



Attendees

Voting Members

Rev. Z. Andre' Huff, President - District 3
Mrs. Nancy Stewart, Vice President - District 6
Hon. Allen Millican, Board Member - District 7
Dr. Nathan Carter, Board Member - 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

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

President Z. Andre' Huff called the meeting to order. Judge Allen Millican opened the meeting with prayer and pledge of allegiance.

B. Recognition of Visitors/Guests

C. Reports

1. Summer School Update

Gadsden City Schools had a total of 463 students enrolled in elementary summer achievement programs.

Gadsden City Schools had a total of 39 students enrolled in Middle Schools Summer Camps.

Striplin Elementary Title 1 Summer Camp had a total of 104 students enrolled.

21st Century Summer Camps had a total of 204 students enrolled.

Gadsden City Schools Secondary Summer School reported 160 students enrolled in grades 6th - 8th and 171 students enrolled in grades 9th-12th grades.

D. Board Action

1. Approval of Minutes - May 6, 2021 Regular Meeting

The minutes of the regular board meeting held on May 6, 2021 were presented to the board for approval.

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

2. Approval of Minutes- May 28, 2021 Special Called Meeting

The minutes of the special called board meeting held on May 28, 2021 were presented to the board for approval.

Motion made by: Dr. Nathan Carter

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. Surplus Property

Superintendent Reddick recommended the board approve the designated inventory listed from Adams Elementary, Emma Sansom Middle, Floyd Elementary, Litchfield Middle, Mitchell Elementary and Walnut Park Elementary.

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. Out of State Field Trip

Superintendent Reddick recommended the board approve the Out-of-state field trip for GCHS Girls Basketball traveling to Heritage High School in Ringold, GA for a basketball camp. The dates of the trip are June 21, 2021 thru June 23, 2021.

Motion made by: Mrs. Nancy Stewart

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

5. GBA/EGA Compensation Guides policy revision

Superintendent Reddick recommended the board approve the proposed revision of Policy GBA/EGA Compensation Guides.

Proposed Update:

~~GBA/EGA Compensation Guides and Contracts.~~

~~The Gadsden City Board of Education and its employees shall enter into contracts for fixed compensation. Such fixed compensation may be charged for any succeeding year in accordance with the Board's salary schedule.~~

The Board shall approve a calendar for each school year which shall provide for a minimum of 180 teaching days. The seven additional days of the 187-day contract year shall be scheduled by the Superintendent and the Board of Education as necessitated by external forces which impinge upon the operation of the schools.

All certificated personnel employed by the Gadsden City Board of Education shall meet the state of Alabama certification requirement and must be recommended by the Superintendent of Education to be approved for hire by the board of Education.

The Superintendent of Education shall prepare a salary schedule for all personnel employed in the Gadsden City School System and this board shall adopt a salary schedule and supplemental schedule in accordance with the Alabama Education Code and State Board of Education policy. Salaries shall be paid in twelve (12) equal payments. Such schedules shall be available for review in all schools.

~~Contracts will be issued to all certificated employees in accordance with law. Said contract shall serve as a legal agreement which protects the interest of the employees and the school district.~~

Also add the following section:

EMPLOYEE SALARY SCHEDULE EXPERIENCE

I. All regular personnel shall be paid in accordance with salary or hourly wage schedules as adopted by the Gadsden City Schools Board of Education, provided the salary schedule for certified staff is no less than 100 percent of the State minimum Salary Schedule.

A. Professional Educational Work Experience

1. Professional educational work experience is full-time documented employment in:
 - a. A state or local public school;
 - b. Alabama State Department of Education sponsored initiatives (e.g., Alabama Math, Science, and Technology Initiative – AMSTI);
 - c. State Department of Education;
 - d. An Alabama nonpublic or charter school (Grades P-12);
 - e. A college or university that was regionally accredited when the educational experience was earned; OR
 - f. A nonpublic or charter school (Grades P-12) outside of Alabama. The School must have been accredited or approved by the state Department of Education where the school was geographically located when the educational experience was earned. The school must submit documentation of their accreditation or approval by the State Department of Education during the school year(s) the experience was earned, with Supplement EXP.
2. Professional educational work experience must be verified on Supplement EXP.
3. Experience as a graduate assistant, intern, student teacher, or in positions such as aide, clerical worker, or substitute teacher will not be considered. Professional educational work experience while employed in increments of less than one semester or less than 20 hours per week will not be calculated toward full-time experience.

