

**DOUGHERTY COUNTY BOARD OF EDUCATION**

*Minutes*

*Board Briefing — 6:30 p.m.*  
&  
*Regular Board Meeting — 7:00 p.m.*

**May 11, 2009**

Board Members Present: Mr. David Maschke-Chairman, Rev. James Bush-Vice Chairman, Mr. Michael Windom, Mrs. Emily Jean McAfee, Mr. Milton Griffin, Ms. Velvet Riggins and Dr. Anita Brown

Others Present: Dr. Sally Whatley-Superintendent, Mr. Tommy Coleman - School Board Attorney, Superintendent's staff members, and the press/news reporters

**\*Board Briefing-6:35 p.m.**

The Board Briefing was held at the Administration Building in the 1<sup>st</sup> Floor Conference Room located at 200 Pine Avenue, Albany, Georgia. Mr. Maschke called the Briefing to order by asking the Board Members if they have any comments, or questions about the agenda. Mr. William Wright gave a copy of his speaker appearance form to speak on Item #5 to Mr. Maschke and Ms. Graper. Dr. Whatley passed out two replacement pages for the Personnel Notebook [Administrative Re-Appointment], a replacement page for the first page of Item #2 [Personnel], and Addendum/Item #2a [DCSS Assistant Police Chief]. Mr. Griffin inquired about the Board Members sitting set-up at the Mid-Month Board meetings in the Board Room, and noted that he is concerned about his back being to the audience. Mr. Maschke stated that he arranged the sitting set-up, and the Chairman is responsible for setting up the sitting arrangement/set-up. Also, he had the set-up that way because that is the way it is set-up at the schools, because the Mid-Month Board meetings are work sessions. Mr. Maschke noted that he will take the sitting set-up under consideration. Mrs. McAfee wanted to know the scope of the audit, and Mr. Windom asked Mr. Maschke to give a review of the audit contract. Mr. Maschke noted that the information is in the agenda, and he gave an overview of the audit - \$3,000 per month for a one year contract if needed. Dr. Brown asked that we schedule benchmarks on the audit for at least every 30 or 45 days. Mr. Maschke stated that we will schedule benchmarks for the audit. Ms. Riggins stated that she suggested that we have an external audit to string line the system. Mr. Maschke noted that the Board is voting only on the Certified Personnel [Item #4], and the information in the back of the book is for information propose. Mr. Maschke noted that Item #5 [Policy DJEA-Competitively Bid Purchases] is being removed from the agenda to be revised. Rev. Bush thanked everyone for their calls and emails in regard to his family. Rev. Bush suggested that at the Finance Committee Meeting that Vehicle Satellite Systems be discussed for consideration. Dr. Whatley stated that this is being looked into and considered. Mr. Maschke asked for a motion to go into executive session to discuss personnel matters. Mr. Windom motioned, Mr. Griffin seconded. *The vote was unanimous.* Executive Session: 7:00 p.m. Briefing resumed at 7:15 p.m.

Briefing adjourned at 7:20 p.m.

**\*Regular Board Meeting – 7:25 p.m.**

The Dougherty County Board of Education held their Regular Board Meeting at the Administration Building in the Board Room located at 200 Pine Avenue, Albany, Georgia. The meeting was opened by Mr. Maschke. Mr. Maschke apologized to the audience for starting late.

Miss Katie Donnan, Student, Merry Acres Middle School gave the Invocation, and she asked everyone to stand for the Pledge of Allegiance. Mr. Maschke thanked Miss Donnan and Mrs. McAfee asked her to give the Board Members a copy of her speech.

Mr. R. D. Harter with Ms. Riggins and Dr. Whatley presented the Special Recognitions [See Attachment]. After recognizing each person, their family and supporters were asked to stand. Mr. Maschke excused everyone who wanted to leave.

Mr. William Wright passed out a handout on the DCSS Board's paperless agenda to the Board Members and he gave an overview of the handout [See Attachment]. Mr. Windom noted that the agenda is on the website and the public library is available. Mr. Maschke stated that Dr. Whatley offered to set-up a computer for the public to be able to view the agenda in her conference room. Dr. Brown asked about the electronic policy. Mr. Maschke explained. Rev. Bush explained the paperless agenda process, and he noted that no other institution gives nor send paper copies to the public.

