

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

April 16, 2009  
10:13 a.m.

- OPENING: The Hancock County Board of Education met on the above date in a regular meeting with Chairman Herbert Monroe and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Vice-Chairman Felecia Stewart was absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields. Mrs. Richardson acted as Board Secretary as Dr. Leslie was not yet present.
- APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 4-0 (Mrs. Stewart was absent.)
- APPROVAL OF MINUTES: NONE
- OLD BUSINESS: NONE
- INFORMATION ITEMS: Financial Report – Mr. Harry Keim  
Mrs. Richardson stated that Mr. Keim was ill and could not come in today. His report is located in the board pack. If there are questions regarding this report, she will have Mr. Matthias Jones answer them later today.
- Discussion of SPLOST Election Dates  
Mrs. Fields stated that the dates are in June, September and November. Dr. Leslie said that she did not think everything would be ready by June and Judge Rice told Dr. Leslie that November would be too late for us to receive funds for the first quarter. This is something Dr. Leslie wanted to talk to the board about. Mrs. Ransom stated that Dr. Leslie mentioned this to them during their last meeting. Mrs. Richardson stated that we will table this until Dr. Leslie returns.
- Discussion of Board Policy GAH  
(Alcohol/Controlled Substances Testing)  
Mrs. Richardson stated that the Transportation Department will be going through monitoring. Mr. Harper has gotten with Mr. Dishman to prepare this policy. This policy needs to be adopted today so that it will be included with our board policies.
- Discuss the Scheduling of a Tribunal Appeal Hearing  
Mrs. Richardson stated that a parent has submitted an appeal letter. The board needs to schedule a date and time to hear this

appeal. Mr. Monroe stated that the superintendent needs to do this. Mrs. Richardson asked the board when they would be available. The board agreed that April 22-24, 2009 would not be good days to meet. Mrs. Richardson stated that they would contact Ms. Stewart as well.

#### Discussion of SPLOST Election Dates

Dr. Leslie stated that she sent the dates to the board in her Friday Letter. Mr. Dishman is supposed to be here to discuss this; however, he is ill. Mrs. Ransom stated that Mr. Dishman is requesting a meeting next week. We can discuss this at that time. Dr. Leslie stated that Mr. Dishman wanted to discuss with the board what their desires were. They did a grant for Congressman Barrow. They asked for 13 buses and 300 computers. This was around \$1.5 million dollars. These are items she was trying to get in the SPLOST. They have not received an answer from Congressman Barrow yet. If they are not awarded these funds through Congressman Barrow, we need to include the buses and computers in the SPLOST. Out of 34 buses, 16 are older than 11 years. Four of our buses are over 22 years old. We spend money each year repairing buses. We are in dire need of school buses. This is something she wants the board to consider. Each week, a bus is broken down. It doesn't matter if we lease or purchase the buses. We really need newer school buses at this time. We also need to update the computers. If we are to compete with those coming from other countries, we need new computers. This building that we are currently in is about to fall in. We need a professional learning building with an auditorium. We need a place with a conference room as well. We do not have a place to host teachers or hold small meetings. It is time for another building because the termites have eaten this building up. Restoration is more expensive. We are in desperate need of somewhere to house our board of education. She would rather see us get the buses and computers first. Mr. Monroe stated that they know the need for the students and they will do all they can to make sure their needs are met. Dr. Leslie needs to make sure all of the necessary paper work is submitted to Judge Marva Rice in a timely manner. This needs to be taken care of by Mr. Dishman and the other appropriate personnel. Dr. Leslie stated that we are too late for June and November is a little late. Mrs. Ransom stated that she is okay with whatever date is best for us to submit our paperwork. Dr. Leslie stated that she will talk to Judge Rice about the date in September. Mr. Monroe stated that the paperwork needs to be completed as well. Please make sure the public understands that this SPLOST is to finalize the

previous SPLOST for the athletic complex and school addition. It is a necessity that we pass this SPLOST or we will have to increase taxes. They do not want to increase taxes; therefore, the public needs to know the importance of this SPLOST.

Mrs. Clayton stated that it was brought to their attention that the bus drivers are not always aware of what is going on. Mr. Harper needs to document their monthly meetings and show what was discussed. He needs to have a meeting *every* month. Mr. Monroe stated that this should have been done before now. There should be a schedule so that everyone knows ahead of time what days they will be meeting. Mrs. Sibert stated that they would usually meet the day before payday. Mr. Monroe stated that they used to have the principals and directors come in and make a report each month; however, we have gotten away from this. We need to go back to doing this. Mr. Smith stated that Mr. Harper needs to post the meeting dates and let the staff know that if they want to include anything on the agenda, they need to do so by a certain date. Mr. Monroe stated that majority of the things we are going through are due to a lack of communication.

CITIZEN PARTICIPATION:

Sherry Sibert – Citizen/Employee

Mrs. Sibert stated that during the last regular meeting, they discussed the concerns about the buses going to the Alternative School. The board asked Dr. Leslie and Mrs. Richardson to check this out; however, they have not heard anything. Mrs. Richardson stated that they have not had a chance to do so; however, she and Dr. Leslie will try to get together today or tomorrow to handle this matter. Mrs. Sibert stated that the bus drivers had a meeting and Mrs. Richardson was present. They need to have monthly meetings. The drivers were given a letter and were asked to get background checks. The drivers wanted to do as they were asked; however, they were asked at the last minute. Mrs. Richardson stated that the director was told in advance and a meeting was held for the 21<sup>st</sup> Century Grant. During this meeting the drivers were told that they would have to get one. Mrs. Sibert stated that they were told to get one; however, they were not told when to get it. They only knew when to get it after they receive the letter from Dr. Leslie recently. They just need things to be done in an orderly fashion so that they have enough notice to get things done. They did not mind getting this done; however, the time was not sufficient. Mrs. Richardson stated that they were informed of this before the program started. Mrs. Sibert stated that some of

the drivers told Mrs. Richardson (at their bus driver's meeting) that they did not know about this. They were told that they needed to turn in an MVR along with their physicals. They have not submitted an MVR in a long time. The director said that he had told them about this; however, he had not. The monthly meetings are very necessary. Everyone seems as if they are upset with one another. Mrs. Richardson stated that she would talk to Mr. Harper about the monthly meetings. Mr. Monroe stated that Mr. Harper needs to have documentation of what was discussed during the meeting and have a sign-in sheet. Mr. Smith stated that a copy of the meeting notes and sign in sheet needs to be submitted to the superintendent and assistant superintendent. This will help everyone know what has taken place. Mr. Monroe asked what has been done about the background checks and finger prints for the 21<sup>st</sup> Century Grant employees. Mrs. Richardson stated that she thinks all of the drivers have completed their tasks with the exception of two or three. Mr. Monroe stated that there is a lack of communication. Things that should have been said were not said and vice versa. Things are also interpreted in the wrong way.

#### INFORMATION ITEMS:

##### Special Presentations – Dr. Awanna Leslie

Dr. Leslie stated that they are in the mist of some outstanding scholars. They are proud to say that these students have made recent history. These are some of the teachers and students from the Hancock Central Middle School and M. E. Lewis Elementary School. The middle school has a project entitled the "Harlem Renaissance" regarding Hip Hop and R&B. This project has brought positive attention to our school district. Ms. Roshiba McCrary is a graduate of Hancock County. She was a great scholar and athlete. Ms. McCrary took a group of students to the Regional Social Studies Fair. These students include Terrell Davis and Micheal Woods. Dr. Leslie stated that she is sure Mrs. Behne made sure that all of her information was together. Ms. McCrary stated that the judges were very impressed with this project. Majority of the judges that were present viewed this project. The judges viewed this project for approximately 20 minutes. They measured this project as well. Dr. Leslie stated that these two young men also excelled in writing. The board presented certificates to the following students and teachers for outstanding performances: TeRonje' Hunt, Kuanderrious Scott, Michael Woods, Terrell Davis, Roshiba McCrary, Davina Woods, Devvine Morris, Cherita Williams, Chere Wallace, Bianca Sarabia, and Patrick Graney. Ms. Wallace stated that we have some excellent writers in the middle school. Dr. Leslie stated that Reginald Birdsong was

overlooked last year for being the first Hancock County student to be on the 4-H Northeast District Junior Board of Directors.

Dr. Leslie stated that all of the elementary school projects were great. This is the first time Hancock County has placed first in the Best of Fair competition. The following students and teachers were given certificates of outstanding achievements: Martha Smith, Stephanie Chatman, Ree Virginia Barnes, Jacobe Barnes, Shamar Burley, Antario Malone, LaQuince Smith, Montavious Edwards, Jaylen Horton. Dr. Leslie stated that this is just like winning the state championship. This is a great achievement. Mr. Monroe stated that people say that young men are perceived to be less equipped than girls. He is happy to see our young men exceeding expectations. He was an honor roll student. He knows that our students can be anything they want to be. Mrs. Woods, as a parent, thanked the elementary and middle school teachers for all that they do. Dr. Leslie stated that she wants to recognize our Math Fest people for their achievements as well. Please remind her because she does not want to forget anyone. Our Skills USA team will represent us in Atlanta. She, Mrs. Richardson and Mrs. Behne would like to attend.

Dr. Leslie stated that Ms. Maggie Warren was named as the State Social Worker of the Year. Ms. Warren was absent; therefore, Mrs. Richardson received her certificate. Mrs. Richardson reminded everyone about the Community Involvement day that will take place on next Friday.

**EXECUTIVE SESSION:**

By vote, the Board went in executive session to discuss personnel matters.  
Vote 4-0

**REGULAR SESSION:**

By vote, the Board reconvened in regular session and took the following actions:

**ACTION ITEMS:**

Personnel

By vote, the board approved the superintendent's recommendation to employ Eartha Cummings as a Middle School Math Teacher.

Vote 3-0 (Mrs. Ransom left after executive session and Ms. Stewart was absent.)

By vote, the board approved the superintendent's recommendation for Adrienne Harris to serve as an Extended Day Teacher for Hancock Central High School.

Vote 3-0

Drug and Alcohol Policy

By vote, the board approved the superintendent's recommendation to accept the Drug and Alcohol Policy (GAH) as presented.

Vote 3-0

SPLOST Election Date

By vote, the board authorized the superintendent to complete all of the necessary paperwork for the 2009 SPLOST election for September 2009.

Vote 3-0

United Ministries Group

By vote, the board approved the superintendent's recommendation to grant the United Ministries Group permission to utilize our facility in the event of inclement weather.

Vote 3-0

Personnel

By vote, the board approved the superintendent's recommendation to accept the retirement of Janie Rhodes as presented

Vote 3-0

ADJOURNMENT:

By vote, the Board adjourned the regular board meeting at 3:15 p.m.

Vote 3-0





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### Special Presentation

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monthly meetings are really needed. Everyone seems as if they are upset with one another. Richardson - She will talk to harper about the monthly meetings. Monroe- harper needs to have documentation of what was discussed during the meeting and the sign in sheet. Smith – a copy of the meeting notes and sign in sheet needs to be submitted to the super and asst super. This will help everyone know what has taken place. Monroe – what has been done about the background check and finger print for the 21<sup>st</sup> century. Richardon – she thinks all have done theirs except for two or three.. Mornoe- there is a lack of communication. Things should have been said that was not and vise versa and then the way things are interpreted is likewise. AL arrived at 10:33 to discuss the SPLOST

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Monroe said that they were going into executive session but she came in. Leslie – Dishman was to discuss this with the board about their plans and thoughts on this. He was supposed to be here. Ransom- he is ill and wants to have a meeting one day next week. We can further discuss this during that meeting. Leslie – we need to include buses and computers in the SPLOST. Out of 34 buses we have 16 that were older that 11 years and 3 that were over 22 or 23 years. je' Hunt, and Kuanderrious Scott,. Roshiba McCrary, Davina Woods, Devvine Morris, Cherita Williams, Chere Wallace, Patrick

Reg apart. We do not have a place to meeting. We need an auditorium. The termites are really bad. If a person that weighs over 200 lbs will have a bad day here in the board room being that the floor is so weak. Monroe – they understand the needs of the boys and girls and they will what is best. All of the necessary paper work that judge rice needs should be submitted to her in a timely fashion. Leslie – which date does the board prefer. June is too soon. Can we look at September. Ransom- it should be whatever date is best for judge rice. Leslie she will shoot for the September date. Monroe – we just need to make sure the paperwork is in in a timely fashion. We need to make sure we let the public know that this SPLOSt will finalize the last SPLOST we had regarding the athletic complex and fieldhouse.

Clayton – it was brought to their attention that the bus drivers are not always aware of what is going on and are not having their monthly meetings. Monroe – in the future, we should be holding these me tors. Sylvia Youngblood, Tina Behne, and Jeannette Giles were also thanked for a job well done.

Mrs. Clayton stated that she i needs to be submitted by a certain date. The meeting dates needs to be posted. EXECUTIVE SESSION: By vote, the Board went in executive session to

discuss personnel matters. 10:46-11:54●●●● REGULAR SESSION:● By vote, the Board reconvened in regular session and took the following actions:●●●● ACTION ITEMS:● By vote, the board

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By vote, the board

Eartha Cummings – Middle School Math Teacher

Vote 3-0 (Ransom left after executive session and Stewart was absent.)

Adrienne Harris for Extended Day Teacher for HCHS

Vote 3-0







policy.

Student Groups and Organizations

Statement of Affirmati<sup>on</sup>

This

St [grid of boxes] \_\_\_\_\_

Name of Student Group or Organization School Year

I have read and understand policy JHCA of the Hancock

Coun [grid of boxes]

th [grid of boxes] cial studies projects that were done. All of the projects were great. This is the first time that HCS has placed 1st place in t [grid of boxes] for these students. This is just like winning first place in a basketball tournament. They are going to do something special fo [grid of boxes] ocedures not inconsistent with this policy.









Date \_\_\_\_\_

Date: • • School Publications • • •

School-sponsored student publications are not conducted as public forums but as part

of the educational process. The purpose of these publications is to provide a forum for the expression of student views on school-related issues.

Such publications are not intended to be a platform for the expression of personal opinions, or for the discussion of controversial issues.

Therefore, the principal or his/her designee may exercise control over student expression to ensure that such expression is appropriate for the school environment.

Such control may include, but is not limited to, the following: (1) the content of the expression; (2) the time, place, and manner of the expression; and (3) the format of the expression.

Such control is not intended to restrict the free expression of student views on school-related issues, or to restrict the right of students to express their views on matters of public concern.

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other unlawful behavior.

School officials, consistent with the First Amendment, may exercise editorial control of the style and content of any student publication. ng• Descriptor

Code:• Rescinds•• Policy

J-Students• Procedure:• JQE••• Descriptor Term:• Effective Date:•• Student Marital and Parental

na Behne – behind every good man is a good woman. They would like to recognize Dr. Leslie and Mrs. Richardson for the awesome job they are doing.

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Sponsor/Monitor Student Group

President/Leader

Date \_\_\_\_\_

Date \_\_\_\_\_

Date:•• School Publications•••

School-sponsored student publications are not conducted as public forums but as part

of the school's educational mission. • Effective Date:•••

of the school's educational mission. • Effective Date:•••

of the school's educational mission. • Effective Date:•••







may be inappropriate for their level of maturity, and that views of the individual speaker are not erroneously attributed to the speaker, or speech that is ungrammatical, poorly written, inadequately researched, biased, prejudiced, vulgar or profane, or other unlawful behavior.

School officials, consistent with the First Amendment, may exercise editorial control of the style and content of student speech. • Descriptor

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•• ADJOURNMENT:• By vote, the Board adjourned the meeting at 3:15 p.m. •• \_\_\_\_\_

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MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
HEAD START

April 16, 2009  
12:54 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Head Start meeting with Chairman Herbert Monroe, and Board members Ruby C. Clayton and J. Melvin Smith present. Vice-Chairman Felecia Stewart and Board Member Denise Ransom were absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 3-0 (Mrs. Ransom and Ms. Stewart were absent.)

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Head Start/Pre-K Financial Reports  
Dr. McCain stated that the financial reports were located in the board pack and he is able to answer any questions. Last month, there was an issue with the percentages. Those issues should be corrected at this point.

Head Start Financial Report

Budgeted Amount	\$1,218,288.00
Month Ending Expense	\$86,038.80
Year to Date Expense	\$723,350.15
Encumbrance	\$4,804.45
Ending Balance	\$490,133.40
Remaining Percentage	41%

Pre-K Financial Report

Budgeted Amount	\$211,574.73
Month Ending Expense	\$16,151.11
Year to Date Expense	\$136,593.27
Encumbrance	\$636.00
Ending Balance	\$75,345.46
Remaining Percentage	35%

Dr. McCain asked Dr. Leslie if she wanted to discuss the COLA. Dr. Leslie stated that she would like to save this for later.

Head Start and Pre-K Updates

Dr. McCain stated that they received a report from Atlanta about the review since their last Head Start meeting. Two of the items listed were satisfied. They have satisfied the finding relative to the sugar content served to the Pre-K students at M. E. Lewis Elementary School and the finding regarding the tooth brush display. Two other items still remained an issue. These issues were the purchasing of the two buses from two years ago and the inventory report. They leased to purchase the buses without getting permission first. There were four vehicles they did not have titles for. They were able to get duplicate copies of two of these titles. The state determined that the system never received titles for the other two vehicles. The bus is at the garage and was used for parts. The bus is so old now that Mr. Worthen does not use it from parts anymore. Although, he has the van listed as \$150, the van has been valued at \$2,300 at the bank. We do not have a title and cannot get a title for this vehicle. We can satisfy this finding by removing them both from the inventory. On January 29, 2009, they submitted a letter to Mrs. Judith Dean (in which he shared with the board). They were told that they did not have to wait to hear from the office in Washington. They were told that they could go ahead and request retroactive approval. They have to submit a 1310 form in order to purchase a vehicle. The first bus we purchased had this form; however, the other bus did not. We need to have this form completed and sent to Mrs. J. Dean. This will satisfy this finding. This will clear us on the 2008 review.

Dr. McCain stated that a request was made to purchase two vans; however, it has been noted that the computers are needed instead of the van. He can discuss this further if necessary. The Policy Council will have to review this on Monday night. Mr. Monroe asked Dr. McCain to let the board know when the bus issue has been cleared. Dr. McCain stated that he would. We have been given 120 days from the date of this report to clear up this finding. Mrs. Richardson asked Dr. McCain to report to them about the recent Pre-K monitoring conducted by Sandy Blair. Dr. McCain stated that we had two monitoring reviews for Pre-K. They have a form called the PQA. The field representative comes and reviews with the staff what is going on in the classroom to see if they are meeting the PQA. The reviewer spent one day at M. E. Lewis Elementary School and one day at Head Start. In the exit interview, the reviewer indicated that the classes at M. E. Lewis Elementary School were being handled by expert teachers and that they were doing a great job. The reviewer stated that Head Start is doing better; however, has more work to do. Ms. Holliday stated that the

reviewer was satisfied based on the level of the teachers. There were a few things that needed to be done. Dr. McCain stated that the reviewer said that she hopes these teachers stayed where they were because they are doing well in the classrooms. Mrs. Richardson asked Dr. McCain when the review took place. Dr. McCain stated that this review took place on Wednesday.

Mrs. Birdsong stated that she was informed that we were on probation. She is concerned. She felt that they were going to get their “meet and exceeds” status. They had been working hard. They had all exceeds except in two areas which was regarding training. The teachers have to sign up by a certain date. The biggest concern is to get these teachers registered on Panda. Ms. Holliday asked for a copy of the report. Mrs. Birdsong stated that she would get her a copy and that there is a copy at the board office as well. Mr. Smith asked who was in charge of setting up the training. Mrs. Birdsong stated that Head Start is in charge of this. Ms. Holliday stated that Dr. McCain is in charge. Dr. Leslie asked for the process for Panda. She needs to get this link so that she can make sure the teachers are registered on time. Dr. McCain stated that Ms. Holliday registered Head Start last year. Ms. Holliday stated that this is her first time hearing about the courses that were needed. Mrs. S. Blair has been down several times and has not said anything to her. Ms. Blair may have talked to Dr. McCain about this. Dr. McCain stated that Mrs. V. Smith came down to Head Start and registered herself and her teachers. Dr. Leslie stated that there is a breakdown in communication somewhere and asked Dr. McCain to give Mrs. Richardson complete access to Panda so that she can monitor this program. She also wants this access for herself this week. Dr. McCain needs to address the probation issue as well. This came up at the last meeting and it was said to be discussed tonight.

Dr. Leslie stated that people were waiting outside. We can discuss this next Tuesday night at 5:00 p.m. We will put this on the agenda. Dr. Leslie stated that she received an email from Mrs. J. Dean. She reminded Mrs. J. Dean that we are requesting this meeting and not her. Dr. McCain asked Dr. Leslie if she received his email about April 30<sup>th</sup> not being a good day for him to meet. Dr. Leslie responded no and stated that protocol is not being followed and the Regional Office has a different look upon our system. We have received several emails stating things that we cannot do but the board has given us permission to do.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 3-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Removal of Vehicles from Inventory  
By vote, the board approved the superintendent's recommendation to remove the two vehicles listed below from Head Start inventory.  
(1) 1985 Ford Bus at \$0 Value – 1FDWJ74NXFVA59763  
(2) 1992 Van Wagon at \$150 Value – 2GIGG39K9N454478  
Vote 3-0

Personnel  
By vote, the board approved the superintendent's recommendation to employ Mary Alice Wilson as a Head start Substitute Teacher and Substitute Lunchroom Worker.  
Vote 3-0

By vote, the board approved the superintendent's recommendation to employ LaShenia Y. Lewis as a Head Start Substitute Teacher.  
Vote 3-0 (Mrs. Ransom and Ms. Stewart were absent.)

