

First Name	Middle	Last Name	From Location	From Position	To Location	To Position	Effective Date	Ending Date	Funding Source	Reason
Benita	Kay	Mosley	Cold Springs	Bus Driver	Harmony	Bus Driver	8/8/2016		Transportation	Replace: Billy Sharpton
Angela	Jean	Day	Good Hope High	CNP worker (184 days)	Good Hope Primary	CNP Manager (185 days)	8/4/2016		Federal CNP	Replace: Charlene Lindley
Lesley	Laney	Hembree	West Point Middle	Assistant Principal/Teacher	Good Hope Middle	Assistant Principal/Teacher	7/26/2016		Foundation	Replace: Alan Dunkling
William	G	Tomlin	Cold Springs Elementary	Teacher/PE/5-8	Cold Springs Elementary	Teacher/Science 7-8	8/2/2016		Foundation	
Emily		Blankenship	Hanceville	CNP Manager (185 days)	Central Office	CNP Assistant Director (240 days)	7/1/2016		Federal CNP	New Position
Kimberly	B	Lindsey	Central Office	Systemwide Math Coach (187 days)	Central Office	Systemwide Math Coach (240 days)	7/1/2016		Federal Programs	Additional job responsibilities
Eric	Wayne	Dickerson	Cold Springs High	Teacher (187 days)	Cold Springs High	Assistant Principal/Teacher (197 days)	8/1/2016		Foundation	Replace: John Hood
Ulonda	Renee	Collins	West Point Intermediate	5th Grade History Teacher	Vinemont Elementary	3rd Grade Teacher	8/2/2016		Foundation	Replace: Linda Cadle
Anita	Jo	Ballew	West Point Middle	6th Science	West Point Middle	6th English	8/2/2016		Foundation	
Sharon	S	Ferguson	West Point Middle	6th English	West Point Middle	7th Reading	8/2/2016		Foundation	
Jennifer	T	Pendley	West Point Middle	7th Reading	West Point Middle	6th Science	8/2/2016		Foundation	

First Name	Middle	Last Name	From Location	From Position	To Location	To Position	Effective Date	Ending Date	Funding Source	Reason
Daniel	P	Allison	Harmony	Social Science Teacher	West Point Middle	8th Social Science	8/2/2016		Foundation	Replace: Andrew Adams
Nick	T	White	West Point Middle	6th Math	West Point Middle	7th Math	8/2/2016		Foundation	Replace: Blake Thompson
Beverly	R	Jenkins	West Point Intermediate	Special Education Teacher (187 days)	West Point Middle	Assistant Principal/Teacher (197 days)	7/26/2016		Foundation	Replace: Lesley Hembre
Karri	Deanne	Moore	Fairview Elementary	4th Grade Teacher	Fairview Elementary	5th Grade Teacher	8/2/2016		Foundation	
Scotty	Lee	Cofer	Good Hope Middle	Math Teacher	Vinemont Middle	Math/Career Teacher	8/2/2016		Foundation	Replace: Corey Meyer
Kimberly	Elizabeth	Fleming	Vinemont Middle	7th History	Vinemont Middle	6th History/Reading	8/2/2016		Foundation	
Susan	Boyd	Sellers	Vinemont Middle	7th Math	Vinemont Middle	7th Math/Algebra I	8/2/2016		Foundation	
Blake	A	Thompson	West Point Middle	7th Math (187 days)	Vinemont Elementary/Middle	Assistant Principal (197 days)	7/26/2016		Federal, State or General Fund	Replace: Scott Parvin
Christopher		Chamblee	Hanceville High	Government/Drivers Ed Teacher (187 days)	West Point High	Assistant Principal (197 days)	7/26/2016		Foundation	Replace: Kevin Sullins
Barbara	Melissa	Johnson	Hanceville Elementary	Kindergarten Teacher	West Point Intermediate	5th Grade Teacher	8/2/2016		Foundation	Replace: Ulonda Renee Collins
Jeffrey	Louie	Horton	Holly Pond High	Custodian/Maintenance (207 days)	Holly Pond High	Custodian/Maintenance (240 days)	7/1/2016		Local School	Replace: David Bishop
Monica	Rebecca	Brown	Hanceville Elementary	Kindergarten Teacher	Hanceville Elementary	1st Grade Teacher	8/2/2016		Foundation	

