



**BOARD OF DIRECTORS MEETING**  
*for*  
**Community & Economic Development  
Organization (CEDO) of Gadsden County, Inc.**

**March 13, 2023**

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# COMMUNITY & ECONOMIC DEVELOPMENT ORGANIZATION (CEDO)

## ----- AGENDA -----

March 13, 2023 - 6:00 P.M.

### **Presiding: Rev. Tony Hannah, Board Chairperson**

CALL TO ORDER .....	Chairperson
PRAYER .....	Board Member
ROLL CALL.....	Ms. Johnson
ADOPTION OF BOARD MINUTES .....	Chairperson
February 13, 2023 – Board Meeting	
CITIZENS REQUESTING TO BE HEARD ON NON-AGENDA ITEMS .....	Guests
COMMITTEE REPORTS	
Crossroad Advisory Committee	
Executive Finance Committee	
AUDITOR’S REPORT.....	Chris Salak, James Moore &Company
OLD BUSINESS.....	Chairperson
NEW BUSINESS .....	Chairperson
EXECUTIVE DIRECTOR’S REPORT .....	Mr. Al M. Gunn
ADJOURNMENT.....	Chairperson

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### **Mission Statement**

“CEDO is committed economically, socially, educationally and politically to improving the lives of the disadvantaged citizens of the Gadsden County community. This commitment starts with every man, woman and child with identified needs, and extends throughout the community.”

**CEDO BOARD OF DIRECTORS MEETING**  
**MINUTES**  
**February 13, 2023**

**Call to Order**

The meeting was called to order at 6:00 pm by Rev. Tony Hannah. Ms. Ida Thompson led the group in prayer.

**Roll Call**

Board members present were: Mrs. Brenda Banks, Rev. Tony Hannah, Ms. Beatrice Hopkins, Mr. Cleveland Kelly, Jr., Ms. Geraldine Smith, Ms. Ida Thompson, and Mrs. Kerwyn Wilson.

Board Members Ms. Audria Flowers, Dr. Alicia Jackson, Ms. Monica Proctor, Mrs. Jasmine Sanders, and Rev. Daniel Wells were absent.

Also present were: Mr. Al Gunn (Executive Director), Ms. Roxanne Johnson (Administrative Assistant), Dr. Monica Salem (Principal) and Ms. NanDrycka King-Albert (Guest).

**Meeting Minutes**

Mr. Cleveland Kelly, Jr. offered a motion, seconded by Ms. Geraldine Smith, to approve the minutes of the January 17, 2023 Board Meeting with necessary corrections. The motion carried.

**Citizens Requesting to be Heard on Non-Agenda Items**

Ms. NanDrycka King-Albert was in attendance to address the Board. She stated that when she came to the Board previously, she was not trying to tell the Board how to do their job. Ms. King-Albert expressed that she still had concerns with the performance monitoring that replaced the standardized testing. She stated that in the fall her child was 1 point away from passing the first test, and performed even worse on PM2. She told the Board that she spent her own resources to help her child, she found someone to tutor her child and even recommended that person to the school. She told how the parents need more resources and she still believes that communication was an issue since she has left messages and not received a call back.

Dr. Monica Salem addressed Ms. King-Albert's concern by explaining that Florida DOE (Department of Education) continues to revise the scoring on the Progress Monitoring (PM); so, the scores they thought were passing on PM1 had been revised from what they were initially told. Dr. Salem told how she did return Ms. King-Albert's calls and was willing to meet with her to discuss her issues.

Mr. Gunn stated that initially they were focused on getting those students who were having difficulty passing the additional support needed.

Ms. King Albert stated that after school and Saturday School were not necessarily viable options and questioned how effective they were and whether the students were actually learning anything after being at school for 7-8 hours already.

Mr. Gunn stated that he'd spent days reviewing the data from the 2<sup>nd</sup> PM then meeting with Dr. Salem and the consultant on what it would take to help our students improve. He assured that Board that he was committed to putting the resources into making that happen.

**CEDO Committee Reports**

***Crossroad Academy Charter School/Education Committee***

Mr. Gunn stated that the Committee did not meet. But Dr. Salem was in attendance to provide a report.

Dr. Salem was in attendance and reported the following:

- They are focusing on Culture and Content

- We have a charge to assure the school is running effectively and moving forward.
- FAST Assessment – Florida Assessment of Student Thinking
  - Looking at the data
  - Completed PM2; PM3 will be in May.
  - Reading and Math Coaches going into the classrooms more and the interventionist is also going into the classrooms
  - We have young teachers with a way to go.
- FAST meeting with the parents at the end of January
  - Made sure they were connected and could review their student’s progress.
- Formal Dining for K-3 students was held that day, received compliments
- Boys Basketball Team won the District Championship
- Black History Month – will need volunteers to read to the students for the Read-In
- Future Builders of America (FBA) went to Las Vegas.

Mrs. Kerwyn Wilson reported that they were all Juniors, except 1 Senior and our team placed 2<sup>nd</sup> against the senior teams.

Ms. Geraldine Smith asked how the consultant was doing with the students.

