



November Regular Board Meeting  
11/04/2025 05:00 PM  
R.A. Mitchell Elementary School  
1501 Noccalula Rd  
Gadsden, AL 35904

## MEETING MINUTES

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### Attendance

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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  
Mr. Mark Dayton, Board Member - District 5  
Mr. Mike Haney, Board Member - District 4  
Ms. Adrienne Reed, Board Member - District 1  
Mrs. Rita Smith, Board Member - District 2

#### Non-Voting Members

Mr. Keith Blackwell, Superintendent  
Mr. Ed Howard, Board Attorney  
Mrs. Kelly Swafford, Superintendent Administrative Assistant

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#### A. Call to Order, Opening Prayer, Pledge of Allegiance to the Flag

Chairman Allen Millican called the meeting to order at 5:00 p.m. Board Member Rita Smith led with prayer, followed by the Pledge of Allegiance to the Flag. The roll was called and Chairman Millican declared a quorum was present.

#### B. Recognition of Visitors/Guests

Chairman Millican welcomed Mrs. Leanne Reed, the principal of Mitchell Elementary. Mrs. Reed expressed her gratitude to everyone for attending, acknowledged the board members, and recognized her faculty and staff. She then introduced Ms. Doris Day, the music teacher, who welcomed the first-graders, who performed two songs using bells. Chairman Millican also extended his thanks to Councilman Chris Robinson and Councilman Steve Smith for their attendance.

#### C. Approval of Agenda

The November agenda was presented for approval.

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

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

Mrs. Rita Smith - Yes

**D. Reports**

No Reports

**E. Board Action**

**1. Approval of Minutes from October 7, 2025, Regular Board Meeting**

A recommendation was made to approve the minutes from the October 7, 2025, board meeting.

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

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

Mrs. Rita Smith - Yes

**2. Recommendation to Approve the Surplus Property Report from Gadsden Middle School**

Superintendent Blackwell recommended that the board approve the surplus property report from Gadsden Middle School.

Motion made by: Mrs. Nancy Stewart

Motion seconded by: Mrs. Rita Smith

Voting:

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

Mrs. Rita Smith - Yes

**3. Recommendation to Approve the Textbook Working and Standing Committee (Oaths of Office)**

Superintendent Blackwell recommended that the board approve the adoption of the Textbook Working and Standing Committee for Social Studies and Arts Education. The following individuals were submitted for approval to serve on the committee.

**Textbook Working Committee**

Wes Back  
Christona Calhoun  
Sandra Cherry  
Steven Fraser  
Julia Hooper  
Jeremy Knowles  
Miles Mason  
Ryan Mulkey  
Michael Nelson  
Alisha Owens  
Kathy Roberts  
Wesley Seymour  
Robert Sims

**Standing Committee**

David Asbury  
Keith Blackwell  
Marcia Farabee  
Johnnie Parker  
Jamie Whitaker

Superintendent Blackwell stated the board members are asked to sign an Oath of Office Declaration swearing that they have no personal interest, directly or indirectly, in any contract made under the State Textbook Law. The Oath of Office is a legally required pledge taken by board members to faithfully execute their duties in accordance with state law and constitution before serving on textbook adoption matters.

Motion made by: Mr. Mark Dayton

Motion seconded by: Mrs. Rita Smith

Voting:

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

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

**4. Recommendation to Approve the Personnel Actions**

**a. Part A**

Superintendent Blackwell recommended that the board approve the following personnel recommendations from Part A:

**Retirement:**

Deborah Champion - Striplin Elementary School - Custodian - effective 11/01/2025

**Resignation:**

Michelle Gordon - Adams Elementary School - 5th Grade Teacher - effective 10/31/2025

Lorrie Sprayberry - Donehoo Elementary School - Teacher - effective 10/24/2025

Jennifer Brewer - Floyd Elementary School - Systemwide Special Education Aide - effective 10/31/2025

**(Part A) Reemployment:**

(A-1) HaLexix Wyatt - Adams Elementary School - K-2 Auxiliary Teacher (nine-month contract) - effective October 01, 2025 - 09/30/2026, Pending Board Approval **#2526.149**