First Name	Middle	Last Name	From Location	From Position	To Location	To Position	Effective Date	Ending Date	Funding Source	Reason
Kelly	Florence	Scott	Hanceville Elementary	2nd Grade Teacher	Hanceville Elementary	4th History Teacher	8/2/2016		Foundation	
Ashley	J	Miller	Hanceville Elementary	3rd Math	Hanceville Elementary	5th Reading	8/2/2016		Foundation	
Tammy	Ann	Griffith	Hanceville Elementary	4th History	Hanceville Elementary	K-5 Computer	8/2/2016		Foundation	
Rebecca	D	Harper	Hanceville High	Algebra I & II	West Point Middle	6th Math	8/2/2016		Foundation	Replace: Blake Thompson
Stephanie	A	Coffey	Good Hope Elementary	Special Education Teacher/O&M	Fairview Elementary	Speech Pathologist	8/2/2016		Special Education	Transfer of Unit
Terry	Matthew	Heaton	Good Hope High	Special Education Teacher	Harmony/Cold Springs Elementary	Special Education Teacher	8/2/2016		Special Education	1/2 unit not filled at Harmony and 1/2 at CSE
Janelle	Elaine	Britt	Child Development Center (Homebase)	Speech Pathologist	Good Hope Primary (Homebase)	Speech Pathologist	8/2/2016		Special Education	Transfer of Unit
Cynthia	Lynne	Talley	Holly Pond Elementary	3rd Grade	Holly Pond Elementary	4th & 5th Grade Science	8/2/2016			Replace: Cynthia Hawkins
Andrew	Scott	Adams	West Point Middle	Social Science	Good Hope High	Social Science	8/2/2016		Foundation	Replace: Chris Harris
Justin	Trevor	Aby	Cold Springs High	Math Teacher 9-12	Good Hope High	Math Teacher 9-12	8/2/2016		Foundation	Replace: Leslie Shockley
Donna	L	Cagle	West Point Intermediate	Special Education Aide	West Point Middle	Special Education Aide	8/8/2016		Special Education	Student Promotion

First Name	Middle	Last Name	From Location	From Position	To Location	To Position	Effective Date	Ending Date	Funding Source	Reason
Drue	M	Hightower	Good Hope Elementary (Homebase)	Speech Pathologist	Welli (Homebase)	Speech Pathologist	8/2/2016		Special Education	Transfer of Unit
Timothy	E	Garner	West Point High	Special Education Teacher	Child Development Center	Special Education Teacher	8/2/2016		Special Education	Student #s
Krystal	H	Allbright	Cold Springs Elementary	5th Grade	Cold Springs Elementary	1st Grade	8/2/2016		Foundation	Student #s
Thomas	Blake	Stevens	Cullman Area Technology Academy	Welding Instructor	Cullman Area Technology Academy	Electrical Technology Instructor	7/26/2016		Career Tech	Replace: Rodney Henderson
Angela	W	Baggett	Harmony	5th Grade	Harmony	6-8 Social Science English	8/2/2016		Foundation	
Phillip	Ray	Key	Hanceville Middle	Teacher	Harmony	Teacher	8/2/2016		Foundation	Replace: Daniel Allison
Margaret		Guthrie	Central Office	System Level Literacy Coach/ EL Coor	Central Office	Elementary Curriculum Coordinator	7/1/2016		General Fund	Replace: Denise Schuman
Karen		Pinion	West Point Intermediate	Counselor (9 mos)	Central Office	Learning Support Specialist (207 days at teacher pay)	7/19/2016		General Fund	new position
Janet	L	Gaston	Hanceville School	CNP worker (184 days)	Hanceville School	CNP Manager (185 days)	8/3/2016		CNP	Replace: Emily Blankenship
Sherry		Edmondson	Holly Pond Elementary	4th grade Teacher	Holly Pond Elementary	4th & 5th grade Teacher	8/2/2016		Foundation	
Cory	N	Drummond	Vinemont Middle	6th & 7th grade History Teacher	Vinemont Middle	7th & 8th grade History Teacher	8/2/2016		Foundation	

