



**Regular Meeting**  
**11/02/2021 05:00 PM**  
Gadsden City High School Auditorium

Approved 11/7/2021

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**Attendees**

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**Voting Members**

Rev. Z. Andre' Huff, Board Member - District 3  
Mrs. Nancy Stewart, Board Member - District 6  
Hon. Allen Millican, Board Chairman - District 7  
Dr. Nathan Carter, Vice Chairman- District 2  
Mr. Mark Dayton, Board Member - District 5  
Mr. Mike Haney, Board Member - District 4  
Ms. Adrienne Reed, Board Member - District 1

**Non-Voting Members**

Mr. Tony Reddick, Superintendent  
Mrs. Christie Knowles, Board Attorney  
Ms. Nancy Foster, Superintendent Administrative Assistant  
Mrs. Cory Skelton, Chief School Financial Officer

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**A. Call to Order, Roll Call, Opening Prayer, Pledge of Allegiance**

Chairman Allen Millican called the meeting to order. Chairman Millican called for a moment of silence for Mr. Todd White, a teacher who passed away unexpectedly. Rev. Z. Andre' Huff led in prayer, followed by pledge of Allegiance.

**B. Reports & Recognitions 1. Titan 8th Grade UNDEFEATED Middle School Football Team**

Superintendent Reddick recognized the 8th Grade Gadsden City Middle School Titan Football Team. This was the first year the middle school played as a combined team consisting of Gadsden Middle School, Emma Sansom Middle School and Litchfield Middle School. The team went undefeated. The team was coached by Mike O'Brien.

**Players:**

*Emma Sansom Middle:*

Carson Ashley  
Isaiah Collins  
Hudson DeJarnett  
Aiden George  
Jameson Mullinax  
Brayden Parmer  
Kingston Reeves  
Jimmy Traylor

*Gadsden Middle*  
Dustin Adcock

Chris Butler  
Kai Franklin  
Lamont Richardson  
Kor Lan Russell  
Keishun Sattiewhite  
Henry Simmons  
Niegle Swain  
Jourdin Williams  
James Wood Kerrell  
Yow

*Litchfield Middle*

Andre Ash  
Keyshawn Curry  
Gabe Frazier  
Zyan Gibson  
Kamauri Moore  
Shelton Whorton  
Xzavier Wright

**2. Teacher Loan Forgiveness Coding - Mr. Mark Dayton**

Board Member Mark Dayton reported to the board and Gadsden City School teachers, some updates on the Teacher Loan Forgiveness Program and Coding. Mr. Dayton encouraged all teachers with student federal loans to review their current student loans. Insure the loans have been completed and coded correctly. Proper review could assist with student loan forgiveness possibilities.

**3. 21st Century/After School Update and Evaluation Report**

Ms. Janie Browning, Coordinator of Gadsden City Schools 21st Century/After School Program, reported to the board the final evaluation of the after-school program grants. The after-school program grants are three-year grants. Gadsden City Schools is currently in the third year of the grant, with the possibility of a grant renewal. The grant requires an independent evaluator provide feedback regarding the goals met or not met by each grant. The 21st Century currently has three after-school grants. One at Thompson Elementary, one at GCHS and a combined grant for Gadsden Middle School and Emma Sansom Middle School.

**Findings:**

*Thompson Elementary*

- Impact the program has on improving the academic proficiency in the areas of reading and math: the goal was met.
- Impact the program has on increased student academic proficiency in the area of science: the goal was met.
- Impact the program has on improving overall behavior and social skills while also increasing their attendance during the regular school day: the goal was partially met. The goal relating to discipline referrals was met. The student attendance goal was not met.
- The impact the program has on meeting the identified needs of parents and families, the goal was not met.

- The impact the program has on providing service-learning opportunities that will help students learn the importance of community and serving others: the goal was met.
- The impact the program has on increasing understanding of the key health concepts for students and their families: the goal was not met.

*Gadsden City High School*

- Provide academic enrichment and remediation to meet state academic standards in math: based on the numbers provided, there was growth.
- The impact of the program to provide academic enrichment and remediation to meet state academic standards in math: the objective was met at 71%.
- The impact of the program to provide academic enrichment and remediation to meet state academic standards in literacy/English: the objective for this goal was met with 42%.
- The impact of the program to provide academic enrichment and remediation to meet state academic standards in literacy/English: this objective was met with 46% recovery of credits.
- The impact of the program to increase attendance for the regular school day: this objective came in under the needed 50% with only meeting 42%. \*The impact of the program to increase parent and family engagement: did not meet this objective.
- The impact of the program to improve student behavior throughout the regular school day: this objective was met with a 31% decrease.
- The impact of the program to implement STEM activities: this objective was not met only 6% showed a medium to high interest in STEM.
- The impact of the program to provide service-learning opportunities community need: this objective was not met; only 10% participated in a service-learning project.

