

Lawrence County Board of Education Regular Meeting

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

August 20, 2018; 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 6:03 p.m.:

Present Board Members:

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

Absent Board Members:

Ms. Maddlene Roberts

Present: Superintendent Dr. Robbie Fletcher; Finance Officer Brandi VanHoose; Director of Pupil Personnel & District Personnel Vernon Hall; Director of Special Education/Preschool Rhonda Colvin; Federal Programs/District Assessment Coordinator Mary Hall; Lawrence County High School Principal Christy Moore; Blaine Elementary Principal Shawn Jennings; Louisa West Elementary Principal: Debbie Delong; Fallsburg Elementary Principal Sara Bowen; Louisa East Elementary Principal Anna Prince; Louisa Middle School Principal Joe Cecil; Attorney Joseph Whitaker representing Board Attorney Jonathan Shaw; Chief Information Officer/District Technology Coordinator Thomas Burns; Board Secretary Betty Mullins

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

2.A. Approval to amend the agenda to excuse Maddlene Roberts due to family illness and to include an additional warrant and an additional fundraiser passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

2.B. Approval to excuse the absence of Board Member Maddlene Roberts due to family illness passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

Dr. Fletcher led a moment of silence in memory and honor of Nancy Perry, a retired educator with Lawrence County Schools. Nancy spent over forty years in the classroom, was an active volunteer with 4-H, and had a second career of ten years at Wal-Mart, welcoming all that entered with a warm smile.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. A Great Start to the New School Year

Dr. Fletcher thanked all those who helped with the opening of the new school year thanking especially our community partner, Pathways, who once again sponsored a great Opening Day Breakfast for all school and district staff. He thanked board members for attending and Chairman Preston for his remarks to everyone during the breakfast event. Dr. Fletcher presented the new vision statement at the breakfast and expressed excitement about the coaching system to be implemented as part of realizing that vision. Congratulations were extended to principals and staff for a great two weeks of the new school year.

4.A.2. Wednesday Connection - Weekly Communication

A weekly communication, an email entitled "ALL IN LC: Wednesday Connection", will be sent out to all staff by Dr. Fletcher this school year highlighting three items such as items of interest or emphasis or a thank-you. The first edition on August 15 focused on customer service, school safety, and a thank-you to our maintenance and janitorial staff for making "...each building seem new as you walk in."

4.A.3. Success of the Lawrence County Professional Learning Conference

The success of the first Lawrence County Professional Learning Conference held just prior to school opening means that the professional learning conference format will be repeated again next year. Teachers could choose our workshops of interest among ten offerings within four time slots during the day, an effort to personalize professional learning. Dr. Fletcher stated that he had received "great comments about it"; however, stating that the true test of its success will be seeing teachers and their students incorporating workshop strategies within the classroom. He expressed thanks to all who attended and to presenters who were mostly all Lawrence County teachers and administrators.

4.A.4. Decrease in Enrollment - 2383 on August 15th vs. 2439 on May 21st

Enrollment in the district is currently down about fifty students which is not good news. A more accurate number will be available by the end of the month as several schools have reported enrollees, and attendance clerks at schools are calling no-shows to confirm students are in school.

4.A.5. Public Forum for the Draft Facilities Plan Scheduled on August 30th (Board Meeting to Follow)

The facilities planning process is nearing completion. The Draft District Facility Plan will be presented as part of a Public Forum to give the opportunity for the community to provide input into the Draft District Facility Plan.

4.A.6. Football, Volleyball, Golf, Soccer Seasons Starting Off Well

Dr. Fletcher provided an overview of fall team sports noting a good start to the seasons.

4.A.7. Homecoming set for August 31st

"An event like none other" was Dr. Fletcher's description of Homecoming in Lawrence County. "The high school staff is great at planning a week-long event that creates lasting memories. Student events take place Wednesday, Thursday and Friday of the week of August 27 with the Homecoming football game and Homecoming Court presentation taking place on Friday, August 31.

4.A.8. Setting Tax Rates - Next Board Meeting

Our district has yet to receive all of the necessary tax rate information from the Kentucky Department of Education. The assessments from the state Revenue Department have not been turned over to KDE; however, the district is expecting to receive the information in time to set tax rates at the September regular meeting.

