The Alabama State Board of Education met for its regular meeting of Elementary/Secondary Education matters on Thursday, May 10, 2018, at 10:04 a.m., in the auditorium of the Gordon Persons Building, Montgomery, Alabama. The meeting was called to order by the President of the Board in accordance with Alabama Code (1975), §16-3-7, as amended.

PRESIDING: GOVERNOR KAY IVEY

Pastor Brian Miller, Pastor of Aldersgate United Methodist Church, Montgomery, Alabama, did the invocation and the Pledge of Allegiance was done in unison.

The following members were present:

Present
Mrs. Ella B. Bell
Mrs. Stephanie Bell
Mrs. Mary Scott Hunter
Governor Kay Ivey
Dr. Cynthia McCarty
Mr. Jeff Newman
Mrs. Betty Peters
Dr. Yvette M. Richardson
Mrs. Jackie Zeigler

Interim State Superintendent of Education Ed Richardson was also present.

APPROVAL OF AGENDA

Motion was made by Mrs. Stephanie Bell and seconded by Dr. Yvette Richardson to add Agenda Item G.2.t,

APPROVAL OF THE APRIL 12, 2018, MINUTES AND SPECIAL-CALLED MEETING MINUTES OF APRIL 20, 2018

On motion by Mrs. Ella B. Bell and seconded by Mrs. Stephanie Bell, the Board voted unanimously to adopt the minutes for the meetings of April 12, 2018, and Special-Called meeting minutes for April 20, 2018.

STATE SUPERINTENDENT’S CONTRACT

During the discussion period pertaining to the State Superintendent’s Contract, Mrs. Ella B. Bell stated she was pleased with the salary; however, her concern dealt with the salary increase since teachers are not receiving raises. Mrs. Stephanie Bell said, as a member of the State Superintendent Contract Committee, she did not feel there was adequate time to discuss the contract, the contract was not taxpayer friendly, and she stated there was more protection for the employee than the employers.

On motion by Mr. Jeff Newman and seconded by Mrs. Betty Peters, the Board voted 7-2-0 in favor of the State Superintendent’s contract. Mrs. Ella B. Bell and Mrs. Stephanie Bell voted no.
STATE SUPERINTENDENT OF EDUCATION

CONTRACT OF EMPLOYMENT

THIS AGREEMENT is made on May 10, 2018, by and between the Board of
Education of the State of Alabama (the “Board”) and Dr. Eric G. Mackey (the
“Superintendent”).

WHEREAS the Board is authorized to enter into a contract with the
Superintendent for his services for a period not to exceed four years, Ala. Code § 16-4-1
(1975); and

WHEREAS the Superintendent serves at the pleasure of the Board, subject to the
terms of this Agreement; and

WHEREAS the Board considered and approved this action in a public meeting on
May 10, 2018;

AGREEMENT

NOW, THEREFORE, in consideration of the mutual conditions and covenants
contained herein, it is agreed by the Board and the Superintendent as follows:


SECTION 1. EFFECTIVE DATE. This Agreement shall be effective on May 14, 2018 (the “Effective Date”), and the Superintendent shall be entitled to all benefits described herein as of that date.

SECTION 2. TERM OF EMPLOYMENT. The Board hereby employs the Superintendent and the Superintendent hereby accepts employment with the Board for a term of three years, beginning on May 14, 2018, and ending May 13, 2021, subject to the provisions of this Agreement.

SECTION 3. SALARY. During the term of this Agreement, the Superintendent shall be paid an annual salary of $245,000.00.

SECTION 4. OTHER BENEFITS. The Superintendent shall not receive cost-of-living or annual salary increases passed by the Alabama Legislature for State employees. The Superintendent shall be entitled to such other employment benefits as allowed by law, rule, or regulation to employees of the State of Alabama, including, but not limited to, participation in the applicable state retirement program and health insurance coverage program; reimbursement of travel expenses as provided for state employees in Title 36, Chapter 7 of the Code of Alabama; the use of a state-owned vehicle; a $1,750.00 per month housing allowance; reimbursement for reasonable business expenses, including, but not limited to the reasonable cost to obtain and maintain a smart phone, electronic tablet, and laptop computer; reimbursement of up to $5,000.00 annually for professional
development; reimbursement for the cost of any bond required under the section 16-4-3
of the Alabama Code to the extent permitted by law; reimbursement of membership dues
paid to Council for Leaders of Alabama Schools and the School Superintendents of
Alabama; and accumulation of annual and sick leave as provided for state employees, all
of which shall be carried over to succeeding years if not used, to the extent allowed by
law. The Board agrees that accumulated sick leave earned by the Superintendent in any
other capacity shall be transferred to his employment as Superintendent, unless otherwise
provided by law.