*Emma Sansom/Gadsden Middle School*

- The impact the program has on providing academic enrichment and remediation to meet state academic standards in math: it appears 50% improved in math at both Emma Sansom and Gadsden Middle.
- The impact the program has on providing academic enrichment and remediation to meet state academic standards in Literacy/English: The objective appears to be met.
- The impact the program has on increasing attendance for the regular school day: this objective was met by both schools.
- The impact the program has to increase parent and family engagement: the objective for this goal was met by both schools.
- The impact the program has to increase parent and family engagement: the objective for this goal was met by both schools.
- The impact the program has to improve student behavior throughout the regular school day: The goal was clearly met by both schools.
- The impact the program had on implementing STEM activities in the regular school days: both schools met the objective to raise the interest level for STEM among their students.
- The impact the program had on providing service-learning opportunities and community need: objective was met.

**4. Grants to Date**

A list of grants awarded from January 2021 to the present was provided to the board members.

The BRIDGE - GCHS 21st CCLC - ALSDE - \$200,000  
Next Level U - GMS/ESMS 21st CCLC - ALSDE - \$200,000  
Mental Health Coordinator/Liaison - ALSDE - \$40,000  
Anti-Bullying Grant - ALSDE - \$42,000  
Gadsden City Home Visiting Program - State of Alabama - \$334,615  
At Risk - ALSDE - \$73,000  
HYPE - Children's Trust Fund State of Alabama - \$150,000  
Homeless II Funding - ALSDE/Federal \$75,000  
Mental Health Awareness - My Community First Foundation - \$30,000  
Middle School Athletics and Wellness - My Community First Foundation - \$19,000  
Mental Health Software - ALSDE - \$25,000  
**Total \$1,106,697.00**  
*Pending Grants*  
FEMA - \$16,000  
ARC Grant School to Work - ADECA - \$100,000  
Community First Middle School Wellness - My Community First Foundation - \$50,000  
Outdoor Classroom - Alabama Power - \$10,000

**C. Board Action 1. Approval of Minutes**

The minutes of the regular board meeting held on October 5, 2021, were presented to the board for approval.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mr. Mike Haney

Voting:

Rev. Z. Andre' Huff - Yes  
Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Mr. Mike Haney - Yes  
Ms. Adrienne Reed - Yes

**2. Surplus Property**

Superintendent Reddick recommended the board approve as surplus the property listed from Floyd Elementary and Gadsden City Schools Maintenance Department.

Motion made by: Mr. Mike Haney Motion

seconded by: Mr. Mark Dayton Voting:

Rev. Z. Andre' Huff - Yes  
Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Mr. Mike Haney - Yes  
Ms. Adrienne Reed - Yes

**3. Bid Recommendations a. STEAM Kits**

Superintendent Reddick recommended the board approve the low bid of

\$80,640.00 from iSupply for STEAM Kits for the Gadsden City School System's K-5 students, afterschool program. Only one other bid was submitted, however, it did not meet bid specifications.

Motion made by: Mr. Mark Dayton Motion

seconded by: Mrs. Nancy Stewart Voting:

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

**b. ACT Test Prep**

Superintendent Reddick recommended the board approve the low bid of \$47,900.00 from Jumpstart for ACT Test Prep for Grades 9-11. One other bid from Studypoint Tutoring, Inc. was submitted for \$252,000.00.

Motion made by: Mr. Mark Dayton Motion

seconded by: Mrs. Nancy Stewart Voting:

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

**c. Air Conditioning Bid**

Superintendent Reddick recommended the board approve the low bid of \$1,766,000.00 by Coosa Heating & Cooling, Inc. for air conditioning for seven (7) gymnasiums for the Gadsden City Board of Education.

Submitted bids:

Coosa Heating & Cooling: \$1,766,000.00 Eagle

Pro, LLC: \$2,184,500.00

Motion made by: Mr. Mark Dayton Motion

seconded by: Mrs. Nancy Stewart Voting:

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

**4. Policy GBRA: Tutoring For Pay By Certified Personnel**

Superintendent Reddick recommended the board approve the addition of policy GBRA: Tutoring for Pay by Certified Personnel to the Gadsden City Board of Education.

## Policy GBRA: Tutoring For Pay By Certified Personnel

Gadsden City School System certified personnel shall not receive pay or its equivalent for out-of-school tutoring of students currently enrolled in their classes when the out-of-school tutoring is in subject areas taught the students during the regular school day. However, certified personnel may engage in out-of-school tutoring of students in their classes when such tutoring is sponsored, organized, and paid for by the School System or other state accredited educational institutions. Tutoring for any form of remuneration shall not be done during regular school hours.

