Minutes of the 138th Meeting
of the Board of Directors of the
Alabama School of Mathematics and Science
Mobile, Alabama
Friday, June 13, 2025
10:45 a.m.

PRESENT	Ms. Elizabeth Norton, Mr. Thomas Wheat, Ms. Pam Doyle, Dr. Rhinnie Scott, Dr. Sandra Sims de Graffenreid, Mr. John Peebles, Mr. Matt Womble, Dr. Edward Thomas, Honorable Jo Bonner, Representative Matthew Simpson, Mr. Raymond Bell, Representative Alan Baker, Ms. Sheila Roby, Ms. Kesshia Davis, and Dr. Natalie Ortell.
ABSENT	Ms. Erin Scott, Dr. Lena Walton, Ms. Cathy Jones, and Ms. Sharon Magee.
GUESTS	Dr. John Hoyle, Mr. Nash Campbell, Ms. Cecilia Godwin, Ms. Kristy Gunther, Dr. Samantha Church, and Ms. Allyson McMaken.
OPENING	Mrs. Pam Doyle welcomed and thanked everyone for attending.
ROLL CALL	The roll was taken, and a quorum was established.
APPROVAL OF MINUTES Raymond	Minutes of February 3, 2025, Board of Directors meeting were presented for action. Upon a motion being made by Mr. Bell and seconded by Mr. Jo Bonner, the Board duly

RESOLVED to approve the minutes of the February 3, 2025, board meeting. The motion passed unanimously.

APPROVAL OF MINUTES

Minutes of the April 15, 2025, Executive Committee meeting were presented for action. Upon a motion being made by Mr. Jo Bonner and seconded by Dr. Rhinnie Scott, the Board duly

> **RESOLVED** to approve the minutes of the April 15, 2025, Executive Committee meeting. The motion was approved by unanimous consent.

APPROVAL OF MINUTES

Minutes of the May 14, 2025, Executive Committee meeting were presented for action. Upon a motion being made by Ms. Elizabeth Norton and seconded by Dr. Rhinnie Scott, the Board duly

> **RESOLVED** to approve the minutes of the May 14, 2025, Executive Committee meeting. The motion was approved by unanimous consent.

TREASURER REPORT

Ms. Kristy Gunther, the Director of Finance, presented the Treasurer's report to the Board. The Treasurer's Report represents financial activity through the 2nd quarter of fiscal year 2025. Ms. Gunther stated that revenue is slightly lower compared to the same period last year. This is primarily due to a decrease in grant revenue from the State of Alabama. Overall, expenses are about $1.1M higher compared to the prior year. There are other expenses shown on the report and an explanation for those increases (See report page 10).

FINANCE

Ms. Gunther explained the Finance report (See report pages 11 & 12). Some of the increases are under repairs/maintenance related to summer projects. Upon a motion being made by Mr. Raymond Bell and seconded by Mr. Jo Bonner, the Board duly

> **RESOLVED** to accept the Finance Report as given. The motion was approved by unanimous consent.

GENERAL REPORTS

LEGAL

Mr. Nash Campbell stated there were no claims, threats, or lawsuits against the school at this time.

ASMS REPORT

Dr. John Hoyle, President, presented the ASMS report to the Board. The legislative strategy has worked, as our operating budget for next year is $12, 220, 200 (an increase of $700,000). ASMS also received a $3.5 million supplement, designated to help with deferred maintenance, school safety, and a new dorm. The ASMS Stem Leadership Academy summer camp is hosting 308 middle school students this summer. This camp is an essential recruiting tool. The Spring Research Forum was the best yet as we hosted the event in the new Wilson Science Research Center. Seventy students presented 40 projects across all academic disciplines. The Development Team will publish a magazine soon, and stakeholders will receive a copy. It shows everything we are doing on campus, and excellent work is happening all around the school. A draft of the 2026 Strategic Plan has been included in your Board packet. The plan focuses on five strategic goals. A virtual meeting with stakeholders will take place in the coming months. For more details and information in the ASMS Report, please see pages 13 through 19.

Faculty Report

Dr. Natalie Ortell, Faculty Representative to the Board, provided a brief overview of the faculty report. Research Fellows Coordinator Asia Frey accepted the Outstanding Research Partner Award.
ASMS was nominated in recognition of the thousands of hours and dozens of Research Fellows students who worked with USA Faculty

this year on their projects. Madeline Borchert is the first local Mobilian to win the top prize at the state science fair with her project titled "Designing RNAi pesticides to specifically target invasive species. Dr. Ortell talked about the summer outreach program sponsored by ASMS. Kevin Dolbeare plans to head to Eufaula for his third year in a row to be the STEM coordinator for the TRIO talent search sponsored by Wallace Community College-Sparks campus (See report pages 20 & 21).

