



**Regular Meeting**  
**07/15/2021 05:00 PM**  
Gadsden City Board of Education  
Central Office  
**Approved 8/3/21**

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## Attendees

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### Voting Members

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  
Ms. Adrienne Reed, Board Member - District 1

### Absent Members

Rev. Z. Andre' Huff, Board Member – District 3  
Mr. Mike Haney, Board Member – District 4

### 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 and opened the meeting with prayer and pledge of Allegiance.

#### B. Approval of Agenda

It was requested the wording on item #10, Discuss Modification of bid for GCHS Sports Complex, be amended and changed to Approve Modification of bid for GCHS Sports Complex.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

#### Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Not Present

#### C. Recognition of Visitors/Guests

GCHS Titan Ambassadors, Ella Howard and Aaron Richard were recognized for their outstanding student achievements.

#### D. Reports

No reports were discussed.

## **E. Board Action**

### **1. Approval of Minutes - June 8, 2021 regular meeting**

The minutes of the regular board meeting held on June 8, 2021, were presented to the board for approval.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mr. Mark Dayton

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes

### **2. Approval of Minutes - June 29, 2021 Special Called Meeting**

The minutes of the special called board meeting held on June 29, 2021 was presented to the board for approval.

Motion made by: Mr. Mark Dayton

Motion seconded by: Dr. Nathan Carter

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes

### **3. Surplus Property**

Superintendent Reddick recommended the board approve the designated inventory listed from GCS Maintenance Department and Mitchell Elementary as surplus.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Dr. Nathan Carter

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes

**4. CNP Ice Cream Bid**

Superintendent Reddick recommended the board approve the submitted bid from Mayfield Dairies for the CNP Program.

Mayfield Dairies, Rainsville, AL - \$4731.00  
Chillys, LLC, Daphne, AL - NO BID

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Ms. Adrienne Reed - Yes

**5. Approval of Milk Rollover Bid**

Superintendent Reddick recommended the board approve the CNP decision to exercise the two year rollover option from Prairie Farms (dba Eastside Jersey Dairy) to purchase milk for the 2021-2022 school year.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mr. Mark Dayton

Voting

Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Ms. Adrienne Reed - Yes

**6. Approval of Elementary and Secondary 2021-2022 Handbooks**

Superintendent Reddick recommended the board approve the 2021-2022 Elementary Handbook and the 2021-2022 Secondary Code of Student Conduct.

Motion made by: Mr. Mark Dayton

Motion seconded by: Dr. Nathan Carter

Voting

Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Ms. Adrienne Reed - Yes

**7. Budget Amendment #2**

Superintendent Reddick recommended the board approve Budget Amendment #2 presented by CSFO Cory Skelton.

**GADSDEN CITY BOARD OF EDUCATION  
Fiscal Year 2021  
Amendment No. 2**

|   | Funding<br>Source | Amount             |
|---|-------------------|--------------------|
| <b><u>New Grants/Funding</u></b>            |                   |                    |
| Early Years Assessment (Amplify)            | 1262              | 19,478             |
| Mentoring                                   | 1279              | 8,500              |
| ARPA Homeless                               | 4288              | 15,848             |
| ESSER II                                    | 4296              | 268,726            |
| General Fund                                | 6001              | (335,486)          |
|   |                   | <u>(22,934.00)</u> |
| <b><u>Reclassifications/Corrections</u></b> |                   |                    |
| State Nurses                                | 1220              |                    |
| ESL - STATE                                 | 1252              |                    |
| ETF   | 1765              |                    |
| OSR Donehoo                                 | 1720              |                    |

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes

**8. 2021-2022 Salary Schedule**

Superintendent Reddick recommended the board approve the 2021-2022 Salary Schedule presented by CSFO Cory Skelton.

The 2021-2022 Salary Schedule will include the state raise and the graduated formula for years of experience. The recommendation is to include both certified and non-certified GCS personnel.

| Years of Experience      | DO     | 6Y     | MS     | BS     | ND     |
|--------------------------|--------|--------|--------|--------|--------|
| < 3 years<br>(0,1,2)     | 1.02   | 1.02   | 1.02   | 1.02   | 1.02   |
| < 6 years<br>(3,4,5)     | 1.02   | 1.02   | 1.02   | 1.02   | 1.02   |
| < 9 years<br>(6,7,8)     | 1.02   | 1.02   | 1.02   | 1.02   | 1.02   |
| < 12 years<br>(9,10,11)  | 1.0266 | 1.0269 | 1.0266 | 1.0267 | 1.0267 |
| < 15 years<br>(12,13,14) | 1.0284 | 1.0288 | 1.0285 | 1.0285 | 1.0285 |
| < 18 years<br>(15,16,17) | 1.0257 | 1.0259 | 1.0256 | 1.0257 | 1.0257 |
| < 21 years<br>(18,19,20) | 1.0328 | 1.0331 | 1.0329 | 1.0329 | 1.0329 |
| < 24 years<br>(21,22,23) | 1.0402 | 1.0405 | 1.0402 | 1.0402 | 1.0402 |
| < 27 years<br>(24,25,26) | 1.0516 | 1.0512 | 1.0501 | 1.0485 | 1.0485 |
| 27+ years                | 1.0632 | 1.0621 | 1.0602 | 1.057  | 1.057  |

