

MINUTES
COLUMBIA COUNTY SCHOOL BOARD
NOVEMBER 22, 2011

The Columbia County School Board met in regular session on Tuesday, November 22, 2011, 7:00 P.M., in the Administrative Complex Auditorium. Chairman Johnson, Mr. Hudson, Mr. Hunter, Mr. Maxwell, Mr. Nelson, Attorney Norris, and Superintendent Millikin were present.

Chairman Nelson opened the meeting.

Mr. Allen, Principal, Five Points Elementary, gave the invocation. Students from Five Points Elementary Student Council led the pledge of allegiance to the flag and the chorus performed.

Chairman Nelson welcomed visitors.

Upon recommendation of the Superintendent and concurrence by the Chairman, the following additions/corrections were made to the agenda:

ADDENDUM TO NOVEMBER 22, 2011 AGENDA

Delete item 5. – Presentation

ADDITIONS TO ACTION ITEMS

A. APPROVE PERSONNEL ITEMS:

RECOMMENDATIONS FOR EMPLOYMENT:

INSTRUCTIONAL:

2. Baxter, Steven, Teacher – Adult Education, effective November 28, 2011, replacing Richard McAdams who resigned

NON-INSTRUCTIONAL:

3. Freeman, Jennifer, School Food Service Flex – District School Food Service, effective November 15, 2011, retroactive, replacing Karen Elliott transferred and reclassified

RECOMMENDATIONS FOR REMEDIAL POSITIONS:

7. Blanchard, Karen, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
8. Gilmer, Mary Anne, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
9. Johnson, Judith, Coordinator – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded

10. Mitchell, Pearlrita, Paraprofessional – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
11. Rogers, Rhonda, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
12. Avery, Diane, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
13. Avery, Michael, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
14. Bagg, Douglas, Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
15. Hager, Jill, Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
16. Resta, Maureen, Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
17. Rodriguez, Maria Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
18. Green, Lisa, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
19. Jones, Stephanie, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
20. Kamback, Linda, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
21. McCullough, Teresa, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
22. Mimbs, Patricia, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
23. King, Cordez, Temporary Part-time Paraprofessional Tutor – Melrose Park Elementary, effective October 25, 2011, retroactive
24. Bailey, Nicole, Remedial Teacher – Melrose Park Elementary, effective November 17, 2011 to May 31, 2012, retroactive, Title VI grant funded
25. Armstrong, Takesha, Remedial Paraprofessional – Richardson Middle School, effective November 17, 2011 to March 20, 2011, retroactive, SAI grant funded
26. Flegret, JoAnn, Remedial Paraprofessional – Westside Elementary, effective November 14, 2011 to April 10, 2012, retroactive, grant funded

RECOMMENDATIONS FOR SUBSTITUTES:

5. Corbett, Michael, Substitute Teacher – District, effective November 23, 2011, (Intern)
6. Bedenbaugh, Warren, Substitute Bus Driver, effective November 18, 2011, retroactive

RECOMMENDATIONS FOR EMPLOYMENT OF ATHLETIC EVENTS PERSONNEL:

See attached

**Additions/Corrections to the Consent Agenda:
Attachment A – Personnel Matters**

Add the following to item A. RESIGNATIONS:

- Amend item 4. Williams, Doyle L., effective November 9, 2011 instead of November 8, 2011
- 5. Christy, Pamela, Teacher – Columbia High School, effective December 16, 2011
- 6. Crowder, Connie, Bus Driver – Transportation, effective November 18, 2011 after A.M. route
- 7. Siera, Debra, Data Processor – Westside Elementary, effective December 30, 2011, for the purpose of retirement
- 8. Smith, Cheryl, Teacher – Columbia High School, effective December 16, 2011
- 9. Tannenbaum, Mary, Teacher – Columbia High School, effective November 18, 2011
- 10. Williams, Henry, Custodian – Columbia High School, effective December 16, 2011, for the purpose of retirement

Add the following to item B. Amend Board action of November 8, 2011 as follows:

RECOMMENDATIONS FOR REMEDIAL POSITIONS:

- 10. Aleem, Zumrah, Remedial Paraprofessional – Pinemount Elementary instead of Westside Elementary
- 11. Blevins, Julia, Remedial Paraprofessional – Pinemount Elementary instead of Westside Elementary

RECOMMENDATIONS FOR SUPPLEMENTAL POSITIONS:

- 1. Jones, Mary Beth instead of Johns, Mary Beth, National Honor Society Sponsor

Add the following as Consent Agenda item M:

Approve Non-Instructional, Non-Union Salary Schedule for 2011-2012.

