



MEETING MINUTES

Attendees

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

Absent Members

Ms. Adrienne Reed, Board Member – District 1

Non-Voting Members

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

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

Chairman Allen Millican called the meeting to order. Rev. Z. Andre' Huff opened with prayer, followed by the pledge of allegiance.

B. Recognition of Visitors/Guests

C. Approval of Agenda

The meeting agenda was presented for approval.

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

D. Reports

1. Auditors Reports

Mr. Scott Lee of Richard, Harris, Ingam, and Bozeman, P.C., Certified Public Accountants, gave the auditor's report for the year ending September 30, 2023.

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Gadsden City Board of Education, a component unit of the City of Gadsden, Alabama, as of and for the year ended September 30, 2022, and the related notes to the financial statement, which collectively comprise the Board's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the Board as of September 30, 2022, and the respective changes in financial position thereof for the year then ended in accordance with accounting principles generally accepted in the United State of America.

Financial Statement Findings

An improper separation of duties exists in the accounting functions at the local schools. This condition is caused by inadequate staffing available to permit proper separation of all accounting functions at the school level. We recommend duties be separated wherever possible. Management plans to hire or include additional personnel in the financial management and accounting functions where possible when funds are available to do so. This significant deficiency generated no questioned costs and is not related to any federal programs. This find was first reported to the Board in the fiscal year 2004 audit as finding 04/-2 and has been reported each fiscal year thereafter.

No other findings or questioned costs were noted.

2. Grant Report

Superintendent Reddick reported Gadsden City Schools has received \$400,000.00 in grant funding for the ESCAPE program. Also, Floyd Elementary has received \$20,000.00 for each Kindergarten class for a total of \$80,000.00 in grant funding.

E. Board Action

1. Approval of Minutes Regular Board Meeting June 2, 2023 and Special Board Meeting June 26, 2023

The minutes of the regular board meeting June 2, 2023 and Special Board Meeting on June 26, 2023 were presented to the board for approval.

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

2. Approval of Auditors Report

The superintendent recommended the board approve the auditors' report presented at today's meeting.

Motion made by: Mr. Mike Haney 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

3. Surplus Property

Superintendent Reddick recommended the board approve, as surplus, the property listed from Central Office, Emma Sansom Middle School, Floyd Elementary, and Adams Elementary.

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

4. Seal of Biliteracy Approval

Superintendent Reddick recommended the board approve the proposal to implement the Alabama Seal of Biliteracy for graduating students who have demonstrated an intermediate level of proficiency in English and at least one other world language, including American Sign Language.

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

5. Employee Reinstatement of sick days

Superintendent Reddick asked the board to approve the reinstatement of 10 sick days to Christine Lowery for on-the-job injury that occurred on February 7, 2023.

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

6. Property Appraisal and Listing

Superintendent Reddick requested the approval of the board to have the property located on the corner of J.T. Robinson St. and Tuscaloosa Ave (where the playground demolition has occurred) to be appraised and listed for sale. There is potential interest from someone wanting to purchase the property.

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

7. 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 30, 2023.

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

8. Executive Session to discuss matters relating to the reputation, character, and professional competence of certain individuals

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

9. Salary Schedules

CSFO Cory Skelton presented the 2023-2024 Salary Schedule to the board for approval. The 2023-2024 Salary Schedule includes the state mandated 2% raise for all employees.

Motion made by: Rev. Z. Andre' Huff

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

10. Principal Contract

Superintendent Reddick recommended the board approve the updated three-year employment contract for school principals. The noted change to the contract showed a breakdown of compensation in Section 2. **Salary.**

Contracting parties agree that annual compensation for the Contract Principal shall be determined in accordance with the yearly Gadsden City Board of Education Salary Schedule, Including the supplement specific to the placement (high school, middle school, or elementary school) of the Contract Principal; and that such supplemental compensation is subject to annual adjustment, upwards or downwards, depending not total number of units being supervised as determined 1) by the State Department of Education (LEA units), and 2) by the Board (local units). Therefore:

(a) In consideration of an annual salary of _____ consisting of

1. base salary of _____

2. plus _____ supplement pay (based on ___ LEA units and ___ local units), being for the period of _____, 20__, through _____, 20__, which sum may be adjusted to comport with changes in the Salary Schedule, including all mandated raises, and annual changes in LEA units and local units, and of further agreements and consideration hereinafter state, the contract Principal agrees to use his best efforts to perform faithfully the purities of a Contract Principal for the Board and to

abide by the rules, regulations, and policies promulgated by the Board before or during the term of this contract. The annual salary as set forth above shall be paid in monthly installments.