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of Minutes of the July 16, 2018 Regular Meeting and July 24, 2018 Special Meeting: Next Steps in the Nickel Tax Process passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.B. Approval of Claims and Orders of the Treasurer, including one additional warrant, passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

Dr. Fletcher pointed out several large bills including payment for annual fire inspections, a back-up generator and maintenance supplies to start the school year, sports uniforms per the established rotation, the Naviance program, and architect's facility assessment costs.

5.C. Approval of the Monthly Financial Report by Finance Officer Brandi VanHoose passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.C.1. Bank Reconciliation Report

Finance Officer Brandi VanHoose reported that the beginning balance for July was \$3,380,843. Total revenue for the month of July was \$1,858,110. Expenditures for the month totaled \$1,387,048. The Fund 1 cash balance for the month of July was \$2,758,478. The ending balance of all funds for July was \$3,792,890.

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

Balance Sheets reflect the balance for each fund as of July 31st.

5.C.3. Finance Update (*none*)

CONSENT AGENDA

5.D. Approval of Consent Agenda items, as indicated, passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

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

5.D.2. Contracts & Services:

5.D.2.a. Superior Office Service with Louisa East Elementary for 60-month FMV Lease

5.D.2.b. Superior Office Service Annual Maintenance Contract with Lawrence County Board of Education; IR5000 #MPL23317: \$750

5.D.2.c. Shoutpoint with LC School District for IC Messaging Platform and SMS Messenger; Annual Recurring: \$3,105

5.D.2.d. Memorandum of Agreement with Lawrence County Board of Education for Locally Operated Career & Technical Ed Center; 07-01-18 to 06-30-19: \$250,601

5.D.2.e. AMTECK: Annual Fire Extinguisher Inspection service: \$7,000

5.D.2.f. Lawrence County Schools 2019-2020 Nonresident Contracts with Ashland Independent, Boyd County, Carter County, Elliott County, Johnson County, Martin County, Morgan County, Paintsville Independent, and Russell Independent Boards of Education

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Louisa Middle School

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

5.D.3.a.3. Lawrence County High School (an additional fundraiser added)

5.D.3.a.4. Louisa East Elementary

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

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

5.D.3.b.1. Louisa West Elementary parking area and cafeteria/restroom facility for 29th Annual Auto Show; September 8, 2018; Ted Kelley on behalf of Septemberfest Auto Show Committee; Septemberfest insurance

5.D.3.b.2. Louisa East Elementary gymnasium for cheerleading practice by Lawrence County Youth Football League (LCYFL) Cheer; August 27 to October 5, 2018; Heather Compton; insurance provided

5.D.3.b.3. LCHS Football Stadium by Lawrence County Youth Football League (LCYFL) for 2018 league home games; August 8, 11/September 1, 15/October 6; Tom Frazier; insurance provided

5.D.3.b.4. Louisa East Elementary by Child Evangelism Fellowship (CEF) of Kentucky for after school Good News Club; 2018-19 school year; one day a week; Teresa Kunze and Kari Ash; insurance provided

5.D.3.b.5. Use of Facilities Request: Eastern Elite/Kentucky Youth Soccer use of LEES, FES, and LCHS gymnasiums and/or soccer/football fields for soccer practice; July 1, 2018 to June 30, 2019; Scott Johnson; insurance provided

5.D.3.b.6. LCHS cafeteria by Catalpa Free Will Baptist Church for Harvest Tour chicken and dumplings; September 28, 2018; Melissa Cox and Janice Salyer; insurance provided

5.D.3.b.7. Blaine Elementary School by Blaine High School Alumni Committee for the annual reunion on September 1, 2018; Sue Smith and Garnett Skaggs

5.D.3.b.8. Lawrence County High School by Louisa-Fort Gay Ministerial Association for Jason Crab Benefit Concert for Lawrence County Youth; October 26, 2018; Scot Hoeksema

5.D.4. For Review/FYI: (no action required)

5.D.4.a. School Activity Fund Reports: July (all schools)

5.D.4.b. SBDM/Advisory Council Minutes (FES, BES, LCHS, LWES, LEES)

