The Superintendent recommended that the Board go into executive session for the purpose of formal hearings. Mr. Smalley made the motion to accept the recommendation and Mr. Calvin 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  
Mr. Joe Calvin  
Mrs. Portia Jones

ITEM I. ADJOURNMENT

The Board President, Mr. Presley, recommended that the meeting be adjourned. Mr. Smalley made the motion to accept the recommendation and Mr. Barnett seconded the motion. The motion was approved by a unanimous vote and the meeting was dismissed at 5:20 p.m.

REGULAR MEETING
5:00 P.M.

The Tuscaloosa County Board of Education met in a called meeting on Monday, September 23, 2019 at 5:28 p.m. Mr. Don Presley, President, called the meeting to order.

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

Mr. Joe Calvin gave the invocation.

Dr. Mr. Walter Davie led the pledge.

ITEM I. APPROVAL OF MINUTES

The minutes from September 9, 2019 were approved. Mr. Barnett made the motion to approve the minutes and Mr. Calvin 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. Mr. Copeland made the motion to accept the Superintendent’s recommendation and Mr. Orr seconded the motion. The motion was approved by a unanimous vote.
I. Call to order

II. Roll call

III. Invocation

IV. Pledge of Allegiance

V. Approval of Minutes

VI. Adoption of Agenda

VII. Action Items

A. Student Recommendations

B. Second Reading and approve 2019-2020 Salary Schedule.

C. Approve Teacher Evaluation Tool.

D. Approve May 8, 2020 as the last day for seniors.


F. Approve HVAC contract.

G. Approve sale of surplus playground equipment.

H. Approve facility naming procedures.

I. Approve contract between Sain & Associates for traffic impact study.

J. Approve waiver request for non-attendance day at Flatwoods Elementary.

K. Approve contract with Blackboard, Inc. for mass notifications system.

L. Approve supplemental contract for Mary Porter to act as Interim Principal at Englewood Elementary.

M. Approve maintenance contract for fencing projects between the Tuscaloosa County Board of Education and Allstar Service Pro for the 2019-2020 school year.


VIII. Consent Items (A – ii)

Item A

Approve a contract between Walker Elementary School and Thrasher Brothers Trailways to provide transportation for 2nd grade field trip to DeSoto Caverns on October 1, 2019.

Item B

Approve a contract between Northside High School and Take Me Too Travels, to provide transportation for English field trip to New Orleans, December 7-10, 2019.

Item C

Approve a contract between Davis-Emerson Middle School and BSN Sports Rewards Program for the purchase and supply of athletic apparel and equipment.

Item D

Approve a contract between Hillcrest Middle School and Worldwide Travel & Tours to provide transportation for 7th grade field trip to Chattanooga on October 4, 2019.

Item E

Approve a contract between Hillcrest Middle School and Worldwide Travel & Tours to provide transportation for 6th grade field trip to Chattanooga on February 21, 2020.

Item F

Approve a contract between Maxwell Elementary School and Fun Source, Inc., to rent inflatables for Fall Carnival on November 1, 2019
Item G
Approve a contract between Maxwell Elementary School and Bill Miller Photography to publish the yearbook.

Item H
Approve a contract between Brookwood Elementary School and Lifetouch to publish the yearbook.

Item I
Approve a contract between Brookwood Elementary School and Landmark Tour & Travel, LLC to provide transportation for 5th grade field trip to Dauphin Island and New Orleans, March 9-11, 2020.

Item J
Approve a contract between Tuscaloosa County High School and Tuscaloosa Charter, LLC to provide transportation for TCHS Band trip to Montgomery, January 17, 2020.

Item K
Approve a contract between Lake View Elementary School and Bounce Rentals 4 You, LLC to rent inflatables for Fall Festival on October 4, 2019.

Item L
Approve a contract between Big Sandy Elementary School, Crestmont Elementary School and Cline Tours, Inc., to provide transportation for GATE students’ field trip to Gulf Shores on March 4-6, 2020.