ADJOURNMENT: By vote, the Board adjourned the regular Head Start meeting at 2:20 p.m.  
Vote 3-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION/HEAD START

April 27, 2009  
5:02 p.m.

- OPENING:** The Hancock County Board of Education met on the above date in a joint called Head Start and Board meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart (via telephone), and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.
- APPROVAL OF AGENDA:** By vote, the board approved the agenda with year changes made to the meeting minutes. The year should reflect 2008 instead of 2009.  
Vote 5-0 (Ms. Felecia Stewart was present via telephone.)
- APPROVAL OF MINUTES:** By vote, the board TABLED the board meeting minutes of November 3, 2008, November 11, 2008, and November 20, 2008.  
Vote 5-0
- OLD BUSINESS:** NONE
- INFORMATION ITEMS:** Year End Schedule  
Dr. Leslie stated that because the last two working days for teachers are furlough days, she wanted to redo the closing schedule to make sure everything is submitted to the principals prior to these dates. May 21 – 22, 2009 will be testing dates. The students will leave at 1:00 p.m. on May 26-28, 2009. All grades are due on May 26, 2009 and the verification information should be submitted to the Central Office and report cards will be sent out to the schools on May 28, 2009. Mr. Monroe asked how this will affect the days the students must attend school and the days the teachers are supposed to work. Dr. Leslie stated that this will not affect this at all. Ms. Stewart asked if we had any knowledge of the teachers that may not return next year. Dr. Leslie responded yes and stated that we may not have the entire list; however, we have one. Mr. Monroe asked if the teachers' checks will be deducted if they do not come to work on those days. Dr. Leslie stated that these are furlough days; therefore, they may not come to work since they will not be paid for these days.
- Mr. Monroe stated that he has noticed that out-of-county students have to come to our school during the week of Spring

Break because other schools are out. If we had our Spring Break during the week of the Masters Tournament this will be eliminated. Mr. Monroe asked Dr. Leslie to poll the staff to see how they feel about being out for Spring Break during this week (of the Masters Tournament). We are the only school that is in during this week. Ms. Stewart stated that Baldwin county was out during the same time we were out. Are their other students that are coming to our school during this time? Mr. Monroe responded yes. Ms. Stewart asked what was being done to keep this from happening.

#### Student Information System

Dr. Leslie stated that this document is located in the board pack. We will vote on this later; however, she wanted to submit a check list of the two providers (Infinite Campus and Power Schools). She will poll the staff on tomorrow. Mr. Monroe asked Dr. Leslie to bring this back to them on Monday during the regular meeting.

CITIZEN PARTICIPATION: NONE

CLOSED SESSION: By vote, the board went into a closed session for the tribunal appeal hearing (CS) and grade change hearing (BM).  
Vote 5-0

EXECUTIVE SESSION: By vote, the board amended the agenda to add legal matters to executive session.  
Vote 5-0

By vote, the Board went in executive session to discuss personnel and legal matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Personnel Matters  
By vote, the board approved the superintendent's recommendation to employ Zelda Jones as a Math Teacher at the Hancock Central High School for the 2009-2010 school year.  
Vote 4-0 (Ms. Stewart left the telephone conference after executive session.)

#### Year End School Schedule

By vote, the board approved the superintendent's

recommendation to accept the Year-End School Schedule with the necessary changes.

Vote 4-0

Mr. Monroe asked Dr. Leslie to let them know about the changes regarding Spring Break.

Personnel

By vote, the board approved the superintendent's recommendation to employ James Jennings as a Special Education Teacher pending a background.

Vote 4-0

ADJOURNMENT:

By vote, the Board adjourned the joint called Head Start and Board meeting at 7:49 p.m.

Vote 4-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
TRIBUNAL APPEAL HEARING

April 27, 2009  
5:23 p.m.

OPENING:

The Hancock County Board of Education met on the above date in a tribunal appeal hearing with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

TRIBUNAL APPEAL:

Mr. Dishman asked if the parents would be speaking on behalf of the student. Angela and Patrick Lewis responded yes. Mr. Dishman stated that the parents must consent for the grandmother, Mary Deveraux, to be present. The parent consented to have Mary Deveraux present. Mr. Dishman explained how the tribunal appeal hearing will be held and that the board has the right to hear the appeal and allow the parents to speak. The board is not bound by law to allow the parents to speak. Mr. Dishman asked the parents to explain why they felt that the tribunal's decision was wrong.

Mr. Lewis stated that according to the school law and law as he understands it, his stepdaughter did bring a knife to school. He is concerned that she will be out of school for a while. He wants the board to hear her side and see if she will be able to take the CRCT or get some work to do. They understand the law. They know what Champealla does at home; however, they do not know what she does at school. They do not want this to be on her record or for her to be retained. Is there any way for the board to give her a chance to have a lighter punishment. Mr. Gibson stated that he understands what the parents are saying; however, there are policies in place that have to be followed. The tribunal was just in their decision; however, he understands that parents have a right to appeal the decision to the board. He feels that the decision was just. Mr. Dishman asked what decision was made. Mr. Gibson stated that the student was expelled from school. Mrs. Adrienne Harris stated that they had to follow the policy as outlined and the school has a zero tolerance policy. Mr. Dishman asked if the tribunal sought an alternative placement for this student. Mrs. Harris responded yes and stated that they did not feel that it was proper to go against the school district's policy. Mr. Monroe asked Mr. Gibson if he had any problems with this young lady. Mr. Gibson stated that he has not had any trouble from this student. Mr. Monroe asked Mrs. Harris if there was an alternative

placement that could have been chosen. Mrs. Harris responded yes. This student has not had any other disciplinary issues. Mr. Monroe stated that he understands that weapons are not allowed on campus which results in an automatic expulsion. Mr. Dishman stated that it is not just the risk for the students but there have been deaths on campuses throughout the state as a result of weapons at school. There is a risk that others could get hurt. The board has to have a very strict policy in place in reference to weapons. Mrs. A. Lewis stated that the teacher had talked with Champealla about some girls trying to “jump” on her. Ms. Monica Tripp never brought it to Mr. Gibson and Mrs. Ward. Did they ever talk to Mrs. Tripp about this? Mr. Gibson stated that Ms. Tripp did not state that she was involved in the case. They found out about this the day before Ms. Tripp left. Mr. Monroe stated that there is a zero tolerance policy. Any time a student brings a weapon to school there will be consequences. Mrs. Ransom asked Champealla how she feels about this and asked if things could have been done a different way. Champealla responded yes ma’am. Ms. Stewart asked if other schools have alternative placements for this type of action. Mr. Dishman stated that this is totally up to the board to make these changes. The board took a few minutes to deliberate.

**ACTION ITEMS:**

By vote, the board made the following decision:

Mr. Dishman stated that the board has considered the request of the parents and has looked at the disciplinary actions that were taken. This is one of the most serious offenses a student could commit. The board is going to allow the student to take the CRCT; however, she will have to remain on suspension. She will need to enroll in summer school to take a credit recovery course. The board is being very generous. Dr. Leslie asked the parent to bring the student to the Board of Education to be tested in three areas on Tuesday and in two areas on Wednesday at 9:00 a.m. A teacher will test Champealla at that time. She will not be given a long time to take the test. The board has asked Champealla to write a two-page essay on what she has learned from this entire situation. The essay will be read before the board on May 4, 2009.

Vote 5-0

Dr. Leslie asked the parents to see Ms. Orlene Davis at the front desk. This is the first time a student has been given this privilege.

**ADJOURNMENT:**

By vote, the Board adjourned the tribunal appeal hearing at 6:06 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
GRADE CHANGE HEARING

April 27, 2009  
6:15 p.m.

OPENING:

The Hancock County Board of Education met on the above date in a grade change hearing with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPEAL HEARING:

Dr. Leslie introduced everyone to Paula Dixon and Brittany Moss. Dr. Leslie explained that she could not change the grade for any reason. Mr. Dishman stated that grade changes are very serious and happens only under certain circumstances. The parent has sent forth her reason as to why the grade should be changed. Mrs. Dixon stated that the board should consider this grade change. She spoke with Mr. Isaac Cleveland and Mr. Charles Jones and made them aware of the mistake. They told her that the grade had been changed. Later, Mr. Fabio Clavijo changed the grade; however, this change still has not made it to the proper location. They have been petitioning to get this grade changed for the past three years. She understands that Dr. Leslie says that she cannot do a grade change. For the last couple of years, the grade book has been missing; however, the grade book has now resurfaced. Mr. Jones told her that there were zeros on the book; however, she was not enrolled in this class until after the second semester started. Brittany did make up her work; however, they did not give her full credit because of the length of time it took. She knew that her child could do the work to get her grade to the point of where it needed to be. This student has a grade of 28 on her report card to this very day in Spanish I. Mr. Dishman asked when this class was taken. Mrs. Dixon stated that this took place in 2006-2007. Mr. Dishman asked if the student had taken the class again. Mrs. Dixon responded no and stated that she took the Odyssey Ware program and made a grade of 89. Mrs. Dixon stated that she agreed for Brittany to receive a grade of 70. Mr. Dishman asked if the agreement to receive a 70 came half way through the term. Mrs. Dixon stated that school started in August. Brittany was placed in this class late in the year because she was in a class that she did not need. She had already taken the class that she was in. Brittany told the counselor and the counselor did not do anything. Mrs. Dixon stated that she took off from work to get Brittany out of that class and into the Spanish I class. Mr. Dishman asked what grade was put on the

books. Mrs. Dixon stated that the grade should be whatever she earned; however, Mr. Clavijo changed it to an 85. Mr. Clavijo stated that he gave her a 75. Mrs. Dixon stated that in a previous meeting Mr. Clavijo said that she received an 85. Mr. Smith asked what Brittany made on Odyssey Ware. Mrs. Dixon stated that her daughter received an 89. Dr. Leslie stated that she thinks this is a mix up. There should be sufficient documentation. Two years ago, the student came to her about this. They have been working through this. She gave advice to the student to take the class over. She took the class via Odyssey Ware. The problem is not her taking the class over but rather the 28 being removed from the report card. Dr. Leslie shared the grade book with the parent and student. Mrs. Dixon stated that she was not in the class when they called for a folder check. They did give her a chance to make up the work; however, the grades that are presented today are not the grades she remembers seeing.

Mr. Clavijo explained the six-weeks schedule and grades.

Mr. Dishman stated that the board may wish to request a summary because it is not a clear picture of what the appeal is. The parent says that there are grades on the page that she has not seen before. Mr. Monroe asked Dr. Leslie to get the team together for a meeting and asked where Mr. Cleveland and Mr. Jones were. They should be here. Mrs. Dixon stated that they have tried to do this before. They have met and nothing was done. Mr. Dishman stated that the next meeting is Monday, May 4, 2009. The board wants a clear factual record of this situation. He is unable to follow what is going on. They need something in writing regarding this matter. Mrs. Dixon asked what she should do being that grades have been added. Mr. Monroe stated that this is why he wants the teacher and staff to meet. Dr. Leslie will meet with Mrs. Dixon in the morning at 10:00 a.m. Dr. Leslie stated that she has set up two or three meetings like this before and the administrators will not show up. She wrote these individuals up about this matter before.

ACTION ITEMS:

NONE

ADJOURNMENT:

By vote, the Board adjourned the grade change hearing at 6:37 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
TOWN HALL MEETING

April 28, 2009  
5:09 p.m.

- OPENING:** The Hancock County Board of Education met on the above date in a town hall meeting with Chairman Herbert Monroe and Board members J. Melvin Smith, , and Denise Ransom present. Vice Chairman Felecia Stewart and Ruby C. Clayton were absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundresa L. Fields. Mrs. Richardson, Assistant Superintendent, was acting Board Secretary in the absence of Dr. Awanna Leslie, Superintendent.
- APPROVAL OF AGENDA:** By vote, the board approved the agenda as read.  
Vote 3-0 (Ms. Stewart and Mrs. Clayton were absent.)
- APPROVAL OF MINUTES:** NONE
- OLD BUSINESS:** NONE
- INFORMATION ITEMS:** Hancock County School District Charter Career Academy  
Mrs. Bettye Richardson stated that our superintendent, Dr. Awanna Leslie, saw the need to petition for and get a planning grant for a charter school in order to offer our students more as it relates to technology. We have the possibility to get a charter school academy. This meeting was scheduled to let everyone know what is going on. They have to have many things in place to include a governance board and town hall meetings. Ms. Richardson stated that Mrs. Tina Behne and Mrs. Diane Freeman attended a meeting one or two weeks ago. They will share with us what they learned. The citizens were issued a hand out that included frequently asked questions and answers. We will get answers to whatever is unable to be answered today.
- Mrs. Behne stated that the workshop they attended last week was sponsored by GSBA (Georgia School Board Association. Charter schools are a big initiative. This is more of a charter program instead of a charter school. This is where we will pull the Vocational Department aside and make it a separate program. We have to go beyond the old vocational model. In previous years, students that were engaged in the vocational program were thought not to have high expectations. Hall County demonstrated that there are 2 million minutes from 9<sup>th</sup> to 12<sup>th</sup> grade. They compared what we do in the United States

to those students in China and Indian. They are doing much more than we are. November 9, 1989 is a very important date. This was the date the Berlin Wall fell. At that time there was 3 million or billion people in a capital society. Those people are now seeking jobs. China wants to become the industrial nation. There are very few items that are made in the United States; however, much is made in China. We must prepare our students for this type of future. We do not have manufacturing in this country anymore. There was a survey that showed that 70% of the jobs in the United States can be digitized which means that it can be done from several different locations. Most of our service numbers go to individuals that are overseas in Indian and China. They want to prepare our students for the jobs that are available here in the United States and focus them on careers. They want to build something that get the students involved and move the students beyond the walls of this school building so that they enter the world with hands-on experience. We want the students to do job shadowing and internships. We want them to know what they are doing. We want the children to see what the real world is all about before they actually get there. We currently have four programs; however, there are students that want to go into other areas such as cosmetology and culinary arts. We want to offer them more. This gives us flexibility. We can get waivers for many things. We can get a waiver for seats (actual class time) and certification for teachers. NCLB (No Child Left Behind) states that teachers must be highly qualified in the regular school systems. Our charter defines what the highly qualification is which gives us freedom from the state salary schedule. We can contract with the teachers. Funding is an issue. Right now, the charter school movement is heavily funded in the federal and state areas. We want to get some of this money to help improve career choices. Mrs. Freeman stated that we were looking at engineering as well. The students can leave school with a certification and get jobs. They can also further their education but with a jump start.

**CITIZEN PARTICIPATION:**

Robert Ingram

Mr. Ingram asked Mrs. Behne if he heard her say that students in the vocational area were students that we did not have high hopes for. Mrs. Behne responded no and stated that this is what people thought years ago. This is the judgment people in the community have. Community people feel that these classes are not required.

Marion Warren

Mr. Warren asked if this was based on the same concept he worked on years ago. Mrs. Behne stated that a charter school has flexibility. We write the grant to fit our needs. We want to focus on the career aspect of the entire thing.

Dennis Holsey

Mr. Holsey asked if there is a certain amount of students we need to participate. Mrs. Behne responded yes and stated that we want all of the students to participate. The upcoming 9<sup>th</sup> grade students will have to have three classes in the same area with a career focus. They were looking at pulling this program out of the regular school system so that they can focus more on the academic side of things. Those that want to be more career-based can do so. Many of our former students are coming back to work as teachers. Many students get degrees in Sports Marketing, Sociology, and several other things. They have no way to use those career choices in Hancock County. We want to have a program here to help them. Education as a Career is a program to get students started on their career path here in Hancock. This is what the dual enrollment is. Students can take classes at STC (Sandersville Technical College) and start on their Associates Degree. We will help students get ahead for when they do decide to go to college. Some students want to be a doctor and nurse; however, they do not know if that career is what they want until they actually start working. By this time, they will have spent time working on a career path they do not want to work in. We do not want students to go to college not knowing what they want to do or what they are interested in. Students should start focusing on this at the middle school level. This is where the money is being placed now.

Mr. Ingram asked how much of our local funds will this grant requires. Mrs. Behne stated that this will not require much local funding given the implementation and facilities grants. Mr. Ingram stated that there is a grant that says that a school must be up and running before we can apply for this grant. Mrs. Behne stated that this does not pertain to this grant. Some grants are taking schools that are doing well and are pushing them to be charter schools. OCGA Title 20 gives back to the governing board. Mr. Ingram asked who appoints the governing board. Mrs. Behne stated that the governing board should be open to community members at this point. We need the community's support because we will be working with the businesses. Mr. Ingram asked if this was a meeting to say that we have a charter school or to see if this is the way we want to go. Mrs. Behne stated that the board is the petitioner for the charter school. We

are looking to get the advisory group to sit down and come to an agreement regarding what the community, schools, and businesses want. A petition will be written and presented to the school board to see if it is what they want. It is different in Greene County. Anyone can petition for a charter school. We are not doing what they did. Warren County went to a charter district. That was done by their board. Mr. Ingram stated that he is concerned about funding because he knows that local funds are involved. We have an inadequately funded school. We are sitting in this room tonight with no heat. How can we create another school under our current conditions? Our millage rate is 16. Where do we get the additional funding to help with the charter school and keep the public school running smoothly? Mr. Monroe stated that this is one of the purposes of this meeting to see what the community wants the board to do. If the community does not want this, it will not take place. This is an opportunity to see what the community wants to do. Mr. Ingram asked if this was an informative meeting. He assumed this was already named and assigned. Mr. Monroe stated that this is just for our information. Mr. Ingram stated that he just wants to know what he is talking about before he talks to others about this. He is not in favor of this right now. He printed Title 20 and will read it tonight. Mr. Ingram stated that Mrs. Behne did a great job selling the program and should be in Washington somewhere.

Mrs. Richardson stated that the page with Hancock Career Academy is from our letter of intent. We had to do some planning before they would let us apply for this grant. They had to meet a deadline but this is not the name of the school. Mr. Ingram stated that he does not like the word "academy". Mrs. Behne stated that she can understand this. Right now, the career technology program receives separate money. The implementation and facility grant will fund most of the building costs. There are state equipment grants we can get as well. The charter would be to address the funding. We have to do some fund planning. The state will not approve a grant that they see we can not sustain.

#### Belinda Richman

Mrs. Richman stated that she was talking to someone today and they informed her of the meeting tonight. This is how she found out about the town hall meeting. Mrs. Richman asked how notices were given. Mrs. Behne stated that this is one of our weaknesses. When we received this paper, we had to get moving with it. It was advertised in the newspaper.

Marian Warren

Mr. Warren asked if there was a demand for this program by the students. Did the students ask for this? Mrs. Behne stated that we need to get them excited about careers. We need to get the students focused on careers. If anyone asks a student about what they will do after high school, they will tell you that they will go to college; however, they do not know what they will major in. They want to be doctors; however, they do not know what doctors do. They do not know the grades it takes to get them to that point. We need to focus on the entire student. Mrs. Richardson stated that some children already know how to do hair and are doing so in their homes. This is a way to get them licensed. Mrs. Behne stated that a large portion of the students want to stay in this area (Hancock County) because this is where their families are. We have to work with the community to get more jobs in Hancock. The entrepreneurship program was a great program. We currently travel outside of the county to purchase items. Why can't we open places here for the community to use? Mrs. Behne stated that the students at one point sold water. They created labels and sold water for churches, family reunions, etc. This was a great program. If the students can get a little business to help support themselves, they will become more interested and want to do more.

Mr. Ingram asked about waiving qualifications for teachers and why we would want to waiver this? Mr. Behne stated that this is one thing she does not agree with doing; however, it can be done. Mr. Ingram asked if this will be taken care of in the charter grant. Mrs. Behne responded yes. Anything we want spelled out in the charter will be taken care of. Mr. Ingram stated that we can end up with a school that is not certified. Mrs. Freeman stated that there are individuals that are qualified yet not certified. Mrs. Behne stated that masonry is a good example. There are people in the community that are excellent at masonry and are not certified. If that person wanted to work in Atlanta for the rich people, they could do so and do very well. We could waive the requirement for that person that may not have a college degree or certification. Mr. Lucious Warren stated that this is what technical schools do as well. Our FTE is low; therefore, we do not have the money to run more programs other than the 3 ½ we currently have. Years ago, we had 9 classes. Mrs. Behne stated that the prison is the largest thing we have in Hancock County. We could train people that want to be police officers and/or prison guards. These are things the students are interested in. We do not have enough students in

these areas to offer many classes. This charter will allow us to work a person part-time. This will allow us to run two classes per day. It is hard to get someone to come in to work part-time that are certified. We have cosmetologists that could teach students here in Hancock. In order for those people to work in the school system, they must have a four year degree/certificate. They do not have to be certified with the charter program. Mrs. Freeman stated that there are some cosmetologists that are currently teaching at other colleges under this program. Mrs. Behne stated that we cannot afford to pay people to work full time. Once we write the charter, we have to go through an amendment. The program has to be evaluated annually. If the program is not working, the board can recommend that our program be removed; however, the approval process comes from the state. She has a lot of concerns about this as well; however, we need a group of open minded people to study this to see if this is what we need to do. Mr. Ingram stated that he just does not like the way things would go. He does not like how the local people are taken out of the picture. Mrs. Behne stated that this is not how it will be. Mr. Warren stated that the world will be technological in the next three or four years. Parents that are unemployed right now may be unemployed then because they do not want the technological advances. We need to motivate the students in this area as well. Mrs. Behne stated that this is exactly why we are here. Everyone has something to bring to the table. We want the input of the community.

