

REGULAR SCHOOL BOARD MEETING

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

July 26, 2022

6:00 P.M.

The meeting was open to the public and electronically recorded.

The following Board members were present: Mr. Leroy McMillan, Chairman; Mr. Steve Scott; Ms. Cathy S. Johnson; Mrs. Karema D. Dudley 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 Chairman, Mr. Leroy McMillan, at 6:09 p.m.

2. OPENING PRAYER

The opening prayer was led by Pastor O'Hara Black, Pastor of Pineland Missionary Baptist Church in Madison, Florida.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. RECOGNITIONS

Mr. Key recognized Mrs. Shawanna Moye, Area Director of the Boys & Girls Club of the Big Bend Area. Ms. Moye presented the Show-Off Basketball Team. She thanked the Superintendent and Board for allowing them to use their facilities. She presented the Superintendent with a certificate of appreciation and gift. She also presented Board members with a gift card. The Superintendent and Board members thanked Ms. Moye and members of the Boys & Girls Club.

Mr. Key recognized the Mrs. Vicki Muse Johnson and staff of the Family and Community Engagement Office for a successful Family Empowerment Expo on Saturday, July 23rd.

Ms. Johnson recognized Commissioner Eric Hinson representing District 1 and Commissioner Kimblin NeSmith representing District 3.

ITEMS FOR CONSENT

Mr. McMillan entertained a motion to approve the remaining consent agenda. The motion was made by Mr. Steve Scott, seconded by Mrs. Karema D. Dudley and carried unanimously.

5. REVIEW OF MINUTES

- a. June 28, 2022, 4:30 p.m. – School Board Workshop
- b. June 28, 2022, 6:00 p.m. - Regular School Board Meeting

ACTION REQUESTED: The Superintendent recommended approval.

6. PERSONNEL MATTERS (resignations, retirements, recommendations, leaves of absence, terminations of services, volunteers, and job descriptions)
 - a. Personnel 2021 – 2022
 ACTION REQUESTED: The Superintendent recommended approval.

7. AGREEMENT/CONTRACT/PROJECT APPLICATIONS
 - a. Contractual Agreement for Inter-County Transfer of Exceptional Students and the Gadsden County School Board
 Fund Source: N/A
 Amount: N/A
 ACTION REQUESTED: The Superintendent recommended approval.

 - b. Contractual Agreement between the School Board of Gadsden County and Talk of the Town Speech Therapy, LLC
 Fund Source: FEFP Dollars
 Amount: \$57.00
 ACTION REQUESTED: The Superintendent recommended approval.

 - c. Contractual Agreement between the School Board of Gadsden County and More Ability Therapy Services, LLC
 Fund Source: FEFP
 Amount: \$60.00 per hour (for actual hours worked) Occupational Therapy
 \$45.00 per hour (for actual hours worked) Occupational Therapy Assistant
 ACTION REQUESTED: The Superintendent recommended approval.

 - d. Cooperative Agreement between Gadsden County School Board and Positive Behavior Supports Corporation
 Fund Source: IDEA
 Amount: \$35.00 per hour (as needed) Registered Behavior Technicians
 \$80.00 per hour (as needed) Board Certified Behavior Analyst
 ACTION REQUESTED: The Superintendent recommended approval.

 - e. Memorandum of Understanding between the School Board of Gadsden County and Healing Hearts Music Therapy
 Fund Source: IDEA Grant
 Amount: \$30,500 (not to exceed)
 ACTION REQUESTED: The Superintendent recommended approval.

 - f. Contractual Agreement between the School Board of Gadsden County and Independent Contractor Janice M. Gilchriest
 Fund Source: IDEA
 Amount: \$45.00 per hour
 ACTION REQUESTED: The Superintendent recommended approval.

- g. Contractual Agreement between the School Board of Gadsden County and Independent Contractor Leslie Peterson, MS CCC SLP

Fund Source: FEFP Dollars
Amount: \$59.00 per hour

ACTION REQUESTED: The Superintendent recommended approval.

- h. Head Start 2022 – 2023 Refunding Application and Program Improvement Plan

Fund Source: Head Start
Amount: \$2,415,960.00

ACTION REQUESTED: The Superintendent recommended approval.

9. EDUCATIONAL ISSUES

- a. Gadsden County Public School Virtual Instruction Program (GC-VIP) Guidelines and Procedures Manual

Fund Source: FEFP
Amount: Undetermined – Based on Enrollment

ACTION REQUESTED: The Superintendent recommended approval.

- b. Approval of 2022 – 2023 Code of Student Conduct

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 acted upon during the DISCUSSION portion of the agenda.

