

MEETING MINUTES

Approved 9/10/2024

Attendees

Voting Members

Mrs. Nancy Stewart, Board Member - District 6
Hon. Allen Millican, Board Chairman - District 7
Mr. Mark Dayton, Board Member - District 5
Mr. Mike Haney, Board Member - District 4
Mrs. Rita Smith, Board Member – District 2
Ms. Adrienne Reed, Board Member - District 1

Absent Members

Rev. Z. Andre' Huff, Board Member – District 3

Non-Voting Members

Mr. Keith Blackwell, Superintendent
Mr. Ed Howard, Board Attorney
Mrs. Cory Skelton, Chief School Financial Officer
Mrs. Kelly Swafford, Superintendent Administrative Assistant

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

Chairman Allen Millican called the meeting to order. Mrs. Rita Smith led with prayer, followed by the pledge of allegiance.

B. Recognition of Visitors/Guests

Chairman Millican thanked Mr. Kent Back, President of the Gadsden City Council and Wayne Rowe, Quality of Life for being in attendance. Chairman Millican recognized that Mayor Craig Ford came to the Teacher In-Service meeting that morning to welcome all Gadsden City School employees.

Superintendent Keith Blackwell introduced Spencer Lacey, Fred Zachery, and Jessie Rawls who represented the Central Carver Alumni Association. They presented a check to the Gadsden City Schools Ignite Program for \$20,000. The Central Carver Alumni Association is a non-profit organization dedicated to raising funds for the youth of Gadsden. The Ignite (Inspiring Growth Now in Transformational Education) Program focuses on teaching the youth the importance of reading.

C. Approval of Agenda

The agenda was presented for approval.

Motion made by: Mr. Mike Haney

Motion seconded by: Mr. Mark Dayton

Voting:

Mrs. Nancy Stewart - Yes
Hon. Allen Millican - Yes
Mr. Mark Dayton - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith - Yes
Ms. Adrienne Reed - Yes

D. Reports

E. Board Action

1. Approval of Minutes of the July 2, 2024, Regular Meeting and the July 11, 2024, Special Called Meeting

a. July 2, 2024 Regular Meeting

The minutes of the July 2, 2024, regular meeting was presented to the board for approval.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mrs. Rita Smith

Voting:

Mrs. Nancy Stewart - Yes
Hon. Allen Millican - Yes
Mr. Mark Dayton - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith - Yes
Ms. Adrienne Reed - Yes

b. July 11, 2024 Special Called Meeting

The minutes of the July 11, 2024, Special Called meeting were presented for approval.

Motion made by: Mrs. Rita Smith

Motion seconded by: Mr. Mike Haney

Voting:

Mrs. Nancy Stewart – Yes
Mr. Mark Dayton - Yes
Hon. Allen Millican - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith - Yes
Ms. Adrienne Reed – Yes

2. Surplus Property

Superintendent Blackwell recommended the board approve listed property at Gadsden City High, Gadsden Middle, and Litchfield Middle Schools as surplus property.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Rita Smith

Voting:

Mrs. Nancy Stewart – Yes
Mr. Mark Dayton - Yes
Hon. Allen Millican - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith - Yes
Ms. Adrienne Reed – Yes

3. Updates to the Code of Student Conduct and Elementary Handbook

Superintendent Blackwell recommended the board approve the 2024-2025 Code of Student Conduct and Elementary Handbook.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mr. Mike Haney

Voting:

Mrs. Nancy Stewart - Yes
Hon. Allen Millican - Yes
Mr. Mark Dayton - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith – Yes
Ms. Adrienne Reed – Yes

4. Gadsden City Schools Financial Procedures

Superintendent Blackwell recommended the board approve the revisions to the Gadsden City Local School Financial Procedures.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Nancy Stewart

Voting:

Mrs. Nancy Stewart - Yes
Hon. Allen Millican - Yes
Mr. Mark Dayton - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith – Yes
Ms. Adrienne Reed – Yes

5. Recommendations for CNP Bids

a. Ice Cream Bid

Superintendent Blackwell recommended the board approve the rollover option for Ice Cream for the school year 2024-2025 from Ice Cream Warehouse.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Rita Smith

Voting:

Mrs. Nancy Stewart – Yes

Mr. Mark Dayton - Yes

Hon. Allen Millican - Yes

Mr. Mike Haney – Yes

Mrs. Rita Smith - Yes

Ms. Adrienne Reed – Yes

b. Milk Bid

Superintendent Blackwell recommended the board approve the rollover option for Milk for the school year 2024-2025 from New Dairy Opco. Mr. Johnnie Parker, CNP Director, stated this bid is shared with Attalla City Schools and Etowah County Schools.

