

REGULAR SCHOOL BOARD MEETING

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

February 23, 2021

6:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Mr. Leroy McMillan, Chairman; Mr. Steve Scott; Mrs. Karema D. Dudley; Ms. Cathy S. Johnson; 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 Pastor Douglas Harris of Midway Unity Fellowship Church.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Mr. Key recognized Mr. David Dietz with the Division of Forestry. Mr. Dietz presented the Board with a check in the amount of \$5,850.78 for the district's share of the Lake Talquin State Forest receipts for the fiscal year 2019 – 2020 in accordance with Section 589, Florida Statutes.

Mr. Jim McShane, CEO of CareerSource Capital Region, shared with the Board a power-point presentation outlining a report on program year 2019 – 2020. He stated that the mission of CareerSource Capital Region connects employers with qualified and skilled talent and Floridians with employment, career development opportunities to achieve economic prosperity in Gadsden, Leon and Wakulla Counties. He stated that the vision states that Florida will be the global leader for talent. He stated that the values are Business-Driven, Continuous Improvement, Integrity, Purpose Driven and Talent Focused. He stated that the Pillars include the following: Collaborate – Commissioner Eric Hinson serves as Chief Elected Official, Mr. Scott Watson, CSCR Board Chair, CSI Contracting, Inc., Ms. Beth Cicchetti, Past CSCR Board Chair, Ms. Beth Kirkland Consulting LLC, BASF – Ms. Theresa “Christy” St. Jean, CareerSource Capital Region Board Member, Gadsden Technical Institute (GTI), Gadsden County Community Development Grant/DOE \$300K Grant, Gadsden County Reentry – Florida Hires Grant, Four Star Freightliner of Florida, Dr. Sylvia Jackson and Ms. Angela Grant Sapp have been supporters of CSCR, Supervalu, Tri-Eagles Sales, Redeemed, Inc., Hoover Treated Products, Department of Vocational Rehabilitation, 4 Star Freightliner, currently a vacant Gadsden County Business CareerSource Capital Region Board Position, Capital Area Community Action Agency – ECHO – CSCR – Big Bend United Way grant for “Getting Ahead in a Just Getting By World” training, Big Bend Continuum of Care – Past Chair – Affordable (workforce

housing) – advocating so there is sufficient talent for our businesses, Early Learning Coalition – Audit Chair and Executive Committee member – this is the foundation for the future workforce, AERO – Supporting Entrepreneurism in our region, Opportunity Florida – Economic Development in our rural counties, and Chambers – Big Bend Minority Chamber, Capital City Chamber, the Gadsden County Chamber and the Florida State Chamber. Innovate – Integrated Service Delivery in our Career Centers, Design of the Centers Supports the Function and Promotes Professional Environment, IT Apprenticeship Grant from CareerSource Florida, Manufacturing Sector Grant from CareerSource Florida, Talent Innovation Summit – 3rd Year – Building & Sustaining Your Talent Pipeline, The Workforce Alliance – Grant from CareerSource Florida, Partner with Department of Corrections on DOL Grant with CSF, DEO & DOC, Received a National Emergency Grant (NEG) for Hurricane Michael, and Set up Mobile Career Center after Hurricane Michael in multiple cities; Lead – L.E.A.D. (Leadership Development) 1 ½ day seminar for emerging and existing managers, Member of the City of Tallahassee AHAC committee, Chair for the Citizens Advisory Committee for Blueprint, 2 Leadership Tallahassee Class 33 graduates, Dan McGrew led the Workforce and Education Day for LT38, Patricia McCray led the Justice Day for LT38, and Jim participates in the Gadsden County Development Council (past chair), the Wakulla EDC, and Opportunity Florida Board. He stated that there have been 433 Executive Center visits, 9,034 Leon Career Center visits, 3,547 Gadsden Career Center visits, 2,589 Wakulla Career Center visits, 55,553 Services provided system wide, 11,152 Unique career seekers, 1,479 job placements, 12, 471 staff referrals to job postings, 7,683 total solutions provided to employers, 30 recruitment events and 35 employers and 901 career seekers attending, 93 worksites providing work experience opportunities for career seekers, 3 hiring fairs with 59 employers and 164 career seekers attending, 17 Professional Development Workshops held with 455 employees, 55,553 total solutions provided to career seekers, 380 veteran visits to the Gadsden, Leon and Wakulla Career Centers, 3,140 services to 647 veterans with significant barriers to employment, and staff pledged \$8,471 during the UWBB Annual campaign. He stated that the top training programs based on career seeker enrollment included: Commercial Truck Driving, total assisted 14, Registered Nursing, total assisted 3, Firefighter, total assisted 2, Law Enforcement, total assisted 2, Welding, total assisted 2, and Medical Assistant, total assisted 2. He stated that the top schools based on financial aid allocation were Lively Technical College, total training dollars \$7,371, Tallahassee Community College, total training dollars \$30,680, National Training, Inc., total training dollars \$20,000, Keiser University, total training dollars, \$12,570, and Roadmaster’s Drivers School, total training dollars \$10,000. He stated that the Account Executives met virtually with employers via Zoom, Microsoft Teams and the Telephone. He stated that the virtual tools implemented for career seeker solutions were Career Edge, Matrix Learning System, Brazen Connect, Dynamic Futures Work Experience (WEx) Virtual Hiring Fair, and Leon County Summer Youth Program Virtual Reverse Hiring Fair. He stated that significant partnership begins with the Tallahassee Fire Department – two candidates completed the training in June 2019 and completed the TFD Firefighter Recruit Class graduation. He stated that several additional Dynamic Futures participants have enrolled in the training program and are future candidates for TFD. He stated that partnerships elevating talent include Success Academy – CSCR partnered with Success Academy to serve at risk youth to discuss careers and provide an overview of the solutions available through CSCR. He stated that Cougars R.I.S.E. High School, Tallahassee Community College, Leon County School Board, Tallahassee Chamber of Commerce, WFSU, and Leon County government, CSCR were brought in to discuss career readiness with students in the Cougars R.I.S.E. program.

