



**CITY HALL
COMMISSION CHAMBERS
404 W. JEFFERSON STREET
QUINCY, FLORIDA 32351**

**PUBLIC NOTICE
OF SPECIAL MEETING**

Notice is hereby given that the Quincy City Commission has called a Special Meeting pursuant to section 2.51 of the City of Quincy Charter, for Friday, February 11, 2022 at 5:00 pm.

Special Meeting Items for Discussion

- Resolution 1421-2022
- Interim City Manager's Contract

All interested members of the public are hereby invited to attend the Special Meeting.

For additional information, please call the City of Quincy at 850.618.0020.

City of Quincy



City Hall

**404 West Jefferson Street
Quincy, Florida 32351**

www.myquincy.net

CITY COMMISSION SPECIAL MEETING

**Friday, February 11, 2022
7:00 PM**

City Hall Commission Chamber

City Commissioners

**Mayor Ronte R. Harris - District III
Mayor Pro-Tem Keith A. Dowdell - District I
Commissioner Angela G. Sapp - District II
Commissioner Freida Bass-Prieto - District IV
Commissioner Anessa A. Canidate - District V**



City of Quincy, Florida
City Commission
Special Meeting
AGENDA

February 11, 2022
5:00 P.M.

City Hall Commission Chamber

Call to Order

Roll Call

Special Meeting Items for Discussion

- Resolution 1421-2022
 - Dr. Beverly A. Nash, Ph.D., Interim City Manager
- Interim City Manager's Contract
 - Dr. Beverly A. Nash, Ph.D., Interim City Manager
 - Mayor Ronte Harris
 - Gary Roberts, City Attorney

Adjournment

2021 F.S. 286.0105 (Public Business: Miscellaneous Provisions) - Notices of meetings and hearings must advise that a record is required to appeal.—Each board, commission, or agency of this state or of any political subdivision thereof shall include in the notice of any meeting or hearing, if notice of the meeting or hearing is required, of such board, commission, or agency, conspicuously on such notice, the advice that, if a person decides to appeal any decision made by the board, agency, or commission with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. The requirements of this section do not apply to the notice provided in s. [200.065\(3\)](#).
History.—s. 1, Ch. 80-150; s. 14, Ch. 88-216; s. 209, Ch. 95-148.

Persons with disabilities who require assistance to participate in City meetings are requested to notify the City Clerk's Office at (850) 618-0020 in advance.

**CITY OF QUINCY, FLORIDA
CITY COMMISSION
SPECIAL MEETING
AGENDA REQUEST**

MEETING DATE: February 11, 2022

DATE OF REQUEST: February 10, 2022

TO: Honorable Mayor and Members of the City Commission

FROM: Dr. Beverly A. Nash, Ph.D. Interim City Manager

SUBJECT: Resolution 1421-2022 – Road Closure – Special Celebration Honoring Sheriff Morris Young

Statement of Need/Justification:

In recognition of Black History Month, the community and the Gadsden County Sheriff Office have come together to recognize and honor Sheriff Morris Young to be held Downtown Quincy Courthouse Square, Sunday, February 13, 2022, 2:00 pm – 6:00 pm.

The emphasis for the day will be on paying tribute to the longest serving Black Sheriff in Florida's history.

The resolution requests the closure of a portion of Washington Street between Madison and Adams Streets.

The road closure will be from 1:00 pm until 7:00 pm.

Options:

Option 1: Approve Resolution 1421-2022.

Option 2: Do not approve Resolution 1421-2022.

Staff Recommendation: Option 1

Attachments:

- 1. Resolution 1421-2022**
- 2. Flyer**
- 3. Email requesting Street Closure**

RESOLUTION NUMBER: 1421-2022

A RESOLUTION GRANTING THE REQUEST OF THE GADSDEN COUNTY SHERIFF'S OFFICE TO TEMPORARILY CLOSE A PORTION OF WASHINGTON STREET BETWEEN MADISON AND ADAMS STREETS, EXCLUDING THE INTERSECTIONS OF BOTH ADAMS AND MADISON STREETS FOR THE SPECIAL CELEBRATION HONORING SHERIFF MORRIS YOUNG.

WHEREAS, The Gadsden County Sheriff's Office has requested the closing of certain streets for the Special Celebration honoring Sheriff Morris Young, to be held Downtown Quincy Courthouse Square, Sunday, February 13, 2022, 2:00 pm – 6:00 pm.

WHEREAS, The City of Quincy has determined that said road and/or street closings are necessary in order for the celebration to take place as planned and that such use will not interfere with the safe and efficient movement of traffic or cause danger to the public.

NOW THEREFORE BE IT RESOLVED by the City Commission of the City of Quincy, Florida in lawful session assembled, that the City of Quincy does hereby authorize and permit the temporary closing of the following: **A portion of Washington Street Between Madison and Adams Streets, excluding the intersections of both Adams and Madison Streets** for the **SPECIAL CELEBRATION HONORING SHERIFF MORRIS YOUNG to be held Sunday, February 13, 2022.**

NOW, THEREFORE, BE ADOPTED AND RESOLVED, by the City Commission of the City of Quincy, Florida on the 11th day of February, A.D. 2022.