SECTION 5. ANNUAL EVALUATION. Evaluation is a process through which
the Board and the Superintendent work together to improve efficiency and effectiveness
of the operations of the Department of Education. In an effort to support the
Superintendent and to increase the likelihood of his successful administration, the Board
may conduct an annual review and evaluation. The Superintendent and the Board will
work together to develop an evaluation instrument (including a scoring rubric, if deemed
appropriate by the Board), which must be given to the Superintendent 12 months before
his evaluation. The evaluation process will include the opportunity for Board members to
discuss their perceptions of the Superintendent’s performance. Board members who find
any area of the Superintendent’s performance insufficient are obligated to offer specific
suggestions for improvement. If a majority of the Board approves a finding or findings of
insufficient performance, the Board shall notify the Superintendent of the finding(s), and
the reasons therefor, and shall allow the Superintendent a reasonable time to make
SECTION 9. TERMINATION BY BOARD

a. TERMINATION FOR CAUSE. Termination for cause shall be in accordance with section 16-3-25 of the Alabama Code and shall be for any reason enumerated therein. In accordance with section 16-3-25, before voting to terminate the Superintendent for cause, the Board shall approve, by a three-quarters vote of the whole Board, a notice of intent to terminate which clearly sets forth the grounds for termination. The notice shall also set the date for a hearing at which the Superintendent shall have an opportunity to be heard and to present matters in his defense. After approval by the Board, the notice shall be delivered to the Superintendent no sooner than 10 days before the hearing date. At the hearing, the Superintendent shall be given an opportunity to present evidence, examine and cross-examine witnesses, exercise subpoena power in the name of the Board, and otherwise be heard. If the Board votes by a three-quarters vote to terminate the Superintendent for cause, then no further remuneration or any other benefit, financial, or otherwise, shall be paid to Superintendent unless the Board separately votes by a simple majority to approve severance pay in an amount not to exceed six months' salary or the balance of his salary owed for the remainder of the current contract term, whichever is less.

b. TERMINATION WITHOUT CAUSE. At any time, the Board may officially act, by a majority vote of the whole Board, to unilaterally terminate this Agreement without cause and thereby terminate the employment of the Superintendent upon 90 days' written notice to the Superintendent, unless otherwise agreed between the Superintendent and the Board. Such unilateral termination shall be at the sole and
absolute discretion of the Board. In such case, the Superintendent shall receive severance pay in an amount equal to all of the aggregate salary and allowances from the date of actual termination to the expiration date of the current contract term.

SECTION 10. TERMINATION BY SUPERINTENDENT. This Agreement may at any time be terminated unilaterally by the Superintendent upon 60 days’ written notice to the Board. Upon receiving notice of resignation by the Superintendent, the Board may elect to terminate his employment immediately but must continue to provide all compensation and benefits due the Superintendent under this Agreement for a period of 60 days from the date of his notice of resignation.

SECTION 11. DEFENDING THE SUPERINTENDENT TO THE EXTENT PROVIDED BY LAW. The Board agrees that, unless otherwise prohibited by law, it shall defend and hold harmless, to the extent that any applicable state liability fund does not, the Superintendent from any and all demands, claims, suits, actions, and legal proceedings (including matters before the Ethics Commission and criminal charges if, in the Board’s sole discretion, the Board believes that the Ethics complaint and/or criminal charge is unwarranted and worthy of the Board’s providing of a defense, in said case a majority vote of the Board being required) arising from, or in any way connected to the performance of the Superintendent’s duties and/or responsibilities. The Board also agrees that the Superintendent shall have the choice of hiring the lawyer or lawyers so defending him, provided that the hourly charges for said lawyer or lawyers paid by the Board shall not
Due to another meeting, Governor Kay Ivey had to leave, and Mrs. Stephanie Bell presided over the remainder of the meeting.

On motion by Mrs. Ella B. Bell and seconded by Mrs. Stephanie Bell, the Board voted unanimously for the following:

**RESOLUTION COMMENDING 2018-2019 ALABAMA TEACHER OF THE YEAR AND SECONDARY TEACHER OF THE YEAR ZESTLAN SIMMONS, BOOKER T. WASHINGTON MAGNET HIGH SCHOOL, MONTGOMERY COUNTY SCHOOL SYSTEM**

WHEREAS, Zestlan Simmons, an educator in the Montgomery County School System, believes that student success is always our state’s primary goal and our nation’s top priority; and

WHEREAS, Zestlan Simmons, inspired to become an educator by her kindergarten teacher, now shares a real zeal and passion for student achievement and America’s arts education programs; and

WHEREAS, she believes teachers have a significant impact on children that defines how their students feel about themselves and what they believe they can achieve; and

WHEREAS, Zestlan Simmons continues to develop her professional skills and makes it a personal mission to find strategies to make learning more engaging and relevant for students; and
WHEREAS, she is a National Board Certified Teacher, who holds Master’s degrees in language arts and instructional leadership from Auburn University; and

WHEREAS, she is a respected national speaker and presenter who also conducts A-Plus College Ready presentations, AP language arts workshops, laying the foundation for events nationwide, and many other important professional development opportunities for America’s educators; and

WHEREAS, Zestlan Simmons has also been a top educator in the Montgomery Public School System for 18 years, recognized by the National Math and Science Initiative as the AP English Teacher of the Year, and a mentor to many new teachers throughout our state; and

WHEREAS, Zestlan Simmons’ greatest joy is having her former students return to her classroom to share their achievements and personal career successes after their college graduations; and

WHEREAS, Zestlan Simmons, wholeheartedly, believes the welfare, achievement, and lifelong growth of all Alabama students is the most important personal responsibility we have:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education congratulates Zestlan Simmons for being selected the 2018-2019 Alabama Teacher of the Year and Secondary Teacher of the Year and expresses gratitude for her dedication to education, commitment to learning, and the inspiration that her career has brought to the teaching profession for the positive benefit of students and teachers in our state.