Mr. Maschke asked for approval of the amended agenda: added Addendum/Item #2a, remove Item #5 and replaced the 1<sup>st</sup> page of Item #2. Mr. Windom motioned to approve the amended agenda, Mrs. Riggins seconded. All agreed.

Dr. Whatley asked for approval of Item #1, #2, #2a, #3, #4, #6, & #8:

**ITEM #1** - Consideration of Minutes from: a) Regular Board Meeting held on April 13, 2009, b) Mid-Month Board Meeting held on April 29, 2009. ***Mrs. McAfee motioned to approve, Mr. Windom seconded. The vote was unanimous.***

**ITEM #2 & #2a** - Consideration of Recommendation for Employment of Personnel and Addendum-DCSS Assistant Police Chief. ***Ms. Riggins motioned to approve, Mrs. McAfee seconded. The vote was unanimous.***

**ITEM #3** - Consideration of Recommendation for Release of Personnel. ***Mr. Windom motioned to approve, Ms. Riggins seconded. The vote was unanimous.***

**ITEM #4** - Consideration of Recommendation for Appointment of Personnel for 2009-2010. ***Mrs. McAfee motioned to approve, Mr. Windom seconded. The vote was unanimous***

**ITEM #5** – **REMOVED** [Policy DJEA – Competitively Bid Purchases].

**ITEM #6**- Consideration of Recommendation for Organization Review / Child Nutrition Audit Consultant. ***Mrs. Riggins motioned to approve, Dr. Brown seconded. Mr. Griffin voted no. The vote was 6-1 in favor. The vote passed with the majority votes.***

**ITEM #7** - Financial Report (Mr. Robert Lloyd). Mr. Windom asked if any other funding been identified other than the tax funding. Mr. Lloyd stated no. Mr. Maschke reminded the Board Members that a Finance Committee Meeting is Wednesday, 5/13/09 at 8:00 a.m. in the Superintendent's conference room.

**ITEM #8** - Consideration of Consent Items: a)Fund-raising Activities b)Out-of-State Field Trip.  
*Mr. Windom motioned to approve, Mrs. McAfee seconded. The vote was unanimous.*

Mr. Windom reminded the Board Members about the Teacher Retirement Banquet that is this evening, May 12<sup>th</sup> at 7:00 p.m. Mr. Griffin asked about the High School Graduation schedule. Mr. Harter stated that he will get that information to the Board Members.

Mr. Windom motioned to adjourn, Ms. Riggins seconded. *The vote was unanimous*

Meeting adjourned at: 8:00 p.m.

Dougherty County School System  
Board Recognitions  
May, 11 2009

Duke University Talent Identification Program

Corey Lovett – Robert A. Cross Middle Magnet School – State Recognition  
Dillion Notz – Robert A. Cross Middle Magnet School – State Recognition  
Delaney Burnett – Merry Acres Middle School – State Recognition

Georgia Art Educators Association - Excellence in Art Award

Ana Bartolome – International Studies Elementary Charter School

FFA State Convention

Javonta Barnes – Southside Middle School – 3<sup>rd</sup> Place Award

Georgia FBLA Competition

Dy'Mond Tucker – Albany High School – 2<sup>nd</sup> Place Nail Design  
Dr. Jesse Barnes, Jr. – Dougherty Comprehensive High – Administrator of the Year  
Dwight Poole, Jr – Monroe Comp. High School – 3<sup>rd</sup> Place Technology Concepts

Georgia Science and Engineering Fair

Zarif Hasan – Westover High School – 1<sup>st</sup> Place Award  
And Special Recognition from the American Water Association  
Brian Pinto – Westover High School – 2<sup>nd</sup> Place Award  
Olivia Courtoy – Westover High School – 3<sup>rd</sup> Place Award  
Alex Donnan – Westover High School – 3<sup>rd</sup> Place Award  
Samantha Garrett – Westover High School – 3<sup>rd</sup> Place Award  
Tevin Thomas – Westover High School – 3<sup>rd</sup> Place Award

National Summer Camp Selection – JROTC

Willis Riggins – Monroe Comprehensive High School – Selected  
Adrian Wilson – Monroe Comprehensive High School - Selected

Kiwanis State Art Competition

Ka'Nena Alford - Radium Springs Middle Magnet School of the Arts – 3<sup>rd</sup> Place – 6th  
Devin Clark – Westover High School – 1<sup>st</sup> Place – 11<sup>th</sup> grade  
Phyl Fralick – Westover High School – 1<sup>st</sup> Place – 9<sup>th</sup> grade  
Andrew Thomas – Albany Middle School – 2ndPlace – 8<sup>th</sup> grade

