



**Board Meeting Minutes
Enterprise City Schools
Regular Called Board Meeting**

Date: June 25, 2024

Time: 5:00 p.m.

Location: Enterprise City School Board of Education, Board Room
220 Hutchinson Street, Enterprise AL 36330

Attendants:

- Jennifer Boykins, Board President
- Marie Harrison, Board Vice President
- Steven Duke, Member
- Donald Weaver, Member
- Keith Wood, Member

The Enterprise City Board of Education held a regular called board meeting, June 25, 2024 at 5:00 p.m. in the Board Room. Also present were Dr. Zel Thomas, Superintendent, Hon. Merrill Shirley, Board Attorney, and Chief School Financial Officer, Mrs. Pam Christian. There were several other school employees and community members in attendance for the board meeting as well. Notice of the meeting was properly posted and provided to the community, as well as media, in accordance with the Alabama Open Meetings Act.

The meeting was called to order at 5:00 p.m. by Board President Boykins and the Pledge of Allegiance was led by Superintendent Thomas.

The Board approved the agenda for the June 25, 2024 meeting of the Enterprise City Board of Education 5 to 0 on a motion by Mr. Duke and seconded by Mrs. Harrison.

Dr. Thomas welcomed Maintenance Supervisor, Mr. Matt Routley, to the podium to present the maintenance department employee of the month for June. Mr. Routley spoke about maintenance employee, Steve McCoy, while Assistant Superintendent, Dr. Cain, presented him with a gift basket. Dr. Thomas congratulated Mr. McCoy on his recognition.

Board minutes from the June 4, 2024 board meeting were reviewed. Mr. Wood made a motion to approve with Mrs. Harrison giving a second. The Board voted to approve the board meeting minutes 5-0.

Next, May 2024 financial reports were reviewed. Mr. Weaver made a motion to approve the financials. Mr. Duke gave a second. There was no discussion and a vote of 5 to 0 was placed in favor.

Dr. Thomas presented a new principal contract for the Board to review. Mrs. Harrison moved, Mr. Wood seconded, there was no discussion and a vote of 5 to 0 was placed in favor of the new principal contract.

Next, the board reviewed the teachers being offered TEAMS contracts, Teacher Excellence and Accountability for Mathematics and Science, in accordance with the TEAMS Act. Mr. Wood made a motion, Mr. Duke gave a second, there was no discussion and a vote of 5 to 0 was placed in favor of the TEAMS contracts.

Superintendent Thomas asked the Board to approve the hiring of up to 25 co-op students for the 2024-2025 school year. He stated the students would be placed in career appropriate positions at each of our schools and departments. Board President Boykins asked for a motion to approve. Mr. Duke gave a motion. Mr. Wood seconded. A unanimous vote was placed in favor of the hiring of co-op students.

Next, Dr. Thomas presented a recommendation for Mrs. Debbie Hope to be named the Sick Bank Committee Chairperson for July 2024 through June 2025. Mrs. Harrison made a motion, Mr. Wood gave a second, there was no discussion and a vote of 5 to 0 was placed in favor of naming Mrs. Hope as the Sick Bank Committee Chairperson.

The Board reviewed an inflatable rental request from EHS football next. Mr. Wood made a motion to approve the inflatable rental request. Mr. Duke gave a second. A vote of 5-0 was placed in favor of the inflatable rental request.

Next Dr. Thomas presented a renewal quote from Quaver Ed. Mr. Weaver made a motion and Mrs. Harrison gave a second. There was no discussion and a vote of 5 to 0 was placed in favor of the renewal quote.

The Board reviewed a quote from West Music to purchase drum sets at several of our elementary schools. Mr. Duke made a motion to approve. Mrs. Harrison gave a second. The quote was approved unanimously.

Superintendent Thomas presented a quote from OHM Dynamics. Mr. Wood made a motion with Mrs. Harrison seconding. The Board voted 5-0 in favor of the quote.