Legislative Report

Representative Alan Baker updated the board on the legislative front. The Legislature gave final approval to the RAISE Act. The RAISE Act acknowledges that educating certain student populations, like those in poverty or with disabilities, requires more resources. It allocates additional funding to schools based on these student needs. The legislature increased healthcare insurance support instead of approving a cost-of-living allowance (COLA) this year. The Legislature approved the full $124 million requested increase in employer contributions for PEEHIP to address funding shortfalls avoiding additional costs to employees. Workman's compensation and maternity benefits were also passed and approved. The FOCUS bill was approved. The bill prohibits students' use of smart phones and other wireless devices at public schools. This Is a big victory for educators and administrators across the state.

NEW BUSINESS

Student Auxiliary Proposed budget for 2025-2026

Dr. Hoyle requested the Board approve the 2025-2026 Student Auxiliary proposed budget. Upon a motion being made by Mr. Jo Bonner and seconded by Mr. Matt Simpson, the Board duly

> **RESOLVED** to approve the Student Auxiliary proposed budget for 2025-2026. The motion passed unanimously.

New Courses for 2025-2026

When ASMS faculty members develop new courses to be taught, these must have Board approval. The new courses are listed below, and a description of the courses can be found on page 27.

- Competition Robotics PH112
- AP Physics 2 I and II PH203, 204
- Intermediate Geometry MA 109

Upon a motion being made by Mr. Alan Baker and seconded by Mr. John Peebles, the board duly

> **RESOLVED** to approve the courses listed above beginning the fall term of the 2025-2026 school year. The motion was approved by unanimous consent.

Employee Handbook Revisions

Each year, a committee of faculty and staff, along with Human Resources and attorney Nash Campbell, review the Employee Handbook to make progressive changes and alterations that accommodate new state and federal policies and laws. Drafts of these changes were emailed to Board members.

Upon a motion being made by Dr. Sandra Sims de Graffenried and seconded by Mr. Matt Womble, the Board duly

> **RESOLVED** to approve the Employee Handbook revisions. The motion was approved by unanimous consent.

Community Standards Handbook

Each year, a committee of faculty and staff, along with Human Resources and attorney Nash Campbell, review the Student Community Standards Handbook to make progressive changes and alterations that accommodate new state and federal policies and laws. Drafts of these changes were emailed to Board members.

Upon a motion being made by Dr. Rhinnie Scott and seconded Mr. Jo Bonner, the Board duly

> **RESOLVED** to approve the Employee Handbook revisions. The motion was approved by unanimous consent.

Executive Committee Nominations

The Executive Committee would like to open the floor for nominations for board officers to serve this year. The current committee members would like to continue to serve for 2025-2026. The Executive Committee is made up of Chair, Vice-Chair, Secretary and Treasurer. Mrs. Pam Doyle serves as Chair; Mr. Thad Wheat serves as Vice-Chair; Dr. Rhinnie Scott serves as secretary; and Mr. John Peebles serves as the Treasurer. Upon a motion being made by Mr. Raymond Bell and seconded by Mr. Matthew Simpson, the board duly

> **RESOLVED** to approve the slate of officers as stated for the Executive Committee. The motion was approved by unanimous consent.

Board of Directors Meeting Dates

The 2025-2026 Board of Directors meeting dates are provided in the board packet on page 28. Upon a motion being made by Mr. Raymond Bell and seconded by Mr. John Peebles, the board duly

> **RESOLVED** to approve the 2025-2026 Board of Directors meeting dates. The motion was approved by unanimous consent.

State of Emergency Resolution Approval

The Executive Committee approved a necessary resolution on April 15, 2025, pursuant to Alabama Code § 39-2-2(e) and § 41-16-53 declaring a state of emergency to expedite repair work to an aging underground pipe. The pipe supplies water to an HVAC system on campus and poses a risk of catastrophic HVAC system failure. ASMS experienced three significant leaks, and the system is highly complex, with pipes ranging from four to eight inches in diameter that connect five of our buildings. The resolution is attached for the Board's review and consideration. Upon a motion being made by Mr. John Peebles and seconded by Mr. Matt Womble, the board duly

RESOLVED to approve the resolution ratifying the executive committee's decision to declare a state of emergency. The motion was approved by unanimous consent.

Bid Contract Resolution Approval

The Executive Committee approved a resolution on May 14, 2025, to award a bid to the lowest responsive and responsible bidder, Rogers & Willard, Inc., which had the second lowest bid in the amount of $460,469.00. The contract is for summer campus projects. The company with the lowest bid asked questions and requested clarification about the bid package after they submitted their bid raising concerns to ASMS on the quality and accuracy of their bid. Dr. John Hoyle recommended to the Executive Committee that the lowest responsive and responsible bidder Rogers & Willard, Inc., be awarded the bid. ASMS has worked with Rogers & Willard in the past and considers the company a responsible contractor. The summer campus projects bid includes new doors for the girl's dorm and renovations to the Administration building restrooms. Upon a motion being made by Mr. Matthew Simpson and seconded by Dr. Sandra Sims de Graffenried, the board duly

RESOLVED to approve the resolution attached resolution, awarding the bid to the lowest responsive and responsible bidder, Rogers & Willard, Inc., which had the second lowest bid in the amount of $460,469.00 for the summer campus projects. The motion was approved unanimously.

