

Exhibit 7

Page 1

1 IN THE UNITED STATES DISTRICT COURT
 2 FOR THE NORTHERN DISTRICT OF ALABAMA
 3 SOUTHERN DIVISION
 4
 5
 6 CASE NO.: 2:14-2176-MHH
 7 ROBIN LITAKER,
 8 Plaintiff,
 9 vs.
 10 HOOVER BOARD OF EDUCATION;
 11 et al.,
 12 Defendants.
 13
 14
 15
 16 DEPOSITION TESTIMONY OF:
 17 RONALD DODSON
 18
 19 OCTOBER 30, 2015
 20 1:07 P.M.
 21
 22
 23

Page 3

1 make objections and assign grounds at the time
 2 of the trial, or at the time said deposition is
 3 offered in evidence, or prior thereto.
 4 IT IS FURTHER STIPULATED AND AGREED
 5 that notice of filing of the deposition by the
 6 Commissioner is waived.
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Page 2

1 STIPULATIONS
 2 IT IS STIPULATED AND AGREED by and
 3 between the parties through their respective
 4 counsel that the deposition of RONALD DODSON may
 5 be taken before Tanya D. Cornelius, Certified
 6 Shorthand Reporter and Notary Public, at the law
 7 offices of Wiggins, Childs, Pantazis, Fisher &
 8 Goldfarb, The Kress Building, 301 19th Street
 9 North, Birmingham, Alabama 35203, on the 30th
 10 day of November, 2015, at approximately 1:07
 11 p.m.
 12 IT IS FURTHER STIPULATED AND AGREED
 13 that the signature to and the reading of the
 14 deposition by the witness is waived, the
 15 deposition to have the same force and effect as
 16 if full compliance had been had with all laws
 17 and rules of Court relating to the taking of
 18 depositions.
 19 IT IS FURTHER STIPULATED AND AGREED
 20 that it shall not be necessary for any
 21 objections to be made by counsel to any
 22 questions, except as to form or leading
 23 questions, and that counsel for the parties may

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 3 EXAMINATION BY: PAGE NUMBER:
 4
 5 Mr. Jent 7
 6
 7
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 9
 10 EXHIBITS
 11
 12 PLAINTIFF'S EXHIBIT NO: PAGE NUMBER:
 13
 14 1 - Carol Barber E-mail 45
 15 2 - Carol Barber E-mail 46
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1 A P P E A R A N C E S

2

3

4 FOR THE PLAINTIFF:

5 WIGGINS, CHILDS, PANTAZIS, FISHER

6 & GOLDFARB

7 BY: Kevin W. Jent, Esq.

8 The Kress Building

9 301 19th Street North

10 Birmingham, Alabama 35203

11

12

13

14 FOR THE DEFENDANTS:

15 BRADLEY ARANT BOULT CUMMINGS

16 BY: Anne R. Yuengert, Esq.

17 One Federal Place

18 1819 Fifth Avenue North

19 Birmingham, Alabama 35203

20

21

22 ALSO PRESENT: Robin Litaker and Mary Veal

23

Page 6

1 I, Tanya D. Cornelius, Certified

2 Shorthand Reporter and Notary Public, acting as

3 Commissioner, certify that on this date, as

4 provided by the Federal Rules of Civil

5 Procedure, and the foregoing stipulation of

6 counsel, there came before me at the law offices

7 of Wiggins, Childs, Pantazis, Fisher & Goldfarb,

8 The Kress Building, 301 19th Street North,

9 Birmingham, Alabama 35203, beginning at 1:07

10 p.m., RONALD DODSON, witness in the above cause,

11 for oral examination, whereupon the following

12 proceedings were had:

13

14 RONALD DODSON,

15 being first duly sworn, was examined

16 and testified as follows:

17

18 THE REPORTER: Will this be usual

19 stipulations?

20 MS. YUENGERT: We have the right to

21 read and sign if you want. You can waive that.

22 You don't have to make a decision now if you

23 don't want to. You can -- off the record.

Page 7

1 (Whereupon, a discussion off the

2 record was held.)

3 MS. YUENGERT: He'll waive, so yes,

4 usual stipulations.

5

6 EXAMINATION

7 BY MR. JENT:

8 Q. Can you state your name for the

9 record, please?

10 A. Ronald Dodson, D-o-d-s-o-n.

11 Q. Dr. Dodson, my name is Kevin Kent.

12 I'm an attorney for Robin Litaker. I am taking

13 a deposition today. Have you ever given a

14 deposition before?

15 A. No.

16 Q. I'm going to ask you a series of

17 questions related to Ms. Litaker's case against

18 Hoover City Schools. And if you don't

19 understand my question at all, I would ask that

20 you ask me to repeat it, rephrase it. Let me

21 know you don't understand it. If you don't, and

22 you answer the question, I'm going to assume

23 that you understood it. Okay?

Page 8

1 A. Okay.

2 Q. You're doing well with this, but if

3 you would give verbal responses, yes, no, maybe,

4 okay, instead of just shaking or nodding your

5 head or saying uh-huh (positive response) or

6 huh-uh (negative response), because the court

7 reporter has to take everything down accurately,

8 okay?

9 A. Okay.

10 Q. If you will wait until I'm finished

11 asking your question before you answer, I will

12 wait until you finish answering before I ask

13 another question so that we don't talk over each

14 other, okay?

15 A. Okay.

16 Q. Because that's also important for the

17 court reporter. It will drive her crazy. And

18 if you -- any time you need a break, let us

19 know. We'll take a break. I don't think we're

20 going to be here all afternoon, but any time you

21 need a break, let me know. If I've asked a

22 question, though, I would ask that you answer

23 the question before we go on the break, okay?

Page 9

1 A. Okay.

2 Q. Where are you currently employed?

3 A. Hoover City Schools.

4 Q. And how long have you been there?

5 A. This is my twenty-eighth year.

6 Q. And what's your current position?

7 A. Assistant Superintendent of

8 Instruction.

9 Q. How long have you been in that

10 position?

11 A. I don't know the exact date. I would

12 think three years, three or four years.

13 Q. What was your position before --

14 (Whereupon, a discussion off the

15 record was held.)

16 Q. What was your position before the

17 Assistant Superintendent of Instruction?

18 A. Director of Secondary Curriculum.

19 Q. How long were you in that position?

20 A. Six to seven years.

21 Q. When Ms. Litaker was at Trace

22 Crossings, what position were you in?

23 A. I don't remember the exact time that

Page 10

1 I changed jobs. I would think I was in the

2 director position when she started would be my

3 guess, but I don't remember the date.

4 Q. What about when she left?

5 A. I was the Assistant Superintendent at

6 that point.

7 Q. Okay. And prior to being the

8 Director of Secondary Curriculum?

9 A. Yes.

10 Q. What was your position?

11 A. Assistant principal.

12 Q. Where at?

13 A. Spain Park High School.

14 Q. How long were you in that position?

15 A. Three years.

16 Q. Who was the principal?

17 A. Billy Broadway.

18 Q. And was he principal when you moved

19 to the director position?

20 A. Yes.

21 Q. And prior to assistant principal at

22 Spain Park, what was your position?

23 A. Assistant principal, Hoover High

Page 11

1 School.

2 Q. How long were you in that position?

3 A. Two to three years.

4 Q. And before that, what position did

5 you hold?

6 A. Science teacher.

7 Q. Okay. Where at?

8 A. Hoover High School.

9 Q. Any particular sciences or general

10 science, chemistry?

11 A. Mainly chemistry. I also taught IB

12 Theory of Knowledge.

13 Q. I would ask you what that is, but

14 I'll wait until we're not on the record. So you

15 were an assistant principal. Were you ever a

16 principal anywhere?

17 A. No.

18 Q. And did you ever -- I guess before

19 teaching science at Hoover High School, what

20 position did you hold?

21 A. I was a science teacher at Berry High

22 School, which became Hoover High School.

23 Q. Did you ever have any elementary

Page 12

1 experience?

2 A. No.

3 Q. Did you ever work with elementary

4 curriculum in any capacity in any of these

5 positions?

6 A. In any of these positions?

7 Q. I guess in the Director or Assistant

8 Superintendent Position?

9 A. In the Assistant Superintendent

10 Position I have worked with elementary

11 curriculum.

12 Q. Okay.

13 A. Primarily since 2013.

14 Q. Okay. Have you ever worked in a

15 Title I school?

16 A. No.

17 Q. And what's your educational

18 background?

19 A. High school in Gadsden, Alabama,

20 Southside High School; undergraduate at UAB,

21 bachelor of science in secondary education;