*10. CONSIDERATION, PROPOSAL, AND/OR ADOPTION OF ADMINISTRATIVE RULES AND RELATED MATTERS

- a. Approval of Job Description

Fund Source: N/A
Amount: N/A

Mr. Frost asked about the director of food service position that the district previously had. He stated that there was a supervisor position along with a food service team of five members. He stated that he understands that the Department of Agriculture will no longer allow the district to do this. He stated that he wanted to know why the district was creating a new position instead of going back to the previous position for food service. He stated that the new School Food Service Operation Manager position has less requirements on the job description.

Dr. Sonya Jackson stated that the new School Food Service Operation Manager position requires a bachelor instead of a master degree. She stated that this requirement will be in compliance with the State. She stated that the Finance Director will supervise the School Food Service Operation Manager. She stated that the principal supervises the school food service workers at their school.

Following discussion, Mr. Charlie D. Frost made a motion to defer action on agenda item #10a in order to allow him more time to gain a better understanding of the new school food service operation manager position or revert back to the old position.

The motion died for lack of a second.

Mr. Steve Scott made a motion to accept the Superintendent's recommendation to approve agenda item #10a. The motion was seconded by Mrs. Karema D. Dudley and carried unanimously.

ACTION REQUESTED: The Superintendent recommend approval.

*8. SCHOOL FACILITY/PROPERTY

a. Request to Waive Purchasing Policies for Purchase Orders

Fund Source: To Be Determined
Amount: \$109,478.00

In response to Ms. Johnson's concern about the vendors being chosen, Dr. Sylvia Jackson stated that these were the vendors that agreed to work.

Mr. Eric Hinson addressed the Board regarding the terms on the proposal for a period of three months to complete the task. He stated that he had concerns with the selection process.

Mr. Key stated that a bid was placed and five individuals submitted bids. He stated that five schools needed to be cleaned. He stated that the custodial workers were asked to work the summer and no one wanted to work. He stated that the RFP was placed out for bid.

Ms. Johnson made a motion to not approve agenda item #8a because she was concerned about the advertising.

The motion died for lack of a second.

Dr. Sylvia Jackson stated that the bids were advertised in the newspapers and on the district's website.

Mrs. Dudley stated that she understand Ms. Johnson's concerns. She stated that she wants to make sure opportunities are given to local constituents. She stated that students deserve to return to a clean facility. She stated that the district did not have the manpower to clean the schools before August 10th.

Ms. Johnson stated that school cleaning should have been planned ahead because everyone knew the schools were closing for the summer.

Mr. Key stated that the RFP was sent out in May after the custodians refused to work the summer.

Mr. McMillan stated that the RFP was bid but the district is not allowed to contact contractors to place a bid. He stated that the process started prior to the end of the school. He stated that the work has already started.

Mrs. Minnis stated that if the RFP was published and everyone was given an opportunity to apply, the district was allowed to assign it to many vendors.

Mr. McMillan stated that he will make sure the cart is not put in front of the horse again and that work will not begin prior to Board approval.

Ms. Johnson made a motion to deny agenda item #8a.

The motion died for lack of a second.

Mr. Steve Scott made a motion to accept the Superintendent's recommendation to approve agenda item #8a. The motion was seconded by Mr. Leroy McMillan and carried with Mr. Scott, Mr. Frost and Mr. McMillan voting "aye". Ms. Johnson and Mrs. Dudley voted "nay".

ACTION REQUESTED: The Superintendent recommended approval.

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

b. Personnel 2022 – 2023

Mrs. Dudley stated that she wanted to make sure the district was following what was outlined in the teacher's contract for voluntary or involuntary transfers.

Mr. Key stated that the employees are hired by the district based on the principal's recommendation. He stated that the principal recommended the transfer of the teacher and he accepted the principal's recommendation.

Mr. Eric Hinson stood to address the Board and stated that no one announced where to sign up to address the Board and has the right to speak by law.

Mr. McMillan asked the sheriff's department to remove Mr. Hinson from the meeting.

Mrs. Dudley stated that in reference to Mrs. Mandela's transfer, there was a conflict between what was being stated and the letter from the principal.

Mrs. Mandela stated that the recommendation to transfer her from James A. Shanks Middle School to Havana Magnet School was not voluntary. She stated that the principal rescinded his letter and stated that was not a transfer. She stated that she was previously approved by the Board in April to return to James A. Shanks Middle School. She stated that was provided with a letter stating that she was on annual contract, but her contract is professional service. She stated that the letter was an error. She presented a letter from her principal that showed it was rescinded.