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

11. Personnel Actions

a. Table Item B-2 listed on Personnel Recommendation

Board member Mark Dayton motioned to table item B-2 of the personnel recommendations before presenting 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

b. Personnel Recommendations

Superintendent Reddick recommended the following personnel actions be approved:

RETIREMENT:

Becky White - Walnut Park Elementary Custodian 10-month effective 08/01/2023

RESIGNATION:

Larissa Wallace - Emma Sansom Middle 7th Grade English Language Arts Teacher effective 05/26/2023

Brooke Lambert - Floyd Elementary School 1st Grade Teacher effective 06/27/2023

Shae Nicole Coley - Emma Sansom Middle 8th Grade Science Teacher effective 06/30/2023

Brittney Gaither - Striplin Elementary School 1st Grade Teacher effective 06/27/2023

Alythia Marshall - Floyd Elementary School Counselor effective 06/30/2023

Mallorie Belyeu - Gadsden Middle 6th Grade English Language Arts effective 07/28/2023

Richard O'Connor - Gadsden Middle 8th Grade Social Studies Teacher effective 06/22/2023

Lindsey Tomlinson Rich - GCHS Head Softball Coach/Science Teacher effective 06/30/2023

Rachel Christmas - Systemwide Fine Arts Music Teacher effective 07/31/2023

Joshua Woolfork - GCHS Access/Distance Learning Facilitator Aide effective 06/28/2023

Carolyn Sandridge - Thompson Elementary Custodian 10-month effective 06/29/2023

Tiffany Yerby - GCHS Math Teacher effective 06/26/2023

Leslie Kimbril - Litchfield Middle School English Language Arts effective 06/30/2023

Shann Porter - Floyd Elementary School Custodian effective 06/23/2023

MEDICAL LEAVE OF ABSENCE

Anna Bell - GCHS Social Studies effective 9/20/2023-01/03/2024

REEMPLOYMENT

Wesley Beck - Gadsden Middle School Social Studies Teacher effective 08/02/2023

Azaria Collins - Adams Elementary School Aide effective 08/02/2023(one year only)

TRANSFERS

Scott Hill *from* Floyd Elementary Teacher *to* Donehoo Elem PE Teacher effective 08/02/2023 Conteria Williams *from* Adams Elementary Social Worker *to* Adams Elementary Teacher ESSER effective 08/02/2023 (*one year only*)

Haley Stansky *from* GCHS Assistant Band Director 10 mths.+ supplement *to* GCHS Assistant Band Director 12 mths.+ supplement effective 06/23/2023

Jacob Palmer *from* Gadsden Middle TEAMS Science *to* Gadsden Middle Science Teacher effective 07/01/2023

Jacqueline Tiller *from* Emma Sansom Middle Principal 12-month *to* GCHS Assistant Principal 12-month effective 07/11/2023

Ryan Mulkey *from* Maintenance Department Grounds Keeper 12-month *to* Gadsden Middle Social Studies Teacher effective 08/02/2023

Maritza Swinford *from* Central Office Bookkeeper/ Data Manager 12-month *to* Central Office Administrative Assistant 12-month effective 07/01/2023

Jessica Wilks *from* Striplin Elementary CNP Worker *to* Emma Sansom Middle CNP Manager effective 08/02/2023

Erin Deck *from* Systemwide Enrichment Teacher Eura Brown *to* Adams Elementary ESSER Elementary Intervention Teacher/Specialist effective 08/02/2023 (*one year only*)

Alicia Harrell *from* Systemwide Reading Interventionist/Instructional Coach *to* Striplin Elementary ESSER Elementary Intervention Teacher/Specialist 08/02/2023 (*one year only*)

NEW PERSONNEL

Jessica Rhodes -Thompson Elementary Building-Based Math Coach effective 07/19/2023

Courtney Kimbrough -Striplin Elementary Teacher effective 08/02/2023

Elizabeth Ann Johnson- Gadsden City High School Counselor effective 07/24/2023

Marcelia Thompson-Systemwide/Thompson Elementary SPE Teacher effective 08/02/2023

Tara Price -Striplin Elementary Teacher effective 08/02/2023 (*one year only*)

