

ATHENS CITY BOARD OF EDUCATION

November 14, 2024

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 32 members of the public.

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

ROLL CALL: Members Present: Karen Clem
Beth Patton, Superintendent
Toby Harrison
Shannon Hutton, Board Vice-President

Absent: Anthony Townsend

1. Mr. Harrison opened the meeting with prayer.
2. Mrs. Hutton led the Pledge of Allegiance.
3. Mrs. Clem moved that the board approve the agenda. Mrs. Hutton seconded the motion. The vote was unanimous, with all four members voting yes.
4. There was no public input.
5. Mr. Lee Edminson, Facilities Manager for ACS gave an update on current projects within the system:

Athletic Facility / Under Stadium Work

Both areas we are requiring the contractor to work off the punch list prior to setting up Final
Both areas require a fire watch until the State Inspector arrives...this is at the contractor's
expense
Architect - McKee & Associates
Contractor: Premier Structures

Athens High - Auditorium

FINAL - Nov 4th 2024

Julian Newman

Brick is 80% complete...finishing up on the tower at front entrance
Metal stud's drywall started A wing complete, B 70%, E 50%
Loop road to start next week
Window frames installed (except storm shelter)
Glass going in frames
Storefront doors arriving - will install some, but leave construction access with temp doors
HM doors arrived
Painting in A wing
Storm shelter lid over C completed
Trusses over C (storm shelter) completed

Goal is to be 100% dried in by end of the month
Only long lead item / possible delay is the switchgear...supposed to be here Feb 15 w/ 2wks to make up wiring
Completion summer of 2025
Architect - McKee & Associates
Contractor - Lee Buildings

AIS - Addition

Gym / Storm Shelter:
Planned to pour the Storm Shelter deck tomorrow.... failed inspections
Classroom wing:
Pre-Above inspection set for the 18th
State above ceiling set for the 21st
Cabinets installed, counter tops going in
All units are now installed, waiting for start-up prior to flooring
Completion date: late Dec
Architect - Brown Odell Architects
Contractor - Limestone Building Group

Band Tower

FINAL - Nov 4th 2004

AHS - Eagle

Summer work

ARS - Clinton Street: Auditorium HVAC

We have ship dates on the equipment
12/15 - boilers
1/15 - Package units
2/15 - condensing units
4/11 - AHU's
We do not plan to demo until we have the boilers

In 2024 we had 16 projects going....we are down to 5 and should be down to 4 by the end of the year....we are actively working on a list for the summer 2025 projects

6. Mrs. Malone presented the CSFO evaluation with comments on her performance. Mrs. Shannon Hutton made the motion that the board accept the CSFO's evaluation. The evaluation found that the CSFO had performed effectively with respect to the school system's audit, overall financial health, budget and system reserves. According to the CSFO contract she is awarded a \$5,000.00 performance bonus and an amendment for an additional one year added to the current contract term. (The signed amendment to the contract is attached to the minutes.)
7. Upon Superintendent Patton's recommendation of the following items, Mr. Harrison moved that the Board approve the items set forth below in the consent agenda. Mrs. Clem seconded the motion. The vote was unanimous in favor of the motion, with all four members voting yes.

A. Consent Items Approved:

1. Approval of Minutes – October 22, 2024
2. Paid Payables – September 2024
3. Financial Statements – Preliminary September 30, 2024
4. Personnel
5. Sick Leave Bank Committee
6. ACS Bank Accounts Change
7. Job Description Approval – K-2 Auxiliary Teacher
8. Contract Approval – Anna Underwood Educational Consulting Services
9. Contract Approval – Bailey Education Group, LLC
10. Facility Use Request – Liberty Learning Foundation – BES Auditorium
11. Field Trip Approvals for Athens City Schools
12. Field Trip Request- Out-of-State/Overnight – AHS/AMS Cheer

B. Personnel Items Approved:

A. Resignation

1. Madison Carter – Art Teacher at AMS
2. Emily Olive – ELA Teacher at AMS
3. Nicole Collins – Teacher at JNE

B. Employment

1. Santi Hill - ELA Teacher at AMS
2. Brooke Harrington - Elementary Teacher at AES
3. Hannah Jackson Harwell - Teacher at JNE