22 master's degree, University of Alabama

23 Birmingham; education specialist degree, UAB,

<p style="text-align: right;">Page 13</p> <p>1 and Ph.D., UAB.</p> <p>2 Q. What's your Ph.D. in?</p> <p>3 A. Education leadership.</p> <p>4 Q. When did you get that?</p> <p>5 A. 2009.</p> <p>6 Q. And have you worked in any other</p> <p>7 school systems other than Hoover?</p> <p>8 A. No, sir.</p> <p>9 Q. And when you were Director of</p> <p>10 Secondary Curriculum, could you just give me an</p> <p>11 idea of what your job duties were in that</p> <p>12 position?</p> <p>13 A. Maintaining and updating curriculum</p> <p>14 documents across the content areas, adopting</p> <p>15 curriculum resource materials, assisting with</p> <p>16 the integration of technology into the</p> <p>17 curriculum and instruction areas and assisting</p> <p>18 principals problem solving with instructional</p> <p>19 issues.</p> <p>20 Q. Were you mostly dealing with</p> <p>21 secondary education at that point?</p> <p>22 A. Middle schools and high schools.</p> <p>23 Q. Who did you report to in that</p>	<p style="text-align: right;">Page 15</p> <p>1 the Assistant Superintendent of Instruction</p> <p>2 position prior to you?</p> <p>3 A. There was not a position.</p> <p>4 Q. There was not one? All right. And</p> <p>5 as Assistant Superintendent of Instruction, did</p> <p>6 you have any direct reports, people who reported</p> <p>7 directly to you?</p> <p>8 A. The Chief Technology Officer and</p> <p>9 Patty Fitzgerald. That may have been Rhonda</p> <p>10 McBay at the time. I don't remember when Rhonda</p> <p>11 retired.</p> <p>12 Q. What was her position?</p> <p>13 A. Secretary.</p> <p>14 Q. Okay.</p> <p>15 A. Dr. Deborah Camp worked in that</p> <p>16 department, but she was still a direct report to</p> <p>17 Mr. Craig.</p> <p>18 Q. She didn't report directly to you?</p> <p>19 A. No.</p> <p>20 Q. What was her position?</p> <p>21 A. Director of Elementary Curriculum.</p> <p>22 Q. Who was the Chief Technology Officer?</p> <p>23 A. Brian Phillips.</p>
<p style="text-align: right;">Page 14</p> <p>1 position?</p> <p>2 A. The Superintendent.</p> <p>3 Q. Mr. Craig?</p> <p>4 A. Dr. Connie Williams to begin with,</p> <p>5 and then Mr. Craig.</p> <p>6 Q. And then when you moved to your</p> <p>7 current position, the assistant superintendent</p> <p>8 of instruction, what are the job duties of that</p> <p>9 position?</p> <p>10 A. More of an oversight of all of the</p> <p>11 curriculum areas, working not just with the</p> <p>12 secondary schools, but elementary through high</p> <p>13 school, working more closely with the</p> <p>14 Superintendent on Strategic Planning, data</p> <p>15 analysis for the district.</p> <p>16 Q. Okay. And were you in that position</p> <p>17 when Ms. Litaker was at Trace Crossings or did</p> <p>18 you move in that position when she moved to the</p> <p>19 central office for a period of time?</p> <p>20 A. I can't remember the date that I</p> <p>21 changed in the job. I think it was the summer</p> <p>22 before, but I just don't remember.</p> <p>23 Q. Okay. Who had held that position,</p>	<p style="text-align: right;">Page 16</p> <p>1 Q. When you were the Director of</p> <p>2 Secondary Curriculum, did you have any direct</p> <p>3 reports to you?</p> <p>4 A. No.</p> <p>5 Q. Anyone else that you can -- any other</p> <p>6 positions you can think of that were in the --</p> <p>7 I'm going to call it the curriculum department.</p> <p>8 I don't know if that's the appropriate term, but</p> <p>9 anybody else you can think of that worked in</p> <p>10 that department, or positions even?</p> <p>11 A. Technology coaches, who were</p> <p>12 primarily based out of the schools at that time.</p> <p>13 Math -- we didn't have math coaches at the time.</p> <p>14 Reading coaches, who were in place in the</p> <p>15 elementary schools and middle schools.</p> <p>16 Q. Did Debra Smith ever work in that</p> <p>17 area?</p> <p>18 A. In?</p> <p>19 Q. In the curriculum?</p> <p>20 A. Yes, she did.</p> <p>21 Q. What did she do in that department?</p> <p>22 A. She was -- she started out as, I</p> <p>23 think, an administrator. I can't remember the</p>

<p style="text-align: right;">Page 17</p> <p>1 exact title, but basically she was working with 2 compliance issues, accreditation, those kind of 3 things, helping out primarily Ms. Barber in a 4 number of roles. But she also helped with -- 5 she began helping with career technical 6 education, which came over into my department's 7 area, and in 2013, she transitioned to a 8 coordinator position in the instruction 9 department, which she's now a direct report to 10 me. 11 Q. Okay. What about Tammy Dunn? 12 A. Uh-huh (positive response). 13 Q. What position did she hold in your 14 department? 15 A. She's now the Chief Academic Officer 16 for Math and Science. 17 Q. Did she have a position before that? 18 A. No. She came from outside the 19 system. 20 Q. Okay. 21 A. She was a former teacher in the 22 system, but she had left the system and came 23 back.</p>	<p style="text-align: right;">Page 19</p> <p>1 managing federal programs and Title I. She was 2 a former principal, and with her retirement and 3 with Dr. Camp's retirement, we reorganized, 4 restructured, and changed both of those 5 positions into the Chief Academic Officer 6 positions, and then restructured Debra Smith's 7 position to take on some of the Title I stuff. 8 And so it was a restructure of those existing 9 positions that were opened by retirement. 10 Q. Do you recall when that decision was 11 made to do that? 12 A. When? It probably would have been 13 May 2013. 14 Q. Prior to learning of Dr. Camp's 15 retirement, do you have any knowledge if she had 16 been approached and told that she was being 17 demoted to another position? 18 A. No. 19 Q. Did she go out on medical leave prior 20 to her retirement? Do you recall that? 21 A. She had been on leave a couple of 22 different times. I don't remember how many 23 times, but she had taken several short and</p>
<p style="text-align: right;">Page 18</p> <p>1 Q. What about Cindy Adams? 2 A. She came from a different district. 3 Q. And her position? 4 A. Chief Academic Officer for Reading 5 and Humanities. 6 Q. Did you hire them? 7 A. I did. 8 Q. Anybody else involved in the hiring 9 of Ms. Dunn and Ms. Adams? 10 MS. YUENGERT: Did you say anybody 11 else? 12 MR. JENT: Anybody else, yeah. 13 MS. YUENGERT: Okay. 14 A. No. Mr. Craig approved them, but -- 15 Q. Those positions, did they exist 16 before Ms. Dunn and Ms. Adams took them over? 17 A. No. 18 Q. Okay. Tell me what you know about 19 what went into creating those positions. How 20 were they created? 21 A. We had two retirements in the 22 department, Deborah Camp and Linda Gurosky. 23 Linda Gurosky had been working with Dr. Camp</p>	<p style="text-align: right;">Page 20</p> <p>1 longer leaves, yes. 2 Q. Do you remember one being immediately 3 prior to her retirement? 4 A. I don't remember. 5 Q. And I guess if you don't know about 6 it, you weren't involved in any decision to move 7 Dr. Camp out of her position? 8 A. No. 9 Q. And any other positions you can think 10 of that would have been in your same department 11 under your supervision, anything like that? 12 MS. YUENGERT: When? Are you talking 13 about during this time frame? 14 MR. JENT: During this time frame. 15 MS. YUENGERT: So that's the spring/ 16 summer of 2013. 17 Q. From November of '12 through the 18 summer of 2013. Ms. Litaker left Trace 19 Crossings in November of '12 and left the system 20 in the spring of -- or submitted her retirement 21 in the spring of '13. 22 A. I remember Dr. Smith. I remember 23 Linda Gurosky. I remember Deborah Camp. To the</p>

<p style="text-align: right;">Page 21</p> <p>1 best of my knowledge, that was all.</p> <p>2 Q. Okay.</p> <p>3 MS. YUENGERT: In addition to Dunn</p> <p>4 and Adams?</p> <p>5 THE WITNESS: Right.</p> <p>6 MS. YUENGERT: Are you talking about</p> <p>7 any changes in that time frame?</p> <p>8 A. Yes.</p> <p>9 Q. Now, Dunn and Adams, those positions,</p> <p>10 the creation of those positions, would that be</p> <p>11 somewhere in the board minutes that would</p> <p>12 reflect that?</p> <p>13 A. When they were?</p> <p>14 Q. When the science and -- math,</p> <p>15 science, and reading and humanities officer</p> <p>16 positions, when those were --</p> <p>17 A. When they were put to the board for</p> <p>18 approval.</p> <p>19 Q. For Dunn and Adams or for the</p> <p>20 positions -- I guess my question is: Would</p> <p>21 there be something in the minutes showing that</p> <p>22 these positions had been created?</p> <p>23 A. I would not think so. That would not</p>	<p style="text-align: right;">Page 23</p> <p>1 at the central office, correct?</p> <p>2 A. Correct.</p> <p>3 Q. Were you involved at all in the</p> <p>4 decision to move Ms. Litaker to Trace Crossings</p> <p>5 as the principal?</p> <p>6 A. No.</p> <p>7 Q. Did you really have any -- during the</p> <p>8 time you were a Director of Secondary</p> <p>9 Curriculum, did you have any oversight</p> <p>10 responsibilities for the elementary schools?</p> <p>11 A. No.</p> <p>12 Q. That would have been Dr. Camp?</p> <p>13 A. That would have been Dr. Camp.</p> <p>14 Q. And then when you moved to the</p> <p>15 Assistant Superintendent position, you would</p> <p>16 have assumed some oversight roles for the</p> <p>17 elementary schools?</p> <p>18 A. Some oversight roles, but by mutual</p> <p>19 agreement with Dr. Camp, she continued to manage</p> <p>20 most of the activities related to elementary</p> <p>21 schools.</p> <p>22 Q. And what kind of oversight roles</p> <p>23 would you have had in that position related to</p>
<p style="text-align: right;">Page 22</p> <p>1 -- I don't think I've ever known of -- it may</p> <p>2 have happened, but in my experience, I've never</p> <p>3 known the board to approve a title being</p> <p>4 created.</p> <p>5 Q. Would there have been a job posting</p> <p>6 for those positions?</p> <p>7 A. Yes.</p> <p>8 Q. Was it posted internally or</p> <p>9 externally or both?</p> <p>10 A. Externally and -- both.</p> <p>11 Q. And the same with Camp and Gurosky's</p> <p>12 positions, would those have been posted</p> <p>13 internally and externally?</p> <p>14 A. Those positions were changed to these</p> <p>15 other positions, so they were not.</p> <p>16 Q. They would not have been?</p> <p>17 A. Right.</p> <p>18 Q. Would there be a notation in the</p> <p>19 board minutes -- as far as you know, would it be</p> <p>20 something in the board minutes typically of</p> <p>21 Guorosky and Camp submitting their retirement?</p> <p>22 A. I would think yes.</p> <p>23 Q. Okay. And in '12 and 13, you worked</p>	<p style="text-align: right;">Page 24</p> <p>1 the elementary schools?</p> <p>2 A. Primarily assisting principals as</p> <p>3 needed, problems or resources that I could help</p> <p>4 them with. We were in the middle of a pretty</p> <p>5 significant technology push at that time, so</p> <p>6 trying to coordinate and facilitate those</p> <p>7 technology transitions.</p> <p>8 Q. Did you have any -- did you play any</p> <p>9 role in the testing that was going on at the</p> <p>10 elementary schools?</p> <p>11 A. I was the accountability coordinator</p> <p>12 for the district. Dr. Smith was the testing and</p> <p>13 assessment coordinator. So working under me,</p> <p>14 she actually managed the testing activities. I</p> <p>15 would have been the one who worked with the data</p> <p>16 and the state with regard to state reporting.</p> <p>17 Q. Did you ever hear Dr. Smith make any</p> <p>18 negative comments about Dr. Litaker?</p> <p>19 A. I can't remember any.</p> <p>20 Q. Did you ever hear Dr. Smith make any</p> <p>21 negative comments about Trace Crossings in</p> <p>22 general?</p> <p>23 A. I can't remember her ever saying</p>

Page 25

1 that.