Done this 10th day of May 2018

On motion by Dr. Yvette Richardson and seconded by Mrs. Ella B. Bell, the Board voted unanimously to adopt the following:

RESOLUTION COMMENDING THE 2018-2019 ALTERNATE ALABAMA TEACHER OF THE YEAR AND ELEMENTARY TEACHER OF THE YEAR MEGHAN ALLEN, MINOR COMMUNITY SCHOOL, JEFFERSON COUNTY SCHOOL SYSTEM

WHEREAS, Meghan Allen is an innovative educator at Minor Community School, Jefferson County School System, and makes a positive impact on student achievement in our state; and

WHEREAS, Megan Allen lives by the wonderful well-known motto, bloom where you are planted and is in her ninth year as a Special Education teacher; and

WHEREAS, having grown up in Alabama, Alaska, Texas, and Georgia, she has gained a unique prospective on teaching and has seen first-hand the real value of exposing students to engaging learning environments and experiences; and

WHEREAS, she teaches at Minor Community School and inspires her students every day using innovative methods to keep them engaged and active learners; and

WHEREAS, her classroom is best described as structured, functional, and interactive, and she strongly believes that all students can learn and achieve at exceptional levels; and

WHEREAS, Allen has also coordinated a state professional learning community for special education teachers and also serves on state committees to create new extended learning standards; and

WHEREAS, outside of the classroom, Allen volunteers in laudable efforts to help all children in need:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby congratulate Meghan Allen for being named the 2018-2019 Alternate Alabama Teacher of the Year and the Elementary Teacher of the Year and commends her for continued dedication to Alabama’s students and their lifelong academic growth, career preparation, and personal achievement.

Done this 10th day of May 2018

On motion by Mrs. Mary Scott Hunter and seconded by Dr. Yvette Richardson, the Board voted unanimously to adopt the resolution recognizing the 2018-2019 district State Teachers of the Year.
RESOLUTION COMMENDING THE 2018-2019 ALABAMA DISTRICT TEACHERS OF THE YEAR

WHEREAS, the Alabama State Board of Education seeks to recognize and encourage excellence in education, both in teaching and learning; and

WHEREAS, the Alabama Teacher of the Year Program is a means of identifying and rewarding some of the state’s outstanding teachers each year; and

WHEREAS, well-trained, dedicated, caring, enthusiastic, and innovative elementary and secondary teachers are among the ingredients essential to achieving excellence in preparing Alabama’s children and youth to become capable adults; and

WHEREAS, the following honorees in the 2018-2019 Alabama Teacher of the Year Program exhibit these qualities and more:

Nadine Lynch
St. Elmo Elementary School, Mobile County School System
District I Elementary Teacher of the Year

Janice D. Kinard
Fairhope Middle School, Baldwin County School System
District I Secondary Teacher of the Year

Dr. Brittney Duncan
Wrights Mill Road Elementary School, Auburn City School System
District II Elementary Teacher of the Year

Dr. Blake Busbin
Auburn High School, Auburn City School System
District II Secondary Teacher of the Year

Carol McLaughlin
Greystone Elementary School, Hoover City School System
District III Elementary Teacher of the Year

Lincoln Clark
Berry Middle School, Hoover City School System
District III Secondary Teacher of the Year

Meghan Allen
Minor Community School, Jefferson County School System
District IV Elementary Teacher of the Year

Lisa Gaines
Homewood Middle School, Homewood City School System
District IV Secondary Teacher of the Year

Jennifer J. Parten
Thomasville Elementary School, Thomasville City School System
District V Elementary Teacher of the Year

Zestlan Simmons
Booker T. Washington Magnet High School, Montgomery County School System
District V Secondary Teacher of the Year

Dr. James Tarlton Wilder, III
Odenville Middle School, St. Clair County School System
District VI Elementary Teacher of the Year

Ashley Nicole Holmes
Falkville High School, Morgan County School System
District VI Secondary Teacher of the Year

Rachel Pucko
Northport Elementary School, Tuscaloosa County School System
District VII Elementary Teacher of the Year

Robin M. Thompson
Florence High School, Florence City School System
District VII Secondary Teacher of the Year
NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend and congratulate the 2018-2019 District Teachers of the Year upon the honor of being selected as district Teachers of the year.

Done this 10th day of May 2018

On motion by Mr. Jeff Newman and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following:

RESOLUTION IN RECOGNITION OF MANDI LEIGH PANTER, LUPTON JUNIOR HIGH SCHOOL, WALKER COUNTY SCHOOL SYSTEM, AS ALABAMA’S 2017-2018 MIDDLE SCHOOL PHYSICAL EDUCATION TEACHER OF THE YEAR

WHEREAS, Mandi Leigh Panter, a physical education teacher at Lupton Jr. High School in the Walker County School System, received the Alabama State Association for Health, Physical Education, Recreation, and Dance (ASAHPERD) 2017-2018 Middle School Physical Education Teacher of the Year Award; and

WHEREAS, Mandi Leigh Panter received her Bachelor of Science degree from the University of Alabama in Huntsville and began her teaching career in 2001; and

WHEREAS, the Alabama State Association for Health, Physical Education, Recreation, and Dance (ASAHPERD) presents the physical education Teacher of the Year Award to honor outstanding teachers of physical education at the elementary, middle, and high school levels; and

