

Lawrence County Board of Education Regular Meeting

*Every Child College and Career Ready;
A Community Involved and Informed*

August 17, 2015 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 5:59 p.m.:

Present Board Members:

Mr. D. Heath Preston, Chairman
Ms. Garnett Skaggs, Vice-chair
Ms. Barbara Robinson
Mr. James See

Present: Dr. Robbie Fletcher, Superintendent; Ms. Lauren Moore, Lawrence County High School student; teachers: Ms. Sara Bowens, Ms. Laura Compton, Ms. Maria Kirk, Ms. Penny Preece, Ms. Anna Prince, Ms. Loretta McKenzie, Ms. Susan Adams, Ms. Jennifer Dheel, Ms. Sharon Fields, Ms. Nora Huff, Ms. Jennifer Perkins; retired Blaine Elementary teacher, Ms. Ethel Adams; Ms. Edris Humphrey, Director of Federal Programs/Finance; Mr. Vernon Hall, Director of Pupil Personnel/Personnel; Ms. Rhonda Colvin, Director of Special Education & Preschool; Ms. Sharon Parsons, Director of Pupil Intervention; Lawrence County High School Principal: Ms. Christy Moore; Louisa East Elementary Assistant Principal: Mr. Ed Dixon; Louisa Middle School Principal: Mr. Tommy Castle; Fallsburg Elementary Principal: Ms. Angela Holmes; Blaine Elementary Principal: Mr. Shawn Jennings; Louisa West Elementary Principal: Ms. Debbie Delong; Mr. Mike Schmitt, Board Attorney; Mr. James Ellis, Director of Adult/Community Education; Mr. Tommy Burns, Chief Information Officer; Ms. Betty Mullins, Board Secretary

MINUTES

1. CALL TO ORDER

Chairman Preston called the meeting to order with a reminder that the mission of the Board and Lawrence County Schools is *Every Child College and Career Ready; A Community Involved and Informed*. He led *The Pledge to the United States Flag*.

2. APPROVE AGENDA

Approval to amend the agenda to include additional items read aloud by Chairman Preston (subsequently underlined in minutes below to show their addition to the agenda) passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0.

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

Dr. Fletcher led an observance of silence in memory and honor of two former educators in Lawrence County Schools: retired elementary teacher, Carolyn Sparks, beloved by students and colleagues for over thirty years of teaching and caring for Blaine Elementary students; and Phillip Ratliff, former teacher and coach in Lawrence County Schools, whose tragically shortened career is being grieved locally, regionally and nationally because of the positive impact he had on his students and colleagues.

3.A. Recognition of Phillip Ratliff, Lawrence County High School Alumnus

3.A.1. Approval to authorize a *Lawrence County Board of Proclamation* designating Friday, August 21st, as Phillip Ratliff Day in Lawrence County Schools passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.

Chairman Preston read aloud the proclamation which highlighted Phillip's career and passion for life and family, noting, "Phillip set a bar really high for our kids and was always available for them over the years. He showed Lawrence County off on a regional then national scale." Phillip Ratliff starred at Lawrence County High School in football and basketball, earning All-State honors in both sports before becoming a National Champion with Marshall University; was a "Son of Marshall", a two-time All-American as an offensive lineman, team captain of the Thundering Herd's 1992 NCAA I-AA National Championship, and inductee in the Herd's Hall of Fame; coached football at James Madison University and Marshall University contributing to their championship programs; and was a revered offensive line coach and recruiting coordinator at North Carolina University at Charlotte at his death.

3.B. Governor's Scholars Program: Lauren Moore, Lawrence County High School Student

Lauren attended classes through the summer at Murray State University as a Governor's Scholar and participated in community service projects that included raising money for the Johnson County flood victims. She commented that one of the things she cherishes most about the experience is that it allowed her a taste of college life before actually having to go and she now feels better prepared for college. Dr. Fletcher presented her a certificate of recognition on behalf of the Board.

