

**APPROVED ACTION
BOARD OF EDUCATION MEETING
JULY 22, 2009**

**NEW BUSINESS
ENCLOSURE A –Personnel**

Employment in Position

Chris Westbrook - Principal, Weeden
Mary Lee Dobbins – temporary Social Worker, systemwide
Shannon Whitley-Weston – temporary ESL Teacher/Facilitator, systemwide
Betty Coleman – temporary Title I Kindergarten Teaching Assistant, Weeden
Susan Gebhardt – temporary Title I Kindergarten Teaching Assistant, Weeden
Catania Groft – temporary Title I Kindergarten Teaching Assistant, Weeden
Michelle Irons – temporary Title I Kindergarten Teaching Assistant, Weeden
Debbie McFall – temporary Title I Kindergarten Teaching Assistant, Weeden
Alicia Pickett – temporary Title I Kindergarten Teaching Assistant, Weeden
Stacy Gentle – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Kristi Wigginton – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Carol Harlow – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Emily Osborn – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Cathy McDowell – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Kim Dutton – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Lori Olive – temporary Title I Kindergarten Teaching Assistant, Forest Hills
Joanna Wallace – temporary Title I Kindergarten Teaching Assistant, Forest Hills
John W. Coffee, Jr. – CNP Worker, FMS/FFC

Employment in Supplement

Warren Fowler – Assistant Boys' Basketball Coach, FMS
Grant Earnest – Head Middle School Football Coach, FMS

Resignation of Supplement

Jeremy Clemmons – Swim Team Coach – FHS, effective 5-19-09

Non-Renewal of Supplement

Rachel Reed – Head Girls' Soccer Coach, FHS, effective 7-20-09

Job Description

Instructional Technology Teaching Facilitator (attached)

Voluntary Transfer

Tracey Richter – from 3rd Grade Teacher, Weeden to 4th Grade Teacher, Weeden,
effective with the 2009-10 school year

Termination of Probationary Employee

Mary Crown – School Nurse, RN, HMS, effective 8-8-09 (17 days following board action)

ENCLOSURE – 2009-10 Salary Schedule

1. Handy Head Start

This salary schedule posted on the webpage has several different worksheets in it, but the one that the board needs to approve is the one that is showing when the file is opened. Their schedule is complex due to the COLA raises and the temporary ARRA funded raise which is **only** effective for 2009-10.

Title: TECHNOLOGY INSTRUCTIONAL FACILITATOR

Qualifications: Minimum of high school diploma or equivalency; Computer experience required.

Reports to: Media Services/Technology Coordinator

Job Goal: The Technology Instructional Facilitator is available to assist the staff and administration in providing a positive learning environment school-wide through the use of technology.

Performance responsibilities:

1. Models the infusion of technology as a tool to enhance the learning in a content area or multidisciplinary setting.
2. Acts as primary resource to teachers, administrators, and support staff for: ongoing development of knowledge, skills, and understanding of technology systems, resources, and services that are aligned with school, district, state, and national technology plans and International Society for Technology in Education (ISTE) Standards.
3. Uses recommended strategies for improving students' use of technology resources for learning, communication, and productivity and for the improvement of learning and instruction through the evaluation and assessment of critical student, school and district data.
4. Provides guidance to teachers, administrators, and support staff in identifying technology systems, resources, and services to meet specific learning needs.
5. Creates developmentally appropriate curriculum units that use technology and manage student learning in a technology-enhanced environment.
6. Develops and provides models of appropriate strategies essential to the following: continued growth and development of the understanding of technology operations and concepts, technology integration using resources that reflect content standards, the use of technology tools to assess student learning of subject matter using a variety of assessment techniques, and the integration of software used in classroom and administrative settings.
7. Consults with teachers as they design methods and strategies for teaching computer/technology concepts and skills within the context of classroom learning in order to address the full range of students' needs in the area of technology education.

Terms of Employment: 9 months

Florence City Schools 2009-2010 Salary Schedule

Head Start Program
Temporary ARRA 1.84% Raise (for 2009/2010 only)
Years of Experience

Step	0-5	6-10	11-15	16+
Director - Doctorate	865	906	950	995
EDS	857	898	941	987
MA	849	890	933	979
BS	824	865	908	954
Assistant Director	628	659	692	727
Associates	475	499	524	550
Assistants	273	287	301	316
Health Coordinator	488	512	538	565
Health and Data Entry Coordi	521	547	574	603
Social Service/Parent Involver	510	534	559	587
Secretary/Bookkeeper	338	355	373	391

This schedule is a temporary 1.84% ARRA raise that will go away with the FY 2010-2011.