BY:

Ronte Harris, Mayor
Presiding Officer of the City Commission of
the City of Quincy, Florida

ATTEST:

Janice Shackelford Clemson
Clerk of the City of Quincy and
Clerk of the City Commission thereof

SUPER BOWL SUNDAY



SPECIAL CELEBRATION

HONORING SHERIFF MORRIS YOUNG

THE LONGEST SERVING BLACK SHERIFF IN FLORIDA'S HISTORY

DOWNTOWN QUINCY COURTHOUSE SQUARE

FEB 13TH 2022

2-6 PM

FOOD, MUSIC, FUN, AND GIVEAWAYS



**PRESENTED BY BEN CRUMP LAW
HOSTED BY JOE BULLARD**



BEN CRUMP, ESQ



BOB COX, ESQ

Beverly Nash

From: Bobby Collins <bobbycollins@tds.net>
Sent: Thursday, February 10, 2022 1:56 PM
To: Beverly Nash
Subject: Washington St Closure request

Good afternoon Dr. Nash,

I am respectfully requesting that a portion of Washington St be closed for an event on the courthouse square. More specifically, my request only pertains to the portion of Washington St. between Madison St. and Adams St. excluding the intersections at both Adams and Madison. Moreover, the proposed closure will not interfere with traffic traversing the north and south thoroughfares of Madison St. and Adams St. If granted, The Gadsden County Sheriff's Office will manage the closures at Madison St. and Washington St. and Adams St. and Washington St. with Cones, barricades, marked patrol cars and law enforcement personnel. Your assistance with this matter is greatly appreciated.

Colonel B. Collins Gadsden County Sheriff's Office 339 E. Jefferson St. Quincy, Fl. 32351

**CITY OF QUINCY
CITY COMMISSION
SPECIAL MEETING
AGENDA REQUEST**

Date of Meeting: Friday, February 11, 2022

Date Submitted: January 18, 2022

TO: Honorable Mayor and Members of the City Commission

FROM: Dr. Beverly A. Nash, Interim City Manager
Mayor Ronte Harris and Members of the City Commission
Attorney Gary Roberts, City Attorney

SUBJECT: Position: Interim City Manager
Draft Contract, City of Quincy, Florida and Dr. Beverly A. Nash, Ph.D., NCC

Background (Condensed Version):

The City Commission, City of Quincy held a regular meeting, whereby Mayor Pro-Tem Keith Dowdell made a motion for the selection as interim city manager and the motion carried by the official vote of the City Commission.

Dr. Beverly A. Nash, Ph.D., NCC was named and accepted the interim city manager's position.

Effective Friday, December 17, 2021, Mr. Jack L. McLean Jr. was released from his duties as City Manager for the City of Quincy. At 5:01, Dr. Beverly A. Nash, Ph.D., NCC assumed the position of interim city manager.

Options:

Option 1: Approve contract of Interim City Manager.

Option 2: Deny contract of Interim City Manager

Option 3: Provide directions.

Recommendation: Option 1

Attachments:

Exhibit A: Curriculum Vita: Dr. Beverly A. Nash, Ph.D., NCC

Exhibit B: Draft Contract, City of Quincy, Florida and Dr. Beverly A. Nash, Ph.D., NCC

Exhibit A: Curriculum Vita
Dr. Beverly A. Nash, Ph.D., NCC

City of Quincy, Florida
Interim City Manager's Position

Suggested Expectations

1. Executes the City Commissioners' directives through the development and implementation of short - and long - term strategies, programs and metrics.
2. Provides timely, accurate information and policy recommendations to the City Commissioners based on the best interest and outcomes for the residents of the City of Quincy. Regularly reports on the City activities and operations as requested and deemed necessary.
3. Ensures financial integrity and accountability through resource management, cost efficiencies and other strategies.
4. Leads the organization with a commitment to best practices, continuously monitors the efficiency and effectiveness of the City's operations.
5. Develops strategies to enhance engagement and communication among the commissioners, staff and residents.
6. Fosters a culture of learning, empowerment, accountability, and professional growth for members of the City of Quincy team.
7. Interacts with residents on a variety of issues with a "customer service" approach.

DR. BEVERLY ANN NASH, PH.D., NCC
P.O. Box 696 – Quincy, Florida 32353
65 North Virginia Street, Quincy, Florida 32351
850-345-7459 (Cell) -- Email Address: adaobi1@aol.com

PROFESSIONAL PROFILE:

Seasoned administrator with cross-functional experiences; proven expertise in leadership, administration, federal and state grants, research, planning, operational oversight, and organizational development. Excellent planning, analytical and organizational skills. Distinguished performance on teams at large-scale governmental agencies and small to medium school districts, agencies, community colleges and universities; provided strategic leadership, and vision to deliver improved financial, performance, and program/project results. Successful in identifying and capitalizing upon funding opportunities through the integration of technical, personnel, financial, operational and community resources.