Mr. Monroe stated that this is the presentation the board is bringing in order to see what direction we should go. Mrs. Behne stated that this program will help all students. Mr. Ingram stated that a charter school is separate from the public school; however, does it have to meet all of the requirements of AYP. Mrs. Behne responded yes, if we were talking about the entire high school becoming a charter. Since they are pulling out the vocational program, the AYP (Adequately Yearly Progress) designation remains with the public school. Mrs. Freeman stated that a student can take engineering classes at the charter school for their vocational seal. Mrs. Behne stated that they want to see women in the construction program and men in the nursing program. They do not want this to be separated. In some areas, we were far above the state bench marks. Mrs. Richman asked what happens to VoteTech or CareerTech. Mrs. Behne stated that this rolls into the charter school. We want to remove this from the public school and put it into the charter school. Mrs. Richman asked what the diplomas will say. Mrs. Behne stated that the current students in grades 10-12 will not

be affected. These students will still have their dual diploma. Students in the 9<sup>th</sup> grade will have one diploma. Mrs. Behne asked if the school system can count on the community if they are called to be a part of the governing board. The audience responded yes. Mrs. Richardson stated that we need to get moving and need to work fast. We need to decide if this is what we want to do. Please talk to other parents about this program.

Mrs. Richardson stated that we will do better with communicating with the community. Mr. Ingram asked how soon we would like to finish this. Is there a target date? Mrs. Behne stated that we would open in the Fall of 2010 if we meet the deadline. If we are not ready, it can open later. We have to submit everything before November 1, 2009. The petition is the charter. We need to get this to the local board before the deadline. Mrs. Richardson stated that there is a model charter academy in Newnan. She wants to invite the community. Mr. Monroe thanked everyone for their input and participation. Mrs. Richardson asked the audience to Google charter schools and read more about this to see if there are any more questions. Putnam and Baldwin Counties are trying to go with a career academy. Mrs. Behne stated that Warren County chartered their entire district. They have new programs that we cannot think of getting. The Technical College System was saying that they were doing things with Warren County and that Warren County has the funding they need. They have millions of dollars. If we take what we have right now and put it in a cosmetology and culinary arts class, we can get money from the state; however, any renovation will need to be paid for locally. We cannot afford this.

Mr. Warren asked where the board was with broadband communications. We can do great things with these funds. This will help every house hold have internet. Mr. Monroe stated that Mr. Ernest Warren, Technology Director, is working on this right now. Mr. M. Warren stated that there is great funding for this. Mr. Monroe stated that this would not cost the county anything. We are looking at this under the e-rate program.

EXECUTIVE SESSION:

NONE

ACTION ITEMS:

NONE

ADJOURNMENT:

By vote, the Board adjourned the town hall meeting at 6:09 p.m. Vote 3-0 (Mrs. Clayton and Mrs. Stewart were absent.)



MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION AND POLICY COUNCIL

April 8, 2009  
5:20 p.m.

- OPENING: The Hancock County Board of Education met on the above date in a joint called Policy Council and Board meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Policy Council members Tasheba Harper, Makacha Chappel, Anne McCown, and Willie Lewis were also present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.
- APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 5-0
- APPROVAL OF MINUTES: NONE
- OLD BUSINESS: NONE
- INFORMATION ITEMS: Discussion of Head Start, Policy Council and Board Concerns  
Mr. Monroe stated that he was going to turn the discussion over to Ms. T. Harper. Ms. Harper stated that this matter would have to be discussed in executive session because it is relative to personnel. Ms. Stewart stated that she asked for this meeting last month because she feels that the Board of Education and Policy Council need to create a better working relationship in a cohesive effort. We need to work on our relationship. We will be more successful if we work together. The Head Start program has come a long way over the years and there are things we can work out as a team. She would like for us (both boards) to work together so that things will move more smoothly. Mr. Monroe asked for any concerns to be relayed at this time.
- Ms. Stewart stated that we have had several training sessions about the roles and responsibilities of both boards. Many of the processes that are in place are confused or misunderstood at times which causes tension where tension should not be. We need to understand the roles and responsibilities of Dr. McCain, Ms. Holiday, and Dr. Leslie. She embraces conflict when it comes up. She has learned that her personal emotions must be put to the side so that she can deal with the issues at hand. If we all understand this, we can move forward to be more successful. Mr. Monroe stated that we have met in workshops and the

purpose of the Board of Education is to oversee the Head Start program. They also make policies and procedures as the grantee. Both boards must agree and approve the policies and procedures in order for the items to be appropriately approved and accepted. Dr. McCain stated that the main document that we need to pay more attention to is the Shared Governance Plan that has been approved by the both bodies regarding how issues are to be handled. This plan calls for meetings (such as this one) to look at agreeable changes for the program. We should have this type of meeting every three months to plan for the future and discuss any concerns. We should not wait until an issue comes up to have a meeting. The two boards need to dialog and discuss some of the things that have taken. This way we can discuss what changes need to be made. Ms. Stewart asked if we could build a relationship of trust and understanding by participating in activities during our meetings. The tension will not be as strong once we get to know and understand one another.

Mr. Monroe stated that the Policy Council may have questions about some of the things the Board of Education does. There is no time that the board is trying to push anything over on the Policy Council. Certain things took place when our program was in jeopardy and there are things that needed to be put in place in order to keep our program. He apologizes for the way things were done. He wants to make sure things are done in time so that we will not be rushing later. We just need to be prepared and prioritize our time. Ms. Harper stated that both bodies need to have good communication with one another. Once a policy is set in place, it needs to be in writing. She was always taught that policies and procedures should be obeyed especially if they are in writing. She does not agree with bending a policy when that policy was never written. The main problem is communication. If there is a concern, we should discuss it appropriately to one another and to other people. Everyone should know their roles. She feels that we need to have our roles and responsibilities in writing as it relates to what we can and cannot do. Dr. McCain stated that the last review that we had took place in 2008. We should be receiving a report soon. Our next review will be in 2010. We will have to go through the entire process again. They will look at how well we are meeting the goals based on the performance standards. This joint meeting is mandated in the Shared Governance Plan. They will look for this in their next review. We had 4 areas in which the program was non-compliant. A follow-up review was done to see if those things were corrected. The report states

that 2 of those things have been satisfied; however, 2 have not. We have 120 days to give a response in order to satisfy these two things. One of the findings pertain to inventory. We did not have titles on 4 of our vehicles. It turned out that two of the titles were available from the state and the other two were never received by the grantee. These two vehicles are no longer working. One vehicle is a bus and the other is a van. We need to remove these two vehicles from our inventory. He hopes the two bodies can agree. They want to see documentation of when these vehicles have been removed from our inventory. The other issue relates to the purchasing of those two buses. We did not get approval to purchase two buses; however, we did receive approval to purchase one. They have written a letter to receive retroactive approval. Dr. McCain stated that there is a form they use to ask permission to purchase items. He asks that both boards approve this. Mrs. Ransom asked if there was any way for the regional office to deny our request and what will happen if it is denied. Will we have to pay for these buses with general funds? Dr. McCain stated that they will not deny this because this is the only solution to this problem. They were told that they do not have to wait to get the results from Washington. There is a form we must send (Form 1310) with this purchase. We didn't submit this form before. They will not deny this request. Mr. Monroe stated that we need to make sure this mistake is not made again.

Dr. McCain stated that the T&TA Plan asks that the Policy Council and Board of Education receive training regarding the budget. Mr. Monroe stated that they are not told certain things; therefore, they do not know what to do regarding those things. Dr. Leslie and Dr. McCain should have supplied the Board of Education with the proper information so that things will be done. They take the blame this time; however, they will no longer take the blame for an error such as this. Ms. Holliday stated that it will be very important that we follow through with the trainings. The boards need to meet more than once. One meeting will not fix everything. Many things are misunderstood and these meetings help us understand exactly what took place. This training requirement was placed back into the T&TA Plan this year. This helps everyone understand their roles and responsibilities. Mr. Monroe asked for meeting dates in advance so that they can plan. One- or two-week's notice is not enough time to notify them of a meeting. At the next regular meeting, a date should be established for the next Joint Policy Council and Board of Education meeting. This will allow them to make the necessary arrangements. Mrs. Clayton

thanks Ms. Harper for bringing this to her attention. She was not aware of the situation at hand. Ms. Harper asked what would be a good timeframe to schedule a meeting if something important comes up. Mr. Monroe asked Dr. McCain to call them and schedule a call meeting. They just want to know that they will have a meeting every three months unless there is an emergency. Dr. McCain suggests that we plan a calendar for these dates. This will help us out a lot. Ms. Stewart stated that the board has always operated with an open door policy for years. They have asked their employees to follow the chain of command; however, if anyone feels that they cannot go to Dr. Leslie or Dr. McCain, the board is open for conversations. We all have personality differences and majority of the conflicts we experience are personality differences. She had to learn how to deal with this. As we grow and work together, we will get better with this because we will be developing a working relationship. This will resolve approximately 65% of our issues.

#### Discussion Delta Airline Ticket – Ms. Felecia Stewart

Ms. Stewart stated that they cancelled their trip to California in order to save money. We were not able to get these funds back; however, we received a credit in return. She knew that her only trip would be to California; however, we must use this ticket within the year. She has a funeral to attend and wants to purchase this ticket from the board so that the board will not have to pay for this. This must be approved by the board. All of the tickets expire in September of this year since they were booked in September of last year.

#### Discussion of SPLOST Election – Dr. Awanna Leslie

Dr. Leslie stated that she spoke with Judge Marva Rice on Sunday evening. Judge Rice shared with her ways to avoid late paperwork regarding our SPLOST. We wanted to do this in June. If we wait until November to get this done, we will miss money for the first quarter. The last SPLOST was done in September which was right before the 4<sup>th</sup> quarter started. If we wait until September again, it will be around January before we receive our money. Ms. Stewart asked Dr. Leslie if these potential dates and information would be ready for them to review on Monday. Mr. Monroe asked if we will be ready to do this in June. Dr. Leslie stated that she is not sure because it takes 30 days for one process to go through and then another 45 days for another process. Last year, she had to get special permission from several people in order to get things done. Mr. Monroe asked Dr. Leslie to make sure this is on the agenda for

Monday night.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matter.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

**ACTION ITEMS:**

Bank Resolution

By vote, the board approved the superintendent's recommendation to adopt a resolution with the Bank of Hancock County in the amount of \$500,000 to be executed as a line of credit. They will deposit \$225,000 into the general funds account for operating expenses.

Vote 5-0

Personnel

By vote, the board approved the superintendent's recommendation to accept Betty Rhodes' voluntary 10-day suspension without pay.

Vote 5-0

By vote, the board approved the superintendent's recommendation for Janet Elder to serve as an Early Childhood teacher at M. E. Lewis Elementary School for 2009-2010 school year.

Vote 5-0

By vote, the board approved the superintendent's recommendation to rescind her previous recommendation for Elizabeth Fisher to serve a teacher at M. E. Lewis Elementary school for the 2009-2010 school year.

Vote 5-0

Delta Airline Ticket

By vote, the board approved for Felecia Stewart to the purchase the airline ticket that was previously purchased and cancelled for the NSBA Annual Conference in San Diego, CA.

Vote 4-0 (Ms. Stewart abstained from voting.)

WIA Worksite Training Agreement

By vote, the board approved the superintendent's recommendation to enter into the worksite training agreement

with the WIA Program by employing the following individuals pending an approved application and background check:

Shazon Reese	Jessica Clayton
Jonathan Clayton	Jarvis Lewis
Demario Warthen	Alexis Cheatham
Shannon Fann	

Vote 5-0

#### Personnel

By vote, the board approved the superintendent's recommendation to rescind her previous recommendation for Vernelle Smith to serve as the Family Service Worker for the Head Start program.

Vote 4-0 (Mr. Smith abstained from voting.)

By vote, the board approved the superintendent's recommendation to employ Bonita Lott as the Family Service Worker for the Head Start program

Vote 4-1 (Mr. Smith apposed.)

#### GLISI Relationship

By vote, the board approved the superintendent's recommendation for Hancock County Schools to continue a working relationship with the GLISI program.

Vote 5-0

#### ADJOURNMENT:

By vote, the Board adjourned the joint called Policy Council and Board meeting at 8:20 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
HEADSTART

February 2, 2009  
5:12 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Headstart meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, Denise Ransom, and J. Melvin Smith present. Board member was absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 4-0 (Mrs. Ransom was not yet present.)

APPROVAL OF MINUTES: By vote, the board approved the Headstart meeting minutes of November 3, 2009 as read.  
Vote 4-0

OLD BUSINESS: NONE

INFORMATION ITEMS: Headstart/Pre-K Financial Reports – Dr. Thomas McCain  
Dr. McCain stated that financial report for Head Start is located in the board pack for their review. He will be happy to address any questions regarding these documents; however, there were none.

Head Start Financial Report

Budgeted Amount	\$1,218,288.00
Month Ending Expense	\$91,427.23
Year to Date Expense	\$548,168.29
Encumbrance	\$7,203.03
Ending Balance	\$662,916.68
Remaining Percentage	45%

Dr. McCain presented the Pre-K budget.

Pre-K Financial Report

Budgeted Amount	\$212,574.73
Month Ending Expense	\$21,680.09
Year to Date Expense	\$100,280.20
Encumbrance	\$0
Ending Balance	\$112,294.53
Remaining Percentage	53%

Mr. Monroe stated that 53% of the Pre-K budget has been

expended. Dr. McCain stated that we are half way through the school term and this report is right on target. We need to keep in mind that the budget was planned for \$212,000. We may not get these funds because it is based on our attendance and enrollment. Mrs. Mazarsky stated that this budget does not have any leeway. Mr. Monroe asked for the status of the after-school daycare for Head Start. Dr. McCain stated that they will have their first activity on February 25, 2009. They started the program with 4 students; however, the participation has decreased to 1 student. They have discontinued this service at that time. They plan to do extra activities with those funds. On February 25, 2009, they will have some African people present information on their language and culture. This will take place from 4:00 p.m. to 5:00 p.m. Some parents want their children to participate; however, the parents do not want to attend with their child. They will have staff to stay late to monitor these students. The following week, they will have aerobic exercises and later some Spanish interaction. This is not free for Head Start; however, this service is free for the parents. They will have an activity each week for the families in order to utilize these funds. Mr. Monroe asked Dr. McCain to place these activities in his Friday Letter so that the board is aware of what activities are taking place. Dr. McCain stated that he will make sure he includes this information as requested. Mr. Monroe stated that we need to recruit for after-school services when we start recruiting for school next year. Are there any contracts for the parents to sign? Dr. McCain stated that they can create a contract for the parents to sign. They had 37 parents express an interest in the extended day services; however, the parents are required to be at work or in school during those hours. The parent must supply documentation of their being in school or at work. This year many parents had jobs in the beginning; however, some parents were later laid off.

The budget for the 2009-2010 school year is located in the board pack as well. They are proposing to serve at least 20 families and they hope to meet this goal. Dr. Leslie stated that we have a local story teller that will be good for the students. Her name is Jeannette Vaughn Wadell. Dr. McCain stated that he is familiar with Mrs. Vaughn Wadell.

Mr. Smith asked how many vacant positions were left. Dr. McCain stated that 3 positions remain open. They still need two teachers and one Family Service Worker. They are seeking a teacher's assistant position at this time as well. Mr. Smith asked Dr. McCain if they have conducted any interviews for

any of these positions. Dr. McCain responded yes and stated that they have interviewed for the Family Service Worker position. They plan to interview for the other positions soon. They have received many applications; however, many were not qualified to work in these positions. Ms. Stewart asked if we will we discuss the letter that was received from the state department. Dr. Leslie responded yes. Dr. McCain stated that the grant application is due in Atlanta on February 27, 2009. They need to mail the package by February 25, 2009. They have to send the Self Assessment, Community Assessment and the T&TA Plans as well. We may need to have a meeting before that time for approval purposes. The Policy Council must approve this information as well. The board's approval is needed before these documents can be submitted. Mr. Monroe asked Dr. McCain to let him know when the information is ready.

#### Headstart/Pre-K Updates

Mrs. Darlene Holliday stated that they noted that the Program Assessment (Child Develop and Self Services) is not discussed as often as necessary. The I.E.P. data is included in the lesson plans. They are working on I.E.A.P.s. Ms. Miranda Wilson will help the teachers with this to make sure the teachers are on target. Purchase orders have been completed for classroom supplies in order to make sure everything in the class is appropriate. They make sure they include the domains as well. They noted that they need to conduct training with the substitutes; therefore, they planned Saturday trainings. Ms. Holliday stated that they also include culture and language during story time. They do problem solving. The education group had the Second Step training in order to become more familiar with how to deal with different behaviors and disabilities. Parents are invited to be a parent of the I.E.P., I.E.A.P. and Mental Plans. Mr. Monroe asked if the Head Start/Pre-K students have to take bench mark assessments. Ms. Holliday stated that the 3-year-old students take early learning assessments; however, they do have bench mark assessments. They assess each student's information to make sure the students are getting what they need. Mr. Monroe asked how the student evaluations were going. Ms. Holiday stated that the teachers put that particular item back on the lesson plan until the children learn the information. Mr. Monroe asked about the knowledge of the staff. Ms. Holliday stated that they have had the staff attend trainings. They also participate in education trainings each Thursday. They are seeing improvements. Mr. Monroe stated that we need to be making preparations to make

sure we are not in the same situation we were in last year. Ms. Holliday stated that she talked to Dr. McCain about advertising for individuals the Early Childhood degrees. Mr. Monroe stated that there is a training at Oconee RESA that the staff need to attend. Dr. Leslie stated that the staff from each school will participate. Dr. McCain stated that his staff will participate in this as well. Dr. Leslie stated that we need to focus on RTI (Response to Intervention) to help answer Mr. Monroe's questions. RTI needs to be fully implemented. Dr. McCain stated that Mrs. Jeannette Giles will be working with the staff with some of their activities. Ms. Holliday stated that Mrs. Giles will be reviewing the steps for identifying students with special needs and Ms. M. Wilson will reiterate I.E.A.P.s using RTI. Mr. Monroe stated that he is really concerned about our Head Start students. This is where education starts. Ms. Holliday stated that they discussed home visits. They must find a way to fit in all of the home visits that are needed. Ms. Stewart asked if we have considered having a job fair within the school system. Dr. Leslie stated that she remembers discussing this during the leadership team meeting. The local colleges have not been successful in showing up at the schools. Ms. Stewart stated that we need to utilize One Stop so that jobs could be hosted or listed there. The One Stop in Augusta, GA has a job fair once per month. We could set up a booth at these locations.

Ms. Holliday stated that Reading Across America is in March. They are looking forward to this. She asked that the board members put this on their schedules so that they can participate as well.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: The board approved to amend the agenda to include executive session to discuss personnel matters.  
Vote 4-0 (Mrs. Ransom was not yet present.)

By vote, the Board went in executive session to discuss personnel matters.  
Vote 4-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Personnel  
By vote, the board approved the superintendent's

recommendation for Vernelle Smith to fill the position of Family Service Worker at Head Start. This placement will be made based on finding a replacement for the position that she will leave vacant. (This transfer will not take place until a replacement has been found.)

Vote 4-0 (Mr. Smith abstained from voting and Mrs. Ransom arrived during executive session.)

ADJOURNMENT:

By vote, the Board adjourned the regular Head Start meeting at 6:22 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

February 2, 2009  
6:23 p.m.

**OPENING:** The Hancock County Board of Education met on the above date in a regular Board meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

**APPROVAL OF AGENDA:** By vote, the board approved the agenda as read.  
Vote 5-0

**APPROVAL OF MINUTES:** By vote, the board approved the board meeting minutes of October 6, 2008 and October 23, 2008 as read.  
Vote 5-0

**OLD BUSINESS:** Board Compensation – Mr. Mike Dishman  
Mr. Dishman stated that there was a question regarding the board's compensation. The board's compensation had not been increased in 14 years. At that time, the compensation was \$100 per month. The board requested the general assembly to reconsider the board's compensation. At that point, the board's compensation was increased to \$500 per month with \$600 for the board chairman. This is exclusively according to the local legislation as it relates to per diems and business out of county. The question was with the \$50 the board should receive each day for out-of-county business. This is below minimum wage and is similar to court duty. This statute could be made that the board continue to receive these funds in addition to the per diem. Mrs. Ransom stated that we can still use the rules from 1993 when the \$50 per diem was approved. Mr. Dishman responded yes and stated that Mrs. Ransom would receive \$100 if she had to go to an out-of-county meeting for two days. He recommends that the board should go with the amount established in 1993. The board can amend this amount of money. Cobb County compensates their board \$17,000 per year and another school compensates their members \$35,000 per year.

**INFORMATION ITEMS:** Special Presentation  
Dr. Leslie stated that she wonders how many superintendents have the privilege of honoring staff members at almost each board meeting. Our students are achieving in all areas. They were very happy to find out that 62% of our high school

students passed the Economic EOCT with 80% or better. We have made tremendous gains in Economics. They raised the standards because they knew the students could not succeed with a 20% passing rate. She is here to present three educators for their achievements. These students made gains between October 2008 and December 2008. Dr. Leslie awarded Gwendolyn Reeves, Judea McClin and Adrienne Harris for their outstanding achievements. Mr. Cleveland and Mr. Jones were also called forward. Dr. Leslie stated that Mrs. Harris is the proud mother of a new baby girl. Mrs. Harris is an Exceptional Education Teacher and has done an outstanding job. Dr. Leslie also thanked the parents for their participation and assistance with educating our students.

