

Date	Kind of Meeting	Where Held
July 21, 2014	Regular	Dothan City Board of Education, Teachers' Center, 500 Dusy Street
Presiding Officer	Members Present	Members Absent
Dr. Harry Wayne Parrish, Chairman	Dr. Harry Wayne Parrish, Chairman Mrs. Brenda Guilford, Vice-Chairman, District 1 Mrs. Melanie Hill, District 3 Mr. Jimmy Addison, District 4 Mr. Ben Armstrong, District 5 Mr. Chris Maddox, District 6	Mr. Franklin Jones, District 2

Dr. Harry Wayne Parrish called the meeting to order at 5:04 p.m.
Mr. Jimmy Addison led in prayer.
Dr. Harry Wayne Parrish led the Pledge of Allegiance.

Approval of Agenda and Proposed Agenda Modifications

Mr. Tim Wilder requested the Agenda be amended to include the Personnel Addendum.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve the Agenda and proposed Agenda modifications as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Delegations - None

Board Comments - None

Action Items – Adoption of Consent Agenda

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve the Consent Agenda and proposed Agenda modifications as presented and as recommended by the Superintendent.

Mr. Chris Maddox pulled Item N.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve the Consent Agenda with the exception of Item N as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

- Minutes for May 12, 2014 Special Called Meeting and May 19, 2014 Regular Meeting
- Monthly Financial Reports and Accounts Payable/Payroll (see below)
- Head Start Financial Report
- Head Start ASFSC Early Head Start Community Assessment 2014-2016
- Head Start/Preschool Training/Technical Assistance Development Process 2014-2015
- Head Start Preschool Center Eligibility Priority Criteria
- Head Start Preschool Center Organizational Chart
- Donation(s)
- Project Update(s)
- Budget Update (see below)
- 2014-2015 Dothan City Schools Code of Student Conduct Manual
- 2014-2015 Dothan City Schools Organizational Chart
- Addendum to High School Academic Guide 2014-2015

Mr. Chris Maddox pulled Item N expressing concerns about amending the contract, it sends a bad message, a message we are open to changing contracts immediately after they are signed, it is a bad idea, it looks bad on the Board's part, moving money from one place to the other, was comfortable with the original contract, disagree with message it sends and posture with future dealings with any contract employee. He continued stated I do not support it.

Mrs. Melanie Hill made a motion seconded by Mr. Jimmy Addison to approve Item N, Addendum to Superintendent's Contract, of the Consent Agenda as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Parrish. "NAY" – Armstrong, Maddox. "ABSTAIN" – None.

Duquesne City Schools
COMBINED BALANCE SHEET ALL FUND TYPES AND ACCOUNT GROUPS

FISCAL PERIOD MAY 2014

EXHIBIT P-1-A

FUND TYPES AND ACCOUNT GROUPS DESCRIPTION	GENERAL	GOVERNMENTAL SPEC. REV.	DEBT SERV.	CAP. PROJ.	PROVINCIAL ENTERPRISE	PROVINCIAL TRUST	ACCOUNT GRP. P/A & L. TRN
ASSETS AND OTHER DEBIT							
CASH	8,871,448.58	4,468,526.61	40,7419.50	2,675,619.90	.00	820,255.10	.00
INVESTMENTS	.00	.00	.00	.00	.00	.00	.00
RECEIVABLES							
ACCOUNTS	.00	.00	.00	.00	.00	.00	.00
INTERPRET	1,821,719.57	.00	.00	740.00	.00	.00	.00
OTHER	232,230.71	832,875.83	.00	270.18	.00	.00	.00
INVESTMENT	588,880.00	174,415.53	.00	.00	.00	.00	.00
OTHER ASSETS	19,943.88	.00	.00	.00	.00	.00	50,844,081.98
FIXED ASSETS	.00	.00	.00	.00	.00	.00	18,981,759.68
ACCTG DEBT	.00	.00	.00	.00	.00	.00	.00
OTHER DEBITS	.00	.00	.00	.00	.00	.00	.00
DEBT SERV	.00	.00	.00	.00	.00	.00	13,102,622.98
LONG TERM	.00	.00	.00	.00	.00	.00	.00
OTHER DEB	.00	.00	.00	.00	.00	.00	.00
TOTAL ASSETS & DEBITS	10,947,822.77	5,296,646.03	40,7419.50	2,679,081.08	.00	820,355.70	44,983,386.33
LIABILITIES & FUND EQ.							
LIABILITIES							
SALARIES AND BEN	1,317,160.67	226,690.23	.00	.00	.00	.00	.00
PAYROLL W/B	.00	.00	.00	.00	.00	.00	601,611.84
CLAIMS PAYABLE	70.00	113.59	.00	.00	.00	.00	49.99
VIAS PAYABLE	750.00	.00	.00	1,823,719.57	.00	.00	.00
INTERPRET	760.58	.00	.00	.00	.00	.00	.00
OTHER	8955.62	531,827.13	.00	.00	.00	.00	13,102,622.98
OTHER LIABILITIES	.00	.00	.00	.00	.00	.00	.00
LONG TERM LIAB	.00	.00	.00	.00	.00	.00	13,102,622.98
TOTAL LIABILITIES	1,867,846.83	817,617.17	.00	1,823,719.57	.00	601,611.84	13,102,622.98
FUND EQUITY							
INVESTMENT IN P/A	.00	.00	.00	.00	.00	.00	13,883,284.28
ACCUMULATED DEBIT	.00	.00	.00	.00	.00	.00	.00
CONTRIBUTED CAP	.00	.00	.00	.00	.00	.00	.00
RESERVED FUND BAL	138,339.00	174,015.59	.00	.00	.00	.00	1,000.00
UNRESERVED FUND BAL	8,708,013.96	4,103,547.27	40,7419.50	852,619.51	.00	18,889.87	33,883,284.28
TOTAL FUND EQUITY	8,846,352.96	4,277,562.86	40,7419.50	852,619.51	.00	18,889.87	44,983,386.33
TOTAL LIAB & FUND EQUITY	10,947,822.77	5,296,646.03	40,7419.50	2,679,081.08	.00	820,355.70	44,983,386.33

Duquesne City Schools
COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
GOVERNMENTAL AND EXPENDABLE TRUST FUNDS
YEAR ENDED MAY 2014

EXHIBIT P-11-A

FUND TYPES DESCRIPTION	GENERAL	GOVERNMENTAL SPEC. REV.	DEBT SERV.	CAP PROJ.	FIDUCIARY EXP. TRUST	TOTAL MEMO ONLY
REVENUES:						
STATE REVENUES	30,851,193.68	2,176.00	.00	1,771,896.00	.00	31,825,457.68
FEDERAL REVENUES	29,385.31	4,895,182.01	.00	.00	.00	8,282,197.42
LOCAL REVENUES	18,742,438.44	2,683,632.38	.00	.00	14,672.38	17,321,181.17
OTHER REVENUES	116,125.19	266,248.63	.00	.00	.00	376,373.89
TOTAL REVENUES	49,735,142.62	10,559,969.01	.00	1,771,896.00	.00	57,407,107.14
EXPENDITURES:						
INSTRUCTIONAL SERVICES	26,510,131.09	5,506,384.26	.00	1,281,956.19	1,714.96	31,302,376.90
INSTRUCTIONAL SUPPORT SERVICES	1,469,845.02	1,378,484.45	.00	.00	20,426.99	9,259,138.58
OPERATION & MAINTENANCE	3,443,618.66	41,897.39	.00	12,877.65	.00	3,697,893.58
AUXILIARY SERVICES	2,115,406.90	4,087,742.49	.00	.00	.00	8,302,748.39
GENERAL ADMINISTRATIVE SERVICES	1,826,410.81	226,794.50	.00	8,616.84	.00	1,852,461.98
CAPITAL OUTLAY	.00	.00	.00	1,476,792.72	.00	1,476,792.72
DEBT SERVICES	167,909.02	.00	.00	450,095.40	.00	617,904.42
PRINCIPAL INTEREST	.00	.00	.00	.00	.00	.00
OTHER EXPENDITURES	824,800.17	1,701,243.18	.00	.00	1,296.19	3,527,337.54
TOTAL EXPENDITURES	42,858,320.57	10,944,726.37	.00	3,208,656.51	25,445.24	57,035,148.69
OTHER FUND SOURCES (USES)						
TRANSFERS IN	256,239.28	700,065.67	.00	.00	.00	956,304.95
OTHER FUND SOURCES	112,082.13	.00	.00	.00	19,689.86	419,211.94
TRANSFERS OUT	607,093.16	242,670.84	.00	.00	.00	.00
OTHER FUND USES	.00	.00	.00	.00	.00	13,469.00
TOTAL OTHER FUND SOURCES (USES)	118,791.69	457,394.73	.00	.00	19,689.86	1,375,525.89
EXCESS REVENUES & OTHER SOURCES OVER UNDEBT EXPENDITURES & OTHER FUND USES	2,562,920.65	60,637.17	.00	1,430,160.53	20,262.72	1,096,156.61
BEGINNING FUND BALANCE	7,418,633.23	4,417,925.86	40,7419.50	2,290,422.02	48,132.59	14,582,276.08
ENDING FUND BALANCE	9,981,553.88	4,478,563.03	40,7419.50	859,161.51	18,889.87	15,678,433.68

Duquesne City Schools
COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
BUDGET AND ACTUAL
YEAR ENDED MAY 2014