WHEREAS, Mandi Leigh Panter was selected based upon her outstanding teaching abilities to conduct a developmentally appropriate physical education program utilizing state and national standards for physical education; various teaching methodologies, and innovative learning experiences to meet the needs of all students; and

WHEREAS, Mandi Leigh Panter serves as a positive role model epitomizing personal health and fitness, enjoyment of activity, and sensitivity to the physical and emotional needs of all students; and

WHEREAS, Mandi Leigh Panter, understanding the importance of a healthy, active lifestyle worked with her principal and classroom teachers to implement a walking program before school and brain booster activities in the classroom so that all students meet the goal of 60 minutes of physical activity during the school day:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend and congratulate Mandi Leigh Panter upon the honor of being selected as Alabama’s 2017-2018 Middle School Physical Education Teacher of the Year.

Done this 10th day of May 2018

On motion by Dr. Yvette Richardson and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following:

RESOLUTION IN RECOGNITION OF SANDRA K. SIMS, UNIVERSITY OF ALABAMA AT BIRMINGHAM, 2017-2018 COLLEGE/UNIVERSITY PHYSICAL EDUCATION PROFESSIONAL OF THE YEAR

WHEREAS, Dr. Sandra K. Sims, Associate Professor and Program Coordinator for the Physical Education Teacher Education Program at the University of Alabama at Birmingham, received the Alabama State Association for Health, Physical Education, Recreation, and Dance (ASAHPERD) 2017-2018 College/University Physical Education Professional of the Year Award; and

WHEREAS, Dr. Sandra K. Sims received her Bachelor of Science degree from the University of Montevallo, Master of Arts and Educational Specialist degrees from the University of Alabama at Birmingham, and Doctor of Philosophy degree from the University of Southern Mississippi; and

WHEREAS, Dr. Sandra K. Sims taught physical education and coached volleyball, basketball, tennis (boys and girls), and power lifting at Jemison High School from 1983 to 2005 during which time she was recognized for her teaching and coaching excellence with numerous state and regional awards; and
WHEREAS, the Alabama State Association for Health, Physical Education, Recreation, and Dance (ASAHPERD) presents the Physical Education Professional of the Year Award to honor outstanding teachers of physical education at the college/university level; and

WHEREAS, Dr. Sandra K. Sims was selected based upon her leadership in developing, implementing, and coordinating effective physical education programs; meritorious service through involvement at the local, state, district, and national levels as well as the school and community levels; service within ASAHPERD and the Society of Health and Physical Educators (SHAPE) America Southern District; and her contribution to the profession through teaching, research, and service at the University of Alabama at Birmingham; and

WHEREAS, Dr. Sandra K. Sims has spent her career advocating for quality physical education programs;

NOW, THEREFORE, BE IT RESOLVED. That the Alabama State Board of Education does hereby commend and congratulate Dr. Sandra K. Sims upon the honor of being selected as Alabama’s 2017-2018 College/University Physical Education Professional of the Year.

Done the 10th day of May, 2018.

On motion by Dr. Yvette Richardson and seconded by Dr. Cynthia McCarty, the Board voted unanimously for the following:

RESOLUTION HONORING WOODLAND FORREST ELEMENTARY SCHOOL, TUSCALOOSA CITY SCHOOL SYSTEM, AS STATE NOMINEE FOR THE 2018 ALABAMA GREEN RIBBON SCHOOLS AWARD

WHEREAS, the Alabama State Board of Education recognizes the importance of saving energy, reducing costs, creating environmentally sustainable learning spaces, protecting health, and fostering wellness for Alabama students and educators; and

WHEREAS, the United States Department of Education recognizes those schools in the nation that are striving to achieve an energy-efficient and healthy school environment with the Green Ribbon School Award; and

WHEREAS, Woodland Forrest Elementary School, Tuscaloosa City School System, is awarded the Alabama Green Ribbon School Award by the Alabama State Department of Education for its innovation to improving its environmental impact and energy efficiency and environmental and sustainability education; and

WHEREAS, Woodland Forrest Elementary School demonstrates its commitment to its role in helping to create a sustainable world through the pursuit of strategies that improve environmental conditions, enhance individual well-being, and develop well-educated, thoughtful, and engaged graduates; and

WHEREAS, Woodland Forrest Elementary School serves 527 students, pre-kindergarten through fifth grade and is a Discovering Alabama model school that ensures that all students are learning that science is exciting and the environment is worth saving; and

WHEREAS, Woodland Forrest Elementary School as a Discovering Alabama model school places great emphasis on science and environmental learning through the school’s science lab, its Alabama Certified Outdoor Classroom, man-made sensory garden, butterfly garden, bird sanctuary, recirculating water-flow waterfalls, and the student participation in several beneficial recycling programs; and

WHEREAS, Woodland Forrest Elementary School has many community partners that help the school to become better environmental stewards and healthier individuals; these partnerships contribute to the school’s long-term environmental and ecological sustainability education; and

WHEREAS, the concepts of being involved in environmental and health issues continue to prove to be beneficial for all stakeholders and lifelong learners; and

NOW, THEREFORE, BE IT RESOLVED. That the Alabama State Board of Education does hereby commend Woodland Forrest Elementary School for its commitment to environmental awareness and education and does hereby express its congratulations to the students and educators.

