EXECUTIVE SESSION  
4:00 P.M.

The Superintendent recommended that the Board go into executive session for the purpose of formal hearings. Mr. Barnett made a motion to accept the recommendation and Mr. Copeland seconded the motion. The motion was approved by a unanimous vote.

Present: Mr. Charles Orr  
Mr. Bill Copeland  
Mr. James Barnett  
Mr. Don Presley  
Mr. Randy Smalley  
Mrs. Portia Jones  
Mr. Joe Calvin

ITEM I.  ADJOURNMENT

The Board President, Mr. Orr recommended that the meeting by adjourned. Mr. Copeland made a motion to accept the recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote and executive session was adjourned at 4:32 p.m.

REGULAR BOARD MEETING  
5:00 P.M.

The Tuscaloosa County Board of Education met in a called meeting on Monday, December 9, 2019 at 5:00 p.m. Mr. Charles Orr, President, called the meeting to order.

Present: Mr. Charles Orr  
Mr. Bill Copeland  
Mr. James Barnett  
Mr. Don Presley  
Mr. Randy Smalley  
Mrs. Portia Jones  
Mr. Joe Calvin

Mr. Charles Orr gave the invocation.

Mr. Randy Smalley led the pledge.

ITEM I.  APPROVAL OF MINUTES

The minutes from November 18, 2019 were approved. Mr. Copeland made the motion to approve the minutes and Mr. Presley seconded the motion. The motion was approved by a unanimous vote.

ITEM II.  ADOPT THE AGENDA

The Superintendent recommended that the Board adopt the agenda as presented and add Action Item I “Approve emergency works project for Davis Emerson Middle School”. Mr. Presley made a motion to accept the Superintendent’s recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote.

EXECUTIVE SESSION  
4:00 P.M.

I. Student Hearings

II. Adjourn
I. Call to order

II. Roll call

III. Invocation

IV. Pledge of Allegiance

V. Approval of Minutes

VI. Adoption of Agenda

VII. Special Presentation

VIII. Presentation: Migration to PowerSchool, Mr. Townsend, Director of Technology

IX. Action Items

A. Student Recommendations

B. Review and Accept, without change, Board Policy 5.70 “Student Records”.

C. Review and Accept, without change, Board Policy 4.84 “Live Work in Career/Technical Programs”.

D. Review and Accept, without change, Board Policy 4.82 “Safety in Career/Technical Classes”.

E. Review and Accept, without change, Board Policy 4.81 Career/Technical Cooperative Education”.

F. Approve easement to Alabama Power for underground service to the new Tuscaloosa County High School Softball facility.

G. Approve the following change orders (dectucts) for unused allowances on projects at Sipsey Valley Middle School, Maintenance Armory, Maxwell Elementary, Echols Middle School, and Brookwood Elementary School for a total (deduct) amount of $362,469.79.

<table>
<thead>
<tr>
<th>Project</th>
<th>Change Order Rational</th>
<th>Contractor</th>
<th>Proposed to Board</th>
<th>Deductive Amount</th>
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</thead>
<tbody>
<tr>
<td>Armory (Maint)</td>
<td>Roofing Allowance Reconciliation</td>
<td>Bond Construction</td>
<td>12/9/2019</td>
<td>$15,000.00</td>
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<tr>
<td>BWES</td>
<td>Roofing Allowance Reconciliation</td>
<td>Mid-Western</td>
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<td>Echols MS</td>
<td>HVAC Allowance Reconciliation</td>
<td>Southern Air, Inc.</td>
<td>12/9/2019</td>
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<tr>
<td>Echols MS</td>
<td>Masonry Allowance Reconciliation</td>
<td>Xcel Masonry</td>
<td>12/9/2019</td>
<td>$30,304.00</td>
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<tr>
<td>Maxwell ES</td>
<td>Roofing Allowance Reconciliation</td>
<td>Deason, Inc.</td>
<td>12/9/2019</td>
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<tr>
<td>SVMS</td>
<td>Gen. Works Allowance Reconciliation</td>
<td>WAR Construction</td>
<td>12/9/2019</td>
<td>$98,961.47</td>
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<tr>
<td>SVMS</td>
<td>Masonry Allowance Reconciliation</td>
<td>Jones Masonry</td>
<td>12/9/2019</td>
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<tr>
<td>SVMS</td>
<td>PIlg Allowance Reconciliation</td>
<td>Black Warrior Mech.</td>
<td>12/9/2019</td>
<td>$19,050.00</td>
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<td>SVMS</td>
<td>HVAC Allowance Reconciliation</td>
<td>Jolly HVAC</td>
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<td>SVMS</td>
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<td>Premier Service Co</td>
<td>12/9/2019</td>
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<td>SVMS</td>
<td>Site Work Allowance Reconciliation</td>
<td>Ryan Shirley, Inc.</td>
<td>12/9/2019</td>
<td>$3,692.53</td>
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<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>$362,469.79</strong></td>
</tr>
</tbody>
</table>