Motion made by: Mrs. Rita Smith

Motion seconded by: Mr. Mark Dayton

Voting:

Mrs. Nancy Stewart – Yes

Mr. Mark Dayton - Yes

Hon. Allen Millican - Yes

Mr. Mike Haney – Yes

Mrs. Rita Smith - Yes

Ms. Adrienne Reed – Yes

c. Osborn Brothers Supplemental Bid

Superintendent Blackwell recommended the board approve the rollover option for Osborn Brothers for the school year 2024-2025. Mr. Johnnie Parker

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mrs. Rita Smith

Voting:

Mrs. Nancy Stewart – Yes

Mr. Mark Dayton - Yes

Hon. Allen Millican - Yes

Mr. Mike Haney – Yes

Mrs. Rita Smith - Yes

Ms. Adrienne Reed – Yes

6. CNP Salary Schedule Changes

Superintendent Blackwell recommended the board approve the change in the CNP salary schedules for Cafeteria Workers, Cafeteria Managers for Elementary and Middle Schools, and Cafeteria Manager and Assistant Manager for the high school.

Motion made by: Mrs. Rita Smith

Motion seconded by: Mr. Mark Dayton

Voting:

Mrs. Nancy Stewart - Yes
 Hon. Allen Millican - Yes
 Mr. Mark Dayton - Yes
 Mr. Mike Haney – Yes
 Mrs. Rita Smith – Yes
 Ms. Adrienne Reed – Yes

7. Updates to Substitute Pay Rates

Superintendent Blackwell recommended the board approve the increase to the Support Substitute Pay Rates Custodian ½ day, Lunchroom ½ day, Central Office, and All Other.

GADSDEN CITY BOARD OF EDUCATION			
Effective 8/1/2024			
SUBSTITUTE PAY RATES			
Approved in July			
		#	of
TEACHERS:	Daily	Hourly	Hours
Certified	75.00	11.54	6.50
Non-Certified	64.00	9.85	6.50
Extended Sub	74.00	11.38	6.50
SUPPORT:			
Nurse	150.00	20.00	7.50
Custodian 1/2 day	32.00	8.00	4.00
Lunchroom 1/2 day	28.00	8.00	3.50
Bus Aide	36.25	7.25	5.00
Bus Aide 1/2 day	18.13	7.25	2.50
Lunchroom - GCHS	62.00	8.27	7.50
Central Office	60.00	8.00	7.50
All Other	50.00	7.69	6.50
Extended Sub lunchroom	9.23	6.50	60.00

GADSDEN CITY BOARD OF EDUCATION			
Effective 8/1/2024			
SUBSTITUTE PAY RATES			
CHANGES			
		#	of
TEACHERS:	Daily	Hourly	Hours
Certified	75.00	11.54	6.50
Non-Certified	64.00	9.85	6.50
Extended Sub	74.00	11.38	6.50
SUPPORT:			
Nurse	150.00	20.00	7.50
Custodian 1/2 day	32.00	11.50	4.00
Lunchroom 1/2 day	28.00	8.50	3.50
Bus Aide	36.25	7.25	5.00
Bus Aide 1/2 day	18.13	7.25	2.50
Lunchroom - GCHS	62.00	8.27	7.50
Central Office	60.00	12.00	7.50
All Other	50.00	8.50	6.50
Extended Sub lunchroom	60.00	9.23	6.50

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mr. Mark Dayton

Voting:

Mrs. Nancy Stewart - Yes
 Hon. Allen Millican - Yes
 Mr. Mark Dayton - Yes
 Mr. Mike Haney – Yes
 Mrs. Rita Smith - Yes
 Ms. Adrienne Reed – Yes

8. Personnel Actions**a. Part A**

Superintendent Blackwell recommended the board approve the following personnel recommendations presented.