EXHIBIT P-11-A

FUND TYPE DESCRIPTION	BUDGET	GENERAL ACTUAL	VARIANCE	BUDGET	SPECIAL REVENUE ACTUAL	VARIANCE
REVENUES:						
STATE REVENUES	49,076,469.68	40,051,193.68	14,772,183.74	310,511.60	2,376.00	318,135.00
FEDERAL REVENUES	29,385.31	49,482.41	25,014.89	15,344,717.19	8,151,712.91	5,148,625.70
LOCAL REVENUES	18,008,214.00	18,222,818.44	2,785,437.84	2,715,110.14	2,083,632.38	612,057.81
OTHER REVENUES	116,125.19	116,125.24	116,125.24	183,000.00	260,248.63	77,248.63
TOTAL REVENUES	67,330,184.18	68,491,432.17	17,406,610.65	18,308,738.93	10,419,369.91	6,071,629.94
EXPENDITURES:						
INSTRUCTIONAL SERVICES	40,823,883.38	26,510,131.09	14,291,172.29	5,196,179.96	1,506,384.76	1,682,195.68
INSTRUCTIONAL SUPPORT SERVICES	10,562,804.64	1,469,845.02	2,057,719.62	2,508,641.35	1,178,884.45	1,123,776.90
OPERATION & MAINTENANCE	5,990,783.10	3,443,618.66	1,447,177.14	29,149.05	41,897.39	15,154.23
AUXILIARY SERVICES	2,659,417.99	2,115,406.90	448,632.09	4,541,172.88	4,087,742.49	2,461,610.19
GENERAL ADMINISTRATIVE SERVICES	2,182,718.16	1,826,410.81	1,400.00	450,095.40	226,794.50	218,968.14
CAPITAL OUTLAY	1,000.00	.00	1,400.00	.00	.00	.00
DEBT SERVICES	167,909.02	167,909.02	157,409.02	.00	.00	.00
PRINCIPAL INTEREST	.00	.00	.00	.00	.00	.00
OTHER EXPENDITURES	1,022,257.51	824,800.17	197,487.34	2,517,117.48	1,701,243.18	815,874.30
TOTAL EXPENDITURES	62,111,177.84	42,858,320.57	19,472,897.51	17,429,407.75	10,944,726.51	6,496,081.18
OTHER FUND SOURCES (USES)						
TRANSFERS IN	216,782.00	256,239.28	21,507.28	748,474.23	96,964.67	42,608.34
OTHER FUND SOURCES	130,892.71	112,082.13	18,810.58	.00	.00	.00
TRANSFERS OUT	670,592.23	407,093.16	14,499.93	323,807.98	242,670.84	41,117.04
OTHER FUND USES	.00	.00	.00	.00	.00	.00
TOTAL OTHER FUND SOURCES (USES)	108,982.48	118,791.69	13,822.21	426,882.21	468,394.71	18,728.48
EXCESS REVENUES & OTHER SOURCES OVER UNDEBT EXPENDITURES & OTHER FUND USES	510,991.04	4,502,530.69	1,992,022.65	451,842.55	48,417.17	512,119.72
BEGINNING FUND BALANCE	7,418,633.23	7,418,633.23	2,111,936.58	4,749,281.62	4,417,582.86	668,964.07
ENDING FUND BALANCE	10,138,725.81	9,981,553.88	119,537.93	3,296,439.07	4,417,582.86	1,181,141.75

DOTHAN CITY SCHOOLS
COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
BUDGET AND ACTUAL
YEAR ENDED MAY 2014

EXHIBIT P-111-B

FUND TYPE	BUDGET	ACTUAL	VARIANCE	BUDGET	ACTUAL	VARIANCE
REVENUES						
STATE REVENUES	70	00	00	2,729,225.00	1,771,856.00	957,429.00
FEDERAL REVENUES	00	00	00	00	00	00
LOCAL REVENUES	00	00	00	850,017.30	850,312.00	00
OTHER SOURCES	00	00	00	00	00	00
TOTAL REVENUES	70	00	00	3,579,242.30	1,771,856.00	1,807,441.00
EXPENDITURES						
INSTRUCTIONAL SERVICES	00	00	00	431,130.00	1,261,454.19	830,426.19
INSTRUCTIONAL SUPPORT SERVICES	00	00	00	00	00	00
OPERATION & MAINTENANCE	00	00	00	500,000.00	10,877.85	689,622.35
LIBRARY SERVICES	00	00	00	100,000.00	00	30
CENTRAL ADMINISTRATIVE SERVICES	00	00	00	153,500.00	1,474,792.72	1,321,292.72
CAPITAL OUTLAY	00	00	00	1,278,552.44	480,056.40	1,329,497.04
DEBT SERVICES	00	00	00	00	00	00
MUNICIPAL INTEREST	00	00	00	00	00	00
OTHER EXPENDITURES	00	00	00	3,183,222.44	1,206,656.51	73,434.07
TOTAL EXPENDITURES	00	00	00	5,395,404.88	4,963,937.87	431,467.01
OTHER FUND SOURCES (USES)						
TRANSFERS IN	00	00	00	00	00	00
OTHER FUND SOURCES	00	00	00	00	00	00
TRANSFERS OUT	00	00	00	00	00	00
OTHER FUND USES	00	00	00	00	00	00
TOTAL OTHER FUND SOURCES (USES)	00	00	00	396,014.56	1,434,750.51	1,038,735.95
EXCESS REVENUES & OTHER SOURCES OVER (UNDER) EXPENDITURES & OTHER FUND USES	70	00	00	3,479,051.98	2,242,668.14	1,236,383.84
BEGINNING FUND BALANCE	00	407,419.50	407,419.50	1,695,014.54	859,361.21	2,819,651.05
ENDING FUND BALANCE	00	407,419.50	407,419.50	1,695,014.54	859,361.21	2,819,651.05

DOTHAN CITY SCHOOLS
COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
BUDGET AND ACTUAL
YEAR ENDED MAY 2014

EXHIBIT P-111-C

FUND TYPE	BUDGET	ACTUAL	VARIANCE	TOTAL GOVERNMENT & EXPENDIABLE BUDGET	ACTUAL	VARIANCE
REVENUES						
STATE REVENUES	00	00	00	47,873,225.43	11,625,451.00	36,247,774.43
FEDERAL REVENUES	00	00	00	14,458,331.19	8,283,137.42	6,175,193.77
LOCAL REVENUES	14,450.00	14,572.48	22.38	24,588,000.16	17,121,141.57	7,466,858.59
OTHER SOURCES	00	00	00	189,000.00	176,473.84	12,526.16
TOTAL REVENUES	14,450.00	14,572.48	22.38	87,948,556.78	37,206,203.83	50,742,352.95
EXPENDITURES						
INSTRUCTIONAL SERVICES	2,740.00	3,724.94	984.94	46,474,134.42	31,304,374.30	15,170,760.12
INSTRUCTIONAL SUPPORT SERVICES	13,275.09	20,420.89	7,145.80	13,072,180.70	8,259,130.38	4,813,050.32
OPERATION & MAINTENANCE	00	00	00	3,412,128.88	3,697,024.58	284,895.70
LIBRARY SERVICES	00	00	00	2,200,410.87	6,202,748.19	4,002,337.32
CENTRAL ADMINISTRATIVE SERVICES	00	00	00	3,728,451.80	1,862,461.94	1,865,989.86
CAPITAL OUTLAY	00	00	00	153,500.00	1,414,192.72	1,414,192.72
DEBT SERVICES	00	00	00	2,378,552.44	608,304.42	1,770,248.02
MUNICIPAL INTEREST	00	00	00	00	00	00
OTHER EXPENDITURES	3,699.00	1,294.19	2,404.81	1,541,076.31	2,527,437.54	1,013,746.47
TOTAL EXPENDITURES	16,439.09	25,440.24	8,991.15	62,307,372.07	57,035,146.69	25,914,673.19
OTHER FUND SOURCES (USES)						
TRANSFERS IN	00	00	00	783,206.23	962,344.95	179,138.72
OTHER FUND SOURCES	00	00	00	710,532.75	312,444.12	398,088.63
TRANSFERS OUT	00	00	00	444,401.23	940,243.98	495,842.75
OTHER FUND USES	00	00	00	00	00	00
TOTAL OTHER FUND SOURCES (USES)	00	00	00	119,697.77	325,133.18	205,435.41
EXCESS REVENUES & OTHER SOURCES OVER (UNDER) EXPENDITURES & OTHER FUND USES	14,450.00	14,572.48	22.38	25,641,184.71	1,171,057.14	24,470,127.57
FUND USES	00	43,112.59	43,112.59	1,128,531	18,612,452.51	17,483,921.51
BEGINNING FUND BALANCE	34,334.12	18,389.87	15,944.25	17,089,357.42	15,878,430.68	1,210,926.74
ENDING FUND BALANCE	34,334.12	18,389.87	15,944.25	17,089,357.42	15,878,430.68	1,210,926.74

REPORT TO DOTHAN CITY SCHOOLS BOARD OF EDUCATION
ACCOUNTS PAYABLE AND PAYROLL
07/02/14

DATE	BATCH	DESCRIPTION	CHECK NUMBERS	TOTAL
06/03/14	71983	AP	Direct Deposit	\$6,344.21
06/03/14	71986	AP	207967-207990	\$47,380.20
06/03/14	71989	AP	207901-207991	\$707,148.48
06/04/14	72001	AP	207962-208077	\$209,765.82
06/04/14	72005	AP	208078-208079	\$663,664.71
06/04/14	72000	AP	Direct Deposit	\$61,663.62
06/10/14	72060	AP	208080-208080	\$32,231.50
06/10/14	72061	AP	Direct Deposit	\$66,667.29
06/10/14	72061	AP	208081-208113	\$57,772.87
06/10/14	72070	AP	Direct Deposit	\$76,431.18
06/10/14	72071	AP	208114-208159	\$204,473.22
06/11/14	72078	AP	208170-208170	\$25,693.00
06/11/14	72085	AP	208171-208171	\$29,862.98
06/11/14	72089	AP	208172-208172	\$10,937.50
06/12/14	72110	AP	208173-208173	\$408.40
06/17/14	72132	AP	208174-208174	\$1,428.00
06/17/14	72144	AP	Direct Deposit	\$7,970.18
06/17/14	72145	AP	208175-208278	\$123,886.31
06/19/14	72148	AP	Direct Deposit	\$24,222.97
06/18/14	72149	AP	208277-208343	\$227,946.06
06/20/14	72166	AP	208344-208346	\$175.00
06/26/14	72207	AP	Direct Deposit	\$8,308.03
06/26/14	72208	AP	208347-208369	\$51,325.40
06/26/14	72209	AP	Direct Deposit	\$58,978.25
06/26/14	72210	AP	208390-208475	\$178,328.52
06/30/14	72269	AP	208476-208626	\$162,830.61
06/30/14	72269	AP	208627-208627	\$715,486.50
		AP VOID		
06/30/14	71962	PAYROLL	299472-299486	\$4,966.62
06/17/14	72138	PAYROLL	299488-299487	\$329.85
06/30/14	72227	PAYROLL	299488-299508	\$2,380,085.05
06/30/14	72234	PAYROLL	299509-299518	\$69,712.85
06/30/14	72251	PAYROLL	299517-299540	\$10,793.83
06/30/14	72260	PAYROLL	299641-299672	\$14,748.35
06/30/14	72255	DD VOID		(\$490.44)
06/30/14	71982	ATF		\$188.91
06/03/14	71985	ATF		\$134,181.71
06/03/14	72029	ATF		\$1,008.13
06/17/14	72269	ATF		\$59.47
06/30/14	72261	ATF		\$871,585.66
06/30/14	72264	ATF		\$3,180.42
				\$7,580,778.41

The computer groups all checks and information entered into the computer by a "batch number." These "batch numbers" can quickly identify any or all amounts listed above.