Motion made by: Hon. Allen Millican

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

6. JUUL Lawsuit recommendation

Superintendent recommended the board approve Gadsden City Schools enter into an agreement for legal services for e-cigarette litigation.

Motion made by: Mr. Mike Haney

Motion seconded by: Hon. Allen Millican 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. CNP Price Increase

Superintendent Reddick recommended the board approve the state mandate to increase lunch prices.

The price increase recommendation is as follows:

Paying Child from \$3.00 to \$3.25

Reduced Child from \$.40 to \$.40

Free Child from \$.00 to \$.00

Faculty/Staff from \$3.75 to \$4.00

Motion made by: Mr. Mark Dayton

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

8. 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 April 30, 2021.

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

9. Executive Session to discuss matters relating to the reputation, character, and professional competence of certain individuals but not related to evaluation and pending litigation.

Superintendent Reddick recommended the board convene to an executive session to discuss matters relating to the reputation, character, and professional competence of certain individual but not related to evaluation and pending litigation.

Motion made by: Dr. Nathan Carter

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

10. Reconvene to regular meeting

President Huff called for a motion and second to reconvene back to the regular board meeting.

Motion made by: Hon. Allen Millican

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

11. Personnel Actions

Superintendent Reddick recommended the following personnel actions be approved:

Retiring:

Susan Paseur Andrew-GCHS/Gadsden Annex Promotion Coach Effective 7/01/2021

Sarah Ann T. Smith-Mitchell Elementary Teacher Effective 6/01/2021

Geneva Whitney-Gadsden City Board of Education Central Office Secretary Effective 7/01/2021

Janice Washington-Adams Elementary Special Education Aide Effective 6/01/2021

Resigning:

Bobby Alan Beckett-GCHS Driver Education Teacher Effective 5/28/2021
John Blake Bone-GCHS Head Baseball Coach/Teacher Effective 6/30/2021
Kelly Frances Carr-Systemwide/Adams Music/Strings Teacher Effective 5/28/2021
Reanna Dawn Graves-Striplin Elementary Kindergarten Teacher Effective 5/28/2021
Stacey Osborne Yates-ESMS 6th Grade Teacher Effective 5/28/2021
Cleary Roberts Asbury-Donahoo Elementary 1st Grade Teacher Effective 5/28/2021
Dana M. Nance-Central Office Administrative Assistant Effective 6/30/2021
Vernon D. Bradley-Mitchell Elementary Custodian Effective 5/28/2021
Tommy Norris-Systemwide/LMS Special Education Aide Effective 5/28/2021

Transfers:

Carol Gaskin *from* Walnut Park Elementary Teacher *to* Mitchell Elementary Teacher Effective 8/5/2021
Annalissa Brewster *from* Floyd Elementary Teacher *to* Mitchell Elementary Teacher Effective 8/5/2021
Allison Casey Reed *from* Litchfield Middle SPE Teacher *to* Floyd Elementary SPE Teacher Effective 8/05/2021
Sharon Underwood *from* ESMS 6th Grade ELA Teacher *to* Gadsden Middle 6th Grade Language Teacher Effective 8/05/2021
Katharine Barnes *from* Striplin Elementary Teacher *to* Eura Brown Kindergarten Teacher Effective 8/5/2021
Eriica D. Mallard *from* Floyd Elementary Teacher *to* Walnut Park 1st Grade Teacher Effective 8/5/2021
Crystal Johnson *from* Adams Elementary Teacher *to* Walnut Park 5th Grade Teacher Effective 8/5/2021
Sherry H. Jenkins *from* Walnut Park Kindergarten Teacher *to* GCHS Counselor Effective 7/26/2021
Shannon McCullars *from* Systemwide Visual Arts Teacher *to* GCHS Visual Arts Teacher Effective 8/5/2021
Hunter Crumpton *from* GCHS Social Studies Teacher *to* GCHS Driver/Traffic Safety Teacher Effective 8/5/2021
Marcia Farabee *from* ESMS Assistant Principal *to* Central Office Director of Curriculum Instruction Effective 7/01/2021
Marlon Russell *from* GMS PE Teacher *to* Thompson Elementary PE Teacher Effective 8/05/2021