RETIREMENT**Retirement:****Effective Date:**

Gina Lindsey	Mitchell Elementary Secretary/Bookkeeper	10/01/2024
Wendy Goodwin	Systemwide Technology Coordinator	08/01/2024

RESIGNATION**Resignation:****Effective Date:**

Austin Bishop	Donehoo Elementary School Special Education Teacher	08/01/2024
Brianna Roberson	Striplin Elementary School Third Grade Teacher	07/26/2024
Brett Norman	Gadsden City High School Robotics Instructor	08/09/2024
Scott Brackett	Gadsden City High School Health Instructor	07/24/2024
Jessica Davis	Thompson Elementary School Elementary Teacher	TBD
Crystal Wright	Thompson Elementary Secretary/Bookkeeper	07/23/2024
Regina Tyson	Gadsden City High School CNP Worker	05/24/2024
Regina Wright	Walnut Park Elementary School Custodian	08/02/2024

DECLINED POSITION**Declined Position:****Effective Date:**

Charlotte Byers	Thompson Elementary School Custodian	07/22/2024
Ann Sanders	Gadsden City High School CNP Worker	07/29/2024
Yadira Huerta	Districtwide EL Aide/Paraprofessional Location: Floyd Elementary School	07/23/2024

(PART A) REEMPLOYMENT**Reemployment:****Effective Date:**

(A-1) Katherine Hood	f/b	Litchfield Middle School Intervention Teacher #2425.109	08/01/2024 <i>pending Board Approval</i>
(A-2) Brandi LaBenne	w/f	Striplin Elementary School Elementary Teacher #2425.111	08/01/2024
(A-3) Robert Lamont Kyle	b/m	Systemwide Special Education Aide Homeschool: Adams Elementary School #2425.117	08/01/2024 <i>pending Board approval</i>
(A-4) Heather Womack	w/f	Systemwide Special Education Teacher #2425.108 Homeschool: Adams Elementary School Emergency Certificate	08/01/2024 <i>pending Board approval</i>
(A-5) Anthony Entrekin	w/m	Gadsden Middle School 6 th Grade English Language Arts #2425.101	08/07/2024
(A-6) Damian Thompson	b/m	Gadsden City High School Career Tech Center Electronics/Robotics Instructor #2425.113	08/07/2024
(A-7) April Johnson	w/f	Systemwide Special Education Aide Homeschool: Gadsden Middle School #2425.067	08/01/2024 <i>pending Board approval</i>
(A-8) Carlton Blaise	b/m	Floyd Elementary School Title I Instructional Aide #2425.127	08/06/2024 <i>pending Board approval</i>
(A-9) Stephanie Bowley	w/f	Systemwide Instructional Special Education Aide Homeschool: Adams Elementary #2425.120	08/07/2024

(PART B) TRANSFERS**Transfers:****From:****To:****Effective Date:**

(B-1) Nicole Chester	b/f	Annex Community Ed. Coordinator and Intervention Liaison	Central Office Federal Programs Specialist #2425.095	10/01/2024
(B-2) Melissa Hughes	w/f	Gadsden Middle School Secretary/Bookkeeper	Gadsden City High School Secretary/Bookkeeper	07/22/2024 <i>pending Board approval</i>
(B-3) Cynthia Beshears	w/f	Mitchell Elementary School CNP Worker	Mitchell Elementary School CNP Manager #2425.105	08/01/2024 <i>pending Board approval</i>
(B-4) Laura Martin	w/f	Gadsden City High School Registrar	Gadsden Middle School Secretary/Bookkeeper #2425.112	TBD asap <i>pending Board approval</i>
(B-5) Mary Ashlyn	w/f	Adams Elementary School	Adams Elementary School	08/01/2024

Whitlow

Special Education Teacher

Classroom Teacher

*pending Board
approval***(PART C) NEW PERSONNEL****New Employee:****Effective Date:**