I hereby certify that all bank statements as of 5/31/14 have been reconciled.

Amie M. ...
Name

7/1/14
Date

DOTHAN CITY SCHOOLS

**General Fund Expenditures by Function for:
Percentage of Budget Year Elapsed:**

**May-14
88.67%**

Unaudited - For Internal Use Only

Function	Function Code	Annual Budget	Year-to-Date Actual	Budget Balance	Percent of Budget
Instruction	51100	40,822,633.38	26,530,711.09	14,291,922.29	64.99%
Guidance & Counseling Services	52120	2,294,050.74	1,367,477.17	926,573.57	59.62%
Health Services	52140	505,496.98	308,045.10	197,451.88	60.94%
Speech Pathology & Audiology Services	52180	626,829.42	415,941.40	210,888.02	66.36%
Other Student Support Services	52190	109,836.33	71,643.66	37,192.67	65.83%
Instructional Improvement & Curri. Dev. Services	52210	1,025,162.09	1,333,147.50	(307,985.41)	130.04%
Instructional Technology Services	52215	453,672.66	323,210.97	130,461.69	71.22%
Educational Media Services	52220	1,411,980.53	935,592.54	476,387.99	66.26%
Office of School Administrator	52310	5,143,941.61	3,511,311.61	1,632,630.00	68.27%
Security Services	53100	-	578.39	(578.39)	#DIV/0!
Building Services	53200	4,422,174.37	3,129,160.76	1,293,013.61	70.76%
Business Services	53300	3,752,590.93	2,507,554.55	1,245,036.38	66.82%
Equipment Services	53400	273,744.45	372,818.30	(99,073.85)	133.27%
Other Operations and Maintenance Services	53900	17,296.03	11,536.64	5,759.39	66.70%
Transportation Administrative Services	54110	210,146.12	144,825.16	65,320.96	68.92%
Regular Transportation	54120	1,830,744.67	1,577,811.21	252,933.46	86.18%
Special Education Services	54130	380,661.34	236,050.35	144,610.99	62.01%
Transition to Work Transportation	54131	8,369.12	5,586.16	2,782.96	66.75%
Spec Needs Midday Transp.	54132	-	5,164.17	0.00%	#DIV/0!
Vocational Transportation	54140	5,000.00	25,381.22	(20,381.22)	507.62%
Extr/Co-Curricular Transportation	54150	3,250.00	37,508.81	(34,258.81)	1100.58%
Transportation Vehicle Maintenance Services	54170	222,016.74	146,013.94	76,002.80	65.77%
Head Start Transportation	54181	-	41,576.16	(41,576.16)	#DIV/0!
Child Nutrition	54210	-	77.78	(77.78)	#DIV/0!
School Board of Education Services	56110	78,150.00	29,005.47	49,144.53	37.11%
Other Board of Education Services	56190	155,000.00	252,118.49	(97,118.49)	162.66%
General Executive Administrative Services	56210	359,065.08	267,334.37	91,730.71	74.45%
Special Area Executive Administrative Services	56220	71,453.23	54,138.67	17,314.56	75.77%
Fiscal Services	56310	485,160.03	362,710.47	122,449.56	74.61%
Warehousing and Distribution Services	56340	74,416.70	61,170.36	13,246.34	82.20%
Other Business Support Services	56390	92,345.44	80,631.29	11,714.15	86.88%
Information Services	56410	7,321.83	4,881.28	2,440.55	66.67%
Data Processing Services	56420	478,845.62	341,186.97	137,658.65	71.25%
Staff Services	56430	344,980.83	163,866.53	181,114.30	47.50%
Other Central Support Services	56490	95,000.00	29,383.08	65,616.92	30.93%
Community Education	59120	71,500.00	42,519.00	28,981.00	59.47%
Extended Day/Dependent Care	59130	600.00	117,348.21	(116,748.21)	19456.37%
Preschool	59140	535,999.23	439,737.01	96,262.22	82.04%
Other Expenditures	59800	415,658.30	225,205.95	190,452.35	54.18%
Total Expenditures		67,331,177.84	42,700,811.35	24,630,366.49	63.40%
Interfund Operating Transfers Out	99910	670,593.23	687,093.16	(16,499.93)	102.46%
Other Fund Uses		670,593.23	687,093.16	(16,499.93)	102.46%
Total Expenditures and Other Fund Uses		68,001,771.07	43,387,904.51	24,613,866.56	64.14%
MM_FCT SUM					

DOYHAN CITY SCHOOLS

General Fund Revenues for:

May-14

Percentage of Budget Year Elapsed:

84.67%

Unaudited - For Internal Use Only

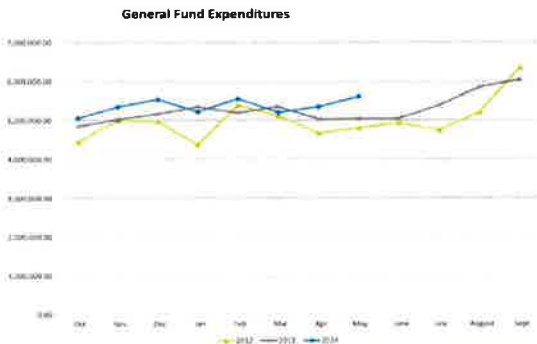
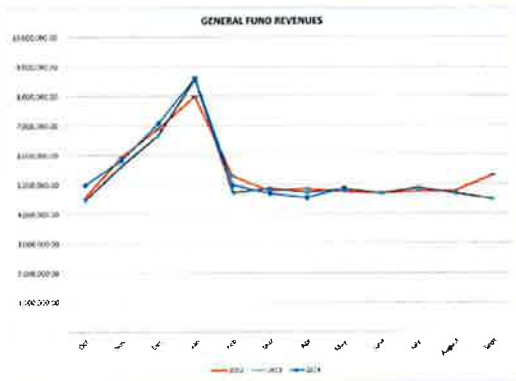
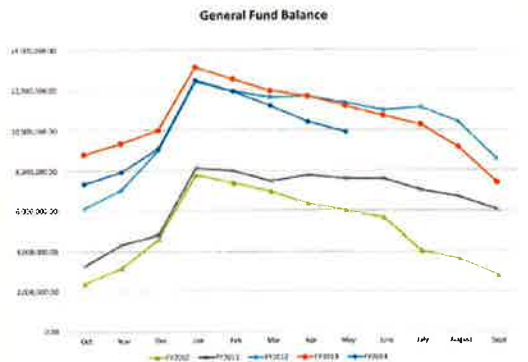
Revenue Source	Funding Source	Budget	Revenue This Month	Revenue Year-to-Date	(Under)/Over Budget	% of Budget
FOUNDATION PROGRAM	1110	\$ 40,790,000.00	\$ 3,260,840.00	\$ 13,811,501.00	\$ 16,778,980.00	56.65%
FOUNDATION PROGRAM-CURRENT UNITS	1120	\$ -	\$ -	\$ -	\$ -	#DIV/0!
SCHOOL NURSES PROGRAM	1220	\$ 382,527.00	\$ 27,711.00	\$ 193,877.00	\$ 138,650.00	51.25%
TECHNOLOGY COORDINATOR	1221	\$ 17,147.00	\$ 2,282.00	\$ 16,834.00	\$ 1,313.00	98.23%
CARRIER TRAINING EDUCATION	1222	\$ 32,797.20	\$ -	\$ -	\$ 32,797.20	0.00%
ALABAMA READING INITIATIVE	1223	\$ 487,900.00	\$ 37,329.00	\$ 401,275.00	\$ 296,925.00	58.39%
AT RISK - ONE TIME GRANT	1227	\$ -	\$ -	\$ -	\$ -	#DIV/0!
CHILDREN FIRST-ALABAMA TOBACCO SETTLEMENT	1280	\$ 22,079.00	\$ 2,673.00	\$ 16,711.00	\$ 13,368.00	68.35%
CHILD STATE	1310	\$ 9,525.00	\$ 794.00	\$ 6,666.00	\$ 3,859.00	69.25%
HIPPY	1227	\$ 70,000.00	\$ -	\$ -	\$ 70,000.00	0.00%
MENTORING PROGRAM	1278	\$ -	\$ -	\$ -	\$ -	#DIV/0!
ITE EX-TRADED CONTRACT GRANT	1280	\$ -	\$ -	\$ -	\$ -	#DIV/0!
HIGH SCHOOLS THAT WORK	1282	\$ -	\$ -	\$ -	\$ -	#DIV/0!
CAREER CENTERS THAT WORK	1283	\$ 10,000.00	\$ 3,231.60	\$ 24,117.20	\$ 14,117.20	241.17%
AP GRANT AWARD	1286	\$ -	\$ -	\$ 1,758.20	\$ 1,758.00	#DIV/0!
TRANSPORTATION OPERATIONS	1310	\$ 2,531,437.00	\$ 219,423.00	\$ 1,538,121.00	\$ 1,093,316.00	60.23%
AT RISK	1410	\$ 763,963.00	\$ 21,999.00	\$ 183,223.00	\$ 580,740.00	58.32%
PRO-SCHOOL - STATE	1800	\$ 25,550.00	\$ 2,280.00	\$ 14,698.00	\$ 10,852.00	68.34%
SALARIES-IN PER ACT 37-228	1830	\$ -	\$ -	\$ -	\$ -	#DIV/0!
GOVS SPECIAL APPROPRIATION	1750	\$ -	\$ -	\$ -	\$ -	#DIV/0!
STATE PRE-KINDERGARTEN	1752	\$ 278,400.00	\$ 17,500.00	\$ 219,298.00	\$ 59,102.00	78.34%
LEGISLATIVE SPECIAL APPROPRIATIONS	1760	\$ 5,000.00	\$ -	\$ 7,070.00	\$ 2,070.00	141.00%
STATE CONTRACTS	1810	\$ -	\$ -	\$ -	\$ -	#DIV/0!
DRIVERS EDUCATION AND TRAINING	2230	\$ 11,720.00	\$ -	\$ -	\$ -	#DIV/0!
WATERBURY SECTION LAND INTEREST	2254	\$ -	\$ -	\$ -	\$ -	#DIV/0!
OTHER STATE	2881	\$ -	\$ -	\$ 26,070.00	\$ 26,070.00	#DIV/0!
INS-DISABILITY DETERMINATION	3110	\$ 10,000.00	\$ 740.00	\$ 5,320.00	\$ 4,680.00	53.20%
BOC-ARMY ROTC	3910	\$ 55,000.00	\$ 5,054.08	\$ 39,170.20	\$ 15,829.72	68.18%
BOC-MARINES ROTC	3940	\$ 49,000.00	\$ 9,070.00	\$ 36,113.25	\$ 12,886.75	73.70%
OTHER COUNTY AD VALOREM TAXES	8080	\$ -	\$ -	\$ -	\$ -	#DIV/0!
BUSINESS PRIVILEGE TAX	8085	\$ -	\$ -	\$ -	\$ -	#DIV/0!
COUNTY SALES TAX 1%	8110	\$ 5,948,388.00	\$ 388,019.24	\$ 3,318,781.54	\$ 2,629,606.46	55.84%
DISTRICT REG AD VALOREM 3.4 MILLS	8210	\$ 2,679,000.00	\$ 20,728.81	\$ 2,513,948.05	\$ 165,051.95	93.88%
DISTRICT SPECIAL AD VALOREM 2.0 MILLS	8230	\$ 1,720,000.00	\$ 20,078.30	\$ 1,502,893.53	\$ 217,106.47	87.36%
OTHER DISTRICT AD VALOREM TAXES	8290	\$ 41,700.00	\$ 1,061.20	\$ 178,165.78	\$ 136,465.78	327.23%
HELPING SCHOOLS-TAGS	8370	\$ 3,000.00	\$ 58.13	\$ 3,139.01	\$ 139.01	106.30%
CITY COUNCIL APPROPRIATIONS	9520	\$ 1,734,000.00	\$ 11,502.42	\$ 2,150,889.80	\$ 416,889.80	240.35%
REIMBURSEMENT FOR EXPENDITURES	9880	\$ -	\$ 5,802.42	\$ 56,333.01	\$ 50,530.59	#DIV/0!
INTEREST REVENUE	0110	\$ 40,000.00	\$ 181.14	\$ 11,857.58	\$ 28,142.42	70.36%
LEGAL MISCELLANEOUS	0850	\$ -	\$ -	\$ -	\$ -	#DIV/0!
CHARGES FOR SERVICES	0821	\$ -	\$ 9,376.29	\$ 131,250.34	\$ 121,874.05	#DIV/0!
DONATIONS	0845	\$ -	\$ 7,456.20	\$ 813.10	\$ 6,643.10	#DIV/0!
RESTRICTED LOCAL GRANT	0910	\$ -	\$ -	\$ 27,000.00	\$ 27,000.00	#DIV/0!
SALE SCRAP MATERIALS	0890	\$ -	\$ -	\$ -	\$ -	#DIV/0!
OTHER MISCELLANEOUS REVENUES	0810	\$ -	\$ 269.00	\$ 50,388.04	\$ 49,119.04	#DIV/0!
EXTRACURRICULAR TRIP CHARGES	0245	\$ -	\$ 14,202.58	\$ 78,423.54	\$ 64,220.96	#DIV/0!
OTHER TRIP CHARGES	35008990	\$ -	\$ 117.45	\$ 4,000.42	\$ 3,882.97	#DIV/0!
Total Revenues		\$ 22,340,940.00	\$ 4,830,628.48	\$ 16,202,773.11	\$ 16,038,171.70	72.50%
INDIRECT COST REVENUE	3010	\$ 130,882.25	\$ 20,491.81	\$ 285,518.50	\$ 154,026.69	117.62%
EDS&S	3100	\$ -	\$ -	\$ -	\$ -	#DIV/0!
INTERFUND OPERATING TRANSFERS IN	9210	\$ 124,732.00	\$ 87,101.12	\$ 166,596.22	\$ 41,495.10	33.29%
SALE OF FIXED ASSETS	3110	\$ -	\$ -	\$ -	\$ -	#DIV/0!
BALANCE LOSS RECOVERIES	4320	\$ -	\$ -	\$ 3,501.46	\$ 3,501.46	#DIV/0!
Other Financing Sources		\$ 255,614.25	\$ 87,592.93	\$ 289,114.78	\$ 148,523.25	58.16%
Total Revenues and Other Financing Sources		\$ 22,596,554.25	\$ 4,918,221.41	\$ 16,491,887.89	\$ 16,186,694.95	71.65%

