

**MINUTES
COLUMBIA COUNTY SCHOOL BOARD
DECEMBER 13, 2011**

The Columbia County School Board met in regular session on Tuesday, December 13, 2011, 7:00 P.M., in the Administrative Complex Auditorium. Chairman Nelson, Mr. Hudson, Mr. Hunter, Mr. Maxwell, Mr. Johnson, Attorney Norris, and Superintendent Millikin were present.

Chairman Nelson opened the meeting.

Mr. Adkins, Principal, Melrose Park Elementary, gave the invocation. The Melrose Park Elementary 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:

**ADD THE FOLLOWING TO ACTION ITEM G. APPROVE PERSONNEL ITEMS
RECOMMENDATIONS FOR REMEDIAL POSITIONS:**

7. DeWitt, Betty, Paraprofessional – Niblack Elementary, effective December 8, 2011 to April 30, 2012, retroactive, SI grant funded
8. Williams, Dasaisha, Paraprofessional – Niblack Elementary, effective December 8, 2011 to April 30, 2012, retroactive, SI grant funded
9. Arnold, Virginia, Remedial Teacher – Pinemount Elementary, effective December 8, 2011 to April 18, 2012, retroactive, Title I grant funded
10. Kirkland, Lorraine, Remedial Paraprofessional – Westside Elementary, effective November 14, 2011 to April 20, 2012, retroactive, SAI grant funded
11. Rowand, Ralph, Remedial Paraprofessional – Westside Elementary, effective November 14, 2011 to April 20, 2012, retroactive, SAI grant funded

RECOMMENDATIONS FOR SUBSTITUTES:

4. Hoffman, Michelle, Substitute Teacher – District, effective December 5, 2011, retroactive, Remedial
5. Stevens, Alex, Substitute Teacher – District, effective December 6, 2011, retroactive, Remedial

RECOMMENDATIONS FOR SUPPLEMENTAL POSITIONS:

4. Highland, William, MS Head Boys Basketball Coach – Ft. White High School, effective November 22, 2011, retroactive
5. Langston, Jason, Head Wrestling Coach – Lake City Middle School, effective December 6, 2011, retroactive

RECOMMENDATIONS FOR EMPLOYMENT: INSTRUCTIONAL:

1. Blair, Chelsea, Teacher – Columbia High School, effective December 12, 2011, retroactive, replacing Mary Tannenbaum who resigned
2. Swisher, Suzanne, Teacher – Westside Elementary, effective January 2, 2012, replacing Catherine Kuykendall

ADDITIONS/CORRECTIONS TO THE CONSENT AGENDA:

ADD THE FOLLOWING TO ATTACHMENT A – PERSONNEL MATTERS

A. RESIGNATIONS:

7. Prince, Emilie, Teacher – Columbia High School, effective January 31, 2012
8. Sloan, Dyanna, Student Care Attendant – Five Points Elementary, effective December 16, 2011

Item D. – Additional School Volunteers

Add the following as Consent Agenda item K. Action on Expulsion Case 2011-01

Chairman Nelson welcomed visitors. He informed the audience that following Action Item 7. A., the Board would adjourn the meeting for a brief Executive Session to confer with legal counsel for collective bargaining purposes.

Mr. Hunter moved to close and adopt the agenda with the addendum items, seconded by Mr. Hudson. All concurred.

Mrs. Sonya Judkins, Principal, Lake City Middle School recognized Lowes Garden Center Manager and Assistant for the donation of plants and potting soil.

Mrs. Judkins also recognized Mr. Don Sloan, Lake City Middle School Art Teacher and Ms. Pat Sinor, Student Care Attendant, who presented a book entitled “What I Love About Florida”. The book was written and illustrated by students and has since been copyrighted and re-printed. Books were distributed to the Board Members and Superintendent.

Mrs. Dorothy Spradley, District Volunteer/Education Marketing Coordinator presented information on the Exxon Mobil Educational Alliance Grants in the amount of \$500.00 each for: Five Points Elementary, Niblack Elementary, Pinemount Elementary and Westside Elementary. She stated that Board Member Hudson was instrumental in acquiring these grants for the school district. Checks were distributed by Mr. Hudson, Chairman Nelson and Superintendent Millikin.

Mr. Richard Powell presented the Schools Internal Accounts Audit Report.

