

## REGULAR SCHOOL BOARD MEETING

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

August 22, 2023

6:00 P.M.

The meeting was open to the public and electronically recorded.

The following Board members were present: Mr. Leroy McMillan, Chairman; Mrs. Karema D. Dudley; 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 Chairman, Mr. Leroy McMillan, at 6:00 p.m.

2. OPENING PRAYER

The opening Prayer was led by Reverend Douglas Harris, Pastor of Midway Unity Fellowship Church.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Ms. Jessica Swere with, Cognia, presented the Board with the district's Accreditation Certificate. She stated that the district has met the criteria for educational quality established by the Cognia Global Commission.

Mr. Key stated that he appreciates all administrators and staff for their hard work. He stated that staff had high positive energy during the opening of the school year. He stated that although he and the Board do not agree on everything, but he know that their heart and minds are on educating students. He stated that the concerns are about educating students and making Gadsden stronger. He stated that he would work with the Board and find a better way of communicating.

Mr. McMillan stated that it is all about getting students educated. He stated that the Board and Superintendent would agree to disagree on some things. He stated that we are a team and encouraged everyone to move forward with educating students.

Mr. Frost recognized Pastor Douglas Harris' wife who was a former teacher for the district and who really cared about the students. He recognized Ms. Javacia Walker and others in the Sawdust Community who recently sponsored a back to school book bag drive. He also recognized Mr. Eric Hinson and the One Gadsden Foundation for sponsoring a back to school book bag drive. He recognized Ms. Stacy Hannigon and the Beyond Community Development, Inc. group for sponsoring a back to school supply drive for teachers. He stated that he appreciates everyone for supporting the students and teachers.

Ms. Johnson thanked the One Gadsden Foundation for supporting the students. She also thanked World Class Cosmetology for providing haircuts to students, and Mr. Eric and Mrs. Tammy Hinson for supporting the teachers. She gave kudos to Havana Magnet School Cafeteria staff for doing a great job the first day of school.

Mrs. Dudley thanked the parents, guardians and students for a good start of the school year. She thanked parents for choosing Gadsden County to educate their child. She thanked Beyond Community Development, Inc. for supplies for teachers. She recognized Ms. Valencia Denson and the Head Start Pre-K staff for providing very impressive student data.

Mr. Scott thanked Dr. Jarrett, Principal at James A. Shanks Middle School, for the invitation to meet and greet students the first day of school. He stated that parents appreciated the greetings.

Mr. Frost appreciated the Superintendent for taking the time to speak with parents and address their concerns.

Mr. McMillan recognized Principal Camry Floyd at Chattahoochee Elementary School for doing a remarkable job. He stated that student enrollment has increased at the school. He encouraged students to attend school in their zones. He stated that teachers are deserving of being in Gadsden County. He stated that he supports the principals and staff.

#### ITEMS FOR CONSENT

Mr. McMillan entertained a motion to approve the remaining consent agenda. The motion was made by Mr. Charlie D. Frost, seconded by Mrs. Karema D. Dudley and carried unanimously.

#### 5. REVIEW OF MINUTES

- a. July 25, 2023, 4:30 p.m. - School Board Financial Workshop
- b. July 25, 2023, 6:00 p.m. - Regular School Board Meeting
- c. August 1, 2023, 6:00 p.m. – Tentative Budget Hearing

ACTION REQUESTED: The Superintendent recommended approval.

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

- a. Personnel 2022 – 2023

ACTION REQUESTED: The Superintendent recommended approval.

- b. Personnel 2023 – 2024

ACTION REQUESTED: The Superintendent recommended approval.

#### 7. AGREEMENT/CONTRACT/PROJECT APPLICATIONS

- a. Articulation Agreement 2023 – 2024 GCSB and FAMU

Fund Source: FEFP

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- b. Memorandum of Understanding between the Gadsden County School Board and Panhandle Therapy Center (PTC)

Fund Source: N/A

Amount: \$0

ACTION REQUESTED: The Superintendent recommended approval.

- c. Memorandum of Understanding between the School Board of Gadsden County and Elder Care Services  
 Fund Source: FEFP  
 Amount: \$15,003.00  
 ACTION REQUESTED: The Superintendent recommended approval.
- d. Contractual Agreement between Gadsden County School Board and Positive Behavior Supports Corp.  
 Fund Source: IDEA / Mental Health Grant  
 Amount: Registered Behavior Technician: \$40.00 per hour (as needed)  
 Board Certified Behavior Analyst: \$85.00 per hour (as needed)  
 ACTION REQUESTED: The Superintendent recommended approval.
- e. 2023 – 2024 Mental Health Application  
 Fund Source: N/A  
 Amount: N/A  
 ACTION REQUESTED: The Superintendent recommended approval.
- f. Memorandum of Understanding between Gadsden County School Board and Healing Hearts Music Therapy  
 Fund Source: General Funds / MOE  
 Amount: 60 Minute Session (includes documentation and group music therapy) - \$60.00  
 Written Mid-year Evaluation (minimum 9.5 hours) as requested \$60.00/hour  
 ACTION REQUESTED: The Superintendent recommended approval.
- g. Head Start 2023 – 2024 Non-Competing Refunding Application  
 Fund Source: Head Start  
 Amount: \$2,614,013.00  
 ACTION REQUESTED: The Superintendent recommended approval.