Two proposals from Houghton Mifflin Harcourt were presented by Dr. Thomas for professional development on the AI Writing Tool & Writable Coaching for grades 6-12. Board President Boykins asked for a motion to which Mrs. Harrison made. Mr. Duke gave a second. There was no discussion and a vote of 5 to 0 was placed in favor of both proposals.

A quote from GVS Glass to replace the doors at the Service Center was approved unanimously. The bus agreement is for the use of ECS school buses and drivers to be used by Boys & Girls Club for educational related field trips during Summer 2024 months. Dr. Thomas stated that multiple price quotes were obtained and GVS Glass was the lowest price quoted. Board President Boykins asked for a motion with Mr. Weaver motioning. Mr. Duke seconded and there was no discussion.

Two quotes from Curriculum Associates were presented by Superintendent Thomas. The multiple quotes were for the iReady program used throughout all of our elementary and secondary schools. In the elementary schools it will replace the STAR program, helping us comply with the Alabama Numeracy Act for the Early Years/Benchmark assessment/screener while the secondary schools use the program for progress monitoring. Mr. Duke made a motion. Mr. Wood gave a second. A vote of 5 to 0 was placed in favor of the quotes.

Dr. Thomas presented a renewal quote from Gaggle that is used to monitor our students' email and Google Drive accounts for safety and inappropriate content. Mrs. Harrison made a motion, Mr. Wood gave a second, and a unanimous vote was placed in favor of the renewal quote.

Next, a proposal recommendation for the design and installation of new artwork and cafeteria tables in the Hillcrest Elementary cafeteria was reviewed. Dr. Thomas stated that three vendors submitted proposals with School and Office

Supply scoring the highest on bases of price, design and durability of product and recommended that the BOE award the project proposal to School and Office Supply. Mrs. Harrison made a motion to approve. Mr. Weaver gave a second. There was no further discussion and a vote of 5 to 0 was placed in favor.

A tentative 2024-2025 salary schedule was presented by Dr. Thomas. While recommending the salary schedule for approval he also asked for approval of these changes to take effect at the start of each employee's contract year. Board President Boykins asked for a motion to which Mr. Duke made. Mr. Weaver made a second. During discussion, Ms. Boykins asked how retention was with our teachers and staff and stated that it seemed like the last several years there has been more turnover. Dr. Thomas explained that there are several factors contributing to the turnover including the large military presence in our area. The BOE voted 5 to 0 in favor of the 2024-2025 salary schedule presented.

Dr. Thomas presented a quote from Color FX Printing and Packaging for our annual parental involvement calendars for review. Mr. Wood made a motion. Mr. Weaver gave a second. There was no discussion and a unanimous vote was placed in favor of the quote.

A memorandum of agreement between Enterprise City Schools (ECS) and the Garrison Command of Fort Novosel was presented by Dr. Thomas. The MOA is for ECS to provide after school bus transportation from all ECS elementary schools to Child and Youth Services programs on Fort Novosel for the 2024-2025 school year utilizing ECS bus and driver. Mr. Duke made a motion to approve the MOA. Mr. Weaver gave a second. During discussion, Mr. Duke mentioned what a great program this was that we were providing to Fort Novosel and how it helps ECS to continue having a good relationship with our military base. A vote of 5-0 was placed in favor of the MOA.

The BOE reviewed a quote from Distinct Construction Solutions for 2 concrete pads to be poured at the EHS track complex. Dr. Thomas stated that this project would be paid for using DoDEA grant funds. President Boykins asked for a motion with Mr. Wood making. Mrs. Harrison gave a second. A vote of 5 to 0 was placed in favor of the quote.

Dr. Thomas presented a quote from Scout Sport Floors, LLC for the sanding and refinishing of the gym floor at Dauphin Jr High utilizing DoDEA grant funds. Mr. Weaver made a motion. Mr. Wood gave a second. A unanimous vote in favor was placed.

