

## REGULAR SCHOOL BOARD MEETING

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

October 27, 2015

6:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Mrs. Audrey D. Lewis, Chairwoman; Mr. Isaac Simmons; Mr. Charlie D. Frost; Mr. Roger P. Milton; and Mr. Steve Scott. Also present were Mr. Reginald C. James, 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. Audrey D. Lewis, at 6:00 p.m.

2. OPENING PRAYER

The opening prayer was led by Rev. Calvin Robinson, Pastor of Blessed Hope Missionary Baptist Church.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Mr. James thanked everyone for attending his retirement celebration. He stated that many people were happy he did not retire. He stated that he will finish his four-year election term. He requested a moment of silence for Deputy Superintendent Rosalyn Smith who is ill.

Ms. Vickers with the Florida Coordinated School Health Partnership presented the Superintendent and Board with a bronze level flag promoting healthy students. The Superintendent and Board thanked Ms. Vickers for the presentation.

Mr. Frost recognized food service team members Mrs. Paula Milton and Mrs. Melanie Davis.

Mr. Scott stated that he was impressed with the homecoming festivities for both East Gadsden High School and West Gadsden High School. He recognized Mr. Shepard, Mr. David Cox, and Mr. Dennis Yon for their impressive work renovating the Board room. He also praised the teachers for using innovative thinking.

ITEMS FOR CONSENT

Mrs. Lewis added the following items to the agenda: #7m – Food Service Contract with Heart to Heart Christian Academy; #7n – 5 Essentials School Improvement Survey; #7o – Redding v. Gadsden County School Board; #7p – It’s About Time Bid Award; and #8g – Extension of Student Suspensions. She entertained a motion to approve the remaining consent agenda. The motion was made by Mr. Roger P. Milton, seconded by Mr. Charlie D. Frost and carried unanimously.

5. REVIEW OF MINUTES

- a. September 22, 2015, 4:30 p.m. – School Board Workshop
- b. September 22, 2015, 6:00 p.m. – Regular School Board Meeting

ACTION REQUESTED: The Superintendent recommended approval.

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

- a. Personnel 2015 – 2016

ACTION REQUESTED: The Superintendent recommended approval.

7. AGREEMENTS/PROJECT/GRANT APPLICATIONS

- a. Sports Safety Equipment

Fund Source: 110 General Fund  
Amount: \$21,230.82

ACTION REQUESTED: The Superintendent recommended approval.

- b. Federal Programs Purchase Orders

Fund Source: Federal  
Amount: \$30,645.02

ACTION REQUESTED: The Superintendent recommended approval.

- c. Food Service Purchase Orders

Fund Source: 410 Food Service  
Amount: \$188,716.30

ACTION REQUESTED: The Superintendent recommended approval.

- d. Fiscal Year Printer Purchase Orders

Fund Source: General Fund  
Amount: \$232,600.00

ACTION REQUESTED: The Superintendent recommended approval.

- e. Capital City Consultants  
Fund Source: Federal  
Amount: \$8,000.00  
ACTION REQUESTED: The Superintendent recommended approval.
- f. Communities In Schools of Florida  
Fund Source: Federal  
Amount: \$6,000.00  
ACTION REQUESTED: The Superintendent recommended approval.
- g. Food Service Consultant Contract  
Fund Source: 410 Food Service  
Amount: \$10,500.00  
ACTION REQUESTED: The Superintendent recommended approval.
- h. Gadsden County SSTRIDE Program Support  
Fund Source: FEFP  
Amount: \$44,359.78  
ACTION REQUESTED: The Superintendent recommended approval.
- i. DESF Contract Agreement  
Fund Source: General Fund  
Amount: \$36,692.75 each for a total of \$73,385.50  
ACTION REQUESTED: The Superintendent recommended approval.
- j. Approval of Payment for Health Screening and Services  
Fund Source: General Revenue  
Amount: \$25,025.00  
ACTION REQUESTED: The Superintendent recommended approval.
- m. Food Service Contract with Heart to Heart Christian Academy  
Fund Source: Food Service  
Amount: Revenue to be generated as stated in the agreement  
ACTION REQUESTED: The Superintendent recommended approval.

- n. 5 Essentials School Improvement Survey

Fund Source: Federal  
Amount: \$1,748.00

ACTION REQUESTED: The Superintendent recommended approval.

- o. Redding v. Gadsden County School Board

Fund Source: General  
Amount: \$25,000.00

ACTION REQUESTED: The Superintendent recommended approval.

- p. It's About Time Bid Award

Fund Source: 420 Title II  
Amount: \$35,695.57

ACTION REQUESTED: The Superintendent recommended approval.

## 8. STUDENT MATTERS

- a. Student Expulsion - See back-up material

Case #01-1516-9102

ACTION REQUESTED: The Superintendent recommended approval.

- b. Student Expulsion – See back-up material

Case #02-1516-9102

ACTION REQUESTED: The Superintendent recommended approval.

- e. Student Expulsion – See back-up material

Case #08-1516-0071

ACTION REQUESTED: The Superintendent recommended approval.

