Lloyd: What is the fund source; is this a replacement?

Dr. Greene: The fund source is Local and yes, the bus is a replacement for a bus that is no longer operable.

XIV. Purchases

Consent Agenda

On the motion by Mr. Williams, seconded by both Dr. Lloyd and Mr. Turner, the Board unanimously approved by consensus the following items under Purchases: #1-4, #6, and #8-10. **Motion Passed.**

1. Approved the purchase of the listed consumable textbooks for the 2009-2010 school year. Amount \$12,769.50. Fund Source: Foundation. (Appendix A)

2. Approved the purchase of the services for McAleer Business Solutions for Education for the 2008 GASB 34 Plan. Amount: \$2,250.00. Fund Source: Local.
3. Approved the purchase of two additional Knox Box Key Vault systems and software for each Fairfield Fire Department location for easy access to school in the event of after hour emergencies, and the purchase of Knox Exterior Padlock for gate entry at Robinson Elementary School. Amount: \$1,780.00. Fund Source: Local.
4. Approved the purchase of five (5) Trip Lite Smart Pro UPS for backup of schools central office servers. Amount: \$1,296.20. Fund Source: Local.
6. Approved the purchase of four (4) new tires from Wingfoot Commercial Tire systems for bus 06-01 (special needs bus). Amount: \$1,015.88. Fund Source: Local.
8. Approved the purchase of Maintain Services Heating & Cooling to replace the HVAC unit in the central office (Mrs. Bush's office). Amount: \$3,050.00. Fund Source: Local.
9. Approved the purchase of services of Trinity Contractors to replace the HVAC unit at Robinson Elementary School. Amount: \$1,390.00. Fund Source: Local.
10. Approved the purchase of services of The Bobcat Company to clean all lunchroom hoods. Amount: \$1,675.00. Fund Source: Child Nutrition Program.

Regular Agenda

5. **Consider approval to purchase the services of Giffen Recreation Company to repair Glen Oaks Elementary School storm damaged playground equipment. Amount: \$12,583.00. Fund Source: Local.**

On the motion by Dr. Lloyd, seconded by Ms. Williams the Board approved the purchase of services of Giffen Recreation Company to repair Glen Oaks Elementary School's storm damaged playground equipment. Amount: \$12,583.00. Fund Source: Local. Roll call: Turner (yes), Easley (yes), Williams (yes), Lloyd (yes), and Goldman (yes): 5-0-0. **Motion Passed:**

Discussion:

Mr. Turner expressed concerns about expending these funds in view of the current state of finances. He shared his reservations with expending funds for non-instructional purposes at this time. He asked for clarification on the expenditure and an explanation of reimbursement from the insurance company.

Ms. Williams: Has the claim for damages been filed?

Dr. Greene: Yes.

Ms. Williams: Is there any reason to believe that the claim will not be honored?

Dr. Greene: There is a deductible of \$1000, other than that we expect the claim to be paid.

Mr. Turner: Has the insurance company agreed to settle this claim?

Mr. Ford explained that a claim was filed with the Division of Risk Management; however, the repairs must be paid out of pocket by the school system with reimbursement of the covered cost less the deductible amount to be paid by the Division of Risk Management upon receipt of the paid invoice. The item is presented tonight for approval to proceed with the repairs.

7. Consider approval to purchase the services of Southeastern Temperature Controls for the purchase and installation of a re-manufactured compressor inside the McQuay Chiller at Fairfield High School. Amount: \$30,481.00.

Fund Source: Local.

On the motion by Mr. Turner, seconded by Dr. Lloyd, the Board unanimously approved the purchase and installation of a re-manufactured compressor inside the McQuay chiller at Fairfield High School by Southeastern Temperature Controls. Amount: \$30,481.00. Fund Source: Local. **Motion Passed.**

Discussion:

Dr. Lloyd: Is this work that's being corrected that may have been done previously by JAFCO?

Dr. Greene: No.

Dr. Lloyd: I recall a report where we had an update on work that needed to be done and Trinity came and mentioned that JAFCO had installed a compressor that no longer worked. Has that compressor been repaired?

Dr. Greene: That repair has not been done. Our attorney has forwarded a letter to the company regarding the situation.

