

**MINUTES OF THE MEETING OF THE  
ETOWAH COUNTY BOARD OF EDUCATION  
HELD ON MAY 2, 2017**

The Etowah County Board of Education met for a regular meeting on May 2, 2017 at 5:00 p.m. The meeting was conducted in the conference room of the Etowah County Board of Education Central Office located at 3200 West Meighan Boulevard, Gadsden, Alabama.

Members present were: Mrs. Scarlett Farley  
Mr. Danny Golden  
Mr. Todd Hindsman  
Mr. Tim Langdale  
Mr. Ernie Payne  
Mr. Doug Sherrod  
Mr. Tim Womack

Mr. Tim Womack, Board President, presided at this meeting. The invocation was given by Mr. Womack. President Womack extended an invitation to anyone in the audience to address the Board. As there was no response, the meeting was turned over to the Superintendent, Dr. Alan Cosby.

**RECOGNITIONS**

Dr. Alan Cosby, Superintendent, recognized the following for their accomplishments.

1.	recognitions:
	a) <b><u>Dr. Butch Douthit and Dr. William R Stewart along with the North East Orthopedic Staff</u></b> – recognized for their service and support with Special Olympics
	b) <b><u>Avari Patterson, 6<sup>th</sup> Grade, West End Elementary</u></b> - Etowah County Board of Education Student of the Month
	c) <b><u>Johnson Cosby, 8<sup>th</sup> Grade, Rainbow Middle School</u></b> – represented Rainbow Middle School in the Alabama State Geography Bee on March 31, 2017. He scored highest of any Rainbow Middle School participant in school history
	d) <b><u>Donna Holderfield, Teacher, John S. Jones Elementary</u></b> – 2016-2017 Veterans of Foreign Wars Outstanding Elementary School Teacher for the entire state of Alabama
	e) <b><u>Dillon Griffin, Hokes Bluff High, Drafting Program</u></b> – 2016-2017 Alabama Skills USA President and named Outstanding Career Technical Student, received the Ricky Bell Scholarship

<b>f) Etowah County Career Technical Students Receiving Awards at Alabama Skills USA Competition</b>					
	<b>Student</b>	<b>School</b>	<b>Program</b>	<b>Contest</b>	<b>Award</b>
	Dillon Griffin	Hokes Bluff High	Drafting	Additive Manufacturing	Silver Medal
	Gabriel Perez	West End High	Drafting	Additive Manufacturing	Silver Medal
	Gunnar Heath	Hokes Bluff High	Auto Tech	Automotive Service Technology	Silver Medal
	Hayden Richards	Gaston	Construction	Cabinetmaking	Silver Medal
	Bailey Carroll	Sardis High	Construction	Cabinetmaking	Gold Medal
	Madison Vaughn	Sardis High	Electronics	Career Pathway Showcase	Silver Medal
	Chris Horton	Hokes Bluff High	Electronics	Career Pathway Showcase	Silver Medal
	Dallas McGlaughn	Hokes Bluff High	Electronics	Career Pathway Showcase	Silver Medal
	Charles Bozarth	Sardis High	Construction	Carpentry	Silver Medal
	Lathan Stewart	Gaston	Precision Machining	CNC Milling Specialist	Silver Medal
	Austin Dodge	West End High	Precision Machining	CNC Turning Specialist	Gold Medal
	Brennen Fleming	West End High	Precision Machining	CNC Technician	Silver Medal
	Austin Rich	Gaston	Electronics	Electronics Technology	Gold Medal
	Andrew Gowens	Southside High	Electronics	Telecommunications Cabling	Silver Medal
	Matthew Vonbartheld	Gaston	Electronics	Telecommunications Cabling	Bronze Medal

