



May Annual Board Meeting  
05/05/2026 05:00 PM  
Walnut Park Elementary School  
3200 Walnut Street  
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 - **Absent**

#### 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

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

Chairman Millican called the meeting to order at 5:01 p.m. Board Member Rev. Huff led with prayer, followed by the Pledge of Allegiance to the Flag. Roll call established that a quorum was present.

#### B. Approval of Agenda

The May agenda was presented for approval.

**Motion made by:** Mr. Mike Haney

**Motion seconded by:** Mr. Mark Dayton

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

### **C. Recognition of Visitors/Guests**

Chairman Millican welcomed everyone to Walnut Park Elementary School. He recognized Kent Back, the President of the City Council, and introduced Mrs. Nancy Stewart as the board member representing the Walnut Park area. Superintendent Blackwell introduced Principal Matthew Loyd, who welcomed the kindergarten classes. The students then performed a Cinco de Mayo music medley.

Several groups were recognized for their outstanding achievements:

Mrs. Marcia Farabee introduced the Emma Sansom Middle School Student Leadership Council team, which included Aiden Adams, Carter Webb, and Alaska Hare. A video presentation was shown, showcasing a student-led initiative that was also featured at the Multi-Tiered System of Supports meeting with the State Department.

The Gadsden City High School Varsity Baseball team was also recognized. Coach Robby Davis shared the team's milestones, highlighting that they finished the season with a record of 22 wins and 10 losses. He introduced his coaching staff as well as the JV and Varsity teams.

Additionally, Gadsden City High School recognized students who scored 30 or higher on the ACT. Principal Joel Gullede presented certificates to the following twelve students: Benjamin Cooper, Owen Egas, Daniel Edwards, Mattie Goss, Wren Gaines, Christopher Holder, Alvinh Nguyen, Fiyinfoluwa Oguntuyo, James Robinson, Lucas Robertson, Henry Simmons, and Mary Wade.

### **D. Reports**

None to report

### **E. Board Action**

#### **1. Recommendation to approve the Minutes from April 7, 2026**

Superintendent Blackwell recommended that the board approve the minutes from the April 7, 2026, board meeting if there are no changes needed.

**Motion made by:** Mr. Mike Haney

**Motion seconded by:** Mrs. Nancy Stewart

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney  
Yes: Ms. Adrienne Reed

**2. Out-of-State/Overnight Field Trip: Gadsden City High Cheerleaders to Great Wolf Lodge, LaGrange, GA for Cheer Camp**

Superintendent Blackwell recommended that the board approve the Gadsden City High School cheerleaders' out-of-state overnight field trip to Great Wolf Lodge in LaGrange, GA, to attend cheer camp from May 26 to May 29, 2026.

**Motion made by:** Mr. Mark Dayton

**Motion seconded by:** Mrs. Nancy Stewart

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**3. Grant Right of Way for the Tract No. 48 Public Highway Project**

Superintendent Blackwell recommended that the board approve the sale of Right of Way Tract No. 48 related to Public Highway Project No. RACR-028-759-002, which involves the extension of I-759. The proposed sale amount is \$29,150.00, to be paid by the Alabama Department of Transportation. Tract 48 is situated on the property of Donehoo Elementary School.

**Motion made by:** Mr. Mike Haney

**Motion seconded by:** Mr. Mark Dayton

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**4. Policy Addition - First Reading**

**a. Policy JCBF: Alabama First Class Pre-Kindergarten Zoning Requirements**

Superintendent Blackwell announced this is the first reading of a new policy on pre-kindergarten zoning requirements. Janie Browning, Federal Programs Coordinator, expanded on the policy, stating it is to assist students who live in Gadsden City Schools zones. Students must meet the requirements set by the Alabama Office of School Readiness

(OSR). Superintendent Blackwell asked the board to review the policy, and the board will act on it at the June board meeting.

