

SPECIAL SCHOOL BOARD MEETING

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

July 2, 2024

5:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Mrs. Karema D. Dudley, Chairwoman, Mr. Leroy McMillan, Ms. Cathy S. Johnson, 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.

1. Call To Order

The meeting was called to order by the Chairwoman, Mrs. Karema D. Dudley, at 5:00 p.m.

2. Opening Prayer

The opening prayer was led by Mr. Leroy McMillan.

3. Pledge of Allegiance

Recited in unison.

ITEMS FOR DISCUSSION

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

a. 2024 – 2025 Salary Proposal – Administrative and Classified

Fund Source: General (\$321,838.80) and Federal Funding (\$290,785.61)

Amount: \$612,624.41

Board Members and the Superintendent engaged in a lengthy discussion in regards to the 2024 – 2025 Salary Proposal – Administrative and Classified. Board members were concerned about the formula used to calculate the increased percentages, the different salary adjustments, and if the district could afford and sustain the salary increases. Mr. Key stated that the salary adjustments were individually based on positions. He stated that the principal salary increases are tied to performance pay. Mrs. Bruner, Director of Finance, stated that the district's bank accounts would not be depleted. She stated that the district will use different funding sources for the salary adjustments. Mr. Key stated that the district will utilize ESSER funding to free up the general fund. He stated that he was pleased with the work from the finance department. Board members agreed that everyone need a salary increase. He stated that negotiations with the GESPA union must take place to discuss their new salary schedule.

Following discussion, Mr. Steve Scott made a motion to approve the 2024 – 2025 Salary Proposal – Administrative and Classified to include the adjustment to the elementary school assistant principal salaries. The motion was seconded Mr. Leroy McMillan and carried with Mrs. Dudley, Mr. McMillan, Ms. Johnson, and Mr. Scott voting "aye". Mr. Frost voted "nay".

ACTION REQUESTED: The Superintendent recommended approval.

5. Educational Items by the Superintendent

Mr. Key stated that Wednesday, August 7th at 9:30 a.m. was the tentative date for the Ground Breaking Celebration for the new K-8 School. Mrs. Dudley stated that a workshop was needed to get an update on the new K-8 school. Mr. Key stated that he has spoken with the GESPA president and the district is looking forward to working with them on a new salary schedule.

Mrs. Mandela thanked the Board for the employees bonus pay. She stated that she needed clarity on when the teachers report back to work. She stated that one calendar stated teachers report back to work on August 2nd, and another one stated August 5th. Mr. Key stated that an adjustment was made to the 2025 – 2026 calendar. He stated that he would review the 2024 – 2025 calendar. Mrs. Mandela stated in previous bargaining sessions it was discussed to use ESSER funds to pay for some things that did not need to come out of the general fund.

6. School Board Requests and Concerns

Ms. Johnson stated that it was the Board's decision to approve salary increases. She stated that she concurs with Mrs. Mandela about the ESSER funds. She stated that she was glad to give employees a pay increase.

Mr. Scott reminded everyone of the dedication ceremony to name the Greensboro Elementary School Football Field the Robert L. Jackson Memorial Field. He stated that the event would take place on July 4th beginning at 8:00 p.m.

Mr. Frost stated that his decision regarding the pay increases was based on not having anything in writing on the district's budget.

Mrs. Dudley stated that all employees are deserving of a salary increase. She stated that we are living in tough times. She stated that she wants the district to be able to sustain the salary increases. She stated that it was refreshing to receive phone calls from employees who had received the entire \$3,500 stipend. She stated that the Board should support the different organizations with back-to-school drives.

7. The meeting adjourned at 6:30 p.m.