#### Financial Report – Mr. Harry Keim

Mr. Keim stated that all of our financial debt has been paid. We have money in the bank. The income shows that we may have to come up with \$227,000 if the legislation does not find a way to deal with the homestead exemption matter. This is not fair for this year. We still have not heard about what cuts will take place with the QBE funds. This cut may be 2% or more. He has been doing the accounts payable. He has been doing it all. They have paid \$600,000 in checks between December 2008 and January 2009. He has cleaned up many things; although, he has made mistakes. There are a couple of things that are still lingering; however, he is working his way through it all. This is nothing but a large paper shuffling situation. They have to get purchase orders, back-up information and invoices to match up with what we have in the system. He has most of this cleaned up. Dr. Leslie has given him some help to get this situation cleaned up. Mr. Monroe stated that he would like for Mr. Keim to tell the community how we stand as it relates to the construction. Mr. Keim stated that we are finished paying everyone. We have made all of the payments, to his knowledge. They had to borrow funds from the general funds in order to pay for this. He does not know if anyone owes us money back; however, we are in good shape at this point. Mr. Monroe stated that he wanted to let the public know that the fieldhouse, classroom addition and the stadium are paid for. We now can breathe easier. Mr. Keim stated that he hopes we do not have to borrow any more money. It all depends on what the legislators do. Mr. Monroe stated that we have come a long way. Mr. Monroe thanked Mr. Keim for his hard work.

#### Discussion of Budget Plans

Dr. Leslie stated that we were in a situation where we had no

money. She is happy to say that we have a plus on the books at this time. We have a fund balance. Last year, we had a deficit. We have made sure that we are fiscally sound in all of our endeavors. The board gave her the task of developing the budget for next year. The legislators may take funds from us. She encouraged the citizens to write the legislatures and ask them not to take any public school funds. They have made sure that these funds are subtracted from the budget just in case. She spoke with Lee Lawson, Hancock County Tax Appraiser. We may see a 3% increase for our ad valorem taxes. They decreased the budget by 4% instead of 2%. At the end of June, our 2010 revenue will be \$36,395.39. This is a preliminary budget; however, we have time to make changes. We have done well this year given the gas and fuel cost increase. They increased the expenditure line item by 4% and decreased the revenue by 4%. Mr. Monroe stated that they need to look over this information. Dr. Leslie stated that her directive was to have the budget ready. Mr. Monroe stated that everything regarding the budget needs to be ready by the end of March. Dr. Leslie stated that everything is ready now; however, we just need to know if the legislation will cut our budget in regards to the homestead. Mr. Monroe stated that it appears that we will not be cut this year. Mr. Dishman stated that it is hard to tell at this point. Dr. Leslie stated that this is why they budgeted for a 4% cut instead of a 2% cut.

Tribunal Appeal Hearing #1 (JB)

Closed Session.

Tribunal Appeal Hearing #2 (BH)

Closed Session.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discussion personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Student Matters  
The parent of Y.H. has withdrawn her appeal. The board accepts the withdrawal of this appeal.

By vote, the board approved to uphold the disciplinary

tribunal's decision to expel J.B. and B.H.  
Vote 5-0

Personnel

By vote, the board approved the superintendent's recommendation for C. W. Watkins to serve as a full time Science Teacher for the remainder of the 2008-2009 school term.

Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Freddie Culver as a substitute custodian pending a satisfactory background check. Mr. Culver will be compensated at minimum wages.

Vote 5-0

By vote, the board approved the superintendent's recommendation to adopt the Pre-Employment screening for substance abuse for all safety sensitive employees.

Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Charles Bly as a substitute maintenance worker.

Vote 5-0

By vote, the board approved the superintendent's recommendation for Natassia Cobb and Tracee Scott to return to Hancock Central Middle School for the 2009-2010 school year.

Vote 5-0

By vote, the board approved the superintendent's recommendation for Judea McClin to return to Hancock Central High School to serve as the Graduation Coach for the 2009-2010 school year.

Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Sharon Payne as an After School Tutorial Teacher.

Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Tarren Hill as a Long Term-Substitute Teacher for the remainder of the 2008-2009 school

year.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Rona Moreland as a PEC Teacher for the 2008-09 school year.  
Vote 5-0

Archive Letter

By vote, the board approved the superintendent's recommendation for the letter from Power Grove Church to be entered into our archives.  
Vote 5-0

Personnel

By vote, the board approved the superintendent's recommendation for Gwendolyn Reeves to serve as the Instructional Specialist for the 2009-2010 school year.  
Vote 5-0

By vote, the board approved the superintendent's recommendation for Charles Forrest to serve as a PEC Teacher for the 2009-2010 school year.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to withdraw her recommendation for Becky Maddox to return for the 2009-2010 school year.  
Vote 5-0

By vote, the board approved the superintendent's recommendation for Melvin Smith, Tommie Evans, and Dr. Awanna Leslie to attend the National Conference on Preventing Crime in the Black community.  
Vote 5-0

ADJOURNMENT:

By vote, the Board adjourned the regular board meeting at 9:11 p.m.  
Vote 5-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
TRIBUNAL APPEAL HEARING

February 2, 2009  
7:05 p.m.

- OPENING:** The Hancock County Board of Education met on the above date in a tribunal appeal hearing with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundresa L. Fields.
- TRIBUNAL APPEAL:** Dr. Dishman called for the parents or representatives of Jeremy Bell; however, no one was present to represent this case. The rights for this hearing have been waived. Mr. Dishman asked if the board had a chance to review the disciplinary tribunal. Mr. Monroe stated that they did have a chance to review the tribunal. The board took a few moments to deliberate.
- ACTION ITEMS:** By vote, the board approved to uphold the disciplinary tribunal's decision to expel Jeremy Bell.  
Vote 5-0
- ADJOURNMENT:** By vote, the board adjourned the tribunal appeal hearing at 7:19 p.m.  
Vote 5-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
TRIBUNAL APPEAL HEARING

February 2, 2009  
7:20 p.m.

OPENING:

The Hancock County Board of Education met on the above date in a tribunal appeal hearing with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

TRIBUNAL APPEAL:

Ms. Stewart asked what Bernard Hall, student, was charged with. Mrs. Adrienne Harris stated that the student was charged with the possession of marijuana and not the intent to distribute. Chief Evans and Officer Burton could have legally charged this student with the intent to distribute because there was an eye witness. Mrs. Wynette Hall stated that she feels that feels that Bernard should not have been suspended since they did not find drugs on him. Mrs. Harris stated that Mrs. Latasha Walker witnessed (heard and saw) the marijuana transfer taking place. She also heard a price being offered. Mrs. Hall stated that Bernard should have had some money or drugs on him at that time if a transfer was made. Mrs. Harris stated that the student was charged based on the eye witness. Ms. Stewart stated that the teacher saw the drugs being given to the other student. Mrs. Hall stated that we can't go by that. Mrs. Harris stated that in the court of law, the teacher was sworn in and her statement is considered to be actual and true. This was based on the teacher actually seeing the marijuana in this student's possession and her actually hearing the other student asking him for a price. Mr. Dishman asked if marijuana was found on the student. It would be considered as "hear say" if the teacher said that someone told her that this took place; however, the teacher witnessed this. Mrs. Harris stated that the marijuana was not found on Bernard; however, it was found on the other student. Chief Evans stated that they took the money from the other student. They had not had a chance to exchange the money; however, they did exchange the drugs. Mrs. Hall stated that the teacher said that he went back to the desk and took the drugs from his hat. They had a chance to exchange money. Mrs. Harris stated that the teacher never said that saw an exchange of money, but she did see an exchange of drugs. The teacher said that she did hear talk of an exchange of money; however, she never saw that exchange. Mr. Monroe stated that, from his understanding, the student must have placed the drugs in the cap out of fear of being caught. He sees that the transaction took

place with the drugs and not the money because the students were being watched at that time. The money was never exchanged. Chief Evans stated that he never charged him with the intent to sale but possession only. Mrs. Harris stated that Mrs. Walker's testimony never changed. Mr. Monroe asked Bernard Hall if he had any questions or if he wished to make any statements. Mr. Hall responded no. The board took a few moments to deliberate.

**ACTION ITEMS:**

By vote, the board approved to uphold the disciplinary tribunal's decision to expel Bernard Hall.

Vote 5-0

**ADJOURNMENT:**

By vote, the board adjourned the tribunal appeal hearing at 8:00 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
JOINT HEADSTART/BOARD

February 25, 2009  
6:13 p.m.

- OPENING:** The Hancock County Board of Education met on the above date in a called Headstart meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.
- APPROVAL OF AGENDA:** By vote, the board approved the agenda with the following addition: Ms. Stewart added Executive Session to the agenda to discuss Personnel Matters.  
Vote 5-0
- APPROVAL OF MINUTES:** NONE
- OLD BUSINESS:** Discussion of 2009-2010 Headstart Budget  
Dr. Thomas McCain stated that this is the budget for next year. Ms. Stewart asked if they noted that we would lose funding next year. Mrs. Regina Butts stated that we will meet our enrollment limit and have a waiting list next year. We have 156 slots for students. We were up to 160 students at one point. Mr. Monroe asked if there was a change in the budget. Dr. McCain stated that the salaries changed and the remaining funds were moved to another category. This was a change of approximately \$8,000 – \$9,000.
- INFORMATION ITEMS:** Discussion of 2009-2010 T&TA Plan  
Dr. McCain stated that this is their first year in the new cycle for funding in Hancock County. They must submit the T&TA (Teacher and Teacher’s Assistant) Plan each year. In the future, we will have to update the community assessment; however, we have to do the Self Assessment each year. The pages are not numbered; however, there are goals that refer to the grantee that they have included. This also includes training. The first goal is to provide opportunities for teachers and teacher assistant to achieve a higher level of certification. We expected a 50% increase in staff obtaining a degree. They will provide books for training. Dr. Leslie stated that an initiative was encouraged to offer staff members funds for going back to school. From Dr. Leslie’s understanding of reading the grant, it states that any staff members receiving a student loan, Pell, or other Hope grants cannot receive any funds as a reimbursement for tuition. Dr. McCain stated that they want the employees to apply for

Pell first; however, if they still have outstanding needs thereafter, they can still receive these funds. Ms. Stewart asked Dr. Leslie to get with Dr. McCain and let the board know what conclusion has been reached. Dr. McCain stated that these funds are not given to the staff to put in their pockets. They took half of our grant. We have to spend the money we have before May. We can carry these funds over. Mr. Monroe asked how many people were interested in this. Dr. McCain stated that he has two people asking him about this already. He wants to make sure they do not just give these funds to one person. We can use these funds. Dr. Leslie stated that we just need to make sure we send out a notice to the employees. Ms. Stewart suggested that we look into this first and then send a letter out. Dr. McCain stated that we can divide these funds out. Dr. Leslie stated that her understanding is that anyone receiving any federal funds cannot receive any of these funds. Dr. McCain stated that he was unsure about this. Mrs. Richardson stated that this was her understanding as well. Dr. McCain stated that they were told that the T&TA Plan had to be submitted at a certain time. They have added some items since that time. This grant is a little over \$18,000. We will have the \$37,000 on top of the \$18,000. Ms. Stewart stated that the goal numbers are mixed up. Dr. McCain stated that the goals need to be numbered along with the page numbers. The Policy Council stated that same fact tonight during their meeting.

#### Discussion of 2008-2009 Self Assessment

Dr. McCain stated that this document lists our strengths and weaknesses. They listed what they considered to be the strengths of our program followed by the weaknesses. They will write a plan to show how we will correct our weaknesses. The review team will ask to see our self assessment to see if we have fixed our weaknesses. Ms. Stewart asked if this information is transferred to another document to document our progress. Dr. McCain stated that all of our weaknesses will be listed on the report. He will present that information in another report. The Policy Council saw a few things that should be changed and delete from the report. (For example: The Policy Council would like to delete the information on page 3 where it talks about contracts with the registered dietitian and mental health provider and that all background checks were varied on employees). Ms. Stewart asked why. Dr. McCain stated that they felt that this should not be listed as a strength. Ms. Holliday stated that these are requirements. This is nothing we do extra. Dr. McCain stated that the statement about not having enough health instruments in the classrooms should be changed

to include having more videos in the classroom. There were a few typos as well. These documents will be proofed so that they are grammatically correct when they submit it.

#### Discussion of 2008-2009 Community Assessment

Dr. McCain stated that there will be some new data in the community assessment. We need to be moving our slots more towards younger children. The government has a plan where we can move our 3- and 4-year-old slots to infant and toddler slots. Ms. Stewart stated that the board will not be disappointed if this is what he desired for the program as far as Early Head Start. Dr. Leslie stated that they visited Atlanta and was told that they could get two more classrooms if we received 40 more students for Pre-K. Dr. McCain stated that there are 10 counties in this state that are trying to do what Hancock County is currently doing. There are 80 slots set aside for Pre-K; however, we must find more students. Dr. Leslie stated that she spoke to Dr. McCain earlier about Early Learning. They spoke about visiting the community to see if people have moved back to Hancock County since many have lost their jobs. Mrs. R. Butts stated that right now REEM is re-hiring workers; however, they will soon be closing permanently. We need to look into this for next year. Dr. McCain stated that we may be able to get some stimulus money for this as well.

Dr. McCain stated that they found it interesting that the updated census shows that we have decreased by 900 people and the enrollment has decreased as well. He does not know why this would be happening because the estimate shows that we will grow by the year 2010. Mrs. R. Butts stated that this was their projection. Dr. Leslie stated that this may have been based on BriarRose coming to our town. We had 72 six month olds, 64 one year olds, 64 two year olds and 40 expecting mothers. We can only serve 8 students per classroom in Early Head Start. Based on these numbers, we must look at a reasonable number of families we can serve. We need to start early with the children. Many parents do not know what to do with their children to help them develop. Mrs. Butts stated that we will get about \$1,000 per child if we convert the regular Head Start program into an Early Head Start. The Hancock County School System made AYP at all of its schools which is a new result. Dr. McCain stated that these reports need to be approved.

Mr. Monroe asked how the after school program was doing. Dr. McCain stated that this program has 20 children. They sent out a survey to the parents as well. Mrs. Butts stated that they

had 20 families say that they wanted to participate and ten families actually participated today. This is their second after-school activity. She thinks the parents may be waiting to see how the program will run. Dr. McCain stated that they offered to keep the children after school and allow the parents to pick children up at 5:00 p.m. They send out reminders to let the parents know that this is a free service. Dr. Leslie asked if we could offer transportation for these students in the afternoon. Dr. McCain stated that they have some students that come back to the center because their parents are not home when the bus arrive. He thinks they can do this. They are spending money now and he thinks they will have the money to do this. We can use these funds or lose them. Mr. Monroe stated that we do not want to send any money back. We need to use every penny we have.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: T&TA Plan  
By vote, the board approved the superintendent's recommendation to accept the 2009-2010 T&TA plan.  
Vote 5-0

Self Assessment  
By vote, the board approved the superintendent's recommendation to accept the 2008-2009 Self Assessment.  
Vote 5-0

Community Assessment  
By vote, the board approved the superintendent's recommendation to accept the 2008-2009 Community Assessment.  
Vote 5-0

Head Start Budget  
By vote, the board approved the superintendent's recommendation to accept the 2009-2010 Head Start Budget.  
Vote 5-0

Emergency Management Agency

By vote, the board approved the superintendent's recommendation to allow the Emergency Management Agency to utilize our building for the purpose of distributing clothing, food and other goods to tornado victims between the hours of 8:00 a.m. and 4:00 p.m. (unless there is an emergency). In the case of an emergency, Mr. Anthony Gilchrist must be contacted.

Vote 5-0

ADJOURNMENT:

By vote, the Board adjourned the joint called Head Start and Board meeting at 8:20 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION/HEAD START

January 14, 2009  
5:19 p.m.

OPENING: The Hancock County Board of Education met on the above date in a called Head Start and Board meeting with Chairman Herbert Monroe, Vice-Chairman J. Melvin Smith, and Board members Felecia Stewart and Denise Ransom present. Board member Ruby C. Clayton was absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 4-0 (Mrs. Clayton was absent.)

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Discussion of Board Vice Chairman Selection  
The board rotates each year with selecting the Vice Chairman of the Board. This year is Mrs. Denise Ransom's turn; however, she declined. Next in line was Ms. Felecia Stewart and Ms. Stewart accepted the position.

Discussion of Board Per Diem  
Dr. Leslie stated that this matter needs more clarification. Mrs. Ransom stated that she has talked to Mrs. Sistie Hudson and Mr. Mike Dishman. Mr. Dishman will bring all of the necessary documents to the next meeting. He was asking about the changes. It is not clear in our current information as to what is actually taking place. Once things are changed in one section all things must be changed. Mr. Monroe stated that this needs to be brought to the board again during the regular meeting in February. Mr. Monroe stated that Dr. Leslie needs to make sure Mr. Dishman has everything ready for the next meeting.

Discussion of Superintendent's Evaluation  
Mr. Monroe stated that it is now time for the superintendent's evaluation. At the next meeting, they will pass out the superintendent's evaluation form for everyone (board members) to complete. He will have everything together so that we can take care of this task.

Discussion of a Funds Transfer  
Dr. Leslie stated that we spent all of our money from the

SPLOST account before Christmas. We have the necessary funds in the general fund account; therefore, we need to transfer these funds to the SPLOST account. We still owe MUSCO Lighting, Kevin Price (General Contractor) and Steven Hill (Architect). Mr. Monroe asked Dr. Leslie if this is the final payment. Dr. Leslie stated that it should be. Mr. Monroe asked if we should get any more money in the SPLOST account. Dr. Leslie stated that she was not sure. Mrs. Ransom asked why we could not pay for this directly from the general funds instead of making a transfer. Dr. Leslie stated that she is not sure why it has to be this way; however, she was told that it would be better if we transferred the funds and then paid the balances from the SPLOST account. This may be for accounting purposes. Mr. Monroe asked if this was our final payments. Dr. Leslie stated that she is not sure. According to our records, it should be the final payment; however, she could be wrong. This is “supposed” to be the final payment for everything. Mr. Monroe asked Dr. Leslie to check and see if this is the final payment and let them know in her Friday letter. Dr. Leslie stated that she would let them know in her Friday Letter.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 4-0 (Mrs. Clayton was absent.)

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Personnel  
By vote, the board approved the superintendent’s recommendation to employ Phillip Lundy and Steven Lott as custodians for the Hancock County School System based on a 6-month probationary period. These recommendations are pending a satisfactory background check.  
Vote 4-0

By vote, the board approved the superintendent’s recommendation to employ Judea McClin as a Teacher’s Assistant for the Odyssey Ware lab at Hancock Central High School  
Vote 4-0

By vote, the board approved the superintendent’s recommendation to re-employ Linda Peek as a Head Start

Teacher.  
Vote 4-0

By vote, the board approved the superintendent's recommendation to adjust the salary of Lakisha Holsey based on the completion of her Association Degree. Ms. Holsey's salary will be increased from \$16,390 to \$17,210.  
Vote 4-0

By vote, the board approved the superintendent's recommendation to increase the salary of Matthias Jones by \$6,000 for his assumption of a portion of the accounts payable responsibilities.  
Vote 3-1 (Mrs. Ransom opposed.)

By vote, the board approved the superintendent's recommendation to increase the salary of Jamey Johnson by \$6,000 for her assumption of a portion of the accounts payable responsibilities.  
Vote 3-1 (Mrs. Ransom opposed.)

By vote, the board approved the superintendent's recommendation to employ Helen Hunt as the Counselor for Safe and Drug Free. Mrs. Hunt will be paid from Title IV.  
Vote 4-0

By vote, the board approved the superintendent's recommendation for Betty Rhodes to serve as an After School Tutorial Teacher.  
Vote 4-0

By vote, the board approved the superintendent's recommendation to employ the following parents as Teacher's Assistants for the 21<sup>st</sup> Century After-School program:

Towanda Lundy	Latasha Walker
Bernice Jones	Delois Hatcher
Garneisha Bryant	Sabrina Smith
Toccarra McClin	Lillie Fluellen
Barbara Lundy	Quianna Rhodes-Ransom
Natesha Mapp	Velma Hunt

Vote 4-0

#### Computer Purchase

By vote, the board approved the superintendent's recommendation to allow employer computer purchases. All purchasers will be given a contract which will be paid back in

three months. If the purchaser remove themselves from the school system prior to the final payment the money will be deducted from their payroll check.

Vote 4-0

Personnel

By vote, the board approved the superintendent's recommendation to employ Makacha Chapple as a substitute teacher.

Vote 4-0

By vote, the board approved the superintendent's recommendation to employ Annie Ruth Warren as a Special Education Teacher until a replacement is found to fill the vacancy left by Nechelle Jones.

Vote 4-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Phyllis Graves.

Vote 4-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Lisa Smith based on the findings and decisions of the workers compensation insurance company.

Vote 4-0

By vote, the board approved the superintendent's recommendation to accept the leave of absence requested by Diane Freeman from January 5 – March 5, 2009 (2 months).

Vote 4-0

By vote, the board approved the superintendent's recommendation to employ Angile Warthen as the Secretary for Head Start.

Vote 4-0

By vote, the board approved the superintendent's recommendation to employ the follow staff for the 2009-2010 school year. Contracts will be offered and a detailed letter will accompany the contracts to detail all information relative to the day in which they sign the contract. The letter will also detail the binding of the contract.