### Use of School System Facilities, Equipment, Materials, or Supplies for Tutoring

Certified personnel shall not under any circumstances use School System consumable materials or supplies for private tutoring for personal gain. Use of facilities, non-consumable materials or supplies must be approved by the principal.

ref. Code of Alabama 36-25-5, 1-1-16, 16-25-1 to 7

Motion made by: Mr. Mike Haney Motion

seconded by: Mr. Mark Dayton Voting:

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

## 5. Personnel Actions

Superintendent Reddick recommended the following personnel actions be approved:

### **Deceased:**

Randall Todd White - Emma Sansom Middle History Teacher effective 10/28/2021

### **Retiring:**

Briget M. Lovelace - Gadsden City BOE Annex Federal Programs/Community Education Liaison effective 1/1/2022

Holly Stovall - Thompson Elementary School Nurse effective 1/1/2022

Joel McCoy - GCHS JROTC Army Instructor effective 1/1/2022

### **Resigning:**

Constance Keeling - Striplin Elementary 3rd grade teacher effective 11/19/2021

Whitney Hughley - Donehoo Elementary OSR Auxiliary Teacher (Aide) effective 10/22/2021

Kristie Bell - Striplin Elementary Secretary/Bookkeeper effective 11/19/2021

### **New Employees:**

Ashley Back Moore - Floyd Elementary Title I Aide effective 10/18/2021

Briana Bradford - Donehoo Elementary OSR Auxiliary Teacher Aide effective 10/25/2021

Janice Poleate - Thompson Elementary Title I Intervention Aide/Parent Liaison effective 10/25/2021

Amir R. Brown - Systemwide Custodian effective 11/15/2021

### **Substitutes:**

*Teachers*

Bryson Reid McGwier Luke  
Waugh  
Lugene Frazier, Jr.  
Warren Wilson  
Cory Heath  
Linda Woods

*Support*  
Florence Wilson

*Nurse*  
Latoya Sears

Community Education/21st Century After School Programs 2021-2022  
*Substitutes*  
Urick Wright

Motion made by: Ms. Adrienne Reed  
Motion seconded by: Mr. Mike Haney  
Voting:  
Rev. Z. Andre' Huff - Yes  
Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Mr. Mike Haney - Yes  
Ms. Adrienne Reed - Yes

**6. Monthly Financial Report and Bank Reconciliation**

CSFO Cory Skelton presented the board with the monthly financial for examination and approval. The financial data and cash balances presented are based on the reconciled bank statement to the general ledger as of September 30, 2021.

Motion made by: Dr. Nathan Carter  
Motion seconded by: Mr. Mike Haney  
Voting:  
Rev. Z. Andre' Huff - Yes  
Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Mr. Mike Haney - Yes  
Ms. Adrienne Reed - Yes

**7. Election of two (2) voting board delegates and one (1) alternate for AASB Annual Convention**

Mr. Mark Dayton and Dr. Nathan Carter were nominated by board members present, to represent our board as voting delegates at the AASB Annual Convention. Rev. Z. Andre' Huff was nominated to serve as an alternate.

- a. **Nominee #1 Mark Dayton**
- b. **Nominee #2 Nathan Carter**
- c. **Alternate Z. Andre' Huff**

Motion made by: Mr. Mike Haney Motion  
seconded by: Dr. Nathan Carter Voting:

Rev. Z. Andre' Huff - Yes  
Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Mr. Mike Haney - Yes  
Ms. Adrienne Reed - Yes

**D. Information Items 1. Old Business a. COVID Report**

Superintendent Reddick presented an up-to-date COVID Report as of November 2, 2021.

Since August 12, 2021, there have been 298 positive cases system wide. Of the 298 cases reported, 288 of them (97%) were reported before October 23rd. That would reduce the currently infected total to 10 active cases, a .2% infection rate, from the 5289 combined students and staff.

Our infection threshold for considering a change in our instructional plan is 5%.

Some board members expressed their concerns regarding the wearing of masks. It was suggested the Superintendent consider the mask become optional by some, and other board members suggested Superintendent Reddick continue the mask mandate until after the upcoming major holidays.

**2. New Business**

Board member Nancy Stewart requested information regarding what our substitutes are currently paid.

**a. Work Session Date**

Chairman Millican requested a work session date be scheduled. The potential date recommended is Monday, November 15, 2021.

**b. Vision Plan**

Superintendent Reddick presented a vision plan for the board to review.

**3. Next Regular Board Meeting scheduled for December 7, 2021**

**E. Adjournment**

Motion made by: Mrs. Nancy Stewart  
Motion seconded by: Mr. Mark Dayton  
Voting:

Rev. Z. Andre' Huff - Yes  
Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes



Mr. Mike Haney - Yes  
Ms. Adrienne Reed - Yes

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Date

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Superintendent/Secretary