

REGULAR SCHOOL BOARD MEETING

GADSDEN COUNTY SCHOOL BOARD
MAX D. WALKER ADMINISTRATION BUILDING
35 MARTIN LUTHER KING, JR. BLVD.
QUINCY, FLORIDA

September 24, 2024

6:00 P.M.

The meeting was open to the public and electronically recorded.

The following Board members were present: Mrs. Karema D. Dudley, Chairwoman, Mr. Leroy McMillan, Ms. Cathy S. Johnson, Mr. Steve Scott, and Mr. Charlie D. Frost. Also present were Mr. Elijah Key, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others.

1. CALL TO ORDER

The meeting was called to order by the Chairwoman, Mrs. Karema D. Dudley, at 6:00 p.m.

2. OPENING PRAYER

The opening prayer was led by Minister Crystalgale Hunter.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Mr. Key recognized the maintenance staff as well as the others that helped to repair the chiller line last week at Gadsden County High School. He thanked the administration, teachers, staff, students and parents for their understanding, patience, and enduring the hot temperatures when the chiller line broke at the high school. He stated that Mr. Frost was there and got some assistance from someone else to help get the repair done quickly. He again thanked the staff at Gadsden County High School, and the students that had to endure the temperatures during those days.

Ms. McMillan recognized Ms. Shandra Wright, a paraprofessional at Greensboro Elementary School for enrolling in school. He stated that he received a report that recently Ms. Wright scored all A's on her assignments. He encouraged her to continue her schooling.

Mr. Frost thanked the Superintendent, Mr. Hudson and all the persons that worked to repair the chiller line at the high school. He stated that there were people digging and digging until they got the job done.

5. CITIZEN COMMENTS AND CONCERNS

Ms. Mandela, teacher at Carter Parramore Academy, addressed the Board to continue a conversation. She stated that the district created an incentive slash bonus plan that encouraged certified teachers to go to certain schools to teach. She stated that the district made previous decisions to prorate the bonus or even deny some of the teachers that qualified. She stated that the union is obligated to reduce agreements to writing. She stated that the union is asking the district to honor their word that they created by reducing the language to a MOU. She stated that the union does not mind it being the same thing, but part of what the union has to do is make sure the people who qualify get what they deserve.

ITEMS FOR CONSENT

Mrs. Dudley added to the agenda item #8h – Purchase Order Request for Johnson Controls Fire Protection LP. She entertained a motion to approve the consent agenda. The motion was made by Mr. Steve Scott, seconded by Mr. Charlie D. Frost and carried unanimously.

6. REVIEW OF MINUTES

- a. August 27, 2024, 4:30 p.m. – School Board Financial Workshop
- b. August 27, 2024, 6:00 p.m. – Regular School Board Meeting
- c. September 3, 2024, 6:00 p.m. – Final Budget Hearing

ACTION REQUESTED: The Superintendent recommended approval.

7. PERSONNEL MATTERS (resignations, retirements, recommendations, leaves of absence, terminations of services, volunteers, and job descriptions)

- a. Personnel 2024– 2025

ACTION REQUESTED: The Superintendent recommended approval.

- b. 2024 – 2025 School Year Calendars

ACTION REQUESTED: The Superintendent recommended approval.

- c. 2024 – 2025 Pay Calendar

ACTION REQUESTED: The Superintendent recommended approval.

8. AGREEMENTS/CONTRACT/PROJECT APPLICATIONS

- a. PAEC Professional Learning Certification Program (PLCP)

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- b. Teacher Apprenticeship Program Partnership

Fund Source: N.A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- c. Unified School Improvement Grant (UniSig) 2024 - 2025

Fund Source: UniSig

Amount: \$915,350.00

ACTION REQUESTED: The Superintendent recommended approval.

- d. Purchase of School Buses

Fund Source: School Start Time Grant

Amount: \$1,350,290.00

ACTION REQUESTED: The Superintendent recommended approval.