(C-1) Tarmelinda Gross b/f

Litchfield Middle School

08/07/2024

Assistant Principal **#2425.107**

Class A, Instructional Leadership, Grade Level P-12

Class A, Secondary, English Language Arts, Grade Level 6-12

Excellent References

Interviewed by Dr. Parker, Dr. Asbury

(C-2) Sydney Sexton w/f

Thompson Elementary School

08/01/2024

Classroom Teacher **#2425.078**

Class B, Early Childhood Grade Level P-3

Class B, Elementary Grade Level K-6

Excellent References

Interviewed by Mrs. Maxwell, Dr. Asbury

*pending Board
approval*

(C-3) Reese Morrison w/m

Gadsden City High School

08/05/2024

Title I Intervention Teacher **#2425.090**

Emergency Certificate

B.A. Integrated Studies

Pending Praxis and Graduation

Excellent References

Interviewed by Mr. Gulledge, Dr. Asbury

*pending Board
approval*

(C-4) Cory Dunn b/m

Donehoo Elementary School

08/01/2024

Elementary Teacher **#2425.081**

B.S. Elementary Studies

Emergency Certificate

A.A.S. Early Childhood Education

Excellent References

Interviewed by Mr. Calloway, Dr. Asbury

*pending Board
approval*

(C-5) Antonin Watson b/m

Gadsden City High School

08/01/2024

Health Instructor **#2425.119**

B.S. Education Major: Health and Physical Education

Emergency Certificate Praxis

Excellent References

Interviewed by Mr. Gulledge, Dr. Asbury

*pending Board
approval*

(C-6) Brelon Malone b/m

Adams Elementary School

08/01/2024

Physical Education Teacher **#2425.118**

Masters in Physical Education

Class A, P-12 Physical Education

Excellent References

Interviewed by Mrs. Smitherman, Dr. David Asbury

*pending Board
approval*

(C-7) Charity Pankey w/f

Thompson Elementary School

08/07/2024

Classroom Teacher **#2425.128**

Bachelor's Degree in Ministry Leadership, emphasis
on Youth Ministry
First Interim RB1, Grade Level K-6
Excellent References
Interviewed by Mr. Baeza, Dr. David Asbury

(C-8) Xavier Ray	b/m	Systemwide Special Education Aide #2425.123 Homeschool: Adams Elementary School Excellent References Interviewed by Mrs. Smitherman	08/01/2024 <i>pending Board approval</i>
(C-9) Cassadie Nelson	w/f	Systemwide Special Education Aide Homeschool: Even Start #2425.121 Excellent References Interviewed by Mrs. Maness, Mrs. Smitherman	08/01/2024 <i>pending Board approval</i>
(C-10) Darren Lenahan	w/m	Gadsden Middle School Custodian #2425.106 Excellent References Interviewed by Mr. Goodwin	08/05/2024 <i>pending Board approval</i>
(C-11) Eramond Usrey	w/m	Floyd Elementary School Custodian #2425.104 Excellent References Interviewed by Mrs. Helms	08/01/2024 <i>pending Board approval</i>
(C-12) Tamiah Hill	b/f	Gadsden City High School Lunchroom Worker #2425.126	08/08/2024
(C-13) Nicole Jones	w/f	Gadsden City High School Lunchroom Worker #2425.125	08/08/2024
(C-14) Marisa Mullins	w/f	Mitchell Elementary School Lunchroom Worker #2425.114	08/08/2024

TEAMS CONTRACTS
(correction from TEAMS 7/02/2024 Board Meeting)

Robert Davis	w/m	Gadsden City High School Advanced TEAMS Science Teacher (not preliminary)	07/01/2024 (1 Year)
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Substitutes:

Re-applying Non-Certified Teacher Sub:

Loretta Jones
Hannah Weaver

COMMUNITY EDUCATION/21ST CENTURY AFTER SCHOOL PROGRAMS
2024-2025

Under Alabama law all new employees are subject to a criminal background check and all employment recommendations are contingent upon a satisfactory criminal background report.