MM_11TRCV



Dothan City Schools

Financial Report Presentation
Board Meeting
July 21, 2014



Beginning Fund Balance 10/01/2013	\$ 7,416,656.25
Operating Revenues	\$ 45,479,632.75
Operating Expenditures	\$ (42,858,320.37)
Operating Excess(Deficit)	\$ 2,621,312.38
Other Fund Sources	\$ 568,301.47
Other Fund Uses	\$ (687,093.13)
Net Uses	\$ (118,791.66)
Net Results YTD	\$ 2,502,520.72
Ending Fund Balance 05/31/2014	\$ 9,919,176.97
Months Operating Balance	1.85
Compared to Amount at 05/31/2013	2.19
Compared to Amount at 09/30/2013	1.40

Personnel Services

Mr. Todd Weeks presented the Personnel Agenda changing Item F8 under Appointments to be a Conditional Appointment pending acceptable background clearance.

Mr. Jimmy Addison made a motion seconded by Mr. Ben Armstrong to approve the Personnel Agenda and Addendum with changes as presented and as recommended by the Superintendent.

Discussion was held regarding J3 and J6 receiving supplements. Mr. Tim Wilder stated he is concerned it would cut their pay if we did this and strongly suggested to the Board they not lose money. Mr. Chris Maddox pulled Items E12, F9, J3 and J6. Mr. Ben Armstrong pulled Items F8 and J8.

Mr. Ben Armstrong made a motion seconded by Mr. Chris Maddox to approve the Personnel Agenda and Addendum with changes with the exception of Items E12, F8, F9, J3, J6 and J8 as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See below)

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve Items E12 and F9 of the Personnel Agenda and Addendum as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See below)

Discussion was held regarding E12 and F9, not being ready to vote on these, 9-months plus days, keep 12-months and watch it and change if necessary, make sure a procedures is in place, concerned no one will remember to look at it, principals will evaluate them every year and they have been told this and Board may change how the salary is laid out, Board has to rely on the Superintendent to bring it up. Mr. Tim Wilder stated I understand and the meetings are being recorded, in a year if they are not doing the job there

is a risk for non-renewal or renewal the Board will vote on and there is a good chance the Board will not support me in a 12-month contract for this job.

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve Items J3 and J6 of the Personnel Agenda and Addendum as presented and as recommended by the Superintendent. The motion failed. Voting was as follows: "YEA" - None. "NAY" – Hill, Addison, Guilford, Armstrong, Maddox. "ABSTAIN" – None. (See below)

Discussion was held regarding J3 being ½ of strength coach supplement and J6 is a full supplement, why supplementing with additional, you can split a supplement but left with Coach White instead of cutting his pay, not prepared to cut their pay because we got someone to help them, NHS split the supplement, out head football coaches supplement is lower compared to others around the State, reduce their duties, stick with what it is now and next year change the name or AD may not be the football coach in the future, take strength coach and split half AD and half football, find other duties, need to reword it, all agree we do not want anything cut, put a stipulation in there. Mr. Ben Armstrong requested more information on Item F8 on the position and employee.

Mrs. Brenda Guilford made a motion seconded by Mrs. Melanie Hill to approve Item F8 of the Personnel Agenda and Addendum as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See below)

Discussion was held regarding F8 being a new position, need more information and opportunity to speak with the Superintendent and Mr. Weeks, discuss openly or move to another month, table it until August 4th. Mr. Tim Wilder stated I would like the Board to accept my recommendation and openly urge the Board to get this done, the individual has a BS in Business Administration, Journalism, Communications, had very little grant writing experience, these candidates were heavy on communications. This individual is flexible, good with other people, good personality, the strategic plan talked about it, and we are prepared to send this individual for training for the grant writing. Discussion continued about more information, media experience, expectations, part of the duties is to write grants, last year there local grants for playgrounds, will have to know where to go for the grant and language, ability to talk to people, all had a little but not significant, strength is PR and can work on grants and can do this along side or in addition to DEF, not expectations the first year just a learning curve, there is a gray area in the job description, we will see how it goes, concern is zero years of experience, and looked at applicants and had nobody with experience.

Mr. Jimmy Addison made a motion seconded by Mrs. Melanie Hill to approve Item J8 of the Personnel Agenda and Addendum as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See below)

Discussion was held regarding discussion last year a position with a supplement and non-certified employee, instructions were given to Principals is they have to keep a time sheet and we will pay for work up to the amount of the supplement and the school is responsible for paying it.

DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
FROM: Tim Wilder
DATE: July 21, 2014

I recommend approval of the following personnel items:

A. RESIGNATION(S):

1. Heather Bethea, Sixth Grade Teacher at Beverly Magnet School, effective July 9, 2014
2. Kian Threadgill, English/Language Arts Teacher at Girard Middle School, effective June 25, 2014
3. Deborah Moss, Third Grade Teacher at Highlands Elementary School, effective July 9, 2014
4. Vann Cooley, Bus Driver at Transportation Department, effective July 8, 2014

B. NON-ACCEPTANCE OF EMPLOYMENT(S):

1. Nina Williams, Program Specialist (10-month) at Kelly Springs Elementary School/Grandview Elementary School, effective July 7, 2014
2. Tracey Odom, Third Grade Teacher at Faine Elementary School, effective July 9, 2014

C. TRANSFER(S):

1. Nichole Thomas, transferring from Instructional Coach (10-month) at Girard Middle School to Social Studies Teacher (9-month) at Girard Middle School, effective the 2014-2015 school year (Replacing Carson Clark)

D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

1. Christopher Arnold, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
2. Charla Beauchamp, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
3. Jerri Carpenter, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
4. Vikki Cheshire, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
5. Henry Dawkins, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
6. April Hill, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
7. Amanda Hodges, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year

D. ADDITIONAL OR TEMPORARY EMPLOYMENT(S):

8. Mary Lamb, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
9. Crystal Lee, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
10. Lavonda Senn, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year

11. Rhonda Spears, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
12. Olina Wiggins, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
13. Robin Coachman, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year
14. Chancy Sinquefield, additional temporary employment for Extended Day for Hidden Lake Elementary School, pending enrollment, as needed, to be paid out of Extended Day Funds, effective the 2014-2015 school year

