

ATHENS CITY BOARD OF EDUCATION

June 11, 2019

6:30 P.M. Central Office Board Room

This meeting was conducted in full compliance with Alabama Code 13A-14-2 commonly referred to as the "Alabama Open Meeting Law". Present were approximately 19 members of the public. Jean Cole from Athens News Courier was present.

CALL TO ORDER: Russell Johnson -President called the meeting to order at 6:30 p.m. in the central office board room.

ROLL CALL: Members Present: Scott Henry
Dr. W.L. Holladay, III, Superintendent
Jennifer Manville
Beverly Malone, Vice President
Shannon Hutton
Russell Johnson, President
James Lucas
Tim Green

1. Mr. Henry opened the meeting with prayer.
2. Mrs. Hutton led the pledge of allegiance.
3. Tammie Brand took roll and all were present.
4. No one from the public addressed the board. But Dr. Holladay wanted to speak before the reading of the consent agenda.
5. Debbie Elmore gave an update on SAFE and CARE for the 2018-2019 School Year. *The handout that was prepared is attached to the minutes.*
6. Mr. Johnson was made aware by Dr. Carter and Dr. Brown that they would like to see Deborah Holladay's contract extended. However, they both serve under the direct management of Dr. Holladay, and so they cannot be considered unbiased persons. Mr. Johnson, as Board President, should select an impartial board member to conduct an interview, negotiate any contract, and make a determination as to whether to recommend that Deborah's contract be renewed.

Mr. Johnson stated that this is a contract, not an employee position. Since Deborah Holladay is the Superintendents wife, I called upon Beverly Malone to act as a disinterested person and to make a written recommendation, *which Tammie Brand has and is attached to the minutes.* Mr. Johnson asked Dr. Holladay if he had participated in the matter at all? Dr. Holladay stated that Tammie Brand had the memo and he had not and will not participate, directly or indirectly, with any discussion related to this matter.

Mr. Johnson asked Mrs. Malone to share her recommendation with the Board: Board president Rusty Johnson appointed me to conduct an impartial review of whether the Board should extend Deborah Holladay's contract for professional services related to Athens Renaissance School. I have conducted that review. I have determined that the contract should be extended. I recommend that Deborah Holladay's contract as Virtual Coordinator for Athens Renaissance School be renewed on the same terms, for a fixed term not to exceed 3 years, beginning on July 1, 2019, and ending on July 30, 2022. Superintendent Trey Holladay has not participated, directly or indirectly, in my review, deliberation, or decision.

7. Mrs. Johnson thanked Mrs. Malone and Mrs. Manville moved that the board approve the Contract Renewal. Mr. Green seconded the motion. The vote was unanimous.

8. Mr. Lucas moved that the board approve the consent agenda. Mrs. Manville seconded the motion. The vote was unanimous.

A. Consent Items Approved:

- a. Approval of Minutes – May 1, 2019
- b. Approval of Minutes – May 16, 2019
- c. Personnel
- d. Non-Resident Student Admissions
- e. Budget Amendments
- f. Apple Lease

B. Personnel Items Approved:

A. Employment

1. Diana Blackwood - Science Teacher at AMS
2. Anna Harrell - Elementary Teacher at SPARK Academy
3. Meredith Lorge - Elementary Teacher at Brookhill Elementary
4. Joshua Marsh - PE Teacher at Athens Intermediate School
5. Jessica Ortiz - Elementary Teacher at SPARK Academy
6. Lars Stanford - Temporary Lawn Maintenance
7. Anna Wysock - Elementary Teacher at JNE

B. Transfer

1. Katrina Allen - Assistant Principal at BES (.5) to Special Education Supervisor
2. Travis Barnes - Science Teacher at AMS to Science Teacher at AHS
3. Alyson Carpenter - Professional Development Specialist to Technology Coordinator
4. Eddie Murphree - ISS at AMS to ISS at AHS
5. Diane Trout - Elementary Teacher at SPARK to STEM LAB Teacher at Athens Elementary School
6. Josh Fuqua - Teacher at ARS to Teacher at AMS
7. Linda Moore - Completion Specialist at ARS to Completion Specialist at AHS
8. Deverly Williams - System Wide Aide at ARS to System Wide Aide at AMS

9. Amanda Gudmundsson - Teacher at AMS to Teacher ARS
 10. Steve Carter - Technology Teacher ARS to Technology Teacher at AHS
 11. Debbie Elmore - Administrator at SAFE/CARE to Assistant Principal at AHS
- C. Assignments for 2019-2020
1. Jeremy Crum - PE Teacher at AIS
 2. Samantha Crum - CNP at AMS
 3. Joaquin Herrera - Technology Instructor at AMS
 4. Casey Little - Teacher at AMS
 5. Jason Quick - Assistant Principal at BES (.5)
- D. Resignation
1. Chris Coffey - AMS
 2. Jill Daniel - CES
 3. Erin McLemore - AHS
 4. Maria Sanders-Ingram - AHS
 5. Benjamin Phillips - AIS
- E. Tenure
1. Sabrina Frost - AIS
- F. Retirement
1. Jim Presnell - Dean of Students at AHS at the end of the 2019-2020 School Year
- G. Contracts
1. Rick Carter - Principal Employment Contract
 2. Rick Carter - Executive Director of Innovation
 3. Beth Patton - Addendum - Terms of Service

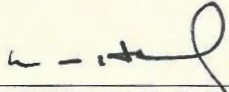
9. Before Dr. Holladay read the personnel for June 11, 2019, he told everyone that one of his goals that was set forth when he was hired was to be transparent. He has always tried to be calm and professional with dealing with difficult and tough decisions. He is always available to answer any questions that anyone would like to ask. He discussed Dr. Carter's contract with the extra supplements and explained how he looks at getting the best and keeping them with Athens City Schools. One of those ways is the Salary Schedules with the supplements to add to those with additional duties.

