

REGULAR SCHOOL BOARD MEETING

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

May 23, 2023

6:00 P.M.

The meeting was open to the public and electronically recorded.

The following Board members were present: Mrs. Karema D. Dudley, Vice Chair; Mr. Steve Scott; Ms. Cathy S. Johnson; and Mr. Charlie D. Frost. Also present were Mr. Elijah Key, Superintendent and Secretary to the Board; and others. Mr. Leroy McMillan, Chairman, was absent.

1. CALL TO ORDER

The meeting was called to order by the Vice Chair, Mrs. Karema D. Dudley, at 6:00 p.m.

2. OPENING PRAYER

The opening prayer was led by Reverend Charles E. Burney, formerly pastored one of the nation's Civil Rights Churches where Dr. Martin Luther King, Jr. led the Albany, Georgia Movement and the Current Interim Pastor of the Mt. Olive M. B. Church in Tampa, Florida.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Mr. Key recognized the students who participated in the Special Olympics in Orlando on May 19th – 20th at the ESPN Wide World of Sports. He stated that there was an increase from last year with 3rd grade students scoring Level 1.

Mr. Frost recognized Mr. Williams and Mr. Hargrove for coming to cars to get children in the rain. He stated that teaching is a gift. He stated that the Boys Basketball Team are in a tournament this week and requesting donations to support them.

Ms. Johnson thanked the teachers for what they are doing for the students.

Mr. Scott gave a shout out to Ms. Vicki Muse Johnson and her staff for the end of the year employee recognitions. He stated that he appreciates all employees. He recognized Ms. Johnson on her retirement next month.

Mrs. Dudley recognized the teachers and stated that she wanted them to know that they are appreciated. She stated that the district has the best, brightest and talented teachers. She thanked Ms. Vicki Muse Johnson and stated that she will be greatly missed.

Mr. Frost stated that he appreciated Mrs. Dudley for coming to the meeting. He stated that Mrs. Dudley's sister recently passed.

ITEMS FOR CONSENT

Mr. Key pulled from the agenda item #8b – Student Expulsion – Case #112-2223-0211 because the parent requested a hearing. Mrs. Dudley added to the agenda item #'s 8e – Extension of Student Suspension – Case #123-2223-0231 and item #8f – Extension of Student Suspension – Case #124-2223-0231. She entertained a motion to approve the remaining consent agenda. The motion was made by Mr. Steve Scott, seconded by Mr. Charlie D. Frost and carried with Mrs. Dudley, Ms. Johnson, Mr. Scott and Mr. Frost voting “aye”. Mr. McMillan was absent.

5. REVIEW OF MINUTES

- a. April 25, 2023, 4:30 p.m. - School Board Workshop
- b. April 25, 2023, 6:00 p.m. - Regular School Board Meeting
- c. May 2, 2023, 5:00 p.m. – Special 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 2022 – 2023

ACTION REQUESTED: The Superintendent recommended approval.

- b. Personnel 2023 – 2024

ACTION REQUESTED: The Superintendent recommended approval.

7. AGREEMENT/CONTRACT/PROJECT APPLICATIONS

- f. Career & Technical Education Career Pathways Articulation Agreement Between Tallahassee Community College and Gadsden County Schools 2022 – 2023

Fund Source: FEFP

Amount: Undetermined – based upon enrollment

ACTION REQUESTED: The Superintendent recommended approval.

- g. Purchase Order Request for Bumper To Bumper Auto Parts

Fund Source: Florida Job Growth assigned to GTC

Amount: \$38,200.00

ACTION REQUESTED: The Superintendent recommended approval.

- h. Purchase Order Request for Wm. J. Redmond & Son, Inc.

Fund Source: Career Dual Enrollment Pathways Grant assigned to GTC

Amount: \$65,000.00

ACTION REQUESTED: The Superintendent recommended approval.

- i. 2019 – 2022 (3rd year) Collective Bargaining Contract Between The School Board of Gadsden County and the Gadsden County Classroom Teachers Association

Fund Source: TSIA and General Funds

Amount: \$474,252.62

ACTION REQUESTED: The Superintendent recommended approval.

8. STUDENT MATTERS

- a. Student Expulsion – See back-up material
Case #110-2223-0051
ACTION REQUESTED: The Superintendent recommended approval.
- c. Student Expulsion – See back-up material
Case #113-2223-0051
ACTION REQUESTED: The Superintendent recommended approval.
- d. Student Expulsion – See back-up material
Case #117-2223-0051
ACTION REQUESTED: The Superintendent recommended approval.
- e. Extension of Student Suspension – See back-up material
CASE #123-2223-0231
ACTION REQUESTED: The Superintendent recommended approval.
- f. Extension of Student Suspension – See back-up material
CASE #124-2223-0231
ACTION REQUESTED: The Superintendent recommended approval.