M. E. Lewis Elementary School

Gwendolyn Evans

JoAnn Jackson

Grace Green	Sharon Payne
Mary Wilson	Deborah Duggan
Sarah Ingram	Betty Braddy
Annie Clayton	Jemica Brown
Euvia Latimore	Naheed Fatima
Alicia Moore	Constance Holsey
Ebony Hill	Evalena Flournoy
Elizabeth Fisher	Jimmy Reeves
Betty Rhodes	Martha Smith
Milly Price	Stephanie Chatman
Patricia Thomas	Christine Mosley
Ree Virginia Barnes	Lillie Webb
Glenda Williams	Belinda Grier
Kennedy Smith	Heather Kennedy
Sandra Abad	Bettye Legette
Teresa Ingram	Gloria Wilson
Emma Clayton	Kathy Spikes
Felicia Evans	Fabio Clavijo
Marcus Morris	Leslie Butler

*Hancock Central Middle School*

Daniel Ghann	Cynthia Cliett
Monica Tripp	Ramirez Lewis
Randee Spencer	Eva Windom
Carolyn Abrams	Pamela Armstrong
Pamela Johnson	Jimmie Gilbert
Chere' Wallace	Zachary Harris
Roshiba McCrary	Dr. Susie Jones
Davina Woods	Calandra Jones
Tulsi Nakka	Devvine Morris
Cherita Williams	Bianca Sarabia
Patrick Graney	Becky Maddox
Chastity Coleman	Sylvia Youngblood
Priscilla Hill	Jacquelyn Bolden
Ruby Bundrage	Melvin Turner
Angela Lawson	Patricia Gresham
Annie Ruff	Minnie Roberson
Mattie Battle	Debra Johnson
Tanger Ward	

*Hancock Central High School*

Jesse Bolden	Karen Boone
Sharon Brown	Ricky Chatman
Chastity Coleman	George Cosby
Dr. Charles Culver	Tommy Evans
Charles Forrest	Abdul Mahammed Gafoor

Tremayne Hall  
Alma Harper  
Thomas Hutto  
Shedrick Lawson  
Wilbur Marshall  
Omprakash Mekela  
Monica Poole  
Richard Smith  
Irwin Swint  
Richard Warren  
Anthony Webb  
Vote 4-0

Sheba Henderson  
Adrienne Harris  
Charles Jones  
Derrick Lurry  
Judea McClin  
Demetrice Perry  
Georgia Saulsberry  
Eugene Steele  
Lucious Warren  
C.W. Watkins

Funds Transfer

By vote, the board approved the superintendent's recommendation to transfer funds from the general funds account to the SPLOST account in the amount of \$253,396.23 and the Superintendent will justify whether this is the final payment for this project in her Friday letter.  
Vote 4-0

Board Vice Chairman

By vote, the board approved for Felecia Stewart to serve as the Vice Chairman of the Hancock County Board of Education for the 2009 school year.  
Vote 4-0

ADJOURNMENT:

By vote, the Board adjourned the joint called Head Start and Board meeting at 7:51 p.m.  
Vote 4-0

MINUTES OF THE HANCOCK COUNTY  
HEAD START

January 5, 2009  
5:12 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Head Start meeting with Chairman Herbert Monroe, Vice-Chairman J. Melvin Smith, and Board members Felecia Stewart and Denise Ransom present. Board member Ruby C. Clayton was absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 4-0 (Mrs. Clayton was absent.)

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Head Start Financial Report/Update – Dr. T. McCain  
Dr. McCain stated that the financial reports for December 2008 were in the board pack for the board's review. This document shows where we stand at this point with our expenditures. The board did not have any questions regarding the Headstart financial report.

Head Start Financial Report

Budgeted Amount	\$1,218,288.00
Month Ending Expense	\$91,432.55
Year to Date Expense	\$456,741.06
Encumbrance	\$10,605.15
Ending Balance	\$750,941
Remaining Percentage	62%

Mr. Monroe stated that he is worried about the remaining percentages for maintenance (25%), staff development (17%), and office supplies (35%). Dr. McCain stated that the budget is a guide to go by. They sometimes have to transfer funds from one line item to another. They have spent a lot of money in the area of training. Their teachers are in a training today. The special grant we were awarded has not been received at this point; therefore, we are not spending these funds. Mrs. Dean told him that she was going to send a report on January 12, 2009. He hopes we will have more information and updates by that time. Mr. Monroe asked if all of the matters and concerns had been cleared up. Dr. McCain responded yes and stated that

they will have a vacancy left to fill. They have an advertisement in the paper this week. He received an application for this position today. Ms. Stewart asked what position was vacant. Dr. McCain that this is a teacher's assistant position. This is the one they discussed in the last meeting. We agreed to advertise for this position. Ms. Stewart asked if this information was communicated back to the funding source to make sure they are comfortable with the decision that was made. Dr. McCain stated that they have sent the information in; however, they have not heard back from them at this point. A teaching position is open because we terminated someone at our last meeting. We are looking to fill this position as well.

Pre-K Financial Report/Update – Dr. Thomas McCain

Dr. McCain stated that the Pre-K financial report looks better than the financial report of Head Start. We still have 50% of the budget left to spend. This is the statement for November 2008. Mrs. Shaundra Fields stated that this is the report she received today; however, the preparer may have forgotten to change the date.

Pre-K Financial Report

Budgeted Amount	\$212,574.73
Month Ending Expense	\$19,311.50
Year to Date Expense	\$78,600.11
Encumbrance	\$0
Ending Balance	\$133,974.62
Remaining Percentage	63%

Dr. McCain stated that the teaching staff for Headstart and Pre-K is in Atlanta, GA participating in the Second Step training. This is an important training. It helps the teachers and teacher's assistants learn how to deal with students that have a particular behavior disorder. We have several students that have problems functioning in the classroom. We had one student that would say ugly things and would point his middle finger. Something triggered this student at one point and he ran down the hall and out of the building. This same student was later triggered again and was then eager to learn. They are learning how to calm these students down.

Dr. McCain stated that there is a proposal in the board pack entitled Annual CDGP/CHIP. Judith Dean told them that they would allow us to have the money. This proposal has a cover letter. On the same trip that he and Dr. Leslie took to the

Regional Office to ask for funds to build a new center, they visited the governor's office to see Cynthia Easley. She shared with Mrs. Easley our interests. Mrs. Dean told them that they could only get the money through CDGP; however, Mrs. Easley told them that she would try to find a grant. There is a \$5,000 grant listed to the county. He wanted to share this with the board. In order to receive money in this round from CDGP the application has to be submitted by April 1, 2009. He needs to know if this was a goal the board wanted to pursue. He has talked to the Policy Council about this already. Mr. Monroe asked if the Policy Council had to be involved in this process. Dr. McCain responded yes and stated that the Policy Council must be involved in anything that involves the children and families. They have not been provided this document at this time; however, the sooner they receive it the better. Mr. Monroe asked if the Policy Council could say no if the board said yes to this proposal. Ms. Stewart asked if a no response from the Policy Council would affect whether the board goes forward with this proposal. Dr. McCain responded yes and stated that the Policy Council must be in agreement as well. When he and Dr. Leslie discussed this, she invited our architect of the present construction. They discussed several things to include the location of the building. She mentioned having a kitchen in the facility or building the facility within close ranges of another building that had a kitchen. The Policy Council does not want to do things this way. They do not want to share a kitchen. He has been here for 3 years (in July 2009). He will not always be here. We need to be moving with this now and not wait. Waiting to go ahead with this would be detrimental to us. He would, as the leader of this project, recommend that the project is done by the Board of Education and the County Government. We want to get busy to collect all the necessary data in order to be ready before April 1, 2009. Mr. Monroe asked what is needed from the board. Mrs. Ransom stated that this document shows that this is a joint effort with the County of Hancock and the Board of Education. There is only a signature allotted for the Chairman of the Board of Commissioners. Mrs. Richardson stated that we have the present Head Start building through the county. Ms. Stewart stated that it may be based on the requirements and direction of the grant. Dr. McCain stated that we can only receive \$5,000. If this project costs \$2 million dollars, we (the school system) would have to borrow those funds.

Dr. McCain stated that the Chairman of the Board of Commissioners has to have a public hearing in order to receive

the grant. Mrs. Ransom asked if the only reason the Board of Commissioners was involved with this grant was to be able to receive the funds. Dr. McCain responded yes and stated that he has not approached the county about this grant yet. He just wanted to come to the board to get feed back first. Mr. Monroe stated that he thinks Dr. Leslie, Dr. McCain and a board member need to go before the Board of Commissioners regarding this grant. Ms. Stewart stated that she agrees with that suggestion. Mr. Smith stated that this meeting is needed. Mrs. Richardson asked how this would be titled. Would it be called Early Learning? Dr. McCain shared with the board a copy of the plans from another county (as to what is within the building). Mr. Monroe stated that we have nothing to lose in applying for this grant. Ms. Stewart suggested Dr. McCain and Dr. Leslie get together and talk about this. Dr. McCain stated that he and Dr. Leslie have dialoged about this for about three months. Dr. Leslie asked Dr. McCain to bring a copy of their information to the board. Mrs. Easley told Dr. McCain that Hancock has all of the necessary statistics to qualify for this type of grant. Mrs. Easley was involved in another grant such as this. Dr. McCain stated that he just needs to know whether he needs to go forward with this. This will take a lot of work, effort, and time. Mr. Monroe stated that he is ready to go forward with this. Ms. Stewart stated that she would like for Dr. McCain and Dr. Leslie to bring a proposal back to the board and then go forward from that point. Since Dr. Leslie is absent, we can't have her input at this time. Mrs. Richardson asked Dr. McCain if this would be done this week. Dr. McCain responded yes and stated that he previously asked Dr. Leslie if he could attend a funeral on Thursday. He will be at work every day this week except for that day. This project belongs to another county and it should be handled accordingly.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: NONE

ACTION ITEMS: NONE

ADJOURNMENT: By vote, the Board adjourned the regular Head Start meeting at 5:45 p.m.  
Vote 4-0 (Mrs. Clayton was absent.)

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

January 5, 2009  
6:01 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular board meeting with Chairman Herbert Monroe, Vice-Chairman J. Melvin Smith, and Board members Ruby C. Clayton, Felecia Stewart, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 5-0

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Discussion of Revised Tobacco/Asthma Policy  
Mrs. Richardson stated that this is actually an addition to the current policy we approved for Mrs. Janet Hogan-Lamar. Mrs. Hogan-Lamar is asking that we allow her to work with the nurses. The nurses will serve as the liaisons and they will not be training at the same time. Many of our children have asthma. She wants to try to find out what type of things are triggering asthma attacks. She needs the board's permission to work with students and parents. She needs to know the decision before January 7, 2009. Ms. Stewart stated that Mr. Dishman needs to review this document. Will this cover the adults that have asthma as well? Dr. Leslie stated that she thought this was for individuals ages 10 and younger. Mrs. Richardson stated that the nurses will be trained and they will teach the teachers what to look for. Ms. Stewart stated that we will be responsible to clean up the triggers of asthma once we identify what the triggers are. Dr. Leslie stated that Mr. Dishman may need to make a few changes. Ms. Stewart stated that we need to be aware of our responsibility to protect our staff and students. Mr. Monroe stated that we need to approve this document with any necessary corrections.

By vote, the board amended the agenda to include Financial Update under Information Items.  
Vote 5-0

Financial Update – Mr. Harry Keim  
Mr. Keim stated that they spoke with GSFIC and the Georgia

Department of Education in order to receive funds. The amount listed under ad valorem taxes does not show correctly. Mr. Matthias Jones printed this. He does not know why the amount is not showing up correctly. We need to add \$1 million dollars to this amount. BriarRose still owes us \$150,000. This will complete their payment to us. This was a good lesson for all of us. We have to work at this. Approximately 50% of our revenue has come in. We are having a problem within the financial office. We need to do something about what is taking place. We have spent 37% of the budget. We have about 4 months before we are close to what our budgeted plan was. The instructional portion of the budget has not been hurt by the hold backs we have had. We have taken care of the major concerns. We are in good shape as far as revenue. Mrs. Ransom stated that she likes the way this is set up for the accounts payables and asked if this set up will remain this way from this point forward. Mr. Keim responded yes. Mrs. Ransom asked when a current financial reading will be available. Mr. Keim stated that he has talked to the vendors about our situation. He will not explain this answer in open session, but will do so in executive session. Mr. Keim stated that he would like to suggest that we thank the Bank of Hancock for not charging us for our overdrafts. He was in the Bank of Hancock very often to explain our situation to make sure everything was communicated effectively. He talked to the President and Vice President of the Bank of Hancock and Anne Wilson at United Security Bank. We have to show them that we will stay where we are. Ms. Stewart stated that we may need to look a little closer to our spending. We need to maintain our spending so that we maintain a positive fund balance. Prayer without works is dead. We prayed and worked together in order to get this far.

Dr. Leslie thanked Mr. Mike Dishman, Mr. Matthias Jones and Mr. Alfred Brown. She thanks the staff for being so understanding. We had to have very strict purchasing processes. We were very honest when we could not pay a person. We made sure we communicated what was taking place. She apologizes for delaying our payment to Mr. Dishman. We are working hard to make sure we have a balanced budget. She would like to say that they went to Atlanta to talk to the financial representatives. They gave us a \$315,000. They did not know who Mr. Keim was; however, they gave him the check. He did not have to sign any document to justify him picking up the check. Mr. Keim stated that they were familiar with his voice. He had talked to them very often.

Mr. Dishman stated that the people that wrote the check from BriarRose were 4 steps removed from Jeff Davis. They inherited many pledges Mr. Davis had made; however, this is the only pledge they paid. They only made this pledge because of the success of this school system. We owe gratitude to Mr. Patrick Malloy for working with us. Much of the money came from people as far away as Philadelphia who made personal contributions. They are wealthy individuals who do not know who we are. Mr. Monroe asked Mr. Dishman if there was any way to show that we appreciate what they did for us. Mr. Dishman responded yes and stated that Mr. Malloy and BriarRose would appreciate good publicity. Mr. Monroe instructed Mr. Dishman to construct a letter to send to the major newspapers to update them of the fulfilled of this contribution. Mr. Dishman stated that we could ask the legislation to see if they can recognize BriarRose and Mr. Malloy's company.

Mr. Monroe stated that we need to start on the budget for next year. Dr. Leslie stated that she has been working on the budget. They promised Head Start that a lot of work would be done for them. She will work on the budget; however, Mr. Keim has to focus on getting some work done before January 15, 2009. They will have a tentative budget in February 2009. Mr. Keim stated that he talked about CSI coming to provide a training on budget preparations. Mr. Ernest Warren will be working with CSI to get this training set up. Mr. Monroe stated that we have come a long way. We just need to inform the people of where we are. We do not need to hide anything. We want to make sure that we give the tax commissioners thanks as well. They worked hard to make sure we received our funds. Dr. Leslie stated that she plans to have this token of appreciation soon. Technology is great; however, we understand the process.

**CITIZEN PARTICIPATION:**

Sherry Sibert – Parent

Mrs. Sibert stated that a parent stopped her because he was concerned about selling tickets for his child. The coach would not allow his son to play in a basketball game because his son did not sell all of the tickets he had to sell. She gave the board a document that contained the suggestions of parents regarding the saving of money. This father was sad; however, he is a good parent. She can see many things that take place within our school system. Mrs. Sibert asked if anyone was over (in charge of) transportation. Mr. Smith stated that this is an area he inspects. Mrs. Sibert stated that we need to look into this area very closely.

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Tobacco/Asthma Policy  
By vote, the board approved the superintendent's recommendation to accept the revised Tobacco/Asthma Policy with any necessary corrections.

Vote 5-0

Dr. Leslie thanked Mr. Dishman for all he has done for our school system.

ADJOURNMENT: By vote, the Board adjourned the regular board meeting at 7:44 p.m.  
Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
HEAD START

June 1, 2009  
5:17 p.m.

OPENING:

The Hancock County Board of Education met on the above date in a regular Head Start meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart (via phone conference), and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA:

By vote, the board approved the agenda as read.  
Vote 5-0 (Mrs. Stewart was present via the web.)

APPROVAL OF MINUTES:

By vote, the board approved the following Head Start meeting minutes as read:

November 3, 2008	February 25, 2009
December 1, 2008	March 9, 2009
January 5, 2009	April 16, 2009
January 14, 2009	May 4, 2009
February 2, 2009	

Vote 5-0

OLD BUSINESS:

NONE

INFORMATION ITEMS:

Head Start/Pre-K Financial Reports

Dr. McCain stated that the board does not have these reports in their packs because Mr. Jones and Mrs. Henderson have been working on several other things. They were not able to provide these reports today. He is proud to say that we are not in the "red". We purchased numerous things as the funding year ended on May 30, 2009. These reports will be available at a later date. He is unable to answer many questions regarding these reports; however, he will include this information in his Friday Letter. All of the purchase orders were approved and processed. Dr. Leslie stated that she was unaware that he did not have these documents tonight. She was never informed of this matter. Dr. McCain stated that we are at the end of their Head Start grant; however, we are not at the end of the Pre-K grant. He will have more information on Friday.

Head Start/Pre-K Updates

Dr. McCain stated that today was the last day for the teaching staff. They were very uplifted by the trainings Ms. Holliday provided. The staff expressed their thanks to Ms. Holliday for

the support she has given them and the involvement she has had with them. They are working on developing an Early Head Start Grant. The state of Georgia has \$19 million dollars they will give to the schools. They are working to submit the grant to Washington before July 9, 2009. They will try to pull this program together. He will need a copy of the board member's resumes. He would like for the board members to provide this document within the next 8 to 9 days. This shows the expertise we have in the program. The attorney needs to submit a resume as well. They want to make sure we have the required expertise. This is the beginning of the month. Our grant was funded. A grant notification was sent and everyone should have one. They have requested that the fiscal year be changed to line up with the ending dates of the school board. They will do this eventually. Mr. Keim has made a case for the fiscal year to be changed. This request has been declined at this time. Tomorrow, they should have two additional vans for our program delivered. This should help with travel and completing home visits. He appreciates the help and support the board has provided. We currently have one van. Normally, they have to use their personal cars or they will use the board's cars when they are not in use.

Dr. Leslie stated that Dr. McCain needs to mention the certification that is given for children ages zero to five. He also needs to address how we can implement the program for teachers. Dr. McCain stated that there is a new certification. Mercer University has this program. They submitted 22 letters to partners in the community in order to solicit support. They sent a letter to Mercer University as well. Mercer called back and stated that they could not support us because the President was the husband of an employee at the Regional Office. This is a conflict of interest. They have a new program that offers a Bachelor's Degree in the area of birth to 5 years of age. This will qualify teachers to work in Early Head Start, Pre-K and Kindergarten. Dr. Leslie stated that the other school is Georgia State University. She talked to them and they will set up a co-hort for us if we can find 15 candidates.

Dr. McCain stated that they have only used \$2,000 of the funds they were allotted for teachers that are in school. They will ask to carry over the remaining funds. Mrs. Ransom asked why these funds were not used. Was the staff informed about the money? Dr. Leslie stated that the way the grant is written, it states that the teachers cannot receive the funds if they are receiving federal funds already. These teachers are already

receiving federal money. This needs to be amended so that it reads differently. There are many people that are trying to get the money; however, this needs to be changed. Mrs. Ransom asked if this could be amended. Dr. Leslie responded yes and stated that Dr. McCain needs to request the amendment. Dr. McCain stated that they do not want the staff to “double dip”. Dr. Leslie stated that the way the grant is written, those that have loans still are not able to receive these grant funds. Although, they have to pay their loans back, they still cannot receive these funds. Mrs. Ransom asked if the checks could be made payable to the lenders so that it would not look like the employees were “double dipping”. Dr. McCain stated that he has to be careful about this because he does not want to put his signature on the documents. He does not want to have to pay the money back out of his pocket because he did not go through Mrs. Diane Freeman first. He just wants to make sure he is doing things properly. Dr. Leslie stated that these funds will be carried over. Ms. Stewart asked if anyone contacted the Georgia Department of Education to see how these funds could be handled. Dr. McCain stated that these are federal funds. He has not contacted anyone directly. In the regular Head Start grant, they received \$18,000 for teacher training and tuition support. They have expended all of these funds. They needed additional funds; therefore, they used \$2,000 from this grant. Ms. Stewart asked if anyone had been contacted about these other funds to make sure this would not be considered as “double dipping”. Dr. McCain stated that they were told that they had to spend the money based on the requirements of the grant. He and Dr. Leslie must sit down to review this. Ms. Stewart asked when the deadline was for this. Dr. McCain stated that if these funds are carried over, we can use the funds before May 2010. Ms. Stewart asked if we will lose these funds if we do not use them. Dr. McCain stated that this will not affect our allotment for next year. We had a number of teachers that did not have degrees. This is why we were able to get these funds. These funds were for teachers that were going back to school. These teachers must go to school, spend their own money and then be reimbursed. The teachers are concerned that they do not have the money to pay up front. Ms. Stewart stated that she understands this and this is a good requirement. Dr. McCain stated that some people were in school already and wanted to be reimbursed. These funds will be used for this purpose.

Dr. McCain stated that Mr. Smith, Dr. Leslie, Mrs. Richardson, Mrs. Freeman and Mrs. Behne attended the Head Start

workshop in St. Simons. Dr. Leslie stated that they all received credit for these classes. Mrs. Clayton asked if we had all of the teachers we need for the up coming year. Dr. McCain stated that everyone we have now will be returning to Head Start. They only have two teaching vacancies. They will be interviewing soon. They are required to have a Bachelor's Degree in any area and at least an Associate's Degree in Early Childhood. They hope to fill these two positions before school opens again. He received an application from a young lady that had these requirements. They will be interviewing this person soon.