Mr. Hudson moved to approve the Schools Internal Accounts Audit and Columbia County Public School Foundation, Inc. Audit for the year ended June 30, 2011, seconded by Mr. Maxwell. All concurred. (copy in smb)

Chairman Nelson stated that at this time the Board would suspend the regular meeting to meet in a brief Executive Session to confer with legal counsel for collective bargaining purposes.

Chairman Nelson called the meeting back to order.

Mr. Hudson moved to approve the Non-Instructional, Non-Union Salary Schedule for 2011-2012, seconded by Mr. Johnson. All concurred. (copy in smb)

Mr. Hunter moved to 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, seconded by Mr. Hudson. All concurred. (copy in smb)

Mr. Maxwell moved to reject Supplement #1 for 2011-2012 to the 2010-2013 Contract Agreement between The School Board of Columbia County and The Columbia Teachers' Association as presented, seconded by Mr. Hunter. Mr. Maxwell, Mr. Hunter and Chairman Nelson voted "Yes." Mr. Hudson and Mr. Johnson voted "No." Motion carried three to two.

Mr. Maxwell moved to approve Supplement #1 for 2011-2012 to the 2010-2013 CTA Contract with the exception of deleting the proposed preamble paragraph located in Article XII relating to Teacher Assessment. In response to a question for clarification from Mr. Hunter, Chairman Nelson stated that this motion would approve the salary schedule and all contract language. Mr. Hunter seconded Mr. Maxwell's motion.

Mr. Hudson stated that he favored approving the contract as presented because he thought the preamble language could have been worked out. He further stated that he will vote for the contract with the deletion of the preamble because he wants to be perceived by the employees as being on the same team. Mr. Johnson stated that he feels the same as Mr. Hudson on the issue. The vote was taken on Mr. Maxwell's motion. All concurred. (copy of contract in smb)

Superintendent Millikin mentioned that all three contracts approved are retroactive back to July 1, 2011, which is no different than what the Board has approved in the past.

Mr. Hudson commented relative to the Resolution Changing the Boundaries of the School Board Member Residence Areas. He stated that the County Commissioners charter required them to bring their boundaries back in line with the population as the census was taken in 2010. He stated that the school board is not ruled by that, however, the school board and the County Commissioners have always had the same boundaries and it makes it a lot easier for the supervisor of elections office to prepare ballots. He stated that the supervisor of elections office submitted four plans with clean lines which were drawn up by an outside company with no local ties, however, the County Commissioners were not satisfied and a fifth plan was drawn up outside the scope of the supervisor of elections office. He stated that as a result, a part of his neighborhood was taken out of his district, but it does not take him out of his district. He noted that if the residents need help from him, he will help them. He stated that it is a matter of whether or not the Board supports the County Commissioners' plan, noting that the Board does not have to support it and does not have to redistrict until 2013.

Mr. Hunter stated that 10 years ago, he and Mr. Hudson served on the redistricting committee and these problems were worked out, but for some reason the school board was left out this time. He expressed his opinion that the goal of redistricting should be to preserve the integrity of the district as much as possible. He further stated that if it is consensus, perhaps the board should draft a letter to the County Commissioners to request that the Board be involved in such decisions in the future.

Mr. Maxwell stated that he felt that District II, which is such a large district, would have been better served by some of the residents being in placed in different districts and was disappointed that the County Commissioners did not consider that.

Mr. Maxwell moved to adopt a Resolution Changing the Boundaries of the School Board Member Residence Areas as the County Commissioners determined, seconded by Mr. Hunter. Mr. Maxwell, Mr. Hunter, Mr. Johnson voted "Yes". Mr. Hudson and Chairman Nelson voted "No". Motion carried three to two.

Mrs. Smith, Assistant Superintendent reviewed the application process for "Vine Academy of the Arts."

Mr. Johnson moved to approve the initial application for "Vine Academy of the Arts" charter school subject to open the 2012-2013 school year, seconded by Mr. Hunter. All concurred. (copy in smb)

Mr. Maxwell moved to approve personnel items, including addendum items, seconded by Mr. Johnson. All concurred.