9. SCHOOL FACILITY/PROPERTY

- a. Request to Award ITB 2022-0006 Stewart Street Elementary HVAC Replacement to Kelly Brother Sheet Metal, Inc.
Fund Source: 1100E 7400 6810 0201 ESSE4 00000 00000
Amount: \$1,990,475.00
ACTION REQUESTED: The Superintendent recommended approval.
- b. Request to Approve the 2022 – 2023 Five (5) Year District Facilities Work Plan
Fund Source: N/A
Amount: N/A
ACTION REQUESTED: The Superintendent recommended approval.

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

- a. Request to Advertise Notice of Intent to Adopt/Amend Policies
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 and moved to the discussion portion of the agenda.

*7. AGREEMENT/CONTRACT/PROJECT APPLICATIONS

a. PAEC Human Resources Services District Summary 2023 – 2024

Fund Source: General Revenue

Amount: \$6,624.51

Ms. Johnson requested that item #'s 7a thru 7e be tabled until further discussion on ESSER funding.

Mrs. Dudley stated that only item #'s 7c and 7d are ESSER funded and she asked for clarity on whether those were the only items Ms. Johnson wanted to pull.

Ms. Johnson stated that she wanted to pull all of them to make sure the district is getting an investment for their money.

Mrs. Dudley stated that the district has been contracting with PAEC for many years and items 7a and 7b are being funded with general funds. She asked what the timeframe was to approve the items.

Dr. Sylvia Jackson stated that these are annual contracts with PAEC for supporting what the district does with student database to run reports and provide trainings. She stated that the district is a part of PAEC member service. She gave an overview of what each contract provides.

In response to Mr. Scott's concern about monitoring the services PAEC provide, Dr. Sylvia Jackson stated that district constantly monitors the services provided.

Mr. Key stated that the reason items #7c and 7d are paid with ESSER funding is to pay for software for student services and Skyward.

Following discussion, Ms. Cathy S. Johnson made a motion to accept the Superintendent's recommendation to approve agenda item #7a, 7b, 7c, 7d & 7e. The motion was seconded by Mr. Steve Scott and carried with Mrs. Dudley, Ms. Johnson, Mr. Frost and Mr. Scott voting "aye". Mr. Leroy McMillan was absent.

ACTION REQUESTED: The Superintendent recommended approval.

b. PAEC Gateway Finance/Payroll District Summary 2023 – 2024

Fund Source: General Fund

Amount: \$58,654.50

ACTION REQUESTED: The Superintendent recommended approval.

c. PAEC Student Data Services District Summary 2023 – 2024

Fund Source: Federal (ESSER III)

Amount: \$22,245.90

ACTION REQUESTED: The Superintendent recommended approval.

d. PAEC Member Services District Summary 2023 – 2024

Fund Source: Federal (ESSER III)

Amount: \$12,362.70

ACTION REQUESTED: The Superintendent recommended approval.

- e. PAEC Professional Development Center District Summary 2023 – 2024

Fund Source: Federal (Title IV or Title V)

Amount: \$18,725.40

ACTION REQUESTED: The Superintendent recommended approval.

*8. STUDENT MATTERS

- b. Student Expulsion – See back-up material

Case #112-2223-0211

Removed from the agenda because the parent of student #112-222309211 was unable to attend the meeting but previously requested a hearing.

ACTION REQUESTED: The Superintendent recommended approval.

11. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key stated that Gadsden County High School Graduation was scheduled for May 26th at 7:00 p.m. on the football field; and Crossroad Academy Charter School Graduation was scheduled for May 25th at 7:00 p.m. at the CEDO field. He stated that the Cognia Accreditation Engagement Review Report showed the following findings: A) Noteworthy Practices – data analysis: accurate appraisal of the quality of data sources; Collegiality and Collaboration: Embraced effective collegiality and collaboration in support of learners; Curriculum and Instruction: implementation of curriculum and instruction that are aligned for relevancy, inclusion and effectiveness; Learning Environment: learning environment fosters lifelong skills including creativity, curiosity, risk taking, collaboration and design thinking; B) Recommended Areas of Improvement – develop and implement a staff recruitment and retention plan that includes formalized processes for identifying staff needs and attracting, recruiting, and retaining qualified personnel; ensure instruction is monitored and adjusted to meet student performance needs; and use of PLC’s to assist teachers in adapting teaching styles to match learner capabilities.

12. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Frost stated that he was excited about the school year. He requested a donation in support of the Boys Basketball Team.