C. Retirement

1. Pam Lovell – CNP Worker/Cashier at CES

D. Contracted Services Cancellation

1. Nicole Collins - Teacher Mentoring Program at JNE
2. Alison Cornelius - LETRS Training units 1-4 – AES
3. Alexandra Ezell - Teacher Mentoring Program at AIS

E. Contracted Services and Stipends

1. Linda Farrar – Temporary Contracted Custodian – BES
2. Savannah Boyd - Latchkey Sub – BES
3. Arica Alexander - Contracted Student Support Aide – CES
4. Shane Leopard - Teacher Mentoring Program – AIS
5. Anna Wysock - Teacher Mentoring Program – JNES
6. Allynda Davis - LETRS units 1-4 – CES
7. Basketball PA Announcer and Jumbotron Worker
 - a. Drew Carter
 - b. Kendall Gill
8. UbD Training Session Secondary
 - a. Kipp Cain
 - b. Lesley Carter c. Darci Hayes
 - d. Lazaro Ramos
 - e. Ana Rosales
9. UbD Training Session - Elementary
 - a. Emily Baucum

- b. Kara Beth Crumbley
- c. Lisa Gill
- d. Tiffinee Haney
- e. Lori Hobbs
- f. Shane Leopard
- g. Kay Marsh
- h. Jada McHalfey
- i. Heather Patterson
- j. Jackie Richardson
- k. Estaphany Ruano
- l. Daphne Scott
- m. Tammy Strahl
- n. Jennifer Tunstill
- o. Tawana Watkins
- p. Tiffany Wilbourn
- q. Anna Wysock
- r. Stephanie Young

10. Peter Luckner – Contracted work with STEAM Studio
ARS

11. Madalyn Wilson – Permanent Substitute at AES

12. Rebecca Mealer – Latchkey Substitute at BES

13. AVID Tutors – AHS

a. Cheyenne LaBarr

b. Alexandra Smith

8. Superintendent's Report is attached.
9. Mrs. Malone announced a five-minute recess and said they will have a personnel hearing when they resume the board meeting.
10. Mrs. Patton made a recommendation to add a resignation to the board agenda. Mr. Gerald Law turned in a signed letter of resignation effective December 31, 2024. Mrs. Hutton moved that the Board approve the resignation. Mrs. Clem seconded the motion. The vote was unanimous, with all four members voting yes.
12. An Executive Session was needed for the reason of discussing the job performance of certain employees as allowed by the Open Meetings Act. Mrs. Hutton moved that the board enter into executive session. Mrs. Clem seconded the motion. The vote was unanimous, with all four members voting yes.
13. Upon conclusion of the executive session, Mrs. Hutton moved that the board return to regular session. Mrs. Clem seconded the motion. The vote was unanimous, with all four members voting yes.

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ADJOURNMENT: There being no further business, the meeting adjourned at 7:40 p.m. on a motion by Mr. Harrison.



Mrs. Beth Patton
Superintendent



Mrs. Beverly Malone, President

**SECOND 2024 AMENDMENT TO 2020 EMPLOYMENT AGREEMENT
FOR CHIEF SCHOOL FINANCIAL OFFICER**

The Athens City Board of Education and Serena Owsley do hereby enter into this *Second 2024 Amendment to 2020 Employment Agreement for Chief School Financial Officer of Athens City Schools* (the "2nd 2024 Amendment"), in order to extend the term of the *2020 Employment Agreement for Chief School Financial Officer*, dated May 28, 2020, as previously amended, (the "Agreement") as follows:

1. Section 2(a) of the Agreement is amended so that the ending date of the term of the Agreement will be June 30, 2029.

IN WITNESS WHEREOF, the Board has caused this 2nd 2024 Amendment to be approved on its behalf by a duly authorized officer, and Owsley has likewise approved this 2nd 2024 Amendment on this the 14th day of November, 2024.

