

SCHOOL BOARD WORKSHOP

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

June 3, 2015

5:00 P.M.

This workshop was open to the public and electronically recorded.

The following Board members were present: Mrs. Audrey D. Lewis, Chairwoman; Mr. Isaac Simmons; Mr. Charlie D. Frost; Mr. Roger P. Milton; and Mr. Steve Scott. Also present were Mr. Reginald C. James, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others.

1. Call to order

The workshop was called to order by the Chairwoman, Mrs. Audrey D. Lewis, at 5:10 p.m.

2. Items For Discussion

Mrs. Smith thanked the Board for the approval of \$231,940 for the Edgenuity (Ed Options) Program. She stated that the Ed Options Program is a safety net for students for a three year period. She stated that as a result of an overview of the graduation track, there will be a savings to the district.

Mrs. Lewis requested a Plan of Action to target student's graduation track or Ed Options.

Mrs. Smith stated that the Department of Education identified three schools that were identified as in need of support for at-risk students. She stated that James A. Shanks Middle School and Havana Elementary School were identified in the planning stage. She stated that West Gadsden High School was identified as being in the implementing stage. She stated that West Gadsden High School will not be held harmless for the 2013 letter grade "F". She stated that West Gadsden High School will use the District Management Turnaround Model in the implementing stage.

Mr. Frost expressed his concerns regarding the Board's role in decision making.

Mr. Milton left the meeting at 5:45 p.m. to attend a prior obligation.

Mr. James stated that there has been no formal recommendation regarding the contract with Barkley Security. He stated that he needed the Board's input regarding the procedures for school safety.

Following discussion, of the issue on school safety, Mr. Simmons requested Mr. Frost represent the Board on school safety.

a. Salary Schedule for 2015 -2016

Mrs. Ferree shared with the Board an overview of the changes to the 2015-16 salary schedule. She stated that all the changes to the 2015-16 salary schedule were in red. She stated that the salary schedule is required to be submitted to the Florida Department of Education as part of the budget process.

Mr. Pace stated that the changes to the 2015-16 salary schedule reflect the minimum wage increase. He stated that the instructional salary schedule is currently undergoing ratification by the union. He stated that the non-instructional contract was still under negotiation for the 2015-16 fiscal year. He stated that other changes to the 2015-16 salary schedule included date changes. He stated that the Board paid benefits are through September 30, 2015 and will be renegotiated October 1, 2015.

Ms. Judith Mandela, Teacher at James A. Shanks Middle School, addressed the Board to express her concerns regarding teacher salary. She applauded the Board for providing an excellent benefit packet. She stated she had problems with the salary schedule not being upgraded from the year 2007. She stated that the teacher's salary of \$30,000 was not a professional salary. She stated that the district is the lowest paid in the State of Florida. She stated that she want a professional salary for teachers. She stated that teachers need to be treated as professionals. She stated that she wish the Board would prioritize teacher salaries.

Mr. Simmons stated that teacher salaries are a top priority of the Board.

Mr. Scott stated that he is one of the biggest advocates for teachers. He stated that there are many factors that play in the role of salaries.

Mr. Frost stated that the district has declining student enrollment.

Ms. Alonzette Simpkins, Teacher at Havana Elementary School, stated that there are a lot of things that could be looked at to help with teacher salaries such as consultants and non-essential positions. She stated that the Board also needs to find out why students are leaving the district.

Mrs. Nekeisha Harris, Teacher at Carter Parramore Academy, stated that the district needs to market schools better to showcase all the positive things. She stated that she was willing to work with staff to help market schools better.

b. 2ND Year Negotiations of the 2013 – 2015 GCCTA Contract

Mr. Rocky Pace shared with the Board an Appendix A – Instructional Schedule. He stated that the future use of this salary schedule was contingent upon receiving sufficient funds from the state designated for salaries. He stated that if the Florida Legislature changes the salary and benefits appropriations or moves these funds into another appropriation in subsequent years, then this action shall result in renegotiations of salaries for that year. He also shared with the Board the proposed GESPA Article IX General Employment Practices information.

Following discussion, the Board thanked Mr. Pace for sharing the changes to the 2nd Year Negotiations of the 2013 – 2015 GCCTA Contract.

3. Items by the Superintendent

None.

4. School Board Requests and Concerns

None.

5. The workshop adjourned at 6:45 p.m.