**Head Start Program
Years of Experience**

Step	0-5	6-10	11-15	16+
Director - Doctorate	47,889	50,172	52,554	55,080
EDS	47,433	49,716	52,095	54,625
MA	46,976	49,259	51,638	54,167
BS	45,604	47,887	50,266	52,795
Assistant Director	34,758	36,497	38,321	40,238
Associates	26,305	27,621	28,999	30,452
Assistants	15,117	15,871	16,665	17,497
Health Coordinator	27,004	28,363	29,769	31,270
Health and Data Entry Coordi	28,833	30,274	31,787	33,377
Social Service/Parent Involve	28,200	29,559	30,964	32,466
Secretary/Bookkeeper	18,732	19,667	20,651	21,662

Head Start employees whose duties do not require certification by the Alabama Board of Education and whose duties are 20 or more hours in each work week are covered under the Fair Dismissal Act.

Salary increases for Head Start personnel, other than those based on years of service, will be awarded only if the grant award is increased to support such increases (i.e., cost of living adjustments)

1. Director is employed for 202 days (7.5 hours per day).

Degree Requirements: BS Degree w/Admin Experience or MS Degree

2. Assistant Director/Education Coordinator is employed for 202 days (7.5 hours per day)

Degree Requirements: BS in ECE

3. Associates are employed for 187 days (6.5 hours per day).

Degree Requirements: CDA

Add \$500 annually to base salary for CD Certificate.

Add \$750 annually to base salary for Associates (2yr).

Add \$1,000 annually to base salary for BS in ECE.

(Credit is given for highest degree held, not cumulative.)

Add \$1,500 annually to base salary for MA in ECE.

Add \$2,000 annually to base salary for EDS in ECE.

Add \$2,500 annually to base salary for Doctorate in ECE.

4. Assistants are employed for 187 days (6.5 hours per day).

Degree Requirements: High School Diploma or GED

Add \$250 annually to base salary for CDA.

Add \$500 annually to base salary for CD Certificate.

Add \$750 annually to base salary for Associates (2yr).

(Credit is given for highest degr

Add \$1,000 annually to base salary for BS in ECE for Teaching Ass't.

Add \$1,000 annually to base salary for BS in Social Work

for Social Service Ass't.

5. Health Coordinator is employed for 192 days (6.5 hours per day)

Degree Requirements: Registered Nurse Credentials.

Add \$1,000 annually to base salary for BS Degree in Nursing.

Add \$1,000 annually to base salary for Health Manager Responsibilities.

6. Health & Data Entry Coordinator is employed for 205 days.

Degree Requirements: Registered Nurse Credentials.

Add \$1,000 annually to base salary for BS Degree in Nursing.

Add \$1,000 annually to base salary for Health Manager Responsibilities.

7. Social Service/Parent Involvement Coordinator is employed for 192 days (6.5 hours per day)

Degree Requirements: BS in Social Work, Social Work License or degree in related field.

Add \$1,500 annually to base salary for Master's Degree in Social Work.

Add \$1,000 annually to base salary for Social Services Manager Responsibilities.

8. Secretary/Bookkeeper is employed for 202 days (7 hours per day)

Degree Requirements: High School Diploma or GED

Add \$1,000 annually to base salary for BS in Secretary Field.

Part Time Hourly Positions:

Library Aide \$10.00 per hour

Health Assistant \$7.25 per hour

After-School Associate \$10.00 per hour

After-School Assistant \$7.25 per hour

This salary schedule includes a 3.06% permanent COLA raise for the FY 2009-2010. It also includes a temporary 1.84% ARRA raise that will go away with the FY 2010-2011. The FY 2010-2011 year salaries will be based on the schedule without the 1.84% raise.

Head Start Program -
 Pre-K (OSR) Associate Supplement Schedule
 FY 2009 - 2010

	Deg	Years Exp	Handy Current Salary	Salary on Teaching Schedule	OSR or Handy Salary Difference	Per Month
Rhoda Evans 11-5-9140-134-0090-1720-04711-0000	BS	11	29,475.00	45,193.00	15,718.00	1,309.83
Pam Turner 11-5-9140-134-0090-1720-04711-0000	BS	9	28,122.00	44,590.00	16,468.00	1,372.33
Joyce Butler 11-5-9140-134-0070-1720-0-4711-0000	MS	29	31,402.00	55,844.00	24,442.00	2,036.83

The amount shown as Handy Current Salary does include the \$1,000 or \$1,500 supplement for having a BS/MS in ECE. The current salary came from the Headstart schedule WITHOUT the ARRA increase.

Pay Handy Current Salary amount from OSR funds on the General Ledger for Evans & Turner and the OSR amount on the schedule should come from Handy HS funds.