ATHENS CITY BOARD OF EDUCATION

Beverly Malone
By: **Beverly Malone**
Its President

Attest:

Witness

Serena Owsley
Serena Owsley



Superintendent's Report November 14, 2024 Board Meeting

ATTENDANCE REPORT

School	April 2024	September 2024	October 2024	November 2024
iAcademy @ AES	363 + 71	392 + 77	393 + 65	394 + 65
FAME Academy @ BES	342 + 18	359 + 18	361 + 18	365 + 18
SPARK Academy @ CES	315 + 18	309 + 18	310 + 18	313 + 18
HEART Academy @ JNES	354 + 35	373 + 36	373 + 36	381 + 36
Athens Intermediate	603	638	638	644
Athens Middle	921	925	929	931
Athens High	1213	1263	1261	1262
Athens Renaissance	753	599	590	585
Renaissance Virtual	N/A	345	361	360
Total:	5,006	5,352	5,353	5,372

SCHOOLS REPORT

Curriculum and Instruction – Mr. Garner Ezell:

- Our Teachers of the Year were celebrated at the Athens City Schools Foundation Teacher of the Year Gratitude Banquet on November 12. Congratulations to Veronica Breakfield (AES), Melissa Penia (BES), Hannah Buchanan (CES), Brooke Humphries (JNES), Stuart Duncan (AIS), Beth Horn (AMS), Amanda Gudmundsson (AHS), Holly Hargrove (ARS), and Summer Neely (VenV). District Teachers of the Year, Stuart Duncan and Amanda Gudmundsson, will represent ACS in the State Teacher of the Year competition. Congratulations to all!!
- At the beginning of the school year, McTighe & Associates facilitated two days of training on the Understanding by Design (UbD) framework. This approach guides teachers to identify key learning goals first and then work backward to create assessments and activities that promote deep, effective learning.
- The Bailey Education Group conducted full-day data meetings focused on Alabama Accountability System data, establishing data rooms, and resources for data analysis. Sessions were held on the following dates:
 - o October 28 – Athens High and Athens Renaissance
 - o October 29 – Athens Elementary, Brookhill Elementary, James L. Cowart Elementary, Julian Newman Elementary
 - o October 30 – Athens Intermediate and Athens Middle
- The following state assessments were administered to secondary students this fall, with results

contributing to the Alabama Accountability System:

- o PreACT Secure – 10th Grade
- o ACT WorkKeys – 12th Grade
- In addition to the state assessments, the district also purchased and administered the following assessments using grant funds to support college and career readiness:
 - o PreACT 9 – 9th Grade
 - Provides a baseline measure of college and career readiness.
 - Identifies strengths and areas for improvement early in high school.
 - Helps guide targeted instruction and academic planning.
 - o ACT with Writing – Fall Administration – 11th Grade
 - Offers an early benchmark for college readiness before the spring administration.
 - Highlights areas for focused preparation to improve spring performance.
 - Supports college and scholarship planning with an early ACT score.
- School and district administrators and instructional partners attended the High Reliability School (HRS) Institute in Birmingham in September. HRS is the school improvement model utilized by Athens City Schools.
- Approximately 50 K-12 teachers on the District English Language Arts (ELA) and Math teams met during the first quarter to begin developing transfer goals and understandings for district priority standards. Each session is preceded by a two-hour Zoom meeting with our partners from McTighe & Associates to deepen understanding of the Understanding by Design (UbD) framework.
- The district Portrait of a Graduate (POG) team met to develop understandings and essential questions for the six POG skills and characteristics. Partnering with McTighe & Associates, the team will also create performance tasks and rubrics to support students in building both academic knowledge and POG skills.
- School administrators and instructional partners participated in a One Athens professional learning session in September, focused on Level 1 of the High Reliability Schools framework: creating a Safe, Supportive, and Collaborative Culture.

iAcademy – Athens Elementary School:

We have had a great fall semester at Athens Elementary School!