Add the following as Consent Agenda item N:

Approve the 2011-2012 Contract Agreement between The School Board of Columbia County and The Columbia Teachers' Association, pending ratification by CTA.

Add the following as Consent Agenda item O:

Approve the 2011-2012 Contract Agreement between The School Board of Columbia County and The Columbia County Educational Support Personnel Association, pending ratification by CCESPA.

Mr. Hudson moved to close and adopt the agenda with the addendum items and deletion of the presentation, seconded by Mr. Johnson. All concurred.

Mr. Hunter expressed concern regarding the addition of the Union Contracts and the Salary Schedule to the Consent Agenda, noting that he received copies of the documents at the beginning of the meeting. He stated that the Board has not had an Executive Session to discuss the documents as a Board, but has had staff bring documents to the Board Members individually. He requested that the items be placed on the action agenda, considering the four or five different versions the Board has seen, the current economic times and the fact that the Board has not negotiated in the normal fashion that has been precedent for this Board. He further stated that the Board is totally responsible for the budget and expressed his opinion that the Board should have the opportunity to review and discuss it. He requested that the items be added to the action agenda and either it can be tabled for an Executive Session or it can be discussed at this meeting.

Chairman Nelson stated that Consent Agenda items M. N. and O. be moved to action item B.

Mr. Hudson agreed to amend his motion to include moving Consent Agenda items M. N. and O to action items. Mr. Johnson seconded the amendment. The vote was taken on Mr. Hudson's motion. All concurred.

Mr. Hudson moved to approve the following personnel items, seconded by Mr. Maxwell. All concurred.

RECOMMENDATIONS FOR EMPLOYMENT:

INSTRUCTIONAL:

1. Cox-Knowles, Brooke, Teacher – Columbia High School, effective November 14, 2011, retroactive, replacing Danielle Frazee who transferred
2. Baxter, Steven, Teacher – Adult Education, effective November 28, 2011, replacing Richard McAdams who resigned

NON-INSTRUCTIONAL:

1. Davis, D'natalie, School Food Service 6-hr General Assistant – Lake City Middle School, effective November 14, 2011, retroactive, replacing Luz Haggerty who resigned
2. Holloway, Ashley, Paraprofessional – Summers Elementary, effective November 21, 2011, retroactive, replacing Donna Hall who resigned
3. Freeman, Jennifer, School Food Service Flex – District School Food Service, effective November 15, 2011, retroactive, replacing Karen Elliott transferred and reclassified

RECOMMENDATIONS FOR REMEDIAL POSITIONS:

1. Johnson, Greg A., Remedial Math Tutor – Columbia High School, effective November 14, 2011 to March 23, 2012, 4 days / 4 hours, SIG grant funded

2. Stokes, Cheryl, After School Tutor – Ft. White High School, effective November 7, 2011 to April 30, 2012 retroactive, SAI grant funded
3. Rodriguez, Jessica, Paraprofessional – Pinemount Elementary, effective November 1, 2011 to April 18, 2012, retroactive, SIG grant funded
4. Jernigan, Tiara, Remedial Tutor – Richardson Middle School, effective November 15, 2011 to March 20, 2012, retroactive, SAI grant funded
5. Hall, Donna, Remedial Paraprofessional – Summers Elementary, effective November 7, 2011 to June 1, 2012, retroactive, replacing Cynthia Rendel,
6. McRae, Stacy, Remedial Paraprofessional – Melrose Park Elementary, effective November 1, 2011 to April 30, 2012, retroactive, SIG grant funded
7. Blanchard, Karen, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
8. Gilmer, Mary Anne, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
9. Johnson, Judith, Coordinator – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
10. Mitchell, Pearlrita, Paraprofessional – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
11. Rogers, Rhonda, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to April 30, 2012, retroactive, Parent College grant funded
12. Avery, Diane, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
13. Avery, Michael, Remedial Teacher – Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
14. Bagg, Douglas, Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
15. Hager, Jill, Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
16. Resta, Maureen, Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
17. Rodriguez, Maria Remedial Teacher– Ft. White Elementary, effective November 7, 2011 to May 15, 2012, retroactive, After School Program grant funded
18. Green, Lisa, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
19. Jones, Stephanie, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
20. Kamback, Linda, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded

