



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

November 14, 2022

COMMUNITY & ECONOMIC DEVELOPMENT ORGANIZATION (CEDO)

----- AGENDA -----

October 10, 2022 - 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
October 10, 2022 – Board Meeting	
CITIZENS REQUESTING TO BE HEARD ON NON-AGENDA ITEMS	Guests
Ms. NanDrycka King Albert – Crossroad Academy Parent	
COMMITTEE REPORTS	
Crossroad Advisory Committee	
Executive Finance Committee	
OLD BUSINESS.....	Chairperson
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
October 10, 2022

Call to Order

The meeting was called to order at 6:03 pm by Rev. Tony Hannah who led the group in prayer.

Roll Call

Board members present were: Mrs. Brenda Banks, Ms. Audria Flowers, Rev. Tony Hannah, Dr. Alicia Jackson, Mr. Cleveland Kelly, Jr., Ms. Monica Proctor, Mrs. Jasmine Sanders, Ms. Geraldine Smith, Ms. Ida Thompson, Rev. Daniel Wells and Mrs. Kerwyn Wilson.

Board Member Ms. Beatrice Hopkins was absent.

Also present were: Mr. Al Gunn (Executive Director), Dr. Monica Salem (Interim Principal), Ms. Roxanne Johnson (Administrative Assistant), Mrs. Travonna Hunter (former Principal) several concerned parents, students, and staff from Crossroad Academy Charter School (approximately 57 guests).

Meeting Minutes

Mrs. Brenda Banks offered a motion, seconded by Ms. Geraldine Smith, to approve the minutes of the September 12, 2022 Board Meeting with necessary corrections. The motion carried.

Citizens Requesting to be Heard on Non-Agenda Items

Student Walden, a 12th grade student at Crossroad addressed the Board of Directors to express his displeasure at the firing of Mrs. Hunter and request that the Board of Directors reinstate her.

Student Butler a Junior at Crossroad addressed the Board of Directors to express their concerns.

Ms. Naomi Bell, a teacher at Crossroad spoke to the Board of Directors on behalf of the teachers and staff to voice their complaints, with the main point of contention being that they had not received the retention bonuses.

Mrs. Travonna Hunter, the former Principal addressed the Board to express her concerns surrounding her termination, stating that she believed she was terminated because she was a whistleblower. She asked that the Board address the following questions: 1. Who was she hired by? 2. Why was she hired? (What was she hired for?) 3. What are the next steps for her to file a grievance?

Mr. Gunn stated that everyone's concerns would be taken under advisement, but he would not comment at this time.

Ms. Natalie Roberts addressed the Board of Directors stating that it was her 2nd year at Crossroad as a parent of a student with special needs. She asked, "What is the plan, and how will we transition?"

Mr. Shem Rivera a teacher at Crossroad addressed the Board of Directors stating that everyone should be respected. He added that it is important who we hire, especially in leadership; no good thing comes from bad leadership.

Mr. Gunn reassured the staff that the Board does put the staff first. He thanked the staff for coming out in support of Mrs. Hunter. He added that the Board had other business to

CEDO Committee Reports

Crossroad Academy Charter School/Education Committee

Mr. Gunn stated that the Education Committee did not meet.

Executive Finance Committee

Mr. Gunn stated that the Executive Finance Committee did not meet.

The Board continued to hear the concerns of the staff who were present at the meeting.

Executive Director's Report

Mr. Gunn reported that the proposed retention bonus was put together as a recommendation from Dr. Forehand. Mr. Gunn added that he asked the school staff to make sure that the funds were actually reimbursable by Esser. He added that he'd received several emails from Ms. Daniels, but it was not clear cut, with the last email containing a 60-page attachment that he had not had time to read, since we were in the middle of our annual audit. He explained that some things were not reimbursable, and he wanted to make sure that the retention bonuses were.

Mrs. Brenda Banks asked how much money was out there.

Mr. Gunn explained that it was not about what's out there, but he does know what the proposal will cost. He added that he told several staff that as soon as gets it clear that it is reimbursable, he would issue the bonuses.

Mr. DeGarryan Andrews, a teacher at Crossroad, stated that the information needed was in the body of the email Ms. Daniels sent Mr. Gunn, plus she included the supporting information.

Ms. Naomi Bell, a teacher at Crossroad stated that Leon County schools retention bonuses were already done, Gadsden County schools was already done, and Crossroad was last in this area to do anything.

Ms. Geraldine Smith expressed her concern about the staff member who said it was a hostile working environment adding that she heard some really strong words and could feel the tension. Ms. Smith said that Mr. Gunn was an excellent Directors, there were excellent teachers at Crossroad and Crossroad was an excellent school. She stressed that they needed to find some common ground.

Mr. Gunn asked the staff that if anyone felt that he had been disrespectful he wanted to hear it then.

Ms. Bell stated that Mr. Gunn told the staff that they couldn't take leave for their birthdays.

Mr. Gunn responded by saying that he was asking for accountability.

Ms. Bell asked what the offensive video shown during pre-planning have to do with anything.

Mr. Gunn stated that it was a video sent to him that he shared, but before sharing it he ran it by the principal first. He added that he never made decisions concerning the school and its staff without consulting the principal; whether it was the video that was shown or time off requests, he consulted with the school's Principal.

Mrs. Brenda Banks called for Point of Order.

Rev. Hannah recognized the call.

Rev. Hannah stated that the Board of Directors will address the retention bonuses and they need to have another open forum like this again.

Mr. Gunn acknowledged that it was his decision to terminate Mrs. Hunter, and he let Rev. Hannah and Rev. Wells know in advance of her termination.

Board Member / Miscellaneous

Rev. Hannah stressed that the Board really needs to have a retreat.

A Board Member said that the Board was not hearing all of the under currents, that these issues were never brought up at the Advisory Council Meetings.

Another Board Member wanted to know how the Board was going to address the parent’s concerns and questioned whether those parents really wanted to pull their students out of the school.

Ms. Ida Thompson said she was offended that the Board was not informed and had to hear what was going on at the school from outside.

Mr. Gunn stated that he learned a lesson, he should have gotten the message our first, before other messages were sent out by Ms. Hunter on Remind and then DoJo.

Old / New Business

Mr. Gunn recognized Dr. Monica Salem as the Interim Principal, and introduced her to the Board of Directors.

Mr. Gunn stated that he’s working to secure the interim financing for the construction loan and asked the Board to grant him some leniency to negotiate the terms and he would go with the bank offering the most favorable terms going forward.

A motion was offered by Ms. Geraldine Smith, seconded by Rev. Daniel Wells, to allow Mr. Gunn to negotiate with the banks for the construction loan financing. The motion carried.

Adjournment

With no further business, the meeting adjourned at 7:40 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