(A-2) Christina Glass - Systemwide - Floyd Elementary School - Special Education Adie - effective 11/03/2025, Pending Board Approval **#2526.160**

**(Part B) Transfers:**

(B-1) Amanda Milam-Moses - From Systemwide Adams Elementary School - Special Education Teacher to Systemwide Donehoo Elementary School - Special Education Teacher, effective 10/20/2025, Pending Board Approval **#2526.146**

(B-2) Donne Lee - from Gadsden City High School - CNP Worker to Gadsden City High School - CNP Assistant Manager, effective 11/05/2025 **#2526.157**

**(Part C) New Personnel:**

(C-1) Elena Darlene Jones - Adams Elementary School - Classroom Teacher, effective 11/03/2025, Pending Board Approval **#2526.161**

(C-2) Shaquoria Garrett - Thompson Elementary School - Math Coach, effective 12/01/2025 **#2526.144**

(C-3) Ana Vargas - Striplin Elementary School - Custodian, effective 11/03/2025 Pending Board Approval **#2526.159**

(C-4) Michael Butler - Thompson Elementary School - Systemwide Bus Aide, effective 10/15/2025 Pending Board Approval **#2526.155**

(C-5) Jennifer Lankford - Office of Curriculum and Instruction - Central Office Administrative Assistant, effective 01/05/2026 **#2526.154**

(C-6) Carrie Brooks - Walnut Park Elementary School - Lunchroom Worker, effective 11/03/2025 Pending Board Approval **#2526.156**

(C-7) Shariel Brown - Donehoo Elementary School - Lunchroom Worker, effective 11/05/2025 **#2526.163**

### **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.

### **Substitutes:**

#### Support Substitutes - New:

Yessica Hogan

#### After School Substitutes:

Jennifer Clifton

### **Corrections/Updates:**

Demetrius Castleberry, Start Date October 01, 2025

Motion made by: Rev. Z. Andre' Huff

Motion seconded by: Mrs. Rita Smith

### **Voting:**

Rev. Z. Andre' Huff - Yes

Mrs. Nancy Stewart - Yes

Hon. Allen Millican - Yes

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

Mrs. Rita Smith - Yes

Superintendent Blackwell announced the new employees approved by the board.

## **b. Part B**

Superintendent Blackwell recommended that the board approve Part B Personnel Recommendations termination of CNP Worker, Peyton Hollis, at Donehoo Elementary School, effective 10/15/2025.

Motion made by: Mrs. Rita Smith

Motion seconded by: Mr. Mark Dayton

Voting:

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

## **5. Monthly Financial Report and Bank Reconciliation**

Superintendent Blackwell asked the board to wait to hear and approve the monthly financial report and bank reconciliation ending September 30, 2025, until next month due to the absence of Cory Skelton, Chief Financial School Officer.

## **F. Information Items**

### **1. Old Business**

No old business to discuss.

### **2. New Business**

- Veterans Day Parade — November 5, 2025, at 2:00 p.m. - Early Dismissal at noon.
- Veterans Day Holiday on November 11, 2025 — No School
- Thanksgiving Break — November 24–28, 2025

### **3. The Next Regular Board Meeting is December 2, 2025, at Thompson Elementary School**

## **G. Executive Session**

Chairman Millican entertained a motion to move into executive session for the purpose of discussing matters relating to real estate and matters relating to the reputation, character, and professional competence of certain individuals. Superintendent Blackwell stated no board action would be taken following the executive session.

Motion to enter executive session at 5:16 p.m.

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

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

Mrs. Rita Smith - Yes

## **H. Adjournment**

The board reconvened at 6:10 p.m. With no further business, the board adjourned on motion at 6:10 p.m.

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

Mr. Mark Dayton - Yes

Mr. Mike Haney - Yes

Ms. Adrienne Reed - Yes

Mrs. Rita Smith - Yes

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Date

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Superintendent/Secretary