3.C. Teachers With Highest MAP Gains (*Measures of Academic Progress*)

Noting that teachers with the highest MAP gains from last fall to winter were recognized last school year, Dr. Fletcher congratulated and presented certificates of recognition for the highest growth for the entire 14-15 school year (fall to spring). The top five teachers in grades K-1 Reading with increases ranging from 19.8 to 22.2 points are Sara Bowens, Laura Compton, Maria Kirk, Penny Preece, and Anna Prince. The top five teachers in grades K-1 Mathematics with increases ranging from 11.1 to 14.8 points are Martha Blevins, Sara Bowens, Laura Compton, Maria Kirk, and Loretta McKenzie. Three teachers had the highest growth in both K-1 reading and K-1 mathematics. The top five teachers in grades 2-12 Reading with increases ranging from 10.8 to 14.9 points are Ethel Adams, Susan Adams, Angela Chaffin, Jennifer Dheel, and Hollie Smith. The top five teachers in grades 2-12 Mathematics with increases ranging from 10.6 to 14.6 points are Sharon Fields, Nora Huff, Jennifer Perkins, April Ratliff, and Myram Brady. Superintendent Fletcher also pointed out those who were recognized for having both the highest gains in the fall to winter window and in the full, fall to spring timeframe: Laura Compton, Penny Preece, Anna Prince, Sara Bowens, Maria Kirk, Hollie Smith, Sharon Fields, Jennifer Perkins, and April Ratliff.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. AEP Credits Count announcement on August 19th

Dr. Fletcher extended an invitation to board members to attend the official announcement of the dollar amount of the AEP grant that includes a partnership with Ashland Community and Technical College (ACTC) benefiting greatly our Lawrence County students. The celebration begins at 10:00 a.m. in the high school gym in front of the entire student body

followed by a reception in the school library that includes the LCHS student government, community members and ten representatives from AEP.

4.A.2. ATT Aspire update

Based on a conversation with a representative of Connected Nation, Dr. Fletcher shared that they are working to resolve some issues with Phase 1 and 2 before announcing the participants in Phase 3. Dr. Fletcher remains hopeful we will be included.

4.A.3. Math Textbook update

Math textbooks for grades K, 2nd, 3rd, 4th and part of 5th have arrived in the district and all but 5th will be delivered to schools tomorrow. 5th will be sent to schools after the entire order for 5th is received. Dr. Fletcher thanked District Resource Teacher Lana Prichard for her hard work with the math textbook order.

4.A.4. LC Gifted/Talented Program Excellent rating

The Gifted & Talented Program Evaluation for Lawrence County Schools has received an "Excellent" rating from the state, an overall score of 96 out of 100 possible being the highest rating possible. Dr. Fletcher extended congratulations to Gifted/Talented Coordinator Dina Chaffin, who is also a District Resource Teacher.

4.A.5. SIG due date set for mid-September

The high school's School Improvement Grant is due September 10. Since the due date is prior to the regular September meeting, a special board meeting will be scheduled for the board's consideration of the grant application. The overall focus of the grant is on intervention for students not meeting benchmarks.

4.A.6. LCHS and Central Office preparing for the Diagnostic Review

In preparation for a possible upcoming visit from KDE, the district has completed its self-assessment of Standard 3, and the high school will be completing theirs on August 31st to be followed by a meeting of Central Office and LCHS to more fully assess areas of need. LCHS is also bringing community members together with staff and other stakeholders to complete the *Missing Piece* assessment to gain the perspective of community members on what can be done better to help our students succeed.

4.A.7. Reduction in the number of bus routes for 2015-2016

Actions that have resulted from the transportation audit last year include reducing the number of empty miles the buses travel and reducing the number of routes from 36 to 35. Dr. Fletcher praised Transportation Manager Rick Blackburn for his hard work on this and thanked Mr. Vernon Hall for his assistance.

4.A.8. Retired employee pass cards

As approved by the Board in June, retired employee lifetime activity pass cards are being finalized and will soon be available. Retired employees are to request these at Central Office. Dr. Fletcher thanked Paulette Simpson at Central Office for her hard work on these and for her work annually on the employee activity pass cards which are also provided to veterans on an annual basis on their request.

4.A.9. Pathways-Community Partner

Dr. Fletcher extended a thank-you to Pathways for financing the opening day breakfast for all staff noting that Pathways has offered to come before the board to provide information on their services and to answer any questions the board may have.