The Superintendent and Board members thanked Mr. McShane for his presentation on the CareerSource Capital Region Program Report for 2019 – 2020.

Mr. Frost recognized Gretna Community members, City Manager Antonio Jefferson, and Mayor Pro-Tem Evelyn Goldwire.

Mr. McMillan recognized Mr. Flores Jeffery, Chattahoochee Councilman Chair Chris Moultry, and Chattahoochee City Manager Robert Presnell.

Mr. Key added to the agenda item #9a – The Sale of Gretna Elementary School.

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 Ms. Cathy S. Johnson and carried unanimously.

5. REVIEW OF MINUTES

- a. January 26, 2021, 4:30 p.m. – School Board Workshop
- b. January 26, 2021, 6:00 p.m. – Regular School Board Meeting
- c. February 9, 2021, 5:00 p.m. – Special School Board Meeting
- d. February 9, 2021, 6:00 p.m. – School Board Workshop

ACTION REQUESTED: The Superintendent recommended approval.

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

- a. Personnel 2020 – 2021

ACTION REQUESTED: The Superintendent recommended approval.

- b. Increases in Compensation for Substitute Teachers

Fund Source: Any fund from which Substitute Teachers are paid
(primarily General Fund)

Amount: For 2020 – 2021 fiscal year, Estimated \$10,000

ACTION REQUESTED: The Superintendent recommended approval.

7. AGREEMENT/CONTRACT/PROJECT APPLICATIONS

- b. Autism Spectrum K-12 and Florida Gifted Add-on Endorsement Plans

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

8. STUDENT MATTERS

- b. Student Expulsion – See back-up material

Case #13-2021-0051

ACTION REQUESTED: The Superintendent recommended approval.

- c. Case #16-2021-0051

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 moved to the DISCUSSION portion of the agenda.

7. AGREEMENT/CONTRACT/PROJECT APPLICATIONS

a. Contracted Services with Soliant Health and Gadsden County School Board

Fund Source: FEFP dollars
Amount: \$59.00 per hour

Mrs. Dudley questioned the hourly rate of pay for Soliant Health contracted services being different than what she found on the internet.

Mrs. Sharon Thomas stated that the internet rates are lower and research has been done around the surrounding counties and their rates are higher.

In response to Mr. Scott's concern regarding the difference in the rate of pay on the summary sheet and the contract, Mrs. Thomas stated that the corrected rate of pay should be \$55 per hour.

