

ATHENS CITY BOARD OF EDUCATION

June 8, 2023

6:30 P.M. Central Office Board Room

This meeting was conducted in full compliance with § 36-25A-1, et seq. of the *Code of Alabama*, commonly referred to as the “Alabama Open Meeting Law”. Present were approximately 14 members of the public.

CALL TO ORDER: Beverly Malone – Board President called the meeting to order.

ROLL CALL: Members Present: Anthony Townsend
 Beth Patton, Superintendent
 Scott Henry
 Shannon Hutton
 Jennifer Manville, Board Vice-President

1. Mrs. Malone opened the meeting with prayer.
2. Mrs. Hutton led the Pledge of Allegiance.
3. Mrs. Hutton moved that the board approve the agenda. Mr. Henry seconded the motion. The vote was unanimous with all five members voting yes.
4. There was no public input.
5. Mrs. Malone presented Mrs. Patton’s evaluation. Mrs. Manville moved that the board approve the Superintendent’s Evaluation, Bonus, and 1-year Contract Extension. Mr. Townsend seconded the motion. The vote was unanimous with all five members voting yes. The 2023 Amendment to 2020 Employment Agreement For Superintendent of Athens City Schools is attached to the minutes.
6. Mrs. Malone moved that the board approve item #8 – Temporary Lawn Maintenance. Mr. Henry seconded the motion. The vote was 4 years and 1 abstain. Mrs. Hutton abstained because of a family member.
7. Mrs. Malone moved that the board approve item #9 – Board Policy Proposed Revision-CSH-Sexual Harassment. Mr. Henry seconded the motion. The vote was unanimous, with all five members voting yes. Board Policies JN and GAJDBH will be deleted and CSH will be substituted in their place.
8. Upon Superintendent Patton’s recommendation of the following items, Mr. Henry moved that the Board approve the items set forth below in the consent agenda. Mrs. Manville seconded the motion. The vote was unanimous in favor of the motion, with all five members voting yes.

A. Consent Items Approved:

1. Approval of Minutes – May 25, 2023
2. Personnel
3. Non-Resident Student Admissions
4. Salary Schedule Approval – Elementary Assistant Principal
5. Contract Approval – ELA Resources
6. Board Policy Revision – GBRH – Vacation Leave/Holidays for Certified and Noncertified Personnel

B. Personnel Items Approved:

A. Resignation

1. Jose Diaz – Bus Driver for ACS

B. Employment

1. Deana Aumalis – SPED Teacher at CES
2. Janet Barlow – 5th Grade Teacher at AIS
3. Tim Bellmon – System-Wide Instructional Aide at AIS
4. Amy Green – Pre-K Lead Teacher at CES
5. Peyton Gross – PE Teacher at AMS
6. Kevin Blake Hargett – Elementary Teacher at AES
7. Amanda Holladay – System-Wide Instructional Aide at AES
8. Jason McGee – Bus Driver for ACS
9. Shelby Morris – SPED Teacher at AIS
10. Haley Pugh – Clerical Aide at AIS
11. Gelia Redmill – Instructional Aide at JNEW
12. Leslie Sedberry – Assistant Principal at AMS
13. Allison Walker – 1st Grade Teacher at JNE

C. Transfer

1. Amy Barnes – PE Teacher at AHS to PE Teacher at AIS
2. Anna Harrell – Kindergarten Teacher at CES to Elementary Teacher at AES
3. Chelsea Hurst – PE Teacher at AIS to PE Teacher at AHS
4. Shane Leopard – 5th Grade Teacher at AIS to Instructional Partner at AIS
5. Scott McCormick – Assistant Principal at JNE to Assistant Principal at AIS
6. Jennifer Sallee – Federal Programs Administrator/Assistant Principal to Supervisor of Federal Programs and Learning Supports
7. Daphne Scott – 4th Grade Teacher at AIS to Instructional partner at CES

D. Contract Cancellation

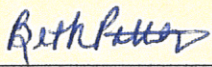
1. Sara Booco – Summer curriculum planning – AES
2. Wesley Russell – District Math Team Planning - AHS