2 Q. And when you said you worked with the

3 data and reporting that to state, were you

4 looking at how -- tell me, were you looking at

5 the results and then working with the state to

6 verify that the results were correct or what was

7 your role with that?

8 A. There was at the time -- it's

9 different now, but at the time there was a two-

10 step process whereby the state would send us

11 information early in the summer to verify

12 student records that they had matched correctly

13 with the test results. There was an appeal

14 period where you could register appeals if you

15 believed data had been matched incorrectly. I

16 worked with the schools to make sure that

17 process was completed by the deadline, so

18 usually a few weeks after that the state would

19 release the actual results, and then I would be

20 the one to share that with the principals and

21 help them understand what it meant.

22 Q. Were you ever aware of any testing

23 irregularities at Trace Crossings during that

Page 26

1 time period?

2 A. There were testing irregularities

3 probably at almost every school.

4 Q. Do you remember anything at Trace

5 Crossings in particular?

6 A. Not in particular, no.

7 Q. What sorts of, just in general, sorts

8 of irregularities would you have at the other --

9 throughout the system?

10 A. Noises outside the classroom, a

11 teacher's cell phone going off in the class, a

12 piece of machinery in the school making a lot of

13 noise, a student becoming ill during the test.

14 All of those would have been considered

15 irregularities.

16 Q. Okay. Do you recall in the summer of

17 2012 having a meeting with Ms. Litaker, Dr.

18 Camp, Mr. Craig, Carol Barber, about testing

19 scores at Trace Crossings?

20 A. Yes.

21 Q. And do you recall who called that

22 meeting?

23 A. Mr. Craig asked me to attend.

Page 27

1 Q. Okay. Did he tell you what the

2 meeting was about?

3 A. He told me that it was about Trace

4 Crossing's test scores.

5 Q. And do you recall anybody else being

6 present during that meeting?

7 A. Mr. Craig, Carol Barber, Dr. Camp,

8 Ms. Litaker, myself. That's all I remember.

9 Q. And tell me what you recall about

10 that meeting. What was discussed?

11 A. We looked at the numbers with the

12 data. We had the printouts.

13 Q. And the data, were these raw data,

14 raw numbers you were looking at?

15 A. These would have been summary results

16 for the school. Typically, a one- or two-page

17 report from the ARMT results that showed grade

18 level breakdowns, and math being the area where

19 the biggest drops were seen, fourth grade being

20 the grade level where the biggest drops were

21 seen.

22 MS. YUENGERT: And I'm going to just

23 -- you used a phrase ARMT?

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1 THE WITNESS: Yes.

2 MS. YUENGERT: What is that?

3 THE WITNESS: Alabama Reading and

4 Mathematics Test.

5 MS. YUENGERT: So it's AR --

6 THE WITNESS: -- MT.

7 MS. YUENGERT: -- MT. I'm doing that

8 for the record.

9 A. There was -- I think Mr. Craig wanted

10 to know what we could do to help, what was our

11 plan going to be.

12 Q. Did Ms. Litaker say anything during

13 this meeting?

14 A. Yes.

15 Q. What did she say during this meeting?

16 A. She was upset. She was trying to --

17 she wanted a plan to get better. And Dr. Camp

18 shared some very specific things. I don't know

19 that I would recall everything she said, but in

20 general, the teachers were not implementing the

21 math curriculum that the district had adopted.

22 They needed to be trained in that

23 math curriculum. We needed to monitor the

<p style="text-align: right;">Page 29</p> <p>1 implementation of that math curriculum, and the 2 plan was developed to bring in a consultant to 3 provide training to the teachers before school 4 began, and then that there would be a schedule 5 set up once school got started to actually visit 6 classrooms. We would be divided up into groups 7 to go into classrooms to actually work with 8 teachers to see that the math curriculum was 9 being implemented correctly.</p> <p>10 Q. Was a consultant ever brought in? 11 A. Yes.</p> <p>12 Q. Who was that? Do you remember? 13 A. I do not know. I know they came from 14 Pearson.</p> <p>15 Q. And was that brought in while Ms. 16 Litaker was still at the school? 17 A. Yes, that would have been before 18 school started.</p> <p>19 Q. And then there were scheduled visits 20 to the classroom. And you were part of a team 21 that was scheduled to visit, correct? 22 A. Correct.</p> <p>23 Q. And, in fact, I think you and Ms.</p>	<p style="text-align: right;">Page 31</p> <p>1 reason why the math curriculum had not been 2 implemented was primarily due to Dr. Riley's 3 leadership and not having that expectation for 4 the teachers. So she had expressed a lot of 5 concern about, from her perspective, that 6 transition.</p> <p>7 Q. Okay. Were you ever aware -- prior 8 to the summer of 2012 when you had this meeting 9 about the test scores, were you aware of any 10 problems going on at Trace Crossings prior to 11 that? 12 A. Not that I remember.</p> <p>13 Q. In the spring of 2012 before that 14 meeting in the summer, did you have any meetings 15 with Ms. Litaker or anybody about -- did you 16 have any meetings with Ms. Litaker about the 17 curriculum at Trace Crossings? 18 A. I don't recall.</p> <p>19 Q. When you came in as the assistant 20 superintendent, do you recall any meetings with 21 Ms. Litaker about the curriculum at Trace 22 Crossings? 23 A. I don't remember any specifically. I</p>
<p style="text-align: right;">Page 30</p> <p>1 Litaker were on a group together, a team 2 together that would visit, correct? 3 A. Yes.</p> <p>4 Q. And did you do those visits with Ms. 5 Litaker? 6 A. I did. Some weeks we were together. 7 Some weeks we were not, just depending on her 8 availability. Things come up. Kids need help. 9 But yeah, we conducted many together, but also 10 many by myself, so --</p> <p>11 Q. And you had discussions with her 12 about what was going on in the school during 13 that period? 14 A. Yes.</p> <p>15 Q. Prior to Ms. Litaker being at Trace, 16 Dot Riley was the principal, correct? 17 A. Correct.</p> <p>18 Q. And were you aware of any problems 19 with the Trace Crossings school that existed at 20 the time at the end of Ms. Riley's tenure there 21 when it was passed over to Ms. Litaker? 22 A. Dr. Camp had expressed concerns about 23 the transition. It was her belief that the</p>	<p style="text-align: right;">Page 32</p> <p>1 mean, we talked many times about the math 2 curriculum in the times that I was there. When 3 we were observing together, we would talk 4 sometimes before, sometimes after. So I was 5 aware of her concerns.</p> <p>6 Q. Was that after the July -- the 7 meeting about the test scores? 8 A. Yes.</p> <p>9 Q. Anything before then, though, that 10 you recall? 11 A. Not that I recall.</p> <p>12 Q. Had you just entered the role of 13 Assistant Superintendent around the time that 14 you learned about the test scores? 15 A. That's my belief. I don't remember 16 the exact date, but I believe it was either 17 early in that summer or mid summer of 2012.</p> <p>18 Q. And when you said when you were 19 talking with Ms. Litaker in the fall in these 20 meetings with her on your walk-throughs, it 21 seemed like she understood that there were 22 concerns that needed to be addressed? 23 A. Uh-huh (positive response).</p>

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1 Q. Correct?
2 A. Yes.
3 Q. Did you feel that she was trying to
4 address those concerns?
5 A. I did.
6 Q. Okay. Did you have any conversations
7 that fall with anybody, anybody being Mr. Craig
8 or Ms. Barber, about Ms. Litaker and/or I guess
9 Trace Crossings in general, how it was going,
10 how things were running at Trace Crossings?
11 A. I would have talked to Dr. Camp --
12 Q. Okay.
13 A. -- from time to time. I would have
14 talked to Ms. Barber from time to time. I don't
15 recall any conversations with Mr. Craig at the
16 time.
17 Q. And what do you recall telling Dr.
18 Camp about Trace Crossings during that fall 2012
19 time period?
20 A. The grade level that I was working
21 with was actually a very good group, I felt
22 like.
23 Q. What grade was that?

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1 A. I think it was second grade.
2 Q. Okay.
3 A. And they were a cohesive group. They
4 were trying very hard to get up to speed. It
5 was obvious that they were unfamiliar with the
6 curriculum, because they were struggling with
7 it, as anybody would, making a dramatic
8 transition like that. But they were planning
9 together. They were very -- they were
10 supporting each other. I didn't feel unwelcome
11 in their classrooms. I know that it did bother
12 them that somebody from central office was
13 there; but on the other hand, they didn't react
14 negatively to me.
15 And in talking to Dr. Camp and Ms.
16 Barber, I know that was not a universal
17 experience. There was more resistance and
18 negativity at other grade levels that they
19 expressed or shared with me. But the group that
20 I was working with, I was pretty happy with the
21 efforts they were making, and even though they
22 were still struggling, they were trying very
23 very hard to do the right thing.

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1 Q. You mentioned that there was a --
2 there had been a transition. There had been --
3 I don't want to put words in your mouth. You
4 talked about that they were doing well, but
5 there had been a difficult transition, something
6 to that effect. What were you talking about
7 when you talked about that?
8 A. In reference to -- I don't remember
9 stating that.
10 MR. JENT: Can you go back to where
11 he talked about transition?
12 (Record read.)
13 Q. What were you referring to? You were
14 talking about the second grade?
15 A. Talking about the second grade
16 mathematics curriculum.
17 Q. What change had taken place?
18 A. The traditional math curriculum was
19 very -- the word would be algorithmic.
20 Q. We're getting into Common Core now,
21 aren't we?
22 A. No, we're not actually. This is
23 before Common Core.