PERSONNEL APPROVALS

(See report pages 29-30)

Employment of Evening School Nurse

A full-time evening school nurse position has been filled by hiring Jesica Gunn.

Employment of Residential Life Assistant

A full-time Residential Life Assistant position has been filled by hiring Kyler Cromer.

Employment of Residential Life Assistant
A full-time Residential Life Assistant position has been filled by hiring Abigail Bolton.

Employment of Residential Life Assistant
A full-time Residential Life Coordinator has been filled by hiring Devin Dickinson.

Employment of Residential Life Assistant
A full-time Residential Life Coordinator has been filled by hiring Kyle Thompson.

Employment Of Part Time Receptionist PRN
A part-time Receptionist PRN has been filled by hiring Nicole Winston.

Employment Of Human Resource and Operations Assistant
A full-time Human Resource and Operations Assistant position has been filled by hiring Margie Bolton.

Faculty Contract Renewals

The contracts of the faculty members listed below are expiring at this time. The Board must act to renew these contracts (See report pages 31-34).

Faculty Contract for Nasrullah Aziz
Nasrullah Aziz, a math instructor, has completed 20 years of service at ASMS. Mr. Aziz will be renewed with another 5-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Derek Barry
Derek Barry, a history instructor, has completed 20 years of service at ASMS. Mr. Barry will be renewed with another 5-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Angel Jackson
Angel Jackson, a Physical Education instructor, has completed 10 years of service at ASMS. Mrs. Jackson will be renewed with another five-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Orren Kickliter
Orren Kickliter, Gentry, a fine arts instructor, has completed 30 years of service at ASMS. Mr. Kickliter will be renewed with another 5-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Dr. Rebecca Domangue
Dr. Rebecca Domangue, a biology instructor, has completed 5 years of service at ASMS. Dr. Domangue will be renewed with a 5-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Dr. Elizabeth Jones
Dr. Elizabeth Jones, an English instructor, has completed 5 years of service at ASMS. Dr. Jones will be renewed with a 5-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Dr. Magdalena Sage
Dr. Magdalena Sage, a Fine Arts instructor has completed 3 years of service at ASMS. Dr. Sage will be renewed with a 3-year faculty contract of employment, 2025-2026 through 2029-2030.

Faculty Contract for Bill Brouillet
Bill Brouillet, a Physical Education instructor, has completed another 1-year contract at ASMS. Due to Mr. Brouillet not having a master's degree, he will only be renewed for a one-year contract, 2025-2026. This is his 15th year of teaching at ASMS.

Faculty Contract for Dr. Mark Byrne
Dr. Mark Bryne, a physics instructor, has completed a first 1-year faculty contract of employment. Dr. Bryne will be renewed with a second 1-year faculty contract, 2025-2026.

Faculty Contract for Suzanne Lindley
Suzanne Lindley, a World Language instructor, has completed a first 1-year faculty contract of employment. Ms. Lindley will be renewed with a second 1-year faculty contract, 2025-2026.

Faculty Contract for Helene Swanepoel

Helene Swanepoel, a mathematics and engineering instructor, has completed a first 1-year faculty contract of employment. Ms. Swanepoel will be renewed with a second 1-year faculty contract, 2025-2026.

Faculty Contract for Dr. Jennifer Tellman

Dr. Jennifer Tellman, a history instructor, has completed a first 1-year faculty contract of employment. Dr. Tellman will be renewed with a second 1-year faculty contract, 2025-2026.

Faculty Contract for Dr. Angela Kennedy

Dr. Angela Kennedy, a French instructor, has completed a one-year contract with ASMS. She's being renewed for another one-year faculty contract of employment, 2025-2026.

Upon a motion being made by Mr. John Peebles, and seconded by Ms. Sheila Roby, the board duly

> **RESOLVED** to approve the personnel approvals and faculty contract renewals in a block vote as presented. The motion passed unanimously.

Executive Session

Mrs. Pam Doyle, Board chair moved to the last item on the agenda, to enter an Executive Session to discuss a confidential matter with the board. Mr. Campbell stated under the Alabama open meetings act as amended that the purpose for Executive Session to discuss the good name of a person is an acceptable reason to go into Executive Session. Mr. Campbell asked Mrs. Doyle to give an estimated time that the board would be in executive session. The estimated time was ten minutes. The motion to go into Executive Session was made, seconded, and approved. All guests and the faculty representative exited the room.

The board reconvened the regular meeting from Executive Session at 12:00 p.m. A motion was made to approve a contract of employment incentive bonus of 10% (of current salary) for ASMS President Dr. John

Hoyle. Upon a motion being made by Dr. Sandra Sims de Graffenried and seconded by Mr. Raymond Bell, the Board duly

> **RESOLVED** to approve a contract of employment incentive bonus of 10% for ASMS President, Dr. John Hoyle. The motion passed unanimously.

A motion to adjourn the meeting and seconded was approved. The meeting was adjourned at 12:02 p.m. The next meeting will be Friday, September 12, 2025.

Respectfully Submitted by

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Dr. Rhinnie Scott, Secretary

Cecilia Godwin
Infrastructure & Board Admin. Coord.