Item M
Approve a contract between Big Sandy Elementary School, Crestmont Elementary School and Marine Science Adventures Field Trip DBA The Gulf Shores Beach Retreat for GATE students field trip to Gulf Shores on March 4-6, 2020.

Item N
Approve a contract between Big Sandy Elementary School and Bill Miller Photography to publish the yearbook.

Item O
Approve a contract between Big Sandy Elementary School and Booster Enterprises, Inc., to hold a BoosterThon Fun Run event on November 15, 2019.

Item P
Approve a contract between Hillcrest High School and Landmark Tour & Travel to provide transportation for choral department field trip to Orlando, November 29 – December 3, 2019.

Item Q
Approve a contract between Vance Elementary School and Brightspark Travel to provide travel arrangements for 5th grade field trip to Washington and New York, April 27 – May 1, 2020.

Item R
Approve a contract between Vance Elementary School and T-Town Bounce to rent inflatables for PTO Fall Festival, October 4, 2019.

Item S
Approve a contract between Vance Elementary School and Landmark Tour and Travel to provide transportation for 3rd grade field trip to Chattanooga, May 6, 2020.

Item T
Approve a contract between Cottondale Elementary School and CHOM for kindergarten field trip February 13, 2020.

Item U
Approve a contract between Cottondale Elementary School and Bill Miller Photography to publish the yearbook.

Item V
Approve a contract between Cottondale Elementary School and SWANK Movie Licensing USA for providing an annual public performance site license for the 2019-2020 school year.
Item W
Approve a contract between Huntington Place Elementary School and Landmark Tour and Travel to provide transportation for 4th grade field trip to 4-H Center in Columbiana on November 1, 2019.

Item X
Approve a contract between Huntington Place Elementary School and Landmark Tour and Travel to provide transportation for 4th grade field trip to Montgomery on April 9, 2020.

Item Y
Approve a contract between Northport Elementary School and T-town Bounce to rent inflatables for fall festival on October 5, 2019.

Item Z
Approve a contract between Brookwood High School and the Arts and Humanities Council of Tuscaloosa County, Inc., to rent the Bama Theatre for a Beauty Walk on January 18, 2020.

Item aa
Approve a contract between Brookwood High School and Hughes Flooring Designs to strip and wax gym floor.

Item bb
Approve a contract between the Tuscaloosa County Board of Education and Kentuck Arts to provide shuttle bus service for the 2019 Kentuck Arts Festival on October 12-13, 2019.

Item cc
Approve a contract between the Tuscaloosa County Board of Education and Hughes and Mullenix to install HVAC/R equipment county-wide on an as needed basis.

Item dd
Approve a contract between the Tuscaloosa County Board of Education and Isbell Insulation for installation of canopy for the welding program at Hillcrest High School.

Item ee
Approve renewal of contract between the Tuscaloosa County Board of Education and Rosetta Stone to provide English Language Learner services to TCSS students.

Item ff
Approve a contract between the Tuscaloosa County Board of Education and Nancy Terry to mentor principals as assigned by the Superintendent to complete requirements as described in the “Principal Development & Mentoring Program.”

Item gg
Approve a contract between the Tuscaloosa County Board of Education and Reba Caldwell to mentor principals as assigned by the Superintendent to complete requirements as described in the “Principal Development & Mentoring Program.”

Item hh
Approve a contract between the Tuscaloosa County Board of Education and Connie Coleman to mentor principals as assigned by the Superintendent to complete requirements as described in the “Principal Development & Mentoring Program.”

Item ii
Declare the attached lists from Hillcrest High, Big Sandy Elementary, Englewood Elementary, Faucett-Vestavia Elementary, Flatwoods Elementary, Duncanville Middle and Vance Elementary as surplus property to be disposed of. Also declare the laptop computer, BWMS 0815, at Brookwood Middle School surplus and allow them to dispose of it.