RECOMMENDATIONS FOR REMEDIAL POSITIONS:

1. Alexander, Lashunda, Paraprofessional – Ft. White Elementary, effective December 1, 2011 to April 30, 2012, retroactive, Parent College grant funded
2. Hoffman, Michelle, Paraprofessional – Eastside Elementary, effective November 1, 2011 to April 30, 2012, retroactive, School Improvement grant funded
3. Rutter, Denine, Remedial Paraprofessional – Summers Elementary, effective November 28, 2011 to May 1, 2012, retroactive, School Improvement grant funded
4. Sanders, Tiffany, Paraprofessional – Ft. White Elementary, effective December 1, 2011 to April 30, 2012, retroactive, Parent College grant funded
5. Smith, Sandra, Paraprofessional – Ft. White Elementary, effective December 1, 2011 to April 30, 2012, retroactive, Parent College grant funded
6. Stevens, Alex, Remedial Tutor – Columbia High School, effective December 5, 2011 to April 6, 2012, retroactive, SAI School Improvement grant funded
7. DeWitt, Betty, Paraprofessional – Niblack Elementary, effective December 8, 2011 to April 30, 2012, retroactive, SI grant funded
8. Williams, Dasaisha, Paraprofessional – Niblack Elementary, effective December 8, 2011 to April 30, 2012, retroactive, SI grant funded
9. Arnold, Virginia, Remedial Teacher – Pinemount Elementary, effective December 8, 2011 to April 18, 2012, retroactive, Title I grant funded
10. Kirkland, Lorraine, Remedial Paraprofessional – Westside Elementary, effective November 14, 2011 to April 20, 2012, retroactive, SAI grant funded
11. Rowand, Ralph, Remedial Paraprofessional – Westside Elementary, effective November 14, 2011 to April 20, 2012, retroactive, SAI grant funded

RECOMMENDATIONS FOR SUBSTITUTES

1. Kuykendall, Tracy, Substitute Teacher – District, effective December 2, 2011, retroactive, Intern
2. Livingston, Heather, Substitute Teacher – District, effective December 2, 2011, retroactive, Intern
3. Stokes, Gloria, Substitute Teacher – District, effective December 5, 2011, retroactive, Remedial
4. Hoffman, Michelle, Substitute Teacher – District, effective December 5, 2011, retroactive, Remedial
5. Stevens, Alex, Substitute Teacher – District, effective December 6, 2011, retroactive, Remedial

RECOMMENDATIONS FOR SUPPLEMENTAL POSITIONS:

1. Brown, Ashley, SAC-Chairperson – Challenge Learning Center, effective 11/28/2011, retroactive
2. Plank, DeAndra, Volleyball Coach – Columbia High School, effective October 6, 2011, retroactive
3. Wohlstein, Doug, Boys Assistant Soccer Coach – Ft. White High School, effective November 14, 2011, retroactive
4. Highland, William, MS Head Boys Basketball Coach – Ft. White High School, effective November 22, 2011, retroactive

- 5. Langston, Jason, Head Wrestling Coach – Lake City Middle School, effective December 6, 2011, retroactive

RECOMMENDATION FOR EXTENDED DAY:

Sanders, Tracy, Teacher – Columbia High School, effective November 22, 2011 to June 1, 2012 retroactive

RECOMMENDATIONS FOR EMPLOYMENT OF ATHLETIC EVENTS PERSONNEL:

(see attached)

RECOMMENDATIONS FOR EMPLOYMENT: INSTRUCTIONAL:

- 1. Blair, Chelsea, Teacher – Columbia High School, effective December 12, 2011, retroactive, replacing Mary Tannenbaum who resigned
- 2. Swisher, Suzanne, Teacher – Westside Elementary, effective January 2, 2012, replacing Catherine Kuykendall

Chairman Nelson closed regular meeting and opened the public hearing on the following New and Revised Policy Amendments.

- 4.20 Participation of Home Education and Private School Students in Extracurricular Activities
- 5.21 Use of Time Out, Seclusion and Physical Restraint for Students With Disabilities
- 6.18 Contracts: Instructional and Administrative Personnel
- 6.30 Salary Schedules
- 6.47 Nursing Mothers
- 7.01 Budget

There was no discussion.

Chairman Nelson closed the public hearing and reopened the regular meeting.