Mr. Ford: This item is for repairs to the chiller; the chiller has three compressors. Compressor #2 is functioning now. Compressor #1 was installed by JAFCO; it is under warranty and is under legal review. Compressor #3 is non-functioning; the item presented tonight covers compressor #3.

Dr. Lloyd: Perhaps it might be helpful if, as we track this, we could make notations and recommendations by number so when we look at seemingly repair work and etc. that should be done.

Mr. Turner: Mr. Ford, in your evaluation, or other evaluations of this system at Fairfield High School, am I to understand that system was outdated when it was installed.

Mr. Ford: It is my understanding that we got what we could afford at that particular time based on bids and the funds available at the time.

Mr. Turner: Is there only one company that supplies that material in the U.S.? And when we are dealing with the heating and air at Fairfield High School we are dealing with a system that is out dated and one supplier throughout the U.S.

Mr. Ford: If you are referring to the control system, that is different from the chiller. For the control system, Honeywell is trying to find a way to “piggy-back” the system in place to avoid having to “gut out” everything and replace it with a new system. It is not cost effective at this point, or necessary to replace the entire system. We need to maintain the system with recommended service. This has not been done in the past. We are losing major parts continuously because the system has not been maintained with routine service and repairs.

Mrs. Easley: I have problems with on our agenda we have \$30,481.00 and on the package we have \$32,481.00. Which one is correct? The prices don’t coincide.

Dr. Greene: The original agenda item submitted with the total of \$32,481.00 was a typographical error. The attached quote was for the correct amount of \$30,481.00. The error was detected after the agenda was posted. The 2nd revision of the agenda shows the correct amount as quoted on the proposal.

Dr. Lloyd: For the record, Mr. Ford mentioned that they purchased the best equipment for the money available at the time that they built the high school. That was the Education Building Authority that was in charge of building the high school. Those decisions may have been made by another body at that time, rather than the Board of Education.

Mr. Turner: We have an agreement with a company to replace the compressor. If that company does not replace it, can we buy another compressor so that we have three running, and force that company to reimburse us through litigation.

Atty. Sweeney: That is an option that is available; one we will pursue and should pursue. We have contact JAFCO his attorney. We have not had a response. We have it on a time frame to ratchet up the pressure to get a response. Given your inquiry about the totality of the situation you might want to ask the staff to give the Board a report on what is the best strategy to make sure we are spending the money on these compressors and on this system on the most effective manner. Rather it is continuing to repair them the way we are doing it or we look at some other alternative.

Dr. Greene: We have been preparing an analysis of the cost of operating the current system. Mr. Ford has compiled figures and projections and we will present findings and make suggestions at a later date.

Mr. Sweeney: One of the key components, of course, is to find out if JAFCO is going to honor that warranty. Once we make that determination we will be in a position to make an overall review of the situation and report to you. You are raising points that need to be addressed.

XV. Expenditures

Consent Agenda

On the motion by Ms. Williams, seconded by Mrs. Easley, the Board approved all expenditures by consensus. **Motion Passed.**

1. Approved payment to SACS CASI for accreditation fees for Donald Elementary,

Glen Oaks, Robinson Elementary, Forest Hills Middle and Fairfield High Preparatory schools. Amount: \$3,125.00. Fund Source: Local.

2. Approved payment to Bradley Arant Boult and Cummings, LLP for legal services provided for the month of April 2009. Amount: \$2,186.70. Fund Source: Local.
3. Approved payment to SERVPRO of Bessemer for water extraction, drying and dehumidifying service due to the cold/hot water coil malfunction at Fairfield High School. Amount: \$4,513.67. Fund Source: Local.

