



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

**August 16, 2023**

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# COMMUNITY & ECONOMIC DEVELOPMENT ORGANIZATION (CEDO)

## ----- AGENDA -----

August 16, 2023 - 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
July 10, 2023 – Board Meeting	
CITIZENS REQUESTING TO BE HEARD ON NON-AGENDA ITEMS .....	Guests
COMMITTEE REPORTS	
Crossroad Advisory Committee	
Executive Finance Committee	
CROSSROAD ACADEMY CHARTER SCHOOL	
Introduction of New Principal	
OLD BUSINESS.....	Chairperson
NEW BUSINESS .....	Chairperson
EXECUTIVE DIRECTOR’S REPORT .....	Mr. Al M. Gunn
ADJOURNMENT.....	Chairperson

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### **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**  
**July 10, 2023**

**Call to Order**

The meeting was called to order at 6:04 pm by Rev. Tony 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. Octavius Jackson, Ms. Monica Proctor, Ms. Geraldine Smith, Ms. Ida Thompson, and Mrs. Kerwyn Wilson.

Board Members Ms. Audria Flowers, Major Willie Jackson, Mrs. Jasmine Sanders, and Rev. Daniel Wells were absent.

Also present were: Mr. Al Gunn (Executive Director) and Ms. Roxanne Johnson (Administrative Assistant).

**Meeting Minutes**

Ms. Geraldine Smith offered a motion, seconded by, Mrs. Brenda Banks, to approve the minutes of the May 8, 2023, May 16, 2023 and June 12, 2023 Board Meetings with necessary corrections. The motion carried.

**Citizens Requesting to be Heard on Non-Agenda Items**

No one present to address the Board.

**CEDO Committee Reports**

***Crossroad Academy Charter School/Education Committee***

Mr. Gunn stated that the Committee did not meet.

***Executive Finance Committee***

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

**Crossroad Academy Charter School**

Mr. Gunn reported that a new Principal was hired for Crossroad Academy on July 1, 2023, although she cannot officially start until July 17<sup>th</sup> because she'll be in Boston, MA taking a (continuing education) course at Harvard.

As it concerns Dr. Salem, Mr. Gunn stated that he had conversations with her throughout the year about what was needed for her to continue. Mr. Gunn added that he appreciated all that Dr. Salem did to help us bridge and do what was needed with and for Crossroad.

Mr. Gunn said that this was his decision alone, based on the interview and recommendations. He added that he felt that she was better than what we currently had.

Mrs. Banks asked whether the incoming principal knew about the current staff and if she had the ability to hire and fire staff as she saw fit.

Mr. Gunn stated there was a one-on-one meeting with Dr. Salem, but nothing was promised to anyone.

Ms. Geraldine Smith questioned Mr. Gunn's statement that he made the decision alone, knowing a committee was used previously.

Mr. Gunn stated that he had Ms. Sanders assist with the interview of the principal to cover the education side of things, while he was looking at the candidate from the Leadership perspective.

Mr. Octavius Jackson wanted to clarify that none of the current administrative staff were certified, the interim Principal or the Assistant Principals, but the new principal was certified.

Mr. Gunn stated that yes that was the correct.

Ms. Ida Thompson stated that she would have liked to be informed.

Mr. Gunn responded stated that the Board should trust him. He makes numerous decisions daily; so much comes up so fast that he can't call anyone

Mr. Gunn stated that he had a conversation with all 3 individuals and Ms. Galloway interviewed all 3 individuals who all agreed that they wanted to work at Crossroad in any capacity.

### **Crossroad Other**

Mr. Gunn reported that concerning the lawsuit brought by Ms. Hunter, our attorneys have filed a motion to dismiss based on certain legal grounds.

### **Old Business**

Board Retreat – Mr. Gunn reported the following:

- Ms. Roxanne Johnson will send an email to gather hard numbers of who will attend, guest if any, number of rooms needed and the size of bus needed.
- Policy Manual Changes – Mr. Gunn asked everyone to review and mark up their copy of the policy manuals and come ready to suggest changes.
- Bylaws Committee will work on the bylaws during the Board Retreat.

### **New Business**

Mr. Gunn reported that there is an advertisement for Crossroad that is out to attract teachers which touts a Recruitment Bonus up to \$10,000, teachers can choose to participate in the Florida Retirement System (FRS) or stay with the current Profit-Sharing Plan.

Mr. Gunn added that there is also a commercial running on WTXL in the mornings to recruit teachers and students.

Mr. Banks stated that she knows people who were trying to get their children into Crossroad and asked when open enrollment would start.

Mr. Gunn stated that Open Enrollment for Crossroad was going on then.

### **Executive Director's Report**

Nothing more to add.

### **Board Member / Miscellaneous**

Ms. Beatrice Hopkins asked if he could put a stipulation in place that to receive the bonus they must stay, so the teachers don't take the money and run.

Mr. Gunn explained that the payments of the bonus money would be increments paid throughout the year.

Ms. Ida Thompson asked if we lost a lot of teachers.

Mr. Gunn reminded her that we had quite a few substitutes working regularly las year, so there were a number of vacancies to be filled.

**Adjournment**

With no further business, the meeting adjourned at 7:00 p.m.

I, \_\_\_\_\_, do hereby certify these minutes to be the original minutes of Board of Directors meeting of CEDO dated this \_\_\_ day of \_\_\_\_\_2023.

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Board Secretary

# Meeting Notes

## COMMITTEE REPORT NOTES:

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## EXECUTIVE DIRECTOR'S REPORT NOTES:

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## GENERAL NOTES:

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## MISCELLANEOUS COMMENTS/CONCERNS

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