H. Financial Reports – All Financial Reports are reconciled through November 30, 2019.

X. Consent Items (A – Q)

**Item A**

Approve a contract between Northside Middle School and Jostens, Inc. to publish the yearbook.
Item B
Approve a contract between Faucett-Vestavia Elementary School and Cline Tours to provide transportation for GATE field trip to Nashville, May 5-6, 2020.

Item C
Approve a contract between Hillcrest High School and Lee Troisi to videotape all HCHS varsity boys’ basketball games and provide DVDs of each game.

Item D
Approve a contract between Hillcrest High School and Anthony Shawn Reese to provide set design and construction for HCHS theater production of “Into the Woods” and “25th Annual Putnam County Spelling Bee”.

Item E
Approve a contract between Hillcrest Middle, Duncanville Middle and Kaleidoscope Adventures to provide travel services for both middle school bands’ trip to Atlanta on May 9, 2020.

Item F
Approve a contract between Walker Elementary School and Alabama 4-H Science School for Raptor Trek program held May 11, 2020.

Item G
Approve a contract between Huntington Place Elementary School and Bowlero for top readers reading reward field trip on May 6, 2020.

Item H
Approve a contract between Huntington Place Elementary School and the Gulf Shores Beach Retreat for GATE students’ field trip April 19-21, 2020.

Item I
Approve a contract between Taylorville Primary School and Bill Miller Photography to publish yearbook.

Item J
Approve a contract between Sipsey Valley Middle School and Mary Amato for the purpose of Skyping with students in classes regarding Guitar Notes, a novel study in seventh grade English.

Item K
Approve a contract between Myrtlewood Elementary School and Tuscaloosa Charter, LLC to provide transportation for 1st grade field trip to Huntsville on May 1, 2020.

Item L
Approve Dr. Sanjay Singh to provide psychiatric treatment and consultation including on-call crisis intervention in the ELEVATE program.

Item M
Approve a system-wide contract between the Tuscaloosa County Board of Education and the Druid City Baseball Umpires Association to provide umpires for all home baseball games.

Item N
Approve a contract between the Tuscaloosa County Board of Education and ADAH International LLC for Logistics classroom instruction and training at the Brookwood Career Tech Annex.

Item O
Approve bid #2495 HCHS weight equipment and award bid to Titan Athletics. Bid summary and minutes attached.

Item P
Approve acceptance of funding from the Alabama Department of Education’s Principal Candidate Semester Residency Grant and approve the memorandum of agreement.

Item Q
Declare theft of property at Duncanville Middle School.
Mr. Michael Townsend, Director of Technology gave a presentation to the Board on Powerschool, the new State mandated software that will be replacing INOW.