4.A.10. KSBA training sessions at KEDC on August 22nd

A detailed agenda for the upcoming KSBA Regional Cooperative Training was provided. Annual training requirements for ethics, finance, and superintendent evaluation are available.

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of Minutes of the July 20, 2015 Regular Meeting and the Minutes of the July 28, 2015 Special Meeting passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0.

5.B. Approval of the Monthly Financial Report given by Edris Humphrey, Finance Director, passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.B.1. Bank Reconciliation Report

In reviewing the reports provided to the Board in monthly packets and on eMeeting, Ms. Humphrey reported that the beginning balance for July was \$2,851,394. The total revenue for the month of July was \$3,571,415 with expenditures for the month totaling \$1,186,323. Fund 1 cash balance for the month of July was \$2,707,569. "I say that with excitement, Ms. Humphrey stated." The ending balance of all funds for July is \$3,030,366.

5.B.2. MUNIS Balance Sheet and Monthly Financial Report

The Monthly Report and Balance Sheets for all funds were included in the meeting packet.

5.B.3. Finance Update

The additional funding in revenue is mainly in construction.

5.C. Approval of Claims and Orders of the Treasurer passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.

Dr. Fletcher pointed out several large and items of interest to the Board including three items on the superintendent credit card (KASA conference registration fee, hotel, and fuel), copier contract items, soccer scoreboard purchase by local businesses, lockers, AESOP, insurance payment, beginning of the year cleaning supplies, repair parts for buses, septic treatments at Blaine and Fallsburg, School Messenger all-call system renewal, health nurses' supplies, and instructional supplies for schools.

5.D. Approval of the Consent Agenda including items added to the agenda (indicated by underlining) passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.

In discussion of consent agenda items, Chairman Preston commended Dr. Fletcher for his efforts to build all programs in the district, academics and activities, to a level of excellence stating that it is important to provide both what students need in a quality education and also in extra-curricular experiences making them to want to attend Lawrence County Schools. In addition to discussing the requests listed on the consent agenda, Dr. Fletcher pointed out various projects at each school that

have or are being funded, that over \$70,000 was spent on Read 180, an intervention program for students falling behind by two grade levels, and that \$232,000 has been spent for math textbooks across the district. Other program requests are being considered.

5.D.1. Per diem and expenses for members present

5.D.2. Contracts:

5.D.2.a. Memorandum of Agreement between Johnson County Schools and Lawrence County Schools for Energy Manager, Terry Salyer; July 1, 2015 through June 30, 2017

5.D.2.b. Memorandum of Agreement between Morehead State University and Lawrence County Board of Education for Teacher Education Program (TEP) and the Master of Arts in Teaching Program (MAT)

5.D.2.c. Memorandum of Agreement Kentucky Educational Development Corporation (KEDC) and Lawrence County Schools for INVESTING IN INNOVATION (i3) Grant for K-12 STEM model program

5.D.2.d. SharpSchool Web Hosting Renewal: \$8,252.00

5.D.2.e. LCHS with Walworth Yearbooks: \$7,500.00

5.D.2.f. Fallsburg Elementary School with TSM Artists, Inc. for FUNdraising with Laughter Show; November 6, 2015 at Lawrence County Community Center; Ronald Miller, 8th grade sponsor

5.D.2.g. Athletic Facilities:

5.D.2.g.1. Volleyball: Portable Standards and Rec Net; *Epicsports*: \$861.00

5.D.2.g.2. Soccer: 2 sets Standard Bleachers with Protective Fencing; *BSN Sports*: \$8,019.98

5.D.2.g.3. Softball: 1 Storage Building to house equipment/John Deere machine: \$3,200.00 and 2 loads of Mar mix infield base clay; *Mid South Baseball*: \$3,600.00 delivered

5.D.2.g.4. Weight Room: 12 new benches & 12 new bars; *Dynabody*: \$8,520

5.D.2.g.5. Facility Sign Replacement; *Hi Tech Signs*: \$1,300

5.D.2.g.6. Gate addition to LC Schools Football Field: Quarterback Club providing \$4,000 of cost; requests \$1,000