XVI. Executive Session

On the motion by Mr. Turner, seconded by Dr. Lloyd, the Board convened Executive Session at 7:18 p.m. Roll call: Lloyd (yes), Williams (yes), Easley (yes), Turner (yes), and Goldman (yes): 5-0-0. **Motion Passed.**

On the motion by Ms. Williams, seconded by Mrs. Easley, the Board re-convened its May 27, 2009 Regular Board meeting at 8:15 p.m. Roll call: Turner (yes), Easley (yes), Williams (yes), Lloyd (yes) and Goldman (yes). 5-0-0. **Motion Passed.**

On the recommendation of the superintendent Mr. Turner moved, Dr. Lloyd and Ms. Williams simultaneously seconded, to amend the 2nd Revision of the Agenda for the May 27, 2009 Regular Board Meeting as noted below. Roll call: Lloyd (yes), Williams (yes), Easley (yes), Turner (yes) and Goldman (yes): 5-0-0. **Motion Passed.**

The following recommendations were made by the superintendent to item **XVII Personnel:**

Tenure

Withdraw: Consider approval to grant tenure status to the listed individual, Director of Curriculum for Fairfield City Schools effective July 1, 2009.

Non-Renew, Non Tenure

Add: Consider approval to non-renew, non-tenure the probationary employment contract of the listed individual, Director of Curriculum for Fairfield City Schools effective June 30, 2009.

Vacancies

Add: Consider approval to declare vacant the position of Director of Curriculum for the Fairfield City School System effective July 1, 2009. Salary: Administrative Salary Schedule. Fund Source: Foundation.

XVII. Personnel

Job Descriptions

1. Consider approval of job description for Director of Student Services and Support and Auxiliary Services effective May 27, 2009.

On the motion by Ms. Williams, seconded by Mr. Turner, the Board considered approval of the job description for Director of Student Services and Support and Auxiliary Services effective May 27, 2009.

Discussion:

Dr. Lloyd: The job description seems to be items in terms of responsibility pulled from other job descriptions held by other individuals. In particular, one that has to do with the PEPE. I wondered about the shift of various responsibilities from other positions. We do have a policy, D3, that says that all re-organization must be approved by the Board. I would like to think that we would need to meet to look at your entire re-organization of administration not only for this particular, but the system-wide math specialist as well. To look at not only the job description but we need to look at the re-organization according to policy D3. To approve this and we don't know the entire scope of the administration may put us at a deficit. We need to meet and the superintendent needs to tell us about how he plans to re-organize central office in light of this position as well as the current positions we have because he's moving responsibilities from other individuals as well as suggesting having another Director. We have already had some discussions in that particular category as it relates to the administrative salary schedule as well as look at the proposed job description and role for the system-wide math specialist. I think that we have it out of order based on the policy.

If I could make a substitute motion, I move that we table the job descriptions one and two at this time. The motion was seconded by Mr. Turner and Mrs. Easley. Roll call: Lloyd (yes), Williams (yes), Easley (yes), Goldman (yes), 5-0-0.

Motion Passed.

2. Consider approval of job description for System-wide Math Specialist effective May 27, 2009. (see discussion above).

Supplemental Pay

On the motion by Dr. Lloyd, seconded by Mr. Turner, the Board unanimously approved to pay a supplement of \$1,000.00 to Marvin Jones for services rendered at Assistant Girls Basketball Coach at Fairfield High Preparatory School during the 2008-2009 school year. Amount: \$1,000.00. Fund Source: Local. **Motion Passed.**

Retirement

1. On the motion by Mr. Turner, seconded by Ms. Williams, the Board unanimously accepted the retirement of Curtis Bolden, Driver Education teacher at Fairfield High School effective May 29, 2009. **Motion Passed.**
2. On the motion by Ms. Williams, seconded by Mr. Turner, the Board unanimously accepted the retirement of Belinda Thomas, Title I teacher at Donald Elementary School effective May 29, 2009. **Motion Passed.**
3. On the motion by Ms. Williams, seconded by Dr. Lloyd, the Board unanimously accepted the retirement of Lillie Smith, Child Nutrition Program worker, at Fairfield High Preparatory School, effective May 29, 2009. **Motion Passed.**

Resignations

Consent Agenda

On the motion by Mrs. Easley seconded by Mr. Turner, the Board approved all resignations by consensus. **Motion Passed.**

1. Accepted the resignation of Joey Jennings, Special Education paraprofessional at Fairfield High School, effective May 29, 2009.
2. Accepted the resignation of Verneka Johnson, 3rd grade teacher at Robinson Elementary School, effective June 1, 2009.
3. Accepted the resignation of Tracey Lewis, secondary mathematics teacher at Fairfield High Preparatory School, effective May 31, 2009.
4. Accepted the resignation of Kevin Powe, secondary mathematics teacher at Fairfield High Preparatory School, effective May 29, 2009.
5. Accepted the resignation of Duana Robinson, secondary mathematics teacher at Fairfield High Preparatory School, effective May 31, 2009.
6. Accepted the resignation of Linda Church, School Improvement Specialist at Fairfield High Preparatory School, effective retroactive to May 26, 2009.

