

REGULAR SCHOOL BOARD MEETING

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

June 25, 2024

6:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Mrs. Karema D. Dudley, Chairwoman, Ms. Cathy S. Johnson, Mr. Steve Scott and Mr. Charlie D. Frost. Mr. Leroy McMillan arrived at 7:05 during the discussion of agenda item #7b Personnel. Also present (via zoom) 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 6:00 p.m.

2. OPENING PRAYER

The opening prayer was led by Elder Greg McSwain of Mt. Olive Freewill Baptist Church.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Mr. Key recognized the district's Primary and 3rd Grade Teachers for having the lowest number of students attending the 3rd Grade Reading Camp, which is mandatory for any student who scores a Level 1 on the reading test. He also recognized district office staff for handling things in his absence.

Mr. Frost recognized the County for giving our students the opportunity to work for the summer. He stated that approximately 300 students are working this summer.

5. CITIZEN COMMENTS AND CONCERNS

Mrs. Dudley recognized Ms. Rochelle Summerwell, a teacher at James A. Shanks Middle School. Ms. Summerwell stated that she was concerned about how Shanks Middle School is being seen. She stated that it is a pleasure to work at Shanks Middle School. She stated that she taught 5th grade Algebra I. She stated that the students made learning gains. She stated that she was poised about the negative things. She stated that learning gains are very important. She stated that positive things needed to be said about Shanks Middle School. She stated that the students at Shanks Middle School are doing amazing things. She stated that she was proud of the administration at the school. She stated that she was excited about working with the students. She stated that the small successes need celebrating.

Mrs. Dudley stated that it is extremely important to highlight all the positive and good about all our schools. She thanked Ms. Summerwell for coming forward.

Ms. Betty Kabel, Ms. Karen Watson, and Ms. Denise Fletcher with North Florida Medical Centers, Inc. thanked the Board for allowing them to come out and provide dental services to the students. She stated that

this year students at Greensboro Elementary School received dental services. She stated that during the summer they are working at George Munroe Elementary School. She stated that they service students at Stewart Street Elementary School, Greensboro Elementary School, Crossroad Academy Charter School, George Munroe Elementary School, and Gadsden Elementary Magnet School. She stated that in Gadsden County they have serviced over 3,000 appointments, 800 high risks, 300 moderate risk, and some low risk. Ms. Johnson asked how many dental treatments a student could receive. Ms. Kabel stated that the students could receive dental treatment twice a year at the schools for the exception of Crossroad Academy. She stated that referrals could be made to the Jessie Furlow Medical Center or the Neighborhood Medical Center in Havana. Ms. Johnson stated that there was a dental clinic in Havana. Ms. Kabel stated that because of federal funding, they must have approval to provide dental service to the students. She stated that there is more flexibility with the mobile bus. Mr. Frost stated that he like the enthusiasm the dental team has about providing dental service to the students. Mrs. Dudley stated that as a teacher she has seen first-hand how wonderful their services are to the students.

ITEMS FOR CONSENT

Mrs. Dudley 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. May 28, 2024, 4:30 p.m. – School Board Financial Workshop
- b. May 28, 2024, 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 2023 – 2024

ACTION REQUESTED: The Superintendent recommended approval.

- c. Gadsden County School Board Performance Pay Schedules for Instructional Personnel and School Administrators

Fund Source: General Fund

Amount: To Be Determined based on Student Performance Data

ACTION REQUESTED: The Superintendent recommended approval.

8. AGREEMENTS/CONTRACT/PROJECT APPLICATIONS

- a. School Board Truth in Millage (TRIM) Timetable

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

- b. Renewal of Capital Health Plan, Inc., World Class Schools of Leon County, Inc., and Titus Sports Academy, L.L.C.

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

c. MOA Between Gadsden County School Board and Florida Department of Health

Fund Source: General Fund

Amount: \$100,100.00 in four quarterly payments of \$25,025.00

ACTION REQUESTED: The Superintendent recommended approval.