8. SCHOOL FACILITY/PROPERTY

- a. Replacement of Gadsden County High School Marquee  
 Fund Source: ESSER  
 Amount: \$45,606.00  
 ACTION REQUESTED: The Superintendent recommended approval.
- b. Purchase Order Request for PPM Sports Turf for Pest and Weed Control Services for Athletic Athletic Fields-District-Wide  
 Fund Source: GCHS – 1100E 5900 3900 0051 31000  
 WGMS – 1100E 5900 3900 0052 31000  
 HMS – 1100E 5900 3900 0091 31000  
 Amount: GCHS - \$15,661.74  
 WGMS - \$12,940.84  
 HMS - \$2,684.06  
 ACTION REQUESTED: The Superintendent recommended approval.

- c. Purchase Order Request for Osceola Supply for Custodial Supplies  
 Fund Source: ESSER 2  
 Amount: \$150,000.00  
 ACTION REQUESTED: The Superintendent recommended approval.
- d. Purchase Order Request for Johnson Controls Fire Protection LP for District Wide Fire Alarm System Services  
 Fund Source: Annual Compliance Testing / Documentation  
 1100E 8100 3900 9020 99999 - \$45,000.00  
 Service and Maintenance  
 1100E 8100 3500 9020 09990 - \$75,000.00  
 ACTION REQUESTED: The Superintendent recommended approval.

9. EDUCATIONAL ISSUES

- a. GCHS Football Team, Cheerleaders and Band Out-of-State Field Trip Request  
 Fund Source: N/A  
 Amount: N/A  
 ACTION REQUESTED: The Superintendent recommended approval.
- b. 2023 – 2024 Official District-Wide Assessment Calendar  
 Fund Source: N/A  
 Amount: N/A  
 ACTION REQUESTED: The Superintendent recommended approval.
- c. 2023 – 2024 Student Progression Plan  
 Fund Source: N/A  
 Amount: N/A  
 ACTION REQUESTED: The Superintendent recommended approval.

ITEMS FOR DISCUSSION

10. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key stated that there is a need for emergency buses. He stated that the Board needed to give approval to purchase three used buses. He stated that Mr. Matthew Bryant and Mr. Gerard Moore would travel to inspect and purchase the buses.

Following discussion, Mrs. Karema D. Dudley made a motion to allow the Superintendent to move forward with purchasing three used buses upon inspection. The motion was seconded by Mr. Charlie D. Frost and carried unanimously.

Mr. Key stated that a workshop to discuss pay raises will be scheduled. He stated that all employees are deserving of competitive salaries. He stated that the district wants to recruit and retain employees.

11. SCHOOL BOARD REQUESTS AND CONCERNS

Ms. Johnson requested a copy of the middle and high school football schedules.

Mr. Scott provided the Board and Superintendent with a copy of his concerns and requests.

Mrs. Dahlia Bibb-Mitchell, Officer Manager at Stewart Street Elementary School, addressed the Board with the concern of not receiving a pay raise in many years. She stated that she has to work two jobs. She stated that the pay for teachers keep increasing. She stated that she is a dedicated and committed employee.

Mr. McMillan thanked Mrs. Bibb-Mitchell for expressing her concerns.

Mrs. Dudley stated that the Board is committed to ensuring competitive salaries. She appreciated Mrs. Bibb-Mitchell for addressing the Board.

Mr. Frost stated that he wants to ensure that the pay raises are sustainable. He thanked Mrs. Bibb-Mitchell for addressing the Board.

Mrs. Judith Mandela, teacher, addressed the Board to ask when the teachers will receive their supply money.

Mr. Key stated that the teachers would receive their supply money by mid-September. He stated that things are being put in place to protect the district.

Mrs. Mandela stated that teachers are requesting paper checks and there should not be a problem with receipts. She questioned which evaluation system was being used. Dr. Sylvia Jackson stated that the evaluation system that is being used by the district is the most recent one. Mrs. Mandela requested a fair balance for evaluations because the State has moved from 50% down to 33% for proficiency growth. Mr. Key stated that it is not proficiency growth, but progress monitoring growth from one level to the next. He stated that Statute reads at least 33%. He stated that you could not go below the 33%. He stated that you have to make sure students have growth.

In response to Mrs. Mandela's concern about whether there will be an investigation on the previous evaluations because principals did not do them correctly, Mrs. Minnis stated that in the last meeting the Superintendent was instructed to look into the issue. She stated that if the evaluation system needed to be revised or if a policy change was needed, a recommendation by the Superintendent will be brought to the Board.

Mr. McMillan stated that there needed to be some resolution. He asked the Superintendent to meet with Mrs. Mandela.

Mrs. Dudley stated that she wanted to make sure the scores are within the range. She stated that the implementation process is the fair and correct way.

Mrs. Johnson stated that she wanted to make sure it is done fair and correct. She stated that teachers need to be treated fair.

12. The meeting adjourned at 7:05 p.m.