Enterprise City Schools
February 25, 2020 Board Meeting Minutes

The Enterprise City Board of Education held the regular monthly meeting on Tuesday, February 25, 2020 at 6:00 p.m. in the Board Room of the Board of Education Office. Those present were Danny Whitaker, President; Reid Clark, Vice President; Bob Doerer, Rodrick Caldwell and Marty Williams, members. Also present were Mr. Greg Faught, Superintendent and Hon. Merrill Shirley, Board Attorney. There were several other school employees and community members in attendance for the meeting.

The meeting was called to order by Dr. Whitaker. The Pledge of Allegiance was led by Laila Hill, a 6th grade student from Holly Hill Elementary.

Dr. Whitaker informed the Board of the amended agenda and called for a motion to approve the amended agenda. Mrs. Williams moved to approve the amended agenda and Mr. Doerer seconded. The amended agenda was approved 5 to 0.

The minutes for the January 28, 2020 and February 6, 2020 board meetings as well as minutes from the CSFO Interviews dated January 24, 2020 were all reviewed. Mr. Caldwell moved to approve the minutes and Mr. Doerer gave a second. The minutes were approved 5 to 0.

The January 2020 financial report was reviewed by the board. Mr. Clark made a motion to approve the financial report and Mrs. Williams seconded. The financial report was approved with a 5 to 0 vote.

Mrs. Christie Mitten, principal of Holly Hill Elementary came forward and introduced the March Employees and Student of the Month. Tammy Kerrigan and Gretchen Levine were named Employees of the Month and Laila Hill received Student of the Month.

Mr. Brad Fortney, Track Coach and Special Education at Enterprise High School presented the importance of speed development in youth athletics.

Mr. Ricky Britt presented proposed policy regarding Federal Motor Carrier Safety Administration Reporting. This policy will require employers to notify (school bus) drivers and driver — applicants that information regarding drug and alcohol testing will be reported to the Clearinghouse. The Board will vote on this policy during the next board meeting.

During business items, Mr. Faught presented the summer school calendars for both elementary and secondary summer school programs. Elementary Summer SMARTS students will attend June 3, 2020 through June 26, 2020. Junior high students will attend summer school at Dauphin Junior High from June 1, 2020 through June 30, 2020. The junior high students attend from 7:45 a.m. – 1:00 p.m. Monday through Thursday only. Senior high summer school classes
will be held at Enterprise High School June 8, 2020 through July 24, 2020, Monday through Thursday from 7:30 a.m. – 12:00 noon. Mr. Faught recommended the approval of all summer school calendars. Mr. Clark moved to approve the 2020 Summer School Calendars and Mrs. Williams seconded the motion. The Board voted 5 to 0 in favor of the summer school calendars.

Mr. Faught recommended the approval of the contract with No Red Ink for the junior high English classes in the amount of $18,000. Mrs. Williams made a motion to approve the contract with No Red Ink and Mr. Doerer seconded the motion. The No Red Ink contract was approved with a 5 to 0 vote.

Mr. Faught presented and recommended the approval of the CSFO contract for Mrs. Pam Christian. Mr. Clark moved to approve the contract for Mrs. Christian and Mrs. Williams gave the second. The Board unanimously approved Mrs. Christian’s contract with a 5 to 0 vote.

Mr. Faught presented out of state trip requests from employees as well as several trip requests from schools as one consent agenda item and made the recommendation to approve all items as presented in the board packets. Mr. Caldwell moved to approve all consent agenda items as presented, and Mr. Doerer seconded. All consent agenda items were approved with a 5 to 0 vote.

The following personnel items were presented to the Board for their consideration.

Leave:
1. Armand Millette  Bus Driver  Transportation  
   Effective 1/31/20 – 3/31/20
2. Adaline Wiedemann  Clerical Aide  Harrand Creek Elementary School  
   1/21/20 – 3/4/20
3. Mary Catherine Wood  Pre-K Teacher  Enterprise City Schools  
   Effective 2/17/20 – 3/30/20