**5. Recommendation to Approve Personnel Actions**

**a. Part A**

Superintendent Blackwell recommended that the board approve the following personnel recommendations:

**Retirement:**

Doris Day, w/f, Mitchell Elementary/Walnut Park Elementary/Floyd Elementary, Systemwide Music Teacher, effective 06/01/2026

Samantha Gardner, w/f, Floyd Elementary, Classroom Teacher, effective 06/01/2026

**Resignations:**

Marquetta McGinnis, w/f, Striplin Elementary, Classroom Teacher, effective 05/26/2026

Brittany Stephens Bone, w/f, Striplin Elementary, Classroom Teacher, effective 05/26/2026

Annsleigh Hamm, w/f, Mitchell Elementary, Classroom Teacher, effective 05/26/2026

Katherine Peek, w/f, Gadsden City High School, Special Education Teacher, effective 05/26/2026

Jeff Lumpkin, w/m, Gadsden City High School, History Teacher, effective 05/26/2026

Alana Blood Slay, w/f, Adams Elementary, Classroom Teacher, effective 05/26/2026

Kristan Caudle, b/f, Thompson Elementary, Classroom Teacher, effective 05/26/2026

Emily Wilson, w/f, Eura Brown Elementary, Classroom Teacher, effective 04/30/2026

Beatrice Swain, b/f, Eura Brown Elementary, CNP Worker, effective 04/17/2026

Edith A. Avery, b/f, Systemwide Special Education Bus Aide, effective 05/22/2026

**Return to Work From Leave of Absence:**

Jacob Palmer, w/m, Gadsden Middle, Teacher, effective 04/16/2026, pending board approval

**(Part A) Transfer:**

(A-1) Alicia Harrell, Assistant Principal, Emma Sansom Middle to Assistant Principal, Gadsden City High, effective 07/20/2026

**(Part B) Reemployment:**

(B-1) Jasmine Guyton, b/f, Emma Sansom Middle, Title I ELA Teacher, one year only, effective 08/06/2026, #2627.014

(B-2) Antonio Scott, b/m, Gadsden City High, ISS Facilitator, effective 08/06/2026, #2627.025

**(Part C) New Personnel:**

(C-1) Amber Manning, w/f, Floyd Elementary, Classroom Teacher, effective 08/06/2026, #2627.017

(C-2) Kimberly Hagemann, w/f, Floyd Elementary, Classroom Teacher, effective 08/06/2026, #2627.017

(C-3) Alexis Williams, b/f, Striplin Elementary, Classroom Teacher, effective 08/06/2026, #2627.018

(C-4) Carly Wood, w/f, Striplin Elementary, Classroom Teacher, effective 08/06/2026, #2627.016

(C-5) Robbie Cole, w/f, Donehoo Elementary, Systemwide Special Education Instructional Aide, effective 04/14/2026, pending board approval, #2526.186

(C-6) Jessica Jimenez, f/h, Donehoo Elementary (Homeschool), Systemwide EL Resource Teacher, effective 08/06/2026, #2627.021

**Contracts:**

Brian Westcott, w/m, Special Education Homebound Services, Two hours per day, two days a week, 03/23/2026-05/26/2026

Gutierrez G. Hall, b/m, Part-Time Driver's Education Teacher, 04/15/2026-05/26/2026

Antonio Scott, b/m, Gadsden City High Full-Time ISS Facilitator, 02/27/2026-05/21/2026

**Updates/Corrections:**

Halexix Wyatt, Micah Swain, K2 Auxiliary Aides—Contract End Date 06/30/2026

**Summer School Personnel:**

<b>Schools:</b>	<b>Secretary:</b>	<b>Custodia(s):</b>
Litchfield Middle	Alexis Causey	Donovan Wilson
Gadsden Middle	Kristen Hollis	Jenny Cotton
Emma Sansom Middle	Theresa Rudolph	Timothy Ragland
Gadsden City High		Amir Brown Tracy Dark Jarvis McKee