ITEM IV. STUDENT RECOMMENDATIONS

A 9th grade student from Tuscaloosa County High came before the Board on Offense: 3.11 – Terroristic Threat. The recommendation was for the student to finish the first semester at GRAD and return to Tuscaloosa County High on January 8, 2020. Mr. Smalley made a motion to accept the recommendation and Mr. Calvin seconded the motion. The motion was approved by a unanimous vote.

A 9th grade student from Northside High came before the Board on Offense: 3.19 – any other offense the Principal may deem reasonable. The recommendation was for the student to be expelled from the Tuscaloosa County School System. Mr. Copeland made a motion to accept the recommendation and Mr. Presley seconded the motion. The motion was approved by a unanimous vote.

ITEM V. REVIEW AND ACCEPT, WITHOUT CHANGE, BOARD POLICY 5.70 “STUDENT RECORDS”

The Superintendent recommended that the Board review and accept, without change, Policy 5.70 “Student Records”. Mr. Copeland made a motion to approve the recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote.

ITEM VI. REVIEW AND ACCEPT, WITHOUT CHANGE, BOARD POLICY 4.84 “LIVE WORK IN CAREER/TECHNICAL PROGRAMS”

The Superintendent recommended that the Board review and accept, without change, Policy 4.84 “Live Work in Career/Technical Programs”. Mr. Presley made a motion to approve the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM VII. REVIEW AND ACCEPT, WITHOUT CHANGE, BOARD POLICY 4.82 “SAFETY IN CAREER/TECHNICAL CLASSES”

The Superintendent recommended that the Board review and accept, without change, Policy 4.82 “Safety in Career/Technical Classes”. Mr. Smalley made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM VIII. REVIEW AND ACCEPT, WITHOUT CHANGE, BOARD POLICY 4.81 “CAREER/TECHNICAL COOPERATIVE EDUCATION”

The Superintendent recommended that the Board review and accept, without change, Policy 4.81 “Career/Technical Cooperative Education”. Mr. Copeland made a motion to accept the recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote.

ITEM IX. APPROVE EASEMENT TO ALABAMA POWER FOR UNDERGROUND SERVICE TO THE NEW TUSCALOOSA COUNTY HIGH SCHOOL SOFTBALL FACILITY
The Superintendent recommended that the Board approve an easement to Alabama Power for underground service to the new Tuscaloosa County High School Softball facility. Mr. Barnett made a motion to accept the recommendation and Mr. Calvin seconded the motion. The motion was approved by a unanimous vote.

**ITEM X. APPROVE CHANGE ORDERS (DEDUCTS) FOR UNUSED ALLOWANCES ON PROJECTS AT SIPSEY VALLEY MIDDLE SCHOOL, MAINTENANCE ARMORY, MAXWELL ELEMENTARY, ECHOLS MIDDLE SCHOOL, AND BROOKWOOD ELEMENTARY SCHOOL FOR A TOTAL (DEDUCT) AMOUNT OF $362,469.79**

The Superintendent recommended that the Board approve change orders (deducts) for unused allowances on projects at Sipsey Valley Middle School, Maintenance Armory, Maxwell Elementary, Echols Middle School, and Brookwood Elementary School for a total (deduct) amount of $362,469.79. Mr. Calvin made a motion to accept the recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote.

**ITEM XI. FINANCIAL REPORTS**

Mr. Danny Higdon, Chief School Financial Officer presented the financial statement for the year ending November 30, 2019. The Superintendent recommended that the Board accept the financial statement as presented. Mr. Smalley made a motion to accept the recommendation and Mr. Calvin seconded the motion. The motion was approved by a unanimous vote.

**ITEM XII. APPROVE EMERGENCY WORKS PROJECT AT DAVIS-EMERSON MIDDLE**

The Superintendent recommended that the Board approve an emergency works project for the repair of sewer line at Davis-Emerson Middle School. Mrs. Jones made a motion to accept the recommendation and Mr. Presley seconded the motion. The motion was approved by a unanimous vote.