Mr. Smith asked if there as a Teacher's Assistant that has worked as a teacher for the entire year. Dr. McCain stated that there were two Teacher's Assistants that worked as a lead person. They were never able fill a position that was left vacant earlier this year. One employee only worked for three months and the other employee worked for two months. Mr. Smith asked how these two Teacher's Assistants performed. Dr. McCain stated that they have not received an evaluation yet; however, he feels that they have done a great job. One of the Teacher's Assistants had to change pull-ups and complete tasks as if we were running an Early Head Start program. The other teacher spent much time helping a student with special needs. This teacher earned recognition as staff of the year. Mr. Smith stated that he hopes a recommendation will be made for these two Teacher's Assistants soon. Dr. McCain stated that they are unable to make these two individuals teachers because they do not meet the requirements. He would be able to pay them for their serves for the past year. He will make this recommendation to the superintendent.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took no actions.  
Vote 5-0

ACTION ITEMS: NONE

ADJOURNMENT: By vote, the Board adjourned the Head Start meeting at 6:04 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

June 1, 2009  
6:12 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Board meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 5-0

APPROVAL OF MINUTES: By vote, the board approved the following board meeting minutes as read:

December 1, 2008  
December 2, 2008  
December 8, 2008  
December 8, 2008 (Tribunal Appeal)  
December 15, 2008  
January 5, 2009  
January 14, 2009  
February 2, 2009  
February 2, 2009 (Tribunal Appeal)  
February 2, 2009 (Tribunal Appeal)  
February 25, 2009  
March 9, 2009  
March 18, 2009  
April 8, 2009  
April 27, 2009  
April 27, 2009 (Tribunal Appeal)  
April 27, 2009 (Grade Change Hearing)  
April 16, 2009  
April 28, 2009  
May 4, 2009  
May 4, 2009 (Grade Change Hearing)  
May 11, 2009

Vote 5-0

OLD BUSINESS: NONE

INFORMATION ITEMS: Special For Rising Stars – Dr. Nancy Bell  
Dr. Leslie stated that we are very excited to have our newly certified Rising Stars for the state of Georgia present tonight. There are four individuals being recognized tonight by Dr.

Nancy Bell. Dr. Leslie introduced Dr. Bell to the board. Dr. Leslie stated that everyone in our RESA is talking about our Rising Stars. Dr. Bell stated that she is the Rising Star Coach for Hancock County. It is true that the teachers learn more than the students. She is expecting these individuals to become North Stars so that they can point the way to excellence. These certificates are from Oconee RESA. These people have completed the 2008-2009 required performances for leadership, budgets, financials, school law, and data analysis. They have learned how to develop smart goals, balance score cards, and several other things. Dr. Susie T. Jones, Betty L. Legette, Gwendolyn J. Reeves, and Syliva Youngblood were all awarded for their accomplishments. She is grateful to the Hancock County Board of Education and Dr. Leslie for allowing her to serve as their Rising Star Coach. The Rising Stars presented Dr. Bell and Dr. Leslie with flowers and a balloon to show their appreciation. The team thanked Dr. Leslie for seeing this vision for them.

#### Financial Report – Mr. Harry Keim

Mr. Keim stated that he wishes he had some good news tonight; however, he doesn't. We have paid some bills this month. They have expended \$122,000 in vouchers. As of the end of May, we have \$9,329 million dollars in revenues and have expended \$9,158 million dollars in expenditures. We are at 79% for receiving our tax funds. Revenue is not coming in as it should. We should have two more payments this month. Things do not look very good as it relates to our revenues. They received notice that the governor was cutting our QBE by 25% (\$97,000). This happened to all state agencies. We have done many things for the expense side of things; however, we are still short. He does not see how we will not have a deficit this year. They have had many surprises. He thought we were in good shape in the middle of the year; however, things changed rapidly. He feels that most districts will have problems this year. Mr. Monroe asked Mr. Keim how much of a deficit is projected. Mr. Keim stated that he is expecting a shortage between \$500,000 and \$800,000. They have put furloughs in place, changed the pay for retirees, and decreased the supplements for certificated staff. We even have received a credit from AT&T. All of these things saved us \$337,000. Mr. Monroe asked where the QBE allotment sheet was for 2009-2010. Mrs. Ransom asked if they were working on the budget. Mr. Keim responded yes. We are taking another \$300,000 cut. Mrs. Ransom stated that we have been in this predicament before; however, she wants to touch very little of the funds that

are directly linked to our students (instruction). Do not touch instructional funds. Mr. Keim stated that we must be careful because the federal funds will “dry up” in two years. The auditors will be here until June 30, 2009. They arrived today. He feels good about this; however, he wasn’t here at the beginning of the year. The auditors will do our financial statements this year. We will receive an audit finding for this. Our Risk Assessment was the worse thing he has ever had to do. He had to answer various questions. They now know where some of our weaknesses are. They will try to clear these things up before school starts next year. Mrs. Ransom stated that she knows that we will have to cut many things and asked them not to cut instruction. Dr. Leslie stated that on February 25, 2009, we received an unannounced \$359,000 cut. Three weeks ago, we received a \$379,000 cut due to student lose. This past Friday, we received a \$97,000 cut. We received a \$179,000 cut for equalization. We would have been okay if we had received the funds from the state. We will receive \$290,000 from homestead exemption. The taxes have not come in yet. We would have been fine, if the economy had not changed. This is not our fault. Anyone can pull this information up on the internet. She will be happy to provide copies of the letters we received. This has been addressed. They are trying to preserve the integrity of instruction.

#### Children and Youth in Transition

Dr. Leslie stated that this is just an update to our Homeless Education Policy. The changes are highlighted in yellow. Mrs. Ransom asked if this needs to be approved with the revisions. Dr. Leslie responded yes. Ms. Stewart asked if Mr. Dishman had approved this. Dr. Leslie responded no and stated that we can send the document to him after this meeting. This is a guideline from the Georgia Department of Education. This needs to be approved before the end of the week. Dr. Leslie asked the board if they would approve this pending Mr. Dishman’s approval. Mrs. Ransom asked how long we have had this document. Mrs. Richardson stated that this document came in last week. The grant was submitted on Friday. This came in after that document was submitted. Ms. Stewart asked if we could vote on this via the telephone. Dr. Leslie responded yes. Mr. Monroe responded yes. Mr. Monroe stated that they can do this on tomorrow.

#### Hancock County School District’s WIA Worksite

Dr. Leslie stated that they talked about the Hancock County School District becoming a worksite for WIA. Individuals

employed by the Hancock County School District must have a background check; however, these individuals do not require background checks. Ms. Stewart stated that WIA does require background checks. The employment agency is responsible for this. Mr. Monroe asked when these individuals will start working. Dr. Leslie stated that they started today. Mr. Gilchrist stated that this needs to be approved tonight. ECGC (East Central Georgia Consortium) said that they will take care of the background checks and payment for these individuals. The students have already been working in other entities. We are the only entity not housing workers for this program. This is just for the summer. Mr. Monroe asked about the adult program. Dr. Leslie stated that they have had a few meetings with Joyce Blevins regarding this program. She was asked how many positions we desired to have. Dr. Leslie stated that she requested that we have between 50 to 100 slots. Later, she told them that we wanted 200 slots. We received 200 applications. These applications were submitted to Eartha Cummings. Mrs. Cummings told her that we can only have 25 positions for the entire county. They will meet again about this. She spoke with Michael Thurman and he has spoken otherwise regarding the program. Ms. Stewart asked where the 25 people that we were given will work. Dr. Leslie stated that these individuals will be split up between the city, county and school board. Mr. Monroe stated that he was under the assumption that we were already allotted 40 positions. Dr. Leslie stated that this is what they were told previously. Ms. Stewart stated that it did not take place if it was not received in writing. ECGC will send us a letter to justify how many slots we have been allotted. Dr. Leslie stated that we have this on tape. Ms. Stewart stated that it is good for us to have this recorded; however, nothing is concrete without that letter from them. We need to send them a letter and let them respond to us in writing. Dr. Leslie stated that they have a meeting scheduled for this week. Mrs. Clayton asked how much these jobs will pay. Dr. Leslie stated that it started out at \$7 per hour; however, she later found out from Dr. Harodon at STC (Sandersville Technical College) that they will pay up to a certain amount if we request it. Ms. Stewart stated that this needs to be in writing as well. When we work with the State Department, information needs to be in writing. Mrs. Richardson stated that there is an entire age group that has been cut out (18-older). These people were asked to find worksites and they did as they were told; however, they have been cut. This is not fair. Ms. Stewart asked them to put this in writing.

Mr. Monroe stated that they went to meeting in Macon a few

weeks ago. Mr. Monroe asked about the grant they discussed at that time. Dr. Leslie stated that we received this \$50,000 grant; however, we cannot pay students with these funds.

#### Board Retreat

The board members conversed and agreed that they will host a one-day retreat on July 18, 2009.

#### CITIZEN PARTICIPATION: Sherry Sibert

Ms. Sibert asked why the individuals listed on the agenda did not show up. Mr. Monroe stated that the board released them so that they could present during the board retreat.

#### Anthony Gilchrist

Mr. Gilchrist stated that he is going to help Teirra Latimore go to the Georgia Youth Convention. She will participate in a talent show on June 9, 2009. They will have dinner at 6:00 p.m. with the governor. After that, they will compete. Miss Latimore will also sing during the banquet. It would be good if we could support her efforts. He can give more details later.

#### Essie Lewis

Mrs. Lewis asked if it was a board policy to take a child back home if a parent does not have enough money to pay for a field strip. Mr. Monroe stated that this is not a policy. Dr. Leslie stated that this is not a practice. She is not aware of this. Mr. Monroe stated that the student should have been placed in another classroom and not taken back home. Mr. Smith stated that this needs to be addressed with Dr. Leslie. The parent needs to talk to Dr. Leslie so that this can be investigated.

Mrs. Sibert stated that Dr. Leslie mentioned that the state cut some funds because students were not going to school and asked for clarity. Dr. Leslie stated that these students transferred to other schools. Mrs. Sibert asked why this was happening. Mr. Monroe stated that a loss of jobs is the major reason. Mrs. Richardson stated that some students were staying with their grandparents. Dr. Leslie stated that other students come here from the city for a few months and then go back.

Mrs. Sibert stated that she has a problem with the dress code not being equally administered. Each child should be treated fairly. She knows this from a personal experience. Her child was sent home for wearing the same thing other students were allowed to stay at school for wearing. This is a very serious problem. She talked to Mrs. Richardson about this. Mr. Monroe stated that

this board has communicated this to the directors, principals, superintendent, and assistant superintendent on numerous occasions. They do not go to the schools to enforce a policy. They take actions when the policy is not being followed by the administrators. We must end a school year the same way we start the school year. The students wait to see how weak an administrator will be before they break the rules. He can honestly say that they have had a few weak administrators. He hopes the administration will be stronger next year. He see students with green shoes and shirts on. Mrs. Sibert stated that she tries to do the right thing. Her child has to sit in the office all day because a policy was said to be changed for another student. This not fair. Mrs. Ransom asked if this has been taken to Mrs. Richardson and Dr. Leslie. Mrs. Richardson responded yes and stated that this was addressed. One school is more strict than others. She has told the staff about this. They will deal with this. Ms. Stewart stated that the board will have to dictate what brand of clothing a parent can purchase if the administrative staff is not being fair. This is too strict. If we work together, we can handle this issue the appropriate way. Mrs. Sibert stated that her child is in the middle school. The middle school principal said that the dress code was changed for other students. This is not fair. She brought this to the board before. We need to straighten this out. This needs to be changed now and not after school starts back. They were going to make her child sit in the office all day if she did not pick him up. Ms. Stewart stated that the administrators need to be pulled together so that the board can let them know what they expect. Mrs. Sibert stated that the high school was awful. The elementary school is doing a good job. Mr. Monroe stated that we need to post the dress code policy in the newspaper each week. Mr. Smith stated that it is not the dress code; however, it is the administrators. He has seen students inappropriately dressed stand in front of the principal without being redirected. He feels that things will be different this year.

Mrs. Sibert asked if the CRCT Social Studies scores were required. Dr. Leslie stated that the scores are required. Mrs. Sibert stated that her child's score was missing. Dr. Leslie stated that they do not print test scores; however, they will contact the state department about this issue.

**EXECUTIVE SESSION:**

By vote, the Board went in executive session to discuss personnel matters.

Vote 5-0

REGULAR SESSION:

By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS:

WIA Worksite

By vote, the board approved the superintendent's recommendation for the Hancock County School District to serve as a worksite for the WIA program.

Vote 5-0

Bank Resolution

Dr. Leslie stated that we have been cut for over \$3,000 per month. We had a \$500,000 loan; however, we need additional funds. We will need \$1 million dollars in order to make it to the end of the year.

By vote, the board approved the bank resolution as read:

June 1, 2009

Bank Resolution

"The Hancock County Board of Education Members are desirous of establishing a loan in the amount of One Million Dollars (\$1,000,000.00) in order to provide operating funds through December 2009 for the school district.

The Hancock County Board of Education in its Regular Board Meeting of June 1, 2009 adopts the Resolution in the amount of One Million Dollars (\$1,000,000.00) to be executed as a line of credit with the Bank of Hancock County. This letter also comes to verify that the Hancock County Board of Education does not have an outstanding loan with any other bank or lending institution with the exception of the Bank of Hancock. We also verify that the Hancock County Board of Education is free of any other outstanding indebtedness except the \$500,000 loan established on April 8, 2009 with the Bank of Hancock County.

We authorize Mr. Herbert Monroe and Dr. Awanna Leslie to sign the necessary documents to execute this loan and for any future loans up to the limit of the maximum line of credit of \$1,000,000.00. This loan will be paid off before December 31, 2009."

Vote 4-0 (Ms. Stewart had left the telephone line.)

ADJOURNMENT:

By vote, the Board adjourned the regular board meeting at 9:08 p.m.

Vote 4-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION AND HEAD START

March 18, 2009  
5:15 p.m.

- OPENING: The Hancock County Board of Education met on the above date in a joint called Head Start and board meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.
- APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 5-0
- APPROVAL OF MINUTES: NONE
- OLD BUSINESS: NONE
- INFORMATION ITEMS: Discussion of Federal Income Guidelines FY 2009-2010  
Dr. Leslie welcomed Ms. Tasheba Harper, Policy Council Chairman, to the meeting. Dr. Thomas McCain stated that the title of this document should read as the Selection Criteria instead of Federal Income Guideline. We cannot change this document. The second page shows the 2009 policy guidelines. This tells how a family could be eligible for Head Start based on having one child and up to eight children. With a family that has more than eight children, we can add \$300 per child. Although, we cannot change this document, we must approve this document as criteria for enrolling students into the program. The guideline says that the child should be between ages 3 and 4 on or before September 1 in order for the child to be accepted into the program. The Policy Council stated that it should be noted that a Special Education child should be accepted on his/her 3<sup>rd</sup> birthday even if it is after September 1. Based on certain conditions in a family, this criterion is used only if we have one slot available in the program and we have two children trying to get into that one slot. This determines which student gets accepted. The child will have a rating status and the child that has the most points will be the one to be accepted into the program. Students get a certain amount of points for having a disability. Dr. McCain stated that this also tells the assigned points that are given to a child for physical and/or mental illnesses in the home. Ms. Stewart asked if the illness pertains to the entire family or just the child. Dr. McCain stated that this pertains to the entire family. The student even receives points if

they live with only their mother or only their father. This is an important system. We cannot wait until we have a condition in order to give more points for certain areas; however, this must be approved before hand. Dr. Leslie stated that this is fine; however, number one mentions child with a documented diagnosis. Ms. S. Harper stated that this is what they were talking about. Dr. Leslie stated that this needs to be spelled out because a parent could state that there is a documented ear infection. Dr. McCain stated that they have placed this statement into the document. Mrs. R. Butts typed the statement in; however, it was taken out for some reason. They have to show in the minutes that the Policy Council and Board of Education had input with this document. Both bodies must meet about the selection criteria. Ms. Stewart asked if this criterion is currently in our policies. Dr. McCain stated that this is in our policies; however, we must approve this each year. The income weight has been changed as well. The Board of Education has an opportunity to give or take weight from certain areas if necessary.

#### Hancock Central High School RTI Presentation

Dr. Leslie stated that the Hancock Central High School principal and staff members are here to discuss their RTI (Response to Intervention) plans. They have had a chance to go back and make the necessary modifications. They are now ready to present their information. Mr. Cleveland introduced his staff and voiced their understanding of the RTI plan. This is to help them effectively learn the status of their students and to identify which interventions are needed to enhance their educational experience. Mrs. Adrienne Harris explained their process and stated that they are trying to help all “bulldogs” succeed. They would like to have a graduation rate of 100; but are happy to say that they have the highest rate in the state. They sometimes get confused about this process. Tier One is for standards based instruction. This is what everyone in the class should already be doing. Tier two is individualized instruction. This instruction is for certain students. When you move up to another tier you do not stop what you are currently doing at levels one and two. At tiers three and four, SST (Student Support Team) is implemented to obtain additional help for the student. I.E.A.P.s are their answer. There is a sample I.E.A.P. for a student in U. S. History. This student has low test scores. They would reduce the number of portions given to the student. Another student may have trouble developing sound and persuasive argument writings. The teacher gave samples to the students. It was noted that the student progressed. They use

I.E.A.P.s to guide instruction and monitor student progress. They want to implement strategies to keep the students on track. This makes each student a priority and gives them the opportunity to have a written plan to help them with weaknesses. This makes the teachers more accountable as well as the students.

Mrs. Dorothy Alexander stated that the collaboration among the teachers has increased. They have had to talk to other teachers in different subject areas to see what works the best. Mrs. Harris stated that Ms. Stephanie Chatman has helped them as well. This process is very time consuming. They are doing their best to get this process together. They really want to see the benefits of this. This presentation shows that they have the best interest of the students in mind. Mr. Mohammed Gafoor stated that the RTI concept is not new; however, it boosts student learning. He worked with his Juniors in implementing tier one through three. He gives the entire group instruction and identified the problem by looking at the data. He moved the students to the media center to be more defined. Everyone has potential; however, we have different learning habits. He also moved the students to the cafeteria. Mrs. Harris stated that they are doing their very best right now and hopes to be the best by the end of the year.

Mr. Cleveland stated that this helps on the discipline problems as well. The students get engaged with their learning. It is refreshing to see the students involved in their own learning process. They know where the students are with the diagnostic tests. They are preparing the students now for the GHSGT (Georgia High School Graduation Test). Ms. Stewart asked if all of the students are given the opportunity to look at their individualized report. Mr. Cleveland stated that each student has a file for RTI and the teachers should share this data with the students. Ms. Stewart asked how much parental feedback has been received since this process started. Mrs. Harris stated that this is a work in progress. The parents are not really knowledgeable right now. Only the parents that have students that are failing know about this process. When a student is failing, the parents are contacted via phone or in writing. Ms. Stewart asked if the Parent Connect program was working. Mrs. Harris stated that they are working on this as well. They are required to enter three grades each week. Ms. Stewart stated that having this information handy is very helpful in monitoring students from home. Dr. Leslie stated that we are not making any excuses. Everyone knows and understands this program.

Ms. Stewart stated that this is done automatically in Baldwin County because the students work is online. The program that Baldwin County uses posts the grades automatically.

Mrs. D. Alexander stated that some parents are not aware of this program because the students are not telling the parents about it. We need to let the parents know about this during orientation. Ms. Stewart stated that some systems make the parents go online to get their child's report card. Mrs. Harris stated that she wish they could enter attendance in the Parent Connect program as well. We really need this capability. When she was in school, an automatic call went to the parents to let them know that their child did not come to school that day. The I.E.A.P.s help them this as well. They are noting that some students will pass their classes if they come to class. Mr. Monroe asked if we had this capability. Dr. Leslie stated that we have many modules but the full implementation has not been done. This was a part of the school audit they conducted. Mr. Richard Warren stated that they want to stop students from taking duplicate classes. Dr. Leslie stated that Mrs. D. Alexander and Mr. Lucious Warren had very good RTI folders. Mr. Ricky Chatman stated that their minds are really focused on the graduation test; however, they are still working on the RTI information.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Head Start Selection Criteria  
By vote, the board approved the superintendent's recommendation to accept and adopt the Selection Process that includes the Federal Guidelines for Head Start with any necessary corrections.  
Vote 4-0 (Mr. Monroe left during executive session)

Work Ready Initiative  
By vote, the board approved the superintendent's recommendation to accept the governor's Work Ready Initiative program in to the Hancock County School System.  
Vote 4-0

ADJOURNMENT:

By vote, the Board adjourned the joint called Head Start and Board meeting at 7:31 p.m.

Vote 4-0

MINUTES OF THE HANCOCK COUNTY  
HEAD START

March 9, 2009  
5:13 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Head Start meeting with Vice-Chairperson Felecia Stewart and Board members Ruby C. Clayton, and J. Melvin Smith present. Chairman Herbert Monroe and board member Denise Ransom were absent. Vice Chairman Stewart called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 3-0 (Mrs. Ransom and Mr. Monroe were absent.)

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Head Start Financial Report – Dr. Thomas McCain  
Dr. McCain stated that the Head Start financial report was located in the board pack for review.

Head Start Financial Report

Budgeted Amount	\$1,218,288.00
Month Ending Expense	\$87,762.78
Year to Date Expense	\$637,311.35
Encumbrance	\$4,450.98
Ending Balance	\$576,525.67
Remaining Percentage	45%

Mr. Smith stated that the percentage does not match the amount spent in line 15 (for field trips). There is an \$8,000 budget; however, only \$2,000 has been spent. How is it possible to have 99% of this line's funds still remaining? Dr. McCain stated that this is an error; however, he will get with Mrs. Henderson regarding this. Mrs. Clayton asked about the legal accounting fees and asked if this was for the attorney. Dr. McCain stated that these funds are placed in the budget just in case we need to use them. This line item still has 100% remaining. If the legal fees are more than what is allotted, they will move funds from another account to this one. Mr. Smith stated that there is an issue with many of the lines as it relates to remaining percentages. Ms. Stewart stated that the formulas are not entered and all of the percentages are off by 3 or 4 percentages. Dr. McCain stated that he would have Mrs.