**EL Summer Camp Staff:**

<b>Schools:</b>	<b>Position:</b>	<b>Name:</b>	<b>Gender/Race:</b>
Adams Elementary	Teacher	Katie Goodwin	f/w
Adams Elementary	Teacher	Diana Hilton	f/h
Adams Elementary	Teacher	Kaye Tinker	f/b
Adams Elementary	Teacher	Brandy Newton	f/w
Adams Elementary	EL Aide	Flor Juares	f/h
Adams Elementary	EL Aide	Selena Rivera	f/h
Adams Elementary	EL Aide	Maria Infante	f/h
Gadsden City High	EL Aide	Estrella Ramirez Chavez	f/h
Gadsden City High	EL Aide	Kelly Herrera Guzman	f/h
Gadsden City High	Teacher	Angela Jones	f/h
Gadsden City High	Teacher	Joessa Bothwell	f/b
Gadsden City High	Teacher	Brooks Burns	f/w
Gadsden City High	Teacher	Lisa McKenzie	f/w

**Motion made by:** Mrs. Nancy Stewart

**Motion seconded by:** Rev. Z. Andre' Huff

**Voting results:** Unanimously Approved

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

Superintendent Blackwell announced the names of the new employees.

**b. Part B**

Superintendent Blackwell recommended that the board approve Part B Personnel Recommendations.

**Non-Renewal of Employment (End of Academic Year 2025-2026)**

Hayes, David, Teacher, Social Studies, Gadsden City High School, Certified

Watson, Antonin, Teacher, Health, Gadsden City High School, Certified

Easterwood, Jimmy, Teachers, Special Education, Gadsden City High School, Certified

Seymour, James, Teacher, Social Studies, Emma Sansom Middle School, Certified

Kocian, Benjamin, Teacher, Language Arts, Gadsden Middle School, Certified

Maul, Makita, Teacher, Special Education, Gadsden Middle School, Certified

Gross, Tarmalinda, Assistant Principal, Litchfield Middle School, Certified

Montes, Samantha, Teacher, Elementary, Adams Elementary School, Certified

Castleberry, Demetrius, Counselor, Adams Elementary School, Certified

Jones, Elena, Teacher, Elementary, Adams Elementary School, Certified

Richard, Joshua, Teacher, Elementary, Adams Elementary School, Certified

Kay, Angela, Teacher, Elementary, Adams Elementary School, Certified

Steward, Emani, Teacher, Elementary, Donehoo Elementary School, Certified

Brookins, Terrie, Teacher, Elementary, Donehoo Elementary School, Certified

Williams, Ke'Sean, Aide, Special Education, Donehoo Elementary School, Support

Champion, Adrienne, OSR, Pre-Kindergarten, Teacher, Floyd Elementary School, Certified

Jones, Melissa, Teacher, Elementary, Floyd Elementary School, Certified

Clifton, Jennifer, Teacher, Special Education, Striplin Elementary School, Certified  
Burton, Lori, Teacher, Elementary, Thompson Elementary School, Certified  
Griffin, Amber, Aide Special Education, Walnut Park Elementary School, Support  
Hood, Verlinda, Systemwide Special Education Bus Aide, Support  
Phillips, Patricia, Special Education Aide, Even Start, Support

**Transfer for Academic Year 2026-2027**

Fairchild, Sydney, Teacher, Walnut Park Elementary School to Floyd Elementary School

**Motion made by:** Rev. Z. Andre' Huff

**Motion seconded by:** Mr. Mark Dayton

***Voting results:*** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**6. Monthly Financial Report and Bank Reconciliation**

Chief School Financial Officer, Cory Skelton, presented the monthly financial report to the board for review and approval. The financial data and cash balance presented are based on the reconciled bank statement and the general ledger as of March 31, 2026.

**Motion made by:** Mr. Mike Haney

**Motion seconded by:** Mr. Mark Dayton

***Voting results:*** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**7. Approval of Additional Positions/Salary Schedules**

Superintendent Blackwell recommended that the board approve the additional positions and salary schedules for High School Assistant Principal, 10.5 Months, and Transportation Shop Foreman.

