

MEETING MINUTES

Attendees

Voting Members

Ms. Becky Brown, Board Member

Ms. Joan Frazier, Board Member

Dr. Mary Harrington, Board Member (Vice-President)

Mr. Robert Houston, Board President

Ms. Trudy Munford, Board Member

I. Call to Order

President Robert Houston called the meeting to order at 4:31 p.m.

II. Pledge of Allegiance to the Flag and Prayer

Pledge of Allegiance to the Flag and Prayer rendered by Dr. Mary Harrington, Board Vice-President.

III. Reciting of the Mission and Vision Statement for Anniston City Schools

The Mission and Vision statement for Anniston City Schools was recited by board members and the audience.

IV. Recognition of Guests

Superintendent Dr. Hill welcomed all the guests in attendance.

V. Citizens to be Heard-Mr. Ralph Bradford

Mr. Ralph Bradford, a citizen to be Heard, spoke about Accountability and School Choice.

VI. Approval of the Agenda and Consent Agenda

Superintendent Dr. Hill recommended approval of the agenda and the consent agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

A. Regular Board Meeting Minutes March 18 2024

Approved under the Consent Agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

B. Principal's Reports

a. Anniston High School

Approved under the Consent Agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

b. Anniston Middle School

Approved under the Consent Agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

c. Cobb Preparatory Academy

Approved under the Consent Agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

d. GSE Principal Report

Approved under the Consent Agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

e. Randolph Park Elementary

Approved under the Consent Agenda.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Trudy Munford

Voting:

Unanimously Approved

VII. Monthly Financial statement Reconciliatin/Cash Balance February and March 2024

Ms. Johanna Martin, Chief School Finance Officer, gave a brief summary of the monthly financial statement to include the reconciliation/cash balances for February and March 2024.

A. February 2024

B. March 2024

VIII. Approval of Action Items

A. Approval of Financial Statement for February and March 2024

Superintendent Dr. Hill recommended approval of the Financial Statements for February and March 2024.

Motion made by: Ms. Joan Frazier

Motion seconded by: Dr. Mary Harrington

Voting:

Unanimously Approved

B. Approval of the Personnel Recommendations for April 2024

Superintendent Dr. Hill recommended approval of the Personnel Recommendations for April 2024. Mrs. Frazier abstained on item number of the personnel report.

Motion made by: Ms. Becky Brown

Motion seconded by: Ms. Trudy Munford

Voting:

Ms. Becky Brown - Yes

Ms. Joan Frazier - Abstain

Dr. Mary Harrington - Yes

Mr. Robert Houston - Yes

Ms. Trudy Munford - Yes

C. Approval of the Early Grades Assessment

Superintendent Dr. Hill recommended approval of the Early Grades Assessment.

Motion made by: Ms. Trudy Munford

Motion seconded by: Dr. Mary Harrington

Voting:

Unanimously Approved

D. Approval of Bid for Technology Equipment and Devices

Superintendent Dr. Hill recommended approval of the bid for technology equipment and devices.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Becky Brown

Voting:

Unanimously Approved

E. Approval of the Custodial Equipment Bid

Superintendent Dr. Hill recommended approval of the custodial equipment bid.

Motion made by: Ms. Becky Brown

Motion seconded by: Ms. Joan Frazier

Voting:

Unanimously Approved

F. Approval of Rental fee to be waived (Agency Substance Abuse Prevention ASAP) Request of rental fee be waived

Superintendent Dr. Hill recommended approval to waive the rental fee for Agency Substance Abuse to use Anniston High School Auditorium. A roll call vote was rendered. Mrs. Frazier, "Yes", Mrs. Munford "Yes", Mrs. Brown "Yes", Dr. Harrington "Yes" and Mr. Houston "Yes".

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Becky Brown

Voting:

Unanimously Approved

G. Approval of Field Trip Saturday Academy

Superintendent Dr. Hill recommended approval of the Saturday Academy field trip.

Motion made by: Ms. Becky Brown

Motion seconded by: Ms. Joan Frazier

Voting:

Unanimously Approved

H. Approval of Field Trip Anniston High School

Superintendent Dr. Hill recommended approval of the field trip for Anniston High School.

Motion made by: Dr. Mary Harrington

Motion seconded by: Ms. Joan Frazier

Voting:

Unanimously Approved

I. Approval of Pittney Bowes Poastage Machine Lease 2024

Superintendent Dr. Hill recommended approval of the 2024 lease for Pittney Bowes Postage Machine.

Motion made by: Ms. Trudy Munford

Motion seconded by: Ms. Becky Brown

Voting:

Unanimously Approved

IX. Information

A. CREATE Program Layout Recommendation

X. Board President Presentation: Culture-Climate

President Mr. Houston presented a presentation entitled Culture and Climate. Mr. Houston stated that organizational climate affects employee behavior in every business. He also stated the climate is not created overnight; rather, it is built up and shaped over a long period through collation of experience and interactions. For example, *whether an employee feels trusted to perform their role without micromanagement, *how managers and peers treat them, * whether they feel like they're growing and developing within the organization, *how effectively conflict is managed. These are some examples. He also stated that organizational culture centers on the values and behaviors of employees

within a company, whereas organizational climate focuses on the atmosphere created in the company based on the culture. He also stated culture focuses on the micro vision of a company, while climate focuses on the micro image. Board members and the audience also participate in the discussion by giving types of organizational climate and improving the organizational climate. Some examples are: Determine the state of the current organizational climate, translating values and goals into desired behaviors, improve the working environment, etc. President Houston's presentation was very informative.

XI. Executive Session

No executive session needed at this time.

XII. Adjourn

There being no other business to come before the board, the meeting was adjourned at 5:25 p.m.