

REGULAR SCHOOL BOARD MEETING

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

July 22, 2025

6:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Ms. Cathy S. Johnson, Vice Chair; Ms. Stacey S. Hannigon; Mr. Steve Scott; 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. Mr. Leroy McMillan, Chairman, was absent.

1. CALL TO ORDER

The meeting was called to order by the Vice Chair, Ms. Cathy S. Johnson, at 6:00 p.m.

2. OPENING PRAYER

The opening prayer was led by Minister Geraldine Smith of Greater St. Mary Missionary Baptist Church.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Dr. Demetrius Rice with the Florida School Board Association address the Board to present the certificate award of reinstatement for the Master Board Training. He stated that the School Board members and the Superintendent achieved the recognition of reinstatement of their Certified Master Board designation. He stated to the Board and Superintendent that this accomplishment reflects your commitment to growth, collaboration and improving student outcomes. He stated that they engaged in training that deepens understandings of your roles, communication, and trust, and which are all critical to effective governance by investing in your development. He stated that they are setting a strong example for the entire district and others around the state. He stated that on behalf of FSBA and all its members, we'd like to congratulate you on this achievement, and we look forward to the continued impact of your leadership.

Mr. Gary Russ-Sills addressed the Board to present the 2024 – 2025 retirees. He stated that the Family Community Engagement Office would like to take this time to recognize the district's dedicated servants who have dedicated a lot of their time, energy and effort to the school district, and who have retired this school year. He stated that each retiree will be presented with a plaque award that reads, *with our greatest appreciation we hereby honor name in recognition for your many years of service and dedication to Gadsden County Schools, we wish you a wonderful and enjoyable retirement. Thank you, given this 22nd day of July, 2025, Elijah Key Superintendent and Mr. Leroy McMillan, School Board Chair.* The following retirees were recognized: Ms. Ernestine Brewington – Transportation; Ms. April Carrol – Stewart Street Elementary School; Ms. Eula Coster – Transportation; Ms. Katherine Dallas – Exceptional Student Education; Ms. Sharon Davis – Greensboro Elementary School; Ms. Evelyn Faison – Havana Magnet School; Ms. Stephanie Fluker – Transportation; Mr. Juan Harper – Gadsden Technical College / School Guardian; Ms. Darlene Harris – Transportation; Mr. Terry Harris – Maintenance; Ms. Felita Henry – District; Mr. Lucious Holloway – Maintenance; Ms. Angeline Horne – Transportation; Ms. Sandra Joseph – Greensboro Elementary School; Ms. Shelia Lewis – Transportation; Mrs. Tammy McGriff Farlin – District; Ms. Sandra McMillian; Greensboro Elementary School; Mr. Stephen Pitts – Greensboro Elementary School; Ms. Sandra Riggins –

Havana Magnet School; Ms. Jerry Roberts – Bold Step; Ms. Debra Scurry – Food Service; and Ms. Jacqueline Shaw - Transportation.

Mr. Kay and the Board members congratulated all of the retirees as well to our staff as they prepare for the 25 - 26 school year. He stated that even though we're a couple of weeks away, the work has already started behind the scenes with our school administrators preparing for the school year.

Mr. Scott stated to piggyback on the Superintendent's comments because it takes a lot to start a school year and even more to finish it. He stated that he appreciated everyone for what they are doing to get the school year started.