5.D.4.c. 2018-19 LC Schools Parent & Student Handbook

5.D.4.d. LC Schools 2018 Energy Management Report

5.E. Review Lawrence County Schools Draft Facilities Plan and timeline

Dr. Fletcher explained that every four years, school districts across Kentucky are required to update the District Facility Plan. Lawrence County is taking part in new processes implemented by KDE in the development of the plan with the greatest change being how buildings are evaluated and subsequently designated. The board examined and discussed the draft plan as Dr. Fletcher pointed out and explained the sections and details of the draft plan including Capital Construction Priorities and other needs. New construction priorities include a new elementary school to replace the existing Louisa West Elementary and a new Lawrence County Area Technology Center. The major renovations recommended for each school were also reviewed. Dr. Fletcher concluded by

providing information on the remaining timeline stating that dates may still change because of publishing requirements and conflicts in the schedules of all involved. Once the timeline is confirmed, dates and information will be clearly communicated to the public and all parties.

5.F. Approval of Revised School Resource Officers (SRO) contracts with City of Louisa and Lawrence County Sheriff's Department passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.G. Approval of Maddlene Roberts and James See as Board of Education to continue as Board representative(s) on the District Improvement Plan Committee passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.H. Approval of appointment of District Improvement Plan Committee Members, as recommended, passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.I. Approval of annual acknowledgement of the Board's review of the *Data Security and Breach Notification Best Practice Guide* and the implementation of best practices that meet the needs of personal information reasonable security in the District, as set forth in **702 KAR 1:170** passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.J. Approval of *Certification for the 2018-19 School Year Constitutionally Protected Prayer in Public School* and to acknowledge receipt and review of **KRS 158.183** and **KRS158.195** regarding Student Free Speech and Religious Liberty Rights passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.K. Approval of payment of textbook costs for Craft Academy and Gatton Academy students passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.L. Approval to confirm letter of summary of auditing services by Wells & Company, P.S.C. for the 17-18 Fiscal Year not to exceed \$23,500 passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.M. Approval to acknowledge review of update to *Procedure 03.21 AP.21 Job Listings-Classified* passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.N. Approval of *Request for Shortened School Day Waiver* for special needs student passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.O. New Business (none)

6. PERSONNEL

6.A. Approve creation, abolishment, and/or changes regarding positions **(no action)**

6.B. Approval of updates to *Lawrence County Schools 2018-2019 Salary Schedule* passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

(updated pages 6, 13, 15 inserted below; highlighting indicates the updates)

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SCHOOL SUPPORT STAFF
SALARY SCHEDULE
2018 – 2019**

<u>Job Class</u>		
<u>Code:</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7263	District School Health Nurse / District Special Needs Nurse (6)	Pay scale G (8 hrs/day – 185 days)
8263	Sub School Health Nurse / Sub Special Needs Nurse	Pay scale G (8 hrs/day - 185 days)
8320	Sub Instructional Assist. I	\$7.30/hr - \$51.10/7hrs day
7320	Instructional Assist. I [BES, FES, LMS, LWE, LEE, LCHS, LCEL, ALT SCHOOL LMS & LCHS, DISTRICT]	Pay scale (7hrs/day – 183 days/yr.)
7320	Instructional Assist. I LWES (1)	Pay scale (8 hrs/day Grandfather – 183 days)
7320	Instructional Assist. I LCHS (1)	Pay scale (8 hrs/day – 183 days)
7320	Instructional Assist. I LCHS(1)/LMS (1)	Pay scale (8 hrs/day – 183 days)
7320	Instructional Assistant (Preschool) LWES	Pay scale (150 to 183 days)
7320	Itinerant Instructional Assist. for Hearing Impaired Students with Disabilities (districtwide)	Pay scale (7hrs/day – 183 days/yr.)
7320	Itinerant Instructional Assistants (2)	Pay scale (if needed - 150 to 183 days)
7777	School Secretary II-Elementary FES (1), LWE (1)	Pay scale B (8hrs/day – 258 days)
7777	School Secretary II-Elementary BES (1)	Pay scale B (8hrs/day – 238 days)
7777	School Secretary II-Elementary LEE (1)	Pay scale B (8hrs/day – 248 days)
7778	School Secretary II LCHS (1)	Pay scale B (8hrs/day – 258 days)
7779	School Secretary II LMS (1)	Pay scale B (8hrs/day – 258 days)

NOTE:

Pay scale is classified salary schedule based on years of experience.