5.D.2.g.7. Golf Team: 10 golf bags embroidered with LC logo; *Golf Team Products*: \$1,244.00

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Lawrence County High School

5.D.3.a.2. Fallsburg Elementary School

5.D.3.a.3. Louisa Middle School

5.D.3.b. PLTW: Bio-Medical Equipment and Supplies (plus shipping/handling)

5.D.3.b.1. *Fisher Science*: \$9,953.95

5.D.3.b.2. *BioRad*: \$1,499.07

5.D.3.b.3. *Pasco*: \$ 484.88

5.D.3.b.4. *Carolina Biological*: \$ 875.88

5.D.3.b.5. *PLTW*: \$2,156.00

5.D.3.b.6. *Sargent Welch*: \$2,720.51

5.D.3.c. Use of Facilities:

5.D.3.c.1. Louisa West Elementary parking area and cafeteria/restroom for 26th Annual Auto Show; September 12, 2015; Ted Kelley on behalf of Septemberfest Auto Show Committee (Septemberfest Insurance)

5.D.3.c.2. Louisa West Elementary cafeteria area for Girl Scout meetings for Troop #7376 (pending proof of insurance) (*insurance provided*)

5.D.4. For Review:

5.D.4.a. SBDM/Advisory Council Minutes (LWES, FES)

5.D.4.b. 15-16 Fresh Fruit & Vegetable Program Awards: BES and LEES

5.E. Approval of Jim See and D. Heath Preston as the Board of Education representatives on the District Improvement Plan Committee passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.F. Approval of appointment of District Improvement Plan Committee Members passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 4 to 0. (*includes Class Presidents representing student government at LCHS*)

5.G. Approval of LCHS Special Education Department Chair to chair Special Education Admissions and Release Committee Meetings passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 4 to 0.

5.H. Approval of a shortened school week waiver for student with Special Education Individual Educational Program at Blaine Elementary passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.I. New Business (*none*)

6. PERSONNEL

6.A. Approval of creation and a change regarding positions for 2015-2016, as indicated, passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.

The following position is created:

- (1) Teacher at Lawrence County Alternative Education Program (1-Year)

The following position is changed:

- From (1) Instructional Assistant at Lawrence County High School (1-Year) to (1) Itinerant Instructional Assistant at Lawrence County High School and Louisa Middle School (1-Year)

6.B. Approval to table update to *Lawrence County Schools 2015-2016 Salary Schedule* passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0.

6.C. Superintendent Professional Growth and Evaluation System (SPGES): Monthly Update
Dr. Robbie Fletcher, Superintendent

6.C.1. Professional Growth Plan Discussion

Dr. Fletcher provided for the Board's review his last year's professional growth plan and his proposed growth plan for 2015-16. Last year's growth plan included strategic leadership and cultural leadership, and collaborative leadership was added by the board mid-year. He reviewed the procedures and activities he completed in addition to their impact. Regarding the current year's growth plan, he explained that he has consolidated the focus of the plan to the *Pathway to Proficiency* – to be a Proficient District in two years. Activities to accomplish this are: to actively participate in each school's analysis of state testing data and TELL results; to offer technical assistance in the revision of schools' improvement plans based on the data analysis; and to work to raise the bar of accountability by communicating the goals of a refined *Pathway to Proficiency* to principals and the school community at large. Dr. Fletcher asked for the Board's input.

Chairman Preston expressed appreciation on behalf of the Board for Dr. Fletcher's hard work and recognized that he is a big part of the school system's growth over the past year. "All of our staff has worked hard, but you are the leader; and we appreciate your efforts." Each board member confirmed and commented giving positive feedback. Dr. Fletcher emphasized, "A leader is only as good as the team, and I have a great team – the Board, Central Office, principals, the teachers in the classroom, our classified staff. Without this team, we wouldn't be where we are." He further mentioned the high expectations of leadership in Central Office wanting to develop model programs sought after by other systems around the state pointing out that our district is the only one in the state that is implementing districtwide CT4GC (Co-Teaching for Gap Closure) and that Ms. Webb has done a phenomenal job of putting in place processes and protocols for success.