Ms. Hannigon stated that there was a young man from the Florida Student School Boards Association that wanted to address the board. She welcomed Mr. Isa Allison. He stated that he was a graduate of Richards High School and currently a freshman at Dartmouth University. He stated that he serves as the outreach liaison for our Florida Student School Board member initiative. He stated that it was an honor to stand before the Board members and the Superintendent on behalf of Reducing Popular Incorporated, a 501-C3 nonprofit organization dedicated to promoting youth civic engagement across Florida. He stated that he first wants to thank Board Member Hannigon who allowed us to have this conversation and be present here today. He stated that we were founded by high school students and has since raised over \$105,000 in nearly three years by students for student programs across the State of Florida. He stated that he was here today on behalf of one of our programs, the Student School Board Member initiative. He stated that this initiative is dedicated to working with school districts across the State of Florida to add a student voice and advisor position onto their board. He stated that Florida's public schools have over 2.8 million students that they serve yearly, yet most lack a student voice in the Polynesian policymaking. He stated that processes like Miami-Dade, Broward, Leon, Hernando and Palm Beach, five of these 67 counties in Florida have already implemented student advisors. He stated that their reports have been beautiful, increased civic engagement, have more informed policies that affect and reflect true student needs, and stronger trust between them. He stated that we are aware that Gadsden previously had a similar system, but that it has not been utilized in the past few years. He stated that he was here to advocate for the reinstatement of this position for the district and reactivating a student representative position for the board and to offer organization support throughout this process. He stated that he understands the sacredness of this space and understand the importance of the weight of the school board's trust. He stated that's why we work on proposals that include customer selection or election criteria, training modules for the students, and code of conduct guidelines that the student must follow to become the student advisor of the School Board. He stated that people representing the student body are prepared professionally and respectfully. He stated that this isn't about a title. He stated that it's about giving students the tools and expectations to help them grow up as leaders in our communities. He stated that highlights of this proposal would involve a non-voting advisory role elected or appointed by the district and by your choice. He stated that required training and ethics or professionalism and procedural guidance on eligibility such as GPA. He stated that there will be structured support from our team throughout the process. He stated that we will be committed to supporting your districts with the templates for bylaws and resolutions. He stated that there will be student training and provide specific implementation to support students wanting to lead. He stated that without a formal position on the board, student voices remain unheard. He thanked the State of Florida for institutionalizing student voices. He stated that we're not just here to advocate, but to walk with you step by step throughout this process. He appreciated Board Member Hannigan for allowing us to engage in this conversation. He stated that he hoped the Board would consider the ideas presented tonight. He stated that support comes from the Florida PTA, and Florida Association of Student Councils. He stated that students are our future. He thanked the Board for their time, leadership and your belief in the power of student voices.

Mr. Frost recognized Board Member McMillan for his efforts of logging in to the workshop. He stated that Mr. McMillan recently went through major surgery last week. He stated that the Lord blessed him to come out good, he's sounding good.

Ms. Johnson thanked the retirees for working with the students and with the district. She thanked them for their dedication.

5. CITIZEN COMMENTS AND CONCERNS

Ms. Betty Kabel, Director of Dental Outreach with North Florida Medical Center, and her colleagues Ms. Denise Fletcher and Ms. Karen Watson thanked the Board for allowing them to provide dental services to the students. She stated that they just finished their 4th school year. She shared with the Board some of their numbers and the services provided to the students. She stated that services were provided at Stewart Street Elementary School, George W. Monroe Elementary School, Greensboro Elementary School, Chattahoochee Elementary School, and Crossroad Academy. She stated that she and her team stayed busy this summer with providing services to the summer camps and the migrant programs. She stated that services were provided to over 1,800 students. She stated that she was proud to report that 240 of those were brand new students that we had not seen in years past. She stated that over 2700 appointments were completed, 4646 assessments, zero of those children were low risk, meaning they did not have one cavity. She stated that unfortunately, 369 of those children had five or more cavities and our high-risk children, which were 742 meaning they had abscesses or pain. She stated that over 1000 students received dental sealants, provided close to 1000 cleanings with oral hygiene instruction, fluoride varnishes. She stated that 4,158 individual teeth were prevented decay. She stated that the State of Florida has eliminated fluoridated water. She stated that the request is before the Board to give us an opportunity to provide services in Gadsden County. She stated that the faculty and staff have been wonderful assisting and to work with. She stated that the services would be no cost to anyone. She stated that we love what we do, but services are only provided to the elementary school students. She stated that the Neighborhood Medical Center in Havana will be serving students in the Havana area. Board members thanked Ms. Kabel and her colleagues for providing dental services to the students.

ITEMS FOR CONSENT

Ms. Johnson added to the agenda item #8k – Tallahassee State College and the Gadsden County Schools Dual Enrollment Articulation Agreement. Ms. Johnson 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 unanimously.

