

SPECIAL SCHOOL BOARD MEETING

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

June 18, 2024

4:00 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 4:00 p.m.

2. Opening Prayer

The opening prayer was led by Mr. Charlie D. Frost.

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. Personnel 2023 – 2024

ACTION REQUESTED: The Superintendent recommended approval.

b. Personnel 2024 – 2025

Board members shared their concerns regarding the assurance of having certified teachers in the classrooms when school starts. Mr. Key stated that teaching positions are currently being filled. He stated that all schools have received a staffing plan. He stated that principals are maximizing their staffing plan. He stated that funding from federal programs could be utilized to help with staffing.

Mr. Frost expressed his sentiments regarding the finance department. He stated that he wanted to make sure the individual had background in school finance. He appreciated Mr. Mays for all of his hard work. Ms. Johnson stated that she wanted to make sure that the individual filling the finance director's position met the qualifications. He requested information on the position description. Mr. Key stated that every individual meets the qualifications. He stated that the plan is to have all three (Director of Finance, Assistant Director of Finance, and the Budget Manager) positions filled in the finance department. Mr. McMillan was concerned about having one individual being responsible for the Inventory Control Specialist, Safety and Risk Management positions. Mr. Key stated that the safety and risk management position is isolated. He stated that Mr. Ward is assisting with inventory. He stated that Mrs. Laura Thomas and Mr. Matthew Bryant are responsible for risk management. Mr. McMillan stated that the

Superintendent is responsible for the day-to-day operation of the district. He stated that the Superintendent is hiring individuals to help do a job that Mr. Mays had by himself. Mrs. Minnis stated that the legislature has set laws for school districts. She stated that the Board must have “good cause” to disapprove a personnel recommendation. Mrs. Dudley asked the Board members to meet with the Superintendent individually to discuss his personnel recommendations. Mr. Key stated that he will share the individual names and their resumes with the Board. Mr. McMillan stated that one of the problems in Gadsden County is pay. He stated that the Board need to be concerned about a pay increase for employees.

Following discussion, Ms. Cathy S. Johnson made a motion to accept the Superintendent’s recommendation on agenda item #’s 4a & b. The motion was seconded by Mr. Leroy McMillan and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

5. SCHOOL FACILITY/PROPERTY

a. Review and Approval of the City of Quincy Pool Property Purchase Contract

Fund Source: N/A

Amount: N/A

Mr. Charlie D. Frost made a motion to accept the Superintendent’s recommendation to approve agenda item #5a. The motion was seconded by Mr. Leroy McMillan and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

6. Educational Items by the Superintendent

Mr. Key stated that there were only 24 teachers who received non-recommendation for the 2024 – 2025 school year. He stated that 12 of the teachers have certification issues and 12 were not reappointed by their principal.

Mr. McMillan stated that the district has to do a better job of building teachers up from the union side. He stated that the district need certified teachers.

Mr. Key shared with the Board a draft copy of the Retention and Recruitment Plan for “D” and “F” schools. He stated that the district has to find ways to recruit teachers to those schools.

In response to Mr. McMillan’s concern regarding ESSER III funds, Mr. Key stated that the funds must be spent by June 30th. He stated that it is written into the grant that ESSER funds could be used for retention and recruitment. Mr. Scott stated that if a principal is moved from a school, that principal should not be allowed to recommend staff to the previous school. Mr. Key stated that the new principal can make staff recommendations. Mr. McMillan stated that he was concerned about whether or not a teacher contract could to deter them from receiving retention and recruitment monies if they left the district. Mr. Key stated that he has received input and feedback from the union. He shared with the Board an administrative/administrative support salary schedule. He stated that he wanted to move forward with the new administrative/administrative support salary schedule to increase salaries. He stated that he will be attending a meeting next week but will zoom in for the Board meeting.

7. School Board Requests and Concerns

In response to Mr. Scott’s concern regarding the audit request for the use of hurricane funds, Mrs. Minnis stated that the CRI firm has agreed to do the audit, and she will share information with the Board. Mr. Scott announced that the naming of the Greensboro Elementary School Football field to the Robert L. Jackson Memorial Field would take place on Thursday, July 4th.

Mr. McMillan inquired about the request to the amendment to give \$3,500 to employees. Mrs. Farlin stated that recruitment and retention funding were used for the stipend. Mr. McMillan asked why the \$3,500 was prorated for some employees. Mrs. Dudley stated that the Board had agreed for all employees to receive the

full \$3,500 stipend. Mr. Key stated that the district followed past procedures for employees receiving stipends. Mr. McMillan stated that he wanted to preserve the trust of the Board. He stated that it was approved by the Board for all employees to receive the \$3,500 stipend.

Mr. Frost stated that bus drivers were needed. He wanted to know what was needed to retain bus drivers. He stated that he appreciates the Board.

Mrs. Dudley asked about the options for James A. Shanks Middle School students to attend summer school. Mrs. Farlin stated that because summer school was not being held at the site, there was a lack of interest for students to participate in the STEM program. Mrs. Dudley asked Mrs. Minnis to look into information regarding all employees receiving the \$3,500 stipend. She stated that a workshop was needed for the Board to receive an update on the new K-8 school construction plans.

In response to Ms. Johnson's concern whether or not transportation were provided for Havana Magnet School students attending the summer program, Mrs. Farliin stated yes, transportation was provided.

8. The meeting adjourned at 6:00 p.m.