New Positions

Consent Agenda

On the motion by Mr. Turner, seconded by Mrs. Easley, the Board approved two new positions by consensus. ***Motion Passed.***

1. Approved a new 4th grade position at Robinson Elementary School effective beginning the 2009-2010 school year (based on 2008-2009 enrollment). Salary: State Matrix. Fund Source: Foundation.
2. Approved a new 3rd grade position at C. J. Donald Elementary School effective beginning the 2009-2010 school year (based on 2008-2009 enrollment). Salary: State Matrix. Fund Source: Foundation.

Unit Transfer

On the motion by Dr. Lloyd, seconded by Mrs. Easley, the Board unanimously approved the transfer of a 1st grade unit to a 2nd grade unit at Glen Oaks Elementary School effective May 27, 2009. The transfer is based on 2008-2009 enrollment.

Motion Passed.

Non-Renew, Non-Tenure

1. On the simultaneous motion by Mr. Turner and Dr. Lloyd, seconded by Ms. Williams, the Board approved non-renewal, non-tenure of the probationary employment contract of Audrey Word-Daniels, secondary science teacher at Fairfield High Preparatory School, effective the end of the 2008-2009 school year. Roll call: Lloyd (yes), Williams (yes), Easley (yes), Turner (yes) and Goldman (yes): 5-0-0. ***Motion Passed.***
2. On the motion by Mr. Turner, seconded by Dr. Lloyd, the Board unanimously approved the non-renewal, non-tenure of the probationary employment contract of Barbara McCambry, Director of Curriculum for Fairfield City Schools, effective June 30, 2009. ***Motion Passed.***

Non-Renewals

Consent Agenda

On the motion by Mr. Turner, seconded by Dr. Lloyd, the Board approved Non-Renewal item numbers 1, 2, 4, and 5, 7-9, 11-15 by consensus. ***Motion Passed.*** Note: (3, 6, & 10 were withdrawn).

1. Approved non renewal of probationary employment contract of Gerald Bowie, Special Education teacher at Fairfield High Preparatory School, effective end of 2008-2009 school year.
2. Approved non renewal of probationary employment contract of Twanisha Brooks, elementary music teacher for Fairfield City Schools, effective end of 2008-2009 school year.
4. Approved non-renewal of probationary employment contract of Takeysha Fowler, secondary math teacher, 7th grade, at Forest Hills Middle School, effective end of 2008-2009 school year.
5. Approved non-renewal of the probationary employment contract of Catrina Gaston, secondary Language Arts teacher at Fairfield High Preparatory School, effective end of the 2008-2009 school year.
7. Approved non-renewal of the probationary employment contract of April Johnson, 1st grade teacher at Glen Oaks Elementary School, effective end of the 2008-2009 school year.
8. Approved non-renewal of probationary employment contract of Tamora Jones, 4th grade teacher at C. J. Donald Elementary School, effective end of the 2008-2009 school year.
9. Approved non-renewal of probationary employment contract of Tazmine Morton, Art teacher at Forest Hills Middle School, effective end of the 2008-2009 school year.
11. Approved non-renewal of the probationary employment contract of Terence Tubbs, secondary mathematics teacher, 8th grade, at Forest Hills Middle School, effective end of the 2008-2009 school year.
12. Approved non-renewal of the probationary employment contract of Agnita McCaslin, paraprofessional at C. J. Donald Elementary School, effective end of 2008-2009 school year.
13. Approved non-renewal of probationary employment contract of Tomille McGregory, para-professional at C. J. Donald Elementary School, effective end of 2008-2009 school year.
14. Approved non-renewal of the probationary employment contract of Lawanda Tanniehill, Special Education teacher at Forest Hills Middle School, effective ending the 2008-2009 school year.