6. REVIEW OF MINUTES

- a. June 17, 2025, 9:00 a.m. – School Board Retreat
- b. June 24, 2025, 4:30 p.m. – School Board Financial Workshop
- c. June 24, 2025, 6:00 p.m. - Regular School Board Meeting

ACTION REQUESTED: The Superintendent recommended approval.

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

- a. Personnel 2024– 2025

ACTION REQUESTED: The Superintendent recommended approval.

- b. Personnel 2025 – 2026

ACTION REQUESTED: The Superintendent recommended approval.

8. AGREEMENTS/CONTRACT/PROJECT APPLICATIONS

- c. Memorandum of Understanding (North Florida Medical Centers, Inc.)

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

d. Contractual Agreement Between More Ability Therapy Services, LLC and the School Board Of Gadsden County

Fund Source: FEFP Dollars

Amount: \$60.00 per hour (for actual hours worked) Occupational Therapy
\$45.00 per hour (for actual hours worked) Occupational Therapy Assistant

ACTION REQUESTED: The Superintendent recommended approval.

e. Contractual Agreement Between Speech and Dysphagia Consulting Group, LLC and the School Board of Gadsden County

Fund Source: FEFP Dollars

Amount: \$60.00 per hour (for actual hours worked) Speech Language Pathologist
\$40.00 per hour (for actual hours worked) Speech Language Pathologist Assistant

ACTION REQUESTED: The Superintendent recommended approval.

f. Contractual Agreement Between Independent Contractor Leslie Peterson, MS CCC SLP and the School Board of Gadsden County

Fund Source: FEFP Dollars

Amount: \$60.00 per hour

ACTION REQUESTED: The Superintendent recommended approval.

g. Memorandum of Understanding Between The Pregnancy Center of Gadsden County, LLC and the School Board of Gadsden County

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

h. Request for Approval Fiber Repair

Fund Source: ERATE-USAC

Amount: \$31,328.00 ERATE PORTION: \$31,328.00 District Portion: \$0

ACTION REQUESTED: The Superintendent recommended approval.

j. Purchase of (4) MIS Security Weapons Detection Systems

Fund Source: General Fund/School Safety

Amount: \$3,200/month for (4) Weapon Detection Units (48 month lease to own)

ACTION REQUESTED: The Superintendent recommended approval.

9. SCHOOL FACILITY/PROPERTY

a. Purchase Order Request for Jenkins HVAC

Fund Source: General Fund

Amount: \$34,500.00

ACTION REQUESTED: The Superintendent recommended approval.

b. Purchase Order Request for PPM Sports Turf for Pest and Weed Control Services for Athletic Fields – District Wide

Fund Source: GCHS – 1100E 7900 3500 0051 3100
WGMS – 1100E 7900 3500-0052-31000
HMS – 1100E 7900 3500 0091 31000

Amount: GCHS - \$16,266.25
WGMS - \$13,477.75
HMS - \$2,816.00

ACTION REQUESTED: The Superintendent recommended approval.

10. EDUCATIONAL ITEMS

- a. Advocacy Committee Representative and Advocacy Committee Alternate

ACTION REQUESTED: The Superintendent recommended approval.

- b. GCHS Football Team Out-of-State Field Trips

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- k. Approval of the 2025 – 2026 Student Code of Conduct

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.