<p><b>g) West End Elementary State Technology Fair Winners:</b>  <b>Tristan Chaney and Skylar Yancey - 1<sup>st</sup> Place General Applications</b>  <b>Ella Burton and Andralea Summerford - 2<sup>nd</sup> Place Multimedia Group</b>  <b>Blayke Dodd - 2<sup>nd</sup> Place Multimedia Individual</b></p>	
<p><b>h) ECBOE Teachers of the Year 2016-2017</b>                  Elementary Teacher of the Year – Melia H. Griffith                  Secondary Teacher of the Year – Amy Wagnon</p>	
Carlisle Elementary School	Deirdre M. Johnson
Duck Springs Elementary School	Cathy Treece
Gaston Elementary School	Janae Thomas
Gaston High School	Anita H. Campbell
Glencoe Elementary School	Jessica Nichols
Glencoe Middle School	Amy Wagnon
Glencoe High School	Tommy Stanley
Highland Elementary School	Donette Batemon Griffith
Hokes Bluff Elementary School	Amber Elizabeth McCarver
Hokes Bluff Middle School	Megan Henson
Hokes Bluff High School	Taylor C. Morgan
Ivalee Elementary School	Joy Greer
John S. Jones Elementary School	Ladonna Downey
Rainbow Middle School	Alicia Probst
Sardis Middle School	Dawn Miller
Sardis High School	Jennifer Monroe Danya Golden Wright
Southside Elementary School	Melia H. Griffith
Southside High School	Zane Smith
West End Elementary School	Amy Gibbs
West End High School	Zack Qualls
Whitesboro Elementary School	Reneé Lancaster

	Etowah County Career Technical Center	Robby Edwards
	Special Education Learning Center	Jennifer Frederick

**BOARD MEETING MINUTES OF APRIL 4, 2017 – APPROVED**

Superintendent Cosby recommended approval of the board meeting minutes of April 4, 2017 as provided. Mr. Sherrod made a motion to approve the recommendation of the Superintendent. The motion was seconded by Mr. Hindsman. The Board voted unanimously to approve the recommendation of the Superintendent.

**FINANCIAL REPORTS AND BANK RECONCILIATIONS – APPROVED**

Dr. Alan Cosby, Superintendent, presented the financial reports and bank reconciliations. Mr. Golden made a motion to approve the recommendation from Dr. Cosby. The motion was seconded by Mr. Payne. The Board voted unanimously to approve the recommendation of the Superintendent.

**RENAISSANCE STAR ENTERPRISE WEB-BASED COMPUTER ADAPTIVE ASSESSMENT SERVICES CONTRACT – APPROVED**

Superintendent Cosby recommended approval to continue the contract with Renaissance STAR Enterprise for their web-based computer adaptive assessment services. Mr. Hindsman made a motion to approve the recommendation of the Superintendent. The motion was seconded by Mr. Langdale. The Board voted unanimously to approve the recommendation of the Superintendent.

**ODYSSEYWARE ONLINE LEARNING CURRICULUM PURCHASE – APPROVED**

Dr. Alan Cosby, Superintendent, recommended approval to purchase Odysseyware Online Learning Curriculum. Mr. Langdale made a motion to approve the recommendation from Dr. Cosby. The motion was seconded by Mrs. Farley. The Board voted unanimously to approve the recommendation of the Superintendent.

**GIFTED CLASSROOM MOVED – APPROVED**

Superintendent Cosby recommended approval to move the gifted classroom from The Career Technical Center to Ivalee Elementary School with the beginning of the 2017-2018 school year. Mr. Payne made a motion to approve the recommendation of the Superintendent. The motion was seconded by Mr. Hindsman. The Board voted unanimously to approve the recommendation of the Superintendent.

**GASTON BAND ROOM NAMED – APPROVED**

Dr. Alan Cosby, Superintendent, recommended approval to name the Gaston Band Room “DeLeath Rives Band Room”. Mr. Payne made a motion to approve the recommendation from Dr. Cosby. The motion was seconded by Mr. Sherrod. The Board voted unanimously to approve the recommendation of the Superintendent.

**EMPLOYEE HANDBOOK – APPROVED**

Superintendent Cosby recommended approval of the Employee Handbook. Mr. Langdale made a motion to approve the recommendation of the Superintendent. The motion was seconded by Mr. Sherrod. The Board voted unanimously to approve the recommendation of the Superintendent.