Henderson check this. There should be a calculation of percentages on the report. Dr. McCain stated that, based on where we are now, we have two more months of expenditures to use before the new budgets takes effect on June 1, 2009. He would like to purchase a van for Head Start. If they start now, they will have time to make this purchase. Dr. Leslie stated that Dr. McCain mentioned the school system receiving in-kind services; however, information has not been provided. She spoke with Mr. Keim about these services and he informed her that we are supposed to get 10.8% of the budget or \$121,000. They spoke to Mr. Colvin as well. The additional money in the budget should go towards the board's in-kind services. This board has been here for 6 years and it is time that we start trying to retrieve these funds. Head Start could have given over \$500,000 to this board. Dr. McCain stated that Mrs. Henderson said that this is not the process they use. He spoke to Judith Dean about this before. Mr. Keim told him that this does not come out of the budget; however, the funding source pays these funds to the grantees. He will work with Mr. Keim to make sure the grantee gets what is due them. Dr. Leslie asked Dr. McCain to make sure Mrs. Henderson takes care of the glitch with the excel spread sheet.

Pre-K Financial Report

*Pre-K Financial Report*

Budgeted Amount	\$212,574.73
Month Ending Expense	\$19,645.09
Year to Date Expense	\$120,442.16
Encumbrance	\$0
Ending Balance	\$92,132.57
Remaining Percentage	43%

Ms. Stewart stated that these formulas are off as well. Dr. McCain stated that Mr. Jones created this report. Dr. McCain stated that this could be a result of the new software they have. Mrs. Clayton stated that all of the funds for the travel line item have been expended.

Head Start/Pre-K Updates

Dr. McCain stated that they submitted the funding application. This year, they had a new submission process. It was due on February 28, 2009. They received notice that the application has been received.

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: NONE

REGULAR SESSION: It was motioned to enter into executive session to discuss personnel matters; however, these items were tabled until the next meeting.

Vote 3-0 (Mrs. Ransom and Mr. Monroe were absent.)

Dr. Leslie stated that the personnel letter located in the board pack is just for the board's information. Ms. Stewart asked if anything else was needed for executive session. Dr. Leslie stated that the interviews have not been completed at this time.

Dr. Leslie asked if we could meet again next week after the Policy Council meets. Ms. Stewart stated that she wants clarity on the letter that is in the board pack. The board approved this letter in a previous meeting and it makes this document appear to be conflicting. The board agreed to meet again next Thursday at 5:00 p.m. to discuss personnel matters.

ACTION ITEMS: NONE

ADJOURNMENT: By vote, the Board adjourned the regular Head Start meeting at 5:44 p.m.  
Vote 3-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

March 9, 2009  
6:02 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Board meeting with Chairman Herbert Monroe, Vice-Chairperson Felecia Stewart, and Board members Ruby C. Clayton, and J. Melvin Smith present. Board member Denise Ransom was absent. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 4-0 (Mrs. Ransom was absent.)

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Special Presentation  
Dr. Awanna Leslie and Mrs. Bettye Richardson presented each board member with a certificate from GSBA in recognition of School Board Appreciation Week (March 9-13, 2009). They thanked each member for continuing dedication and service to our community and schools as a school board member. The certificate was signed by the superintendent. The board thanked Dr. Leslie and Mrs. Richardson for this recognition.

Financial Report – Mr. Harry Keim

Mr. Keim stated that we need to collect another \$3 million dollars from the original budget. The ad valorem taxes are our main focus. The state changed some figures which resulted in a cut of 4% from our QBE. We are doing very well with our expenditures. We still have 40% remaining in the budget. We have spent over \$6 million dollars and still have some to spend; however, this is based upon how revenues come in. We have a few more bills to pay off. We are about \$20-30,000 away from paying everything off. He is still trying to figure out our copier system. We have two different bills with IKON; however, we have to find out which copiers are from which location. We are up to date on our utilities. We have to be careful at this point because we need to know how much of our taxes we will collect. Ms. Stewart asked Mr. Keim to let them know how much our QBE funds were actually cut. Mr. Monroe asked if there were any other areas we are being cut in. Mr. Keim stated that he is not really sure; however, he will find out. This is

called the mid-term adjustment. Dr. Leslie stated that they have amended the funding formula for equalization. This will cut out about \$200,000 that we are supposed to get. Mr. Keim stated that this could a larger amount. Mr. Monroe asked what these amounts were based on. Dr. Leslie stated that some are based on our tax rates while others are based on our FTE. Mrs. Clayton stated that she is happy that we are out of the red at this point. Mr. Monroe asked if he could get a copy of the mid-term FTE information. Dr. Leslie stated that she will place this information in her Friday letter.

#### Discussion of RTI and Gifted – M. E. Lewis Elementary

Dr. Leslie stated that this time last year they were given the responsibility of helping write the policy for RTI (Response to Intervention). This policy includes the explanation of how RTI works in Hancock and the portfolio organizing process. They knew this would be a challenge. They conducted an audit at each school to check the implementation of this process. They are happy to say that some teachers were doing what they were asked to do. The teachers at M. E. Lewis Elementary School had all of their plans together. Dr. Leslie stated that they checked grade books, lesson plans, I.E.A.P.s and RTI plans. This school had their information together. Everyone had their grades and documentation. These elementary school teachers do not have a daily planning period. She wants all of the teachers to come to our next meeting and asks that the board encourage them.

Mrs. Birdsong stated that it is a pleasure to introduce these teachers to the audience and board members. The following teachers were introduced: Sarah Ingram, Ebony Hill, Euvia Latimore, Elizabeth Greene, Mary Wilson, Sharon Payne, Gwendolyn Evans, and Betty Rhodes. Dr. Leslie stated that our other schools were wondering when these teachers had time to do these things. Mrs. Betty Rhodes stated that she was once written up for being rude in a meeting. She learned from this mistake to communicate effectively. Communication is very important. They use IGPRO to enter their grades and notes for individual students/classes. They use grade-level letters, system-wide newsletters and the Parent Connect program to communicate with parents and students. They encourage the parents to check the student's book bag daily. They use a homework calendar to let the parents know what to expect. Each week they administer bench mark tests and send home small notes to parents to let them know what is going on the schools. They are preparing students for upcoming tests. They

provide information to the parents to let the parents know what to expect. She would like for the parents to have an internet café that is available to use later in the day. The parents can go to any computer with internet to check their student's grades. She brought two sample I.E.A.P.s (one with weaknesses and one without). Mrs. Rhodes explained how the process works and how the child with deficiencies gain proficiency. They are not being paid for all of the time they use to do this work. They spend much time working on this information. They fuss about it; however, they know what is most important. They do whatever it takes to get things done. They leave the door open for parents to tell them what they want them to work on. They are concerned at M. E. Lewis Elementary School. The more we communicate with one another the more we can get the job done.

Mrs. Sharon Payne stated that she is finding out that documentation is extremely important. She has lesson plans and RTIs on 16 students in which she is not able to share due to confidentiality laws. She also has what their RTI consists of and the tests that prove that she is working with the students.

Ms. Stewart asked how many students Mrs. Rhodes has. Mrs. Rhodes stated that she has 66 students.

Mrs. Stephanie Chatman stated that last year they were told that they were going to do this in July; however, they have realized documentation is vital. They did what they needed to do in order to get this done. Mrs. Freeman has helped them as well as Miranda Wilson. Ms. Wilson helped them put the information together with putting the forms on the computer. An I.E.A.P. is like rearing a child. They stop to assess the needs of the child and trace the child's steps. I.E.A.P.s make sure the changes are noted and it is a blueprint to the student's education. They use various instruments. She has 160 students and the keys to success is being organized and disciplined. It took about 6 or more hours to complete this information.

Mrs. Elizabeth Green stated that she is having a good year here so far. She was in 1<sup>st</sup> grade at the start of the year and moved to kindergarten in January. She picked up where the previous teacher left off and assessed the students' needs. She asked many questions and created her own I.E.A.P.s for each student.

Ms. Euvia Latimore stated that she has a 3<sup>rd</sup> grade child of her own. She teaches 4<sup>th</sup> grade students. It helps her remember to

send important information home when her child's teacher sends information home. This process has helped her become a better teacher. See appreciates the communication sent home by her child's teacher.

Ms. Ebony Hill stated that they were having a hard time. They started vertical alignments (which greatly helped). The parents wanted to see the I.E.A.P.s. They were able to show the parents what they asked for. It made them feel better to know that the parents knew that they were doing what they were supposed to do. Mrs. Birdsong stated that this is truly a teacher-driven effort. The teachers take the lead now and are getting their work done.

Dr. Leslie stated that she wanted the board to see and know that some of the things they hear in the streets are not true regarding teachers not being able to complete their tasks. Some teachers say that they do not have time to get this work done; however, the teachers just do not want to do the work. Mr. Monroe asked how the parents liked this process. Mrs. Birdsong stated that the parents have taken very well to this process. The parents really wanted to know if their child was failing before they actually failed. They place important information on colored paper so that the parents know which documents are of extreme importance.

Mrs. Gwendolyn Evans stated that they send home surveys to the parents as well. Mrs. S. Chatman stated that the students are aware of the information. They explained this process to parents so that the parents know what they are working on in the classroom. They work with all students and not just students with special needs. Ms. Stewart stated that it appears that this duty was started when it was first assigned. Mrs. Birdsong stated that the portfolio documents show how awesome a teacher is. Before now, a teacher was the only person to know that they were awesome. Ms. Stewart stated that the expectation of completing this process is very high from the principal and this is very important. The tool was taken and used to obtain great things. Ms. Stewart asked who was appointed to follow up with the staff and whose job was it to talk to them about this process. Mrs. Birdsong stated that she allowed the teachers to tell her ways to document information. Mrs. Behne, Mrs. Freeman and Ms. M. Wilson helped the teachers very often. They evaluate their portfolios often. Mrs. Chatman stated that Miranda Wilson did an amazing job with helping them. She helped them individually if there were

questions. She created samples for them to follow as well. Mrs. Birdsong stated that the teachers basically wanted to know how and when they could complete these tasks. Once the teachers found the answers to their questions, they started working to get things done. Ms. Stewart asked if the other schools were using this tool in the same manner. If this is the model school, what are the other schools doing. Are they using this same tool? Dr. Leslie stated that they are not using the tool as effectively as they should. The principals were trained first, then the assistant principals and then the teachers. Miranda Wilson was sent to their schools as well. Ms. Stewart stated that she would like to see how the other schools are doing. She would like for some representatives from the other schools to attend a board meeting as well. Dr. Leslie stated that the other schools need to get help. They have asked Mrs. Birdsong to allow a few of her teachers to train the individuals at the other schools. Mr. Dishman stated that they were working with a group from Harvard University on data usage and decision making. Mr. Dishman asked Mrs. Birdsong if she would mind if Harvard University contacts her to see how they use their data to help the students. Mrs. Birdsong stated that she did not mind them contacting her. Dr. Leslie stated that we were promised stimulus funds in which will help them obtain computers and active boards. They will make sure M. E. Lewis Elementary School can continue the work they are doing. She wanted the board to see that this process is working.

#### Discussion of School Calendars FY 2009-2010 and 2010-2011

Dr. Leslie stated that the calendar results are listed in the board pack and option 2 for both years were voted as most popular by various individuals. These two items need to be approved.

#### CITIZEN PARTICIPATION: Sherry Sibert - Parent

Mrs. Sibert asked if the dress code was for all schools because her son was sent home for a dress code violation. Mr. Gibson told her that the dress code policy was changed. Mr. Monroe stated that the dress code has not changed. Mrs. Sibert asked why certain students are sent home while others are allowed to stay at school. Mr. Monroe asked if this matter had been reported to the superintendent. Mrs. Sibert responded no and stated that it is not fair to send a child home for a violation when the administrator's child is allowed to wear what they want to wear.

Middle school teachers are not entering their grades in the system. Dr. Leslie stated that they have addressed this issue

again. Mrs. Sibert stated that this was supposed to be done within the last 3 months. Mrs. Richardson stated that they checked on this and noted it again recently. Dr. Leslie stated that they conducted an audit about two weeks ago and addressed this matter directly with the principals and teachers. Mr. Monroe asked Mrs. Sibert to let the board know if this matter is not taken care of before the next board meeting.

Mary Jackson - Parent

Mrs. Jackson stated that a few teachers have been moved around this year; therefore, it takes time for the teachers to get used to the students and vice versa. Is it still fair to require the students to pass the CRCT in grade levels not mandated by the state of Georgia? Mr. Monroe stated that teachers should pick up where the other teachers leave off. Mrs. Jackson stated that the teachers were moved for a reason and asked if it was still fair to require students to pass the CRCT in grades that were not required by the state. There is a problem with the dress code as well. Some students are allowed to dress as they want. Mrs. Jackson asked if teachers conduct home visits any more. Dr. Leslie stated that home visits are not required by the state of Georgia. It is required for Head Start and Pre-K students to receive home visits. The board may want to look into doing this. Mrs. Jackson stated that it is clear that home visits are needed. Parents are not coming to PTO meetings and asked why the teachers do not go to the parents instead. Dr. Leslie stated that they made a special effort to visit all 35 parents of those seniors that were in jeopardy of not passing the graduation test last year. All schools are open to parents. They send written communication home to parents. They have placed much pressure on the teachers already. They encourage the parents to visit the classrooms. They would like to put more computers in the classrooms; however, they cannot promise home visits at this point. Mrs. Jackson stated that paperwork is nice to have; however, if we had a genuine care for the children, home visits would be done since this is such a small community. Mrs. Richardson stated that she disagrees with the phrase “genuine care” for the students. They are doing many things for the students. They have dinners and breakfasts for the parents. Parents must take responsibility as well.

Johnny Hill – Parent

Mr. Hill stated that a teacher was released or was asked to resign and wanted to know what happened. Dr. Leslie stated that we cannot address personnel matters at this time. Mr. Hill stated that there are a lot of students that are allowed to wear

their pants too low. This should not be acceptable. Dr. Leslie stated that some students are dressed properly when they leave home; however, once they arrive at school, they change their appearance. She has seen students put their shirts in their clothes once they arrived at school as well. They are working on getting better compliance as it relates to the dress code policy. This is the merit of having a PTA. Parents should also encourage the students to dress appropriately. Many students appropriately adjust their uniform when they see administrators; however, they often times revert back to their ways to dressing after the administrator leaves.

Mrs. Sibert stated that they met with Mr. Worthen and asked him to change the bus pick-up and drop-off process at the Alternative School. They have talked with Dr. Leslie about this already. The person over the Alternative School told them that they could not arrange buses like this. Mrs. Sibert stated that she told Dr. Leslie about this; however, the principal of the Alternative School still would not allow the students to be picked up or dropped off in the designated area. Mr. Monroe asked Mrs. Sibert if she was saying that certain personnel were not following orders. Mrs. Sibert stated that this is true. She does not want to pay for any damages from this current arrangement. The Alternative School Director will not work with them. Normally, the teachers will bring the students to the bus. Mrs. Richardson stated that she was told (by another bus driver) that they could make the pick up and drop off as arranged by the Alternative School Director. She does not see any problem with the current set up of things. Mr. Monroe stated that the directive of the superintendent should be followed. Dr. Leslie stated that she has told the teachers to walk the students to the bus. She and Mrs. Richardson will tell them about the bus arrangements together tomorrow. Mrs. Richardson stated that she watched to see if the turn could be made and it very well can be made. Mr. Monroe asked Dr. Leslie and Mrs. Richardson to resolve the issue. Dr. Leslie asked Mrs. Richardson to obtain the telephone numbers of these two parents to allow them to help assess this matter.

**EXECUTIVE SESSION:**

By vote, the Board went in executive session to discuss personnel matters.  
Vote 4-0 (Mrs. Ransom was absent.)

**REGULAR SESSION:**

By vote, the Board reconvened in regular session and took the following actions: (Ms. Stewart left after executive session.)

ACTION ITEMS:

Personnel

By vote, the board approved the superintendent's recommendation to employ Annie L. Scott as a substitute custodian to replace Annie Kemp.

Vote 3-0 (Ms. Stewart left after executive session and Mrs. Ransom was absent.)

By vote, the board approved the superintendent's recommendation to accept the retirement of Beverly Thomas.

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the retirement of Dorothy Alexander.

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the retirement of Mary Ingram.

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Irvin Swint.

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Karen Taylor-Boone.

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Leoncia Porter.

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Richard Warren.

Vote 3-0

By vote, the board approved the superintendent's recommendation for C. W. Watkins to work as a Title I Science teacher for the after-school program and to be paid from Title I funds.

Vote 3-0

By vote, the board approved the superintendent's recommendation for Jessie Bolden to work as a Title I Social Studies teacher for the after-school program and to be paid from Title I funds.

Vote 3-0

By vote, the board approved the superintendent's recommendation to re-employ Latonya Davis as an Exceptional Education teacher at the high school for the 2009-2010 school year.

Vote 3-0

By vote, the board approved the superintendent's recommendation to employ Mary Alice Wilson as a substitute School Food Service worker.

Vote 3-0

By vote, the board approved the superintendent's recommendation to re-employ the following individuals for the 2009-2010 school year at M. E. Lewis Elementary School as listed:

Iffatah Fatima	Mehreen Haseena
Toneycia Parrot	Veronica Bundrage
Pauline Butts	Patricia Bell
Christy Mosley (pending completion of TAPP requirements)	
Betty Braddy (pending certificate renewal)	

Vote 3-0

By vote, the board approved the superintendent's recommendation to accept the final approval and construction dates for the renovation of M. E. Lewis Elementary School.

Vote 3-0

By vote, the board approved the superintendent's recommendation to transfer Omprakash Mekala from the Title I program to the 21<sup>st</sup> Century after-school program.

Vote 3-0

By vote, the board approved the superintendent's recommendation to employ Syneka Heath as a parent worker for the 21<sup>st</sup> Century grant's after-school program.

Vote 3-0

By vote, the board approved the superintendent's recommendation to employ Torri Jones as a parent worker for the 21<sup>st</sup> Century grant's after-school program.

Vote 3-0

By vote, the board approved the superintendent's recommendation to host the Spring Board Retreat on April 16-

18, 2009 at the Best Western White Columns Inn in Thomson, GA or at the Hampton Inn in Milledgeville, GA pending Mrs. Denise Ransom's acceptance of availability.

Vote 3-0

Dr. Leslie asked what should be done in the case of Mr. T. Butts. Mr. Monroe asked Dr. Leslie and Mrs. Richardson to get back with Mr. Butts. Mrs. Clayton asked Dr. Leslie to call them about the meeting with the WIA/Family Connection board. Dr. Leslie stated that they will conduct an investigation of this matter as well.

ADJOURNMENT:

By vote, the Board adjourned the regular board meeting at 9:48 p.m.

Vote 3-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

May 11, 2009  
5:11 p.m.

- OPENING:** The Hancock County Board of Education met on the above date in a called board meeting with Chairman Herbert Monroe, Vice-Chairman J. Melvin Smith, and Board members Ruby C. Clayton, Felecia Stewart, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.
- APPROVAL OF AGENDA:** By vote, the board approved the agenda as amended. Dr. Leslie asked that the superintendent's evaluation be conducted before personnel matters are discussed in executive session.  
Vote 5-0
- APPROVAL OF MINUTES:** By vote, the board approved the board meeting minutes of November 3, 2008; November 11, 2008; and November 20, 2008 as read.  
Vote 5-0
- OLD BUSINESS:** NONE
- INFORMATION ITEMS:** Summer Working Hours for 10 ½, 11 and 12 Employees  
Dr. Leslie stated that the schedule is located in the board pack. This is the same schedule that was approved last year. Ms. Stewart asked if employees will be off on Fridays. Dr. Leslie responded yes. Mr. Monroe asked who created this schedule. Dr. Leslie stated that this was done by the principals, directors and central office staff. Ms. Stewart asked how we will go about notifying the community. Dr. Leslie stated that we can place this in the newspaper and send a letter home with the students. Ms. Stewart stated that this also needs to be on the telephone prompt for people calling in. This will be the first thing they hear. It also should be listed on the website. Dr. Leslie stated that we can put this in the newsletter as well. Mr. Monroe stated that this needs to be sent out as many ways as possible to the media. Mrs. Clayton asked if this was for summer school workers. Some people say that they do not know that positions for summer school are open until after the selections have been made. Mrs. Richardson stated that this is not true. Dr. Leslie stated that they will make sure everyone knows about summer school. We can put this on the website, in the newsletter and in the newspaper as summer employment. Ms. Stewart stated that we should not put this in the newspaper, but in the newsletter since this is for internal hiring. If this is

advertised in the newspaper, it becomes external. Mr. Monroe stated that each school needs to make an announcement over the PA (public announcement) system. Please let the staff know what procedures they need to go through in order to apply for these positions. Ms. Stewart stated that this announcement needs to be made every day for a week in order to make sure the staff knows what is happening.

By vote, the board approved to amend the agenda to include the superintendent's contract and legal matters under action items.  
Vote 5-0

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss the superintendent's evaluation and personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS:

Personnel

By vote, the board approved the superintendent's recommendation to accept the resignation of Adrienne Harris as Tribunal Coordinator effective May 28, 2009.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Alicia Moore as a teacher at M. E. Lewis Elementary School.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to transfer Christine Baker back to M. E. Lewis Elementary School effective April 14, 2009.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Debra Kocsis from Hancock Central High School.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to terminate Demetrice Perry as an After-School Tutorial Dance Teacher.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Farrah Flournoy as a Speech therapist for the 2009-2010 school year.

Vote 5-0

By vote, the board approved the superintendent's recommendation to accept the resignation of Jermaine Turner as (part-time) Head Start custodian effective April 17, 2009.

Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Lillie Webb as the Homeless Teacher for the After-School Tutorial Program at M. E. Lewis Elementary School for the 2008-2009 school year.

Vote 5-0

By vote, the board approved the superintendent's recommendation for Marcus Morris to serve as the Athletic Director for Hancock Central Middle School.

Vote 3-2 (Mr. Smith and Ms. Stewart opposed.)