21. McCullough, Teresa, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
22. Mimbs, Patricia, Remedial Teacher (substitute) – Five Points Elementary, effective October 24, 2011 to May 1, 2012, retroactive, grant funded
23. King, Cordez, Temporary Part-time Paraprofessional Tutor – Melrose Park Elementary, effective October 25, 2011, retroactive
24. Bailey, Nicole, Remedial Teacher – Melrose Park Elementary, effective November 17, 2011 to May 31, 2012, retroactive, Title VI grant funded
25. Armstrong, Takesha, Remedial Paraprofessional – Richardson Middle School, effective November 17, 2011 to March 20, 2011, retroactive, SAI grant funded
26. Flegret, JoAnn, Remedial Paraprofessional – Westside Elementary, effective November 14, 2011 to April 10, 2012, retroactive, grant funded

RECOMMENDATIONS FOR SUBSTITUTES:

1. Harris, Bregray, Substitute Teacher – District, effective November 14, 2011, retroactive
2. Highland, William, Substitute Bus Driver – Transportation, effective November 23, 2011
3. Pinette, Sharon, Substitute School Food Service – District School Food Service, effective November 15, 2011, retroactive
4. Canterbury, Vicki, Substitute School Food Service – District School Food Service, effective November 15, 2011, replacing D'natalie Davis who reclassified
5. Corbett, Michael, Substitute Teacher – District, effective November 23, 2011, (Intern)
6. Bedenbaugh, Warren, Substitute Bus Driver, effective November 18, 2011, retroactive

RECOMMENDATIONS FOR SUPPLEMENTAL POSITIONS:

1. Sanders, Tiffany, MS Softball Coach – Ft. White High School, effective November 9, 2011, retroactive, replacing Cassie Sparks who resigned
2. Sparks, Cassie, Assistant Varsity Girls Soccer Coach – Ft. White High School, effective November 7, 2011, retroactive, replacing Cheryl Beckman who resigned
3. Watkins, Caleb, Athletic Director – Richardson Middle School, effective November 1, 2011, retroactive

Mr. Hunter moved to table Consent Agenda items M. N. and O. and schedule an Executive Session to discuss these in the manner in which this Board is accustomed. He stated that since the Board Members just received contract language tonight and considering the circumstances, our economy, the things that affect the school district and the difficulties that we have been through, the Board would better serve the teachers and the county if the Board

Members have an opportunity to review this in an Executive Session. He stated that he wanted to make one thing perfectly clear, he is not saying in any way that the Board does not want to do everything possible to assist our personnel, but rather the Board collectively has not had that opportunity.

Chairman Nelson asked Mr. Hunter for clarification regarding his motion.

Mr. Hunter stated that he is making a motion to table these items and would like to request an Executive Session, noting it could last a long time and there is another meeting scheduled following the board meeting. He reiterated his previous concerns that the Board would best serve the employees and citizens of Columbia County if the Board Members reviewed these documents one additional time.

Chairman Nelson stated that he is in agreement with Mr. Hunter. He stated that the motion to table does not require a second and called for the vote.

Mr. Johnson questioned whether or not there were dates that would need to be adhered to relative to approving the contracts.

