

**MINUTES  
CITY BOARD OF EDUCATION  
CITY OF MUSCLE SHOALS, ALABAMA**

The City Board of Education of the City of Muscle Shoals, Alabama, met for the Board's regular meeting in the office of the City Superintendent of Education of the City of Muscle Shoals, Alabama, which is the customary place of holding the meetings of said Board on April 24, 2023, at approximately 5:27 p.m. The meeting followed a work session held in the same location at 5:00 p.m. The secretary called the roll with the following results:

Present: Celia Rudolph

Marilyn Davis

Sonya Allman

Cory King

Clayton Wood

Absent: None

Also present were Chad Holden, Superintendent and ex-officio Secretary to the Board and custodian of its minutes and records, Kelli Nichols, Assistant Superintendent, and Chief School Financial Officer, Sherry Langley. Administrators present included Wes Pounders, Jason Simmons, Britney Schneider, Diana Ritter, Kevin Davis, and Jeff Madden. Supervisors Dennis Conner and Richard Templeton were also present.

Board President, Dr. Celia Rudolph, declared a quorum present and the meeting duly and legally constituted and open for the transaction of business.

A motion to approve the April 24, 2023, agenda was made by Dr. Davis and seconded by Mrs. Allman. No discussion followed and the motion was subsequently approved with five yes votes.

Superintendent Holden stated the next item on the agenda was a video presentation highlighting achievements from McBride Elementary School.

Dr. Rudolph asked Dr. Holden if any correspondence had been received that he would like to share with the Board. Superintendent Holden stated he had no correspondence to share.

Dr. Rudolph proceeded with the meeting agenda.

***I. Business Action Items***

Superintendent Holden read the following resolution regarding Consent Agenda action items:

Consent Agenda Resolution

*For the consent agenda, the Board has been furnished with background material on each item or has discussed the item at a previous meeting. Consent Agenda items will be acted upon with one vote without discussion. If a Board member wants to discuss any item, it will be pulled from the Consent Agenda and voted on separately.*

A. Dr. Holden recommended approval of the following Consent Agenda items:

1. *Minutes – March 20, 2023 (Regular Meeting)*
2. *Bills & Accounts for March*
3. *March Financial Report (March bank statements have been reconciled)*
4. *Rate Increase for Rental of Facilities*
5. *Solutions Software Subscription (Simbli Modules for Meetings & Policy Management)*
6. *Declaration of Surplus Items*
7. *Purchase of Vehicles*

A motion to approve the superintendent's recommendation was made by Mrs. Allman and seconded by Mr. Wood. No discussion followed and the superintendent's recommendation was approved by five yes votes.

B. Board Policy Consideration

Superintendent Holden recommended the revision of Board Policy 5.10.5, ***Employee Personal Leave***. A motion to approve the superintendent's recommendation was made by Mr. Wood and seconded by Mr. King. No discussion followed and a motion to table the revision of Board Policy 5.10.5 to allow time for additional consideration and to confer with stakeholder groups was made by Dr. Davis and seconded by Mrs. Allman. No further discussion occurred and the motion to table Board Policy 5.10.5 was subsequently approved with five yes votes. The proposed revisions to Policy 5.10.5, ***Employee Personal Leave***, are shown at the end of these minutes.

C. Personnel Report

Superintendent Holden recommended approval of the Personnel Report. A motion to approve the superintendent's recommendation was made by Mrs. Allman and seconded by Mr. Wood. No discussion followed and the superintendent's recommendation was approved by five yes votes.

For the benefit of the audience, the Personnel Report was read by Dr. Holden. The Personnel Report is shown at the end of these minutes.

**II. Superintendent's Report/Academic Update/Announcements**

**Student Achievement**

- Congratulations to the boy's tennis team for being named sectional champions. The team is now in Mobile competing in the state tournament. In other sports, the softball team will compete in the area tournament next week and the state track meet is also next week. Congratulations to the soccer team. They have had their best season since the early 2000's. The team advanced to the playoffs for the first time in a long time. The hard work and dedication of the soccer team and coaches is appreciated. Hopefully, this will be the turning point for Trojan soccer.
- Chandler Myhan will be competing as a finalist at the Alabama All-State Band Solo Festival on April 26.
- Lilly Goodwin is 1 of 24 girls in the state to make the All-State Show Choir Festival.
- The MSHS Chorus and Women's Ensemble both scored superior ratings at the State Choral Performance Assessment.
- Boys and Girls State selections are as follows: Emma Moore, Mary Cole Kinney, Max Tubbs, and Owen Hollander.