- Our PTO recently hosted a Fall Festival for our AES families on Saturday, Oct 26th. We had a huge turnout! Families had a great time playing a variety of games, competing in a costume contest, and enjoying lots of yummy Halloween treats. It was a great time!
- Our teachers have been participating in a new type of learning walk called a Ghost Walk. This type of professional learning allows them to visit unoccupied classrooms to learn about evidence of student learning in the physical classroom space. Teachers were able to reflect on their own classrooms and how to better utilize their instructional spaces.
- Our instructional leadership team is engaged this year in the PLC+ book study so that they can better lead their PLC teams. We have been learning together about practices that deepen our work as teams and how teacher leaders can serve as activators to help their team's work have a greater impact on student learning.
- Students have had the opportunity to participate in a variety of field trips this fall! Pre-K students visited Guillon Farms as they were learning in their Farm to Table Unit. Kindergarten visited Tate Farms as they were learning about living and nonliving things. First grade visited the Botanical Gardens as they were in their "fall into learning" unit. Second Grade enjoyed a Junie B Jones play at the Huntsville Academy of Performing Arts as they were learning about different literary styles. Third grade visited the Story Telling Festival and learned about oral language.

SPARK Academy - Cowart Elementary:

- Athens State University's science methods class has visited our school two times to learn from Mrs. Kennedy and observe teachers in action.
- So far this school year, 6 teachers have completed AMSTI foundational science training.

This provides our teachers access to AMSTI science kits so that we can continue to share high quality science lessons with students.

- Third graders attended the Storytelling Festival on October 22 and were commended for their attentive behavior during that time.
- October 29 - SPARK Academy Family Night. Over 100 family members attended to hear information about the reading of the ACS standards-based report card, the Alabama Literacy Act, and ACS attendance policies.
- October 31 - As a way of acting as global citizens, 2nd grade went to the nursing home down the street to trick or treat.
- November 7 - First grade attended a field research trip to the Nashville Zoo and completed a journal activity observing the differences between adult animals and their offspring.
- November 8 - 2nd grade students performed their Veterans Day music program.
- November 14 - Second grade students attended a field research trip to Cathedral Caverns and observed the properties of rocks.
- November 15 - 3rd grade Violin recitals
- All grade level teams participated in a half day professional learning session to set academic goals for the school year and work on unit plans using the UbD process.
- All grade levels and school leaders have participated in coaching sessions with Bailey Group ELA, math, or leadership coaches.
- SPARK Academy is going through the process of STEM recertification with Cognia this year. Faculty are working together to address the 10 STEM standards to present to the evaluators in the spring.

HEART Academy – Julian Newman Elementary:

- Congratulations to Mrs. Robin Holland for receiving the BEE the Difference award in November, presented by our Partners in Education, Athens-Limestone Hospital. The nominee proudly represents
- Julian Newman as a place where everyone is treasured, diversity is respected, character is encouraged, learning is loved, success is celebrated and leaders shine.
- Our Second grade students performed a Veterans Day program for parents and friends on November 6th at 1:00pm.
- Congratulations to Talee Richardson and Eliana Hubbard for being chosen as students to spotlight from the Fine Arts Department.
- On November 12th, we will celebrate Mrs. Brooke Humphries as our Teacher of the Year at the banquet hosted by the Foundation.
- November 14th, will be our first House Lunch for all students. This is an opportunity for students to sit with other students within the grade level house.

Athens Intermediate School

- AIS had a Veterans Day Program on November 7th. Students in the 4th grade were able to perform in front of parents and veterans. The Miller Brothers were our guest of honor.
- 5th graders attended the 4H Cotton Gin Field Trip. They were able to learn many agricultural avenues that students can pursue.
- First National School Bank Days. Students were able to make deposits in their savings account.
- Student of the Week- Every Friday we have celebrated a student of the week through a particular homeroom. The criteria for SOTW is: Quality Character, Attendance, Work Ethic, and Organization
- Ridgeline Blueprint Award- Our partner in education awards one teacher each month with the blueprint award. This award is given based on parents nominating a teacher. Ridgeline receives those nominations and has a team to review those nominations. After careful review, their team decides on a winner.
- SCA Canned Food Drive began at the beginning of the month.