Regular Agenda: Withdrawn from Consideration:

3. Consider approval to non-renew the probationary employment contract of the listed individual, School Improvement **WITHDRAWN** Fairfield High Preparatory High School, effective end of the 2008-2009 school year.
6. Consider approval to non-renew the probationary employment contract of the listed individual, Special Education **WITHDRAWN** Fairfield High Preparatory School, effective end of the 2008-2009 school year.
10. Consider approval to non-renew the probationary employment contract of the listed individual, 5th grade teacher **WITHDRAWN** Elementary School, effective end of the 2008-2009 school year.

Employ

Consent Agenda

On the motion by Dr. Lloyd, seconded by Ms. Williams, the Board approved the appointments listed below by consensus. **Motion Passed.**

1. Approved employment of Aronia Hale as Job Coach at Fairfield High Preparatory School effective May 27, 2009. Salary: \$14,655.00 (pro-rated to start date). Contract Term: 10 Months. Fund Source: Vocational Rehabilitation and Local.
2. Approved employment of Pam Rogers as At-Risk Pre-School 2009 Summer Program teacher. Salary: \$1,320.00. Fund Source: Alabama Student Assistance Plan-Children First Program.
3. Approved appointment of the attached list of individuals for the 2009 Summer School Programs: Traditional Summer School (elementary, middle school and high school), Summer Academy (grades Pre-K, K-2, 3-5, and middle school), high school, ARFI. Salaries: Lead Teachers: \$25/hr., Teachers: \$22/hr., Aides: \$10/hr. Fund Sources: Title Funds. ARFI Grant, Local, Traditional Summer School tuition and Alabama Student Assistance Plan – Children First.

Transfers

Consent Agenda

On the motion by Ms. Williams, seconded by Mr. Turner, the Board approved Transfer items 1-5 by consensus. Roll call: Lloyd (abstain), Williams (yes), Easley (yes), Turner (yes) and Goldman (yes): 4-0-1. **Motion Passed.** Note: Item 6 was withdrawn from consideration.

1. Approved the transfer of Angela Nelson, Special Education teacher at Glen Oaks Elementary School, to Special Education teacher at Forest Hills Middle School effective beginning of the 2009-10 school year.
2. Approved the transfer of Elizabeth McCuller, 1st grade teacher at Donald Elementary School to Title I Reading teacher at Donald Elementary School effective beginning of the 2009-10 school year.

3. Approved the transfer of Tiesha Gibson from ARFI Intervention teacher at Donald Elementary School to 1st grade teacher at Donald Elementary School effective beginning of the 2009-10 school year.
4. Approve the transfer of Kim Mitchell from 1st grade teacher at Donald Elementary School to Special Education teacher at Glen Oaks Elementary School effective beginning of the 2009-10 school year.
5. Approved the transfer of Monquelle Shamburger, ARFI Reading Coach at Donald Elementary School, to 1st grade teacher at Donald Elementary School, effective beginning of the 2009-10 school year.

Regular Agenda

6. Consider approval to transfer the listed individual, Special Education teacher at Forest Hills Middle School **WITHDRAWN** Education teacher at Fairfield High Preparatory School, effective beginning the 2009-10 school year.

Tenure

Consent Agenda

On the motion by Mr. Turner, seconded by Dr. Lloyd, the Board approved Tenure items 1-11 by consensus. Roll call: Lloyd (yes), Williams (yes), Easley (yes), Turner (yes) and Goldman (yes): 5-0-0. **Motion Passed.** Note: Item 12 was withdrawn.

1. Granted tenure status to Gloria Baggett, secondary Social Studies teacher at Fairfield High Preparatory School beginning the 2009-2010 school year.
2. Granted tenure status to Yolanda Brooks, 7th grade Language Arts teacher at Forest Hills Middle School, beginning the 2009-2010 school year.
3. Granted tenure status to Erika Dabney, 8th grade Language Arts Teacher at Forest Hills Middle School, effective beginning the 2009-2010 school year.
4. Granted tenure status to Kayla Hatcher, 2nd grade teacher at Robinson Elementary School, effective beginning the 2009-2010 school year.
5. Granted tenure status to Willia Hite-Vain, Health Occupations Science teacher at Fairfield High Preparatory School, effective beginning the 2009-2010 school year.
6. Granted tenure status to Lori Moorer, 6th grade teacher at Forest Hills Middle School, effective beginning the 2009-2010 school year.
7. Granted tenure status to Natasha Riley, 6th grade teacher at Forest Hills Middle School, effective beginning the 2009-2010 school year.