- f. Student Expulsion – See back-up material

Case #11-1516-0051

ACTION REQUESTED: The Superintendent recommended approval.

- g. Extension of Student Suspensions

Case #13-1516-0231  
Case #14-1516-0071  
Case #15-1516-0231

ACTION REQUESTED: The Superintendent recommended approval.

9. SCHOOL FACILITY/PROPERTY

- a. Change Order #1500 for HVAC Project – James A. Shanks Health Clinic/Keith Lawson Services, LLC

Fund Source: 420  
Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- b. Change Order #1 for HVAC Project – James A. Shanks Health Clinic/Keith Lawson Services, LLC

Fund Source: 420  
Amount: \$14,000.00

ACTION REQUESTED: The Superintendent recommended approval.

- g. Installation of Heating Boiler at James A. Shanks

Fund Source: 340  
Amount: \$15,941.57

ACTION REQUESTED: The Superintendent recommended approval.

- h. Emergency Repair – HVAC (Rebuild of Chilled Water Check Valve)

Fund Source: 340  
Amount: \$1,688.00

ACTION REQUESTED: The Superintendent recommended approval.

- i. Inter-Local Agreement

Fund Source: 110  
Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

10. EDUCATIONAL ISSUES

- a. School Field Trip Requests (Out-of-State) James A. Shanks Middle School

Fund Source: N/A  
Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- b. School Field Trip Requests (Out-of-State) West Gadsden High School

Fund Source: N/A  
Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- c. School Field Trip Requests (Out-of-State) West Gadsden High School

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

### ITEMS FOR DISCUSSION

Items preceded by an asterisk (\*) were removed from the CONSENT agenda at the beginning of the meeting and acted upon during the DISCUSSION portion of the agenda.

#### \*7. AGREEMENTS/PROJECT/GRANT APPLICATIONS

- k. Approval of 2013 – 2015 (2<sup>nd</sup> Year Negotiations 2014 – 2015) GESPA Contract

Fund Source: N/A

Amount: N/A

Mr. Simmons stated that he wanted to ensure that all changes were included in the 2<sup>nd</sup> Year Negotiations 2014 – 2015 GESPA contract.

Mr. Rocky Pace stated that 2<sup>nd</sup> Year Negotiations 2014 -2015 GESPA contract included the following changes: Section E (1) – all employees are entitled to a safe place to work. When an unsafe condition exists where continued work could result in injury to the employee or other employees, the unsafe condition shall be reported immediately to the supervisor. The supervisor shall take whatever action necessary to correct the condition. Should correction not occur to remedy the condition, the employee shall report the condition to the Superintendent/designee. This does not waive the right of an employee to grieve; Section M – the Board shall include in the District Master Plan for Staff Development components for non-instructional employees designed to improve the competencies of employees. A staff development committee shall be established consisting of representatives of each class of employees. The committee shall elect its own chairperson and shall consider the in-service needs of all non-instructional employees and make recommendations to the Professional Development Coordinator for inclusion in the Master Staff Development Plan; Article 9 (J) – for each classification, job descriptions will be developed and job incumbents will be provided the opportunity to have input into their job descriptions when developed and/or revised. Employees have the right to have their job descriptions reviewed by their manager/director. Job descriptions shall be distributed to all current non-instructional employees for the position in which they are assigned. The description shall include as a minimum: Job Title and Description, minimum skills and qualifications required, a specific statement of required tasks and responsibilities. Any evaluations of non-instructional employees' work performance shall be based solely upon said job descriptions and in accordance with Article VII – Performance Appraisal.

Following discussion, Mr. Isaac Simmons made a motion to accept the Superintendent's recommendation to approve agenda item #7k. The motion was seconded by Mr. Steve Scott and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

1. MSP Grant / GFAST Project

Fund Source: Title II, Part B, Sections 2201 – 2203 of the Elementary and Secondary Education Act of 1965 as amended by the No Child Left Behind Act of 2001 (P.L. 107-110); 20 U.S.C. 6661-6663, CFDA#84.366B

Amount: \$328,722.00

Mr. Simmons requested an overview of the MSP Grant / GFAST Project.

Mr. Calvin Trombley stated that the MSP Grant/GFAST Project funding was amended from the original funding source. He stated that the Gadsden County Public School and Florida State University Advancement of STEM Teaching (GFAST) project will partner Gadsden County Public Schools with Florida State University College of Teaching in an effort to provide professional development in the areas of STEM teaching. He stated that GFAST will train approximately (75) (K-6) teachers using It's About Time college curricula Everybody Life Science, Everyday Physics, Everyday Physical Science, and Engineering the Future. He stated that the GFAST project has a requested budget of \$328,722.00 to achieve the goal of improving teacher content knowledge tied directly to the Florida Standards for the purpose of creating quality educators, and increasing student achievement.

In response to Mr. Simmons' concern regarding student impact of the MSP Grant / GFAST Project, Mr. Trombley stated that the grant has performance modules for measurement. He stated that 1 of 10 districts received funding for the grant.