**NAACP & CONSOLIDATED ECONOMIC DEVELOPMENT CORPORATION  
P O BOX 4650  
ALBANY, GA 31706-4650 (229) 432-0404**

11 May 2009

**Hon. David Maschke, Chairman  
Hon. Dr. Sally Whatley, Superintendent  
Dougherty County School Board  
Board of Commissioners  
200 Pine Avenue  
P O Box 1470  
Albany, GA 31702-1470**

**RE: Lack of Agenda /Documents for the Public**

**Dear Chairman Mashcke Commission, Superintendent Whatley & Et Al:  
Consolidated Budget approximately \$ 248 Million Dollars**

As was presented at the last work session of the BOE/DCS meeting on the same, information was brought forth that would suggest the removal of any efforts to provide opportunities for the public unless you have access the internet. This is especially unfair for several reasons. For and most importantly, that make up the school district are among the poorest in these United States.

In support of these basic assertions, please find enclosed table data from the United States Bureau of the Census with information that points out quite well the pervasive poverty that most of our student population reside. As you can see from the enclosed information for any population group, more than 50% have annual household income of less than \$ 35 thousand dollars. The same can be said for the population at age 55+, even there our prevailing pervasive poverty exists. Consequently for the BOE/DCSS to suggest that all of the agenda's can only be received from the internet is not only unfair, rather such a position ignores the staus of our general population.

Please recognize of course that these individuals represent the families that provide all of the millions of dollars that we receive for E-Rate Funding as well as millions more from the SPLOST dollars that gave rise to funding the upgrade to the DCSS MIS via E-rate subsidies. Yet, the Dougherty County School District (DCSS) would consider placing the public in the precarious position of having the library as an option for BOE/DCSS public information under the guise of saving paper.

For all practical purposes, the present course is not materially different form having a secret closed meeting. Consequently, it goes with out saying that opportunities such as the instant case should not foreclose to our poor citizens the non-internet information requested. This is even more important for such venues certainly give rise to the similar maltreatment that is encountered by firms owned by people of color vying to conduct contract opportunities with the BOE/DCSS.

The DCSS has a student population that is approximately 90% Black, and the DCSS district receives millions of dollars via the reduced lunch program. Again, the only reason that the DCSS district receives the free/reduce lunch funds from USDA is because of the abject poverty from the families of our student population. Most of these families do not have computers nor internet service at home. Therefore, to suggest that the only way for the poor to receive information about the highest taxing authority in the county is analogous to the BOE/DCSS conducting secret meetings.

**William Wright**

**Writer's Direct Dial**

**(229) 432-0404**

**Fax**

**(229) 878-3158**

**XC:ATI, COA-WG & L,DCC, NAACP, media, file**

### Overall Income and Household Trends – City of Albany

Population in the city has remained relatively stable with an decrease of 2.02% since 2000 to 75,385. During the same period, the number of households increased by 1.54% to 29,062. The number of households is expected to increase by 0.12% by the year 2012 to 29,096 and should positively impact the demand for housing. The size of the households is expected to remain the same at 2.45 persons/household. The ability of the city to attract jobs to the area has helped to improve the population stability.

#### POPULATION TREND CITY OF ALBANY

Year	Population	% Change
1990 Census	78,105	
2000 Census	76,939	-1.49%
2007 Estimate	75,385	-2.02%
2012 Projection	74,248	-1.51%

#### HOUSEHOLDS CITY OF ALBANY

Year	Households	% Change
1990 Census	27,920	
2000 Census	28,620	2.51%
2007 Estimate	29,062	1.54%
2012 Projection	29,096	0.12%

#### 2007 HOUSEHOLD INCOME CITY OF ALBANY

Income Range	Percentage	Number of households
Less than \$15,000	24.13%	7,013
\$15,000 - \$24,999	14.19%	4,125
\$25,000 - \$34,999	12.36%	3,592
\$35,000 - \$49,999	15.31%	4,449
\$50,000 - \$74,999	15.71%	4,565
\$75,000 - \$99,999	7.55%	2,193
\$100,000 - \$149,999	7.29%	2,119
\$150,000 +	3.46%	1,006

