

Demopolis City Board of Education

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MINUTES

Regular Board Meeting

October 15, 2018 @ 5:15 p.m.

The Demopolis Board of Education met in a regular meeting on Monday, October 15, 2018, at 5:15 p.m. in the Demopolis Central Office Board Room at 609 South Cedar Street, Demopolis, Alabama, 36732.

The meeting was called to order and Chairman Murdock led the Pledge of Allegiance and voiced the Invocation. A quorum was established, having all Board members present.

Mrs. Moore made the motion to adopt the agenda as presented, with the second coming from Mrs. Mayberry. Motion carried unanimously.

A motion by Mr. Kerby was seconded by Mrs. Mayberry and unanimously approved minutes from **September 17, 2018, September 26, 2018 and October 3, 2018.**

Superintendent Kallhoff presented Student and Employee Recognitions as follows:

U.S. Jones – Student – David Walker

Demopolis High - Student – Breanna Braxton

Support Staff – Donald Richardson

Support Staff – Jessica Raulston

Teacher – Brandi Dannelly

Teacher – Jennifer Helms

A motion by Mrs. Moore was seconded by Mrs. Mayberry and unanimously approved the **Personnel Report** as recommended by Superintendent Kallhoff. (See “EXHIBIT A”)

Mrs. Moore made a motion to approve **Facility Usage** requests, as follows, with a second coming from Mr. Hurst and unanimous approval:

1. **DMS Baseball Field** – First United Methodist Church
2. **DHS Parking Lot** – Demopolis Citizens Public Safety
3. **DHS Auditorium** – Marengo County Community in Action

A motion by Mrs. Moore to approve a contract for **Assistant Coaching** with **Bereshith Davis** for **Varsity Boys Basketball** brought a second from Mr. Hurst. Motion carried unanimously.

Mrs. Mayberry made a motion to approve **copy machine contracts** under separate cover with **Xerox** on all four campuses. Mrs. Moore seconded the motion with unanimous approval.

Mr. Kerby, upon recommendation from Superintendent Kallhoff, made the motion to approve the **disposal of the outdated textbooks** under separate cover. Mrs. Moore brought the second with unanimous approval.

A motion by Mrs. Moore was seconded by Mr. Kerby and unanimous approved for the following
Consent Items:

1. Out of State/Overnight Field Trips
 - A. **DMS Honor Band** December 6-8, 2018 (Troy University, Troy, AL)
 - B. **U.S. Jones (4th & 5th) Gifted Program**, December 11-13, 2018 (Dauphin Island, AL)
changed from November 14-16.
 - C. **DHS Boys Basketball**, December 27-19, 2018 (Cleveland, TN)
 - D. **DHS Science Department**, February 12-13, 2019 (Dauphin Island, AL)
2. Advertise **Physical Education Teacher** at *Demopolis High School*
3. Agreement with Franklin Covey and Demopolis Middle School for “*The Leader In Me*”
Online and Intellectual Property License.

Superintendent Kallhoff reported:

- I want to begin by thanking the students and parents for taking school attendance seriously through the first quarter of school. Our year to date average daily attendance rate is 97.68%. We finished last school year at 95.88%. However, we do have a small number of students from each school who are accumulating unexcused absences and missing too much school. We will be filing truancy complaints against those parents/guardians with the Marengo County Judicial office.
- After one quarter of the school our discipline infractions are down compared to last year. 158 infractions this year compared to 190 last year at this time. I would like to think this reduction is due to more time on task (protecting instructional time) from our teachers, creative master scheduling from our administrators, and the focus we are placing on building relationships with our students.
- I would like to share a few dates that are upcoming.
 - 10/25 – Career Tech Advisory Meeting 11:00 to 12:00 DHS Library
 - 11/09 – Employee Appreciation Family Cook-out DHS Track 5:30-6:30
 - 11/15 – Stakeholder Luncheon DHS Library 11:30-12:30
- The Superintendents Conference I attended last week focused on Threat Assessments and Student Mental Health. I attended sessions from some of the leading school systems in Alabama (Russellville, Florence, Hoover, and Trussville). Across the state there is a concentrated effort on immediately responding to threats made by students and using a committee approach to determine the degree of severity. Identifying the threat as transient, meaning no real substance, or a substantial threat. In Demopolis we have developed a threat assessment protocol involving school leaders and other community leaders when dealing with threats made by students. We do not have the resources as some of those who presented, however this year, we have done a good job identifying levels of threats and immediately intervening with a committee approach to determine the root cause.
- One topic that continues to be a hot issue amongst the Alabama Education world is teacher shortages. I shared an article with you about a larger system in the state who recently hired 10 teachers, of which only 4 were certified. This problem is magnified in the rural areas of Alabama. As discussed previously, I will work on different incentive packages to attract and retain teachers in the areas of Special Education, mathematics, and Science. However, we also need guidance and initiative from our leaders in Montgomery. It is my fear that in 5 years, there will be no more teachers and we will rely on alternative methods of delivering instruction in the higher math and science subjects. Hopefully the pendulum will swing and the field of education will gain the respect and support it had 10 – 15- and 20 years ago.

- Today I had lunch with Andy Craig, the Deputy Superintendent from ALSDE. Luke Hallmark and I met with him to discuss equity in funding in rural Alabama, the upcoming projected education budget, and capital funding needs in the black belt region.
- In your packets I included a quarterly progress report that was recently submitted to the USDE in reference to the updates on the DMS ADA improvements. We are close to being complete with the first phase of that project.
- We are tentatively planning to go live with our access control doors at the entrances of each campus on Monday, October 22nd.
- Let me conclude by thanking the students, staff, and Demopolis community for their willingness to change in reference to our Homecoming festivities. I have received several positive comments in relation to having the parade on Thursday evening and moving the bon fire to the downtown area. Demopolis serves as an example of what small town Homecoming should look like.

The next meeting of the Board will be a called meeting on Thursday, **October 18th** at 3:30 p.m. for student hearings and November's regular meeting has been changed to **Monday, November 26, 2018, at 5:15 p.m.**

With there being no further business, a motion by Mrs. Moore was seconded by Mrs. Mayberry with unanimous approval to adjourn.

Conrad Murdock, Chairman

Kyle Kallhoff, Secretary

“EXHIBIT A” Personnel Report

Transfers:

1. **Jessica Henson** from a Lunchroom Worker at Westside Elementary to Classroom Aide, effective October 16, 2018
2. **Beth Lindsay** from Elementary Teacher at U.S. Jones to Science Teacher at Demopolis Middle School, effective October 30, 2018.

Resignations:

1. **Patricia Blythe Smith**, Science Teacher at Demopolis Middle School, effective November 2, 2018.

Conditional Employment:

1. **Brandi Parten** as 10-month Central Office Administrative Assistant, effective October 29, 2019
2. **Anthony Bassett** as JROTC NCO Instructor, effective January 16, 2019 pending military authorization.

Substitutes:

1. Remove **Linda Johnson** from Sub list at this time per her request.
2. **Kathy Moody**, Professional teaching certificate.