A principal contract addendum was reviewed next. Dr. Thomas stated that the details to the addendum were listed in their packets for review. Mr. Duke made a motion. Mr. Wood gave a second. There was no discussion and a vote of 5-0 was placed in favor.

The Board previewed a proposal from UES Testing Services for construction testing services on the Indoor Multi-Use Facility at Enterprise High. Mrs. Harrison made a motion to approve. Mr. Weaver gave a second. Mr. Duke asked if this was a routine inspection to check the land quality before they start building to which Dr. Thomas explained yes, it was routine and they would perform several construction tests/inspections over the span of the construction timeframe. A unanimous vote was placed in favor of the proposal.

Dr. Thomas presented all consent agenda items as one approval item. The consent agenda items included the 2024 football officials contract as well as several out of state trip requests. Mr. Weaver made a motion with Mr. Wood giving a second. There was no discussion and a vote of 5 to 0 was placed in favor of approving all consent agenda items.

The following personnel items were displayed on the projector and presented to the Board for their consideration. Dr. Thomas recommended that all personnel action items be approved as presented. Mr. Wood made the motion to approve all personnel items and Mr. Duke gave a second. A vote of 5 to 0 was placed in favor of the motion.

Personnel Action Items, June 25, 2024

RESIGNATIONS

| Name | Position | Location | Effective Date |
|------------------|-----------------------------|------------------------|-----------------------|
| Kimberly Newsome | 6th Grade Teacher | Holly Hill | 6/30/2024 TEAMS |
| Margaret Schmidt | Science Teacher | Dauphin | 6/30/2024 |
| Melanie Hamlin | STEM Teacher | Dauphin | 6/30/2024 TEAMS |
| Taylor Gosselin | Special Education Teacher | Enterprise High School | 6/27/2024 |
| Hanna Whitt | STEM/Social Science Teacher | Coppinville | 5/24/2024 |
| Shawna Copeland | 1st Grade Teacher | Harrand Creek | 5/24/2024 |

| | | | |
|-------------------|---------------------------|---------------|-----------------|
| Thomas Pitchford | Computer Science Teacher | Coppinville | 5/24/2024 |
| Sandra Richardson | Math Teacher | Coppinville | 6/30/2024 TEAMS |
| Whitney Lunsford | Science Teacher | Coppinville | 6/30/2024 TEAMS |
| Colby Jordan | Math Teacher | Coppinville | 6/30/2024 TEAMS |
| Audrey McCray | 2nd Grade Teacher | Harrand Creek | 5/24/2024 |
| Andrea Schapker | Math Teacher | Coppinville | 6/30/2024 TEAMS |
| Michelle Sharon | Special Education Teacher | Coppinville | 5/24/2024 |

TRANSFERS

| Name | Position/Location | Position/Location | Effective Date |
|------------------------|--|---|-------------------------|
| Jill Crawford | Social Science Teacher/Dauphin | Social Science Teacher/Enterprise High School | 2024 - 2025 School Year |
| Kirby Keel | English Teacher/Enterprise High School | Instructional Partner/Coppinville | 2024 - 2025 School Year |
| Kristal Nieves Guevara | ESL Aide/Harrand Creek | 195-Day Clerical Aide/Harrand Creek | 2024 - 2025 School Year |

EMPLOYMENT

| Name | Position | Location | Effective Date |
|-----------------|--------------------------------|------------------------|----------------|
| Dwight Hamilton | 8-Hr. Custodian | Enterprise High School | 6/26/2024 |
| Landon Carnley | PE Teacher | Rucker Blvd | 8/1/2024 |
| Morgan Broeme | Special Education Aide | Rucker Blvd | 9/30/2024 |
| Amy Essig | Elementary Teacher Grade TBA | Harrand Creek | 8/1/2024 |
| Patsy Holland | Contract Coach | Dauphin | 8/1/2024 |
| James Hanson | Grounds/Maintenance Technician | Maintenance | 6/26/2024 |
| Ashlynn Elmore | Elementary Teacher Grade TBA | Brookwood | 8/1/2024 |
| Kara Tatum | English Teacher | Enterprise High School | 8/1/2024 |
| Lerkeno Caple | Elementary Teacher Grade TBA | Harrand Creek | 8/1/2024 |
| Amy Suter | STEM Teacher | Dauphin | 8/1/2024 |