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

Fund Source: N/A

Amount: N/A

ACTION REQUESTED: The Superintendent recommended approval.

e. Tallahassee State College & Gadsden County Schools Dual Enrollment Articulation Agreement

Fund Source: FEFP

Amount: Undetermined – Based upon student enrollment

ACTION REQUESTED: The Superintendent recommended approval.

f. Contractual Agreement Between The School Board of Gadsden County and Thomasville Toyota, Thomasville, GA

Fund Source: IDEA

Amount: \$41,605.06

ACTION REQUESTED: The Superintendent recommended approval.

g. Purchase of School Buses

Fund Source: General Fund MOE

Amount: \$169,110.00

ACTION REQUESTED: The Superintendent recommended approval.

j. Panhandle Area Educational Consortium (PAEC-FLVS FRANCHISE) Contract Agreement

Fund Source: FEFP

Amount: Undetermined – based on enrollment

ACTION REQUESTED: The Superintendent recommended approval.

l. Request Approval of Hardware/Software Support

Fund Source: ESSER Grant

Amount: \$75,522.88

ACTION REQUESTED: The Superintendent recommended approval.

9. EDUCATIONAL ISSUES

a. Revision of George W. Munroe Elementary School and James A. Shanks Middle School Master School Identification

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 moved to the DISCUSSION portion of the agenda.

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

b. Personnel 2024 – 2025

Mr. Frost stated that he pulled personnel for the 2024 – 2025 school year because the district is in the midst of a great change in the finance department. He stated that to his understanding the Board members were to look over the paperwork, and not vote on any personnel tonight. He requested a workshop to discuss the finance department. He stated that he wanted to hold on filling the budget manager position before any raises were given. He stated that the Board maybe moving too fast.

Ms. Johnson questioned whether the recommended individual for the budget manager position met all qualifications. She stated that the Board is aware that the Superintendent is responsible for hiring, but the Board is in charge of the budget. Mr. Key stated that he has never hired anyone that was not qualified for his or her job. He stated that everyone that has been brought before the Board for hire is more than capable of doing their job and meets all qualifications.

Mr. Scott stated that the idea of people working before Board approval has come up before, but it is not practical to let a person wait to be approved at the next Board meeting. He stated that the district might lose the person during the wait. He asked if there was objection to one individual name on the personnel list.

Mr. Frost stated that he wanted a workshop to make sure the finance department was stable before hiring a budget manager. Mr. Key stated that beginning July 1st the finance department would have a director, assistant director, and budget manager in place. He stated that the director and assistant director positions are already filled. He stated that the individual in the budget manager's position would be in that position until June 30th. He stated that the three individuals attended a finance training last week. He stated that the finance department would be restructured.

Mrs. Dudley stated that the Board would review information once it is received to make sure the Board is in line with Florida Statutes. Mrs. Minnis stated that "good cause" does not mean the Board disagree. She stated that there must be something wrong with the individual and does not meet the job qualification before the Board vote to not accept the Superintendent's recommendation. Mr. Key asked Dr. Sonya Jackson to print the resume of the individual to share with the Board.

Mr. McMillan stated that he did not understand why agenda item #7b personnel was pulled for discussion. He stated that the Superintendent has given his recommendation and the Board should trust him. Mrs. Dudley stated that the Superintendent provided information on the individual and has given his recommendation.

Mr. Frost made a motion to approve agenda item #7b with the exception of hiring the budget manager. The motion died for lack of a second.

Ms. Johnson made a motion to accept the Superintendent's recommendation to approve agenda item #7b. The motion was seconded by 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.

d. Gadsden County School Board Retention and Recruitment Plan

Fund Source: ESSER III for 2024 – 2025 School Year
(Other Funding Sources as Available for Subsequent Years)

Amount: To Be Determined based on Student Performance Data

Mrs. Dudley stated that she wanted to know how many teachers in the district had a highly effective VAM score. She wanted to know if the VAM scores were the only thing that would be used for the retention and recruitment bonuses. Mr. Key stated that the recruitment and retention bonus was for low performing schools. Mrs. Dudley asked if PM3 data or VAM scores could be used to receive a bonus. Mr. Key stated yes VAM scores could be used. Dr. Sonya Jackson stated that funding might not be the same amount. She stated that the district is trying to recruit people to the schools. She stated that people would be asked to remain in the schools for at least two years.