Done this 10th day of May, 2018.

On motion by Mrs. Mary Scott Hunter and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following:

RESOLUTION HONORING LEGACY ELEMENTARY SCHOOL, MADISON COUNTY SCHOOL SYSTEM, AS STATE NOMINEE FOR THE 2018
ALABAMA GREEN RIBBON SCHOOLS AWARD

WHEREAS, the Alabama State Board of Education recognizes the importance of saving energy, reducing costs, creating environmentally sustainable learning spaces, protecting health, and fostering wellness for Alabama students and educators; and

WHEREAS, the United States Department of Education recognizes those schools in the nation that are striving to achieve an energy-efficient and healthy school environment with the Green Ribbon School Award; and

WHEREAS, Legacy Elementary School, Madison County School System, is awarded the Alabama Green Ribbon School Award by the Alabama State Department of Education for its innovation to improving its environmental impact and energy efficiency and environmental and sustainability education; and

WHEREAS, Legacy Elementary School demonstrates its commitment to its role in helping to create a sustainable world through the pursuit of strategies that improve environmental conditions, enhance individual well-being, and develop well-educated, thoughtful, and engaged graduates; and

WHEREAS, Legacy Elementary School is home to 715 students and faculty members whose mission is to LEAD, EXPLORE, and SUCCEED outside the boundaries at Legacy Elementary School, specifically through Project Pond, one of the largest outdoor classrooms in the state of Alabama, which is an integral part of everyday life at the school; and the students created an academic program called Big Fish in a Little Pond to enhance student learning and leadership skills while utilizing Project Pond’s natural learning environment; and

WHEREAS, Legacy Elementary School has many community partners that help the school to become better environmental stewards and healthier individuals; and Project Pond is a venue for various special school and community events that enhances these partnerships; and

WHEREAS, Legacy Elementary School has been presented with awards and grants that focus on effective environmental and sustainability education; and the school recently received the State Farm Neighborhood Assist Grant in the amount of $25,000 and the Greenpower USA Grant for Goblin Greenpower Car; and

WHEREAS, the concepts of being involved in environmental and health issues continue to prove to be beneficial for all stakeholders and lifelong learners; and

NOW, THEREFORE, BE IT RESOLVED. That the Alabama State Board of Education does hereby commend Legacy Elementary School for its commitment to environmental awareness and education and does hereby express its congratulations to the students and educators.

Done this 10th day of May 2018

On motion by Mrs. Mary Scott Hunter and seconded by Dr. Yvette Richardson, the Board voted unanimously to adopt the following:

RESOLUTION OF SPECIAL RECOGNITION FOR DISTINGUISHED ALABAMA STUDENTS

HAYDEN BURCH, SYDNEY CULVERHOUSE, AND NICHOLAS CARLISLE

WHEREAS, Alabama students Hayden Burch, Sydney Culverhouse, and Nicholas Carlisle have been named 2018 Prudential Spirit of Community Award Distinguished Recipients; and

WHEREAS, Hayden Burch, an 18-year-old senior at Auburn High School, has founded the “Pages from Pam Elementary Book Campaign,” which has collected thousands of books for students and more than $5,000 in donations, to help all second grade students in Talladega to establish their own personal home libraries; and

WHEREAS, Sydney Culverhouse, a junior at Opp High School, has utilized her experience in leading a community-based tornado-relief T-shirt enterprise to begin a new charitable effort focused on creating Alabama’s first Colon Cancer Awareness License Plate; and

WHEREAS, Nicholas Carlisle, an eighth grade student at Berry Middle School, has worked with a national charity to sell over 600 wreaths for the grave sites of veterans in his community, which also has helped him to raise more than $3,000 to assist local students in need; and

WHEREAS, these students’ dedication is a great example of selfless service; and

WHEREAS, the Prudential Spirit of Community Awards, honor outstanding volunteerism and community service performed by young Americans; and

WHEREAS, the Alabama State Board of Education is very proud of each of these distinguished recipients and is proud of their genuine dedication to helping Alabama’s communities and schools:
NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby extend congratulations to Hayden Burch, Sydney Culverhouse, and Nicholas Carlisle for their commitment to excellence.

Done this 10th day of May 2018

On motion by Dr. Cynthia McCarty and seconded by Mrs. Mary Scott Hunter, the Board voted unanimously to adopt the following:

RESOLUTION HONORING JACKSONVILLE STATE UNIVERSITY AS STATE NOMINEE FOR THE 2018 ALABAMA GREEN RIBBON SCHOOLS AWARD

WHEREAS, the Alabama State Board of Education recognizes the importance of saving energy, reducing costs, creating environmentally sustainable learning spaces, protecting health, and fostering wellness for Alabama students and educators; and

WHEREAS, the United States Department of Education recognizes those schools in the nation that are striving to achieve an energy-efficient and healthy school environment with the Green Ribbon School Award; and

WHEREAS, Jacksonville State University is awarded the Alabama Green Ribbon School Award by the Alabama State Department of Education and the Alabama Commission on Higher Education for its innovation to improving its environmental impact and energy efficiency and environmental and sustainability education; and

WHEREAS, Jacksonville State University demonstrates its commitment to its role in helping to create a sustainable world through the pursuit of strategies that improve environmental conditions, enhance individual wellbeing, and develop well-educated, thoughtful, and engaged graduates; and