Pending
ALSDE
background
clearance

| | | | | |
|-----------------|-----------------|------------------------|-------------------------|---------------------------------------|
| Duana Hill | 8-Hr. Custodian | Brookwood | 6/25/2024 | Amended from previously approved date |
| Marzavious Reed | Contract Coach | Enterprise High School | 2024 - 2025 School Year | Pending ALSDE background clearance |

ATHLETIC SUPPLEMENTS

| Name | Supplement | Position | Effective Date | |
|-------------------|----------------------|-------------------------------|-------------------------|------------------------------------|
| Johanthan Booth | Athletic Director | Athletic Director - DJHS | 2024 - 2025 School Year | |
| Landon Carnley | Basketball | Head - Boys - CJHS | 2024 - 2025 School Year | |
| Jamey Stephens | Basketball | Assistant - CJHS | 2024 - 2025 School Year | |
| Crystal Taylor | Cheerleader | Head Junior High - CJHS (50%) | 2024 - 2025 School Year | |
| Maggie Thompson | Cheerleader | Head Junior High - CJHS (50%) | 2024 - 2025 School Year | |
| Christina Rodgers | Cross Country | Assistant | 2024 - 2025 School Year | |
| Michael Fleming | Football | Assistant - EHS | 2024 - 2025 School Year | |
| Ross Robinson | Football | Assistant - EHS | 2024 - 2025 School Year | |
| Marzavious Reed | Football | Part-Time Assistant - EHS | 2024 - 2025 School Year | Pending ALSDE background clearance |
| Jonathan Lowery | Football | Assistant 9th Grade | 2024 - 2025 School Year | |
| Grant Betts | Football | Assistant 9th Grade | 2024 - 2025 School Year | |
| Sanford Meitzler | Football | Assistant - DJHS | 2024 - 2025 School Year | |
| Colby Jordan | Football | Part-Time Assistant - CJHS | 2024 - 2025 School Year | |
| Holli Lovrich | Indoor/Outdoor Track | Assistant - Girls | 2024 - 2025 School Year | |
| Patsy Holland | Volleyball | Head 8th - DJHS | 8/1/2024 | |
| Katarzyna Howard | Volleyball | Head 7th - DJHS | 2024 - 2025 School Year | |

**NON-ATHLETIC
SUPPLEMENTS**

| Name | Supplement | Position | Effective Date |
|--------------------|-------------------|--------------------|----------------------------|
| Catherine Galimore | Yearbook | Coordinator - EHS | 2024 - 2025 School Year |
| Kaitlyn Davis | Yearbook | Coordinator - CJHS | 2024 - 2025 School Year |

During Superintendent Comments, Dr. Thomas welcomed new Board President, Jennifer Boykins and new Board Vice President, Marie Harrison. He also welcomed new Board member, Donald Weaver. He thanked them all for serving on our Board and stated he was looking forward to continuing to work with them. Dr. Thomas also congratulated EHS Automotive teacher, Steve Icenogle, on being recognized by Skills USA as an Honorary Life Member during the 2024 National Leadership & Skills Conference Opening Session in Atlanta. Honorary Life is Skills USA's highest honor and recipients are recognized nationally along with their name being recorded in Skills USA's official history.

During Board Comments, Board President Boykins thanked all in attendance for being there and stated that the next regular board meeting would be held on July 16, 2024 at 5:00 p.m.

Board President Boykins officially adjourned the meeting at 5:26 p.m.



Dr. Zel Thomas
Superintendent, Enterprise City Board of Education