*8. AGREEMENTS/CONTRACT/PROJECT APPLICATIONS

- a. 2025 – 26 Insurance Increase

Fund Source: General Fund

Amount: See Rate Sheet

Ms. Hannigon stated that she voiced some concerns during the workshop and quite honestly, she still holds that position that she's not comfortable voting on this item. She stated that she understands the urgency which creates another problem for her, but she's not comfortable. She stated that she understands that we are faced with a tight timeline. She stated that however, considering that we have not had any of our budget discussions as of yet, she thinks it puts the board in a bad position. She stated that we know we have obligations. She asked the Superintendent what was his recommendation? Mr. Key stated that his recommendation is and would be to hold to the 78% that the Board has done in previous years. Ms. Hannigon stated that the staff will absorb the balance of that increase. Mrs. Bruner stated that last year, the Board voted to maintain the 78% and then as we went through the year, if funds were available to do better, but the Board was never able to reach that level and remained at 78%. Ms. Hannigon stated that this was one of the most uncomfortable items to vote on. She stated that having worked in HR, having worked alongside Pat Thomas Insurance, it was difficult for her because she has a fiscal responsibility as a board member. She stated that number two being mindful of, cognizant of where our staff are. She stated that she utilizes the benefits of the district. She stated that there is a cost and an impact for me as well. She stated that this is putting the cart before the horse. She stated that this puts the Board in an unfair position to make this decision at this point. She requested that the Superintendent schedule a workshop to specifically discuss insurance increases. She stated that she wanted to extend an invitation to CHP and Pat Thomas to present to the Board a detailed breakdown of the rate increase as well as census data for the school district for the past three years. She stated that we need to really take a good hard look at what is impacting our increase. She stated that last year we saw an 8% increase; this year we're looking at a 7.4% increase. She stated that conversation is needed to see what is causing the impact. Mr. Frost stated that it is his understanding that insurance committees were held and a decision was made. He asked if the committee took in consideration budgetary issues. Ms. Hannigon stated that she wanted to know how many members were on the committee. Mrs. Bruner stated that the insurance committee is required in board policy and the union contract. She stated that the insurance committee consists of three members from the non-instructional union, three members from the instructional union, and the Superintendent appoints three members. She stated that in Mr. McMillan's absence, Mr. Scott attended the meeting. She stated that the same information was presented to the insurance committee. She stated that the decision was made to present these three points, the point of us remaining at the 78% where the district picks up some of the increase and the employee picks up some; and if we do the bare minimum, which is 75%

required by our contract with CHP, and then the impact if we were to try and pick up the whole increase. Mr. Frost stated that he recommends all three things from the committee for the Board to make a decision on. Mrs. Bruner stated that financially that is why she made the recommendation from the finance department that if any increases that we pick up, we're going to have to take something else off the table down the road and we'll present in the tentative budget on Thursday, July 24th. She stated that the Board need to abide by the TRIM schedule to stay in compliance. She stated that the budget is not finalized until September. She stated that there are a lot of steps along the way from this initial budget to the final budget. She stated that one of the things that cannot change in that process is the mileage rates. She stated that outside of that changes can be made to the budget along the way as long as we stay within the amount that the State has given us. Ms. Hannigon asked Mrs. Bruner to briefly explain the CHP capital select as well as CHP value select and fiscal impact. Mrs. Bruner stated that actually these plans are for the capital selection and the value selection. She stated that would be the total amount spent this year. She stated that the straight-line impact of it is going to cost them \$1,599.97 for the employee and family. She stated that their increase is \$43.66. She stated that for the amount of people on that plan it's only going to cost \$130.98 if we maintain what we went with last year that is \$273, 000. Ms. Minnis stated that our practice had been the one who pulled the item usually brings it back on the table for the motion.

Following discussion, Ms. Hannigon made a motion despite the fiscal increase that we're looking at without having had any discussion on our fiscal year 25-26 budget. She stated that in the interest of our staff and employees, she motioned that the Board go with the finance department's recommendation of maintaining the 78%.; and the Board absorbing 100% of the dental increase for employees. The motion was seconded by Mr. Steve Scott and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

b. Contract for Consulting Services

Fund Source: General Fund

Amount: Not to Exceed \$75,000

Mr. Frost stated that after further discussion with our finance department and our Superintendent, I find that the contract is necessary for us to maintain. He stated that he pulled item #8b to make it clear that he agrees with the Superintendent and the finance department for us to continue with the consulting contract.

Ms. Johnson stated that she pulled item #8b because she wanted to know if the contract can be changed from a year to a 6-month contract. Mrs. Bruner stated that from a finance perspective, that would not be helpful. She stated that she need this person and their assistance for next year. She stated that she can provide status updates. She stated that she will need them for the next year just as heavily as we did this first year and then in the third year be able to really move back. She stated that her recommendation is for it to be a continuous contract. Mr. Key stated that she's going to have to bring this individual back to the Board either way. He stated that this individual is helping us out with the AFR and the AFR is done at the end of every year. He stated that the entire \$75,000 does not have to be spent, the terminology is up to that amount.

