

**MINUTES OF
ORANGE BEACH CITY SCHOOL BOARD
WORK SESSION
MAY 6, 2022 – 10:00 A.M.
E&E CONFERENCE ROOM**

The Orange Beach City School Board met on May 6, 2022, at 9:59 A.M. with Robert Stuart presiding.

The following members were present:

Robert Stuart, President
Nelson Bauer, Vice President
Shannon Robinson
Tracie Stark, Secretary
Randy McKinney

The following members were absent:

None

The following items were discussed:

1. Teach in Alabama account – Dr. Smith stated that the city schools account is now active.
2. Onboarding process for school employees – Dr. Smith sought clarification on how this process will occur. Nash Campbell, Board Attorney, explained that it is okay to post approved job descriptions and the approved salary schedule. Transfers are allowed through June 30, 2022. City school staff will coordinate with county school staff in the meantime.
3. Medical Director update – Board members agreed that adding the scope of work to the City's EMS contract would be most efficient, to include the ability for the city to possibly procure medical supplies for the schools.
4. Florida out-of-district students – Dr. Smith recommended revising the out-of-district policy to differentiate tuition for in-state out-of-district students and out-of-state out-of-district students. Board members contemplated raising tuition for out-of-state students, who are not guaranteed to be funded through the State of Alabama, to match the prior year's State ADM (Average Daily Membership) per student funding amount. Board members agreed that they are still in favor of fully waiving tuition for full-time City of Orange Beach and Orange Beach Board of Education employees, regardless of state residency. Dr. Smith advised the Board to clarify that athletes who do not live in city limits are not eligible for varsity sports in their first year.
5. FinalSite contract – Ford Handley, Chief School Financial Officer, summarized that the FinalSite contract is priced at \$6,100 annually with an initial \$7,500 one-time implementation fee with a term of five years. Board members discussed and were in favor of adding translator services and the ability for mass communication. Nash Campbell, Board Attorney, recommended an individual as a possible website contractor.
6. Administrative Assistant position – Dr. Smith shared that the job posting has closed and several applications were received. The Board agreed to move forward with the hiring process. Dr. Smith stated that she will interview applicants next week.

7. Branding – Dr. Smith stated that she is waiting on a quote from JJ PR. Ordering name tags and business cards will occur after the branding initiative sets fonts, colors, and other stylistic elements.
8. Bus inspections – Dr. Smith plans to meet with Jason Young, the City’s Shop Foreman. She mentioned there may be a potential hire who is retiring from another agency.
9. Policy manual update – Dr. Smith has sent out chapters one through four for review.
10. Teaching unit allocations – Dr. Smith discussed the intent of the board to absorb local units currently funded by the city. She stated that there are currently 67 teaching units allotted by the state for Orange Beach Elementary, Middle, and High Schools. Additional local units can be funded through the Board.
11. Capital projects – Mr. Handley listed capital projects currently in discussion, which include turf at the baseball and softball fields, an athletic training facility, expansion of Orange Beach Elementary School through Baldwin County, an additional expansion of Orange Beach Elementary School, conversion of Sea, Sand & Stars to a STEAM lab, a future middle school, and football stadium. Dr. Smith stated that the number one need at the Orange Beach Middle and High School is a gym, and that the number one need at the Orange Beach Elementary School is accessible green space. She said that a classroom expansion at the Orange Beach Middle and High School could postpone the need to build a separate middle school. Mr. Handley advised the Board to develop a list of priorities to give to City Council for consideration. Mr. Campbell stated that part of the superintendent’s duties, once hired, will be to set up a five or ten year capital plan with input from stakeholders.
12. Superintendent hiring – Mr. Campbell stated that more applications are being received after the separation agreement was announced yesterday.
13. Principal hiring – The Board agreed to move forward with a contract for Principal Law at the Orange Beach Elementary School.
14. Employee compensation package – The Board discussed employee benefits including health insurance, tuition reimbursement, access to city recreational facilities, reduced cost beach express bridge passes, and Expect Excellence program childcare. The Board also discussed possible incentive programs.
15. Project Jubilee – The Board discussed testing requirements of students for acceptance into the Project Jubilee program. Dr. Smith stated that the Stepping Stones contract may provide the psychometrist required to perform the evaluations.

There being no further business, motion made (Bauer/Robinson) to adjourn. Motion carried (5-0).

Time: 11:50 A.M.

APPROVED this 16th day of May, 2022.

Robert Stuart
President