Ms. Ella Mae Daniel, Teacher at Florida State University, stated that a sustainability plan is part of the MSP Grant/GFAST Project.

Following discussion, Mr. Isaac Simmons made a motion to accept the Superintendent's recommendation to approve agenda item #7l. The motion was seconded by Mr. Roger P. Milton and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

\*8. STUDENT MATTERS

- c. Student Expulsion – See back-up material

Case #06-1516-0071

Ms. Janet Smith, parent of student #06-1516-0071, addressed the Board to request a hearing.

Following discussion, Mr. Roger P. Milton made a motion to defer action on student case #06-1516-0071 until a hearing was held on Tuesday, November 3<sup>rd</sup> at 4:00 p.m. The motion was seconded by Mr. Isaac Simmons and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

- d. Student Expulsion – See back-up material

Case #07-1516-0071

Sargent Calvin Carter, grandparent of student #07-1516-0071, addressed the Board to request a hearing.

Following discussion, Mr. Roger P. Milton made a motion to defer action on student case #07-1516-0071 until a hearing was held on Tuesday, November 3<sup>rd</sup> at 5:00 p.m. The motion was seconded by Mr. Isaac Simmons and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

\*10. EDUCATIONAL ISSUES

- d. 2015-16 SAC Rosters

Fund Source: N/A

Amount: N/A

Mrs. Lewis commented about adding more teachers to balance the School Advisory Council committees. She requested the Superintendent instruct Gadsden Technical Institute to submit a School Advisory Council roster.

Following discussion, Mrs. Audrey D. Lewis made a motion to accept the Superintendent's recommendation to approve agenda item #10d. The motion was seconded by Mr. Steve Scott and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.



11. CONSIDERATION, PROPOSAL, AND/OR ADOPTION OF ADMINISTRATIVE RULES AND RELATED MATTERS

a. Approval of School Board Policies Requiring Adopting and/or Amending

Fund Source: N/A

Amount: N/A

Mr. Simmons requested a workshop to further discuss and review the School Board Policies requiring adopting and/or amending. He made a motion to defer action on agenda item #11a. The motion was seconded by Mr. Roger P. Milton and carried unanimously.

Mr. Simmons stated that a workshop was also needed to further discuss real estate property, Florida Standards Assessment Data, and an update on Human Resource and substitute hours.

ACTION REQUESTED: The Superintendent recommended approval.

12. FACILITIES UPDATE

Mr. Shepard stated that the HRSA Grant was almost completed. He stated that there was a main water leak last week at East Gadsden High School. He stated that the maintenance department has been busy with installing new flooring in the Head Start portable classrooms. He stated that a RFP will be put in place next week for the Havana property. He stated that interviews for the Director of Facilities position will be held Monday, November 3<sup>rd</sup> beginning at 9:00 a.m.

13. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. James stated that he had received a telephone call from the Tallahassee Democrat regarding challenges facing the county. He stated that there is controversy regarding testing in the State of Florida. He stated that school grades will be awarded in February, 2016.

14. SCHOOL BOARD REQUESTS AND CONCERNS

Mrs. Lewis stated that the district was invited to attend a meeting with Gadsden United at East Gadsden High School on Friday, October 31<sup>st</sup>.

Attorney Minnis stated that she was concerned about Board members attending the public meeting with Gadsden United, and the agenda. She stated that if multiple Board members attended the meeting, the meeting must be advertised. She stated that she was also concerned about one Board member attending, as well as the structure of the Gadsden United meeting as presented.

Mr. James requested the issue of a ½ sales tax be discussed at the next workshop. He stated that he believe the public will be supportive of a ½ sales tax.

Mr. Ronte Harris, President of GCCTA, addressed the Board with the following concerns: Lead Teacher Allocation. He thanked Mrs. Ferree and her staff for their expedient response. He stated that some of the teachers were not able to receive the allocation because of statutes. He stated that he was concerned about the lack of communication to the teachers who did not receive the allocation. He requested the Board provide a stipend for the teachers because they are contributors to education. He stated that he was concerned about teachers providing services in their area of qualification. He reminded the Board to make teacher salaries a priority.

Mr. James requested a list of the teachers who did not receive the lead teacher allocation.

Mr. Simmons stated that a workshop will be scheduled to discuss teacher salaries. He stated that the Board and Superintendent have made the issue of increasing teacher salaries a priority. He stated that the district will not be a training ground for teachers.

Mr. Ronte Harris requested that the GCCTA be part of the workshop discussions regarding teacher salaries. He stated that the GCCTA will help promote the ½ cent sales tax in order to help provide a quality education for students. He made a correction to say employee salaries instead of teacher salaries. He recognized members of the GCCTA who were present at the meeting.

Mr. Emmanuel Sapp addressed the Board in reference to the ½ cent sales tax. He stated that the ½ cent sales tax will generate approximately \$3 million. He stated that the ½ cent sales tax monies will relieve monies from the district's general fund to assist with employee salaries. He stated that he wants the community to be as one with educating all students.

Mr. James stated that the ½ cent sales tax monies must be used for construction building.

15. The meeting adjourned at 7:08 p.m.