Resignations:
1. Melissa Aguilar  1st Grade Teacher  Holly Hill Elementary School  
   Effective 5/26/20
2. Pamela Christian  Business Ed. Teacher  Enterprise High School  
   Effective 2/7/20
3. Lori Cooper  4th Grade Teacher  Rucker Blvd. Elementary School  
   Effective 5/26/20
4. Harold Demby  Special Education Aide  Rucker Blvd. Elementary School  
   Effective 5/26/20
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<tr>
<th>No.</th>
<th>Name</th>
<th>Title</th>
<th>Department</th>
<th>Effective Date</th>
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<tr>
<td>5</td>
<td>Kuterah Edwards</td>
<td>6.5-Hr. CNP Worker</td>
<td>Child Nutrition</td>
<td>5/26/20</td>
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<td>Amber Ensley</td>
<td>Health Teacher</td>
<td>Enterprise High School</td>
<td>2/13/20</td>
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<td>7</td>
<td>Lauren Ivey</td>
<td>ESL Teacher</td>
<td>Harrand Creek Elementary School</td>
<td>5/26/20</td>
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<td>Amanda Lilley</td>
<td>Math Specialist</td>
<td>Rucker Blvd. Elementary School</td>
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<td>Rebecca Moody</td>
<td>Special Education Aide</td>
<td>Coppinville Jr. High School</td>
<td>5/26/20</td>
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<td>Britni Morgan</td>
<td>Winterguard Coach</td>
<td>Enterprise High School</td>
<td>2/21/20</td>
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<td>Lacey Phillips</td>
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<td>5/26/20</td>
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<td>Stephen Phillips</td>
<td>Math Teacher</td>
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<td>2/25/20</td>
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<td>Carly Santo</td>
<td>Special Education Aide</td>
<td>Enterprise High School</td>
<td>2/25/20</td>
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<td>14</td>
<td>Lynette Robinson</td>
<td>Instructional Aide</td>
<td>Pinedale Elementary School</td>
<td>5/26/20</td>
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<td>15</td>
<td>Marc Sieving</td>
<td>PE Teacher</td>
<td>Dauphin Jr. High School</td>
<td>2/29/20</td>
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**Retirement:**

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<tr>
<td>1</td>
<td>Anna Bassett</td>
<td>Instructional Aide</td>
<td>Enterprise Early Education Center</td>
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<td>2</td>
<td>Kathy Day</td>
<td>2nd Grade Teacher</td>
<td>Pinedale Elementary School</td>
<td>6/1/20</td>
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<td>3</td>
<td>Shirley Dear</td>
<td>2nd Grade Teacher</td>
<td>Hillcrest Elementary School</td>
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<td>Martin Dunn</td>
<td>Gifted Teacher</td>
<td>Harrand Creek Elementary School</td>
<td>6/1/20</td>
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<td>5</td>
<td>Armand Millette</td>
<td>Bus Driver</td>
<td>Transportation</td>
<td>4/1/20</td>
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<tr>
<td>6</td>
<td>Marianne Owens</td>
<td>Bus Driver</td>
<td>Transportation</td>
<td>6/1/20</td>
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<tr>
<td>7</td>
<td>Audrey Payne</td>
<td>Music/Art Teacher</td>
<td>Enterprise Early Education Center</td>
<td>6/1/20</td>
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8. Lana Rowlett  
   1st Grade Teacher  
   Harrand Creek Elementary School  
   Effective 6/1/20

9. Gwendolyn Sable  
   3rd Grade Teacher  
   Pinedale Elementary School  
   Effective 6/1/20

Transfers:
1. Britani Mercilliott  
   2nd Grade Teacher  
   Gifted Teacher  
   Rucker Blvd Elem. School  
   Harrand Creek Elementary School  
   Effective 2020 – 2021 School Year

2. Christopher Porter  
   Special Education Aide  
   Special Education Aide  
   Coppinville Jr. High School  
   Enterprise City School  
   Effective 2/26/20

Employment:
Enterprise City Schools
1. Cindy Dunaway  
   Part-time Instructional Aide  
   Effective 2/26/20

2. Chris Flores  
   ESL Aide  
   Effective 3/2/20

3. Candice Holley  
   Special Education Teacher  
   (School TBA)  
   Effective 8/3/20

4. Frederick Rainer  
   Part-time Instructional Aide  
   Effective 2/26/20

Enterprise High School
1. Brett Birdsong  
   Summer School  
   Driver Education Teacher  
   Effective 7/1/20 – 7/31/20

2. Kelly Gonzalez  
   Special Education Aide  
   Effective 3/9/20

3. Samantha Gonzalez  
   Contract Coach  
   Effective 2/26/20

4. Jennifer Graham  
   Contract Head Volleyball Coach  
   Driver Education Teacher  
   Effective 8/3/20

5. Amiee Sanders  
   Math Teacher  
   Effective 3/9/20

6. Carly Santo  
   Health Teacher  
   Effective 2/26/20

Transportation
1. Sheila Love  
   Substitute Bus Driver  
   Effective 2/26/20  
   (pending certification)