**Staff Achievement**

- Meredith McClanahan was awarded a grant for \$3,625 from the NEA Foundation to attend the ISTE Edtech conference June 25-28. At the conference, she will explore what is next in education and gather ideas for using technology to revolutionize learning.

**Announcements**

- Tonight is another big night for the Muscle Shoals Centennial Celebration. The parade is at 6:00 p.m, concert at 7:00 p.m., and a fireworks show at 8:00 p.m.
- The cake topper for the Muscle Shoals Centennial Celebration Cake was designed and printed by Cohen Young, a senior and second year student at the Career Academy, in Design Technologies. He designed the building using CAD software Sketchup and a Makerbot 3D printer.
- The MSPA will be presenting their spring musical, Beauty and the Beast, on April 28, April 29, and April 30. Performances will be held at Muscle Shoals High School.

**Adjournment**

Dr. Rudolph asked if there was any other business to be addressed or any comments from the Board. There being no further remarks, President Rudolph declared the meeting adjourned at 5:42 p.m.

Minutes approved:

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Attest:

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Chad Holden

SEAL

### **Board Policy 5.10.5, Employee Personal Leave**

Personal Leave – Personal leave must be requested in accordance with such procedures as may be established by the Superintendent.

- a. *Classified employees* – All regular full time classified employees are eligible for three non-cumulative personal leave days each scholastic year without loss of pay, ~~and~~ one additional personal leave day for which the employee will be charged an amount equal to the average daily rate of pay for a substitute teacher, and one additional personal leave day for which the employee will be charged the full cost to the district for a substitute teacher. Unused personal leave days convert to sick leave days at the end of the school year.
- b. *Certified employees* – All regular full time certified employees are eligible for three non-cumulative personal leave days (2 state-funded and 1 locally funded) without loss of pay each scholastic year, ~~and~~ one additional personal leave day for which the employee will be charged an amount equal to the average daily rate of pay for a substitute teacher, and one additional personal leave day for which the employee will be charged the full cost to the district for a substitute teacher.

Teachers may be compensated for unused state-funded personal leave at the end of the school year at the average daily rate of pay used for substitute teachers if such payment is requested in writing. All other unused personal leave days convert to sick leave days at the end of the school year.

[Reference: ALA. CODE §16-8-26 (1975)]

**Personnel Report****I. Resignation/Retirement**

1. Mallory Willis -Teacher Muscle Shoals Middle School - Retiring effective May 1, 2023
2. Cheryl Lockhart – Reading Coach – McBride Elementary - Retiring effective June 1, 2023
3. Deanna McBrayer – Nurse – McBride Elementary - Retiring effective June 1, 2023
4. Jon Thompson – Teacher (PE) – Webster Elementary - Retiring effective June 1, 2023

**II. Employment****1. Jeremy Clemmons**

Teacher of Physical Education at Webster Elementary. Mr. Clemmons earned an Education Specialist Degree from the University of North Alabama and is currently employed with Alabaster City Schools. Regular 187 day assignment. Coaching duties to be assigned; effective July 31, 2023

**III. (11) Other/Part-time/Special Appointments/Supplemental Assignments/Nurse Substitutes****1. (4) Summer School Staff at Muscle Shoals High School** (schedule and assignments to be determined by program enrollment and needs); details as noted below:

- **Holli Wade**, Credit Recovery, Calculated daily pay rate
- **Karen Posey**, Credit Recovery, Calculated daily pay rate
- **Danyelle Hillman**, Summer School ACCESS Facilitator, pay not to exceed \$1,500.00 to be paid from funds collected from participating students
- **Jimmy Gay**, Driver Education, pay not to exceed \$2,000.00 to be paid from funds collected from participating students