Superintendent Millikin stated that he and staff have tried to keep the Board Members apprised independently of what is going on and work within the parameters of what we thought was financially feasible and sustainable with reoccurring monies. It is true we have gone through an unprecedented time the last several years and we have done well. We are beneficial for a number of things this particular financial year in that our staff has worked very hard and we are able to get an advantageous medical renewal plan which that is money that can be spent in a number of ways, salaries or insurance, etc. He stated that a larger number of employees retired than was anticipated, noting that this is a savings of salary and of the health insurance package of \$5500.00 per employee. He further stated that a number of high end top of the salary range employees are leaving this year resulting in a significant savings. He stated that from a financial aspect, we have always tried to work around x amount of money and we are working in the average of a 2% range

Superintendent Millikin stated that the changes in the CTA contract are is very minimal and relative to the CCESPA contract, any language changes have been deferred for one year, noting that is strictly salaries, the average percentage and the past practice is the same that is done for the teachers. He stated that the teacher salary schedule has been restructured to be more attractive at the entry level. He further stated that he and staff feel that they have been prudent and have tried to keep in mind what the Board felt was important. He stated that as far as timeframe, statutorily, there is no timeframe by which you have to adopt something. He stated that a salary schedule was adopted this past summer for the coming year and are will have to

make some adjustments with staff if we are going to try to pay individuals before Christmas. If that cannot be done due to advertising for a special meeting to approve contracts and salary schedules, then we can do something different. He stated that he believes, Mr. Norris can tell him, 48 hours notice is required for a special meeting. He stated that staff has presented the Board Members with a fair and balanced plan.

Chairman Nelson called for the vote.

Mr. Hunter, Mr. Hudson, Mr. Maxwell and Chairman Nelson voted “Yes.” Mr. Johnson voted “No.” Motion carried four to one.

Mr. Hunter requested that in light of all the anticipation about this item and all that it causes to affect in this school district, the board schedule an Executive Session as soon as possible. He stated that he is available tomorrow, Monday or Tuesday.

Chairman Nelson agreed that it needs to be held as soon as possible.

Mr. Hudson moved approve the Consent Agenda items A – L as amended, seconded by Mr. Hunter.

Mr. Hudson expressed concern that the expulsion recommended orders on the agenda concern hearings that were held over four months ago. Chairman Nelson stated that he was the hearing officer on the hearings and the delay was due some outstanding circumstances involving those cases requiring further discussions with legal counsel.

Vote was taken on Mr. Hudson’s motion. All concurred. (copy in smb)

- A. Attachment A – Personnel Matters.....Superintendent
- B. Attachment B – Bids/Purchasing Matters.....Mr. Null
- C. Approve minutes of November 8, 2011.....Superintendent
- D. Approve School Volunteers for the 2011-2012 school year.....Mrs. Spradley
- E. Approve addendum to the Special Program and Procedures ESE manual.
(A copy is available for review in the ESE office.).....Mrs. Talley
- F. Approve Resolution endorsing the Fort White High/Middle School Ichetucknee
Classroom Model – Service Learning PARKNERSHIP. (See attached)
Superintendent
- G. Accept the following donation: Superintendent
A 1985 Chevrolet Recreational Vehicle, valued in excess of \$1,000 donated by
William Corry Lee to the Richardson Middle School 4H Club and FFA Chapter.
This vehicle will be repaired and sold to raise funds to be used for the educational
process through these two organizations.

- H. Action on Expulsion Cases 2011-02 and 2011-03. (See attached) Superintendent
- I. Approve out-of-county attendance requests for the 2011-2012 school year:
(See attached list).....Mr. Carswell
- J. Approve the Financial Statements for the period ending October 31, 2011.
(See attached).....Mrs. Loughran
- K. Adopt changes to the Code of Student Conduct regarding student clubs and
organizations. (See attached).....Superintendent
- L. Approve Leaves:
 - Out-of-State Temporary Duty Leave:
 - (1) Anne P. Eno, School Psychologist, February 20-24, 2012, to attend
the National Association of School Psychologists in Philadelphia,
PA (Travel paid by IDEA funds)
 - (2) Krista Garner, School Psychologist, February 21-24, 2012 to
attend the National Association of School Psychologists in
Philadelphia, PA (Travel paid by IDEA funds)
 - (3) Jason Langston, Lake City Middle School Wrestling Coach,
December 16, 17, 2011, to accompany students to the
Syrup-Maker Wrestling Tournament in Cairo, Georgia
 - Family Medical Leave:
 - (1) Leanne Huesman, Teacher, effective 11/1/11-11/18/11
 - (2) Marlene Carver, Bus Driver, effective 9/20/11-11/14/11
 - (3) Dawnielle Burns, Nurse, effective 10/17/11-11/30/11