**a. Salary for High School Assistant Principal 10.5 Months**

2025-2026  
 GADSDEN CITY BOARD OF EDUCATION  
 HIGH SCHOOL ASSISTANT PRINCIPAL  
 10.5 MONTHS (212 DAYS)  
 SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	75,661	71,059	66,455	58,787
< 6 years (3,4,5)	82,462	77,397	72,335	63,897
< 9 years (6,7,8)	85,736	80,470	75,166	66,360
< 12 years (9,10,11)	87,346	81,981	76,565	67,588
< 15 years (12,13,14)	88,950	83,482	77,958	68,798
< 18 years (15,16,17)	90,559	84,971	79,339	70,000
< 21 years (18,19,20)	92,267	86,570	80,832	71,301
< 24 years (21,22,23)	94,015	88,205	82,347	72,623
< 27 years (24,25,26)	95,827	89,895	83,910	73,980
27+ years	97,674	91,616	85,506	75,366

Supplement	5,000
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**Motion made by:** Mr. Mark Dayton  
**Motion seconded by:** Mr. Mike Haney  
**Voting results:** Unanimously Approved  
 Yes: Rev. Z. Andre' Huff  
 Yes: Mrs. Nancy Stewart  
 Yes: Hon. Allen Millican  
 Yes: Mr. Mark Dayton  
 Yes: Mr. Mike Haney  
 Yes: Ms. Adrienne Reed

**b. Salary for Transportation Shop Foreman**

2025-2026  
 GADSDEN CITY BOARD OF EDUCATION  
**TRANSPORTATION SHOP FOREMAN**  
 SALARY SCHEDULE

Years of Experience	Shop Foreman 12 Months (240 days)
< 3 years (0,1,2)	58,000
< 6 years (3,4,5)	60,000
< 9 years (6,7,8)	62,000
< 12 years (9,10,11)	65,000
< 15 years (12,13,14)	68,000
< 18 years (15,16,17)	71,000
< 21 years (18,19,20)	74,000
< 24 years (21,22,23)	76,000
< 27 years (24,25,26)	78,000
27+ years	80,000

**Motion made by:** Rev. Z. Andre' Huff

**Motion seconded by:** Mrs. Nancy Stewart

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**8. Board Officer Election for the 2026-2027 academic year**

**a. President**

Chairman Millican requested a motion to nominate a Board President for the 2026-2027 school year, effective June 01, 2026. Mr. Haney recommended Mr. Allen Millican to continue to serve as board president. The motion was seconded by Mr. Mark Dayton.

**Motion made by:** Mr. Mike Haney

**Motion seconded by:** Mr. Mark Dayton

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**b. Vice President**

Chairman Millican requested a motion to nominate the Vice President of the Board for the 2026-2027 school year, effective June 1, 2026. Mr. Millican recommended Mr. Mark Dayton to continue to serve as board vice-president. The motion was seconded by Mrs. Nancy Stewart.

**Motion made by:** Hon. Allen Millican

**Motion seconded by:** Mrs. Nancy Stewart

**Voting results:** Unanimously Approved

Yes: Rev. Z. Andre' Huff

Yes: Mrs. Nancy Stewart

Yes: Hon. Allen Millican

Yes: Mr. Mark Dayton

Yes: Mr. Mike Haney

Yes: Ms. Adrienne Reed

**F. Information Items**

**1. Old Business**

No old business to discuss.

**2. New Business**

Superintendent Blackwell discussed the board meeting schedule for next year. The board members would like to continue to visit schools throughout the school year. He also mentioned the varsity soccer men's team will play in the State Championship game on Saturday, May 9, 2026, against Briarwood Christian School. Mr. Blackwell also wished all the mothers a Happy Mother's Day.

- a. Retirement Tea is Monday, May 18, from 3:15 to 4:30 p.m. at the Board of Education**
- b. Gadsden City High Graduation is Thursday, May 21, 2026, at 6:30 p.m. at Titan Stadium (rain date on Friday, May 22)**
- c. Beginning Tuesday, May 26, 2026, the 12-month Contract Employees work extended hours Monday through Thursday, with Fridays off**

**3. Next Regular Board Meeting is June 2, 2026, at Central Office, 5:00 p.m.**

**G. Adjournment**

With no further business to discuss, the meeting was adjourned on motion by Nancy Stewart at 6:04 p.m.

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Date	Superintendent/Secretary
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