6.C.2. Standard 7: Influential Leadership

Dr. Fletcher pointed out examples of how he has grown in Standard 7 Influential Leadership. "I have learned over the past six months about being a leader outside our county line and using that influence to impact our schools and students."

6.D. Superintendent's Personnel Action/Update

Hiring

Ashley Church	- Teacher at Lawrence County High School (1-Year)
Jennifer Smith	- Teacher at Louisa Middle School (1-Year)
Bryan Short	- LBD Teacher at Louisa Middle School (1-Year)
Amie Chicko	- Teacher at Louisa Middle School
Ariel Murray	- LBD Teacher at Blaine Elementary School
Connie Miller	- Itinerant Physical Education Teacher at Blaine Elementary School and Fallsburg Elementary School (1-Year)
Kala Wolhoy	- Teacher at Fallsburg Elementary School
Chelsee Short	- Teacher at Louisa East Elementary School
Melissa Dotson	- Teacher at Louisa East Elementary School
Kara Williams	- Teacher at Louisa East Elementary School (1-Year)
Shana Green	- Teacher at Louisa West Elementary School
Kayla Dillon	- Preschool Teacher at Louisa West Elementary School (1-Year)
Wade Skaggs	- Adult Education Instructor I
Susie Rice	- Part-time Adult Education Instructor I
Angie Meredith	- District School Health Nurse/District Special Needs Nurse District-wide (1-Year)
Jennifer Maynard	- District School Health Nurse/District Special Needs Nurse at Blaine Elementary School (1-Year)
Amanda Woods	- District School Health Nurse/District Special Needs Nurse at Fallsburg Elementary School (1-Year)
Sarah Fletcher	- Instructional Assistant at Louisa West Elementary School (1-Year)
Crystal Salyer	- Instructional Assistant at Louisa West Elementary School (1-Year)
Teresa Spillman	- Cook/Baker (7hrs/day) at Louisa West Elementary School
Pam Chaffin	- Cook/Baker (7hrs/day) at Lawrence County High School (1-Year)
Misty Meade	- Cook/Baker (4.5hrs/day) at Lawrence County High School

Substitute Bus Monitor

W. Paulette Newsome
Justin Newsome
Tammy Porter

Margaret Kazee

Suspension with Pay

Mitchell Brumfield

- Custodian at Louisa West Elementary School

Resignations

Gamble May

- FMD Teacher at Louisa West Elementary School

Emily Ream

- Teacher at Blaine Elementary School

**Lawrence County Schools
2015-2016 Substitute Employee List**

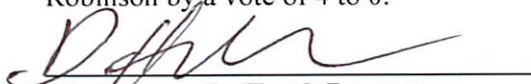
<i>Last Name</i>	<i>First Name</i>	<i>Job Class Description</i>
CAUDILL	JAMES	SUB CUSTODIAN
DIAMOND	WILLIAM	SUB CUSTODIAN
MCKINLEY	EDGAR	SUB CUSTODIAN
SPARKS	DUELL	SUB CUSTODIAN
VANHOOSE	JIMMY	SUB CUSTODIAN
WORKMAN	MICHELLE	SUB CUSTODIAN
ADKINS	BRIANA	SUB INSTRUCTIONAL ASSISTANT I
BOGGS	ANTHONY	SUB INSTRUCTIONAL ASSISTANT I
FERGUSON	JENNIFER	SUB INSTRUCTIONAL ASSISTANT I
FLETCHER	DARLENE	SUB INSTRUCTIONAL ASSISTANT I
ISAAC	TIFFANY	SUB INSTRUCTIONAL ASSISTANT I
LANEY	TAMERA	SUB INSTRUCTIONAL ASSISTANT I
NICHOLS	BERNICE	SUB INSTRUCTIONAL ASSISTANT I
PARKS	KRISTI	SUB INSTRUCTIONAL ASSISTANT I
ROSE	AUDRA	SUB INSTRUCTIONAL ASSISTANT I
ROSE	DAWN	SUB INSTRUCTIONAL ASSISTANT I
SPARKS	JENNIFER	SUB INSTRUCTIONAL ASSISTANT I
VINSON	ERICA	SUB INSTRUCTIONAL ASSISTANT I
WEST	SHAWNA	SUB INSTRUCTIONAL ASSISTANT I
ARMSTRONG	TONI	SUBSTITUTE TEACHER
BORDERS	ROSEMARY	SUBSTITUTE TEACHER
BORDERS	LOUETTA	SUBSTITUTE TEACHER
BREWER	JEAN	SUBSTITUTE TEACHER
BROWN	DONALD	SUBSTITUTE TEACHER
BURTON	AMBER	SUBSTITUTE TEACHER
CHAFFIN	JOANN	SUBSTITUTE TEACHER
COMPSTON	DIANNA	SUBSTITUTE TEACHER
COPLEY	WANDA	SUBSTITUTE TEACHER
CRAWFORD	HEIDI	SUBSTITUTE TEACHER
CURNUTTE	CHRISTY	SUBSTITUTE TEACHER
DALE	JANET	SUBSTITUTE TEACHER
EDWARDS	PATTY	SUBSTITUTE TEACHER
ENDICOTT	KIMBERLY	SUBSTITUTE TEACHER
FLOWERS	PAUL	SUBSTITUTE TEACHER
FRAZIER	MARY	SUBSTITUTE TEACHER
ISON	KAY	SUBSTITUTE TEACHER
JARRELL	KRISTA	SUBSTITUTE TEACHER