First Name	Middle	Last Name	From Location	From Position	To Location	To Position	Effective Date	Ending Date	Funding Source	Reason
Sherrie	A	Redding	Vinemont Middle	7th grade Technology	Vinemont Elementary/ Middle	Technology	8/2/2016		Federal, State or General Fund	
Robert	K	Cogle	Vinemont Middle	P.E./6th grade History Teacher	Vinemont Middle	P.E./7th grade History Teacher	8/2/2016		Foundation	
Melanie		Haynes	Cold Springs Elementary	7th & 8th grade Science Teacher	Good Hope Elementary	4th grade Science	8/2/2016		Foundation	new unit

July 14, 2016 Board Agenda
#6 Appointments

First Name	Middle	Last Name	Location	Position	Contract Days	Effective Date	Ending Date	Funding Source	Reason
Samantha	Jane	Bryson	Good Hope High	Physical Education Teacher	187	8/2/2016		Foundation	Replace: Rosemary Brown
Elizabeth	Briscoe	Smith	Hanceville Elementary	Kindergarten Teacher	187	8/2/2016		Foundation	Replace: Melissa Johnson
Stacey	Marie	Gardner	Fairview Elementary	Kindergarten Teacher	187	8/2/2016		Foundation	Replace: Courtney Speegle
Katara	G	Davidson	Welti Elementary	Pre-K Teacher	187	8/2/2016		Pre-K Grant	Rehire
Charles	Michael	Burkett	Cullman Area Technology Academy	Building Construction Instructor	197	7/26/2016			Replace: Jerry Jones
Tonya	Leanne	Putman	Vinemont Preschool	Special Education BSA	182	8/8/2016		Special Education	Replace: Alisha Harper
Nolan	W	Dooley	Cullman Area Technology Academy	Welding Instructor	197	7/26/2016			Replace: Blake Stevens
Mason	Greer	Voce	Child Development Center	Special Education BSA	182	8/8/2016		Special Education	Replace: Charles Paine
James	M Alexander	Ponder	Good Hope Middle	Math Teacher	187	8/2/2016		Foundation	Replace: Scotty Cofer
Cynthia	Smith	Stephens	Good Hope Middle	English/Reading Teacher	187	8/2/2016			Replace: Monica Bates
Jacob	Thad	Walker	Good Hope High	Band Director	187	8/2/2016		Foundation	Replace: Tyler Parker
Brandy	M	Fields	Welti Elementary	Pre-K Assistant	187	8/2/2016		Pre-K Grant	Rehire
William	S	Jett	Cold Springs	Bus Driver	183	8/8/2016		Transportation	Replace: Benita Mosley
Emily	Lake	Oldacre	Good Hope High	Science Teacher 9-12	187	8/2/2016		Foundation	Replace: James Rankhorn
Roger	D	Abernathy	Cold Springs	Bus Driver	183	8/8/2016		Transportation	Replace: Steve Hogland