Elementary Site Coordinators/21st Century Posting 2425.045

Brandi Bennett w/f

Julie Gilchrist w/f

Elementary Teachers/21st Century Posting 2425.046

Brooke Helms b/f

Brandi LaBenne w/f

Cheslie Cambron w/f

Sonya Brown w/f

Julie Daniel w/f

Hunter Bussey w/m

Valerie Taylor b/f

Greta Swain b/f

Jaqueline McElderry b/f

Dawn Hickman b/f

April Adcock w/f

Alison Correll w/f

Dawn Rains

Andrew Laughlin w/m

Elementary School Assistants/21st Century Posting #2425.047

KeSean Williams b/m

Regina Adkins w/m

Lamont Kyle b/m

Middle School Site Coordinators/21st Century Posting #2425.045

Kaye Tinker b/f

Middle Teachers/21st Century Posting #2425.046

John Paul Madrigal b/m

Catina Wadley b/f

Latoya Laster b/f

Vachon Watts b/f

Middle School Assistants Posting #2425.047

Cilia Wise b/f

Aysha Parker b/f

Enrichment Leaders/Teachers Posting #2425.048

Karen Abercrombie w/f

**THE FOLLOWING PEOPLE ARE THE RECOMMENDATIONS FOR
2024-2025 SAINT JAMES CATHOLIC SCHOOL TUTORING PROGRAM
POSTING 2425.110**

NAME

EFFECTIVE DATE

Alicia Sullivan	-w-	tutor	8/8/24 thru 5/22/25
Tammy Piazza	-w-	tutor	8/8/24 thru 5/22/25
Brittany Beaird	-w-	tutor	8/8/24 thru 5/22/25
Emily Elkins	-w-	tutor	8/8/24 thru 5/22/25
Katelyn Soper	-w-	tutor	8/8/24 thru 5/22/25

Motion made by: Mrs. Rita Smith

Motion seconded by: Mr. Mike Haney

Voting:

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney – Yes

Mrs. Rita Smith – Yes

Ms. Adrienne Reed – Yes

b. Part B

Superintendent Blackwell recommended the board approve Part B of personnel recommendations for abandoned positions

PERSONNEL RECOMMENDATIONS

Under Alabama law all new employees are subject to a criminal background check, and all employment recommendations are contingent upon a satisfactory criminal background report.

Abandoned Position

<u>Name:</u>	<u>Position:</u>	<u>School:</u>	<u>Effective Date:</u>
Jameka Littlefield	Aide-Preschool	Adams Elementary School	08/07/2024

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Rita Smith

Voting:

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney – Yes

Mrs. Rita Smith – Yes

Ms. Adrienne Reed – Yes

9. Monthly Financial Report and Bank Reconciliation

CSFO Cory Skelton presented to 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 June 30, 2024.

Motion made by: Mr. Mark Dayton

Motion seconded by: Ms. Adrienne Reed

Voting:

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes
Mr. Mark Dayton - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith – Yes
Ms. Adrienne Reed – Yes

F. Information Items

1. Old Business

No old business was discussed.

2. New Business

- Mr. Mark Dayton reported on the importance of ELS funding. Adrienne Reed stated that Gadsden City School's students would benefit from more funding.
- Superintendent Blackwell reported that 92% of Gadsden City's 3rd graders passed the ACAP. Superintendent Blackwell invited Mrs. Marcia Farabee to present the results from the students who participated in the summer school program and had the opportunity to take the supplementary ACAP. Mrs. Farabee reported that after the summer school program, 99% of Gadsden City's 3rd graders had passed the ACAP.
- Superintendent Blackwell encouraged the board members and city council to visit a school on the first day, Thursday, August 8, 2024, and to encourage parent involvement.

3. Budget Hearing #1 is schedule for Thursday, September 5, 2024, at 5:00 p.m. at the Central Office

4. Regular Board Meeting and Budget #2 scheduled for Tuesday, September 10, 2024, at 5:00 p.m. at the Central Office.

G. Adjournment

Motion made by: Mark Dayton

Motion seconded by: Mike Haney

Voting:

Mrs. Nancy Stewart - Yes
Hon. Allen Millican - Yes
Mr. Mark Dayton - Yes
Mr. Mike Haney – Yes
Mrs. Rita Smith – Yes
Ms. Adrienne Reed – Yes

Superintendent/Secretary

Date