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1 Q. Okay.
2 A. That's another show.
3 Q. That's a whole other --
4 A. But it was considered an algorithmic
5 approach where you simply showed students how to
6 do something without bothering whether they knew
7 what they were doing or not. It's very over
8 simplified, but what teachers were trying to do
9 in the investigations curriculum was to really
10 breakdown how kids were thinking, give them real
11 experiences with their hands and objects and
12 counting and grouping, and then trying to extend
13 that thinking into multiplication, division,
14 addition, subtraction, so that when they got to
15 the level where they were doing more calculation
16 oriented math, there would be an understanding
17 of why these things were the way they were.
18 But from a teaching standpoint, when
19 you were taught to carry the two, when you were
20 taught just to put it in this structure and do
21 it, it's very hard for a teacher who was raised
22 that way and educated that way themselves to
23 teach a subject in an entirely different way.

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1 So all of our teachers struggled with this
2 curriculum.
3 Q. That wasn't something that was
4 specific to Trace Crossings, but it was
5 something anywhere in the system --
6 (Whereupon, a discussion off the
7 record was held.)
8 Q. That wasn't something specific just
9 to Trace Crossings? It could have been system-
10 wide. It could have been state-wide for that
11 matter, correct?
12 A. True. It was delayed for, in a
13 sense, for Trace. Other schools had gone
14 through this training earlier and were further
15 along in the development of that curriculum. So
16 it was, in a sense, harder because they were
17 some of the last ones to get caught up.
18 Q. Why was Trace delayed in that
19 training?
20 A. Dr. Camp would say because Dr. Riley
21 did not require them to make the transition.
22 Q. Do you have anything different to say
23 than that?

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1 A. I wouldn't know.
2 Q. Do you think that delayed training
3 had something to do with the lower test scores
4 that came out in the summer of 2012?
5 A. It could have. It's hard to say
6 whether it did or not. The test changed that
7 year.
8 Q. Okay.
9 A. It was intentionally made more
10 difficult. So you would think that students who
11 had training in understanding would tend to do
12 better on the newer test, but that's hard to say
13 for sure.
14 Q. And the students' training on
15 understanding had been delayed?
16 A. Yes.
17 Q. Okay. Did you ever investigate or
18 have investigated any kind of irregularities
19 with the 2012 test scores in the math at Trace
20 Crossings?
21 A. Irregularities in the sense of the
22 most common kinds of irregularities that we
23 receive that were reported, I did not

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1 investigate any of those myself.
2 Q. Did you have reports of those?
3 A. I do have reports of those that Dr.
4 Smith collected, and those were all shared with
5 the state.
6 Q. Okay. Did you have any irregular
7 irregularities that were investigated?
8 A. There were concerns, and Ms. Litaker
9 brought those up to me and others about, you
10 know, why the test scores fell as low as they
11 did, what could have happened with that. My
12 concern primarily was with the math curriculum
13 itself. What I considered -- what I heard in
14 the summer meeting verified when I got into the
15 classrooms and saw what the teachers were
16 struggling with, it was apparent to me that they
17 were unfamiliar with the curriculum, but were
18 trying very, very hard to implement it and to
19 get caught up. So it makes sense to me that the
20 scores dropping would have been a result of the
21 teachers not being prepared to teach the
22 curriculum.
23 Q. And the consultant that was brought

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1 in before school started in '12, was the purpose
2 of the consultant to help train on that new math
3 curriculum?
4 A. Yes.
5 Q. The new math instruction, I guess.
6 When did the other schools in the system start
7 the training on the new math instruction?
8 A. I don't know the dates or years. It
9 had been years before. It was a process that
10 started in -- I don't even know which school it
11 began in. Deer Valley probably had the most
12 experience, and strongest teachers, just by
13 matter of having done it the longest. But it
14 was a -- it began with something called the
15 Mobile Math Initiative, I think was the first
16 one.
17 There was a -- Ruth Parker was a
18 national consultant who was involved that came
19 in with a group called the Greater Birmingham
20 Math Partnership, of which we were a member. So
21 it came under a number of different grants and
22 guises, but it had been an evolutionary process
23 across the district for many years.

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1 Q. When Dot Riley left Trace Crossings,
2 did she retire?
3 A. Yes.
4 Q. Okay. And Debra Smith had been the
5 assistant at Trace Crossings, correct?
6 A. Yes.
7 Q. Did you ever talk with Dr. Smith
8 about the delay in implementing this math
9 curriculum at Trace Crossings?
10 A. No.
11 Q. Did she ever acknowledge to you that
12 she knew that that had been delayed at Trace
13 Crossings?
14 A. No.
15 Q. Did you ever -- did anybody ever tell
16 you why -- is it Dr. Riley or is it Ms.?
17 A. Dr. Riley.
18 Q. Did anyone ever tell you why Dr.
19 Riley maybe had delayed implementing the new
20 math curriculum?
21 A. No. Knowing Dr. Riley myself, I
22 would have guessed. I mean, she was very
23 independent thinking, very much wanted schools

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1 to make their own decisions. So it was just a
2 matter of, I would say, individual priority.
3 Q. But the tests that the students were
4 taking were becoming geared to that new way of
5 teaching, correct?
6 A. Yes.
7 Q. And when Ms. Litaker went into the
8 position as principal at Trace Crossings, was
9 that something she was instructed to do, do you
10 know, as far as changing the math curriculum?
11 A. I do not know.
12 MR. JENT: Let's take just a couple
13 of minute break, if that's okay.
14 (Whereupon, a brief recess was
15 taken.)
16 Q. At some point in time, has there been
17 somebody in the position of Director of
18 Instructional Support?
19 A. Yes.
20 Q. Who was that?
21 A. Dr. Barbara Mayer.
22 Q. When was that position?
23 A. I don't know. She was in that

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1 position when I moved to central office.
2 Q. The Coordinator of Federal Program
3 and Testing, that's Debra Smith?
4 A. Yes.
5 Q. Has anybody else been in that
6 position that you're aware of?
7 A. No, that was part of the reconfigured
8 department in 2013.
9 Q. Okay. Now, were you familiar with
10 something called the Learning Forward reports?
11 A. Yes.
12 Q. And you're familiar with one that was
13 done at Trace Crossings, correct?
14 A. I don't remember, but I know that it
15 was done at several schools.
16 Q. Do you have any -- you have no recall
17 about one that was done at Trace Crossings?
18 A. No.
19 Q. Would that be something that was more
20 of Dr. Camp's field?
21 A. Yes.
22 Q. All right. Prior to Ms. Litaker
23 being removed from Trace Crossings, did you have

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1 any discussions with Dr. Camp, Ms. Barber, or
2 Mr. Craig about removing her from that position?
3 A. Not that I recall, no.
4 Q. Okay. How did you learn that she was
5 being removed from Trace Crossings?
6 A. I don't remember exactly. I remember
7 her coming to central office that morning and
8 not knowing where to go, what to do. I helped
9 her set up a computer.
10 Q. Let me stop you.
11 A. Okay.
12 Q. The morning when she reported to work
13 at central office?
14 A. Yes.
15 Q. That was in -- that would have been
16 in January of 2013? Do you recall that?
17 A. I don't recall the date.
18 Q. Okay. She was removed -- informed of
19 her removal from Trace Crossings around November
20 16th --
21 A. Okay.
22 Q. -- 15th or 16th of 2012.
23 A. Okay.

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1 Q. And then she took a period of leave
2 through the rest of the year. Did you know
3 anything about her being removed prior to her
4 showing up at central office that day?
5 A. I'm sure I must have. I just don't
6 remember.
7 Q. Okay. Do you recall receiving an
8 e-mail from Carol Barber? I'm going to show
9 you. I'll mark it as Exhibit 1, and I'm going
10 to write your name on it, too, because this is
11 the third incarnation of this particular e-mail.
12 We keep recycling from the previous depositions.
13 (Plaintiff's Exhibit 1 was marked for
14 identification.)
15 Q. And you're on the distribution list?
16 A. Yes.
17 Q. Do you recall receiving this e-mail?
18 A. I do. I do.
19 Q. Do you recall talking with anybody
20 about the content of the e-mail when you
21 received it?
22 A. No.
23 Q. Okay.

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1 (Plaintiff's Exhibit 2 was marked for
2 identification.)
3 Q. And then Exhibit 2 is another e-mail
4 that was sent out by Ms. Barber, and I don't
5 know. You're not on the distribution list, and
6 I didn't know if you had received some version
7 of this or not. Take a look at it and see if
8 you recall seeing this e-mail before.
9 A. (Witness reviews exhibit.) I don't
10 recall seeing this before.
11 Q. Did anyone ever tell you why Ms.
12 Litaker had been moved from Trace Crossings?
13 A. I don't remember specific
14 conversation. I do know that Andy was worried
15 about the direction of the school and wanting to
16 help the school get back on a better footing,
17 but I was not part of those conversations, per
18 se.
19 Q. What was his concern about the
20 direction of the school?
21 A. Morale was the word that he used.
22 Q. Did he say what was causing the
23 morale to be low?

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1 A. No, not that I recall.
2 Q. Okay. Was there any concerns with
3 Trace at that time as far as the makeup of the
4 school population, the demographics of the
5 school population?
6 MS. YUENGERT: Object to the form.
7 When you say concerns, you mean that Mr. Craig
8 voiced to Mr. Dodson?
9 MR. JENT: Yes.
10 A. None in particular at that time.
11 There had been a transition across the district
12 in terms of changing demographics. Trace
13 Crossings had undergone a change in demographics
14 over time, but not from 2011/'12, to 2012/'13.
15 Q. Okay. When had that change happened?
16 A. It began -- in the early 2000s was
17 when we really began to notice the changes in
18 the district.
19 Q. Did Mr. Craig indicate to you he was
20 getting pressure from any outside sources, any
21 city council members or big subdivision mansion
22 developer kind of people to do something at
23 Trace Crossings?

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1 A. Not that I recall.
2 Q. Did you have any conversations with
3 Ms. Barber about any problems that were going on
4 at Trace Crossings at that time prior to Ms.
5 Litaker being removed?
6 A. We had talked off and on about our
7 different experiences we were having and our
8 observations. I don't remember which grade
9 level she worked with, but she expressed having
10 considerable more difficulties than I had.
11 Q. What were her difficulties?
12 A. Teachers who were struggling more,
13 teachers who didn't necessarily want to work
14 together. More resistance to her presence.
15 Q. To Ms. Barber's presence?
16 A. Just the presence of a central office
17 person being in their business.
18 Q. Did she have the fourth grade?
19 A. I do not remember.
20 Q. Okay. Did she give you any
21 indication that she thought those teachers were
22 struggling with the new math curriculum?
23 A. I would say generally, yes.