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT GRANTS
CLASSIFIED/CERTIFIED SALARY SCHEDULE
2018 – 2019**

Job Class

Code:

7294

Title

District-wide
Speech Language Pathologist

Salary Calculation

Certified Pay scale (185 days)
(Classified Speech Language Pathologist
holding appropriate licensure & degree; Master's
Degree equivalent to Rank II and Bachelor's Degree
equivalent to Rank III on the Certified Pay Scale)

7293

District-wide
Speech Language Pathologist Assistant

Certified Pay scale (185 days)
(Classified Speech Language Pathologist Assistant
holding appropriate licensure & degree; Master's
Degree equivalent to Rank II and Bachelor's Degree
equivalent to Rank III on the Certified Pay Scale)

7291

Physical Therapist (1)
\$65,000 (185 days) or \$52,000 (148 days) or \$39,000 (111 days)
(one-quarter percent increase per year of service in the district)

~~\$59,917 (185 days)~~

7291

Occupational Therapist (1)
\$65,000 (185 days) or \$52,000 (148 days) or \$39,000 (111 days)
(one-quarter percent increase per year of service in the district)

~~\$59,917 (185 days)~~

* NOTE: The 2018-2019 extra duty pay scale will take effect as of July 01, 2018. Those employees paid from the 2007-2008 extra duty pay scale or employees working in an equivalent position will be grandfathered in to a comparable rate for as long as they are employed. Anyone hired after 2007-2008 to fill an extra duty vacancy will be paid in accordance to the applicable pay scale.

LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2018-2019			
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
DISTRICT ADMINISTRATORS (5 TOTAL):			\$5,000*
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FEDERAL PROGRAMS/DISTRICT ASSESSMENT COORDINATOR/INNOVATIONS COORDINATOR (1)	50	235	
DIRECTOR OF PUPIL PERSONNEL/DISTRICT PERSONNEL (1)	50	235	
DIRECTOR OF PUPIL INTERVENTION (1)	50	235	
DIRECTOR OF SPECIAL EDUCATION (1)	50	235	
PRINCIPAL LWE, BES, FES (1 PER SCHOOL)	50	235	\$7,000*
PRINCIPAL LEE (1)	50	235	\$8,000*
PRINCIPAL LMS (1)	50	235	\$8,500*
PRINCIPAL LCHS (1)	50	235	\$10,000*
ASST PRINCIPAL LEE (1)	15	200	\$3,500*
ASST PRINCIPAL LMS (1)	15	200	\$4,000*
ASST PRINCIPAL LCHS (1)	15	200	\$7,000*
MIDDLE GRADES ALTERNATIVE SCHOOL TEACHER (1)	15	200	\$4,000*
DISTRICT SCHOOL HEALTH COORDINATOR (1)	15	0	\$5,000*
DISTRICT SCHOOL HEALTH NURSE / DISTRICT SPECIAL NEEDS NURSE - BES ANNUAL INCENTIVE PAY	0	0	\$2,500
INSTRUCTIONAL SUPPLEMENTAL PAY			
DUAL CREDIT TEACHER (PER CLASS)*	0	185	\$2,000
HIGH SCHOOL DEPARTMENT HEADS			
ENGLISH (1)	0	185	\$500
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500
SCIENCE (1)	0	185	\$500
ARTS & HUMANITIES (1)	0	185	\$500
SPECIAL NEEDS (1)	0	185	\$500
PRACTICAL LIVING (1)	0	185	\$500
DOCTORATE	0	185	\$2,000
NATIONAL TEACHER CERTIFICATION	0	185	\$2,000
WRITING LEADERS			
ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
MIDDLE (1 PER SCHOOL)	0	185	\$1,000
HIGH SCHOOL (1)	0	185	\$1,000
EXTRA CURRICULAR PAY DUTIES			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	\$500
ACADEMIC COACH HIGH SCHOOL (1)	0	185	\$4,000
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	\$2,000
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	\$1,000
BAND DIRECTOR (1)	5	190	\$4,000
BAND ASST DIRECTOR (1)	0	185	\$1,000
CHORAL DIRECTOR (1)	0	185	\$1,500
BUILDING ASSESSMENT COORDINATORS			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	\$2,500
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	\$2,000
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	\$2,000

*District to provide 100% funding for college hours/courses required to provide Dual Credit Instruction for teachers approved/selected to teach in identified shortage areas for dual credit classes offered at LCHS.