E. CONDITIONAL APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Cynthia Fields - S		17	0	Bus Driver at Transportation Department – Pending Job Parameters and valid CDL with school bus endorsement (Replacing Rupert Gray)	Pending Job Parameters and Valid CDL with school bus endorsement
2. Sharis Blackmon - S	Associates, George C. Wallace Community College at Dothan, ALabama	0	2	Teaching Assistant at PreSchool/Head Start Center Cottonwood – Pending Acceptable Background Clearance, Job Parameters, and TB Test (Replacing Sandra Dawsey)	Pending Acceptable Background Clearance, Job Parameters, and TB Test
3. Sharon Davis – S	Associates, Sparks State Technical College at Eufaula, Alabama	0	0	Teaching Assistant at PreSchool/Head Start Center – Pending Acceptable Background Clearance, Job Parameters, and TB Test (Replacing Flora Byrd)	Pending Acceptable Background Clearance, Job Parameters, and TB Test
4. April Shelley – S	Associates, George C. Wallace Community College at Dothan, Alabama	0	0	Teaching Assistant at PreSchool/Head Start Center – Pending Job Parameters and TB Test (Replacing Belvia Jones)	Pending Job Parameters and TB Test
5. Hannah Price – S	Associates, George C. Wallace Community College at Dothan, Alabama	0	2	Teaching Assistant at PreSchool/Head Start Center – Pending Acceptable Background Clearance, Job Parameters, and TB Test (Replacing Kathryn Davis)	Pending Acceptable Background Clearance, Job Parameters, and TB Test
6. Amelia Ferrell - S	Associates, George C. Wallace Community College at Dothan, Alabama	0	0	Teaching Assistant at PreSchool/Head Start Center – Pending Acceptable Background Clearance, Job Parameters, and TB Test (Replacing Shannah Loper)	Pending Acceptable Background Clearance, Job Parameters, and TB Test
7. Christopher Cureton - S	License(s), George C. Wallace Community College at Dothan, Alabama	0	20	HVAC System Mechanic I (12-month) at the Maintenance Department – Pending Acceptable Background Clearance and Certification (New Position)	Pending Acceptable Background Clearance and Certification
8. Carolyn Hearn - C	B.S., Florida State University at Tallahassee, Florida (Pending verification of Master's degree from National University)	0	0	Special Education Teacher at Honeysuckle Middle School – Pending Alabama Certification and Highly Qualified (Replacing Princess Cockerham)	August 4, 2014

F. APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
1. Dion'is Bryant - S	B.S., Stillman College at Tuscaloosa, Alabama	1	0	Teaching Assistant at Northview High School - for the 2014-2015 school year only (Replacing Dion'is Bryant) (Title 1)	August 4, 2014 for the 2014-2015 school year only
2. Robin Anderson – S	Work Keys	16	0	Special Education Teaching Assistant at Honeysuckle Middle School (Replacing Robin Anderson)	August 4, 2014
3. Cynthia Helms – S	Associates, George C. Wallace Community College at Dothan, Alabama	0	1	Teaching Assistant at PreSchool/Head Start Center (Replacing Patty Palmer)	August 4, 2014

4. Sharon Taylor - S	AA Child Development, George C. Wallace Community College at Dothan, Alabama	1	0	Teaching Assistant at PreSchool/Faine Elementary School (Replacing Sharon Taylor)	August 4, 2014
5. Nena Proctor – S	B.S., Troy University at Dothan, Alabama	3	12	Special Education Teaching Assistant at Hidden Lake Elementary School (Replacing Jessica Cole)	August 4, 2014
6. Jamie McReynolds - C	Master's, University of Alabama, Tuscaloosa, Alabama	0 Pending verification of 2 years school experience	0	English/Language Arts Teacher at Northview High School (Replacing Tammy Peterman)	August 4, 2014
7. Amy Dukes – C	B.S., Troy University at Dothan, Alabama	5 Pending verification of 1 year school experience	1	Third Grade Teacher at Faine Elementary School (Replacing Kristen Allsup)	August 4, 2014

G. REQUEST(S):

- Cynthia Stanley, Child Nutrition Worker (6 hour/day)/Custodian (2 hour/day) at Carver Magnet School is requesting a reduction in hours with the understanding that this will include a reduction in pay. This will change her work schedule to only 6 hours/day Child Nutrition Worker, effective July 22, 2014

H. VERIFICATION OF HIGHER DEGREE(S):

- Allison Batts (Beverlye Magnet School), verification of Master's Degree recognized by the State Superintendent on July 15, 2015

I. LEAVE OF ABSENCE(S) - Unpaid

- Zann Melton, Clerical Aide at Honeysuckle Middle School, effective August 25, 2014 through December 14, 2014

NOTE: Principals are in the process of interviewing for some key vacancies; therefore, we may have an addendum.

ADDENDUM, DOTHAN CITY BOARD OF EDUCATION, Personnel Action Sheet

TO: Board Members
 FROM: Tim Wilder
 DATE: July 21, 2014

I recommend approval of the following personnel items:

A. RESIGNATION(S):

- Susan Newsom, Teaching Assistant at Accelerated Recovery Center (ARC), effective July 21, 2014

C. TRANSFER(S):

- Lisa Peacock, transferring from Seventh Grade Teacher at Honeysuckle Middle School to Science Teacher at Dothan High School – for the 2014-2015 school year only, effective the 2014-2015 school year (New Position – Title I)
- Jeanette McCraney, transferring from Special Education Teaching Assistant at Selma Street Elementary School to Computer Instructional Aide at Selma Street Elementary School for the 2014-2015 school year only, effective the 2014-2015 school year (Replacing Melissa Bohannon)
- Dexter Hart, transferring from Special Education Teaching Assistant at Girard Middle School to Teaching Assistant at Girard Middle School – for the 2014-2015 school year only, effective the 2014-2015 school year (Replacing Edgar Walker)

E. CONDITIONAL APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
9. Felicia Hooks - S		0 Pending verification of 9 years school experience	0	Teaching Assistant at Grandview Elementary School – for the 2014-2015 school year only – Pending Work Keys Results (Replacing Pamela Bishop) Title I	Pending Work Keys for the 2014-2015 school year only
10. Joycelyn Kennedy - S	B.S., The University of Alabama at Tuscaloosa, Alabama	0	0	Computer Instructional Aide at Selma Street Elementary School – for the 2014-2015 school year only – Pending Acceptable Background Clearance (New Position)	Pending Acceptable Background Clearance for the 2014-2015 school year only
11. Alexis Cochran – S		0	0	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only – Pending Acceptable Background Clearance and Proof of 2 Years College or Work Keys	Pending Acceptable Background Clearance and Proof of 2 Years College or Work Keys for the 2014-2015 school year only

12. Leonard Shaughnessy - C	B.S., Troy University at Troy, Alabama (Pending State verification of Master's from Troy University at Troy, Alabama)	0 Pending verification of 13 years school experience	0	Physical Education Teacher and Strength and Conditioning Coach at Dothan High School – Pending Alabama Certification (New Position)	ASAP
13. Pamela Kirkland - S	Northview High School Graduate	0	0	Lunchroom Worker (6 hour/day) at PreSchool/Head Start Center – Pending Job Parameters and TB Test (Replacing Ravon Jones)	Pending Job Parameters and TB Test
14. Pamela Brantley - S	B.S., Troy University at Dothan, Alabama	0 Pending verification of 7 years school experience	0	Family Service Worker (12-month) at PreSchool/Head Start Center – Pending Job Parameters and TB Test (Replacing Bessie Brown)	Pending Job Parameters and TB Test
15. Terry Thornton - C	B.A., Warner Southern University at Lake Wales, Florida	0	0	Industrial Mechatronics/Aviation Technology Teacher at Dothan Technology Center – Pending Acceptable Background Clearance, Alabama Certification, and Highly Qualified	August 4, 2014
16. Sara Miller – S	Faulkner University at Montgomery, Alabama	0	0	Teaching Assistant at Dothan High School for the 2014-2015 school year only – Pending Acceptable Background Clearance (New Position)	Pending Acceptable Background Clearance for the 2014-2015 school year only

F. APPOINTMENT(S):

Name C-Certified/S-Support	Degree/College	Related Experience		Assignment	Effective Date
		School	Other		
8. Torrie Ethridge - S	B.S., Faulkner University at Montgomery, Alabama	0	0	Manager of Grants/ Information Services (Public Relations) (12-month position) at Central Office (New Position)	July 22, 2014
9. Christopher Aninye - C	Master's, Alabama Agricultural and Mechanical University at Huntsville, Alabama	0 Pending verification of 4 years school experience	0	Physical Education Teacher and Strength and Conditioning Coach at Northview High School (New Position)	ASAP
10. Walter Belisie – C	Master's, Troy University at Dothan, Alabama	0 Pending verification of 4 years school experience	0	Science Teacher at Northview High School (New Position)	August 4, 2014
11. Elizabeth Griffin - C	Master's, Troy University at Dothan, Alabama	0 Pending verification of 1 year school experience	0	Intervention Teacher Math/English at Northview High School for the 2014-2015 school year only (Replacing Bradley Lowe) Title I Funds	August 4, 2014 for the 2014-2015 school year only
12. Joshua Ritter - C	B.S., Western Governors University at Salt Lake City, Utah	0 Pending verification of 1 year school experience	0	Social Studies Teacher at Dothan High School – for the 2014-2015 school year only (New Position – Title I)	August 4, 2014 for the 2014-2015 school year only
13. Pamela Longchamp - S	Master's, Troy University at Dothan, Alabama (Certified Teacher)	0	25	Tutorial Assistant (3 hours/day) at Grandview Elementary School – for the 2014-2015 school year only (Replacing Pamela Longchamp) Title I	August 13, 2014 for the 2014-2015 school year only