**ITEM XIII. CONSENT ITEMS**

The Superintendent recommended that the Board approve consent items (A - Q) as presented. Mr. Presley made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

**ITEM XIV. HUMAN RESOURCES REPORT**

Dr. Mays presented the following human resources report for Monday, December 9, 2019.

**HUMAN RESOURCES REPORT**

**MONDAY, DECEMBER 9, 2019 – CERTIFIED**

**CONDITIONAL EMPLOYMENT UNDER THE ALABAMA CHILD PROTECTION ACT (1999)**

Riley Michelle Davoren – Tuscaloosa County High - English Teacher (EMERGENCY CERTIFICATE) (FOR THE 2019-2020 SCHOOL YEAR ONLY) (Bachelor’s Degree – The University of North Carolina at Charlotte) – Replacing Jayme Barkdoll (resigned – Effective date TBD.

James Tanner Lloyd – Collins-Riverside Middle/Echols Middle – Choral Music Teacher (Bachelor’s Degree – Troy University) Replacing Madison Carter (resigned) – Effective date TBD.

**CHANGE OF EMPLOYMENT/PROMOTION**


Glenda R. Sims – Taylorville Primary – Elementary Teacher (EMERGENCY CERTIFICATE) (FOR THE 2019-2020 SCHOOL YEAR ONLY) (Master’s Degree – The University of Alabama) – (from Big Sandy Elementary, Taylorville Primary,


FAMILY AND MEDICAL LEAVE


Joseph Wendell Gibbs – Hillcrest Middle – Science Teacher - requests a Family and Medical Leave from (approximately) December 9, 2019, until January 6, 2020.

Cristina Tiffany Mankin – Lloyd Wood Education Center – Behavior Interventionist - requests a Family and Medical Leave from (approximately) December 2, 2019, until February 3, 2020.


Amy Nicole Slusher – Huntington Place Elementary – Elementary Teacher - requests a Family and Medical Leave from (approximately) December 2, 2019, until December 16, 2019.

MATERNITY LEAVE


RESIGNATION


MONDAY, DECEMBER 9, 2019 – CLASSIFIED

CONDITIONAL EMPLOYMENT UNDER THE ALABAMA CHILD PROTECTION ACT (1999)


TRANSFER

Felisa Goodman Hicks – Walker Elementary – Special Education Para-Educator – (from Tuscaloosa County High – Special Education Para-Educator) – (Unit will shift from Tuscaloosa County High to Walker Elementary) – Effective date TBD.

FAMILY AND MEDICAL LEAVE

Modesta Anrea Smiley – Holt Elementary – Special Education Para-Educator - requests a Family and Medical Leave from (approximately) November 1, 2019, until February 29, 2020.

Valerie Ann Yarbrough – Huntington Place Elementary – Physical Education Para-Educator - requests a Family and Medical Leave from (approximately) November 20, 2019, until December 18, 2019.

RESIGNATION


EFFECTIVE DATE CHANGE

Shalana Faye Ledbetter – Transportation Department – Bus Driver (Bus #19) – Effective December 2, 2019.

DECEASED


TEACHER SUBSTITUTES  |  CNP SUBSTITUTE  |  CUSTODIAL SUBSTITUTE
---|---|---
Cadice Carden | Kristina Garnett | Keith Williams
Veronica Cook | Joann Dunn | Theresa Gamble
Jasmine Hallman | Ashley Harris | Jenna Hart
Sarah Jones | Emilee Mann | Kristin Pendley
Angela Pennington | Justice Shattuck | Alana Turner
Deon Washington | Shequita Wilkerson | Glenda Williams
Shequita Wilkerson | Glenda Williams | Michaela Woday

NURSE SUBSTITUTE

Leigh Bonner
SUPPLEMENTAL CONTRACT CHANGES

<table>
<thead>
<tr>
<th>NAME</th>
<th>School</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carlin Homan</td>
<td>Sipsey Valley High</td>
<td>ADD Enrichment – Archery</td>
</tr>
<tr>
<td>Mona Lesia Sellers</td>
<td>Sipsey Valley High</td>
<td>ADD Enrichment - Robotics</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL CONTRACTS