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1 Q. And then after Ms. Litaker was
2 removed from Trace Crossings, you said she
3 showed up at central office one day?
4 A. Uh-huh (positive response).
5 MS. YUENGERT: Say yes.
6 Q. Is that a yes?
7 A. Yes. Sorry.
8 Q. That's fine. And she didn't really
9 know what to do or where to go. Tell me about
10 that encounter with Ms. Litaker.
11 A. I ran into her downstairs, and I
12 guess Mr. Craig was not in that day. I don't
13 remember, but I helped her get a computer set up
14 and things that she could use to have a place to
15 work.
16 Q. Where was --
17 A. In the board room, I believe, that
18 particular day.
19 Q. Did you have any idea that day that
20 she was going to be coming to the central office
21 to work?
22 A. No.
23 Q. Was she eventually given an office in

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1 the central office?
2 A. She was.
3 Q. Where was that office?
4 A. Upstairs, down the hall from my own.
5 Q. Was it a regular office?
6 A. It was.
7 Q. Okay. How long did she stay in the
8 board room working?
9 A. I only recall that day. It may have
10 been a few days, but I don't remember.
11 Q. And when she showed up, did she have
12 anything to do?
13 A. On that day, I don't believe she had
14 any direction, any directives.
15 Q. Okay. During the time that she was
16 at central office, did you ever provide her any
17 work to do?
18 A. Not that I recall.
19 Q. Did you ever work with her on any
20 projects?
21 A. I think we talked a few times about
22 the security, some of the security things that
23 she was doing.

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1 Q. Okay.
2 A. She was working with the -- I don't
3 know what the name of the grant was, but there
4 was a grant that had been administered by
5 another employee who had already left, and she
6 was helping to wrap that grant up, and there
7 were -- I think there were some questions at
8 times about some of the things I had input into
9 that grant, but I can't recall anything else.
10 Q. Now, did you have any conversations
11 with Mr. Craig or Ms. Barber after Ms. Litaker
12 showed up on that day, hey, Robin is here, she
13 doesn't really know -- she hasn't been told what
14 to do, do we need to -- you know, did you have
15 any of that kind of discussion with anybody
16 after she showed up?
17 A. No.
18 Q. Did you tell anybody you had put her
19 in the board room with a computer?
20 A. I don't remember telling anybody. I
21 don't remember.
22 Q. To your understanding, was she
23 actually given an official position at the

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1 central office?
2 A. I wouldn't know.
3 Q. Did she have any kind of title as far
4 as you know?
5 A. No, not that I'm aware.
6 Q. Okay. And was she in any kind of
7 long-term position at the time she was at the
8 central office?
9 A. I don't know.
10 Q. Did you have any discussions with
11 anybody while she was at central office about
12 what her long-term prospects with the school
13 board were, where she was going to be placed?
14 A. Only the day that Andy asked me to
15 talk to her.
16 Q. When was that?
17 A. I don't remember the day. It was, I
18 think, early April.
19 Q. Did you talk with her at all in mid-
20 March?
21 A. If I did, I don't remember.
22 Q. Could it have been mid-March?
23 A. It could have been.

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1 Q. Okay. Do you keep a calendar?
2 A. I do.
3 Q. Would you have had that -- was that a
4 meeting that you had set and planned, or tell me
5 about -- I guess let's do this: Tell me about
6 that conversation where Andy asked you to talk
7 with her.
8 A. He met with Melody and I.
9 Q. Who is Melody?
10 A. Melody Green. And shared with us
11 that he had intended to -- felt like he needed
12 to move Robin to an assistant principal position
13 at Crossroads, and asked me to communicate that
14 to her and to talk to her about it.
15 Q. What did you say?
16 A. I said okay.
17 Q. Were you looking forward to that
18 conversation?
19 A. No.
20 Q. Why not?
21 A. Robin and I were good friends. I
22 felt like we were, and didn't like having that
23 kind of a conversation.

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1 Q. Did you feel it was a demotion for
2 Robin?
3 A. No.
4 Q. Why not?
5 A. Salary was not going to be changed.
6 I felt like it was a -- it was definitely a
7 needed position at the time. I felt like it
8 could open the door to other opportunities down
9 the road.
10 Q. Why were you sort of dreading the
11 conversation with Robin about it then?
12 A. I think just from the standpoint of,
13 I think that she would receive it as a demotion.
14 Q. Do you think most people would
15 perceive it as a demotion?
16 MS. YUENGERT: Object to the form.
17 You can answer it if you can.
18 Q. If you had been principal at an
19 elementary school and you were being moved to
20 the position of assistant principal at
21 Crossroads Alternative School, would you
22 perceive that as a demotion?
23 MS. YUENGERT: Object to the form.

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1 You can answer that hypothetical question.
2 A. Probably, yes.
3 Q. Okay. And Crossroads was -- first
4 off, it was six through twelve, correct?
5 A. Correct.
6 Q. It was not elementary?
7 A. Correct.
8 Q. And as far as you knew, Ms. Litaker
9 had only worked in the elementary setting,
10 correct?
11 A. Correct.
12 Q. Okay. Crossroads was also -- is the
13 title Crossroads Alternative School?
14 A. We just call it Crossroads School.
15 Q. What is Crossroads School?
16 A. It's an alternative program. It has
17 two tracts. One is for students experiencing
18 discipline, severe discipline problems. One is
19 for students who need an alternative smaller
20 setting because of, could be psychosocial, could
21 be medical, a variety of issues that require
22 them to need a smaller learning setting. That
23 program is nine through twelve. The

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1 disciplinary side of the program is six through
2 twelve.
3 Q. Are most of the individuals who work
4 at Crossroads, the professionals, the teachers,
5 and the administration, are they mostly
6 certified six through twelve?
7 A. Certified?
8 Q. I guess state certified or --
9 A. Oh, yes. Yes.
10 Q. Okay. And do a lot of them have
11 backgrounds in counseling?
12 A. At least one.
13 Q. Okay.
14 MS. YUENGERT: When you say at least
15 one, they have at least one?
16 THE WITNESS: They have at least one
17 counselor.
18 MS. YUENGERT: So there's one
19 counselor on staff is what you're saying?
20 THE WITNESS: Yes, at that time.
21 Q. (BY MR. JENT) What about the
22 administrators? At that time, who was the
23 principal?

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1 A. Anna Whitney.
2 Q. Do you know what her background was?
3 A. She had been a special education
4 teacher at Hoover High School.
5 Q. Okay. And then who was the assistant
6 principal or principals at that time?
7 A. At that time, there wasn't one there.
8 Q. Okay. Had there ever been one there?
9 A. There had been.
10 Q. Who had that been?
11 A. Anna Whitney.
12 Q. Okay. Who was the principal when
13 Anna Whitney was the assistant principal?
14 A. Brian Cain.
15 Q. And what was Brian Cain's background?
16 A. He was a math teacher in Vestavia,
17 had become a assistant principal at Hoover High
18 School, and went to Crossroads School, and is
19 now principal of Simmons Middle School.
20 Q. Any other administrative principal,
21 assistant principals that you can recall around
22 that same time frame?
23 A. Around that same time? No.

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1 Q. Okay. Who is -- Anna Whitney is
2 principal now at Crossroads?
3 A. Yes.
4 Q. Is there an assistant principal?
5 A. There's not.
6 Q. Has there been one?
7 A. Yes.
8 Q. Who?
9 A. Lisa Perinka.
10 Q. And Ms. Perinka, was she put in the
11 position around the same time that it had been
12 offered to Ms. Litaker?
13 A. It was afterwards, but yes.
14 Q. And what was Ms. Perinka's
15 background?
16 A. She was assistant principal at the
17 freshman campus of Hoover High School. She was
18 a special education teacher at Bumpus Middle
19 School before that. She had moved to an
20 assistant principal position at Simmons Middle
21 School, and I think it was from Simmons -- I
22 think it was from Simmons that she went to
23 Crossroads.

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1 Q. Okay. So both of the -- the
2 principal and vice -- assistant principal -- it
3 used to be vice-principal when I was there --
4 who were at Crossroads now, both have special
5 education backgrounds, correct?
6 A. Anna Whitney had special education
7 background, and so did Lisa Perinka, yes.
8 Q. And both of them had administrative
9 level experience in at least middle school or
10 high school?
11 A. Yes. Well, Anna Whitney had not.
12 She had had -- her first assistant principal
13 experience was at Crossroads School.
14 Q. She had been assistant principal at
15 Crossroads and then became principal?
16 A. Yes.
17 Q. And Lisa had been at the freshman
18 campus of --
19 A. Of Hoover High School.
20 Q. And did Anna and Lisa, did they both
21 apply for the position at Crossroads?
22 A. Anna Whitney did apply for the
23 position. I don't know if Lisa Perinka did or

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1 not.
2 Q. Do you know why she would have been
3 sent to Crossroads?
4 A. I know that there was struggling, I
5 guess, if you will, between herself and Mr. Cain
6 at Simmons in terms of leadership.
7 Q. She was moved to make things easier
8 for Mr. Cain?
9 MS. YUENGERT: Object to the form.
10 You can answer if you can.
11 A. I don't believe she was -- I don't
12 believe she was moved. I believe she was asked
13 to go.
14 Q. Okay. Was she asked to leave to make
15 things easier for Mr. Cain at Simmons?
16 MS. YUENGERT: Object to the form.
17 You can answer if you know.
18 A. I don't know.
19 Q. Do you know when it was Ms. Perinka
20 went to Crossroads?
21 A. I do not.
22 Q. Did Mr. Craig tell you why he thought
23 he needed to move Ms. Litaker to Crossroads?