Mr. Johnson moved to approve the new and revised Policy Amendments as listed above, seconded by Mr. Hudson. All concurred. (copy in smb)

Mr. Johnson moved to approve the Consent Agenda items A – K as amended, seconded by Mr. Hudson. All concurred. (copy in smb)

- A. Attachment A – Personnel Matters.....Superintendent
- B. Attachment B – Bids/Purchasing Matters.....Mr. Null
- C. Approve minutes of November 22, 2011, reorganization meeting and regular meeting. (See attached).....Superintendent
- D. Approve School Volunteers for the 2011-2012 school year.
(Copies of lists available in Mrs. Spradley’s office.)

- E. Accept the following donations: Superintendent
Lake City Middle School:
Plants and potting soil valued at \$1195.00 from Lowes to be used in planters in front of the library, FFA green house and garden area.
Westside Elementary School:
A check in the amount of \$5,500.00 from Westside Elementary PTO. The funds will be used to assist in the purchase of educational materials for each grade level, ESE, and Special Areas.
- F. Approve request for each “Teacher of the Year” nominee to be awarded \$250.00 and the “Columbia County Teacher of the Year” to be awarded an additional \$250.00.....Mrs. Spradley
- G. Approve request for each “School-Related Employee of the Year” nominee to be awarded \$125.00 and the “Columbia County School-Related Employee of the Year to be awarded an additional \$125.00.....Mrs. Spradley
- H. Approval of the 2012-13 District School Calendar. (See attached)
Mrs. Spradley
- I. Approve Usage Agreement between the Suwannee Valley Community Coordinated Child Care, Inc. and the Columbia County School Board.....Supt. (See attached)
- J. Approve Leaves:
Out-of-State Temporary Duty Leave:
(1) Sabrina Sibbernsen, Teacher, Mary Kay Mathis, Teacher, E. Girvin Skinner, Teacher and Linda Skinner, Teacher to attend Share the Wealth Physical Education Conference in Jekyll Island, Georgia on January 26, 27, 2012. (Paid for by a combination of personal and grant funding)
- Family Medical Leave:
(1) Luellen Taylor, Bus Driver, effective 10/14/11 – 12/16/11
(2) Terri C. May, Food Service, effective 12/1/11 – 2/16/12
(3) Amend previously approved effective dates for Tracy Sanders, Teacher, as follows:
From 10/3/11 – 11/4/11 to 10/3/11 – 11/21/11
- K. Action on Expulsion Case 2011-01.

ATTACHMENT A – PERSONNEL MATTERS

A. RESIGNATIONS:

1. Collins, Margaret, Teacher – District, effective December 31, 2011, for the purpose of retirement
2. Goodson, Sandra, SFS 6-hour General Assistant – Five Points Elementary, effective December 2, 2011, for the purpose of retirement
3. Leavins, Tonya, Nurse – Ft. White High School, effective December 9, 2011
4. Nabinger, Kathye, Teacher – Lake City Middle School, effective December 31, 2011, for the purpose of retirement
5. Sweet, Betty, Student Care Attendant – Melrose Park Elementary, effective December 16, 2011
6. Williams, Olive, Student Care Attendant – Eastside Elementary, effective January 16, 2012
7. Prince, Emilie, Teacher – Columbia High School, effective January 31, 2012
8. Sloan, Dyanna, Student Care Attendant – Five Points Elementary, effective December 16, 2011

B. RECOMMENDATIONS FOR RECLASSIFICATION OR TRANSFER:

1. Bullard, Merry Beth, from Teacher at Columbia City Elementary to Administrative Trainee at District office, effective December 14, 2011, replacing Margaret Collins who retired
2. Locke, Samantha, from Paraprofessional at Westside to Data Processor at Westside, effective January 2, 2012, replacing Debra Siera who retired

C. Approve Professional Leave for Wisman, Annette – Summers Elementary, from January 2, 2012 until May 1, 2012.

D. Amend Board action of November 22, 2011 as follows:

RESIGNATIONS:

10. Williams, Henry, Custodian – Columbia High School, effective date December 30, 2011 instead of December 16, 2011, for the purpose of retirement.