IX. Human Resources Report
A. Certified/Classified
X. Information Items
XI. Announcements
XII. Adjournment
ITEM III. STUDENT RECOMMENDATIONS

A 12th grade student from Tuscaloosa County High came before the Board on Offense 3.08 – Possession of Firearm. The recommendation was for 10 days out of school suspension and return to school. Mr. Barnett made a motion to accept the recommendation and Mr. Smalley seconded the motion. Mr. Orr, Mr. Copeland, Mr. Barnett, Mr. Smalley and Mr. Calvin made a motion to accept the recommendation. Mrs. Jones voted against the recommendation.

A 9th grade student from Tuscaloosa County High came before the Board on Offense: 3.11 – Terroristic Threat. The recommendation was the student attend GRAD for 45 days and report back to the Board. Mr. Orr made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM IV. APPROVE TEACHER EVALUATION TOOL

The Superintendent recommended that the Board approve the Teacher Evaluation Tool as presented. Mr. Calvin made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM V. APPROVE MAY 8, 2020 AS THE LAST DAY FOR SENIORS

The Superintendent recommended that the Board approve May 8, 2020 as the last day for seniors. Mr. Smalley made a motion to accept the recommendation and Mr. Orr seconded the motion. The motion was approved by a unanimous vote.

ITEM VI. APPROVE 2019-2020 SALARY SCHEDULE

The Superintendent recommended that the Board approve the 2019-2020 Salary Schedule as presented. Mr. Barnett made a motion to accept the recommendation and Mr. Orr seconded the motion. The motion was approved by a unanimous vote.

ITEM VII. APPROVE HVAC CONTRACT WITH HONEYWELL BUILDING SOLUTIONS

The Superintendent recommended that the Board approve the HVAC contract to Honeywell Building Solutions as presented, with the exception of the indemnity strike and dispute resolution on page 5, paragraph 7 and page 7, paragraph 12. Mr. Orr made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM VIII. APPROVE SALE OF SURPLUS PLAYGROUND EQUIPMENT

The Superintendent recommended that the Board approve the sale of surplus playground equipment located at the old Sprayberry Building. Mr. Smalley made a motion to accept the recommendation and Mr. Orr seconded the motion. The motion was approved by a unanimous vote.

ITEM IX. APPROVE FACILITY NAMING PROCEDURES

The Superintendent recommended that the Board approve the Facility Naming Procedures as presented. 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 CONTRACT BETWEEN SAIN & ASSOCIATES FOR TRAFFIC IMPACT STUDY

The Superintendent recommended that the Board approve the contract between Sain & Associates for the traffic impact study for the new Northport School. Mr. Barnett made a motion to accept the recommendation and Mr. Orr seconded the motion. The motion was approved by a unanimous vote.

ITEM XI. APPROVE WAIVER REQUEST FOR NON-ATTENDANCE DAY AT FLATWOODS ELEMENTARY

The Superintendent recommended that the Board approve waiver request to the State Department of Education for the non-attendance day at Flatwoods Elementary due to a break in the water
main. Mr. Calvin made a motion to accept the recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote.

ITEM XII. APPROVE CONTRACT WITH BLACKBOARD, INC., FOR MASS NOTIFICATION SYSTEM

The Superintendent recommended that the Board approve a contract with Blackboard, Inc., for the mass notifications system. Mr. Orr made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM XIII. APPROVE SUPPLEMENTAL CONTRACT FOR MARY PORTER TO ACT AS INTERIM PRINCIPAL AT ENGLEWOOD ELEMENTARY

The Superintendent recommended that the Board approve the Supplemental Contract for Mary Porter to act as Interim Principal at Englewood Elementary. Mr. Orr made a motion to accept the recommendation and Mr. Smalley seconded the motion. The motion was approved by a unanimous vote.