E. Contracted Services

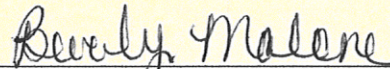
1. Daniel Terry – AHS District Math Team Planning
2. Leatha Ogden – Interventionist at CES
3. Danny Holt – EL Summer School Bus Driver
4. Jessica Wallace – CNP Substitute
5. Shawna Baugher – Summer Learning Camp Nurse
6. Dana Betts – AMS Summer School Teacher Substitute
7. Amanda Vice – Permanent Substitute
8. Summer Curriculum Planning – AES
9. Summer Curriculum Planning – AHS
10. Kindergarten Camp – CES
11. Kindergarten Camp – AES
12. Summer Learning Camp Bus Drivers
13. Summer School Teachers – AHS
14. Summer School Teachers – AMS
15. Summer Collaborative Planning - AHS

9. An executive session was not needed.

ADJOURNMENT: There being no further business; the meeting adjourned at 6:45 p.m. on a motion by Ms. Manville.



Mrs. Beth Patton
Superintendent



Mrs. Beverly Malone, President

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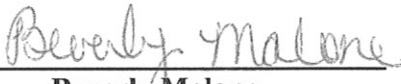
2023 AMENDMENT TO 2020 EMPLOYMENT AGREEMENT
FOR SUPERINTENDENT OF ATHENS CITY SCHOOLS

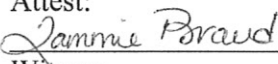
The Athens City Board of Education and Beth Patton do hereby amend the *2020 Employment Agreement for Superintendent of Athens City Schools*, dated December 17, 2020 (the "Agreement"), as follows:

1. Section 17 of the Agreement is amended so that the ending date of the term of the Agreement will be June 30, 2027.

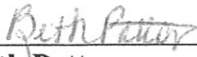
IN WITNESS WHEREOF, the Board has caused this *2023 Amendment to 2020 Employment Agreement for Superintendent of Athens City Schools* (the "2023 Amendment") to be approved on its behalf by a duly authorized officer, and Patton has likewise approved this 2023 Amendment on this the 8 day of June, 2023.

ATHENS CITY BOARD OF EDUCATION



By: **Beverly Malone**
Its President

Attest:

Witness


Witness


Beth Patton

MEMORANDUM NO. 15,291
June 5, 2023

TO: Board Members
FROM: Beth Patton 
SUBJECT: Board Policy Proposed Revision – CSH - Sexual Harassment

I recommend the board approve the proposed Board Policy Revision – CSH - Sexual Harassment.

This policy will replace JN-Sexual Harassment of Students and GAJDBH- Sexual Harassment. The Board Policies JN and GAJDBH will be deleted and CSH is the new policy in their place.

We will place CSH – Sexual Harassment in *General School Administration* (as recommended by AASB) since it applies to students and employees.

Board of Education

*Beverly Malone, President ~ Jennifer Manville, Vice-President
Scott Henry ~ Shannon Hutton ~ Anthony Townsend*

SEXUAL HARASSMENT

Sexual Harassment Prohibited

In accordance with Title IX and its regulations (34 CFR Part 106), the Board does not discriminate on the basis of sex or gender in the education programs and activities that it operates, and it strictly prohibits such discrimination on the basis of sex or gender in its education programs or activities, including sexual harassment, as defined by law and Board policy. Inquiries regarding the application of Title IX regulations may be referred to the Board's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both. Sexual harassment complaints will be filed and reviewed under this policy. All other complaints under Title IX will be filed and reviewed according to the Board's general complaint and grievance procedures.

Sexual harassment in any form that is directed toward students and/or employees is prohibited. Persons who violate the policy will be subject to the full range of disciplinary consequences up to and including termination (for employees) and expulsion (for students) as dictated by the nature and severity of the violation and other relevant considerations. If appropriate, the circumstances constituting the violation may be reported to law enforcement agencies or child welfare agencies for further investigation and action.