14. Courtney Gilley – S	B.S., The University of Alabama at Tuscaloosa, Alabama	1	0	Teaching Assistant at Girard Elementary School (Replacing Courtney Gilley)	August 4, 2014
15. Teresa Gibson – S	B.S., Chipola College at Marianna, Florida	1	0	Teaching Assistant at Cloverdale Elementary School – for the 2014-2015 school year only (Replacing Teresa Gibson)	August 4, 2014 for the 2014-2015 school year only
16. Sharron Dickinson - S	B.S., Northeast Louisiana University at Monroe, Louisiana	0	3	Tutorial Assistant (19 hours/week) at Cloverdale Elementary School – for the 2014-2015 school year only (Replacing Michelle Ingram)	August 13, 2014 for the 2014-2015 school year only
17. Jane Hatcher - S	B.S., Auburn University at Auburn, Alabama (Certified Teacher)	0	29	Tutorial Assistant (19 hours/week) at Cloverdale Elementary School – for the 2014-2015 school year only (Replacing Jane Hatcher)	August 13, 2014 for the 2014-2015 school year only
18. Dorothy Marsh - S	B.S., Troy University at Troy, Alabama (Certified Teacher)	0	23	Tutorial Assistant (19 hours/week) at Cloverdale Elementary School – for the 2014-2015 school year only (Replacing Dorothy Marsh)	August 13, 2014 for the 2014-2015 school year only
19. Patsy Sexton - S	Work Keys	0	1	Tutorial Assistant (19 hours/week) at Cloverdale Elementary School – for the 2014-2015 school year only (Replacing Patsy Sexton)	August 13, 2014 for the 2014-2015 school year only
20. Gayla Swann – S	B.S., Troy University at Dothan, Alabama	0	1	Tutorial Assistant (19 hours/week) at Cloverdale Elementary School – for the 2014-2015 school year only (Replacing Gayla Swann)	August 13, 2014 for the 2014-2015 school year only
21. Sharla Godwin – S	Wallace Community College at Dothan, Alabama	5	0	Computer Instructional Aide at Beverlye Magnet School – for the 2014-2015 school year only (Replacing Sharla Godwin)	August 4, 2014 for the 2014-2015 school year only
22. Pamela Anderson - S	Troy University at Dothan, Alabama	0	6	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
23. Stacey Blackwell - S	B.S., Troy University at Dothan, Alabama	0	14	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
24. Treva Benak - S	B.S., Auburn University at Auburn, Alabama (Certified Teacher)	0	28	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
25. Dorinda Bowen - S	B.S., Auburn University at Auburn, Alabama (Certified Teacher)	0	34	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
26. Millicent Bowen - S		0	26	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
27. Carol Croom - S		0	0	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
28. Elaine Helms - S	Master's, Troy University at Dothan, Alabama (Certified Teacher)	0	30	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only

29. Sharon Jones - S	Master's, Troy University at Dothan, Alabama (Certified Teacher)	0	36	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
30. Loretha Reeves - S		0	8	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
31. Bernella Rose – S	Master's, Auburn University Montgomery at Montgomery, Alabama	0	2	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
32. Sharon Weyland - S	B.S., Troy University at Troy, Alabama (Certified Teacher)	0	27	Tutorial Assistant (3 hours/day) at Selma Street Elementary School – for the 2014-2015 school year only	August 13, 2014 for the 2014-2015 school year only
33. Toni Teague – S	B.S., Troy University at Troy, Alabama	1	0	Parental Involvement Specialist at Girard Middle School and Northview High School – for the 2014-2015 school year only (Replacing Toni Teague)	August 4, 2014 for the 2014-2015 school year only
34. Terry Pittman – S	B.S., Alabama State University at Montgomery, Alabama	1	0	Parental Involvement Specialist at Girard Middle School – for the 2014-2015 school year only (Replacing Terry Pittman)	August 4, 2014 for the 2014-2015 school year only
35. Crystal Taylor – S	Capps College at Dothan, Alabama	0	0	Computer Instructional Aide at Girard Middle School – for the 2014-2015 school year only (Replacing Carol Holmes)	August 4, 2014 for the 2014-2015 school year only
36. Betty Underwood - S	Associates, Wallace Community College at Dothan, Alabama	0	0	Special Education Teaching Assistant at Girard Middle School (Replacing Angelie Johnson)	August 4, 2014
37. Jennifer Barkley - S	B.S., Auburn University at Auburn, Alabama (Certified Teacher)	0	21	Tutorial Assistant (19 hours/week) at Hidden Lake Elementary School – for the 2014-2015 school year only (Replacing Emily Pettis)	August 13, 2014 for the 2014-2015 school year only
38. Megan Nelson - S	B.S., Troy University at Dothan, Alabama (Certified Teacher)	0	12	Tutorial Assistant (19 hours/week) at Hidden Lake Elementary School – for the 2014-2015 school year only (Replacing Jo Brannon)	August 13, 2014 for the 2014-2015 school year only
39. Dana Johnson - S	B.S., Troy University at Dothan, Alabama (Certified Teacher)	0	11	Tutorial Assistant (19 hours/week) at Hidden Lake Elementary School – for the 2014-2015 school year only (Replacing Dana Johnson)	August 13, 2014 for the 2014-2015 school year only
40. Janey Downing – S	Master's, Troy University at Troy, Alabama (Certified Teacher)	0	32	Tutorial Assistant (3 hours/day) at Morris Slingluff Elementary School – for the 2014-2015 school year only (Replacing Ann Dempsey)	August 13, 2014 for the 2014-2015 school year only
41. Carol Gruber – S	B.S., Troy University at Troy, Alabama	0	36	Tutorial Assistant (3 hours/day) at Morris Slingluff Elementary School – for the 2014-2015 school year only (Replacing Carol Gruber)	August 13, 2014 for the 2014-2015 school year only
42. Carol Johnson – S	B.S., Auburn University at Montgomery, Alabama (Certified Teacher)	0	12	Tutorial Assistant (3 hours/day) at Morris Slingluff Elementary School – for the 2014-2015 school year only (Replacing Carol Johnson)	August 13, 2014 for the 2014-2015 school year only
43. Kevin Jackson – S		3	0	Parental Involvement Specialist at Dothan High School – for the 2014-2015 school year only (Replacing Kevin Jackson) Title I Funds	August 4, 2014 for the 2014-2015 school year only

44. Johnathan Cody Ingram - S	Associates, Grand Canyon University	2	0	Teaching Assistant at Dothan High School – for the 2014-2015 school year only (Replacing Johnathan Cody Ingram) Title I Funds	August 4, 2014 for the 2014-2015 school year only
45. Brittany Smiley – S	Associates, George C. Wallace Community College at Dothan, Alabama	2	0	Teaching Assistant at Dothan High School – for the 2014-2015 school year only (Replacing Brittany Smiley) Title I Funds	August 4, 2014 for the 2014-2015 school year only
46. Bridgette Temmis - S	B.S., Columbus State University at Columbus, Georgia	1	0	Teaching Assistant at Dothan High School – for the 2014-2015 school year only (Replacing Bridgette Temmis) Title I Funds	August 4, 2014 for the 2014-2015 school year only
47. Katharine Forrester - S	M.S., University of Alabama at Tuscaloosa, Alabama (Certified Teacher)	0	29	Tutorial Assistant (3 hours/day) at Honeysuckle Middle School – for the 2014-2015 school year only Title I Funds	August 13, 2014 for the 2014-2015 school year only
48. April Rambo – S	Associates, George C. Wallace State Community College at Dothan, Alabama	1	0	Teaching Assistant at Honeysuckle Middle School – for the 2014-2015 school year only (Replacing April Rambo) Title I Funds	August 4, 2014 for the 2014-2015 school year only
49. Charlotte White – S	B.S., American Sentinel University at Aurora, Colorado	2	0	Teaching Assistant at Honeysuckle Middle School – for the 2014-2015 school year only (Replacing Charlotte White) Title I Funds	August 4, 2014 for the 2014-2015 school year only
50. Stance Neal – S	B.S., Troy University at Dothan, Alabama	0	0	Computer Instructional Aide at Honeysuckle Middle School – for the 2014-2015 school year only (Replacing Reagan Lowe) Title I Funds	August 4, 2014 for the 2014-2015 school year only
51. Shona Fletcher – S	B.S., University of South Alabama at Mobile, Alabama	7	0	Parental Involvement Specialist at Honeysuckle Middle School and Dothan High School – for the 2014-2015 school year only (Replacing Shona Fletcher)	August 4, 2014 for the 2014-2015 school year only

J. SUPPLEMENT ASSIGNMENT(S):

1. LaBrian Stewart, athletic director supplement at Northview High School, effective the 2014-2015 school year
2. LaBrian Stewart, head football coach supplement at Northview High School, effective the 2014-2015 school year
3. Kelvis White, athletic director supplement at Dothan High School, effective the 2014-2015 school year
4. Kelvis White, head football coach supplement at Dothan High School, effective the 2014-2015 school year
5. Eugene McElvin, assistant football coach supplement at Honeysuckle Middle School, effective the 2014-2015 school year
6. Eugene McElvin, boys basketball coach supplement at Honeysuckle Middle School, effective the 2014-2015 school year

Mr. Todd Weeks stated the Board needs to select a Board Member to represent the district for the All-State School Board Member Recognition Program, it should be post-marked September 1st and if you choose not to do it tonight we can put it on the next Board meeting.

Mr. Tim Wilder stated Mr. Shaw has agreed to host the District III AASB meeting on August 21st at 5:00 pm.

Superintendent Recommendations

Mr. Tim Wilder thanked all the individuals that served on the Steering Committee for the Strategic Plan. Mrs. Allyson Morgan gave an overview of the process, reviewed the Strategic Plan, thanked the news media for covering the meetings and recommended that the Board approve their strategic plan for the next five (5) years. Mr. Tim Wilder stated my recommendation is to approve the five (5) year Strategic Plan. (See below)

Mrs. Melanie Hill made a motion seconded by Mrs. Brenda Guilford to approve the 2014-2010 Dothan City Schools Strategic Plan as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None. (See below)

DOTHAN CITY SCHOOLS (DCS) STRATEGIC PLAN 2015-2020



I. Introduction

In late 2013, the Dothan City Schools launched a highly inclusive and comprehensive strategic planning process guided by [Millennia Consulting](#) and generously supported by the [Wiregrass Foundation](#).

Over an eight-month period, from November 2013 to June 2014, a diverse array of over three hundred Dothan citizens participated in comprehensive planning process to advance public education in Dothan, energized by the compelling vision that "all Dothan City Schools students will graduate prepared for immediate entry into college or career."

To begin the planning process, in November 2013 a Steering Committee of twenty citizen-leaders, described below was convened. Guided by the consultants, they authorized a series of interviews, focus groups, and an online survey to gather the perceptions of parents, teachers, students, administrators, school board members, business leaders, city officials, and other community leaders regarding local education. The themes that emerged from these discussions were compiled in the "Current Reality Analysis," a portrait of the school system and the environment in which it operates including factual information such as demographic and achievement data and

information of the local economy, as well as the qualitative perceptions and ideas offered by community stakeholders.