## MEMORANDUM

**TO:** Members of the Dougherty County Board of Education

**FROM:** Dr. Sally Whatley, Superintendent

**DATE:** May 11, 2009

**SUBJECT:** Consideration of Personnel

**RECOMMENDATION:** The Superintendent recommends approval of the following personnel.

**NEW HIRES: 2008-2009**

Name	Position	Location	Replacing
<b><u>Substitutes:</u></b>			
Pamela Williams	Substitute Custodian	System Wide	
Yolanda Covin	Substitute Custodian	System Wide	
Arthur Washington	Substitute Custodian	System Wide	
Derrick Daniels	Substitute Custodian	System Wide	
Kristen Brown	Substitute Food Assistant	System Wide	
Shelia Rowe	Substitute Food Assistant	System Wide	

**Leave of Absence:**

Willie Toomer (Medical)	CNS Food Assistant	Monroe	
Marilyn Milledge (Medical)	Custodian	Westover	
Mary Williams (Medical)	Custodian	Sherwood	
Shemaiah Nash-Williams (Maternity)	Teacher 6 <sup>th</sup> Lang. Arts	Radium Middle	
Leyina Young (Medical)	Parent Facilitator	MLK Elem.	
Corderia Young (Maternity)	Paraprofessional Media	Albany Middle	

**Return To Work:**

Carroll Woodworth	CNS Food Assistant	Lake Park	
Tabithy Lester-Thomas	Paraprofessional 6 <sup>th</sup> – 8 <sup>th</sup>	Southside	
Fatima Jackson	Teacher 3 <sup>rd</sup> Grade	Turner	

**CHANGE OF STATUS: 2008-2009\***

Name	From		To	
	Position/Grade	Location	Position/Grade	Location
Nannette Carter-Jafri	LT Sub Teacher 3 <sup>rd</sup> Grade	Turner	Regular Substitute Teacher	System-Wide

**CHANGE OF STATUS: 2009-2010**

Name	From		To	
	Position/Grade	Location	Position/Grade	Location
Betty Goodwin	Site Supervisor	Northside	CNS Food Assistant	Radium Middle
Phylis Craft	Assistant Director (Full Time)	Oak Tree	Assistant Director (Part Time)	Oak Tree
Jesse Harris	LT Substitute Paraprofessional	Oak Tree	Paraprofessional	Oak Tree