- e. Gadsden Educational Staff Professional Association Agreement 2023 – 2024 Collective Bargaining Agreement

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- f. Gadsden County Classroom Teachers Agreement 2023 – 2024 Collective Bargaining Agreement

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

g. Gadsden County Classroom Teachers Agreement 2024 – 2027 Collective Bargaining Agreement

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

h. Purchase Order Request for Johnson Controls Fire Protection LP

Fund Source: 1100E 8100 3500 9020 10005

Amount: \$17,071.80

ACTION REQUESTED: The Superintendent recommended approval.

9. EDUCATIONAL ISSUES

a. Gadsden Technical College Out-of-State Field Trip Request

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

b. 2024 – 2025 School Improvement Plans

* Chattahoochee Elementary School

* James A. Shanks Middle School

* West Gadsden Middle School

* Carter Parramore Academy

* Gadsden Central Academy

ACTION REQUESTED: The Superintendent recommended approval.

ITEMS FOR DISCUSSION

10. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key apologized to the Board for not having department updates for the meeting this month. He stated that he will provide the Board with a copy of each department updates. He stated that the Office of Professional Learning Services was ready to present to the Board.

Ms. Kameelah Weeks, Director of the Office of Professional Learning Services, shared with the Board the department updates. She stated that Ms. Weeks introduced her staff, Ms. Chelsea Murphy, Program Specialist, and Ms. Tenesia Clark, Program Assistant. She stated that the services provided include the following: a) Professional Learning Certification Program; b) New Teacher Induction Program; c) Gadsden County School District Tour of Schools; d) PAEC ePDC; e) Management of Inservice Points; f) Monthly PL Sessions; g) Florida DOE Reports; h) Summer Leadership Summit; i) Summer Educator Summit; j) Summer Mentor & New Educator Summit; k) Teacher Leader Aspiring Principal Program; l) Level II Principal Program; m) Certification; n) Maintaining Partnerships; o) Teacher Apprenticeship Program; p) Title II, Part A Grant; q) Management of Professional Learning Platforms; r) Champions Award; and s) Intern Placements. She stated that OPLS Goals are as follows: 1) establish a well-structured new teacher’s induction program that supports 90% of beginning teachers needing to transition from a temporary to a professional certificate; and 2) Increase the number of educators who earn their professional certificate within the validity period of the issuance of their first certificate by 70%. She introduced two paraprofessionals Ms. Shandra Wright (Greensboro Elementary School) and Mr. Ronald Montgomery (Stewart Street Elementary School) for their acceptance into the Teacher Apprentice Program at FAMU.

Mr. Key thanked Ms. Weeks for her presentation. He reminded everyone that the county was in hurricane preparation for this upcoming storm. He stated that Gadsden County High School and West Gadsden Middle School will serve as shelters. He stated that the district will assist the county with transportation. He stated that Gadsden County High School will serve as special needs and an animal shelter. He asked everyone to go out and prepare if they haven't already done so.

11. SCHOOL BOARD REQUESTS AND CONCERNS

Ms. Johnson stated that she had received a copy of a grievance filed by one of the teachers via email. She stated that she wanted to know the status of the CTE funding. Mr. Key stated that there was a grievance filed with the steps through the principal, step number one down at the school level. Ms. Johnson stated that she wanted to make sure that some of the issues can be handled. Mrs. Minnis stated that the Board is really not to be involved in the grievance process. She stated that there should not be any workshops or decisions made by the Board at this point with regard to those issues. She stated that the grievance process should go through step 1, step 2, and step 3, all the way through arbitration. She stated that the Board having a full discussion on those issues will not be in accordance with the policies and the collective bargaining grievance process.

Mrs. Dudley asked everyone to get prepared for the hurricane and stay safe. She stated that the Superintendent has informed everyone of where the shelters will be located. She stated that the storm should not be taken for granted.

12. The meeting adjourned at 6:35 p.m.