- Every Tuesday and Thursday in November the Bailey Group meets with ELA and Math. Teachers are observed and meet with their Bailey Group coach and discuss their plans and delivery of instruction. Mr. Herrera is debriefed every Tuesday and Wednesday on what has been discussed.
- Mr. Herrera has met with his Bailey Group leadership coach two times. They discussed the school ACIP. How was the ACIP formed around state testing?
- AIS has partnered with Athens State Teach students. These students have come in and partnered with a classroom teacher.
- AIS will have a Learning Walk on November 14th.
- ACAP practice test was administered on October 21st-25th.
- AIS has completed a data wall that consists of practice ACAP data and fall iReady data. Teachers will break down their data on November 25th after they complete their UbD template.
- AIS added a Portrait of a graduate piece each week on their Monday and Friday news.
- AIS sent out their Culture and Climate surveys after the 1st 9 weeks. AIS Leadership Team met and analyzed the data and next steps from the data.

Renaissance Virtual:

- RenV Parent Council formally being established and officers elected
- Parent Council T-Shirt Fundraiser planned for late November/Early December
- Offered three off-campus excursions since late October
 - My Father's Dragon Play
 - Spanish Club Lunch at Sabor Latino
 - Money Grows on Trees (Forestry, Ecology, and Wildlife Workshop)
- Offered over 100 virtual classes, clubs, and field trips since October 23
- First RenV field trip to Cook Museum (Squid Dissection) planned for December 5

Athens High School:

- Here at AHS, we can hardly believe that November is already halfway over! Our Faculty and staff are working hard to finish this semester off strong.
- AHS Miss Merry Christmas was announced this month and the title of Miss Merry Christmas 2024 goes to Miss Emmie Prater!
- Athens Theatre students competed at the Walter Trumbauer district theatre competition. Our students earned 10 superior ratings and 3 excellent ratings, with 8 students advancing to the state competition next month.
- AHS SCA hosted their annual Veterans Day Program to honor our Athens-Limestone Veterans. Band, choir, and JROTC participated in honoring our Veteran guests. Students were able to attend and did a wonderful job remaining respectful during the program. Overall it was a beautiful event honoring Veterans and thanking them for their service and sacrifice.
- The AHS Retired Teachers Luncheon to help honor our retired teachers is scheduled for November 19th.
- SCA also hosted the annual Blood Drive this month and collected enough blood to save 180 lives!
- November 18th kicks off American Education Week and SCA started the week off with Chick-fil-A biscuits for all the teachers and staff. They have several other treats planned for teachers throughout the week.
- On Thursday, November 7, Rho Kappa will induct over 100 students into the Mike Jones Chapter of the National Social Studies Honor Society. In addition, Rho Kappa members are collecting donations for the Veterans of Foreign Wars Athens Post 4755, honoring former Athens High School history teacher and chapter namesake Mike Jones. These efforts will support the inaugural AHS Field of Flags to Honor Veterans. The flag display will be set up at the Arena entrance to welcome veterans attending the Assembly on Friday, November 8.

- AHS DECA and the Finance Academy participated in the University of Alabama in Huntsville's Business Blitz Entrepreneurship competition on October 25th. In this event, students were tasked with developing business plans to address specific industry challenges. They were evaluated on criteria including problem identification, solution development, target market analysis, feasibility, revenue model, and teamwork. Participants were organized into groups across four distinct categories, competing against teams from four other high schools. AHS achieved outstanding results, securing 1st, 2nd, and 3rd place in the Entertainment and Social Connection subgroup, and 2nd place in the Health and Wellness for Teens subgroup.
- Congratulations to Mrs. Philana Owens who was named Facilitator of the Month from the Madison City Support Center. We are so lucky to have her on our team!
- This has been a great season of football. The varsity football team finished the regular season 8-2. This is only the 3rd time since 2000 that we have won 8 regular season games (2000, 2018, 2023). The team now heads into the Playoffs!
- Basketball season has begun. The players and coaches are expecting a great season. Their first game is set for November 12th.
- This month we have had 3 Athletes commit to a college and participate in the AHS Athletic Signing Event!
 Congratulations to...
 Amaya Green - Western Kentucky University - Softball
 MaKenzie Noles - Wallace State Community College - Volleyball
 Lily Lowery - Florida Atlantic University - Softball
- On Monday, November 11, at 5:00 p.m., The Pride of Athens Golden Eagle Band held a special dedication ceremony for former longtime band director, Dan Havely. The practice field will forever be known as Havely Field.

IT'S GREAT TO BE A GOLDEN EAGLE!