Zelda White-Davis	Teacher Math Lab	Albany Middle	Teacher 6 <sup>th</sup> SS	Albany Middle
Leslie Lockett	Literacy Coach	Albany Middle	Teacher 7 <sup>th</sup> Lang. Arts	Albany Middle
Quavis Ball	Teacher 7 <sup>th</sup> Social Studies	DIEMS	Teacher 6 <sup>th</sup> - 8 <sup>th</sup>	Oak Tree
Quanesha Wilkins	Teacher 6 <sup>th</sup> Science	DIEMS	Teacher 7 <sup>th</sup> Science	Radium Middle
Keith Thomas	Teacher 9 <sup>th</sup> -12 <sup>th</sup> Chorus	Dougherty High	Teacher K-5 Chorus	ISECS
Brenda Morrow	Teacher 2 <sup>nd</sup>	Jackson Heights	Teacher 1 <sup>st</sup>	Lamar Reese
Yolanda Bryant	Teacher 1 <sup>st</sup>	Lamar Reese	Teacher Kindergarten	Lamar Reese
Patsy Gore	Teacher 4 <sup>th</sup>	Lamar Reese	Teacher 5 <sup>th</sup>	ISECS
Tammatha Graddic	Teacher 4 <sup>th</sup>	Lamar Reese	Teacher 3 <sup>rd</sup>	ISECS
Luciana Lockwood	Teacher Kindergarten	Lamar Reese	Teacher 1 <sup>st</sup>	Lamar Reese
Ruenette Melton	Teacher 4 <sup>th</sup> Math	Lamar Reese	Teacher 4 <sup>th</sup> Reading	Lamar Reese
Dawn Stanley	Teacher 5 <sup>th</sup> Social Studies	Lamar Reese	Teacher 4 <sup>th</sup> Math	Lamar Reese
Kimyatta Walker	Teacher Kindergarten	Lamar Reese	Teacher 1 <sup>st</sup>	Lamar Reese
Tomeka Warren	Teacher 1 <sup>st</sup>	Lamar Reese	Teacher 2 <sup>nd</sup>	Live Oak
Stephanie Hart	Teacher 5 <sup>th</sup>	Lincoln	Teacher 6 <sup>th</sup> Lang. Arts, SS	Robert Cross
Deborah Toson	Teacher 5 <sup>th</sup>	Magnolia	Teacher 6 <sup>th</sup> Science, SS	Robert Cross
Senovia Mosely	Teacher 3 <sup>rd</sup>	Magnolia	Teacher	Lincoln
Teresa Bryant	Teacher 7 <sup>th</sup> Science	Merry Acres	Teacher 7 <sup>th</sup> Math	Southside
Dana Daniel	Teacher 6 <sup>th</sup> Lang. Arts	Merry Acres	Teacher 7 <sup>th</sup> Lang. Arts	Albany Early College
Daisy Harter	Teacher 8 <sup>th</sup> Math	Merry Acres	Teacher 7 <sup>th</sup> Math	Albany Early College
Annlies Cato	Teacher EIP K, 4 <sup>th</sup> , 5 <sup>th</sup>	Northside	Teacher EIP K-2 <sup>nd</sup>	Jackson Heights
Debroah Frazier	Teacher 2 <sup>nd</sup>	Radium Elem.	Teacher 4 <sup>th</sup>	Sherwood
Stacy Hayes	Teacher 4 <sup>th</sup>	Radium Elem.	Teacher 2 <sup>nd</sup>	West Town
Mariha Nelson	Teacher 1 <sup>st</sup>	Radium Elem.	Teacher 2 <sup>nd</sup>	ISECS
Felicia Ezeamii	Teacher 6 <sup>th</sup>	Radium Middle	Teacher 7 <sup>th</sup> SS	Albany Early College
Mary Lockhart	Teacher 6 <sup>th</sup> Math	Robert Cross	Teacher 8 <sup>th</sup> Math, Science	Robert Cross
Corra Hill	Teacher 4 <sup>th</sup>	Sherwood	Media Specialist	MLK Elem.
Paul Johnson	Teacher 5 <sup>th</sup> Math	Sylvester Road	Teacher 3 <sup>rd</sup> Reading	Radium Elem.
Beverly Knighton-Harris	Teacher 1 <sup>st</sup>	Sylvester Road	Teacher 1 <sup>st</sup>	West Town
Oluwatoyin Oseni	Teacher 2 <sup>nd</sup>	Sylvester Road	Teacher 3 <sup>rd</sup>	ISECS
Erika Ellis	Teacher 5 <sup>th</sup>	Turner	Teacher 7 <sup>th</sup> Reading	Robert Cross
Susan Gervin	Reading First Lit. Coach	Turner	Teacher 1 <sup>st</sup> - 5 <sup>th</sup> EIP	Turner
Sylvia Wright	Teacher EIP 3 <sup>rd</sup> -5 <sup>th</sup>	Turner	Teacher 5 <sup>th</sup>	Turner
Jesse Jackson	Teacher 9 <sup>th</sup> SS	Westover	Teacher 8 <sup>th</sup> SS	Albany Early College

**CHANGE OF STATUS: Long Term Substitute Teachers/ Para's 2008-2009\***

Name	Position/Grade	Location	Replacing
Laconstance Watts	LT Sub Para Kindergarten	Morningside	K. Hill (M)
Marsha Martin	LT Sub Teacher 6 <sup>th</sup> LA	Radium Middle	S. Nash-Williams (M)

The funding source for all position is the "General Fund".

Except For: \*Class Size Reduction \*\*Title I \*\*\*ESP\*\*\*\* School Improvement/Title I \*\*\*\*\* Workman Comp. Fund\*\*\*\*\*Safe and Drug Frees Schools

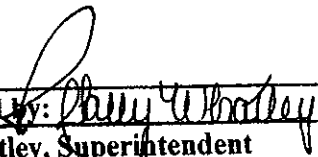
(RT) Retired	(DR) Disability Retirement	(R) Resigned	(T) Terminated	(Mil) Military
(NMSR) Not Meeting State Requirement	(IHT) In House Transfer	(NP) New Position	(D) Deceased	(CR) Contract Release
(SR) Staff Reduction	(M) Medical (JA) Job Abandonment	(PE) Program Ended	(TR) Transfer	
(TG) Teach Georgia	(TE) Temporary Employee	(NR) Non-reappointed	(LA/DR) Leave of Absence pending Disability	
Retirement				
(NMC) No Money Change	(AR/EL) Additional Routes/ Extra Location			