ATTACHMENT A – PERSONNEL MATTERS

- A. RESIGNATIONS:
 - 1. Tannenbaum, Mary, Teacher – Columbia High School, effective November 18, 2011
 - 2. Thomas, Jenny, Substitute Teacher – District, effective November 15, 2011
 - 3. Williams, Alice Faye, Bus Attendant – Transportation, effective November 10, 2011
 - 4. Williams, Doyle L., Bus Driver – Transportation, effective November 9, 2011
 - 5. Christy, Pamela, Teacher – Columbia High School, effective December 16, 2011
 - 6. Crowder, Connie, Bus Driver – Transportation, effective November 18, 2011 after
A.M. route
 - 7. Siera, Debra, Data Processor – Westside Elementary, effective December 30, 2011,
for the purpose of retirement
 - 8. Smith, Cheryl, Teacher – Columbia High School, effective December 16, 2011
 - 9. Tannenbaum, Mary, Teacher – Columbia High School, effective November 18, 2011

10. Williams, Henry, Custodian – Columbia High School, effective December 16, 2011, for the purpose of retirement
- B. Amend Board action of November 8, 2011 as follows:
RECOMMENDATIONS FOR SUPPLEMENTAL POSITIONS
 1. Jones, Mary Beth instead of Johns, Mary Beth, National Honor Society Sponsor
 3. Reid, Michael, MS Head Boys Soccer Coach instead of MS Head Basketball Coach.
 10. Aleem, Zumrah, Remedial Paraprofessional – Pinemount Elementary instead of Westside Elementary
 11. Blevins, Julia, Remedial Paraprofessional – Pinemount Elementary instead of Westside Elementary

ATTACHMENT B – BIDS/PURCHASING MATTERS

1. Approve Bids:
 - a. Bid File #3195 – Athletic Materials, Extend one additional year with the same terms, conditions and pricing as originally awarded with companies.
(See attached)
 - b. Bid File #3210 – Integrated Pest Management, Extend one additional year with the same terms, conditions and pricing as originally awarded. (See attached)
2. FWMS Kitchen Addition
 - Approve Final Acceptance
 - Approve Contractor Final Pay Application in the amount of \$33,476.76
 - Approve A/E Invoice #17 in the amount of \$620.48
 - Approve A/E Invoice #18 in the amount of \$3,415.60

Chairman Nelson stated that he agrees with Mr. Hunter that the Executive Session should be scheduled as soon as possible and suggested due to the Thanksgiving Holiday and staff not being available, Monday of next week at 5:00 P.M. in the Administrative Complex Auditorium.

Mr. Norris advised that no notice is required for the Executive Session and that it can be held at any time.

It was consensus of the Board Members to schedule an Executive Session at 5:00 P.M. on Monday, November 28th in the Administrative Complex Auditorium.

Mr. Hunter wished everyone a Happy Thanksgiving.

Mr. Maxwell thanked Five Points Elementary students and staff for the presentation. He wished everyone a Happy Thanksgiving.

Mr. Hudson expressed his opinion that the Board and staff move as quickly as possible relative to the contracts and salary schedules because time is of the essence. He wished everyone a Happy Thanksgiving.

Mr. Johnson wished everyone a Happy Thanksgiving.

Superintendent Millikin wished everyone a Happy Thanksgiving. He stated that he will be happy to provide any information regarding the contracts and salary schedules desired by the Board Members.

Attorney Norris advised the Board Members of a contract regarding a Charter School which will open in August of 2012 and he will keep the Board advised.

Attorney Norris advised of the completion of the acquisition of the old Putnam Street water plant from the City of Lake City. He stated that the property is adjacent to the Melrose Park Elementary School property.

Chairman Nelson stated that relative to the Executive Session scheduled for November 28th, if Board Members have questions, please try to get answers prior to the meeting so that they can come to the meeting informed.

With no further business, Chairman Nelson adjourned the meeting.

Steve Nelson, Chairman

Michael Millikin, Superintendent