Mr. Key stated that Mrs. Mandela was given a letter of non-reappointment by her principal. He stated that the principal was told he could not do that because Mrs. Mandela was on a professional service contract. He stated that she was recommended back to work but the principal stated that he did not want her to return.

Mrs. Mandela stated that she wasn't given an opportunity to apply at any other school. She stated that the district has a lack of respect for teachers.

Dr. Chris Segal, Executive Director of GCCTA, addressed the Board and stated that Mrs. Mandela has filed a grievance and will go to arbitration which will cost the district thousands of dollars. He stated that he has not been happy with some of the things in Gadsden County. He stated that it is unfair labor practice with Mrs. Mandela. He requested the Board not approve Mrs. Mandela's transfer.

Mrs. Karema D. Dudley made a motion to not accept the Superintendent's recommendation to approve agenda item #6b. The motion was seconded by Ms. Cathy S. Johnson.

Mr. Scott stated that agenda item #6b covers more than Mrs. Mandela's transfer. He stated that if agenda item #6b is not approved as is then all the other employees listed will not be approved.

In response to Mr. Frost's concern whether the Board needed to provide written reasons for non-approval of employees, Mrs. Minnis stated that there has to be good cause as to why the recommendation of an employee is not approved. She suggested the Board table Mrs. Mandela's transfer.

Mrs. Dudley rescinded her motion.

Following discussion, Mrs. Karema D. Dudley made a motion to accept the Superintendent's recommendation to approve agenda item #6b with the exception of the transfer of Mrs. Mandela. The motion was seconded by Ms. Cathy S. Johnson.

Ms. Johnson asked if Mrs. Mandela would remain at James A. Shanks Middle School.

In response to Mr. Scott's concern if the Board votes to not transfer Mrs. Mandela, will be the transfer process be dead at this point, Mrs. Minnis stated that it would mean the transfer was not accepted and if it came back before the Board it would be a new issue.

In response to Mr. Frost's concern if Mrs. Mandela could still file her grievance, Mrs. Minnis stated that would be up to Mrs. Mandela.

Dr. Segal stated that if Mrs. Mandela is not transferred the grievance will end.

The motion for agenda item #6b was voted on by the Board with the exception of the transfer for Mrs. Mandela and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

c. Payroll Schedule 2022 – 2023 Fiscal Year

Mrs. Dudley stated that she was concerned about all employees being paid at the end of the month. She stated that although some teachers are not against the end of the month payroll, she does not want it to cause a negative impact.

Mr. Mays stated that the timeframe of the FEFP payouts is the reason for all employees to be put on the end of the month payroll.

Mrs. Mandela stated that teachers were surveyed regarding the end of the month payroll. She stated that 65% of the teachers agreed and 35% had concerns. She stated that the survey included 80 teachers.

Following discussion, Mrs. Karema D. Dudley made a motion to accept the Superintendent's recommendation to approve agenda item #6c. The motion was seconded by Mr. Steve Scott.

Dr. Sylvia Jackson stated that the pay dates are part of the union contract – appendix c. She stated that the union is scheduled to meet tomorrow.

Mrs. Dudley rescinded her motion on agenda item #6c. She made a motion to defer action on agenda item #6c. The motion was seconded by Mr. Leroy McMillan and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

Mrs. Mandela asked how the Behavior Analyst and Behavior Technicians differ from the Behavioral Specialist position.

Mr. McMillan stated that the Registered Behavior Technician and Board Certified Behavior Analyst are trained specialists who will develop, implement and monitor behavior interventions for students.

11. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key stated the Behavior Analysts and Behavior Technicians are not district employees. He stated that Carter Parramore Academy was not closing but will be used for students with Board action or administratively placed by the Superintendent. He stated that all other students must return to their home school. He stated that if we keep doing what we are doing the results will be the same. He stated that the district has to start doing things differently.

The Board agreed to move the August meeting to August 16th.

12. SCHOOL BOARD REQUESTS AND CONCERNS

Ms. Johnson expressed her concerns regarding the behavior shown at the meeting. She stated that it was unpleasant to have Board members disrespecting one another.

Mrs. Dudley requested Board members receive information packets 7 days prior to the meeting. She stated that she wants to be well prepared for the meetings. She apologized to the community for the unpleasant behavior at the meeting. She stated that everyone needs to be mindful of choosing their words and she hoped that everyone will conduct themselves better in the future.

Mr. McMillan agreed that the Board members should receive information packets 7 days prior to the meeting. He stated that he was concerned about adding items to the agenda on the day of the meeting.

13. The meeting adjourned at 8:15 p.m.