In March, the Steering Committee met in a two-day retreat to craft a vision and a set of priorities based on the data and perspectives identified in the Current Reality Analysis. Every effort was made to honor the opinions and insights offered by the many stakeholders of DCS. At the same time, choices and decisions have been made in order to create a compelling vision accompanied by a plan that is focused on key strategic priorities that will actualize the vision and ensure disciplined action going forward. In the months that ensued, Steering Committee members met and refined their strategic thinking.

The resulting draft plan was presented and refined in four lively and well-attended community meetings in May 2014 and organized by the Dothan Education Foundation in collaboration with DCS. The Dothan Board of Education approved the final 2015-2020 Dothan City Schools Strategic Plan in July 2014. The plan, entitled *Every Child-Every Future*, includes the vision and six key strategies with specific goals and measures for advancing public education in Dothan over the next five years.

Dothan City Schools Strategic Plan 2015-2020

II. What Students, Parents And The Community Can Expect To See

In plain language, students, parents and the community can expect to see tangible results. On the academic front, there will be a new assessment that parents can better understand and each year's scores from grades three through ten will provide a trajectory toward the ACT score and college entry. Each student will graduate with success indicators, such as dual enrollment, Advanced Placement, or Career Tech credentials, that will prepare them for college or work. DCS will continue to strive for instruction and programs that challenge all students.

We will be actively engaged in building community pride, spirit and support for the Dothan City Schools because investment in our public schools equals investment in the social and economic vitality of our community as a whole. We hope to build even more partnerships with businesses and universities to enhance career development and college access for our students.

Thanks to continued support from the Wiregrass Foundation, elementary schools will engage in building *Community Schools*, a national model in which parents become partners in deciding what extended activities and services are available for families. It is well-known that pre-school programs put children on a successful academic path from the get-go. We want to increase the availability of preschool programs. Once in school, our new 1-to-1 initiative will put an iPad in the hands of every student and teacher putting DCS at the cutting edge of e-learning. We will expand our career and college readiness programs and support our students and families with enhanced social, emotional, behavioral, and physical supports.

Teachers, support staff, and administrators are the backbone of the school system. We want to attract and retain highly qualified and inspired personnel at all levels able to meet 21st Century learning needs. As a result we will be working to develop a mentoring program

Dothan City Schools Strategic Plan 2015-2020

collaborative and hold high standards. Teamwork is strong. There is a strong student-centered culture supported by social-emotional services. The faculty are well-educated and many have master's degrees. The elected school board takes its responsibilities seriously and works well with the school administration. Yet, there is a perception that the public at large does not understand or value what DCS has accomplished, nor do most people have a reality-based sense of what goes on day-to-day in the public schools. DCS' budget is too low to sustain or build higher quality education. Per pupil expenditure is low compared to other Alabama school systems.

Academic opportunity. In the past three years, DCS has successfully increased the graduation rate to 88%, test scores are up and the system ranks first or second on several Alabama state academic indices. Racial gaps in achievement are narrowing. There has been a significant expansion of career tech offerings. Two high schools duplicate some resources but also divide resources and loyalties, so that there are facility deficits at both schools, e.g. auditorium at one school but not the other. This dichotomy may also create unnecessary rivalries. Magnet schools please parents whose children are enrolled in them, but have created tension and possible unfairness in the system as a whole. Students would like more special programs, such as International Baccalaureate, foreign languages, fine arts and would like to collaborate more across schools. Students in the general education program need more stimulating offerings, more encouragement, and higher expectations. Learning technologies are not always well integrated into the curriculum and not all teachers use technology well. Pre-school is not fully available, despite solid research about its educational merits.

Supportive services. The system strives for a positive, student-centered culture with a "family atmosphere." The school system values supportive services, such as enhanced mental health services, special education, tutoring, and coaching programs, but

Dothan City Schools Strategic Plan 2015-2020

Funding. The system's budget is likely too low to sustain the highest quality education and there have been budget cuts over the past several years. Property taxes in Dothan are lower than taxes in twelve other comparable Alabama cities. Referenda to increase the property tax have failed in the past. Teachers who were once paid more than suggested by the state salary matrix are now paid only what is minimally required. The per pupil expenditure rate is \$7,369, one of the lowest in the state. The average in the state is \$7,684, but one district spends over \$12,000 per student. DCS has a high percentage (66%) of students of free

for teachers and leaders and hope to continue to provide professional development opportunities that enable our staff to grow and change with the time.

Finally, this plan calls for the increased and diversified funding necessary to maintain first class academics and infrastructure. We want to keep student learning *first* in all decision making – putting the best resources in the right places. In building strong community support for public education, we hope to create a forum for open discussions about zoning, building additions to schools, upgrades to facilities and when necessary, new facilities.

III. Summary of the Current Reality Analysis

The Current Reality Analysis is based on fact and themes that emerged from interviews and focus groups with a wide variety of citizens—referred to as "stakeholders"—who are involved with the public schools, along with documentary information about Dothan City Schools and the external environment in which the school system operates. It is a snapshot in time that answers the question, "Where are we now?" and invites the reader to ask, "What are the implications for the future?" Information gathered is used to inform future planning. A summary of the current reality includes these prominent themes:

- Facts about Dothan.** Dothan is a city of 67,382 (2012) with a public school system of approximately 9336 students. The student body is 60% African American, 35% White, 3% Hispanic, and 2% other. There are two high schools and eleven elementary and four middle schools. Two middle schools are magnets. The system has a few Pre-K classrooms but does not offer universal Pre-K. Other special schools include the PASS Academy and the Accelerated Recovery Center.

- Perceptions and reality.** Overall DCS is has a strong teaching and learning environment that has improved over the past three years. The Superintendent and other administrators are well-respected,

- there are few resources for program expansion. College counseling is understaffed and could do a better job of introducing and preparing students for opportunities outside the region. Additional counselors would be needed in order to deliver high-quality academic, college, and career counseling. Families need school-based health services, parenting skills, financial literacy, and remedial academic skills. The school system alone cannot fix poverty, although many expect it to.

- School staffing.** The central office staff is very lean, and administrators are increasingly challenged to provide custodial, nutrition, transportation support to schools. Low pay scales have made the attraction and hiring of young teachers difficult, particularly in science and math. There are too many new initiatives and programs that are often very burdensome to teachers and administrators. The teacher training and recruitment pipeline is weak and may not be offering the right preparation for the current educational environment.

- System administration.** Administrators are hard-working, data-driven, and willing to take risks on behalf of quality education, but the central office is understaffed to meet government mandates and administer a system of 9,336 students and 17 schools. For example, there are no directors of maintenance, purchasing, or development. The central office lacks diversity, in a system in which 60% of the student body is African American.

- Infrastructure.** Buildings, transportation, and food service are maintained at basic levels but may not meet the needs of the future. School buildings are aging or old. Some schools are under-populated. Transport is under-staffed, and vehicles are old and costly to maintain. The number of computer support staff is inadequate. Technology may change and grow faster than system can adapt and pay for it. Changes in federal nutrition guidelines are putting cost pressure on the nutrition department.

- and reduced lunch. Unfunded policy and program mandates are challenging as the district has only \$731 per student in discretionary funds.

The following strategic plan was developed with these findings in mind. While strategies and goals may not address each and every issue or concern, the intent is to move the district forward by focusing on long-term strategies that would advance academics and community building.

DOTHAN CITY SCHOOLS (DCS) STRATEGIC PLAN 2015-2020

IV. Our Vision: Every Child, Every Future

All Dothan City School students will graduate prepared for immediate entry into college or career. This will be accomplished with educational programs and strategies that are innovative, flexible, student-centered, and which leverage the wisdom and energy of parents and communities.

STRATEGIC PRIORITY	GOALS	MEASURES OF SUCCESS ¹
A. Meet or exceed the Alabama 2020 Learning Goals.	<ol style="list-style-type: none"> All students perform at or above proficiency and show continuous improvement (achievement/growth). All students succeed (gap closure). Every student graduates from high school (graduation rate). Every student graduates from high school prepared (college and career-readiness). 	<ol style="list-style-type: none"> The District's Performance Index Score (a state-level metric that combines indicators for goals 1-4) will increase over the 5 years of the plan. Increase number of students who are college and career ready as measured by: acquisition of a business and industry recognized credential; advanced placement qualifying score; dual enrollment course completion; Work Keys qualifying score; ACT qualifying score.

¹ Upon board approval, benchmark data will be defined for each measure and specific annual targets developed and reported at regular intervals on a user-friendly dashboard.

Dothan City Schools Strategic Plan 2015-2020

STRATEGIC PRIORITY	GOALS	MEASURES OF SUCCESS
B. Build community pride, spirit and support for the Dothan City Schools, because investment in our public schools equals investment in the City of Dothan.	<ol style="list-style-type: none"> Develop and execute a comprehensive strategic branding and marketing plan for the Dothan City Schools that increases visibility, touts its many significant educational outcomes, and builds support for increased local funding. Further develop a community schools model that engages parents, students, school personnel at the local school level in creating innovative, flexible community-based education that exceeds expectations and prepares all students for their next step, college or career ready. Challenge the business community to deepen its involvement in the public schools, providing additional resources to schools and learning opportunities to students. Foster increased collaboration and cross-district learning, extracurricular and social opportunities at the primary and secondary levels. 	<ol style="list-style-type: none"> Marketing Plan implemented. Successful implementation of Community Schools Pilot of 3 schools. Key benchmarks will be reached showing progress and achievement of outcomes. The number of business, faith and community partnerships will increase.
C. Create a seamless educational pathway in which every child enters kindergarten ready to learn and graduates college and career ready.	<ol style="list-style-type: none"> Incrementally increase the availability of Pre-K with universal Pre-K as the eventual goal. Provide students and teachers with 21st Century technology that prepares our students for immediate and successful entry into college or career. Adopt, align, and implement college and career-ready standards in math and English language arts. Increase business/industry partnerships such that students have more access to internships and apprenticeships while still in high school. Continue to strengthen and deepen Dothan Technology Center offerings and career and college counseling. Provide a differentiated educational experience that challenges, engages, and ensures mastery for each student. 	<ol style="list-style-type: none"> Pre-K performance guidelines will be met or exceeded while increasing Pre-K access. Every student will have access to a digital device. The number of mentors, internships, and apprenticeships for students in area public and private businesses and institutions will increase.