*District must approve on an annual basis the number of classes/sections to be funded via Instructional Supplemental Pay based on the number of classes/sections required to implement school/student schedules.

6.C. Approval to acknowledge receipt of **Superintendent's Personnel Action/Update** passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

Hiring

Seth Musick	- Teacher at Lawrence County High School
Sara Brown	- Teacher at Lawrence County High School
Ryan Prince	- Teacher at Lawrence County High School
John D. Goble	- Teacher at Fallsburg Elementary School
Kaydee Castle	- Teacher at Fallsburg Elementary School
Melissa Ratliff	- LBD Teacher at Fallsburg Elementary School
Laura Newsome	- Teacher at Louisa East Elementary School
Christy Reliford	- Itinerant LBD Teacher
Kyle A. Delong	- Physical Therapist
Leah Helton	- Occupational Therapist
Donnie Shapaka	- Instructional Assistant at Lawrence County Middle Grades Alternative Education Program
Jessica Blevins	- Instructional Assistant at Louisa East Elementary School
Jamie Wilks	- Instructional Assistant (Preschool) at Louisa West Elementary School
James Pauley-Barker	- Full-Time Substitute Bus Driver
Joey Spurlock	- Custodian at Louisa East Elementary School
Amy Thompson	- Cook Baker (4.5hrs/day) at Lawrence County High School
Glenna Castle	- Cook/Baker (4.5hrs/day) at Louisa Middle School

Change of Position

Kristina Donahoe	- From LBD Teacher at Louisa Middle School to Reading Teacher at Louisa Middle School
Joshua Reed	- From Itinerant Physical Education Teacher at Blaine Elementary School and Fallsburg Elementary School to Health and Physical Education Teacher at Lawrence County High School
Dewey Webb	- From Full-Time Substitute Bus Driver to Full-Time Bus Driver

Resignations

George H. Salyers	- Teacher at Lawrence County High School
Jennifer Smith	- Teacher at Louisa Middle School
Christy Reliford	- Itinerant LBD Teacher (<i>effective 08/24/2018</i>)
Monica Williams	- Instructional Assistant
Jeff Bartram	- Custodian at Louisa East Elementary School
Maggie McClanahan	- Cook/Baker (7hrs/day) at Lawrence County High School
Vickie Holbrook	- Full-Time Bus Monitor

(2018-2019 SUBSTITUTE EMPLOYEE LIST inserted below)

**LAWRENCE COUNTY SCHOOLS
2018-2019
SUBSTITUTE EMPLOYEE LIST**

Last Name	First Name	Job Class Description
CHAFFIN	JANICE	ADULT SUB BUS MONITOR
ASH	BRANDI	SUB COOK/BAKER
CHILDERS	PAMELA	SUB COOK/BAKER
COOK	MELISSA	SUB COOK/BAKER
DOOLEY	KELLI	SUB COOK/BAKER
GROSS	PAMELA	SUB COOK/BAKER
MAYO	BRITTANY	SUB COOK/BAKER
NEWSOME	PAMELA	SUB COOK/BAKER
NICHOLS	BERNICE	SUB COOK/BAKER
PFOST	ROSE MARIE	SUB COOK/BAKER
SKAGGS	LOIS	SUB COOK/BAKER
YOUNG	MELISSA	SUB COOK/BAKER
CHILDERS	PAMELA	SUB CUSTODIAN
JUSTICE	DAVE	SUB CUSTODIAN
LANEY	EMANUALE	SUB CUSTODIAN
PAULEY-BARKER	JAMES ALAN	SUB CUSTODIAN
STUMBO	PATTY	SUB CUSTODIAN
BARKER	ALEASHA	SUB INSTRUCTIONAL ASSISTANT I
BLEDSE	DANA	SUB INSTRUCTIONAL ASSISTANT I
COMBS	ANITA	SUB INSTRUCTIONAL ASSISTANT I
HAM	SHILOE	SUB INSTRUCTIONAL ASSISTANT I
METHAX	LISA	SUB INSTRUCTIONAL ASSISTANT I
NICHOLS	BERNICE	SUB INSTRUCTIONAL ASSISTANT I
PAULEY-BARKER	JAMES ALAN	SUB INSTRUCTIONAL ASSISTANT I
ROBERTSON	CARMEN	SUB INSTRUCTIONAL ASSISTANT I
STEINER	CLYDE	SUB INSTRUCTIONAL ASSISTANT I
VINSON	ERICA	SUB INSTRUCTIONAL ASSISTANT I
BLACKBURN	MELISSA	SUB BUS DRIVER
CECIL	JOEY	SUB BUS DRIVER
FELTNER	TRAVIS	SUB BUS DRIVER
HINKLE	RANDY	SUB BUS DRIVER
JOBE	PAUL	SUB BUS DRIVER
JOBE	ROBERT	SUB BUS DRIVER
RATLIFF	BRIAN	SUB BUS DRIVER
ROBINSON	JERRY	SUB BUS DRIVER