Title IX Coordinator

The Superintendent is authorized and directed to designate a Title IX Coordinator to oversee implementation and enforcement of this policy, as well as compliance with applicable procedures, rules and regulations. The Title IX Coordinator shall receive complaints of prohibited conduct, coordinate investigations, and ensure adequate training. Contact information for the Title IX Coordinator can be found on the district webpage and in the student handbook.

Sexual Harassment Defined

Title IX regulations define sexual harassment to include one or more of the following:

An employee conditioning the provision of an aid, benefit, or service of the school/school system on an individual's participation in unwelcome sexual conduct (i.e., quid pro quo sexual harassment);

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school/school system's education program or activity; or

Sexual assault, dating violence, domestic violence, or stalking, as each of those terms is defined by federal statutes enumerated in the Title IX regulations, 34 C.F.R. § 106.30(a).

Examples of Sexual Harassment

The following are examples of conduct that may constitute sexual harassment, depending on the circumstances:

Verbal harassment or abuse of a sexual nature, including graphic comments, the display of sexually suggestive objects or pictures, and sexual propositions;

Repeated unwelcomed sexual advances, solicitations of sexual activity, or sexual contact;

Unwelcomed, inappropriate sexual touching;

Demands for sexual favors accompanied by implied or overt promises of preferential treatment or threats with regard to the student's educational status.

Employees and students should note that misconduct falling outside this policy may nonetheless violate other Board policies (such as the student code of conduct) and thus be otherwise subject to disciplinary action.

Sexual Harassment Complaint Procedures Authorized

The Superintendent is authorized and directed to establish, implement and revise more detailed sexual harassment complaint procedures in compliance with Title IX that are designed to provide students and employees who believe that they are victims of unlawful sexual harassment with a thorough, discreet, and prompt internal procedure for investigating and resolving sexual harassment complaints. The process and procedures will be drafted so as to provide supportive measures, facilitate the gathering of relevant facts and evidence, permit timely assessment of the merits of the complaint, provide an opportunity for informal resolution of the complaint where appropriate, eliminate any harassment that is established by the investigation, and prevent any retaliation based upon the filing of the complaint. The procedures will reflect due regard for the legal rights and interests of all persons involved in the complaint, and will be drafted, explained, and implemented so as to comply with federal regulations, and to be understandable and accessible to all student/employee population groups and ages.

Initial Confrontation of Accused Harasser Not Required

A student or employee who invokes the harassment complaint procedure will not be required to present the complaint to the accused or suspected harasser for resolution.

Reporting

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, by electronic mail, to the Title IX Coordinator.

Students will also be permitted to report allegations of suspected harassment to any appropriate Board administrator, teacher, counselor, or employee, and such persons have a duty to promptly refer such allegations to the Title IX Coordinator or to take such action as may be required by the procedures established under "Sexual Harassment Complaint Procedures Authorized" above.

In no case will any employee who is the subject of a complaint be permitted to conduct, review, or otherwise exercise decision-making responsibility in connection with the processing of the complaint.

Notice of Policy to be Promulgated

The Superintendent will promulgate and disseminate this policy and the complaint procedures to applicants for admission and employment, the schools, parents and legal guardians, unions and

professional organizations, and will take such other steps and measures as may be reasonably available and expedient for informing the school community of the conduct prohibited by this policy and the recourse available to students who believe that they have been subjected to sexual harassment.

Confidentiality

To the extent possible, reports of sexual harassment will be kept confidential; however, complete confidentiality cannot be guaranteed.

Retaliation Prohibited

No retaliation or adverse action may be imposed as a result of a good faith complaint or report of sexual harassment. Complaints alleging such retaliation may be made in the same manner as a complaint for sexual harassment. False accusations that are made in bad faith or for improper reasons may result in disciplinary action.

Penalties for Failing to Cooperate with Investigation

All employees must cooperate with any investigation regarding allegations of sexual harassment under this policy. Any employee who impedes or unreasonably refuses to cooperate with an investigation regarding allegations of sexual harassment will be subject to appropriate disciplinary action, up to and including termination.

SOURCE: Athens City Board of Education, Athens, AL

Adopted: June 8, 2023

LEGAL REF: Title IX of the Education Amendments Act of 1972: 34 CFR Part 106