By vote, the board approved the superintendent's recommendation to transfer Shedrick Lawson to the Hancock County Alternative School for the 2009-2010 school year.

Vote

#### Summer School Dates/Times

By vote, the board approved the superintendent's recommendation to accept the summer school dates and times as printed.

Vote 5-0

#### Personnel

By vote, the board approved the superintendent's recommendation to employ Rona Moreland as an Inclusion teacher at Hancock Central Middle School.

Vote 5-0

#### Summer Work Schedule

By vote, the board approved the superintendent's recommendation to accept the summer work schedule as printed.

Vote 5-0

Ms. Stewart asked if summer school will be conducted on

Fridays. Dr. Leslie responded no.

Personnel

By vote, the board approved the superintendent's recommendation to employ William Peek as an English Teacher at Hancock Central High School.

Vote 5-0

Superintendent's Contract

By vote, the board approved to extend the superintendent's contract to June 30, 2011.

Vote 5-0

Personnel

By vote, the board approved to allow Aubrey Rabon to dismiss his law suit against the Hancock County Board of Education. Each side will be responsible for their own attorney fees. This is with prejudice that Mr. Rabon cannot bring this law suit up again.

Vote 5-0

By vote, the board approved the superintendent's recommendation for Darlene Holliday to serve as the Assistant Director/Education Coordinator of Head Start for the 2009-2010 school year.

Vote 5-0

The board would like to have a one-day retreat outside of Hancock County on June 6, 2009.

ADJOURNMENT:

By vote, the Board adjourned the called board meeting at 8:30 p.m.

Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
HEAD START

May 4, 2009  
5:13 p.m.

OPENING: The Hancock County Board of Education met on the above date in a regular Head Start meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 5-0

APPROVAL OF MINUTES: NONE

OLD BUSINESS: NONE

INFORMATION ITEMS: Head Start Financial Report/Update – Dr. Thomas McCain  
Dr. McCain stated that the financial report for the month of April is in the board pack as prepared by Mrs. Henderson.

Budgeted Amount	\$1,218,228.00
Month Ending Expense	\$111,404.08
Year to Date Expense	\$834,757.26
Encumbrance	\$15,405.33
Ending Balance	\$368,125.41
Remaining Percentage	31%

Mrs. Vernelle Henderson is pulling money from everywhere for the board. Mr. Monroe stated that the board really needs these funds. Mrs. Clayton asked if we could get more than \$500 for attorney fees. Dr. McCain stated that he feels that this amount is sufficient; however, Dr. Leslie does not feel this way. The budget is just a guide; however, we can make changes as needed. Mrs. Clayton asked if we needed more money for legal fees. Mr. Monroe stated that we use more than \$500 per year in legal matters. Dr. McCain stated that Mr. Dishman sends a bill. He is sure Mr. Dishman sends a bill. Dr. Leslie stated that \$500 is not nearly enough money to cover the amount of money we spend to pay for hearings. We have had unemployment hearings and many other matters handled by Mr. Dishman. Ms. Stewart stated that this sounds like we just need to budget for these items. Mr. Keim stated that there is a problem between the attorney and their form of payments. If Mr. Dishman knows that he is doing work for Head Start, Mr. Dishman needs to

make the bill to Head Start. We only know what is submitted. Dr. McCain asked if the board has ever received any bills from Mr. Dishman for Head Start. Dr. Leslie responded no and stated that most of Mr. Dishman's bills are a few months behind. Mrs. Ransom stated that we talked about this before. She was under the impression that funds were being moved to take care of this. Mr. Monroe asked if we needed to increase the amount from \$500 or just bill Head Start. Dr. McCain stated that we can raise that amount next year. They can't raise the amount unless there is a need for it. They haven't seen documentation of a need to increase this amount. They can raise this amount in the future. Mr. Monroe stated that a bill will be sent to the board and will be marked for Head Start when Mr. Dishman does work for Head Start. Mr. Keim stated that this should actually take place with any grant or federal program we handle. Mr. Monroe asked that this matter be remedied.

Mr. Keim stated that he needs to point out that our (school system) the fiscal year is different for Head Start. We have requested that the fiscal year for Head Start is changed so that everything ends on June 30 of each year. He and Dr. McCain have discussed their spending. Dr. McCain wants to purchase two used vans, put hand rails around the walls of the building and replace the tile that are missing or broken in the cafeteria. If the health department comes in, they may shut down the kitchen area. This is not very expensive. We need a few more computers in the classrooms. Mr. Monroe stated that things need to be worked out between the Superintendent and the Director. Dr. Leslie stated that she feels that protocol needs to be followed. Mrs. Ransom stated that there is some confusion here. Things need to be agreed upon and then brought to the board. Matters should not just be brought up for the board to discuss. Dr. Leslie asked Mr. Keim if Dr. McCain told him to come to this meeting and say these things. Mr. Keim responded yes. Dr. McCain stated that Mr. Keim asked him to make some purchases to get computers. Dr. Leslie stated that this should be discussed between us (she and Dr. McCain). She did not ask them to bring this up. Mr. Keim brought this up and was not on the agenda to do so.

Mr. Smith stated that the paperwork shows that Dr. McCain and Mrs. R. Butts will be attending the Head Start conference for an entire week while the other employees will only go for three days and asked why. Dr. McCain stated that they go down two days earlier for the board meeting. Mr. Smith asked Dr.

McCain if he and Mrs. Butts were the only two people that could attend the board meetings. Dr. McCain responded no and stated that they are a part of the board. They travel to the board meetings monthly. Mr. Smith asked Dr. McCain if he and Mrs. Butts were the only two that could attend the board meetings. Dr. McCain responded no and stated that there are slots for parents as well. Normally, they cannot get parents to attend these meetings. Only a few counties will have people representing families. They are the only two that have been going in the past. He did not attend the meetings for the first six months. He received a letter from the association stating that they would lose their voting privileges if they did not attend. He has attended all of the meetings since that time with the exception of one. He only missed that meeting because his wife was sick. Mr. Smith asked Dr. McCain what time they will be leaving. Ms. Holliday stated that they will be leaving at the end of the day when the students leave. Dr. McCain stated that the meeting will start the next morning after they arrive.

Mr. Smith asked Dr. McCain if he has observed any classrooms as the Director and if there is documentation of such observations. Are these documents up to date. Dr. McCain stated that he has completed some observations. Please keep in mind that the Head Start program is structured for the required visitations to be done by the Education Manager. He has done class room observations. Mr. Smith stated that it is important that the Director knows what is going on in the classrooms. Dr. McCain stated that he has not completed observations as often as he would like to. Mr. Smith asked Dr. McCain how many observations he has completed. Is the amount greater or less than 10? Dr. McCain stated that he has not completed 10 observations; however, he has been to every classroom to visit. Mr. Smith stated that some of the staff was concerned that their concerns were not being supported by him. Mr. Smith asked if Dr. McCain meet with his staff to share their concerns. Dr. McCain responded yes. Mr. Smith asked Dr. McCain if he gives the Policy Council and Board members the same information. Dr. McCain stated that he thinks so. Mr. Smith asked if this information was accurate. Dr. McCain responded yes and stated that he shares this information with the staff as well. When the policy was made that the staff should go to school to get their degree, he met with them. He also had them to sign documents to show that they were aware of the policy. Mr. Smith stated that one of the staff members stated that they were told that the staff that was previously terminated by the board were released because they were not teaching. The board

did not make this decision and neither did the board give Dr. McCain this directive. Mr. Smith told Dr. McCain to be careful of what is being said. The staff was upset with this statement. Dr. McCain stated that Ms. Holliday can be a witness of this. Everyone was given a requirement to work towards their next level of certification. They were given a deadline and all of them gave him a statement saying that they would start school by a certain date. Mr. Smith stated that the statement that was made was incorrect. It is not true that the teachers were released for a lack of teaching. Please be careful in this area.

Dr. McCain stated that he received an email about the meeting at the Regional Office. Dr. Leslie stated that she will discuss this with the board during executive session.

Pre-K Financial Report – Dr. Thomas McCain

Dr. McCain stated that Mr. Matthias Jones created a similar report for Pre-K.

Budgeted Amount	\$212,574.73
Month Ending Expense	\$18,723.25
Year to Date Expense	\$159,993.43
Encumbrance	\$1,073.00
Ending Balance	\$51,58.30
Remaining Percentage	24%

CITIZEN PARTICIPATION: NONE

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 5-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Personnel  
By vote, the board approved the superintendent's recommendation for Charlene Willis to serve as a Pre-K Teacher for the 2009-2010 school year.  
Vote 5-0

By vote, the board approved the superintendent's recommendation to employ Linda L. Walker as a Teacher's Assistant.  
Vote 5-0

ADJOURNMENT:

By vote, the Board adjourned the regular Head Start meeting at  
6:57 p.m.  
Vote 5-0

MINUTES OF THE HANCOCK COUNTY  
BOARD OF EDUCATION

May 4, 2009  
7:04 p.m.

- OPENING: The Hancock County Board of Education met on the above date in a regular board meeting with Chairman Herbert Monroe, Vice-Chairman Felecia Stewart, and Board members Ruby C. Clayton, J. Melvin Smith, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.
- APPROVAL OF AGENDA: By vote, the board approved the agenda as read.  
Vote 5-0
- APPROVAL OF MINUTES: Omitted.
- OLD BUSINESS: Student Information Systems  
Omitted.
- INFORMATION ITEMS: Professional Excellence Award  
Dr. Awanna Leslie, Mrs. Bettye Richardson, Mr. Willie Gibson and Mrs. Jeannette Giles presented the Professional Excellence Award to Mrs. Davina Woods. Mrs. Giles read the statement Mrs. Davina Woods wrote when applying for this distinguished award. Mrs. Woods was recognized, in March 2009, for her achievement in becoming the Professional Excellence Award recipient for the Hancock County School District.
- GHSGT Achievements  
Dr. Leslie stated that this is the second year the state of Georgia has recognized Hancock County for outstanding test scores. English Language Arts had a passing rate of 88, Science had a rate of 90, Math had a rate of 94, and Social Studies had a rate of 85. The board members, along with Dr. Awanna Leslie, Bettye Richardson, Isaac Cleveland, Charles Jones and Gwendolyn Reeves, presented the following individuals with certificates of merit for achieving outstanding test performances on Georgia High School Graduation Test: Derrick Lurry, Stephanie Chatman (in his absence), Omprakash Mekala, Eugene Steele, Mahommed Gafoor, Beverly Thomas, Adrienne Harris (in two areas), Thomas Hutto, Demetrice Perry, Tremayne Hall (in his absence), Charles Forrest (in his absence), Latonja Davis (in two areas), Rebecca Rhodes (in her absence), Dr. Shirley Harper, Judea McClin, Ricky Chatman, Charles Jones, Dorothy Alexander, Richard Smith (in his absence) and Jesse Bolden.

Dr. Leslie stated that the students hated Mrs. Alexander in the beginning; however, they now thank her for helping them succeed. Mrs. Ransom thanked each person for nurturing the children's spirits. Once the students know that the teacher is behind them and supports them, they perform better. Dr. Leslie thanked everyone, especially the administrators, for their hard work and dedication. Mrs. Gwendolyn Reeves asked Mrs. Giles and the Exceptional Education Teachers to stand. Mrs. Reeves stated that this is the first time in the history of Hancock County that 4 Exceptional Education students will receive regular diplomas. Mrs. Giles stated this was their goal. They have met that goal. Dr. Leslie stated that we will have 4 out of 5 Exceptional Education students to graduate with regular diplomas. This means a lot and is a great achievement. Mr. J. McClin stated that we started with 80 seniors when it should have been 96. There were fifteen 11<sup>th</sup> graders that should have been 12<sup>th</sup> grade students. Now, all 15 of those students will be graduating this year. Dr. Leslie stated that she is happy that our students are graduating; however, this will decrease our funding. Mr. McClin stated that they did not change any grades; however, he assisted them with the Odyssey Ware program. He made them go to class everyday. Mr. O. Mekala stated that they appreciate the resources the board, administrators, and staff provided. They are integrating technology in order to better the students' learning process. We had a student earn a score of 596 and another student earned a 589. A perfect score is 600. Dr. Leslie stated that all of this was possible because we had 5 supportive board members. Mr. Monroe stated that this is not an act; however, this is something they do regularly. They have challenged the teachers to do great work and they have done just that. If he could give each person \$100, he would. Dr. Leslie stated that this is all about academics. It is not where the students come from, but where they are going.

#### Financial Report – Mr. Harry Keim

Mr. Keim stated that our ad vorluem taxes are extremely low. This puts us in a deficit situation. The state auditors will be here around May 18, 2009 or shortly after that. He is responding to the Department of Health and Human Resources about our audit from last year. We have been cleared for the 2006 and 2007 audits. He hopes that we get more funds. We received over \$14,000 this week. Dr. Leslie asked the audience to please ask their friends and community to pay their taxes. Mr. Monroe stated that we have done a wonderful job. They

have been trying to hold back spending in order to spend local funds appropriately. If we receive 10% of our taxes in addition to the 83% we received, we will be better; although, we wish we could receive 100%. Mrs. Ransom stated that the accounts payables and payroll information is not in the board pack this month. Would it be better to submit these reports a month later? Mr. Keim stated that he labored the entire weekend to get things together. He apologizes for not getting this report to them. He can get this information to the board tomorrow. He just didn't have the time to get this done. Ms. Stewart stated that she received a call from the state vote rehabilitation office and was impressed with their enthusiasm. That office made great comments about Victoria (former student of Hancock County) at Savannah State College. She encouraged the staff to continue to send referrals. They really enjoy working with our students. Mr. Monroe stated that good results come from good practices.

#### Summer School Dates and Times

Dr. Leslie stated that the list is in the board's pack.

#### Janitorial Services Presentation – Keith Lamar

Dr. Leslie stated that Mr. Lamar wanted to be here tonight to propose a bid to the board; however, he is not present.

CITIZEN PARTICIPATION: NONE

CLOSED SESSION: The board went into a closed session to hear the essay of C.S. as they had previously requested and to hear the grade change appeal.

EXECUTIVE SESSION: By vote, the Board went in executive session to discuss personnel matters.  
Vote 4-0

REGULAR SESSION: By vote, the Board reconvened in regular session and took the following actions:

ACTION ITEMS: Infinite Campus  
By vote, the board approved the superintendent's recommendation to accept Infinite Campus as the new student information system.  
Vote 4-0 (Mrs. Ransom left after executive session.)

#### Hancock Central High School Fund Raiser

By vote, the board approved the superintendent's recommendation to accept the fund raiser for Hancock Central

High School.  
Vote 4-0

ADJOURNMENT:

By vote, the Board adjourned the regular board meeting at 9:35  
p.m.  
Vote 4-0

MINUTES OF THE HANCOCK COUNTY BOARD OF EDUCATION  
GRADE CHANGE HEARING

May 4, 2009  
8:01 p.m.

OPENING:

The Hancock County Board of Education met on the above date in a called board meeting with Chairman Herbert Monroe, Vice-Chairman J. Melvin Smith, and Board members Ruby C. Clayton, Felecia Stewart, and Denise Ransom present. Chairman Monroe called for a moment of silence and pledge of allegiance to the flag in unison. The meeting was called to order by Chairman Monroe. Recorder Shaundra L. Fields.

APPEAL HEARING:

Mrs. Bettye Richardson stated that they conducted a meeting with the parent, Mrs. Paula Dixon, and student, Brittany Moss. They determined that something was missing that should have been present. Mr. Jones stated that they examined all of the presented information. The proposal was to change a grade of 28 that was on the report card. We found the grade book of Mr. Fabio Clavijo. Brittany did pass the class with a 75 or so. The problem was not the grade, yet it was that she received no credit (NC). No credits result from absenteeism. No credit is a zero in our system which made her average become a 25. Ms. Stewart asked if this situation resulted based the student entering the class late. Mr. Jones stated that this is kind of a complex matter because they were asking for the wrong information. The NC needs to be remedied. The parent needed to provide an excuse as to why the student was out in order for the absences to be excused. According to state rules, a student receives an NC for a class after missing 10 or more days. Mrs. Richardson stated that Mrs. Priscilla Hill looked through her documents to see if there were doctor's excuses. She was not able to find any excuses for this student. The parent said that she turned this information in. The parent will talk with the doctors; however, she has not had time to do this. Mrs. Dixon stated that her daughter received grades for the days in which she was marked absent. Ms. Stewart asked how many times this occurred. Mrs. Dixon stated that there are 6 occurrences. She has 13 absences for this class. Ms. Stewart asked for an explanation. Mr. Clavijo stated that he told Mrs. Marian Shine, former high school Counselor, that he could give the student make-up work; however, he could not do anything about the student's absences. Ms. Stewart asked if grades were given during the time the student was not yet enrolled in the class. Mr. Jones responded no and stated that the semester in question is the second semester. Mrs. Richardson stated that they could not legally give a conclusion or recommendation. Mr. Clavijo stated that he was asked to give extra work to the student;

however, he could not do anything about the absences. Mr. Jones stated that the student passed the class, yet she missed too many days out of school. These are two different things (grades/attendance). When a student makes up work, the grade is entered for the day the assignment was given. They use SASI for entering attendance and IGPRO for entering grades. Dr. Leslie stated that both parties are telling the truth. The policy for attendance says that we report when students misses a certain amount of days from school the parents should be contacted. Someone missed this and later tried to correct it. We made an error in not reporting the absences. Dr. Leslie asked if homebound services were provided. Mrs. Richardson stated that those services were not given during that time. Dr. Leslie stated that the issue is attendance. Mr. Monroe stated that the student went through the Odyssey Ware program and asked if the parent was asking for the 25 to be removed. Mrs. Dixon responded yes. A 50 is present in the roll book when it should not be. Mrs. Richardson stated that there should be some documentation from Mrs. Shine; however, it is not available to us. Mrs. Clayton asked if the student made up her work. Mrs. Dixon stated that her daughter had to make up the work from when she was not enrolled in the class. Mr. Clavijo stated that the grades were recorded. She passed the class; however, her absences were out of his control. The computer calculates this. Mr. Smith asked if they would receive a recommendation tonight regarding this matter. Dr. Leslie stated that she cannot recommend this based on professional standards. Mr. Dishman stated that the system can correct an error; however, it cannot be recommended without correcting a specific error.

Mr. Dishman stated that this is dictated by policy. Medical documentation is needed in order to excuse the absences. If the parent can provide medical documentation before May 18, 2009 this will give the board satisfaction.

Mrs. Dixon stated that she cannot do this. The social worker put the student on medical leave because she was sick. Some of the days on the book are not covered by doctors. She checked her daughter out of school sometimes. She does not know if this will be possible. Mr. Dishman asked if the parent is saying that Maggie Warren told her that the student was eligible for homebound services. Mrs. Dixon responded yes and stated that the burden should not be put on Ms. Warren. Ms. Warren asked Mrs. Shaundra Fields to look in her file for the documentation. She wants this to be handled tonight. The

grade book was lost until this matter was appealed to the board. This has been pushed off for three years. Mrs. Dixon stated that the problem is that this is not an area the board has discretion. There must be appropriate medical documentation and this is the only way the board can handle this matter. Mrs. Dixon asked how the grade book would stand in court. Mr. Dishman stated that the grade book would be a personnel issue. Court is still is not allowed to invalidate state rules. Mrs. Dixon stated that the grade book shows 6 days that are not consistent. Are there days in other classes that show her daughter as being absent. Dr. Leslie asked how many days did Brittany miss based on the grade book. Mrs. Dixon stated that there are 13 absences. Dr. Leslie stated that it would be great if Mrs. Dixon could provide at least 3 excuses. Mr. Smith asked when Coach Chatman's class was taken. Mrs. Dixon stated that Coach Chatman's class was taken after Mr. Clavjio's class. Ms. Stewart asked what class was taken before Mr. Clavijo's class. Mrs. Dixon responded health and fitness. Mr. Jones stated that the state policy allows the parent to submit written notes as excuses. Mr. Dishman stated that the language used in the policy is "appropriate medical excuse". This documentation is needed when there are multiple absences. Mrs. Dixon asked if this was based on consistency or calculations of absenteeism. Mr. Dishman stated that it depends on the situation. Mrs. Dixon stated that she is concerned about the ruling for excused absences for the year of 2006-2007. Mr. Dishman stated that this relates to illness of a student, illness of student/family, observing religious holidays, registering to vote, court orders, military service of family member, etc. Mrs. Dixon asked what the ruling is for illnesses. Mr. Dishman stated that it requires the appropriate "medical" excuse. Mrs. Dixon asked where absentee should be documented. Mr. Jones stated that absentees are documented electronically in the SASI program. Mr. Dishman stated that the SASI program is the official memory of the school. This is different from the attendance teachers take in the classroom. Students often skip classes or go home early. Mrs. Dixon needs to provide the board with 3 days of doctor's excuses. Mr. Monroe stated that they cannot make this decision without the proper documentation.

Mrs. Dixon asked if there is going to be another hurdle to jump over once she gets these supporting documents. Mr. Monroe responded no and stated that the board has to abide by the rules. Mr. Dishman stated that the state will invalidate any vote of the board if the board does not follow the guidelines. The doctors are obligated to keep medical records; therefore, they will have

this documentation. Mrs. Dixon asked if the 50 would be removed from the grade book since she is going to get the appropriate documentation. Mr. Jones stated that the 50 is from the first semester Brittany was in the class. He was more focused on the NC. Dr. Leslie asked where the 50 came from. Mr. Clavjio stated that it came from her grade. Mr. Monroe asked the team to get together, decide on this matter and get back with the board. Mrs. Dixon stated that we do not have everything together, but we can move on.

ADJOURNMENT:

By vote, the Board adjourned the grade change hearing at 8:57 p.m.  
Vote 5-0