Following discussion. Mrs. Karema D. Dudley made a motion to accept the Superintendent's recommendation to approve agenda item #7d. The motion was seconded by Mr. Steve Scott and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

e. 2024 – 2025 Salary Proposal – Administrative and Classified

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

Amount: \$612,624.41

Mr. Frost stated that he was concerned about how the salary schedule was comprised. He stated that some people would receive more than others would. He stated that he wanted to know where the money was coming from and if the district could afford it. He requested a workshop to further discuss the proposed salary schedule for the administrative and classified employees.

Ms. Johnson stated that the Board wants to give raises, but just want to make sure it is done fairly. She requested the Board table agenda item #7e until a workshop could be held to further discuss.

Mr. Key stated that the largest increase was with the office managers. He stated that salaries have been stuck for quite some time. He stated that some people were given the maximum salary when they were hired. He stated that funding would come from the general fund and federal funds.

Following discussion, Mr. Charlie D. Frost made a motion to defer action on agenda item #7e until a workshop could be held on July 2nd to further discuss. The motion was seconded by Ms. Cathy S. Johnson and carried unanimously.

Mrs. Dudley stated that the district has a 4.1 percent fund balance. She stated that the Board would like everyone to know they are not stopping anyone from getting a pay increase. She stated that they just want to do it the right way and give the pay increase as soon as possible.

ACTION REQUESTED: The Superintendent recommended approval.

*8. AGREEMENTS/CONTRACT/PROJECT APPLICATIONS

h. Carter Parramore Academy Audio Enhancement System

Fund Source: General Fund/Safety Hardening Grant

Amount: \$75,000.00

Mr. Thomas and Officer Buckhalt explained the moving process and the cost for the new audio equipment to Carter Parramore Academy. Mr. Thomas stated that the equipment was brand new and not being used. Mrs. Buckhalt stated that it was cheaper to move the equipment to another location.

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

ACTION REQUESTED: The Superintendent recommended approval.

i. School Mapping Expenditure

Fund Source: School Mapping Grant

Amount: \$35,695.00

In response to Mr. Frost's concern regarding the School Mapping Grant, Mrs. Buckhalt stated that each school district was allocated approximately \$61,344 by the State. She stated that the best quote to purchase equipment was \$35,695.00 for 11 schools. She stated that the Department of Education would instruct the district on how to spend the remaining balance.

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

ACTION REQUESTED: The Superintendent recommended approval.

k. K-12 Virtual (Fueleducation) Contract Agreement

Fund Source: FEFP

Amount: Undetermined – based on enrollment

In response to Mr. Frost's request for a brief overview of the K-12 Virtual (Fueleducation) Contract Agreement, Mr. Gary Russ stated that the State of Florida requires each district to have a virtual instruction program pursuant to F.S. 1002.45. He stated that K-12 Virtual School (fueleducation) agreement provide virtual instruction. He stated that the virtual instruction provider contract with teachers through virtual education. He stated that currently 350 students are registered as homeschool, and 50 students are enrolled through PAEC.

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

ACTION REQUESTED: The Superintendent recommended approval.

*9. EDUCATIONAL ISSUES

b. Medical Physicals 2024 – 2025

Fund Source: 110

Amount: \$7,200.00

In response to Mrs. Dudley's concern whether bus drivers were receiving physicals, Dr. Sylvia Jackson stated yes and that it was a requirement.

Following discussion, Mrs. Karema D. Dudley made a motion to accept the Superintendent's recommendation to approve agenda item # 9b. The motion was seconded by Ms. Cathy S. Johnson and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

10. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key asked Dr. Sylvia Jackson or Mrs. Tammy Farlin to give the Board updates from each department. Mrs. Farlin stated that she wanted the Board to receive updates on school information and changes. Mr. Key thanked Ms. Summerwell for standing up and talking about all the good things at James A. Shanks Middle School. He stated that the audit findings have been received for finance. He stated that Mrs. Davis could provide the Board members a copy of the audit report if needed.

11. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Scott reminded everyone about the 4th of July Celebration in Greensboro, and the naming of the Greensboro Elementary School Football Field to the Robert Jackson Memorial Field.

Mr. Frost stated that he was not arguing but expressing himself to help make the right decision. He appreciated Mr. Mays for all the things he has done for the district throughout the years. Board members thanked Mr. Mays for his work with the district and wished him well.

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