

**REGULAR BOARD MEETING**  
**February 13, 2018 - 5:30 PM**  
**MINUTES**

**I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE**

The Hoover City Board of Education met in regular session on Tuesday, February 13, 2018. The meeting was called to order at 5:30 PM by President Earl Cooper. Mr. Cooper asked those who wished to participate to join in a silent prayer. The Pledge of Allegiance followed led by President Cooper.

**II. ROLL CALL - ESTABLISHMENT OF A QUORUM**

The record of those attending was made:

Mr. Earl A. Cooper, President  
Mr. Craig P. Kelley, Vice President  
Mrs. Deanna D. Bamman  
Mrs. Amy Tosney  
Mr. Kermit Kendrick  
Dr. Kathy L. Murphy, Superintendent  
Mrs. Louise White, Recording Secretary

**III. ADOPTION OF AGENDA**

President Cooper asked for a motion to adopt the agenda. A motion was made by Mr. Kelley and seconded by Mr. Kendrick. The agenda was adopted by unanimous vote.

**IV. RECOGNITIONS**

Mr. Jason Gaston (Coordinator of Public Relations) recognized the following:

Joshua Jacob\*, 8th Grade, Berry Middle School  
2018 Hoover City Schools Spelling Bee Champion  
2018 Jefferson County Spelling Bee Champion

French Students\*, Spain Park High School  
2018 Winner, Alabama French Convention

Adam Moseley\*, Varsity Baseball Coach, Hoover High School  
Assistant Coach, USA Baseball National Team

C. J. Hawkins\*, Varsity Softball Coach, Spain Park High School  
800th Career Win

Todd Park\*, teacher, \_\_\_\_\_  
Finley Award Winner

Kathryn Stubblefield\*, Hoover High School senior  
Finley Award Winner

Katherine Voorhees\*, Spain Park High School senior  
Finley Award Winner

Girls' Varsity Basketball Team, Spain Park High School  
2018 AHSAA 7A State Champions

Toriano Smith, Hoover High School \_\_\_\_\_  
ACT Employee of the Month (Masonry)

Sparklers Dance Team, Berry Middle School  
1st Place Hip Hop Division, Bama Spirit State Championship

Jennifer Hogan\*, Assistant Principal, Hoover High School  
Alabama Assistant Principal of the Year  
National Assistant Principal of the Year Finalist

Elliott Smith, Gwin Elementary School  
Arbor Day Essay Contest Winner, Hoover Beautification Board

Dr. Kathy Murphy, Superintendent  
2018 Outstanding Leadership in School/Community Relations Award

\*not in attendance

## **V. PUBLIC PARTICIPATION**

Shea Maple of the Highland Crest community voiced her concerns about her neighborhood's rezoning from Gwin Elementary School to Trace Crossings Elementary School. She stressed the difficulty of having a child at Trace Crossings and another at Simmons Middle School.

Jennifer Cherry, resident of Highland Crest, spoke of the part of the rezoning plan which dealt with the middle schools which will be \_\_\_\_\_ by Trace Crossings. She shared that the transition would be difficult for her child.

**VI. ACTION ITEMS**

**A. Minutes from Regular Board Meeting, February 13, 2018**

Superintendent Murphy recommended the Board approve the minutes from the Regular Board Meeting on March 13, 2018. A motion was made by Mr. Kelley and seconded by Mr. Kendrick. The motion was approved by unanimous vote.

**B. Personnel Actions**

The Personnel Report included: five appointments, one transfer, three changes of status, sixteen requests for a leave of absence, nine resignations, one retirement, one termination, one request for bus driver trainee for purposes of liability insurance, one request for substitute bus driver for purposes of liability insurance.

Superintendent Murphy recommended the Board approve the Personnel Actions. A motion was made by Mr. Kendrick and seconded by Mrs. Bamman. The motion was approved by unanimous vote.

**C. Business Actions**

Mrs. Tina Hancock (CSFO) reported on the Monthly Financial Statement ending December 2017. The variance as compared to the prior year (December 2016) was favorable \$7.5 million. This variance is due to an increase in sales tax and ad valorem property taxes.

General Fund expenditures are \$1.8 million year-to-date more than the comparable period for FY2017 due to capital projects, purchase of the Riverchase site for the Career Center, an increase in utilities due to low temperatures, supplies and travel. Continued payments in January will occur for construction of roofs, the high school turf and track replacements, and the Hoover High School Band Room.

The Special Revenue expenditures were \$666,000 more than the comparable period for FY2017 due to local school travel and training, and classroom supplies, spent from state funds and local discretionary professional development funds.

Superintendent Murphy recommended the Board approve the Monthly Financial Statement for December 2017, Cash Disbursements for December 2017 (\$3,048,339.17), and January Payroll (\$7,357,643.53). A motion was made by Mrs. Bamman and seconded by Mrs. Tosney. The motion was approved by unanimous vote.