Dothan City Schools Strategic Plan 2015-2020

STRATEGIC PRIORITY	GOALS	MEASURES OF SUCCESS
D. Foster the health and development of all students through social, emotional, behavioral, and physical supports in collaboration with parents and community partners.	<ol style="list-style-type: none"> Ensure a safe and positive school environment for students that encourages student engagement, and includes anti-bullying initiatives, clear and consistent policies, and alternatives to traditional disciplinary sanctions. Implement an early warning system for student absences and build a community-based support and intervention system. Review and consider restructuring counseling supports to better accomplish academic, career and college counseling, and social-emotional goals. Provide robust school-based health and mental health services through partnerships with external health and human service providers. 	<ol style="list-style-type: none"> Attendance and discipline data will show improvement. Student, parent, teacher survey and/or social-emotional survey will show improved satisfaction with policies and services.
E. Attract and retain highly qualified and inspired personnel at all levels, able to meet 21st Century learning needs.	<ol style="list-style-type: none"> Ensure that all system professionals are well-prepared, properly resourced and supported (e.g. professional development, facilities, materials and tools that are effective). Create a system-wide culture that values flexibility, innovation and inspiration in the classroom. Develop a teacher leadership and mentoring program for all teachers that fosters continuous learning and professional development. Review, evaluate and recommend compensation packages for positions in Dothan City Schools that will attract the best and brightest talent for academic instruction and programs. Strengthen the teacher/staff pipeline through the development of broader and deeper relationships with education programs regionally and nationally. 	<ol style="list-style-type: none"> Increased hiring and retention of Highly Qualified Teachers. Teacher mentor program will be designed, implemented and evaluated. Findings from a comprehensive teacher, principal, administrator survey will be analyzed and used to inform decision-making on goals.
F. Adequately fund infrastructure critical to student outcomes including, but not limited to administrative personnel, facilities, transportation, nutrition and technology.	<ol style="list-style-type: none"> Develop a comprehensive plan that examines the current and future population, zones, facility maintenance, and educational needs in each school and community. Analyze initiatives, programs and staffing essential to meeting local, state, and federal mandates and adequately supporting school-based initiatives and innovations. Analyze the current funding formula for public education and make recommendations about future formula adjustments. Diversify and grow supplemental funding sources through additional grant writing and cultivation of private/corporate donors. 	<ol style="list-style-type: none"> Local per student discretionary dollars will increase.

Dothan City Schools Strategic Plan 2015-2020

Board of Education 2013-2014

Dr. Harry Wayne Parrish, Chairman
 Mrs. Brenda Guildford, District 1
 Mr. Franklin Jones, District 2
 Mrs. Melanie Hill, District 3

Mr. Jimmy Addison, District 4
 Mr. Ben Armstrong, District 5
 Mr. Chris Maddox, District 6

The Strategic Plan Steering Committee

A 20-member Strategic Plan Steering Committee, representing a cross-section of the community, designed and guided the strategic planning process. Committee members included parents and students, teachers and principals, leaders in business, post-secondary education and philanthropy, school system administrative and support personnel, along with members of the board of education and city commissioners.

Steering Committee Members

Dothan City Schools Classroom Teachers
 Janie Poland, Special Education Teacher
 Trae Pruitt, Elementary School Teacher,
 Steering Committee Chair

Business
 Mark Freeman, Nuclear Technical Specialist,
 Farley Nuclear Plant
 Matt Parker, President, Dothan Chamber of
 Commerce

Parents
 Blake Daugherty, Elementary School Parent
 Kelli Pylant, Elementary School and Middle
 School Parent

Students
 Jack Stunsell, Dothan High School
 Calvin Wilborn, Northview High School

Postsecondary Education
 Ashli Wilkins, Dean of Instructional Services,
 Wallace Community College

Dothan City Government
 Albert Kirkland, City Commissioner

Dothan Education Foundation
 Tami Culver, President, and parent of a Dothan
 City Schools student

Dothan City Board of Education
 Ben Armstrong, District 5
 Melanie Hill, District 3
 Chris Maddox, District 6

Dothan City Schools Principals
 Tamika Fleming, Principal, Grandview
 Elementary School

Chris Shaw, Principal, Northview High School

Dothan City Schools Administration and Support
 Rita Lee, Secretary, Hidden Lake Elementary
 School
 Celeste Moorehead, Counselor, Dothan High
 School
 Alyson Morgan, Director-Central Office, and
 Administrative Liaison to the Steering
 Committee
 Tim Wilder, Superintendent



Mrs. Allyson Morgan addressed the Board regarding changing alpha grading to numeric grading stating for many years, Dothan City Schools has reported grades in two different ways. Alpha grades (A-F) are reported on the student's report cards and numeric grades (0-100) are reported on the progress reports and in Parent Portal. During the past year we have completed many discussions and analyzed the topic of grading practices. Administrators and teachers have contributed to this research. We found that numeric grades provide a clearer picture of each student's work for both students and parents. Teachers and Principals overwhelming want this on the report cards. Based on this, it is our recommendation that Dothan City Schools move to a numeric reporting of grades for first through twelfth grade. This recommendation would change the report card to be based on the numeric system instead of alpha. The Parent Portal and progress report would remain the same. Mr. Tim Wilder stated I recommend that Dothan City Schools move to a numeric reporting of grades for first through twelfth grade. Mrs. Allyson Morgan stated it does not need a motion just your support.

Mr. Chris Shaw and Mr. Stan Eldridge addressed the Board regarding graduation at the Dothan Civic Center, the limited seating, parking, very stressful time, other school systems graduate at the stadium and it would be ideal to have graduation at Rip Hewes Stadium and have it on Tuesday and Thursday night. The tickets and parking would not be an issue and we would have a backup plan because of the weather. Northview would graduation on Tuesday, May 19th at 7:00 pm and Dothan High on Thursday, May 21st at 7:00 pm. If there is rain or weather the backup plan will be Friday at 4:00 pm and 7:00 pm for both schools, if it rains then the backup plan will be Saturday 8:00 am and 11:00 am. There will be plenty of seating available. Mr. Tim Wilder stated I would like the Board to vote on this.

Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to approve graduation as presented and as recommended by the Superintendent. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

Mr. Mark Williams stated we are getting prepared for the rollout for the iPads to the students at Dothan High School next Monday night. Mr. Tim Wilder thanked Jim Cook and DEF for getting the word out.

Mrs. Teresa Davis acknowledged Mr. Jeff Torrence, Principal at Slingluff Elementary. He followed through with the Morris Slingluff Elementary Playground Project, got complete funding and started groundbreaking today. It should be completed before school starts. Mr. Jeff Torrence thanked the Wiregrass Foundation, the DEF and many individuals that helped with the project.

Mr. Jay Bruner stated we are working on the routes and the State will send down a couple of guys to certify the buses.

Mr. Todd Weeks stated we still have almost 30 positions we still need to fill. Many of which will close tomorrow. Anytime you hire within the district it creates a snowball and during the summer the jobs have to run for two weeks. Please consider a meeting maybe next week. Dr. Harry Wayne Parrish asked about next Wednesday, July 30th at 8:00 am for personnel.

Mr. Tim Wilder stated I appreciate Mr. Segrest looking into the incentive bonus and the opinion. What is our next step? Mr. Jere Segrest stated I drafted it. Mr. Mike Manuel asked if it had to go to the Board Policy Committee. Mr. Jere Segrest stated that is what I wrote. Mr. Tim Wilder stated it has to go before the Board Policy Committee so it probably will not be the 4th.

Mr. Tim Wilder stated you all did a great job today on the video for Institute which is August 6th at Wiregrass Church.

New Business

Dr. Harry Wayne Parrish stated the next meetings will be July 30th at 8:00 am, August 4th and August 18th. The Board also needs to think about who they want to nominate. (See additional Board meeting dates below)

DOTHAN CITY SCHOOLS, BOARD OF EDUCATION, BOARD MEETINGS: Board Agendas are posted to the Dothan City Schools website: www.dothan.k12.al.us. On the morning of the Board meeting the Agenda will be replaced with the Board Agenda Packet (under the Agenda column). Click on Administrative Services on the right side then click on Board Meetings on the left side. We also have the Board meeting calendar, listing Regular and Workshop meetings only, under School Calendars on the website. Regular Meetings are normally held on the 3rd Monday of each month. All meetings are scheduled for 5:00 p.m. in the Dothan City Schools' Teachers' Center, 500 Dusy Street, **unless otherwise announced**. Meeting dates are occasionally changed due to holidays or conflicts. Additional Special meetings are held as needed and are announced in local media.

DATE & TIME	TYPE & LOCATION
August 4, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
August 18, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
September 8, 2014 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
September 22, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
October 20, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
November 17, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
December 15, 2014 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
January 12, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
February 9, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
March 16, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
April 6, 2015 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
April 20, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
May 4, 2015 – 5:00 PM	Workshop @ Board of Education, Teachers' Center, 500 Dusy Street
May 18, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street
June 15, 2015 – 5:00 PM	Regular Meeting @ Board of Education, Teachers' Center, 500 Dusy Street

Mr. Chris Maddox stated the last few meeting Mr. Manuel has not gone over the financial information. I would like for Mr. Manuel to go over the financials with us. My question to Mrs. Morgan is with regard to the number of students who are coming into the middle magnet schools at BMS and CMS, if we are putting every kid who is eligible in both the schools should the positions at HMS and GMS be transferred to the others. Mrs. Allyson Morgan stated every child is not going, some have turned it down. Mrs. Carol Cunningham stated the LinC teacher at HMS and GMS is one person split between the two schools. The elementary schools have a full-time teacher.


Dr. Harry Wayne Parrish stated we might change the Board Comments to the end.

Adjournment

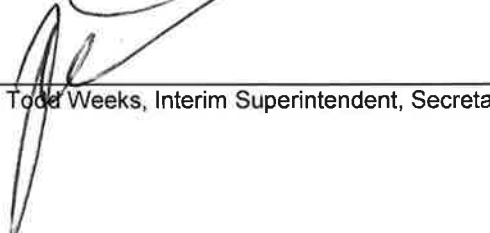
Mr. Jimmy Addison made a motion seconded by Mrs. Brenda Guilford to adjourn. The motion carried. Voting was as follows: "YEA" – Hill, Addison, Guilford, Armstrong, Maddox. "NAY" – None. "ABSTAIN" – None.

The meeting adjourned at 6:58 p.m.

APPROVED: October 27, 2014



Dr. Harry Wayne Parrish, Chairman



John Todd Weeks, Interim Superintendent, Secretary