WHEREAS, Jacksonville State University is a rural learning-centered campus sitting on 459 acres with an undergraduate enrollment of more than 7,000 students and graduate students nearing 1000, providing distinctive educational, cultural, and social experiences for a diverse student population; and

WHEREAS, Jacksonville State University as an academic university seeks to produce broadly-educated graduates prepared for global engagement; and

WHEREAS, Jacksonville State University has implemented practices to demonstrate a strong commitment to environmental education, reduce environmental impacts and costs through the use of Niagara Energy Management systems comprehensive monitoring of building temperatures, and Heating, Ventilating, and Air Conditioning (HVAC) upgrades to improve indoor air quality and respiratory health; and

WHEREAS, Jacksonville State University has sustained measures to improve the health and wellness of students and faculty by promoting sound health and wellness practices through nutrition, fitness, and outdoor activities; and

NOW, THEREFORE, BE IT RESOLVED. That the Alabama State Board of Education does hereby commend Jacksonville State University for its commitment to environmental awareness and education and does hereby express its congratulations to the students and educators.

Done this 10th day of May 2018

On motion by Mr. Jeff Newman and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following:

RESOLUTION TO AUTHORIZE ENHANCEMENT OF CERTIFICATE RENEWAL REQUIREMENTS

WHEREAS, the Alabama State Board of Education (ALSBE) has enhanced the requirements that must be met by prospective teachers and instructional support personnel in order to earn an Alabama certificate; and

WHEREAS, the ALSBE is responsible for determining the requirements that individuals must meet to renew an Alabama certificate; and

WHEREAS, the current criteria most commonly used to renew certificates, other than Professional Leadership Certificates, include a combination of teaching/instructional support experience and clock hours of participation in miscellaneous professional development activities; and
WHEREAS, the improvement of educational opportunities for P-12 students requires that teachers and instructional support personnel have opportunities to participate in professional development opportunities that will help them implement evidence-based and proven instructional and support strategies; and

WHEREAS, the ALSBE believes that attention should be directed toward the enhancement of renewal requirements for all certificates:

NOW, THEREFORE, BE IT RESOLVED. That the Alabama State Board of Education hereby directs the State Superintendent of Education to involve Alabama State Department of Education staff and members of the professional community in the development of enhanced criteria for certificate renewal; and

BE IT FURTHER RESOLVED. That the criteria may include a number of options but must eliminate certificate renewal based partially on years of employment, must stipulate that at least 50 percent of the required professional learning time be focused on learning related to the educator’s area of certification, and should focus on professional ethics, serving a diverse student population, and use of technology in the classroom, among other possible topics; and

BE IT FURTHER RESOLVED. That criteria should be established for the review, approval/denial, and monitoring of proposed professional learning opportunities to be provided for Alabama-certified educators, along with an indication that funding will be provided for an Alabama State Department of Education Professional Development/Learning staff; and

BE IT FURTHER RESOLVED. That final recommendations for certificate renewal requirements should be submitted for ALSBE review no later than December 2018.

Done this 10th day of May 2018

On motion by Mrs. Mary Scott Hunter and seconded by Mrs. Jackie Zeigler, the Board voted unanimously to approve the following:

RESOLUTION TO EXTEND APPROVAL OF INITIAL EDUCATOR PREPARATION PROGRAMS TALLADEGA COLLEGE

WHEREAS, the Alabama State Board of Education approves educator preparation programs, including the time frame for approved program status; and

WHEREAS, Alabama State Board of Education approval of Talladega College educator preparation programs will expire on May 31, 2020; and

WHEREAS, the President of Talladega College submitted a letter on February 28, 2018, requesting a one-year extension of the Educator Preparation Program Review for Talladega College because of a simultaneous SACS-COC review:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education hereby extends until June 30, 2021, approval of all initial educator preparation programs at Talladega College; and

BE IT FURTHER RESOLVED, That to continue state-approved status for the following Class B programs beyond June 30, 2021, Talladega College must host an onsite visit to document compliance with Alabama standards.

Class B Biology (6-12)
Class B Collaborative Special Education (K-6)
Class B Elementary Education (K-6)
Class B English Language Arts (6-12)
Class B History (6-12)
Class B Mathematics (6-12)
Class B Music, Choral (P-12)
Class B Music, Instrumental (P-12)

Done this 10th day of May 2018
RESOLUTION FOR CONDITIONAL APPROVAL OF AN EDUCATOR PREPARATION PROGRAM
Spring Hill College

WHEREAS, a review of a proposed educator preparation program was conducted on June 20-23, 2017, and February 26, 2018, by the Alabama State Department of Education in accordance with the Alabama State Board of Education, State Department of Education Administrative Code, Rule No. 290-3-3-.56(3)(b); and

WHEREAS, compliance with Alabama State Board of Education rules has been verified; and

WHEREAS, the Alabama State Superintendent of Education rules has been verified; and

WHEREAS, the Alabama State Superintendent of Education recommends approval of the program with conditions to be addressed as noted on the attached pages:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education hereby approves the following program with approval to expire on May 31, 2021:

Class B Chemistry (6-12)

Done this 10th day of May 2018

RESOLUTION FOR CONDITIONAL APPROVAL OF AN EDUCATOR PREPARATION PROGRAM
Athens State University