10. The Superintendent's report is attached.

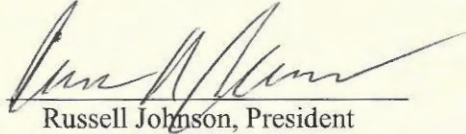
11. No Executive Session was needed.

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ADJOURNMENT: There being no further business; the meeting adjourned at 7:20 p.m. on motion by Mrs. Malone.



W.L. "Trey" Holladay, III, Ed. D.
Superintendent



Russell Johnson, President



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W.L. "Trey" Holladay, III, Ed. D. ~ Superintendent

June 11, 2019

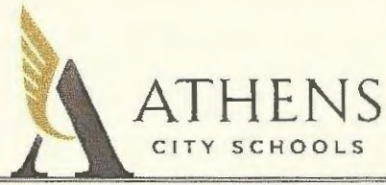
TO: Board Members
FROM: Beverly Malone, Vice-President Athens City School Board
SUBJECT: Independent Contractor for Athens Renaissance School

Mr. Rusty Johnson, you asked that I review whether Deborah Holladay's contract with Athens City Schools as Virtual Coordinator for Athens Renaissance School (currently expiring on June 30, 2019) should be renewed. Having done so, I recommend that Deborah Holladay's contract as Virtual Coordinator for Athens Renaissance School be renewed on the same terms, for a fixed term not to exceed 3 years, beginning on July 1 2019, and ending on July 30, 2022.

Beverly Malone, Vice-President
Athens City School Board

Board of Education

*Russell Johnson, President ~ Beverly Malone, Vice-President
Scott Henry ~ Tim Green ~ James Lucas ~ Shannon Hutton ~ Jennifer Manville*



MEMORANDUM

TO: MR. JOHNSON & MRS. MALONE – ACS BOARD PRESIDENT & VICE-PRESIDENT
FROM: DR. RICK CARTER – EXECUTIVE DIRECTOR FOR INNOVATIVE PROGRAMS
SUBJECT: POSSIBLE RENEWAL FOR ARS
DATE: JUNE 6, 2019
CC: DR. NELSON BROWN

After review and consultation with Dr. Brown, I am recommending the consideration of contract renewal for Deborah Holladay as Virtual Coordinator for Athens Renaissance School for a fixed term not to exceed 3 years beginning on July 1, 2019, continuing throughout the 2019-20, 2020-21, & the 2021-2022 school years, ending on June 30, 2022. Your consideration is appreciated.

Please contact me if there are any questions about the above personnel or their review.



2018-2019 SAFE & CARE Facts and Figures

SAFE (Students Alternative for Excellence) & CARE (Classroom for Alternative and Remedial Education) are under Athens City School's Innovative Programs directed by Dr. Rick Carter.

41 Alternative students served in the 2019-2020 school year: 24 SAFE ; 17 CARE

AES 2 (2nd 3rd) BES 1 (1st) CES 1 (3rd) JNS 1 (1st) AIS 1 (4th)
AMS 15 (3-6th; 5-7th; 7-8th) AHS 20 (7-9th; 4-10th; 4-11th; 5-12th)

Gender: Boys: 29 Girls: 12

At-Risk –

- 18 Students entered this alternative setting behind at least one grade level
- 17 Have probation officers- We do not allow students to wear jewelry; however, a couple have had ankle bracelets issued by a judge
- 3 baby boys born to our girls (9th, 10th, 12th)
- 1 twelve year old student NEVER been enrolled in school

Facts:

- Completed 232 Courses taken by 41 students (14,060 Individual lessons)
- 130 Full Credits Issued
- 102 Partial Credits Issued (completed courses in middle of semester)

Results:

- 8 Graduated (4 each semester) (1-10th, 3-11th 4-12th)
- 4 Graduated at least one year earlier than their cohort
- 19 Returned to their school
 - Entered as 8th grader-Exited 11th grader
 - Entered as 8th grader-Exited as 10th grader
 - Entered as 9th grader-Exited as 11th grader
 - Entered as 10th grader-Graduated
- 2 Students were placed from SAFE to work at home (for discipline reasons), but remained working under our program
- 8 students will begin CARE/SAFE program 2019-2020 school year
 - 3 of these students will be working to graduate by Christmas
- 8 Students worked out after the program with Coach Steve Carter 2:00-3:00

ISS served over 300 students from AIS, AMS, AHS.

Data compiled by Debbie Elmore