8. Granted tenure status to Sabrina Scott, kindergarten teacher at Robinson Elementary School, effective beginning the 2009-2010 school year.
9. Granted tenure status to Tekesia Shamburger, 3rd grade teacher at Donald Elementary School, effective beginning the 2009-2010 school year.
10. Granted tenure status to Tracey Speights, Guidance Counselor at Robinson Elementary School, effective beginning the 2009-2010 school year.
11. Granted tenure status to Andrea M. Thomas, kindergarten teacher at Glen Oaks Elementary School, effective beginning the 2009-2010 school year.

Regular Agenda

12. Consider approval to grant tenure to the listed individual, Director of Curriculum for Fairfield City Schools, effective July 1, 2009.

WITHDRAWN

Non-Probationary Status

1. On the motion by Mrs. Easley, seconded by Dr. Lloyd, the Board unanimously granted non-probationary status to Tracy Chatman, secretary at Glen Oaks Elementary School, beginning the 2009-2010 school year. **Motion Passed.**
2. On the motion by Mrs. Easley, seconded by Mr. Turner, the Board unanimously granted non-probationary status to Don Etheridge, Child Nutrition Program manager at Fairfield High Preparatory School, beginning the 2009-2010 school year. **Motion Passed.**

Rescission of Vacancy

On the motion by Dr. Lloyd, seconded by Mrs. Easley, the Board unanimously agreed to rescind the vacancy for system-wide Attendance/Truancy Officer approved October 16, 2008. Rationale: Position is being declared full time. Roll call: Lloyd (yes), Williams (yes) Turner (yes), Easley (yes) and Goldman (yes): 5-0-0. **Motion Passed.**

Discussion:

Mr. Turner: Who will this person report to?

Dr. Greene: This person will report to the person over Attendance. Currently, that is Mrs. Bush.

Vacancies

On the motion by Mrs. Easley, seconded by Dr. Lloyd, the Board approved Vacancies numbers 1-10, 12-16, 18-21 and 24-26 by consensus. Roll call: Williams (yes), Lloyd (yes), Easley (yes), Turner (yes) and Goldman (yes):

5-0-0. **Motion Passed.** Note: Items 11 and 17 were withdrawn. Items 22 and 23 were tabled.

Discussion:

Dr. Lloyd: Requested Dr. Greene and Mrs. Bush verify vacancies are correct in terms of the changes made.

Mr. Turner: Asked if we are under any time constraints as it relates to the school year?

Dr. Greene: The faster we can declare them vacant, the faster we can get the positions filled. We are facing competition from other school systems. The quicker we can post the positions, the faster we can fill the vacancies.

Consent Agenda

The following positions were declared vacant effective may 27, 2009:

1. Secondary math teacher at Fairfield High Preparatory High School.
2. Secondary math teacher at Fairfield High Preparatory High School.
3. Secondary math teacher at Fairfield High Preparatory High School.
4. Secondary English/Language Arts teacher at Fairfield High School.
5. Driver Education teacher at Fairfield High Preparatory School.
6. Special Education Para-professional at Fairfield High Preparatory School.
7. Secondary science teacher at Fairfield High Preparatory School.
8. School Improvement Specialist at Fairfield High Preparatory School.
9. 3rd grade teacher at Robinson Elementary School.
10. 4th grade teacher at Robinson Elementary School.
12. 4th grade teacher at Donald Elementary School.
13. Intervention teacher at Donald Elementary School.
14. Secondary math teacher (Grade 8) at Forest Hills Middle School.
15. Secondary math teacher (Grade 7) at Forest Hills Middle School.
16. Art teacher at Forest Hills Middle School.
18. Elementary music teacher for Fairfield City Schools.
19. F/T system-wide Attendance/Truancy Officer.
20. 2nd grade teacher at Glen Oaks Elementary School.
21. Child Nutrition Program worker at Fairfield High Preparatory School.
24. 3rd grade teacher at Donald Elementary School.
25. Special Education teacher at Fairfield High Preparatory School
26. Director of Curriculum for Fairfield City Schools.