Following discussion, Mr. Charlie D. Frost made a motion to accept the Superintendent's recommendation to approve agenda item #8b. The motion was seconded by Mr. Steve Scott and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

i. Enterprise Fleet Management

Fund Source: Capital Outlay

Amount: \$212,936.02.

Ms. Hannigon stated that she pulled agenda item #8i for the very same reason. She stated that while she had the microphone, let me say if there is any way that we can time things a little bit better because again, one of my greatest responsibilities is my fiscal responsibility in the position that I'm in. She stated that in all honesty, the Board was making decisions in the blind tonight that have a major fiscal impact on the

district. She stated that puts her in a very uncomfortable position where my back is against the wall. She asked the Superintendent for a recommendation? Mr. Key stated that his recommendation was to move forward with the Enterprise Fleet Management contract and start the process of acquiring vehicles for our staff. Ms. Hannigon asked specifically how many? Mr. Key stated 16 vehicles. Ms. Hannigon wanted to know was it going to be for now or the start of a new fiscal year. Mr. Key stated that it's going to be now because our vehicles are in bad shape. He stated that the 16 vehicles will be rotated out within the years leasing contract. He stated that we may get 2 vehicles now, we may get 2 vehicles next month but they will all be rotated out throughout the time. He stated that the actual cost is going to be when vehicles become available for Enterprise to provide for us. Ms. Hannigon asked if there were any preference with any vehicles depending on the position. She wanted to know who will get priority for the vehicles. Mr. Key stated that maintenance, because 2 workers are utilizing their personal vehicles. He stated that there is one that has to be changed out at transportation, because that employee is driving a 1999 or something of that nature. He stated that the safe school officer has been utilizing her personal vehicle to travel around the county especially for emergencies. He stated that those are the priorities right now. He stated that the four vehicles coming in will be between maintenance and transportation. Ms. Hannigon stated that considering that we have not started our budget discussions, made any budget allocations, we are aware of some budget obligations, i.e. the building of the new school. She asked has it been considered to look at the maximum that the district incur because of the 16 vehicles, is there any concern from finance or from the Superintendent regarding the budgetary impact if the Board were to vote tonight to move forward with replacing these 16 vehicles? Ms. Bruner stated no and that's because we're already spending close to this amount on repairs of these older vehicles trying to track down parts. She stated that the parts get so much more expensive for older vehicles She stated that being able to encapsulate the least cost of the vehicle including its routine and regular maintenance. She stated that one price will be very helpful for the district. Ms. Hannigon stated that at whatever juncture, if and when the school district decides that this is not working for us at that point whether it's at the one-year mark, three-year mark or five-year mark what are our options? Mr. Key stated that back to what Mr. Scott actually said in the workshop is that we're going to start exploring ways to start purchasing our own vehicles. He stated that if we think that this is not the route to go, then we're going to start purchasing vehicles or finding a way to do it, because that's going to be the challenge of the number of vehicles that we have. He stated that if we purchase the vehicles ourselves, we would have to add more staff to transportation for the maintenance and repairs of those vehicles. He stated that it is the way that the State has lined up everything. He stated that one of the biggest impacts that we're currently making year to year before the budget is ever done is hiring of staff. He stated that we have been very careful about the number of people at each school and ensuring that there is a staffing plan. He stated that we are taking a look at that and ensuring that every school has what they need. He stated that all the luxury because of ESSER and all of those things, you know, and even some of the entitlement grants that we've had in the past, we're beginning to cut back, or have cut back. He stated that over 80% of the budget is staff.

Following discussion, Ms. Stacey S. Hannigon made a motion to accept the Superintendent's recommendation to approve agenda item #8i to move forward with engaging with Enterprise Fleet Management for the lease agreement of 16 vehicles. The motion was seconded by Mr. Charlie D. Frost and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

*10. EDUCATIONAL ITEMS

a. Advocacy Committee Representative and Advocacy Committee Alternate

Mr. Frost questioned who was the Advocacy Committee Representative and the Alternate last year. Ms. Johnson stated that she was Representative and Mr. McMillan was the Alternate. Mr. Frost made a motion that the Advocacy Committee Representative and the Alternate remain the same as last with Ms. Johnson as the Advocacy Committee Representative and Mr. McMillan as the Advocacy Committee Alternate. The motion was seconded by Mr. Steve Scott and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

11. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key stated that the first community meeting for the new K-8 school was scheduled for Monday, July 28th at 6:00 p.m. in the cafeteria at James A. Shanks Middle School. He stated that Board members and the community are invited. He stated that there will be other meetings that will be scheduled and other committees that we are trying to form to talk about the K-8 School. He stated that school grades have been released. He stated that all administrators understand the work that we have to do as a district to get us where we would like to be. He stated that the work has already started within each school taking a hard look at their students that make up each one of these scores to ensure that we drive instruction based on data. He stated that staff from the district office will perform walkthroughs in classrooms this year. He stated that there will be a lot of things taking place this year. He stated that he was sure that he will get the data that's needed to make informed decisions quickly instead of waiting and reacting as we're moving forward. He stated that's one of the things that the staff has been challenged to do is to get the data and let's start having conversations beforehand. He stated that every administrator has accepted the challenge of moving Gadsden County School District to the next level. He stated that we are looking for a great school year. He stated that this will be the best year ever. He stated that district staff will take an in-depth look at the strategic plan. He asked Mrs. Joannette Thomas to share with the Board an update on federal funds.

Mrs. Thomas shared with the Board preliminary information for federal grants. She stated that DOE has not yet released federal funding for several key formula programs including Title I, Part C – Migrant Education State Grants, Title II, Part A (Supporting Effective Instruction State Grants), Title III, Part A (English Language Acquisition Grants), Title IV, Part A (Student Support and Academic Enrichment Grants, and Title IV, Part B (21st Century Community Learning Centers / Out-of-School Time Grants). She stated that unfortunately no positions were cut. She stated that Title II was completely cut today, maybe changing tomorrow. She stated that the district does not have Title III. She stated that the district did get the Title III, Part A. She stated that no cost extensions will be issued for the following projects; Title 1-Part C, Title II Part – A, and Title IV – Part A. She stated that the no-cost extension will automatically be generated for the LEA. She stated that the no-cost extension will be awarded for an additional 12 months and will be subject to the continued availability of grant funds by the Department of Education. She stated that once the no-cost extension has been issued, LEAs may continue to utilize the funds as previously approved in that project's 2024 – 2025 budget. She stated that amendments may continue to be submitted. She stated that she thinks the district will receive Title IV. She stated that every day it changes. She stated that the district got Title I, Title IV, Title V and Title IX which is the homeless grant.

12. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Scott asked the Superintendent if there were any testing going on at West Gadsden Middle School? Mr. Key stated no, not that he was aware of. He stated that there may be some students retaking tests at Gadsden County High School but not West Gadsden Middle School.

Mr. Scott stated that there were a lot of questions and a lot of discussion that generated at tonight's meeting. He stated that he did not want the public to think that decisions were being made solely based on those questions. He stated that the Board have workshops to discuss and review issues. He stated that the Board had a workshop to discuss the code of student conduct, and there were two presentations from Enterprise before the meeting tonight, so we've had lots of time to adjust. He stated that there are financial workshops before the regular board meetings, and there are some financial workshops that are stand alone. He stated that it is not that your representatives here are simply seeing these items and agenda discussions for the first time. He stated that a lot of what you see coming out of here, as Board Member Hannigan says, is for transparency for the public because they may not be tuned into the workshops and such. He stated that before he got elected, one of the previous board members said, "Do you want to know what's going on?" He stated that you can receive a lot of information for the workshops. He stated that he just wanted to clarify for the public that we're not just acting on a moment's notice. He stated that the board

packets are presented by Mrs. Davis in advance to give the Board time to ask questions and gather information before the meeting.