WHEREAS, a review of a proposed educator preparation program was conducted on June 20-23, 2017, and April 4, 2018, by the Alabama State Department of Education in accordance with the Alabama State Board of Education, State Department of Education Administrative Code, Rule No. 290-3-3-.56(3)(b); and

WHEREAS, compliance with Alabama State Board of Education rules has been verified; and

WHEREAS, the Alabama State Superintendent of Education recommends approval of the program with conditions to be addressed as noted on the attached pages:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education hereby approves the following program with approval to expire on May 31, 2021:

Class B Health Education (6-12) and Physical Education (P-12)

Done this 10th day of May 2018

On motion by Mrs. Mary Scott Hunter and seconded by Dr. Yvette Richardson, the Board voted unanimously to adopt the following:

RESOLUTION IN RECOGNITION OF MAY 2018 AS NATIONAL PHYSICAL FITNESS AND SPORTS MONTH IN ALABAMA SCHOOLS

WHEREAS, the Alabama State Board of Education and the Alabama State Department of Education recognize the health of Alabama students as a vital and essential segment of children’s well-being and effective education; and

WHEREAS, the President's Council on Fitness, Sports, and Nutrition has designated May 1-31, 2018, as “National Physical Fitness and Sports Month” along with many partner organizations promoting a healthy lifestyle path; and

WHEREAS, the “National Physical Fitness and Sports Month” is an annual observance created to promote regular physical activity that helps children and adolescents improve cardiorespiratory fitness, build strong bones and muscles, control weight, reduce symptoms of anxiety and depression, and reduce the risk of developing health conditions such as heart disease, cancer, Type 2 diabetes, high blood pressure, osteoporosis, and obesity; and

WHEREAS, the Centers for Disease Control research shows that 60 minutes of daily physical activity including physical education, recess, and brain boosters has beneficial influences on academic performance by increasing blood to the brain; and

WHEREAS, that support should be given to schools as they attempt to strengthen daily physical activity in their schools and communities; and

WHEREAS, the Alabama State Board of Education does hereby express its support of daily physical activity in schools to improve the health of children in Alabama public schools; and
NOW, THEREFORE, BE IT FURTHER RESOLVED. That the Alabama State Board of Education
does hereby designate May 1-31, 2018, as “National Physical Fitness and Sports Month” in the public schools of
Alabama.

Done this 10th day of May 2018.

On motion by Mrs. Jacqueline Zeigler and seconded by Dr. Yvette Richardson, the Board voted unanimously to
approve the Alabama Administrative Procedures Act, Approval of Proposed Amendment to the Alabama
Administrative Procedures Act Concerning Alabama State Board of Education Retreats. That states, The Board shall
have two board retreats each calendar year. “One board retreat shall be held before April 1 and the other board
retreat shall be held after the annual board meeting. One board retreat would be held to review priorities for the
year. The second board retreat would be held to assess the status of the accomplishments of those priorities.” A
copy of this information has been filed in the Board folder dated May 10, 2018.

APPROVAL OF PROPOSED AMENDMENT TO THE ALABAMA ADMINISTRATIVE PROCEDURES
ACT

On motion by Dr. Cynthia McCarty and seconded by Dr. Yvette Richardson, the Board voted unanimously to
approve the personnel recommendations below.

APPROVAL OF PERSONNEL RECOMMENDATIONS

Mr. James “Jim” Methvin was appointed to serve in the classification of Assistant State Superintendent – Exempt,
with an annual salary of $141,784.80, and Mr. Perry Taylor was appointed to serve as Assistant State
Superintendent – Exempt, with an annual salary of $145,296.00. Supporting documentation has been placed in the
Board folder dated May 10, 2018.

On motion by Dr. Cynthia McCarty and seconded by Dr. Yvette Richardson, the Board voted unanimously to
approve the following:

APPROVAL OF CHIEF ADMINISTRATIVE OFFICER FOR MONTGOMERY COUNTY SCHOOL
SYSTEM

Documentation pertaining to Mr. Terry L. Roller, who was appointed to serve in the role previously held by
Dr. Reginald T. Eggleston has been filed in the Board folder dated May 10, 2018. Dr. Ed Richardson informed
Board members Dr. Eggleston will return to the Department and work with three other staff members who are
currently working with 18 school systems to avoid intervention.

On motion by Dr. Cynthia McCarty and seconded by Dr. Yvette Richardson, the Board voted unanimously to
adopt the following:

RESOLUTION IN RECOGNITION OF DR. ED RICHARDSON
INTERIM STATE SUPERINTENDENT OF EDUCATION

WHEREAS, Dr. Ed Richardson was appointed Interim State Superintendent of Education on
September 12, 2017, and has served with distinction in this role during his eight months of service; and

WHEREAS, Dr. Ed Richardson has served at every level of education in Alabama, including as science
teacher, principal, local superintendent, local school and system intervention chief, charter school commissioner,
state superintendent, university professor, member of the university Board of Trustees, and Interim University
President; and

WHEREAS, Dr. Ed Richardson has guided Alabama public schools through some of the most difficult
times, including proration and other financial crises; and