Levi Taliaferro- Emma Sansom Middle Social Studies Teacher effective 08/02/2023

Jean McQueen -Systemwide/ Striplin Elementary SPE Teacher effective 08/02/2023

Jennifer Davis- Floyd Elementary Teacher effective 08/02/2023

Shelley Martin-Eura Brown Elementary Teacher effective 08/02/2023(*one year only*)

Allison Biddle-Poole-Thompson Elementary Teacher effective 08/02/2023

Jade Oliver -Walnut Park Elementary Teacher effective 08/02/2023(*one year only*)

Steven Jones- Floyd Elementary School Counselor effective 08/02/2023

Peggy Kennel -Systemwide Special Education Aide Preschool effective 08/02/2023

Racheal Jarrells-Systemwide/ GCHS Special Education Aide effective 08/02/2023

Andre Wright-Thompson Elementary School Custodian 10-month effective 07/24/2023

Kendra McCleary-Floyd Elementary School Custodian 10-month effective 07/24/2023

Rodney Dobbins -Thompson Elementary School Custodian 10-month effective 07/24/2023

Kimberly Sparks-Eura Brown Elementary Instructional Aide ESSER Funds effective 8/02/2023(*one year only*)

Kema Miller-Floyd Elementary School Auxiliary Teacher Aide OSR Classroom effective 8/02/2023(*one year only*)

Tamela Ransaw-Special Education Bus Aide effective 08/02/2023

Brooke Batson- Special Education Aide Systemwide (Preschool) effective 08/02/2023

Brigitte Connally- Eura Brown Elementary Auxiliary Teacher Aide effective 08/02/2023(*one year only*)

Charlotte Byers -Floyd Elementary School Aide effective 08/02/2023(*one year only*)

Christina Alford-Glass Donehoo Elementary School Aide effective 08/02/2023(*one year only*)

Dana Billingsley - Walnut Park Elementary School Custodian 10-month effective 08/02/2023

Terrica Ash-Adams Elementary School Instructional Aide effective 08/02/2023(*one year only*)

TEAMS CONTRACT

Andrea Collins Emma Sansom Middle School TEAMS Math Teacher effective 07/01/2023(3 years)

Aaron Bailey Gadsden Middle School TEAMS Science Teacher effective 07/01/2023(Preliminary)

Michael O'Brien Gadsden Middle School TEAMS Math Teacher effective 07/01/2023(3 years)

Substitute Teachers – New for 2023 – 2024:

David Phillippe Steven
Thomas

Community Education/21st Century After-School Programs 2023-2024

Elementary Site Coordinators/21st Century

Eriica Mallord (WPES)
Jerresa McGee (SES)

Elementary School Teachers/21st Century

Christy Alfred (AES)
Nicole Tudor (AES)
Kirsten Holland (SES)

Middle School Teachers/21st Century

LaToya Laster (ESM)
Natascha Lewis (GMS)

Eight Elementary School Assistants/21st Century

Amber Buchanan (AES) w/f
Debra Bishop (DES) w/f

Enrichment Leaders/Teachers

Karen Abercrombie (All 21st Century Sites)

Elementary Lead Teachers/Community Education

Kim Back (EBES)
Shannon Morgan (MES)

Elementary Teachers/Community Education

Katherine Barnes (EBES)
Staci Gramling (MES)

Middle Lead Teacher/Community Education

Diana Hilton (LMS)

Middle Teacher/Community Education

Katherine Hood (LMS)

Assistant/Community Education

Lilly Barber (EBES)
Mackele Ragland (MES)

Substitutes

Jennifer White	Darby Green	Sonya Batson	Elizabeth Bunton
Leita Conner	Elaine Gray	Rena Green	Katrina Johniken
Rashida Starr	Annessa White	Christine White	Conteria Williams
Susan Wills	Corriauna Woods	Kacie Mabe	Chris Weaver
Vachon Watts	Mary Humphries	Kristian Caudle	Amber Buchanan
Regina Adkison	Jennifer Vance	Dawn Rains	Lori Johnson
Hunter Bussy	April Adcock	Valerie Taylor	Angel Brasher
Amanda Moses	Sherry Usry	Alison Correll	Gena Barnes
Alyson Noah	Fermin Diego	Julie Hibbs	Madisyn Burwell
Sharron Underwood	Kathy Roberts	Jamyia Scott	Angela Glass

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

F. Information Items

1. Old Business

No old business was discussed.

2. New Business

No new business was reported.

3. Next Regular Board Meeting August 1, 2023

G. 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

Date

Superintendent/Secretary