Ms. Hannigon reminded the Superintendent regarding the workshop on insurance and hopefully that could be applied sooner than later to include representatives from CHP as well as Pat Thomas. She stated that items to be presented include the specific explanations regarding a 7.4% health insurance increase as well as sharing census data, as a starter for the past three years to have a better understanding of what is negatively impacting us as a district. She thanked Mrs. Thomas for the update on the federal freeze and the fiscal impact. She requested that the Superintendent along with the monthly provision of the personnel agenda item to include a breakdown of vacancies so that we have a clear picture of what we're looking at staffing wise? She acknowledged the PAEC Leadership Conference. She stated that she appreciated it. She stated that she really enjoyed the conference in comparison to a lot of the conferences that she has attended. She stated that it made a difference to have staff there along with Board members. She stated that at least for her, it gave her an opportunity to have some candid conversations to gain some insight from our staff. She thanked staff who trusted her enough to have some honest conversations about happenings in the district. She stated that she will do her best to follow up and address some of the concerns. She stated that she too, share the excitement and the positivity that the Superintendent has shared from the conversations she had this past week with staff regarding what the 25-26 school year is going to look like. She stated that she knows that if we all buckle down and go forth with one message and one goal in mind, she truly believes the students, parents, and leadership will all accomplish what the Superintendent has set out for the district. She announced that the nonprofit organization she serves with will be hosting their 3rd annual teacher supply giveaway on Saturday, August 9th beginning at 11 am. She stated that this event is open to all of Gadsden County public and private school teachers. She stated that the location is pending approval of Carter Parramore Academy gymnasium. She stated to piggy back from Attorney Minnis, in reviewing our board policy, one of the first things that I came across was it specifically spells out that this board will be governed by Roberts Rules of Order. She asked what takes precedence? Should we not be going by what the policy that says, we will be governed by Roberts Rules or is it a bit subjective in that? Ms. Minnis stated that you are still governed by Robert's Rules. She stated that the Board has flexibility. She stated that you do not have to do all of the rules that you would if you were a larger board under Roberts Rules. She stated that she was not saying to abandon Roberts Rules. She stated that she was saying that even under the provisions of Roberts Rules it gives small boards flexibility. Ms. Hannigon asked who determines when we're flexible and when we're not. Mrs. Minnis stated that generally it has been the practice of the Board throughout the years. She stated that she has been working with the Board for a long time. She stated that there has been a developed process that this Board has used in being flexible, for example with the agenda items. She stated that there's never really been a formal vote to approve the agenda. She stated that it's usually asked if items are pulled before moving forward with the meeting. Ms. Hannigon asked the Superintendent if all of the requests, recommendations and the adjustments and consequences for the elementary students will be inclusive of the student code of conduct? Mr. Key responded yes. He stated that the Gadsden County Community Health Council mobile unit will be doing health screenings here at the Max Walker Building on Monday, July 28th from 10:00 am to 2:00 pm. He gave a shout out to Ms. Camry Floyd for being chosen as one of the leaders to present last week at the PAEC Leadership Conference. He stated that Ms. Floyd was chosen to speak about the outstanding things that she is doing at James A. Shanks Middle School. He stated that she did a wonderful job of representing Gadsden County and answering the questions that were asked of her.

Mr. Frost stated that he like to have fun and enjoy himself. He stated that you never know you could be here today and gone tomorrow. He stated that the Florida Referee Association is hiring. He stated that they are recruiting new people. He stated that you can be a part of the Florida Referees Association. He asked the Superintendent to elaborate on an investigation from the Florida High School Athletic Association on some of the things they say we are doing in our sports program. Mr. Key stated that an audit is what it was. He stated that there were complaints that were made to the Florida High School Athletic Association concerning Gadsden County High School. He stated that once you start winning, you can expect people to start accusing you of everything. He stated that Gadsden County is gaining students every year. He stated that with student growth and the success of the football program, everybody is trying to figure out why we're winning. He stated that students that live in Gadsden County that have been playing

elsewhere have decided they will come back home to play football. He stated that we've been accused of what they called recruiting. He stated that there were 10 complaints and most of them from our neighboring county. He stated that parents have a choice and have a right to choose where they want their children to go to school. He stated that parents are choosing to bring their children back to Gadsden County. Mr. Frost stated that this is Gadsden County moving forward.

Ms. Johnson mentioned that One Gadsden Foundation will be hosting their 14th Annual Community Resource Fair on August 10th, 2025, in Midway at the Eugene Lamb Community Center from 2:00 pm to 5:00 pm. She announced that a Special Board Meeting was scheduled for Thursday, July 24th at 6:00 pm.

13. The meeting adjourned at 7:42 p.m.