Reemployment:

Brittany Weems-Walnut Park Elementary 3rd Grade Teacher Effective 8/5/2021
Melissa Livengood-Striplin Elementary Teacher Effective 8/5/2021

New Employees:

Ann Marie Peterson-Eura Brown Elementary Teacher Effective 8/5/2021
Brianna Roberson-Striplin Elementary Teacher Effective 8/5/2021
Jeremy Knowles-Adams Elementary Teacher Effective 8/5/2021
Shatae Martin-Adams Elementary Teacher Effective 8/5/2021
Scott Brackett-GCHS Head Baseball Coach/Health Teacher Effective 7/01/2021
Lindsey Tomlinson-GCHS Head Softball Coach/Science Teacher Effective 7/01/2021
Blake Hall- Litchfield Middle Social Studies Teacher Effective 8/05/2021
Caydance Glenn-Mitchell Elementary Teacher Effective 8/5/2021
Leah S. Vaughn-Floyd Elementary Teacher Effective 8/5/2021
Brandon Johnson-GCHS History Teacher Effective 8/5/2021
Rodney Miller-Floyd Title I Elementary Teacher Effective 8/5/2021 (one year only)
Johnathan McKay-ESMS 6th Grade Science Teacher Effective 8/5/2021
Paige Tucker-ESMS 6th Grade ELA/Social Studies Teacher Effective 8/5/2021
Christopher Benedetti-GCHS Band Director Effective 7/02/2021

Substitutes:

Teachers

Becky Baldwin
LaToya Williams

Nurse

Jennifer Holcomb

2021 Summer School Employment

Gadsden City High School Teacher/Admin:

Ashlin Cole-Special Education Teacher
Michelle Dietz-Math Teacher

Gadsden Middle-Summer School Teachers/Principal:

Teresa Walker-Special Education Teacher
Demetria Works-Social Studies Teacher
Sharon Underwood-English Language Arts Teacher

Summer 2021 Systemwide Community Sites Certified Teachers for Summer Enrichment Tutoring at Community Sites June 1, 2021-July 1, 2021

Felicia Cooper
Tiffany Glover
Annessa Henderson
Eriica Mallard
Karen Reed
Kim Rollins
Valerie Taylor
Reginald Tillis
Cassandra Veasy
Vachon Watts
Tiffany Sayles
Tameka Stephens
Teneisha Ash
Andrea White
Adrienne Edwards
Ebony Pearson

Certified Teachers for Summer School Systemwide Literacy Camps Effective Date 6/1/2021-7/01/2021

Elizabeth Bunton-Donahoo Elementary
Gina Walls-Floyd Elementary
Leslie K. Tinker (sub)-Floyd Elementary School

Support Personnel for Summer School Systemwide Effective 6/2/2021-7/01-2021

Zia George-Eura Brown Elementary
Keana Howze-Walnut Park Elementary
Sydney Barkley-Adams Elementary
Cassandra Thomas-Striplin Elementary
Conner Holland-Substitute

Custodians for Summer School Systemwide Effective Date 6/01/2021/7/01/2021

Andre' Martinez Wright-Thompson Elementary

Nurses for Summer School Systemwide Effective Date 6/01/2021-7/01/2021
Catherine Larkin-Eura Brown Elementary

Summer Camp (Self Contained Classroom) Adams Elementary Schools June 1st, 3rd, 8th, and 10th, 2021 only)

Shauna Veal-SPE Camp Teacher
Fatima White-SPE Camp Teacher

Federal Programs 2021 Summer School Floyd Elementary School 6/01/2021-7/01/2021 Monday-Thursday, 7:30 a.m.-12:30 p.m.