Motion made by: Dr. Nathan Carter

Motion seconded by: Mr. Mark Dayton

Voting

Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Ms. Adrienne Reed - Yes

## 9. Employee Incentive Bonus

Superintendent Reddick recommended the board approve a financial incentive for Gadsden City School system employees. The Superintendent is requesting \$500.00 to each employee to incentivize the staff in anticipation of the enormous task ahead of them. Superintendent Reddick noted with the increase in demand for cleanliness, security, and instruction, the staff would be going beyond their normal call of duty. Superintendent Reddick is also anticipating retirees returning to assist as interventionists, permanent substitutes, advocates for our programs, as well as with recruitment and promotion.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mr. Mark Dayton

Voting

Mrs. Nancy Stewart - Yes  
Hon. Allen Millican - Yes  
Dr. Nathan Carter - Yes  
Mr. Mark Dayton - Yes  
Ms. Adrienne Reed - Yes

**10. Approve Modification of bid for GCHS Sports Complex**

Superintendent Reddick recommends the board approve the Proposed GCHS Sports Complex contract to Forsyth Building Company of Anniston, Alabama, \$6,732,900.00, which is the base bid and all alternates. Alternates #1 and 3, which are the lighting for the baseball, softball fields and tennis courts shall be funded through a lease purchase agreement between Gadsden City Board of Education and Musco Financing. Most of the remaining project will be funded with the State Bond Issue with the School Board paying some local funds. This project includes the entire baseball, softball and tennis courts complex.

Kyser Construction withdrew their bid this makes the lowest responsible bidder Forsythe Building Company.

Motion made by: Mr. Mark Dayton

Motion seconded by: Dr. Nathan Carter

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes

**11. 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 May 31, 2021.

Motion made by: Mr. Mark Dayton

Motion seconded by: Dr. Nathan Carter

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed – Yes

**12. Personnel Actions**

Superintendent Reddick recommended the following personnel actions be approved:

**Resigning**

Daniel Arthur - GCHS Social Science Teacher effective 7/15/2021

Ashlin Cole - GCHS Special Education Teacher effective 7/01/2021

Jennifer Henslee - Adams Elementary 1st grade teacher effective 6/30/2021

Aisha L. Rice - Striplin Elementary 4th grade teacher effective 7/12/2021

**Transfers**

Sonya K. Plunkett from Mitchell Elementary teacher to Mitchell Elementary Instructional Intervention teacher (ESSER II Funds) effective 8/05/2021

Lillian Grace Walton from Donehoo Elementary Teacher to Gadsden Middle Reading Intervention Teacher (ESSER II Funds) effective 8/5/2021

Kendra Tolleson from GCHS Math Teacher to ESMS Assistant Principal effective 7/20/2021

Patricia McBurnett from Central Office CNP CLerical/Data Manager to Central Office/CNP Bookkeeper/Data Manager effective 7/2/2021

Blake Champion from GCHS SPE Aide to Systemwide/LMS SPE Aide effective 8/5/2021

### **Reemployment**

Hilary Williams - Systemwide Nurse/GCHS (partial ESSER II Funds)

8/5/2021 thru 5/27/2022 one year only

Cole Bowling - Systemwide/Adams Elementary EL Translator/Liaison Paraprofessional effective 8/5/2021 thru 5/27/2022 one year only

Taja Underwood - Systemwide Social Worker (ESSER II Funds) effective 8/5/2021 thru 5/27/2022 one year only

Keana Howae - Systemwide Social Worker (ESSER II Funds) effective 8/5/2021 thru 5/27/2022 one year only

Lori Whidby - Systemwide/Adams Elementary Special Education Aide effective 8/5/2021

Antonia Scott - Systemwide/Adams Elementary Fine Arts/Music Teacher (ESSER II Funds) effective 8/5/2021 thru 5/27/2022 one year only

Kayla David - Systemwide/Gadsden Middle School Visual Arts Teacher effective 8/5/2021

Lacie M. Wideman - Systemwide/Floyd Elementary SPE Teacher effective 8/5/2021

Adrian Rebekah Payne - Floyd Elementary School Instruction Intervention Teacher (ESSER II Funds) effective 8/5/2021

Brooke Lee Burns - GCHS Social Studies Teacher effective 8/5/2021

Angela R. Beckner - Adams Elementary Teacher effective 8/5/2021

Kimberly Mummert - Adams Elementary Intervention Teacher (ESSER II Funds) effective 8/5/2021