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1 A. He -- what he said to me was he felt
2 like it would be a good place for her, be an
3 opportunity. It was needed. It would be an
4 opportunity for her to work more with students.
5 That was it.
6 Q. Anything else? When you were told
7 this, did you say anything to him?
8 A. Not that I recall.
9 Q. Did Melody say anything to him?
10 A. Not that I recall.
11 Q. What was Melody's position?
12 A. I don't know if she had a title at
13 the time. She had been borrowed, I guess, from
14 Spain Park to help fill in with some of Carol
15 Barber's duties.
16 Q. Was she ever given a title?
17 A. She was.
18 Q. What was that?
19 A. Assistant Superintendent.
20 Q. Okay. What had she been at Spain
21 Park before she was borrowed?
22 A. She was an assistant principal.
23 Q. Were you told to tell Ms. Litaker she

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1 was moving to Spain Park or were you going to
2 ask her if she wanted to move to Spain Park?
3 A. I was told to tell her that that was
4 what Mr. Craig intended to do and to talk to her
5 about it.
6 Q. And what did you -- did you take that
7 to mean that she had a choice whether or not to
8 move or he was just going to do it?
9 A. I don't know.
10 Q. And did that meeting take place in
11 Mr. Craig's office?
12 A. The meeting that I had with Mr.
13 Craig?
14 Q. Yes.
15 A. Yes.
16 Q. Did he say anything to you that he
17 had been in contact with Ms. Litaker's lawyer?
18 A. No.
19 Q. Or her class representative?
20 A. No.
21 Q. Okay. Did you have any conversations
22 with him about moving her to any other positions
23 other than the Crossroads position?

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1 A. Not that I recall.
2 Q. And then how long after your
3 conversation with Mr. Craig did you go meet with
4 Ms. Litaker?
5 A. It was the same day. I don't
6 remember if it was an hour or minutes, but it
7 was recently after.
8 Q. And did you contact her and say you
9 wanted to meet with her or did you just kind of
10 go into her office? How did that work?
11 A. I went back upstairs, and I think we
12 ran into each other in the hallway and just
13 said: Do you have a few minutes to talk? And
14 so we just went into her office from there.
15 Q. Okay. And you said you were friendly
16 with Ms. Litaker. Did y'all talk on a regular
17 basis while she was at central office?
18 A. Sure. Not every day, but most days.
19 Q. Did she ever express to you
20 dissatisfaction with what she was doing at
21 central office?
22 A. I don't remember.
23 Q. Did you ask Mr. Craig why he had

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1 chosen you to deliver this news?
2 A. No.
3 Q. Were you her supervisor?
4 A. No.
5 Q. Do you have any idea why he chose you
6 to deliver this news?
7 A. No.
8 Q. Did Ms. Green say anything during
9 your meeting with Mr. Craig?
10 A. Not that I recall.
11 Q. And then was Ms. Green present when
12 you met with Ms. Litaker?
13 A. Yes.
14 Q. And had Mr. Craig asked both of you
15 to be present, or why was Ms. Green called in?
16 Do you know?
17 A. I believe she volunteered to come
18 just to help.
19 Q. Okay. And so tell me about the
20 meeting where you told Ms. Litaker that Mr.
21 Craig intended to move her to Crossroads.
22 A. I said that Mr. Craig had intended --
23 had made the decision to -- that he would like

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1 to move her to Crossroads. There was a position
2 needed there of an assistant principal, but it
3 wouldn't change her salary.
4 Q. And she was under a contract, right?
5 A. Right.
6 Q. Okay. Go ahead.
7 A. I think she asked when. I said it
8 could be as early as -- there was a board
9 meeting the next week. It could be that week.
10 I didn't know. And then, I don't remember after
11 that. Ms. Litaker was saying no a lot, and she
12 indicated that she needed to talk to Mr. Craig.
13 I think I said that was fine, but we were not
14 able to have a conversation after that. I had
15 hoped that we could talk about it and at least
16 talk about why from my perspective I felt like
17 it would be good, but it was -- she turned to
18 her computer and was typing on her computer, and
19 whenever I would make a statement, it was just
20 no, no, no, no, no. So I could tell she was
21 upset. I felt like my presence was agitating
22 her, so I left.
23 Q. Did Ms. Green say anything during

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1 this meeting?
2 A. She stayed behind. I don't remember
3 her saying anything while we were in there,
4 while I was in there. But she did stay behind
5 after I left.
6 Q. Okay. Did you have any conversations
7 with Ms. Litaker after that about the moving to
8 Crossroads?
9 A. Not that I remember.
10 Q. Did you go back and report to Mr.
11 Craig what had happened when you met with Ms.
12 Litaker?
13 A. I did, but I don't remember when I
14 told him that. I don't know if it was by e-mail
15 or in person.
16 Q. What did you tell him?
17 A. That she didn't like the idea, that
18 she had said that she wanted to talk to him
19 about it.
20 Q. Okay.
21 A. And that we really hadn't been able
22 to talk about anything else. It had -- it was
23 just the answer of no, no, no, no, no.

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1 Q. And what did he say? Did he respond
2 to you at all?
3 A. No.
4 Q. Do you know if he ever took the time
5 to meet with Ms. Litaker after that?
6 MS. YUENGERT: Object to the form.
7 You can answer.
8 A. Not to my knowledge. I don't know.
9 Q. You know a guy named Chris Shaw,
10 correct?
11 A. I do.
12 Q. And he was principal at Spain Park,
13 right?
14 A. Yes.
15 Q. And he was removed mid year, correct?
16 A. I believe so, yes.
17 Q. And when he was removed, do you
18 recall there being a big announcement in the
19 paper he was getting a promotion to some sort of
20 director position for the board?
21 A. I don't remember seeing that.
22 Q. Do you remember him getting an actual
23 position at the central office, a director

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1 position?
2 A. No. I knew he was working there, but
3 I saw him every once in a while, but I didn't
4 know what he was doing.
5 Q. Okay. Did Mr. Craig ever come to you
6 and tell you he needed to figure out what to do
7 with Mr. Shaw?
8 A. No.
9 Q. Did he ever ask you to give a message
10 to Mr. Shaw that he was being sent to an
11 assistant principal position?
12 A. No.
13 Q. Mr. Shaw, had he taken Billy
14 Broadway's place at Spain Park?
15 A. Yes.
16 Q. Do you know why he was moved from the
17 Spain Park position?
18 A. I do not.
19 Q. And then when Mr. Shaw was moved, was
20 Ken Jarnagin put in the position of principal at
21 Spain Park?
22 A. Yes.
23 Q. And had he previously been Assistant

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1 Director of Curriculum?
2 A. He was Chief Academic Officer.
3 Q. Okay. Who is in that position now?
4 A. There is no such position like that.
5 We have two Chief Academic Officer positions
6 that are occupied by directors.
7 Q. Who are those directors?
8 A. That's Cindy Adams and Tammy Dunn.
9 Q. Okay. Did you ever report anything
10 negative about Chris Shaw to Andy Craig?
11 A. No.
12 Q. And then Ken Jarnagin is no longer at
13 Spain Park; is that correct?
14 A. That's correct.
15 Q. He's the band director at Bumpus?
16 A. Assistant band director.
17 Q. Assistant band director at Bumpus.
18 Was his salary cut when he was put in that
19 position?
20 A. I don't know.
21 Q. And then Chris Shaw left the system
22 at some point, correct?
23 A. Correct.

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1 Q. Did anybody -- was anybody moved into
2 the position he held at central office when he
3 left the system?
4 A. I don't know.
5 Q. Now, at the same time, around the
6 same time that Ms. Litaker was being offered the
7 Crossroads position, wasn't Maurine Black,
8 wasn't she being removed from the Greystone
9 position at that time, Greystone Elementary
10 position?
11 A. Yes.
12 Q. Do you know why Ms. Litaker wasn't
13 offered the position at Greystone Elementary?
14 A. I do not know.
15 Q. Why was Ms. Black removed from
16 Greystone?
17 A. Is that a question I can answer?
18 Q. If you know. If you have personal
19 knowledge. I don't know if there have been any
20 confidentiality or anything like that.
21 I don't --
22 MS. YUENGERT: I don't know. Let me
23 find out.

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1 (Whereupon, a brief recess was
2 taken.)
3 A. Andy decided not to renew her
4 contract.
5 Q. And she was a principal, so she was
6 under the principal contract?
7 A. Yes.
8 Q. Do you know why?
9 MS. YUENGERT: And I want to stop
10 that. Do you know anything about her contract?
11 THE WITNESS: No.
12 MS. YUENGERT: So I don't know if he
13 knows any of the details of it.
14 MR. JENT: Right, right.
15 Q. But it's governed by the Students
16 First and that whole act?
17 A. I would presume so.
18 Q. And do you know why he decided not to
19 renew her contract?
20 A. He was concerned. He shared with me
21 -- I was not part of the decision to do that,
22 but he had shared with me concerns about the
23 community that had shared with him from the

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1 community, parents, about the school.
2 Q. Had they failed any test scores at
3 Greystone?
4 A. No.
5 Q. When Chris Shaw was moved, had Spain
6 Park had any failing test scores?
7 A. I don't recall anything of
8 significance.
9 Q. Did anyone ever have conversations
10 with you about moving Ms. Litaker to Bumpus in
11 an assistant principal role?
12 A. I don't recall.
13 Q. Okay. Who is Gary McBay?
14 A. I don't remember his title. He was a
15 director. He worked with facilities, oversaw
16 transportation and operations.
17 Q. Was Chris Shaw moved into a position
18 where he performed the duties that Gary McBay
19 had been performing?
20 A. I don't know.
21 (Whereupon, a discussion off the
22 record was held.)
23 Q. Were you involved in any

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1 conversations -- and that's a broad question I
2 guess -- I'll go ahead and tell you that -- with
3 anyone about moving Ms. Litaker to anywhere
4 other than Crossroads?
5 A. I don't recall any conversation.
6 Q. Did you have -- what would have
7 happened if Ms. Litaker had not accepted the
8 Crossroads position? Did you have any idea what
9 was going to happen?
10 A. I wouldn't know.
11 Q. And as far as you know, did the board
12 ever vote on moving Ms. Litaker to Crossroads?
13 A. No.
14 Q. Did the board ever vote on removing
15 Ms. Litaker from Trace Crossings?
16 A. I don't know that.
17 Q. Were you aware of any written
18 recommendation made by Mr. Craig to move Ms.
19 Litaker from the Trace Crossings position?
20 A. Not to my knowledge.
21 MS. YUENGERT: Could you repeat that?
22 Q. Were you aware of any written
23 recommendation of Mr. Craig to move Ms. Litaker