2. Russell Sharp Jr.  
   Substitute Bus Driver  
   Effective 2/26/20  
   (pending certification)

3. Frieda Stewart  
   Substitute Bus Driver  
   Effective 2/26/20  
   (pending certification)
Supplements:
Auxiliary
1. Samantha Gonzalez  Winterguard Coach (.50)  Effective 2/26/20

Mr. Faught recommended that all personnel action items be approved as presented. Mrs. Williams made the motion to approve the personnel action items, and Mr. Caldwell seconded the motion. The personnel action items were approved 5 to 0.

Mr. Faught made a recommendation that Mr. Clinton Bethea be suspended for three days without pay for the reasons listed in the board packet. Mr. Merrill Shirley, Board Attorney, shared that he had been contacted by the employee’s legal counsel and they have requested to speak to the Board in an executive session in order to protect the good name and character of the employee. Mr. Shirley certified that this matter was appropriate to handle in an executive session. Dr. Whitaker reiterated to the Board that the superintendent recommended to this board that an employee be suspended for three days and that Mr. Faught had given the employee written notice of this recommendation and notice of this meeting. Dr. Whitaker further explained that because the employee has requested the opportunity to address the board on this recommendation, he must ask each member of the board whether he or she is able to serve as an impartial member of this administrative tribunal and to arrive at a decision based solely upon the information presented during this conference. Any member not able to act in such a manner may should say so and ask to be excused. Dr. Whitaker asked the board members to either respond affirmatively or request to be excused from these proceedings when their name was called.

Mr. Bob Doerer – Affirmed
Mr. Reid Clark – Affirmed
Mr. Rodrick Caldwell – Affirmed
Mrs. Marty Williams – Affirmed

Dr. Whitaker also informed the Board that in addition to the good name and character of an employee, there was also a matter involving school litigation that needed to be discussed in executive session. Mr. Shirley did affirm and certify that the matter involving school litigation was also appropriate to handle in executive session. Dr. Whitaker called for a motion from the Board to enter into executive session. Mr. Clark made a motion to enter executive session and Mrs. Williams seconded the motion. The Board voted 5 to 0 to enter into an executive session. Dr. Whitaker announced the Board was now adjourned from the open meeting to enter into executive session. He added that once the executive session is concluded, the Board would
enter back into an open meeting in order to handle the remaining business. The Board entered into executive session at 6:47 p.m.

The Board entered back into the board room at 8:21 p.m. Dr. Whitaker called for a motion to end executive session and enter back into an open meeting. Mrs. Williams moved to adjourn from executive session and reconvene back into open meeting. Mr. Doerer seconded the motion and the Board entered back into the open meeting with a 5 to 0 vote.

Dr. Whitaker requested the minutes to reflect that no business was handled during executive session and the remaining business would now be handled in open meeting. Dr. Whitaker turned the meeting back over to Mr. Faught.

Mr. Faught recommended that Mr. Clinton Bethea be suspended for three days for the reasons stated in the board packet. Mr. Doerer made a motion to suspend the employee for two days without pay and to receive additional training regarding the issue. Mr. Clark seconded the motion and the Board voted 5 to 0 in favor of Mr. Doerer’s motion.

Mr. Faught recommended the Board approve the settlement agreement in regards to litigation regarding the distribution of certain Dale County countywide education tax revenues between Enterprise City Board of Education and Dothan City Board of Education versus Dale County Board of Education, Ozark City Board of Education, and Daleville City Board of Education. Mr. Caldwell moved for the Board to approve the settlement and allow the Board President to sign the settlement agreement on behalf of the Board. Mr. Doerer seconded Mr. Caldwell’s motion and the Board voted to approve the settlement agreement with a 5 to 0 vote.

There were no Superintendent Comments.

During Board Comments, Dr. Whitaker reminded the board members that Whole Board Training was scheduled for March 16, 2020 from 3:30 until 5:30 p.m. Dr. Whitaker also announced that the March board meeting would be held on March 24, 2020 due to Spring Break being the following week.

Dr. Whitaker adjourned the meeting.

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Mr. Greg Faught
Secretary, Enterprise City Board of Education