**TRAVEL REQUESTS – APPROVED**

Dr. Alan Cosby recommended approval of the following travel requests as a whole. Mr. Hindsman made a motion to approve the recommendation of the Superintendent. The motion was seconded by Mr. Golden. The Board voted unanimously to approve the recommendation of the Superintendent.

	a) <b><u>Hal Murphy, Director of Technology and Fine Arts Supervisor</u></b> – travel to Chicago, IL December 19-23, 2017 to the Mid West International Band and Orchestra Clinic
	b) <b><u>Jimmy Sewell, Director of Transportation and Jim Hulsev, Mechanic</u></b> – travel to Mobile, Alabama June 5-9, 2017 to the Annual Alabama School Transportation Association Summer Conference
	c) <b><u>Glencoe High School Cheerleaders</u></b> – travel to Panama City, Florida June 4-8, 2017 to participate in cheer camp, expenses paid by participants
	d) <b><u>John Jones Elementary 4<sup>th</sup> Grade</u></b> – travel by charter bus to Chattanooga, Tennessee May 10, 2017 to the Tennessee Aquarium expenses paid by participants
	e) <b><u>Sardis Middle School Cheerleaders</u></b> – travel to Florence, Alabama June 26-28, 2017 to participate in UCA Summer Camp, expenses paid by participants
	f) <b><u>Southside High School Track</u></b> – travel to Gulf Shores, Alabama March 5-6, 2017 to participate in AHSAA state track meet, expenses paid by booster club
	g) <b><u>Southside High School Softball</u></b> – travel to Florence, Alabama April 21-22, 2017 to participate in softball tournament, expenses paid by local school funds
	h) <b><u>Southside High School Band</u></b> – travel by charter bus to Orlando, Florida March 14-18, 2018 to perform in the Magic Kingdom Parade at Disney World, expenses paid by participants

	i) <b>Southside High School Band</b> – travel by bus to Jacksonville, Alabama May 11-17, 2017 to participate in the JSU Honor Band performance, expenses paid by participants
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**ALTERNATIVE SCHOOL RECOMMENDATIONS – APPROVED**

Superintendent, Dr. Cosby, recommended approval of the Alternative School recommendations. Mr. Payne made a motion to approve the recommendations. The motion was seconded by Mr. Sherrod. The Board voted unanimously to approve the recommendation of the Superintendent.

**PERSONNEL RECOMMENDATIONS – APPROVED**

Dr. Alan Cosby recommended approval of the following personnel recommendations as a whole: Items “a – ss”; A. “1-17”; B. “1-4”. Mr. Golden made a motion to approve the recommendations. The motion was seconded by Mr. Hindsman. The Board voted unanimously to approve the recommendation of the Superintendent with the following exception: Mr. Sherrod abstained on “B. 4”.

**Personnel Recommendations:**

Career Technical School	a)	<b><u>Jacquelyn W. Campbell</u></b> – Teacher <b>retires</b> effective June 1, 2017
Duck Springs	b)	<b><u>Delia Kay Gaskin</u></b> – Child Nutrition Worker requests <b>leave</b> of absence beginning April 3, 2017 with expected date to resume regular duties being the beginning of the 2017-2018 school year
	c)	<b><u>Felicia Turner</u></b> – Teacher requests <b>leave</b> of absence beginning the 2017-2018 school year, August 3, 2017 with expected date to resume regular duties being the 2018-2019 school year
Gaston	d)	<b><u>Joy Allen</u></b> – <b>resigns</b> as Jr. High Cheerleader Coach effective at the end of the 2016-2017 school year
	e)	<b><u>Brittany A. Brewer</u></b> – <b>employ</b> as Teacher with possible coaching duties effective with the beginning of the 2017-2018 school year, August 3, 2017