KEESE	BROOKE	SUBSTITUTE TEACHER
KEETON	KAYLA	SUBSTITUTE TEACHER
LYCAN	JENNIFER	SUBSTITUTE TEACHER
MAYNARD	CONNIE	SUBSTITUTE TEACHER
MOORE	DOROTHY	SUBSTITUTE TEACHER
MULLINS	REVA	SUBSTITUTE TEACHER
PERRY	NANCY	SUBSTITUTE TEACHER
PREECE	DIANNE	SUBSTITUTE TEACHER
PRESTON	NASHAYLA	SUBSTITUTE TEACHER
PRINCE	SARAH	SUBSTITUTE TEACHER
RATLIFF	MELISSA	SUBSTITUTE TEACHER
ROBERTSON	CARMEN	SUBSTITUTE TEACHER
SALYER	LAURA	SUBSTITUTE TEACHER
SEE	DREW	SUBSTITUTE TEACHER
SMITH	JENNIFER	SUBSTITUTE TEACHER
STEINER	CLYDE	SUBSTITUTE TEACHER
THOMPSON	LINDA	SUBSTITUTE TEACHER
THOMPSON	DEBRAH	SUBSTITUTE TEACHER
WALLER	PHYLLIS	SUBSTITUTE TEACHER
WYATT	MELISSA	SUBSTITUTE TEACHER

BRADSHAW	CHARLES	SUBBUS DRIVERAF7-1-08
BRANHAM	MELISSA	SUBBUS DRIVERAF7-1-08
CAUDILL	RICKY	SUBBUS DRIVERAF7-1-08
CAUDILL	DRUANN	SUBBUS DRIVERAF7-1-08
CECIL	JOEY	SUBBUS DRIVERAF7-1-08
FELTNER	TRAVIS	SUBBUS DRIVERAF7-1-08
HALL	JERI	SUBBUS DRIVERAF7-1-08
HALL	BARBARA	SUBBUS DRIVERAF7-1-08
HINKLE	ISAAC	SUBBUS DRIVERAF7-1-08
HOLLEY	ROBERT	SUBBUS DRIVERAF7-1-08
HUGHES	ROBERT	SUBBUS DRIVERAF7-1-08
JOBE	JAMES	SUBBUS DRIVERAF7-1-08
JOBE	PAUL	SUBBUS DRIVERAF7-1-08
KITCHEN	JAMES	SUBBUS DRIVERAF7-1-08
PACK	SHARON	SUBBUS DRIVERAF7-1-08
RATLIFF	BRIAN	SUBBUS DRIVERAF7-1-08
ROBINSON	JERRY	SUBBUS DRIVERAF7-1-08
WEBB	MICHAEL	SUBBUS DRIVERAF7-1-08
WEST	PAUL	SUBBUS DRIVERAF7-1-08

7. ADJOURNMENT

Approval to adjourn passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0.


Chairman – D. Heath Preston


Secretary to the Board – Betty Mullins