ITEM XIV. APPROVE MAINTENANCE CONTRACT FOR FENCING PROJECTS BETWEEN THE TUSCALOOSA COUNTY BOARD OF EDUCATION AND ALLSTAR SERVICE PRO FOR THE 2019-2020 SCHOOL YEAR

The Superintendent recommended that the Board approve fencing projects between the Tuscaloosa County Board of Education and Allstar Service Pro for the 2019-2020 school year. Mr. Calvin made a motion to accept the recommendation and Mr. Orr seconded the motion. The motion was approved by a unanimous vote.

ITEM XV. FINANCIAL REPORTS

Mrs. Michelle Townsend, the School Systems Accountant, presented the financial statement for the year ending August 31, 2019. Mr. Barnett made a motion to accept the recommendation and Mr. Copeland seconded the motion. The motion was approved by a unanimous vote.

ITEM XIV. CONSENT ITEMS

The Superintendent recommended that the Board approve consent items (A - ii) as presented, with a correction on Items ff, gg, and hh whereby the contract states for principal mentoring and should be for transcript audits. Mr. Orr made a motion to accept the recommendation and Mrs. Jones seconded the motion. The motion was approved by a unanimous vote.

ITEM XVII. HUMAN RESOURCES REPORT

Dr. Mays presented the following human resources report for Monday, September 23, 2019.

HUMAN RESOURCES REPORT

MONDAY, SEPTEMBER 23, 2019 – CERTIFIED

CONDITIONAL EMPLOYMENT UNDER THE ALABAMA CHILD PROTECTION ACT (1999)

Kathleen B. King – Tuscaloosa County High – Special Education Teacher (Collaborative) (Master’s Degree – The University of West Alabama) – Replacing Hanna Tinker (resigned) – Effective October 1, 2019.

CHANGE OF EMPLOYMENT/PROMOTION

FAMILY AND MEDICAL LEAVE

Tameka Shamery Rice – Englewood Elementary – Principal - requests a Family and Medical Leave from (approximately) September 3, 2019, until November 4, 2019.

CATASTROPHIC LEAVE
Calvin Joseph Summers – Tuscaloosa County High – JROTC Instructor - requests a Catastrophic Leave beginning on September 20, 2019.

LEAVE OF ABSENCE

RESIGNATION
Mary Elizabeth McKeegan – Holt High – English Teacher – Effective Date TBD.

RESIGNATION DATE ASSIGNED

MONDAY, SEPTEMBER 23, 2019 – CLASSIFIED
CONDITIONAL EMPLOYMENT UNDER THE ALABAMA CHILD PROTECTION ACT (1999)

FAMILY AND MEDICAL LEAVE
Shelly Faith Gregory – Lloyd Wood Education Center – Special Education Para-Educator Teacher - requests a Family and Medical Leave from (approximately) September 19, 2019, until October 16, 2019.
Tammy J. Miller – Myrtlewood Elementary – Head Custodian (12-month) - requests a Family and Medical Leave from (approximately) September 5, 2019, until October 31, 2019.
MATERNITY LEAVE


CATASTROPHIC LEAVE

Tynissa Eliane Swiney-Watson – Tuscaloosa County High – Custodian II (12-month) - requests a Catastrophic Leave beginning on September 20, 2019.

CHANGE OF EMPLOYMENT/PROMOTION

Tarnika Shevette Evins - Holt High – CNP Manager – (from Tuscaloosa County High – CNP Assistant Manager) – Replacing Tammy Richardson (resigned) – Effective September 24, 2019.


RETIREMENT

Kathy A. Ingram – Hillcrest Middle – CNP Worker – Effective November 1, 2019.