July 14, 2016 Board Agenda
#6 Appointments

First Name	Middle	Last Name	Location	Position	Contract Days	Effective Date	Ending Date	Funding Source	Reason
Daniel	Ray	Moore	Cold Springs Elementary	PE Teacher	187	8/2/2016		Foundation	Replace: Melanie Haynes
Emily	Scott	White	Child Development Center	Speech Pathologist	187	8/2/2016		Special Education	Replace: Molly Gallian
Karli	Marie	Amonite	West Point High	Family and Consumer Science Teacher	197	7/26/2016		Federal, State, or General	Replace: Pat Floyd
Tiffany	Nichole	Ellis	Good Hope High	English Teacher	187	8/2/2016	5/25/2016	Foundation	Replace: Timothy Hodson
Deborah	Allums	Garrison	Central Office	Homebound Teacher Ages 3-21 Part Time As Needed	187	8/2/2016		General	Rehire
William	Terry	Blankenship	Good Hope Primary	Maintenance/Custodian, Part-Time, 5 days per week/4 hours per day	240	7/11/2016		Local School	Replace: Donnie Robertson
Arianna	Skinner	Chandler	Hanceville Middle	6th Grade Teacher	187	8/2/2016		Federal, State, or General	Replace: Phillip Key
Crystal	Brooke	Odom	Cold Springs High	History, Science, English Teacher	187	8/2/2016		Foundation	Replace: Eric Dickerson
Jessica	Ann	Clayton	Fast Track for Industry	Social Science 11-12	187	7/18/2016			Replace: Amy Speegle
Belinda	Stricklin	Tyree	West Point	Bus Driver	183	8/8/2016		Transportation	Replace: Janice Peak
Sara		Barbee	Central Office	Learning Supports Secretary	240	7/19/16		General Fund	New position

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Cullman County Board of Education
2015-2016 CNP Director and Parent Liaison Salary Schedule

Salary Schedule for Parent Liaison for 2015-2016

	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21 - 23	24 - 26	27+
	\$24,708	\$27,180	\$28,380	\$28,752	\$29,292	\$29,940	\$30,324	\$30,720	\$31,080	\$31,452

Salary Schedule for CNP Director for 2015-2016

	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21 - 23	24 - 26	27+
State Certified	\$59,364	\$65,292	\$68,160	\$69,084	\$70,332	\$71,928	\$72,864	\$73,800	\$74,568	\$75,324
Provisional Status	\$51,624	\$56,784	\$59,280	\$60,072	\$61,164	\$62,556	\$63,360	\$64,164	\$64,944	\$65,712

Salary Schedule for CNP Assistant Director for 2015-2016

	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21 - 23	24 - 26	27+
	\$36,036	\$37,117	\$38,230	\$39,377	\$40,558	\$41,775	\$43,028	\$44,319	\$45,649	\$47,018

Parent Liaison Schedule is based on 187 days

CNP Director & Assistant Director is based on 240 days

EMPLOYEE TECHNOLOGY ACCEPTABLE USE AGREEMENT

The Cullman County School District is pleased to make available to teachers and support staff access to interconnected computer systems within the District and to the Internet. This network provides access to various School and District educational and management software, educational resources, e-mail, and Internet-based resources. In order for the Cullman County School District to be able to continue to make its computer network and Internet access available, all teachers and support staff must take responsibility for appropriate and lawful use of this access.

1. PERSONAL RESPONSIBILITY

By signing the Technology Policy Agreement form, you are agreeing to follow all technology policy. You are also agreeing to report any misuse of technology equipment, services, or data.

2. TECHNOLOGY COURSE OF STUDY

By signing the Technology Policy Agreement form, you are agreeing to implement and follow the applicable sections of the Alabama Course of Study: Technology Education.