Regular Agenda

11. Consider approval to declare vacant the position of 5th grade teacher at Robinson Elementary School **WITHDRAWN** May 27, 2009. Salary: State Matrix. Fund Source: Foundation.

17. Consider approval to declare vacant the position of Special Education teacher at Forest Hills Middle School, effective May 27, 2009. Salary: State Matrix. Fund Source: Foundation.
22. Consider approval to declare vacant the position of System-wide Math Specialist, effective May 27, 2009. Contract Term: 10 Months. Salary: State Matrix. Fund Source: Federal Funds.
23. Consider approval to declare vacant the position of Director of Student Services and Support & Administrative Services effective May 27, 2009. Contract Term: 12 Months. Salary: Administrative Salary Schedule. Fund Source: Federal Funds.

XVIII. Superintendent's Report

Greetings and Appreciation to All

Distribution of UAB Regional In-service Funding for Consultants Explanation. Congratulations to Mrs. Hardy and all of the CNP staff on an exceptional review by the SDE.

Wachovia Bank's grant for Financial Literacy Program - \$2,000.00.

Recognition of Corey Lewis – FHPS Track team – 3rd Place in state in the 300 meters race.

Writing Assessments results.

Congratulations to all schools for successful graduation and promotional ceremonies.

Commended Mrs. Bush and all of the staff responsible for tonight's personnel actions and the constraints we faced in meeting compliance regulations while continuing to provide the best services for students. Especially as it relates to Highly Qualified regulations.

XIX. Board Members Inquiries & Comments

ALL: Greetings and Appreciation to All.

Ms. Williams: No additional comments.

Dr. Lloyd: Congratulations to Mr. Smothers, the principal and the leadership team at the high school for Awards Day for over \$2.8 million in scholarships this year.

I received a thank you letter from Mr. John Davis as it relates to a community project that was headed by Major Polion and about 72 students in terms of work done at Shadow Lawn cemetery not only in cleaning up the area but also helping to identify veterans.

Mr. Goldman, and the superintendent, I hope that soon we can meet regarding the stimulus money as well as the organizational chart.

Mrs. Easley: I enjoyed attending the Baccalaureate Services and the promotional and graduation ceremonies. I would like to commend the principals and teachers for a job well done for the school year 2008-2009.

Teacher Institute and teacher incentive is August 5th. This is our fourth year to acknowledge incentives for employees. It has been a great success and I want every board member to remember that it is only voluntary that you participate and if you have other ideas, please share them with us.

Jamboree meeting is June 10th at 10:00 a.m. in the board room. In two more months we will be ready for our Jamboree.

I have concerns the Board and the superintendent have not met yet to discuss the stimulus package for the school system.

Mr. Turner: Thank you for showing your support and concerns for the school system. We will continue to work to make our schools better. I hope that we can correct some of the problems that we have in our physical plant and work to make our schools conducive to learning. I am suffering with those at the high school, when it's hot it's hot and when it's cold, it's cold. I hope we can correct these deficits as fast we can.

Mr. Goldman: I want to thank the Board for its confidence in selecting me as the Board chair this year. I know that we have a lot of challenges before us; I also know that we are up for these challenges. I look forward to having a really great year this year with the help of Dr. Lloyd, who has chaired this Board for quite a number of years. I look to you (Dr. Lloyd) for guidance and support.

Dr. Lloyd: We will talk about it.

Mr. Goldman: I was able to attend the high school commencement and I would like to thank Dr. Fears for a job well done. The ceremony was very dignified and the event was very well planned and conducted.

Again, thanks to each of you for coming out and sharing with us tonight. We look forward to continued cooperative and collaborative meetings.

XX. Set Date for Next Meeting

June 18, 2009

XXI. Adjourn

On the motion by Mrs. Easley, seconded by Mr. Turner, the Board unanimously agreed to adjourn the May 27, 2009 Regular Board Meeting at 8:55p.m. **Motion Passed.**