Following discussion, Mr. Steve Scott made a motion to defer action on agenda item #7a until corrections could be made on the hourly pay rate. The motion was seconded by Mr. Charlie D. Frost and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

9. FACILITIES UPDATE

a. The Sale of Gretna Elementary School

Mr. Key stated that there are no plans to reopen Gretna Elementary because of what is required to bring it up to code. He stated that the students are zoned for West Gadsden Middle School and Greensboro Elementary School. and moving students will affect those two schools in Greensboro. He suggested placing the Gretna property on the market for sale to see if there are any interest.

Mr. Frost stated that the district has worked with the City of Gretna and he would like to see the City get the property.

Mr. Scott stated there have been discussions and workshops in the past showing properties owned by the district and declining enrollment. He stated that the district has declining schools and a small pot of money to repair. He stated that the district has a history of sitting on property and doing nothing with it and he love community schools, but at the same time you have to look at finance, the age of the school, location and then come up with a plan. He stated that he thinks the Board need to work towards getting rid of property that can be sold and place those funds into the district's revenue. He stated that he wants the Gretna property placed on the market and hopes some "clean industry" will purchase and that will help Gretna. He stated that he has been told that old schools are ideal for an assisted living facility. He also mentioned that the district has a lot of property in Gadsden County that is not taxable. He stated that the Board is not doing the county any favors by hanging onto property that cannot be taxed.

Ms. Dudley stated that data has to drive decisions. She stated that she sees no benefit to keeping the property.

Mr. McMillan stated that there are no plans to reopen the school and he thinks it should be sold.

Mr. Frost clarified that he is not against selling Gretna Elementary because of the amount it will cost to repair; he stated that he just does not want to tear up communities by closing schools. He stated that the Board can decide who to sell it to. He stated that he will not tear up a community just to make money.

Mr. McMillan asked for public input on the Gretna Elementary School property.

Mr. Antonio Jefferson (Gretna City Manager) addressed the Board and stated he has previously asked for donation of the property but it was rejected. He stated that the city has made several offers on the property from \$50,000 to \$200,000 but it never seems to be enough. He stated that the citizens of the community deserve to have the property. He stated that as manager of Gretna someone needs to sit with him for discussions because they are not interested in assisted living facilities. He stated that the Havana property was quit-claim deeded to the Town of Havana and he hopes that the Board would allow the City of Gretna to have the first right of refusal and not just be about money. He stated that the City of Gretna has a plan for the use of the property. He asked that the Board not make the taxpayers go back and reinvest in the property that should be a school.

Following a lengthy discussion, Mr. McMillan called for a motion to put the Gretna property up for sale.

Mr. Steve Scott made motion to put the Gretna property up for sale. The motion was seconded by Mrs. Karema D. Dudley, and carried unanimously.

Following discussion, Mrs. Minnis recommended the Board change the language to dispose the Gretna property, Mr. Charlie Frost made a motion to rescind the initial motion to sell the Gretna property. The motion was seconded by Mrs. Karema D. Dudley and carried unanimously.

Mr. Charlie D. Frost made a motion to dispose (include selling or donating) the Gretna property. The motion was seconded by Mrs. Karema D. Dudley and carried unanimously.

Mr. McMillan stated that it is costing the Board money and there needs to be a time limit to take necessary steps to dispose of the Gretna property. He made a motion that at the next Board meeting if anyone wants to buy the property make a presentation to the Board.

Mr. Hunter was instructed to put up a sign in the next few days and contact individuals that are interested in the Gretna property.

ACTION REQUESTED: The Superintendent recommended approval.

Mr. Hunter stated that two new generators have been received for Walker Administration Building and the warehouse. He stated that it has been slow moving because of the weather being a challenge.

Mr. Robert Presnell, Chattahoochee City Manager, addressed the Board to request that the Southside School property be donated to the city because it is important to the park. He stated that there have been several issues with the property and the city has been looking for funding. He stated that the city wants to improve the building for senior citizen programs, food distribution, and the health department for screenings. He stated

that the city has found a funding source. He stated that the city has completed an outline with the state to submit a grant application that must be prepared by March 15th. He stated that the property would need to be donated to the city. He stated that the property has no value and the Council has requested that the School Board give the property to the city.

In response to Ms. Johnson's concern about if the property is donated what happens if the city sells the property, Mr. Presnell stated that the Board could put something in the contract to prevent it from ever being sold. Ms. Johnson stated that she wants to make sure that any property that is donated could not be sold.

Mr. Scott stated that there have been offers on this property and everyone has said they would be working with the city. He stated that the district has a lot of property in Chattahoochee and he asked what would help decide to push it to Chattahoochee and not with one of the other persons. He stated that this property is not costing the Board anything and asked if there is anything the city can give in lieu of the Board just donating.