RESIGNATION


EFFECTIVE DATE CHANGE

Johnnie Mae Cooper – Hillcrest High – Custodian I (12-month) – Effective September 16, 2019

PROBATIONARY CLASSIFIED TERMINATION

The Superintendent recommends that the employment of Shelly Faith Renfroe Gregory, Special Education Para-Educator at Lloyd Wood Education Center, be terminated effective 15 days from the date notice of termination is issued. (October 16, 2019)

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>Rita Boreson</td>
<td>Hillcrest High</td>
<td>Teaching During Prep (US History)</td>
<td>1/7 of daily</td>
<td>Local</td>
</tr>
<tr>
<td>Jonathan Davis</td>
<td>Hillcrest High</td>
<td>Teaching During Prep (CTE–Photography)</td>
<td>1/7 of daily</td>
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<td>Tamela Johnson</td>
<td>Holt High</td>
<td>Asst. Volleyball</td>
<td>*TBD</td>
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<td>Hillcrest High</td>
<td>Teaching During Prep (Biology)</td>
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<td>Teaching During Prep (US History)</td>
<td>1/7 of daily</td>
<td>Local</td>
</tr>
<tr>
<td>Melanie Spencer</td>
<td>Lake View Elem</td>
<td>Extended Day/Enrichment</td>
<td>$15.00/hr</td>
<td>Local School</td>
</tr>
</tbody>
</table>
Jena Swindle  Tuscaloosa County High  Credit Recovery (After School)  $400.00/per month  Local/Credit Recovery

Kathryn Wilkerson  Hillcrest High  Teaching During Prep (Spanish I)  1/7 of daily rate  Local

TEMPORARY/PART-TIME EMPLOYEE AGREEMENTS

Mackenzie Bush – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Karsen Davis – Northport Elementary – Extended Day Teacher Assistant – Effective 2019-2020 School Year - $8.50 per hour – Local School Funds.

Jacob Dennis – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Ana Francisco – Central Office – ESL Translator – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Berkley Gaither – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Christopher Blake Gray – Tuscaloosa County High – Assistant Softball/Pitching Coach – Effective January 8, 2020 - May 21, 2020 - $28.00 per day – Local School.

Madison Gilliland – Taylorville Primary – Extended Day Teacher Assistant – Effective 2019-2020 School Year - $10.50 per hour – Local School Funds.

Russell Greene – Tuscaloosa County High – Horn Lessons & Wind Ensemble Sectionals – Effective October 1, 2019 – September 1, 2020 - $10.00 per hour Band Funds – Non-Public.

Rachel Hammonds – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Nancy Harbin – Buhl Elementary – Extended Day Co-Director – Effective 2019-2020 School Year - $18.00 per hour – Local School Funds.

Jeniya Harris – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.


Tiffanie Hopkin – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Miller Johnson – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Macie Lancaster – Crestmont Elementary – Extended Day Teacher Assistant – Effective 2019-2020 School Year - $8.50 per hour – Local School Funds.

Gwenafaye McCormick – Central Office – Tutoring English as a Second Language – Effective 2019-2020 School Year - $10.00 per hour – Title 1 Funds.

Katherine Wallace – Brookwood High School – Coach & Instruct Majorette Team – Effective 2019-2020 School Year - $12.00 per hour – Local Band Funds.

The Superintendent recommended that the Board approve the Human Resources report as presented. Mr. Barnett made a motion to accept the recommendation and Mr. Copeland seconded the motion. The motion was approved by a unanimous vote.
ITEM XIX. INFORMATION ITEMS

- The Northport Teacher of the Year Banquet will be held Thursday, October 3rd at the Five Points Baptist Church. The banquet begins at 11:30 a.m.
- Our next Board Meeting will be on Monday, October 7th at 5:00 p.m.
- The 5th Annual Worlds of Work, WOW event, will be held Thursday and Friday, October 10 and 11 at Shelton State Community College. Our school system’s 8th graders will be among almost 5,600 who will experience this hands-on career awareness and exploration event. On Thursday afternoon from 2:00 until 6:00, high school students and their parents are encouraged to attend. Friday morning, at 7:30, a V.I.P. breakfast will be held. All are encouraged to visit WOW on one of these two days. An informational flyer is in each of the Board member folders.

ITEM XX. 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. Orr. The meeting was adjourned at 6:00 p.m.

TUSCALOOSA COUNTY BOARD OF EDUCATION

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DON PRESLEY, PRESIDENT

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WALTER W. DAVIE, SECRETARY