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	f)	<u><b>Stacy Hall</b></u> – Coach <b>resigns</b> from Cross Country duties effective at the end of the 2016-2017 school year, May 25, 2017
	g)	<u><b>Tanya Frasier</b></u> – Bus Driver <b>retires</b> effective June 1, 2017
Glencoe Elementary	h)	<u><b>Lana Fulenwider</b></u> – Bookkeeper (202 Days) <b>retires</b> effective June 1, 2017
Glencoe Middle	i)	<u><b>Tina Humphries</b></u> – Teacher <b>retires</b> effective June 1, 2017
	j)	<u><b>Tina Humphries</b></u> – Teacher requests <b>leave</b> of absence beginning April 27, 2017 through expected date to retire June 1, 2017
Glencoe High	k)	<u><b>Jamie Marie Barkley</b></u> – <b>employ</b> as Business Education Teacher (192 Days) pending certification effective with the 2017-2018 school year
	l)	<u><b>Cheryl Bowling</b></u> – Business Education Teacher (192 Days) <b>retires</b> effective June 1, 2017
Hokes Bluff Elementary	m)	<u><b>Melissa Dauser</b></u> – (revision) Teacher requests <b>leave</b> of absence beginning January 9, 2017 with expected date to resume regular duties <b>TBD</b>
	n)	<u><b>Julia Elrod</b></u> – Special Education Paraprofessional <b>retires</b> effective June 1, 2017
	o)	<u><b>Connie Eubanks</b></u> – Teacher <b>retires</b> effective June 1, 2017
	p)	<u><b>Janet Garrard</b></u> – Child Nutrition Worker requests <b>leave</b> of absence beginning April 7, 2017 with expected date to resume regular duties being the beginning of the 2017-2018 school year
Highland	q)	<u><b>Wanda Gilliland</b></u> – Bus Driver requests <b>leave</b> of absence beginning April 10, 2017 with expected date to resume regular duties being the beginning of the 2017-2018 school year
Ivatee	r)	<u><b>Crystal B. Campbell</b></u> – <b>transfer</b> as Child Nutrition Manager from Child Nutrition Worker effective the beginning of the 2017-2018 school year

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John Jones Elementary	s)	<u><b>Myra Hand</b></u> – Assistant Principal (187 Days) <b>retires</b> effective June 1, 2017
	t)	<u><b>Jaime Edwards</b></u> – Child Nutrition Worker <b>resigns</b> effective May 1, 2017
	u)	<u><b>Susan Ford</b></u> – Teacher <b>retires</b> effective June 1, 2017
	v)	<u><b>Kelly Mills</b></u> – Teacher <b>retires</b> effective June 1, 2017
	w)	<u><b>Suzanne Weatherwax</b></u> – Teacher <b>retires</b> effective June 1, 2017
	x)	<u><b>Tancie West</b></u> - Teacher <b>retires</b> effective June 1, 2017
Sardis Middle	y)	<u><b>Teresa Wallace</b></u> – Bus Driver <b>retires</b> effective June 1, 2017
Sardis Middle (continued)	z)	<u><b>Tiffany Yerby</b></u> – Teacher requests <b>leave</b> of absence beginning the 2017-2018 school year, August 3, 2017 with expected date to resume regular duties being the 2018-2019 school year
Sardis High	aa)	<u><b>Audrey Williams</b></u> – Child Nutrition Manager requests <b>leave</b> of absence beginning April 3, 2017 with expected date to retire June 1, 2017
	bb)	<u><b>Audrey Williams</b></u> – Child Nutrition Manager <b>retires</b> effective June 1, 2017
Southside Elementary	cc)	<u><b>Sherri Marker</b></u> – Teacher <b>retires</b> effective June 1, 2017
Southside High	dd)	<u><b>Keith Earls</b></u> - Teacher <b>resigns</b> effective May 25, 2017
	ee)	<u><b>Keli Feely</b></u> – Bookkeeper (240 Days) <b>resigns</b> effective May 15, 2017
	ff)	<u><b>Deborah Sullivan</b></u> – Teacher <b>resigns</b> effective the end of the 2016-2017 school year, May 25, 2017
Special Education Learning Center	gg)	<u><b>Ryan Lancaster</b></u> – Gifted Teacher requests <b>leave</b> of absence beginning April 24, 2017 with expected date to resume regular duties being the 2017-2018 school year, August 3, 2017
Transportation	hh)	<u><b>Sarah McElroy</b></u> – Bus Driver <b>retires</b> effective June 1, 2017