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1 from the Crossroads position -- I mean, from the
2 Trace Crossings position?
3 MS. YUENGERT: Okay. And
4 recommendation to whom? Just any written
5 anything about it?
6 MR. JENT: Well, I'll tell you where
7 you I'm getting this from.
8 MS. YUENGERT: Sure.
9 Q. In her contract that she had signed
10 in -- Ms. Litaker had signed in June of 2012,
11 there's a provision that says the board, upon
12 written recommendation of the superintendent, is
13 authorized to transfer the contract principal
14 without loss of salary to any other
15 administrative position in the school system.
16 Were you aware of any written
17 recommendation to transfer Ms. Litaker from the
18 Trace Crossings position?
19 MS. YUENGERT: Object to the form.
20 You can answer, if you know.
21 A. Not to my knowledge.
22 Q. Okay. When Mr. Craig told you to go
23 tell Ms. Litaker she was being moved or that he

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1 intended to move her to Crossroads, did he tell
2 you he had board approval to do that?
3 A. No.
4 Q. Did Chris Shaw get any kind of bonus
5 when he was removed from Spain Park and placed
6 at the central office?
7 A. I don't know.
8 Q. Were you ever made aware of any
9 parent complaints about Ms. Litaker while she
10 was at Trace Crossings?
11 A. Only through Ms. Barber.
12 Q. What did Ms. Barber tell you?
13 A. That there were parents who were
14 disgruntled.
15 Q. Did she share any further -- any more
16 detail than that?
17 A. No.
18 Q. Were you aware of any teacher
19 complaints about Ms. Litaker at Trace Crossings?
20 A. None directed to me.
21 Q. So did you learn about any through
22 Ms. Barber?
23 A. Through Ms. Barber, yes.

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1 Q. What did you learn through Ms.
2 Barber?
3 A. That teachers were unhappy.
4 Q. Did you ever contact the UniServ
5 Director in the summer of 2012 and inform them
6 that to expect some problems coming out of Trace
7 Crossings?
8 A. Yes.
9 Q. Tell me about that.
10 A. It was at New Teacher Institute. We
11 were talking about we were going into -- I knew
12 the training was taking place at that time. In
13 conversations that Robin and I had had together,
14 I knew that the teachers were probably going --
15 there were going to be teachers who were
16 resistant to the math training and particularly
17 having central office personnel. The UniServ
18 Director was new at that time, and I just said
19 -- well, I think what I said to her, face-to-
20 face conversation was, there's probably going to
21 be teachers that are unhappy with us being
22 there.
23 Q. Who was the UniServ director, Dana

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1 somebody?
2 A. Dana. I don't know her last name.
3 Q. Was that the only conversation you
4 had with her?
5 A. Yes.
6 Q. What did she say?
7 A. She just said thank you for the heads
8 up.
9 Q. I hate to be jumping around, but when
10 you were talking to Ms. Litaker about moving her
11 to Crossroads, you said she asked to talk to Mr.
12 Craig, correct?
13 A. Uh-huh (positive response).
14 Q. Was he in town that day? You had met
15 with him that day, correct?
16 A. Uh-huh (positive response).
17 Q. Yes?
18 A. Yes.
19 Q. Around this same time that you were
20 having this conversation with Ms. Litaker about
21 moving to Crossroads, was there any
22 conversations going on that you were aware of
23 about moving Dr. Camp out of her position?

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1 A. Mr. Craig had discussed the
2 possibility. I don't think any particular
3 actions had been taken.
4 Q. Tell me what you recall discussing
5 with Mr. Craig about that.
6 A. He was looking for a way to find a
7 different place for her to work, primarily so
8 that we could get more attention on elementary
9 curriculum matters.
10 Q. Did you ever discuss with him putting
11 Ms. Litaker in her position?
12 A. No.
13 Q. Was it ever communicated to Dr. Camp
14 that Mr. Craig was looking at -- was discussing
15 moving her somewhere else?
16 A. I don't know.
17 Q. He didn't send you to tell her that?
18 A. Pardon?
19 Q. He didn't send you to tell her that?
20 A. No, sir.
21 Q. Okay. While you were -- since you've
22 been Assistant Superintendent, have you ever --
23 other than Ms. Litaker's situation, have you had

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1 to -- while Mr. Craig was Superintendent, did
2 you go and have to go have that kind of
3 conversation with anyone else where you were
4 telling them of a personnel action that was
5 being taken, such as a transfer, termination,
6 anything like that that you had to do?
7 A. I'm not recalling anyone.
8 Q. Ken Jarnagin, we talked about him a
9 little bit. Were you aware of any performance
10 problem he had while he was at Spain Park?
11 A. In what role?
12 Q. As principal.
13 A. No.
14 Q. Did he have problems coming to
15 school?
16 A. I heard people complaining about the
17 fact that he was absent a lot.
18 Q. Do you know if he was ever
19 disciplined for being absent a lot?
20 A. I don't know.
21 Q. Who is Scott Mitchell?
22 A. He is currently principal of Brock's
23 Gap Intermediate School.

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1 Q. Did Brock's Gap ever not make their
2 AYP scores?
3 A. No.
4 Q. Did Brock's Gap ever have any failing
5 test scores while Mitchell has been principal?
6 A. That would be since the school was
7 created.
8 Q. Okay.
9 A. I'm not recalling. I think that --
10 no. I think there was a year when they did not,
11 but I can't recall exactly what subgroup it was
12 or --
13 Q. And Mitchell remained at Brock's Gap?
14 A. Yes.
15 Q. Was anything ever -- I asked you
16 about did anybody ever report any irregularities
17 with the test scores in that summer of 2012 at
18 Trace Crossings. Was there ever any finding of
19 an irregularity of any kind with those test
20 scores?
21 A. Not to my knowledge.
22 Q. Has there ever been any allegation
23 that the teachers had done something to taint

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1 the -- other than not having had the training,
2 that they had done something to personally taint
3 those scores?
4 A. Rumors, but no direct charges or
5 accusations.
6 Q. What rumors do you recall?
7 A. Questions about how one particular
8 grade level could fall, speculation. That's
9 certainly one possibility, but there was no --
10 there were no irregularities reported at the
11 time of the testing related to persons either
12 ending the test too abruptly or not giving
13 students enough time. In the absence of those
14 documented -- that documented lack of an
15 irregularity, there was no evidence that
16 anything had happened.
17 Q. When Maurine Black left Greystone,
18 she was replaced by Kathy Wheaton?
19 A. Yes.
20 Q. And Kathy Wheaton had been at Berry?
21 A. Berry Middle School.
22 Q. Was she the principal at Berry
23 Middle?

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1 A. Yes.
2 Q. Who became principal at Berry Middle
3 then.
4 A. Chris Robbins.
5 Q. Where had he been?
6 A. He was assistant principal at Berry
7 Middle School at the time.
8 Q. Is he still there?
9 A. He is.
10 Q. Did you have any conversations with
11 Ms. Veal about the moving Ms. Litaker to
12 Crossroads?
13 A. Not that I recall.
14 Q. She was the Human Resources Officer,
15 correct?
16 A. Yes.
17 Q. She wasn't present in your meeting
18 with Mr. Craig, was she?
19 A. No.
20 Q. Did you ever consider Ms. Litaker for
21 the positions that Ms. Adams and Ms. Dunn
22 filled?
23 A. Had she applied, I would have.

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1 Q. Were those posted prior to her being
2 -- retiring from the system?
3 A. I don't know.
4 Q. Had those jobs been discussed prior
5 to her retiring from the system by you with
6 anyone else?
7 A. Those jobs in particular, no. There
8 were various possibilities that could have
9 happened.
10 Q. When Mr. Craig was talking about
11 moving Dr. Camp, did he talk about what he
12 wanted to do with that position after her
13 removal?
14 A. He had asked me what I felt like was
15 needed. I don't remember when we had that
16 conversation, but I told him my principle
17 concern was the fact that we were divided,
18 elementary and secondary. There was not enough
19 communication, collaboration between those two
20 levels. I wanted to see a structure that was
21 more K-12 in focus, but divided in terms of
22 curriculum areas, and the math and sciences
23 versus the reading, languages, and humanities.

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1 And so we did -- when we were able to create the
2 position, that's why we created the Chief
3 Officer of Reading and Humanities, which has
4 K-12 responsibilities and a Chief Academic
5 Officer of Science, which has K-12
6 responsibilities.
7 Q. How long did those jobs stay posted
8 prior to being filled? Do you recall?
9 A. It was the full posting period. I
10 don't remember the number of days, but --
11 Q. Is that governed by state law? Do
12 you know?
13 A. Yeah.
14 Q. Did Mr. Craig ever tell you why he
15 felt like he had to move or he needed to move
16 Ms. Litaker out of the central office?
17 A. No.
18 Q. Do you recall if you met with Ms.
19 Litaker and told her of Craig's intent to move
20 her to Crossroads, if that was the week prior to
21 spring break that year?
22 A. I don't know.
23 Q. Bob Lawry was moved from principal at

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1 South Shades Crest to the central office to a
 2 truancy officer kind of position, correct?
 3 A. Yes.
 4 Q. Student Services Specialist. Do you
 5 know who made that decision or how that came
 6 about?
 7 A. No.
 8 Q. And David Fancher is currently
 9 principal at Bluff Park?
 10 A. He's currently retired.
 11 Q. He was principal at Bluff Park?
 12 A. Yes.
 13 Q. Were you aware of any performance
 14 problems he was having during this same time
 15 period that we've been talking about with Ms.
 16 Litaker?
 17 A. No.
 18 Q. Any performance problems you're aware
 19 of he had while he was at Bluff Park, not
 20 limiting the time period?
 21 A. Yes.
 22 Q. What are you aware of?
 23 A. Connie Williams had talked to him

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1 about issues of dress, and I think also
 2 conversations, language around other employees.
 3 Q. Do you know if any of those types of
 4 issues continued under Mr. Craig's supervision?
 5 A. I didn't hear anything else.
 6 Q. Who is Jim Reese?
 7 A. He was the Interim Superintendent
 8 after Mr. Craig left.
 9 Q. How often did you do walk-throughs at
 10 Trace Crossings during the fall of 2012?
 11 A. They were planned weekly, tried,
 12 didn't make it every single week, but tried to
 13 stay as close to that schedule as we could.
 14 Q. Spring of 2012, do you remember
 15 meeting with Ms. Litaker and Mr. Craig, Ms.
 16 Veal, Ms. Barber, and Cathy Antee about staffing
 17 for the upcoming school year?
 18 A. I'm usually in those meetings, so I
 19 probably was.
 20 Q. What's the purpose of -- is that a
 21 typical annual meeting?
 22 A. Uh-huh (positive response).
 23 Q. Yes?

