



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

April 11, 2022

COMMUNITY & ECONOMIC DEVELOPMENT ORGANIZATION (CEDO)

----- AGENDA -----

April 11, 2022 - 6:00 P.M.

Presiding: Rev. Tony Hannah, Board Chairperson

CALL TO ORDER	Chairperson
PRAYER	Board Member
ROLL CALL.....	Chairperson
ADOPTION OF BOARD MINUTES	Chairperson
March 14, 2022 – Board Meeting	
CITIZENS REQUESTING TO BE HEARD ON NON-AGENDA ITEMS	Guests
COMMITTEE REPORTS	
Crossroad Advisory Committee	
Executive Finance Committee	
OLD/NEW BUSINESS.....	Chairperson
EXECUTIVE DIRECTOR’S REPORT	Mr. Al M. Gunn
ADJOURNMENT.....	Chairperson

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
March 14, 2022

Call to Order

The meeting was called to order at 6:02 pm by Rev. Hannah, who also led the group in prayer.

Roll Call

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

Board Member Ms. Audria Flowers, Ms. Monica Proctor, Ms. Geraldine Smith, and Rev. Daniel Wells were absent.

Also present were: Mr. Al Gunn (Executive Director), Dr. Kevin Forehand (Principal) and Ms. Roxanne Johnson (Administrative Assistant)

Meeting Minutes

Mr. Cleveland Kelly, Jr. offered a motion, seconded by Ms. Bea Hopkins, to approve the minutes of the February 15, 2022 Board Meeting with necessary corrections. The motion carried.

Citizens Requesting to be Heard on Non-Agenda Items

No one was in attendance to address the Board.

CEDO Committee Reports

Crossroad Academy Charter School/Education Committee

Did not meet.

Executive Finance Committee

Did not meet.

Old Business

None.

New Business

Mr. Gunn stated that Crossroad was preparing for the accreditation review. He explained that last time it was in person, but this time it would be virtual. He added that Dr. Forehand would share more information with the Board.

Executive Director's Report

Mr. Gunn reported that a pre-bid meeting was held with the contractors on March 8, 2022; there were 7 general contractors and several sub-contractors in attendance. He stated that all of them received copies of the plans. Mr. Gunn added that the bid opening was scheduled for March 24, 2022 and would be held at the CEDO office. He stated that we'll move forward from there with USDA, but there was still a long way to go. Mr. Gunn explained that there was a 45-day window from there to the pre-closing meeting, where they would do a trial run of the closing.

Principal's Report

Dr. Forehand reported that the engagement review for accreditation was scheduled for April 4-6, 2022 where they will review Crossroad's main campus and early learning campus. He added that the Early Learning campus was just given access to the site that contains the standards where evidence showing that our school meets those standards must be uploaded. He wasn't sure whether the site visit for early learning would proceed as normal. Dr. Forehand reported that each Board Member would be interviewed individually. He stated that the school must showcase artifacts for all of the standards, it was a lot to get done, they were short staffed at the school, but he was confident they'd get it done.

Dr. Forehand reported that Crossroad had 4-6 seniors who hadn't met graduation requirements, so they were doing some SAT prep since they'd taken the FSA but wouldn't get the scores back until graduation or shortly afterwards. He stated that the graduation rate this year was 90%, the lowest it's ever been.

Dr. Forehand stated that there had been more resignations than ever – people were walking away as they found other opportunities. He added that he was back in the classroom, which has taken him away from recruiting.

Mr. Cleveland Kelly asked how short they were on staff.

Dr. Forehand stated that there were 7 substitutes working out of the 26 teachers (24%), and we were still short one Assistant Principal.

Dr. Forehand reported that there were no facility issues.

Dr. Forehand stated that the Omicron variant of COVID-19 was decreasing, things were going back to normal slowly, so they tried out a full cafeteria at lunch, which went well.

Rev. Hannah asked about the plans for graduation.

Dr. Forehand stated that graduation would be held at the CEDO owned property on MLK Blvd on Thursday, June 2, 2022.

Dr. Forehand announced that he was transitioning to a full-time faculty position at FSU in the Educational Leadership Program. He thanked the Board for their cooperation and support, and reminded them that he's not gone yet and there's still lots of work to do.

Mrs. Brenda Banks congratulated Dr. Forehand.

Mr. Gunn reported that there would be some decisions that the Board will have to make and it was up to the Board and him to find a replacement. He added that he'd already reached out to a few individuals who he thought would be a good fit, but they've all declined. He stated that we now have to go out and search and he wanted to start immediately so he reached out to the HR Department at FSU (a previous CEDO Board Member) but hadn't received a reply. Mr. Gunn stated that he didn't think we had the expertise on the Board, but would look for a firm to lead the search, and if he didn't receive any assistance from FSU HR, then he'd look for another consultant. He added that he wanted a committee of 3-4 individuals to stay in touch concerning the search process and suggested Dr. Forehand, Rev. Hannah and himself.

Rev. Hannah questioned paying high fees to the search firm when we have FAMU, FSU and TCC and their expertise.

Dr. Forehand stated that the search firm would take our vision of what we want and bring back the top 3 candidates; yes, it costs and it takes time.

Mr. Gunn stated that he felt we need to do our own search plus utilize the search firm if that what's recommended by FSU/HR person.

Dr. Forehand pointed out that if we're looking for someone from Florida, with experience, we will run up against the road block of not being part of the Florida Retirement System.

Mrs. Brenda Banks asked whether Dr. Forehand thought anyone at the school was ready to take over.

Dr. Forehand said that the current AP wasn't ready, she's just in her first year.

Mr. Gunn stated that he didn't think anyone was ready, but he would love to promote from within if anyone was qualified.

Ms. Ida Thompson asked about the budget and having that ready in advance so we can match competitive salaries.

Mr. Gunn thought that was premature and added that he'll have it ready for the Board's approval, but those salary increases wouldn't be effective until next school year.

Ms. Ida Thompson stated having it ready before the school year ends will be important not only for recruitment, but also for retention.

Mr. Gunn said he'll have that for the next EFC meeting, then he'll bring it to the Board. He added that the people he approached were in the low 6 figures from \$115 to \$140K, while the salary we pay Dr. Forehand is \$95,000, which was higher than Gadsden and Leon.

Ms. Ida Thompson and Mr. Cleveland Kelly congratulated Dr. Forehand on his new position.

Mrs. Brenda Banks said she knew this would eventually happen, and wondered how we were not more prepared for this.

Board Member / Miscellaneous

None.

Adjournment

With no further business, the meeting adjourned at 6:52 p.m.

I, _____, do hereby certify these minutes to be the original minutes of Board of Directors meeting of CEDO dated this ___ day of _____ 2022.

Board Secretary

Meeting Notes

COMMITTEE REPORT NOTES:

EXECUTIVE DIRECTOR'S REPORT NOTES:

GENERAL NOTES:

MISCELLANEOUS COMMENTS/CONCERNS