Recommended by:   
 Dr. Sally Whatley, Superintendent

**TO:** Members of the Dougherty County Board of Education  
**FROM:** Dr. Sally Whatley, Superintendent  
**DATE:** May 11, 2009  
**SUBJECT:** Consideration of Resignations/Terminations/Retirements

**RECOMMENDATION:** The Superintendent recommends approval of the following personnel.

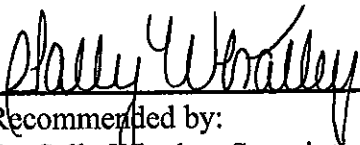
<u>Name</u>	<u>Location / Position</u>	<u>Effective Date</u>	<u>Reason for Leaving</u>
<b><u>Assistant Principal</u></b>			
Willie Brown	Albany Middle / Assistant Principal	6/10/09	Resigned
<b><u>Teachers</u></b>			
Napoleon Butler	Albany Early College / Teacher 7 <sup>th</sup> SS	5/27/09	Resignation
Malinda Medlock	Robert Cross / Teacher 8 <sup>th</sup> Spanish	5/27/09	Resignation
<b><u>Administrative Assistants</u></b>			
Mary Katha Samuel	Administration Building / Executive Secretary	6/30/09	Resigned
Lisa Vick	Administration Building / Administrative Sec.	5/30/09	Resigned
<b><u>Paraprofessionals</u></b>			
Nathan Jackson	Southside / Paraprofessional MOID	3/1/09	Retirement
<b><u>Bus Drivers</u></b>			
Lillie McIntyre	Transportation / Bus Driver	5/25/09	Retirement
Carolyn Blewett	Transportation / Bus Driver	5/25/09	Retirement
Jimmy Bush	Transportation / Bus Driver	5/22/09	Resigned
<b><u>Substitutes</u></b>			
Monica Lowe	System Wide / Substitute Bus Driver	4/29/09	Abandonment of Job
Teresa Daniels	System Wide / Substitute Food Service	4/30/09	Resigned
Flore Demesin	System Wide / Substitute Food Service	4/30/09	Abandonment of Job
Crystal Prather	System Wide / Substitute Extended Day	4/20/09	Abandonment of Job
<b><u>Police Officer</u></b>			
Melanie Rodriguez	Police Department / Police Officer	5/1/09	Resigned
<b><u>Child Nutrition</u></b>			
Macklin Little	Merry Acres / CNS Assistant Manager	5/4/09	Illness
Olivia Gardner	Merry Acres / CNS Food Assistant	4/24/09	Resigned

Recommended by:   
 Dr. Sally Whatley, Superintendent

**MEMORANDUM**

TO: Members of the Dougherty County Board of Education  
FROM: Dr. Sally Whatley, Superintendent  
RE: Consideration for Recommendation for DCSS Assistant Police Chief  
DATE: May 11, 2009

**Recommendation:** That Mr. Julius Phillips is appointed as the DCSS Assistant Police Chief for 2009-10 school year as recommended by the selection committee. [See Attachments]

  
\_\_\_\_\_  
Recommended by:  
Dr. Sally Whatley, Superintendent

SW/dg



DOUGHERTY COUNTY SCHOOL SYSTEM  
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CARLOS L. KEITH, SR.  
DEPUTY SUPERINTENDENT

SALLY WHATLEY, PH.D.  
SUPERINTENDENT

## MEMORANDUM

**TO:** Dr. Sally Whatley  
Superintendent

**FROM:** Carlos Keith CK  
Deputy Superintendent

**SUBJECT:** Consideration of Recommendation for DCSS Assistant Police Chief

**DATE:** May 8, 2009

**RECOMMENDATION:** The selection committee for DCSS Assistant Police Chief unanimously recommends Julius Phillips for employment as school system Assistant Police Chief. Members of the selection committee were: Jackie Battle, Dr. Johnny Scott, Gene Miles, Carlos Keith and Troy Conley.

**Other Applicants were:**

1. Theotis Gervin
2. Anthony Peters
3. Michael Cunningham
4. Shebbie Williams
5. Mack Green, Sr.

CK/cnc  
Attachment