

Cullman City Schools – Looking Ahead

The Board is confident in our existing leadership team, and because of this, we have asked Dr. Susan Patterson to serve as the Interim Superintendent for the next six months. Our CFO, Russell Raney, will work with Dr. Patterson to ensure a smooth transition. During this time the Board priorities include:

- Developing and implementing a strategic plan with input from students, parents, faculty, staff, administrators and business/industry that outlines a five year plan for Cullman City Schools. This strategic plan will set priorities for resources, support strong instructional programs, plan for ongoing growth and focus on innovative programs that serve all students;
- Addressing critical space issues across all schools, but specifically within our elementary schools;
- Providing for facilities improvements at West Elementary, including electrical, new front facade, window replacement, and classroom upgrades;
- Developing and implementing a system-wide and age appropriate dress code and discipline policies;
- Completing the Board Policy revisions and fully implementing by fall 2015;
- Supporting the selection of a system wide Athletic Director and the development of a strategic plan for athletics to address facilities, support ongoing professional development for coaches, and the development and implementation of a Cullman City Schools Athletic Handbook for players, coaches, sponsors, parents and booster clubs; and
- Alternative funding sources/revenues to support initiatives for the system, including Virtual Schools.

The Board's focus is to continue the tradition of excellence in Cullman City Schools while laying the foundation to educate a community with rapid growth and exciting opportunities for our future workforce.

Dr. Doreen Griffeth

On behalf of the entire Board, I would like to thank Dr. Griffeth for the time she has devoted to the Cullman City School System. Under her leadership, the monumental task of constructing and renovating the High School, is all but complete. This in itself will leave a multi-decade stamp on this community. Dr. Griffeth was also able to bring to fruition ALICE training and safety procedures for our system, along with a comprehensive Drug Screening program which the Board had set as a priority for several years. Dr. Griffeth has been a strong instructional leader with great rapport among administrators and coordinators, working long hours and supporting CCS students across all academic and athletic activities. She has maintained the fiscal strength of the system, while balancing priorities for new instruction, technology, and professional development.

We wish Dr. Griffeth well as she takes time to spend with her family. I'm sure there will be many days ahead on Lake Wedowee this summer. We thank you and your family, because it truly is a family devotion for the Superintendent's family. I don't think Robert missed a football or basketball game for the past two years. Again, thank you for the opportunity you have provided to us and we wish you well in any and all of your future endeavors.

Bio:

Dr. Susan Patterson has spent 25 years in education as a classroom teacher, technology coordinator, library media specialist, school administrator, and district administrator (Federal Programs/Technology/Career Tech). She has 12 years in administration having been an elementary and middle school principal before becoming a district level administrator. Dr. Patterson is a graduate of the Alabama Superintendents Academy 2011, having successfully completed all certification and testing requirements.

Dr. Patterson earned her doctoral degree in Education Administration in 2004 from the University of Alabama. In addition, she also possesses an Educational Specialist degree in Librarianship. Her postgraduate work has included studies at Harvard University becoming a trained facilitator of Instructional Rounds: A Network Approach to Improving Teaching and Learning. She is also a Nationally Certified Principal Mentor through NAESP, served as the State Coordinator for the Doing What Works Initiative from the U.S. Department of Education, and been an invited presenter to the Consortium for School Networking association speaking on closing the achievement gap through technology.

Within her professional roles she has served the state association of principals as the President of AAMSP and currently is a member of the CLAS Board of Directors.

Press Release:

It is an honor to be given the opportunity to serve as the Interim Superintendent by the Cullman City Board of Education. I greatly appreciate their trust and confidence in me as a leader to work together. Working in public education for 25 plus years, the last twelve being in administration, provides me the experience and skills to support the school system in this capacity. The tradition of excellence in Cullman City Schools is well known, both statewide and nationally. With that tradition in mind I want to work diligently with the board during the transition period to ensure the needs of the school system are met. I look forward to meeting with the board in the coming weeks to discuss in more details our strategic objectives, alignment of resources, and their vision for making Cullman City Schools even better. Having such a dedicated group of district leaders, school leaders, teachers and staff to work with will be a tremendous asset. Working with them will be priority as we prepare for the upcoming 2015-16 school year.

Dr. Griffeth Settlement

Assumptions – Monthly Basis

1. Dr. Griffeth's Monthly Pay	\$12,250
2. Interim Monthly Pay	\$10,417

Monthly savings of \$1,833

6/4/2015

2

Total Monthly Savings

• Pay Savings	\$1,833
• Heath Ins. – CCS Part	\$775
• Interim from within system not paid	<u>\$8,750</u>
Total Savings per month	\$11,358

With Interim in place for 6 months - \$68,148

6/4/2015

3

Actual Settlement Cost to CCS

Total Settlement Amount \$92,578

Settlement	\$60,000
Insurance-COBRA	\$10,472 (11 months)
Accrued Time	\$22,106
Accrued Time Owed	<u>-\$22,106</u> (Would be owed at anytime of separation and accruing)
Total	\$70,472
Monthly Savings x 6	<u>\$68,148</u>
Total true cost	\$2,324

6/4/2015

4

How It Will Be Paid Out

Lump Sum Payment of \$82,106

- Settlement Amount of \$60,000
- Accrued Time \$22,106

COBRA paid in monthly installments of \$952

- Set-Off Provision