Mr. Presnell stated that there are lots of issues that must be repaired and he doesn't know of any nonprofit group that would have that needed money. He stated that the city could possibly pay \$1.00 or something like that.

Mr. Scott asked if the Board donate the property and the grant is not approved then does the School Board still own the property. Mr. Presnell replied yes.

Mr. McMillan stated that if the city doesn't get the property it will ruin the access to the park. He stated that he would like to see the City of Chattahoochee get the property because he believes they have the resources to make it something the community will be proud of and it is currently an eye sore. He pleaded with the Board to donate the property. He stated that at the last Board meeting the Chattahoochee property was approved to sell. He asked if the Board needed to rescind its previous vote.

Mrs. Minnis stated that the Board's previous vote can be revoked not rescinded. She asked questions of Mr. Presnell about the contract and when the work will be done. He stated that some of the work has been done but not the environmental portion.

Mr. Chris Moultry, City of Chattahoochee Councilman, addressed the Board and stated that there is a big asbestos issue and there is danger. He asked for the property on behalf of the citizens. He stated that it will take millions of dollars to repair the building.

Mrs. Minnis stated that the application requires no appraisal and some other requirements. She stated that the Board has the right to dispose of property as it sees fit for the community.

Mr. McMillan stated that he needed to know the pleasure of the Board regarding the Chattahoochee property.

Mr. Frost stated that he wants to help the community.

Mr. Scott stated that he cannot in good conscious vote to give the City of Chattahoochee the property and then not give others interested in the property a chance.

Mrs. Dudley stated that the district need funds but she knows that the community needs property. She stated that she did not want to feel rushed into making decisions.

Following a lengthy discussion, Mr. Frost made a motion to revoke the Board's last motion to sell the Southside property in Chattahoochee. Mr. Leroy McMillan seconded the motion. The motion carried with Mr. Frost, Mr. McMillan and Ms. Johnson voting "aye." Mr. Scott and Mrs. Dudley voted "nay".

Mr. Charlie D. Frost made a motion to donate the Southside property based on contingency that the City of Chattahoochee receive the grant. The motion was seconded by Mr. Leroy McMillan and carried unanimously. The motion carried with Mr. Frost, Mr. McMillan and Ms. Johnson voting "aye". Mr. Scott and Mrs. Dudley voted "nay". The Southside property will be donated to the City of Chattahoochee based on approval of the grant.

10. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key stated that the first calendar meeting for the 2021 – 2022 school year was held Wednesday, February 17th and the next meeting was scheduled for Wednesday, February 23rd. He stated that the committee will provide two calendar options for teachers to vote on. He stated that the District Literacy Committee completed FLDOE new B.E.S.T (Benchmarks for Excellent Student Thinking) Standards training on Friday, February 19th. He stated that trained school leaders will begin school site training in March. He stated that Instructional Learning is collaborating with Professional Learning to develop a teacher training calendar for B.E.S.T. Standards and to ensure that the trainings are documented in the PAEC ePDC system. He stated that a review of ELA instructional materials will begin at the district level in March. He stated that school reviews occurred during the months of January and February. He stated that in order to align school staffing with school site enrollment, the Human Resource and Finance departments are working on School Staffing Plans for the 2021 – 2022 school year. He congratulated the District School-Related Employee of the Year Ms. Lakacha Baxter, George W. Munroe Elementary School; and the District Teacher of the Year Ms. Aayana Kenon, Gadsden County High School. He stated that both employees are submitting applications for the State competitions. He stated that the graduation rate for the last school term was 77.1% with a waiver. He stated that without the waiver the graduation rate was 66.3%. He stated that the district's logo will be completed within the next month.

11. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Frost stated that there is nothing wrong with disagreeing. He stated that he represents district four and he wants to support the community.

Ms. Johnson congratulated Ms. Lakacha Baxter, District School-Related Employee of the Year, and Ms. Aayana Kenon, District Teacher of the Year.

Ms. Dudley stated that she was honored to go with the Board to present the district's School-Related Employee of the Year (Ms. Lakacha Baxter), and the Teacher-of the-Year (Ms. Aayana Kenon). She stated that students of Gadsden County are her first love and her first thought. She stated that everyone needs to do what is needed to improve the district.

12. The meeting adjourned at 7:50 p.m.