<table>
<thead>
<tr>
<th>NAME</th>
<th>School/Program</th>
<th>Position</th>
<th>Rate</th>
<th>Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lisa Bailey</td>
<td>Sipsey Valley High</td>
<td>Gate Worker</td>
<td>*hourly rate</td>
<td>Local School</td>
</tr>
<tr>
<td>Michaela Daugherty</td>
<td>Myrtlewood Elem</td>
<td>Extended Day Teacher</td>
<td>$14.00/hr</td>
<td>Local School</td>
</tr>
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<td>Julie McGillivray</td>
<td>Northside Middle</td>
<td>A+ College Ready</td>
<td>$75.00</td>
<td>A+ College Coordinator Grant</td>
</tr>
<tr>
<td>Madeline Seeley</td>
<td>Lake View Elem</td>
<td>Chess Club Teacher</td>
<td>$325.00</td>
<td>Local School (2018-2019 School Year)</td>
</tr>
</tbody>
</table>

TEMPORARY/PART-TIME EMPLOYEE AGREEMENTS

Alexis Skyler Maria Acevedo – Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Dana M. Armstrong – Brookwood High – Assist with Musical Theater – Effective December 10, 2019 – May 1, 2020 - $20.00 per hour – Local School Funds.


Sala Tumpe Bandele-Jackson - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Cassandra Flores-Everett – Duncanville Middle – Flute Instructor – Effective October 15, 2019 – August 1, 2020 - $9.00 per hour – Local School Funds.

Kay Wheat Fransiolli - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $15.00 per hour – Title III Funds.

Kaitlin Nicole Holt - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Riley Jameson Mills - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Aubriana Nicole Minimi - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Lillian Lawless Roberts – Sipsey Valley Middle/Sipsey Valley High – Choir Accompanist – December 10, 2019 – August 10, 2020 - $30.00 per hour – Local School Funds.

Sarah Kathryn Smalley – Maxwell Elementary – Extended Day Worker – January 6, 2020, until the remainder of the 2019-2020 School Year - $8.50 per hour – Local School Funds.

Juliana M. Springfield – Hillcrest High – Tutoring/Translator – December 10, 2019, until the remainder of the 2019-2020 school year - $30 per hour – Local School Funds.

Audrey Marie Stelmach - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.
Natasha Viktoria Stevanovich - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Isabella Threeton - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

Mykaela Justine Watt - Central Office/ESL Department – ESL Tutor – Effective 2019-2020 School Year - $10.00 per hour – Title III Funds.

The Superintendent recommended that the Board approve the Human Resources report as presented. Mr. Copeland made a motion to accept the recommendation and Mr. Presley seconded the motion. Mr. Copeland, Mr. Presley, Mr. Barnett, Mrs. Jones and Mr. Calvin voted for the motion. Mr. Smalley abstained from voting.

ITEM XV. INFORMATION ITEMS

- The first semester of the 2019-2020 school year is quickly coming to a close. The last day for students will be Friday, December 20th and it will be a half day for students. Faculty and staff will be dismissed for the holiday break after students have had a reasonable time to safely reach homes. The central office will close at 2:00 on December 20th.

- The winter holidays for students will begin after dismissal on December 20th and continue through Tuesday, January 7th. The first day of the second semester of school for students will be Wednesday, January 8th. All faculty and staff will return on Monday, January 6th.

- We wish everyone a very happy, restful, and safe holiday season.

ITEM XVI. ADJOURNMENT

There was no further business brought before the board and a motion was made by Mr. Copeland to adjourn the meeting and seconded by Mr. Smalley. The meeting was adjourned at 5:27 p.m.

TUSCALOOSA COUNTY BOARD OF EDUCATION

CHARLES ORR, PRESIDENT

WALTER W. DAVIE, SECRETARY