**2. (11) 2023 Summer Literacy Camp Staff** to be paid from ESSERIII funds, 9 day assignment, per details noted below

- Melanie Hester grade K ELA instructor (calculated daily rate)
- Dana Wallace 1<sup>st</sup> grade ELA instructor (MSCS retiree, \$247.04 daily)
- Julie Achord 1<sup>st</sup> grade ELA instructor (calculated daily rate)
- Jamie Swinney 2<sup>nd</sup> grade ELA instructor (calculated daily rate)
- Kelsey Murphy 3<sup>rd</sup> grade ELA instructor (calculated daily rate)
- Millie Basden 3<sup>rd</sup> grade ELA instructor (calculated daily rate)
- Mary Fowler 3<sup>rd</sup> grade ELA instructor (calculated daily rate)
- Allison Brocato 4<sup>th</sup> grade Math instructor (calculated daily rate)
- Grace Ann Bonds 5<sup>th</sup> grade Math instructor (calculated daily rate)
- Dr. Denise Woods, Director (\$3,200.00 total)
- Haley Green, Recess Coordinator, (4 hour per day, \$122.72 daily)

**3. (9) 2023 Summer Literacy Camp, planning/preparation stipend; \$300.00, to be paid from ESSERIII funds**

- Melanie Hester
- Dana Wallace
- Julie Achord
- Jamie Swinney
- Kelsey Murphy
- Millie Basden
- Mary Fowler
- Allison Brocato
- Grace Ann Bonds

**Personnel Report (Continued)**

4. **(1) Community Education/Extended Day Program additional student aide:** hourly, temporary, part time, schedule TBD, no benefits; to be paid from 6921 or 5330, effective April 25, 2023 through June 1
- Brooklyn Paige Prince, \$9.00/hour
5. **(28) Community Education/2023 Summer Camp Staff:**  
hourly employees as noted below, schedules TBD (Camp dates are June 5 through July 14, 2023), temporary, part time, no benefits; to be paid from 6921 or 5330
- Karen Knight, Program Director, \$20.00/hour
  - Kim Murphy, Program Director, \$20.00/hour
  - Lakiyah Foster, Lead Counselor, \$20.00/hour
  - Grace Ann Johnson, Lead Counselor, \$15.00/hour
  - Kiara Goodloe, Lead Counselor, \$15.00/hour
  - Brianna McCarley, Lead Counselor, \$15.00/hour
  - Gabriel Goodloe, Lead Counselor, \$15.00/hour
  - Brooklyn Paige Prince, Lead Counselor, \$15.00/hour
  - Gina Bulman, Enrichment Counselor-Music, \$25.00/hour
  - Brigitte James, Enrichment Counselor-STEM, \$25.00/hour
  - Genesis McWhorter, Enrichment Counselor-PE, \$25.00/hour
  - Lacie Broadway, Student Aide, \$9.00
  - Destinee Key, Student Aide, \$9.00
  - Samya Whiteside , Student Aide, \$9.00
  - Emma Henry, Student Aide, \$9.00
  - Abigail Sizemore, Student Aide, \$9.00
  - Jannice Aleman Garcia, Student Aide, \$9.00
  - Kyla Armstead, Student Aide, \$9.00
  - Sarah Call , Student Aide, \$9.00
  - Anna Kate Everitt, Student Aide, \$9.00
  - Kyleigh Mobley, Student Aide, \$9.00
  - Abby Morris, Student Aide, \$9.00
  - Nataleigh Springer, Student Aide, \$9.00
  - Lillie Tindol, Student Aide, \$9.00
  - Brooklyn Brewer, Student Aide, \$9.00
  - Lilly Meckes, Student Aide, \$9.00 (pending background clearance)
  - Sawyer Norman, Student Aide, \$9.00 (pending background clearance)
  - Lee Ellis Owen, Student Aide, \$9.00 (pending background clearance)
6. **Homebound Instruction**  
**Isabella Thompson** (McBride Elementary teacher) will serve a homebound student between 03-23-2023 and 05-18-2023 (dates flexible with medical needs of student); \$25.00 hourly for virtual sessions of one hour, three days per week
7. **JV Football Coaching Supplement** (left of 2022 list) (\$800.00 to be paid from football)
- Pat Robinson
8. **Volleyball Assistant Coach (Volunteer)**
- Somer Nichols (pending background clearance)

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**Information Only - Not for board action:**

**Leave Request(s)**

- **Stacy Akins (Counselor) McBride Elementary**
- **Starkey-Morgan Butler** (HGPs teacher) has requested leave September 11 through November 26, 2023, flexible with medical needs

**Kelly Services Staffing**

**No changes**