WEST

BRAD

SUB BUS DRIVER

ADAMS	ETHEL	SUBSTITUTE TEACHER
ARMSTRONG	TONI	SUBSTITUTE TEACHER
BEVINS	TINA	SUBSTITUTE TEACHER
BLEDSE	DANA	SUBSTITUTE TEACHER
BORDERS	LOUETTA	SUBSTITUTE TEACHER
BRADY	THOMAS	SUBSTITUTE TEACHER
BURCHFIELD	KRYSTAL	SUBSTITUTE TEACHER
BURTON	AMBER	SUBSTITUTE TEACHER
CAMPBELL	SANDRA	SUBSTITUTE TEACHER
CHAFFIN	DINA	SUBSTITUTE TEACHER
CHAFFIN	JOANN	SUBSTITUTE TEACHER
COMPTON	SUSAN	SUBSTITUTE TEACHER
CONLEY	CRYSTAL	SUBSTITUTE TEACHER
COPLEY	WANDA	SUBSTITUTE TEACHER
CROCKETT	RHONDA	SUBSTITUTE TEACHER
CURNUTTE	CHRISTY	SUBSTITUTE TEACHER
DALE	JANET	SUBSTITUTE TEACHER
FITCH	PEGGY	SUBSTITUTE TEACHER
FLOWERS	PAUL	SUBSTITUTE TEACHER
GOLDEN	COURTNEY	SUBSTITUTE TEACHER
HALE	AMANDA	SUBSTITUTE TEACHER
HAMMOND	WILLIAM	SUBSTITUTE TEACHER
HAYES	DORIS	SUBSTITUTE TEACHER
HUFF	ANGELA	SUBSTITUTE TEACHER
ISON	KAY	SUBSTITUTE TEACHER
JARRELL	KRISTA	SUBSTITUTE TEACHER
LAMBERT	PAULA	SUBSTITUTE TEACHER
LYCAN	JENNIFER	SUBSTITUTE TEACHER
MARCUM	SHAWNA	SUBSTITUTE TEACHER
MAYNARD	EMMA	SUBSTITUTE TEACHER
MCKENZIE	LORETTA	SUBSTITUTE TEACHER
METHAX	LISA	SUBSTITUTE TEACHER
MOORE	DOROTHY	SUBSTITUTE TEACHER
MULKEY	TIMOTHY	SUBSTITUTE TEACHER
NELSON	NICOLA	SUBSTITUTE TEACHER
O'BRIAN	ANNA	SUBSTITUTE TEACHER
OSBORNE	MARLENA	SUBSTITUTE TEACHER
PACK	SISKA	SUBSTITUTE TEACHER
PENIX	SAMATHA	SUBSTITUTE TEACHER
PREECE	EMMONS	SUBSTITUTE TEACHER
PRICHARD	LANA	SUBSTITUTE TEACHER
PRINCE	WILLIAM	SUBSTITUTE TEACHER
RANSBOTTOM	TERESA	SUBSTITUTE TEACHER
ROBERTSON	CARMEN	SUBSTITUTE TEACHER
ROE	SARAH	SUBSTITUTE TEACHER



SALYER
SALYERS
SMILEY
STEINER
SUTTON
THOMPSON
UNRUE
WEST
WEST
WEST
WHEELER

LAURA
MELODY
CORA
CLYDE
CONNIE
LINDA
ROSE
DONNA
RUTH
BILLIE
VERONICA
KYRA

SUBSTITUTE TEACHER
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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 with Ms. Maddlene Roberts absent.



Chairman – D. Heath Preston



Secretary to the Board – Betty Mullins