Elaine Atchley-Title I Summer School Secretary-Split
Areatha Smith-Title I Summer School Secretary-Split

Federal Programs 2021 Striplin Elementary School 6/01/2021-06/30/2021 Monday-Thursday, 7:30 a.m.-12:30 p.m.

Cheslie Cambron-Title 1 Intervention Teacher

Federal Programs 2021 Summer Program Emma Sansom Middle

06/06/2021-06/24/2021 7:30 a.m.-12:30 p.m. Michella Cylar - Title I
Paraprofessional

Summer School 2021 Striplin Elementary School 6/01/2021-7/01/2021 Monday-Thursday 7:30 a.m.-1:30 p.m.

Aisha Rice-Elementary Teacher
Angela Glass-Elementary Teacher

Community Education/21st Century 2021 Summer Camp Programs

One Site Academic Leader
Susan Wills-Striplin

One Site Enrichment Leader
Janie Browning- Striplin

Five Teachers (Striplin)

Julie Daniel
Staci Gramling
Bess Griggers
Kristen Stanton
Brianna Winkles

Five Enrichment Leaders (Striplin)

Robert Kyle
Madi Milam Moses
Kelly Bone Page
Sally Waldrop
Chris Weaver

Two Enrichment Aides

Mallory Gullede
Mackele Ragland

Substitutes

Katherine Barnes
Brooke Burns
Takeyia Lipscomb
Wesley McGhee
Rachel Westcott
Shareka Wright
Ali Sullivan
David Williams
Hope Gaskin Beach
Paula Elliott
Cheryl Fincher Bowman
Vicki Stewart

Motion made by: Mr. Mark Dayton
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

12. CSFO Contract

Superintendent Reddick recommended the board approved the Chief School Financial Officer Employment Contract Renewal for Cory Skelton.

Motion made by: Hon. Allen Millican
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

13. Election of School Board Officers

- a. Office of President/Chair
Nancy Stewart nominated Judge Allen Millican for president/chair of the Gadsden City Board of Education.

Mark Dayton nominated Nathan Carter for president/Chair of the Gadsden City Board of Education

By a show of the majority of hands, Judge Millican was elected as Chair.

N. Carter
M. Haney
Z. Huff
N. Stewart

- b. Office of Vice President/Chair
Z. Andre' Huff nominated Nathan Carter as Vice President/Chair.

Motion made by: Rev. Z. Andre' Huff 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

E. Information Items

1. Old Business

- a. Update on Danceline Tryout Procedures
Superintendent Reddick reported an update on the concerns regarding Gadsden Middle School Danceline Tryout Procedures.

2. New Business

- a. Proposed Board Meeting Schedule 2021-2022

Meetings will begin at 5:00 p.m. unless noted otherwise. Special called meetings may be announced as needed.

July 13, 2021 - Central Office Board Room

August 3, 2021 - Central Office Board Room
September 2, 2021 Budget Hearing #1 - Central Office Board Room
September 7, 2021 Regular meeting Budget Hearing #2-Central Office Board Room
October 5, 2021 - Central Office Board Room
November 2, 2021 - Central Office Board Room
December 7, 2021 - Central Office Board Room
January 11, 2022 - Central Office Board Room
February 1, 2022 - Central Office Board Room
March 1, 2022 - Central Office Board Room
April 12, 2022 - Central Office Board Room
May 3, 2022 - Central Office Board Room
June 7, 2022 - Central Office Board Room

- b. Retirement Tea for 2020 and 2021 Retirees is scheduled for June 24, 2021 from 2:00 p.m. - 3:30 p.m. at the Central Office
- c. AASB Summer Conference - Gulf Shores, June 17-20, 2021

3. Next Regular Board Meeting July 13, 2021

F. Adjournment

President Huff requested a motion to adjourn. 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

Date

Superintendent/Secretary