Ms. Johnson stated that she visited George W. Munroe Elementary School and was impressed and baffled that some of the students speak two languages. She stated that Spanish should be included in the curriculum as early as PreK. She stated that the vocational opportunities should include the CNA Program for students. She stated that she is a product of Gadsden County and a proud graduate of Havana Northside High School, the best school ever. She inquired about what the district was doing for the students and teachers this summer.

Mr. Key stated that there is something going on at every school with the exception of Stewart Street Elementary School and James A. Shanks Middle School. He stated that summer school is limited because of the number of employees working.

In response to Ms. Johnson’s concern regarding incentives for staff working during the summer, Mr. Key stated that staff receive more than the average salary for working the summer.

Mr. Scott stated that he was concerned about recruiting teachers to work the summer. He stated that he was also concerned about the five-year facilities work plan and the amount of space that is not being utilized on campuses. He stated that the district need to find ways to recruit and retain teachers that are effective and highly effectively.

Mrs. Dudley stated that she was concerned about board meetings being more accessible to the public to make sure they are a part of the educational system. She entertained a motion to livestream board meetings as soon as possible.

The motion was made by Ms. Cathy S. Johnson, seconded by Mr. Steve Scott and carried with Mrs. Dudley, Ms. Johnson, Mr. Scott and Mr. Frost voting “aye”. Mr. McMillan was absent.

Mrs. Dudley stated that board meetings should be livestreamed via the district’s web page. She stated that she received an email regarding the E-Sports program from Mr. Holt, and him not having everything he needed to get the program started.

Mr. Saxton stated that Mr. Holt presented him with the E-Sports program. He stated that he was concerned about the bandwidth needed to create the program. He stated that Mr. Holt will need his own private network and new computers for gaming. He stated that funding for the E-Sports program is in progress. He stated that the district is targeting to get the E-Sports program underway next year and working with the technology department.

Mrs. Dudley stated that she wants to ensure all of the students have the best in the classroom.

Mrs. Leola Francis, retired teacher, addressed the Board and stated that Gadsden County has always had good students. She stated that she was 83 years old on February 5th. She stated that she has spoken with some of the parents regarding student discipline. She stated that discipline is an issue. She stated that recess is over and it is time to come off the playground. She stated that it is time to get back to the basic in education. She stated that the district need to find ways to get in touch with the community. She stated that she was very concerned about the county.

Mrs. Judith Mandela, President of GCCTA, addressed the Board with the concern regarding the School Board packet not being placed online in a timely manner. Mrs. Dudley stated that there were some issues at the district office concerning the internet but the packets are online.

Mrs. Mandela stated that teachers are wanting to know when the other half of the VAM monies be distributed. Mr. Key stated that teachers will receive the other half of their VAM monies on or before June 30th.

Mrs. Mandela stated that at the ESSER II meeting she requested the balance for the insurance and FEMA account and wanted to know if the information was available. Mr. Mays stated that he will collaborate with the Chairman and make every conservative effort to get the requested information.

Mrs. Mandela stated that Vice Chair Dudley indicated that the Superintendent would present a recruitment and retention plan. She stated that she wanted to know if the Board has the recruitment and retention plan. Mr. Key stated that he will bring to the Board when the plan is ready.

Mrs. Mandela stated that she wanted to know if the Board was aware some of the teachers were not being recommended back including the Teacher-of-Year at one of the schools. She stated that last year it was stated that it was best that annual teachers not be told why they are not being recommended back and is it possible for the Board to hear from the teachers about non-renewal. She stated that it isn’t fair for teachers to just be learning about non-renewal. Mrs. Dudley stated that she has also asked if teachers can have a conference as to why they are not recommended back, and she was told that it is best practice.

Mrs. Minnis stated that there are certain things that the Superintendent can do and certain things the Board can do. Mrs. Mandela asked if there was a date when people need to be notified if they are not being recommended back. Mrs. Minnis stated that it may be sometime in the month of May. Mrs. Dudley stated that she was not aware of who was not being recommended back. She stated that when a student does not perform well, the teacher takes the blame. She asked when a number of teachers are not being recommended back, who gets the blame?

Mr. Key stated that the Board has to address the issue regarding the student numbers at the schools. He stated that the union has addressed this issue and the number of students in the classroom. He stated that 85% of teachers have been recommended back. He stated that the district is going to maximize each classroom. He stated that the recruitment and retention plan was completed in March, but one of the problems with presenting the plan is there is no agreement with the union regarding the money.

Mrs. Mandela stated that the recruitment and retention plan has not been presented to the union.

Mrs. Dudley requested a copy of the recruitment and retention plan. She stated that the Board has not received a copy of the plan.

13. The meeting adjourned at 7:55 p.m.