Jamie H. Self - Systemwide/Mitchell Visual Arts Teacher (ESSER II Funds) effective 8/5/2021 thru 5/27/2022 one year only

*\*Board member Mark Dayton abstained and did not take position on Jamie H. Self*

Blaine A. Thompson - Gadsden Middle School PE Teacher effective 8/5/2021

Brittney Gaither - Striplin Elementary Teacher effective 8/5/2021

Steven B. Jones - Systemwide Social Worker (ESSER III-ARO) effective 8/5/2021 thru 5/27/2022 one year only

Emily Ann Burger - Eura Brown Elementary Instruction Intervention Teacher (ESSER II Funds) effective 8/5/2021

Tabatha Rankin Ashley - Donehoo Elementary Teacher effective 8/5/2021

Willie C. Juddine, Jr - GCHS Science Teacher effective 8/5/2021

Austin B. Jones - GCHS Social Studies Teacher effective 8/5/2021

Connie B. Brannon - ESMS Secretary/Receptionist effective 8/5/2021

Sylvia Howard - Systemwide SPE Aide (ESSER III-ARP) effective 8/5/2021

Baleigh Lumpkin - Systemwide SPE Aide (ESSER III-ARP) effective 8/5/2021

Alythia N. Marshall - Systemwide SPE Aide (ESSER III- ARP) effective 8/5/2021

Sibrina Cox - GCHS CNP Worker effective 8/5/2021

Pamela Coggins - GCHS CNP Worker effective 8/5/2021

Tanga Hughley - Adams Elementary CNP Worker effective 8/5/2021

Brittany Shea Swain - Eura Brown Elementary Custodian effective 7/26/2021

The following names were approved on July 8, 2021 - additional information with their effective hire date for approval.

### **Reemployment**

Miranda Tyler - Adams Elementary OSR Lead Teacher effective 8/5/2021 one year only

Kaci Lamberth - Striplin Elementary OSR Lead Teacher effective 8/5/2021 one year only

Kellie Edwards - Adams Elementary OSR Auxiliary Teacher Aide effective 8/5/2021 one year only

Whitney Hughley-Donahoo Elementary School #1 OSR Auxiliary Teacher Aide effective 8/5/2021 one year only

Jennifer Beal-Donahoo Elementary School #2 OSR Auxiliary Teacher Aide effective 8/5/2021 one year only

Gloria McDaniels-Thompson Elementary School OSR Auxiliary Teacher effective 8/5/2021 one year only

Lori Johnson-Striplin Elementary School OSR Auxiliary Teacher Aide effective 8/5/2021 one year only

*Substitutes:*

Joycelin Ray

Betty Kleis

Barbara Kirby

*Nurse Substitute*

Kimberly Astin

Cynthia Kasper

Community Education/21st Century After School Programs 2021-2022

August 12, 2021 through May 26, 2022 (Monday thru Friday - Elementary) (Monday thru Thursday, ESMS, GMS and GCHS)

Mallory Gullede (FES) Elementary Assistant

Vashon Watts (ESMS) Middle School Academic Tutor

St. James Catholic School After School Tutoring Program 2021-2022

August 12, 2021 through May 26, 2022 (Monday through Friday) St. James Catholic School

Christina Martin-Purkey

Alicia Sullivan

Amy Sims

Brittany Beard

Emily Elkins

Leila Suarez

Tammy Piazza

Motion made by: Dr. Nathan Carter

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes



13. Executive Session to discuss pending legal litigation  
Superintendent Reddick recommended the board convene to an executive session to discuss pending legal litigation.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Yes

14. Reconvene

Chairman Allen Millican called for a motion and second to reconvene back to the regular board meeting.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Not Present

15. Legal Litigation

Chairman Allen Millican requested a motion to approve the confidential settlement agreement and full release of claims.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed - Not Present

F. Information Items

1. Old Business

- a. Gadsden City High School Gymnasium

Superintendent Reddick reported to the board that someone has shown interest in purchasing the old Gadsden High School gymnasium.

2. New Business

Director of School Operation reported to the board that on Tuesday, August 3, 2021, at 4:00 p.m. there will be an Open House at the newly renovated M.B. Hooten Field House located at the old Gadsden High School. This field house will be used by the combined middle school football teams.

Mr. Blackwell also reported that Gadsden City Schools would be supplying all students with school supplies this year.

Superintendent Reddick submitted his PLAN for Recovery and Accountability to the board members for review.

3. Next Regular Board Meeting

The next regularly scheduled board meeting will be on Tuesday, August 3, 2021 beginning at 5:00 p.m. at the Board of Education Central Office.

G. Adjournment

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Dr. Nathan Carter - Yes

Mr. Mark Dayton - Yes

Ms. Adrienne Reed – Not Present

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Date

Superintendent/Secretary