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West End High	ii)	<u><b>Brittany Owens</b></u> – Teacher requests <b>leave</b> of absence beginning 2017-2018 school year, August 3, 2017 with expected date to resume regular duties being September 28, 2017
Whitesboro	jj)	<u><b>JoAnn Wester</b></u> – Secretary/Bookkeeper (202 Days) <b>retires</b> effective June 1, 2017
Principal Contracts	kk)	<u><b>Andrea Hope Harris, Carlisle Elementary</b></u> – <b>approval</b> of three year Principal contract effective July 1, 2017 through June 30, 2020
	ll)	<u><b>Suzanne Nance, Duck Springs Elementary</b></u> – <b>approval</b> of three year Principal contract effective July 1, 2017 through June 30, 2020
Principal Contracts (continued)	mm)	<u><b>Tammy George, Gaston School</b></u> - <b>approval</b> of three year Principal contract effective July 1, 2017 through June 30, 2020
	nn)	<u><b>Lori Moss, Highland Elementary</b></u> - <b>approval</b> of three year Principal contract effective July 1, 2017 through June 30, 2020
	oo)	<u><b>Chris Winningham, Southside High</b></u> - <b>approval</b> of three year Principal contract effective July 1, 2017 through June 30, 2020
Community Education/ Extended Day	pp)	<u><b>Grace Francis Guyton</b></u> – <b>employ</b> as Extended Day High School/College Aide at John S. Jones Elementary School, as needed basis, effective May 3, 2017
	qq)	<u><b>Lauren Simpson</b></u> – <b>employ</b> as Extended Day High School/College Aide at Glencoe Elementary School, as needed basis, effective May 3, 2017
System-Wide Employees	rr)	<u><b>Jennifer Dunnaqan</b></u> – System-Wide Reading Specialist assigned to Duck Springs Elementary <b>resigns</b> effective the end of the 2016-2017 school year
	ss)	<u><b>Laura Kay Pugh</b></u> – System-Wide Special Education Paraprofessional <b>retires</b> effective June 1, 2017

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Southside High	tt)	<b>Michelle Turk</b> - Teacher, <b>suspend</b> 20 work days without pay
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**End-of-Year Recommendations:**

**A. Probationary Certified Employees - Not Remain Employed for the 2017-2018 School Year**

I hereby recommend that the employment of the following certified employees be terminated effective at the end of the 2016-2017 school year:

	School	Employee	Certified Position
1)	Duck Springs	Bobbie Beasley	Teacher - Elementary
2)	Duck Springs	Ashlynn Gray	Teacher – Elementary, Title II
3)	Duck Springs	Dustin Quinn	Teacher - Elementary
4)	Gaston	Erica Higginbotham	Teacher – Secondary
5)	Glencoe Middle	Amy Gilley	Teacher – Elementary
6)	Glencoe Middle	Miranda Tyler	Teacher – Elementary
7)	Highland	Taylor Sims	Teacher- Elementary Title II
8)	Highland	Chelsea Dutton Smith	Teacher - Elementary
9)	Ivalee	Jennifer Holthof	Teacher – Elementary Title II
10)	Ivalee	James Lloyd Newcomb	Teacher - Elementary
11)	Rainbow Middle	Jordan Rich	Teacher - Secondary
12)	Sardis Middle	Hannah Cornelius	Teacher - Secondary
13)	Southside High	Jordan Baker	Teacher - Secondary
14)	Southside High	Christopher Vaughn	Teacher - Secondary
15)	West End Elementary	Briana Warsham	Teacher – Elementary Title II
16)	West End High	Chris Clevenger	Teacher - Secondary
17)	Whitesboro	Hannah Dunn	Teacher – Elementary Title II

**B. Probationary Classified Employees - Not Remain Employed for the 2017-2018 School Year**

I hereby recommend that the employment of the following classified employees be terminated effective at the end of the 2016-2017 school year:

	School	Employee	Classified Position
1)	Duck Springs	Jennifer Noojin	Floater-Child Nutrition Worker
2)	Gaston	Kimberly Taylor	Title I Instructional Aide
3)	Glencoe Elementary	Patricia Lankford	Child Nutrition Worker
4)	Sardis High	Breonna King	Title I Instructional Aide

**Information Items C (board approval not required):**

**C. Reassignment/Transfer of Teachers Within Same Location for the 2017-2018 School Year**

	School	Employee	From	To
1)	Gaston	Heather Carroll	1 <sup>st</sup> Grade	3 <sup>rd</sup> Grade
2)	Gaston	Jesse Chandler	7,8,10 <sup>th</sup> English	7-12 <sup>th</sup> PE/Drivers Ed
3)	Gaston	Heather Speegle	3 <sup>rd</sup> Grade	5 <sup>th</sup> Grade
4)	Sardis Middle	Kate England	7 <sup>th</sup> Grade Math	8 <sup>th</sup> Grade Math
5)	Sardis High	Dustin Young	9-12 Science	9-12 Math

**INFORMATION ITEMS**

Superintendent Cosby presented the following information items to the Board. He advised the Board of the need for special called board meeting in order to fill personnel vacancies. After a brief discussion, Dr. Cosby announced that the special called meeting would be at 4:00 p.m. on May 16, 2017. He also mentioned that the scheduled June 8<sup>th</sup> meeting might be moved to June 13<sup>th</sup> on a Tuesday. Several of the board members had some conflicts with both dates. Dr. Cosby said that they would discuss more on that change later.

- ❖ Summer School 2017 Regulations now posted on website
- ❖ May 1, 2017 - National School Principals' Day
- ❖ May 1-5, 2017 – National Teacher Appreciation Week
- ❖ May 10 – 12, 2017 – Etowah County Schools Spring Musical, Mulan Jr. Southside High School
- ❖ May 10, 2017 – Teacher of the Year Luncheon, 11:00 a.m. Pitman Theatre
- ❖ May 10, 2017 – National School Nurses' Day
- ❖ May 29, 2017 - Memorial Day

### **EXECUTIVE SESSION**

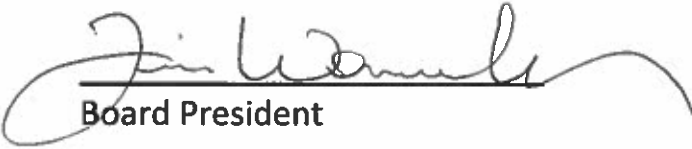
Prior to adjourning into executive session, new employees and employees transferring into new positions were recognized and congratulated by the Superintendent and board members. Mr. Womack asked if anyone needed to address the board and no one responded. Dr. Alan Cosby, Superintendent, requested a motion to move into executive session for a student disciplinary hearing. The board's attorney, Mr. Jim Turnbach, licensed to practice law in the state of Alabama, made the certification that the planned discussion was an exception of the Open Meetings Act. Dr. Cosby asked Mrs. Dena Cook, Dr. Jon Paul Campbell, and the principals from the school involved along with parents and their representation. Mr. Sherrod made a motion, and the motion was seconded by Mr. Langdale. The Board voted unanimously to adjourn into executive session.

Superintendent Cosby requested a motion to return to regular session. A motion was made by Mr. Golden and seconded by Mr. Sherrod. The regular meeting was resumed. Dr. Cosby recommended to uphold the tribunal findings for student #1. Mr. Sherrod made a motion to approve the recommendation. The motion was seconded by Mr. Payne. The Board voted unanimously to approve the recommendation. Dr. Cosby recommended to uphold the tribunal findings for student #2. Mr. Sherrod made a motion to approve the recommendation. The motion was seconded by Mr. Golden. The Board voted unanimously to approve the recommendation.

**Adjournment**

As all business was concluded, Mr. Sherrod made a motion that the meeting be adjourned.  
All were in agreement.

**APPROVED:**

  
Board President

  
Superintendent