ATTACHMENT B – BIDS/PURCHASING MATTERS

1. Approve Bid File #3195 – Athletic Materials with Neff Motivation, Inc. Extend one additional year with the same terms, conditions and pricing as originally awarded with companies. (See attached)
2. Approve Local Phone Service for all sites except Fort White Schools with State Contract Vendor, AT&T. Contract No. DMS 06/07-086 effective July 1, 2012. Documents on file in the Purchasing Office.
3. Approve Local Phone Service for Fort White Schools with Windstream, month-to-month services, effective July 1, 2012 Documents on file in the Purchasing Office.
4. Rescind action of Contract with C. Russell Clifton, Jr. originally approved on July 12, 2011 Board Agenda.
5. Approve Architect Pay Requests with Craig Salley & Associates:
 - a. No. 1HR for Clinic Remodeling at Melrose Park Elementary in the amount of \$2,044.00. See attached
 - b. No. 1 HR for P.E. Storage Bldg at Five Points Elementary in the amount of \$1,483.00. See attached\
6. Fort White Middle School Phase II Addition, A/E Project No. 0915
 1. Approve Change Order # 14 in the additive amount of \$26,546.00 (per attached)
 2. Approve Contractor's Final Pay Request in the amount of \$26,546.00
 3. Approve Final Acceptance
7. Approve Contractor's Pre-Qualification for Lord & Son Construction, Inc. with a maximum capacity rating of \$50,000,000 for Individual Project Value and \$100,000,000 for Aggregate Total Value as per attached.
8. Approve declaring Bus D-32, VIN #1BABL CXA54F215340 as surplus due to fire damage and is now insurance salvage.

A visitor in the audience clarified that Shining Star Academy of the Arts was the first charter school application approved by the board.

Ms. Lucy Smith, Teacher and visitor in audience, expressed concern with the recommendation to transfer a Teacher into the position of Administrative Trainee at the District Office. She expressed her opinion that teaching positions are needed in overcrowded schools and also expressed her opinion relative to the number of administrators at the District office and the fact that there is only one minority administrator.

Superintendent Millikin stated that there are several reasons the decision was made to move away from the position of a teacher on assignment as grant writer. He stated that available grants are decreasing, noting that the Race To The Top Grant, however, will be a responsibility of the Administrative Trainee. He stated that the Administrative Trainee will be replacing is an approximately 30 plus year teacher at the top end of the salary schedule, noting that the difference in the two salaries is approximately \$1500-\$2,000. He stated that in addition to the responsibility of the Race To The Top Grant, the Administrative Trainee will have responsibilities relating to Curriculum, School Choice and Virtual School. He stated that the decision was made that the person in the Administrative Trainee position could better serve the district than a teacher on assignment.

Ms. Jeannie Wilks, Drama Instructor at Fort White High School informed the board of the activities in which her students are involved. She stated that they are currently working with the Columbia County Historical Society and the students have partnered with the community to present a production in January.

Mr. Maxwell stated that he is very proud of Ms. Wilks and the accomplishments of the drama students at Fort White High School. He stated that he had the opportunity to observe a performance at the Olustee Festival last year and noted that they did a wonderful job. He expressed appreciation to all district staff for all they do and wished everyone a Merry Christmas.

Mr. Johnson wished everyone a Merry Christmas.

Mr. Hudson thanked the staff for their hard work and wished everyone a Merry Christmas.

Mr. Hunter expressed appreciation to the Board Members for coming together, taking care of business and getting things resolved relative to the employee contracts. He stated that he also appreciates the Board meeting with the Superintendent relative to funding issues to be assured that approval of the contracts and salary schedules will not in any way adversely affect the school district or cause any lay offs of personnel next year. He stated that he is hopeful that the legislature will make decisions that will return the district to the way things used to be in years past relative to funding.

Attorney Norris stated that having the Fort White High School students involved in the historical project is great. He wished everyone Happy Holidays.

Superintendent Millikin shared the good news that the district's graduation rate continues to be exemplary due to the work of the district employees. He stated that he hoped he had answered Ms. Smith's questions regarding the Administrative Trainee at the District Office. He asked that everyone remember the Joye family at this time in the loss of Larry Joye, former teacher in the district.

Superintendent Millikin wished everyone a wonderful holiday season.

Chairman Nelson thanked the audience for their patience during the Executive Session. He wished everyone a wonderful holiday.

With no further business, Chairman Nelson adjourned the meeting.

Steve Nelson, Chairman

Michael Millikin, Superintendent