Dr. Salem reported that Dr. Haywood was meeting with the Seniors to get them on track for graduation.

### **Citizens Requesting to be Heard on Non-Agenda Items**

Ms. NanDrycka King-Albert was in attendance to address the Board. She stated that when she came to the Board previously, she was not trying to tell the Board how to do their job. Ms. King-Albert expressed that she still had concerns with the performance monitoring that replaced the standardized testing. She stated that in the fall her child was 1 point away from passing the first test and performed even worse on PM2. She said that they didn’t need formal dining, they needed to be focused on these tests. She told the Board that she spent her own resources to help her child, she found someone to tutor her child and even recommended that person to the school. She told how the parents need more resources and she still believes that communication was an issue since she has left messages and not received a call back.

Dr. Monica Salem addressed Ms. King-Alberts concern by explaining that Florida DOE (Department of Education) continues to revise the scoring on the Progress Monitoring (PM); so, the scores they thought were passing on PM1 had been revised from what they were initially told. Dr. Salem told how she did return Ms. King-Albert’s calls and was willing to meet with her to discuss her issues.

Mr. Gunn stated that initially they were focused on getting those students who were having difficulty passing the additional support needed.

Ms. King Albert stated that after school and Saturday School were not necessarily viable options and questioned how effective they were and whether the students were actually learning anything after being at school for 7-8 hours already.

Mr. Gunn stated that he’d spent days reviewing the data from the 2<sup>nd</sup> PM then meeting with Dr. Salem and the consultant on what it would take to help our students improve. He assured that Board that he was committed to putting the resources into making that happen.

Several Board Members asked Ms. King-Albert questions.

Dr. Salem addressed additional issues that arose.

Mr. Gunn also spoke to address Ms. King-Albert’s issues.

Ms. Ida Thompson asked Dr. Salem about the new teachers and young teachers.

Dr. Salem stated that they were hired at the beginning of the school year, but some were just out of college, and new to teaching.

### ***Executive Finance Committee***

Mr. Gunn stated that the Executive Finance Committee did not meet and were still waiting on the audit to be completed.

### **Old Business**

None.

### **New Business**

None.

### **Executive Director's Report**

Mr. Gunn reported that he received a draft of the audit and it was about 99% complete, but we must address their concerns in a Corrective Action Plan. He added that the auditors will be at the next Board Meeting to present the Crossroad Audit. He stated that the CEDO Housing Audits were a different story. Mr. Gunn stated that the audit would look different for this year and going forward because James Moore & Company were moving us from a standard audit to a governmental audit and we would follow governmental accounting going forward.

Ms. Gerladine Smith asked what about this was affecting the teachers' requested bonuses. Mr. Gunn reported that we had received some of the ERSA money, but not all of the money we have requested. He stated that the District was going through each of the requests one by one. He added that we had not requested any ERRSA money for teacher bonuses. He stated that the recruitment and retention bonuses were in a plan developed by Dr. Forehand that Mr. Gunn would bring to the Board for approval.

Ms. Geraldine Smith asked what we were doing to keep the morale up at the school to let the teachers know that we appreciate them. Mr. Gunn stated that they've done a few things this year; one was for the staff prior to the Prent Night.

Ms. Geraldine Smith asked what we were doing for the subs. Mr. Gunn stated that we used as few subs as possible and he wanted to put as much into training as we needed to. Ms. Geraldine Smith asked whether we could get a greater commitment from the teachers when we train them. Ms. King-Albert interjected that these teachers were young, and everything has been different since Covid and was compounded with changes in the school administration. Mr. Gunn stated that he was considering having Crossroad join the Florida Retirement System (FRS) to attract more seasoned teachers, but the Board would need to decide. He added that the numbers are about the same as what the Board allocated for the Profit Sharing Plan each year, the only difference was the FRS bills monthly.

Mr. Gunn reported that he was meeting with the construction team on Wednesday to do a walk through. He added that the loan closing with Truist for the gymnasium construction would hopefully happen by the end of February or beginning of March.

### **Board Member / Miscellaneous**

Ms. King Albert stated that the parents were interested in creating a Booster Club to support the student sports.

Mr. Gunn stated that Boosters would have to be separate from the school plus manage and audit its own finances. He added that the sports should support themselves between collections at the door and the concession, but there was a recent game when they didn't have water for the players and he personally gave money to send for water and Gatorade for the players. He agreed that things like that shouldn't happen, but there were more out of town games this year and the funds weren't there for all of the extra travel involved.

**Adjournment**

With no further business, the meeting adjourned at 7:10 p.m.

I, \_\_\_\_\_, do hereby certify these minutes to be the original minutes of Board of Directors meeting of CEDO dated this \_\_\_\_ day of \_\_\_\_\_ 2023.

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Board Secretary

# Meeting Notes

**COMMITTEE REPORT NOTES:**

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**EXECUTIVE DIRECTOR'S REPORT  
NOTES:**

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**GENERAL NOTES:**

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## MISCELLANEOUS COMMENTS/CONCERNS

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