3. TECHNOLOGY INFRASTRUCTURE

- a. All computers, **computer devices**, computer peripherals, servers, network equipment, and software must meet specifications provided by the Information Technology Department and be purchased in accordance with **the Alabama Bid Laws**.
- b. All servers and network equipment including Wi-Fi, (wireless routers / access points) must be approved and installed by the Information Technology Department.
- c. All server based applications must be approved by the Information Technology Department and Curriculum Department prior to purchase.
- d. The use of donated computers is discouraged. The acceptance of donated computers must be approved by the Information Technology Department prior to acceptance.
- e. If personal devices are connected to the network, all Technology Usage, E-Mail and Security Policy requirements apply and must be followed, in addition to the following requirements:
 - 1) Legal license is required for all software
 - 2) District insurance will not cover any expense associated with loss or destruction of personal computers
 - 3) District approved virus software must be running and up-to-date on all personal computers
 - 4) Financial restitution will be required when due care is not followed and the infrastructure is harmed
- f. Web Services:
 - 1) Web services provided by the Cullman County School System cannot be used for profit or commercial/non-educational purposes
 - 2) Pictures and other personally identifiable information should only be used with the permission in writing from the parent/guardian of the student involved

- 3) Student posting of personal information of any kind is prohibited. Personal information includes: home and/or school address, work address, home and/or school numbers, full name, social security number, etc.
- 4) Infringement of copyright laws, obscene, harassing or threatening materials on web sites are against the law and are subject to prosecution

4. ACCEPTABLE USES

The use of computers, data files, networked resources, email, and the Internet is for educational, career development, and job related purposes only.

5. UNACCEPTABLE USES

- a. Use of computers, data files, network resources, email, and the Internet for any purpose restricted or prohibited by laws or regulations.
- b. Personal use that creates a direct cost for the district.
- c. Viewing, transmitting, uploading or downloading materials of a violent, dangerous or inappropriate sexual content. Such information might be profane or obscene (pornographic), advocates or condones the commission of unlawful act (illegal), or advocates or condones violence or discrimination towards other people (hate literature).
- d. Using the computer network for advertising or solicitations by employees, students or outside groups.
- e. Access to any computer system beyond your authorized access by entering another person's ID for accession of another person's files or email.
- f. Intruding into the networks or computers of others, and downloading or transmitting confidential information.
- g. Downloading, storing, or sending documents in violation of copyright laws.
- h. Inclusion of the work of others into email communications in violation of copyright laws.
- i. Failure to protect passwords or sharing passwords that jeopardize the security of personal information, the computer network, or other networks on the Internet.
- j. Intentionally uploading or downloading a worm, virus, "Trojan horse," "time bomb," or other harmful form of programming or vandalism.
- k. Intentionally downloading files that contain mal-ware.
- l. Participating in "hacking" activities or any form of unauthorized access to other computers, networks, email, or information systems.
- m. Creating or forwarding e-mail chain letters or engaging in "spamming." Spamming is sending an annoying or unnecessary message to a large number of people.
- n. Participating in "Spoofing," i.e., constructing an email so it appears to be from someone else.
- o. Using the network for commercial purposes, political purposes, financial gain, or fraud.
- p. Posting or emailing contact information (e.g., address, social security number, driver's license number, date of birth), or any other pertinent personal information that violates the privacy of the individual.
- q. Using instant messaging or chat services other than the service provided by Cullman County.
- r. Using social networking sites, blogs, wiki's for any purpose other than professional development and/or meeting the requirements of the Alabama Technology Course of Study.
- s. Unauthorized downloading or installation of unapproved software, games, system tools or screensavers.
- t. Administering server equipment without the approval of the Information Technology Department.
- u. Installing any software or utilities on any server without the approval of the Information Technology Department.
- v. Downloading, copying, or installing unlicensed software on client/desktop computers.

- w. The use of network monitoring or auditing equipment or software. The use of monitoring and auditing tools is restricted to the Technology Department for security auditing purposes only.
- x. The installation or use of programs to circumvent internet filtering such as the use of anonymous proxies.

6. INFORMATION TECHNOLOGY (IT) SECURITY AND DATA GOVERNANCE

All employees are expected to adhere to all federal, state, and local laws, regulation, and policies protecting student information and data as documented in the Cullman County Schools Data Governance Policy, Procedures, Standards, and Processes Manual.