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1 MS. YUENGERT: Say yes.
 2 A. Yes. I'm sorry.
 3 Q. And do you recall anything about that
 4 particular meeting the summer before -- I mean
 5 the spring before the test scores came out that
 6 summer?
 7 A. No.
 8 Q. Any concerns raised or anything like
 9 that during that meeting?
 10 A. I do not remember.
 11 Q. Okay.
 12 A. Many meetings ago.
 13 Q. All right.
 14 MR. JENT: Give me two minutes. I
 15 think we're at the wrap-up.
 16 MS. YUENGERT: Okay.
 17 (A brief recess was taken.)
 18 MR. JENT: I don't have anything
 19 further.
 20 MS. YUENGERT: I don't have anything.
 21 (Whereupon, deposition was concluded
 22 at 3:15 p.m.)
 23 FURTHER DEPONENT SAITH NOT

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1 C E R T I F I C A T E
 2
 3 STATE OF ALABAMA)
 4 JEFFERSON COUNTY)
 5
 6 I HEREBY CERTIFY that the above
 7 and foregoing transcript was taken down by me in
 8 stenotype, and the questions and answers thereto
 9 were transcribed by means of computer-aided
 10 transcription, and that the foregoing represents
 11 a true and correct transcript of the testimony
 12 given by said witness.
 13 I FURTHER CERTIFY that I am
 14 neither of counsel, nor of any relation to the
 15 parties to the action, nor am I anywise
 16 interested in the result of said cause.
 17
 18
 19 /s/Tanya D. Cornelius
 20 TANYA D. CORNELIUS
 21 CCR No. 378
 22 Notary Expires 9/13/18
 23

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Litaker, Robin

From: Barber, Carol
Sent: Friday, November 16, 2012 3:55 PM
To: Antee, Cathy; Anthony, Carlissa; Barber, Carol; Bonner, Melinda; Bradford, Janice; Brandon, Wendy; Branham, Alyssa; Camp, Deborah; Craig, Andy; Dodson, Ron; Dover, Matt; Fields, Connie; Fitzgerald, Patty; Franklin, Pam; Gaston, Jason; Goodwin, Linda; Haralson, Sandra; Lanzi, Carolyn; Lewis, Tina; Mabry, Sabrina; Marshall, Steve; Mayer, Barbara; McCall, Sharon; McCay, Michele; Meadows, Teresa; Phillips, Bryan; Polk, Leslie; Porteous, Kathy; Riney, Chris; Shaw, Chris; Smith, Debra; Smith, Wayne; Veal, Mary; White, Louise; Williams, Kristi; Wood, Susan; Yancey, Lisa; Baggett, Dianne; Black, Maurine; Carrington, Sonia; Fancher, David; Feltham, Juli; Gurosky, Linda; Lawry, Bob; Litaker, Robin; Mitchell, Scott; Richardson, Wayne; Singer, Jeff; White, Kimberly; Cain, Brian; Maddox, Tamala; Robbins, Chris; Wheaton, Kathy; Hulin, Dor; Jamagin, Kenneth; Smith, Terry; Whitney, Anna; Gregory, Amy; Lamar, Terry; Paiml, Kathy; Pate, Kerry; Scholl, Kara; Stone, Amanda; Torbert, Roger; Turney, Alice; Uswatte, Dil; Weems, Ami; Burke, Donna; Erwin, Kevin; Kneisley, Margaret; Litten, Paul; Perinka, Lisa; Butler, Charles; Giangrosso, Larry; Greene, Melody; Hill, Munry; Hogan, Jennifer; Kellogg, Patrick; Long, Kathy; Montgomery, John; Sutherland, Holly
Subject: FW: Information

Just to update you on a few changes that are occurring for the district.....remember, change is positive!!

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Happy Thanksgiving!

Carol Barber
Assistant Superintendent
Hoover City Schools
2810 Metropolitan Way
Hoover, AL 35243
205, 439-3015
cbarber@hoover.k12.al.us

PLAINTIFF'S EXHIBIT

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DEFENDANT'S EXHIBIT

R. Litaker

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PLAINTIFF'S EXHIBIT

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Subject: [No Subject]
From: Deborah Camp (waragle4445@yahoo.com)
To: robinlitaker@yahoo.com;
Date: Monday, November 19, 2012 12:46 PM

*I 2 not Email
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distribution
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From: "Barber, Carol" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3acbarber%40hoover.k12.al.us>>
Date: November 18, 2012, 4:24:21 PM CST
To: "Fancher, David" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3aDFancher%40hoover.k12.al.us>>, "Richardson, Wayne" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3awrichardson%40hoover.k12.al.us>>, "Black, Maurine" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3amblack%40hoover.k12.al.us>>, "White, Louise" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3alwhite%40hoover.k12.al.us>>, "Singer, Jeff" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3ajsinger%40hoover.k12.al.us>>, "Baggett, Dianne" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3adbaggett%40hoover.k12.al.us>>, "Carrington, Sonia" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3ascarrington%40hoover.k12.al.us>>, "Lawry, Bob" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3ablawry%40hoover.k12.al.us>>, "Feltham, Juli" <<http://us-mg6.mail.yahoo.com/neo/redirect.aspx?C=f9e1f3332ebc48ab8be7927a7dad5551&URL=mailto%3aifeltham%40hoover.k12.al.us>>
Subject: Changes.....

PLAINTIFF'S EXHIBIT

2 Dodson

Beginning Nov. 26, I will officially become a member of the elementary administrative team. Just needed to share a bit more than what I felt comfortable putting in the email last Friday afternoon.....

I am moving to TC as Robin transitions to another district administrative position. Robin did an outstanding job at TC--she is not being moved for lack of effort, poor job performance, or any of the common reasons one normally sees for making a principal move in the middle of a school year. Robin did exactly what we asked her to do--to hold teachers and staff at TC accountable for high standards related to their job performance. As Robin unraveled the layers and layers of "issues," feathers were ruffled; feelings were hurt; people started arguing (oftentimes among themselves); lots of backstabbing and throwing of people under the bus; in a nutshell--extremely low morale, poor climate and negative culture. Once respect and trust are lost, it becomes a lost battle. When the "good" teachers began to complain (they were

DEFENDANT'S EXHIBIT

2 R Litaker

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threatening to leave due to the lack of trust and respect) it became apparent that we had to make some type of change. It was NOT fair to Robin to have her to continue to work 24/7 and for it to be for naught! Neither was it fair to the kids. When teachers spend more time "fussing" then they do planning for their classroom, it will ultimately negatively impact student learning.

Robin is taking this week to be with her family, and plans to take the rest of the time between this Thanksgiving break and winter break to work on her dissertation. This is healthy for her—when she returns after the winter break, we will look at several administrative positions that will be available for her to assume.

I am excited about the opportunity to join the ranks of elementary administration. I am going to need lots and lots of help....things have changed dramatically since I have been principal and OMS—the curriculum!!!! I know good teaching and know how to organize curriculum—what I don't have first-hand knowledge about is the current programs. It will be a steep learning curve for me and yes, please be patient when I call for help!!! You may receive some very elementary questions.....

My first challenge will be to try to restore some aspect of positive climate/culture to this school. That is primary challenge number 1. Robin will be helping me to get a handle on the day-to-day operation stuff here at TC. There are no plans to change direction or even to change practices/procedures Robin implemented. After about a month with CB, they may very well all be wishing they had Robin back!

X

Hope this helps to clarify what is going on! Not easy to communicate via email but I am leaving town for the next week and no time to get together as a group. I really am looking forward to working with all of you as a fellow "Justice League" member (where do I get the t-shirt?)!

Have a great Thanksgiving!!!!

FW: Information
Barber, Carol
Sent:
Friday, November 16, 2012 3:54 PM
To:
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First Email to Adm. with me on distribution list

Antee, Cathy; Anthony, Carissa; Barber, Carol; Bomer, Melinda; Bradford, Janice; Brandon, Wendy; Branham, Alyssa; Camp, Deborah; Craig, Andy; Dodson, Ron; Dover, Matt; Fields, Connie; Fitzgerald, Patty; Franklin, Pam; Gaston, Jason; Goodwin, Linda; Haralson, Sandra; Lanzi, Carolyn; Lewis, Tina; Mabry, Sabrina; Marshall, Steve; Mayer, Barbara; McCall, Sharon; McCay, Michele; Meadows, Teresa; Phillips, Bryan; Polk, Lesli; Porteous, Kathy; Riney, Chris; Shaw, Chris; Smith, Debra; Smith, Wayne; Veal, Mary; White, Louise; Williams, Kristi; Wood, Susan; Yancey, Lisa; Baggett, Dianne; Black, Maurine; Carrington, Sonia; Fancher, David; Feltham, Juli; Gurosky, Linda; Lawry, Bob; Litaker, Robin; Mitchell, Scott; Richardson, Wayne; Singer, Jeff; White, Kimberly; Cain, Brian; Maddox, Tamala; Robbins, Chris; Wheaton, Kathy; Hulin, Don; Jarnagin, Kenneth; Smith, Terry; Whitney, Anna; Gregory, Amy; Lamar, Terry; Paiml, Kathy; Pate, Kerry; Scholl, Kara; Stone, Amanda; Torbert, Roger; Turney, Alice; Uswatte, Dil; Weems, Ami; Burke, Donna; Erwin, Kevin; Kneisley, Margaret; Litten,

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Paul; Perinka, Lisa; Butler, Charles; Giangrosso, Larry; Greene, Melody; Hill, Murry;
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Happy Thanksgiving!

Carol Barber
Assistant Superintendent
Hoover City Schools
2810 Metropolitan Way
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205, 439-1015
cbarber@hoover.k12.al.us