Mrs. Hancock then informed the Board members what the proposed 2.5% salary increase would cost the district. The total cost for the raises would be \$2.5 million (including benefits), with the cost of approximately \$1 million coming from local funds.

**D. Time and Attendance Software**

Mrs. Hancock shared with the Board the advantages and disadvantages to both the current provider, Kronos, and a proposed provider, Frontline Education. The initial costs to change providers and monthly charges were reviewed, with special attention given to clock repair/replacement cost differences. The Frontline product would also operate with the Sub-finder software currently being used by the district.

Superintendent Murphy recommended that the Board approval the Time and Attendance Software contract with Frontline Education. Mrs. Bamman entered the motion with Mrs. Tosney seconding. By unanimous vote, the motion was approved.

**E. Landscape Maintenance Bid #2018-3**

Superintendent Murphy recommended the Board approve Landscape Maintenance Bid #2018-3 with Axon Industries. A motion was made by Mrs. Bamman and a second was made by Mrs. Tosney. By unanimous vote, the motion was approved.

**F. Human Resources Specialist Job Description (edit)**

Superintendent Murphy recommended the Board approve an edited job description of Human Resources Specialist. Mr. Kendrick offered a motion with Mrs. Bamman seconding. The motion was approved by unanimous vote.

**G. State Mandated Textbook Committee**

Superintendent Murphy recommended the Board approve the proposed State

Mandated Textbook Committee. Dr. Cindy Adams, Chief Academic Officer, explained the process used by the Alabama State Department of Education to approve a list of textbooks. Dr. Adams shared the committee members' names. A motion to approve was given by Mrs. Tosney and was seconded by Mrs. Bamman. By unanimous vote, the motion was approved.

## **VII. NEW BUSINESS/SUPERINTENDENT'S REPORT/INFORMATION REPORTS**

### **A. Capital Outlay Project**

Mr. Tracy Hobson, Coordinator of Operations, introduced Mr. David Mugg, newly hired architect. Mr. Hobson expressed his appreciation to the Board for the hiring of Mr. Mugg and the expertise he brings. Mr. Hobson reported on the field and turf projects at both high schools. The footings for the Hoover High School Band Room are being poured with the block walls to follow. Meetings and

information gathering are still ongoing with regard to the Riverchase site for the Career Center. President Cooper shared that he recently spoke with Phillip Cleveland, consultant for the Career Center renovation, who stated that once the center was complete, it would be the model for the nation.

### **B. Supplement Salary Schedule**

Mrs. Tina Hancock reported to the Board the results of a committee whose task was the review and recommendation of a new supplement salary schedule. The goal was to develop supplements which would move away from the current method of percentages of salary to a fixed amount, determined by the job description. These proposed changes should produce a salary with no disparity and with transparency. Mrs. Hancock asked the Board members to consider the proposed schedule and, hopefully, be prepared to vote on it at the March Board meeting.

### **C. Strategic Plan**

Superintendent Murphy gave the Board an update on areas of the Strategic Plan. Among specifics of the long term plan, the Human and Financial Resources area included implementation of the Capital Outlay plan, specifically the turf and track at Hoover High School and Spain Park High School, the Hoover High School Band Room and the Riverchase site for the Career Center. Under the goal of Increasing Revenue and Decreasing Debt, implementation of a new time clock system was approved. Superintendent Murphy shared that the Board was being presented the proposed supplement salary schedule, and it should be considered for a vote at the March Board meeting. With the goal of Unitary Status, one area

involved is the Student Transfer Plan, which was being provided in draft form. Dr. Murphy reminded the Board members that the Student Attendance Assignment Plan had been approved by Judge Madeline Haikala on December 14, 2017. The two-mile radius transportation waiver was approved by the Alabama State Department of Education on June 2, 2017. With regard to the redesign of the Career Center at Riverchase, Dr. Murphy referenced Mr. Hobson's update on the project which was given earlier in the meeting. The Community Involvement area was addressed by Superintendent Murphy with the announcement of the next Superintendent's Advisory Council meeting scheduled for March 16, 2018.

**VIII. DATE OF NEXT BOARD MEETING**

President Cooper announced that the next regular Board meeting would be on Tuesday, March 13, 2018, 5:30 PM.

**IX. EXECUTIVE SESSION**

Superintendent Murphy requested that President Cooper call for a vote by the Board to go into an Executive Session for the purpose of discussing a pending legal matter. Mr. Cooper performed a roll call vote. The results are as follows:

Mrs. Bamman	yes
Mr. Kelley	yes
Mr. Kendrick	yes
Mrs. Tosney	yes

The Board then exited at 6:53 PM to convene in an Executive Session.

**X. ADJOURNMENT**

Upon the completion of the Executive Session, and there being no further business, the meeting was adjourned at 9:00 PM.