- a. You are responsible for the security of computer(s) assigned to you, this includes: virus and spyware protection, backups of data stored on your computer(s), and the physical security of your computer(s).
- b. You are responsible for the security of any personal device connected to the Cullman County School network. The district cannot be held responsible for loss, theft, or damage of any personal device.
- c. You are responsible for the security of your user account and password and should take all reasonable precautions to prevent others from being able to use your user account and password. Under no circumstances should you give your password to another person. Passwords should never be written down, transmitted or stored unencrypted in files or email.
- d. Passwords shall be changed yearly and meet minimum password standards.
- e. A screen/keyboard lock or login screen shall be active on all computers running applications that access high risk or confidential data when they are not in use.
- f. All computer applications that access high risk or confidential data; **such as INOW**, should be closed after each use. High Risk Data is defined as information assets for which there are legal requirements for preventing disclosure of financial penalties for disclosure. Data covered by federal and state legislation, such as FERPA, HIPAA, or the Data Protection Act, are in this classification. Payroll, personnel, student, curriculum and financial information are also in this class because of privacy requirements.
- g. Students should never be allowed to access high risk or confidential data.
- h. Personal information should never be sent via email, chat, or any other form of electronic communication. This includes personal information concerning students, teachers, etc. **Compliance with FERPA, COPPA, and Cullman County Data Governance Policies and Procedures must be assured prior to creating student accounts using on-line resources and apps.**
- i. You are responsible for the security of any computer printouts that contains high risk or confidential data that you generate.
- j. You are responsible for the security of any media that contains high risk or confidential data files that you create.
- k. You are responsible for the backup of files you create and store on your desktop computer.
- l. You are responsible for the retention of email messages and files created, received, and stored on your computer. Contents of email that meet mandated records retention requirements should be copied, along with the transmission data, distribution list, and attachment(s), to a separate record keeping system, either hard copy or electronic.
- m. Computers should be properly shutdown and turned off at the end of the school day.
- n. Mobile computing devices provided to an employee by the school or system should accompany them on regular work days for cataloguing, inventory, and maintenance purposes.

- o. You will immediately notify the system administrator and/or school administrator if you have identified a possible security problem. Do not look for security problems; this may be construed as an illegal attempt to gain access to high risk data.

7. PRIVACY

Access to computers, network resources, email, and Internet access is provided as a tool for educational, career development and job related activities. The Cullman County School District is not obligated to, but reserves the right to monitor, inspect, copy, review and store at any time and without prior notice any and all usage of the computer network, email, and Internet access and any and all information transmitted or received in connection with such usage. This includes legal searches of district owned and personally owned devices that are connected to the Cullman County School network.

The school system makes no guarantee that the functions or the services provided by or through the school system will be error-free or without defect. The school system will not be responsible for any damage you may suffer including, but not limited to, loss of data or interruptions of service. The school system is not responsible for the accuracy or quality of the information attained through or stored on the system. The school system will not be responsible for financial obligations arising from unauthorized use of or the connection of personal devices to the system.

8. SOCIAL MEDIA

Social media are computer-mediated tools that allow people to create, share, or exchange information, interest, ideas, and pictures/videos in virtual communities and networks; such as, but not limited to, Facebook, Twitter, Snapchat, LinkedIn, Youtube, etc.

Personal social media accounts should not be used during school hours. Personal social media accounts should never be used to communicate with students and their families regarding topics pertaining to your work with Cullman County Schools or the promotion of student accomplishments. The line between professional and personal relationships is blurred within a social media context. Educational employees have a responsibility to maintain appropriate employee- student relationships, whether on or off duty. Both case law and public expectations hold educational employees to a higher standard of conduct than the general public.

9. SANCTIONS

Penalties for violation of this **agreement policy** range from loss of access to computer/network resources to dismissal. Each case will be determined separately on its own merits.

Board Approved: April 28, 2003
Revised: February 28, 2005
Revised: May 22, 2008
Revised: October 7, 2010
Revised: February 18, 2013