WHEREAS, during his tenure as State Superintendent of Education from October 1995 through January
2004, when he was appointed to serve as Interim President of Auburn University, Dr. Ed Richardson worked to
implement programs, initiatives, and courses of study that provided a reduction in the school dropout rate and the
foundation for Alabama’s students’ historic progress on the National Assessment of Educational Progress and the
state’s highest national rankings; and

WHEREAS, there were many major accomplishments during his administration, including
implementation of the Alabama Accountability Act and new foundation funding formula, the toughest graduation
requirements in the U.S., background checks, and teacher testing, the first school and system interventions, the first
school and system-wide Report Cards, a “qualified graduate guarantee” and Report Card for all Colleges of
Education, the ability to monitor and close failing programs in Colleges of Education, the award-winning and
nationally acclaimed Alabama Reading Initiative and the Alabama Math, Science, and Technology Initiative; and
WHEREAS, Dr. Ed Richardson once again responded to a call from the Alabama State Board of Education to serve during a crucial point in the state’s history when he met – with only a 30-day timeline – the requirements for the Every Student Succeeds Act (ESSA) after the Plan was adopted by the Alabama State Board of Education during a Special-Called meeting on September 27, 2017, and submitted to the United States Department of Education; and

WHEREAS, the approved ESSA Plan will provide over $400 million in Federal funding to school systems and schools; and

WHEREAS, Dr. Ed Richardson has eliminated the Alabama State Department of Education budget deficit of more than $3 million and successfully worked with the Alabama State Board of Education and Alabama Legislature to approve what is considered to be the best Education Trust Fund budget in ten years; and

WHEREAS, Dr. Ed Richardson has worked to renew and rebuild a strong working relationship with Alabama State Board of Education members, the Governor, and legislators; and he has reorganized the Alabama State Department of Education with a focus on communication and becoming more service oriented; and

WHEREAS, Dr. Ed Richardson has worked diligently to restore the fiscal and academic integrity and viability of the Montgomery County School System during its current state intervention; and

WHEREAS, a new prototype report for the Colleges of Education Report Card will be issued in the fall of September 2018; and

WHEREAS, Dr. Ed Richardson has overseen the development of a new comprehensive assessment plan, represented the Board on the Governor’s SAFE Council, requested a study of the Alabama Mathematics, Science, and Technology Initiative (AMSTI), and formed a Professional Learning Commission for the purpose of coordinating professional activities by the Alabama State Department of Education, In-Service Centers, and Colleges of Education to better serve local school systems:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education recognizes the many years of distinguished service that Dr. Ed Richardson has given for the betterment of public education in Alabama; and

BE IT FURTHER RESOLVED, That the Alabama State Board of Education extends its sincere appreciation to Dr. Ed Richardson and officially recognizes his service of excellence to the children, parents, teachers, support personnel, and administrators and extends its utmost appreciation for the work he has done to implement and provide the best educational opportunities possible for all children in Alabama’s public schools.

Done this 10th day of May 2018

Dr. Ed Richardson thanked the Board members for their support.

Interim State Superintendent’s Report:

Dr. Ed Richardson provided an exit report to the Alabama State Board of Education and incoming State Superintendent Eric G. Mackey. Dr. Richardson expressed appreciation to Dr. Joseph B. Morton for his major role with the Every Student Succeeds Act (ESSA), Report Cards, and Assessment. Board members were apprised with the elimination of positions, restrictions on travel, and reduced use of state cars, the Department’s budget deficit was eliminated.

Other examples of assistance was a summer program on STEM education for the Bullock County School System provided by Auburn University staff. There will be a study to determine the strengths and areas needing improvement so that full funding for AMSTI can be maintained during future legislative sessions. Also referenced was the support summer program for students in the Montgomery County School System.

The ESSA requirement was met within a very tight timeline. Dr. Richardson expressed appreciation to Governor Kay Ivey for securing a 30-day extension, along with the support of many individuals. He stated the Plan is scheduled for approval by the United States Department of Education. The school, school system, and colleges of education report cards were discussed. He felt more expansion was needed to present a more comprehensive report for educators and the general public. Dr. Richardson recommended that during the next legislative session the term failing school be eliminated. He stated schools with D or F on the report card should be identified as needing assistance.

Dr. Richardson expressed appreciation to the State Personnel Department staff for providing recommendations to correct identified problems within the Department. Based on information received, he said there were too many exempt employees in the Department. He advised that he has spoken individually with each employee, and this has been corrected. He stated the Southern Regional Education Board (SREB) has been contracted to conduct a study of AMSTI. Board members were also provided information on the Professional Learning Commission to address
teacher shortages by the loss of teachers within their first five years. He feels that this Commission will serve to better coordinate professional learning activities delivered by the Alabama State Department of Education, In-Service Centers, and the Colleges of Education and will be more responsive to local school systems.

In closing, Dr. Richardson referenced Specialized Treatment Centers, stating there are over 60. A meeting of state agencies, Alabama State Department of Education, Department of Human Resources, Mental Health, Department of Youth Services, and Corrections have met. He advised there are more critical decisions to be made.

A copy of Dr. Richardson’s status report has been filed in the State Board folder dated May 10, 2018.

There being no further business before the Board, on motion by Dr. Cynthia McCarty and seconded by Dr. Yvette Richardson, the meeting adjourned at 11:15 a.m. for the Work Session.

________________________________________
President

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Secretary and Executive Officer