CORE COMPETENCIES:

- Strategic Planning and Cross-Functional Team Leadership
- Large Project & Program Management and Implementation
- Employee Relations and Counseling
- Leadership Development, Training and Assessment
- Accreditation & Regulatory Compliance
- ADA, EEO and Affirmative Action Regulations
- Grant Writing & Administration
- Diverse Populations Experience
- Research, Data Collection and Analysis
- Technical Specifications and Bids
- Community Engagement and Special Events
- Quality and Performance Improvement

PROFESSIONAL EXPERIENCES:

2018 - 2021 **THE CITY OF QUINCY, CITY HALL**, 404 Jefferson Street, Quincy, Florida 32351. Grant writing and project management, grant funding/awards, research, proposal development, federal and state compliance, data collection, customer services, preparing and maintaining official reports, legal documents and financial records and reporting. Over 10 million dollars in grant funding from multiple federal, state, and local funding sources.

2015 - 2018 **GADSDEN COUNTY PUBLIC SCHOOL DISTRICT**, 35 Martin Luther King, Jr. Street, Quincy, Florida 32351. Academic, life, career and family counseling and services to students, parents, and teachers, including provided leadership for student national/state tests and assessments; increased student participation by 50%. Demonstrated expertise in classroom management, student relations, and learner retention. Encouraged and facilitated the use of technology tools by staff and students to enrich and transform opportunities for communication, collaboration, critical thinking, and creativity.

2002 - 2017 **NCN CONSULTING, LLC**, P.O. Box 696, Quincy, Florida 32353

CEO/Consultant

- Founded a consulting practice specializing in **education and development services, strategic planning, grant writing and organizational change.**
- **Clients:**
 - ✓ (2013 - 2015) **Panhandle Area Education Consortium (PAEC), Chipley, Florida and PCG Education, Tallahassee, Florida 32301**
 - Facilitated **train-the-trainer workshops** on Common Core National Standards/Florida Standards for teachers and administrators employed by Charter Schools located in northern Florida with 100% satisfactory to outstanding results.
 - ✓ (2006 - 2015) **Gadsden County Public School District, 35 Martin Luther King, Jr. Blvd., Quincy, Florida 32351**
 - Managed school-based health centers projects and magnet school initiative.
 - Appointed project director with full responsibilities for budgeting, staffing, teacher training, **educational administration**, and Federal and School Board reporting. Procured and responsible for **grant administration** of the following funded projects:

- ✓ The Character Education Initiative, United States Department of Education, Office of Safe and Drug-Free Schools, \$1.5 million, 4-years (one of the largest competitive grants awarded to the school District).
- ✓ Florida Department of Education, Bureau of Instruction and Innovation, Office of Safe and Healthy Schools, Coordinated School Health Program, Tobacco Prevention and Intervention Teacher Training Project, \$60,000 for 1-year.
- ✓ Florida Department of Education, 21st Century Community Learning Centers, \$215,984 and \$179,379 (for 2-year each).
- ✓ U.S. Department of Health and Human Services, Health Resources and Services Administration (HRSA), Affordable Care Act (ACA) Grants for School-Based Health Centers Capital Program, \$499,974 for 2-years.
- ✓ Launched a portfolio of marketing, educational and communication services, and programs to increase awareness, services, expand partnerships, and increase program funding.
- ✓ Directed all regulatory affairs, compliance, including Institutional Review Board and reporting functions to meet local, state, and federal requirements.
- ✓ Implemented operational plan and processes to facilitate state and federal reporting requirements.
- ✓ Developed and implemented individual and comprehensive culturally competent-based wrap-around programs and services aligned with academic, emotional, and social needs of students, parents, and the community; utilized a continuous improvement system to help maximize individual, team and organizational performance.
- ✓ Utilized a systemic approach achieving results by maximizing the performance of people, ensured work processes were efficiently implemented, enhanced customer satisfaction, and ensured that a favorable return was offered to the bottom line.
- ✓ Served as assistant principal for curriculum at the high school level and utilized educational proficiencies in the areas of curriculum development, operation management, classroom instruction, student learning, student tests and assessments and data analysis to increase parent involvement, student engagement and professional development. Led program development; served on textbook selection committee. Served as principal of a charter school. Conducted periodic reviews of instructors to evaluate workload, teaching methods, student interaction, and overall performance. Expanded student services to include monthly guest speaker programs, peer counseling and community partnerships.
- ✓ Supervised field site education programs for students from Florida A&M University, Florida State University and Thomas University Social Work programs (undergraduate and graduate).

2001 - 2006 Caregiver for terminally ill mother. Scheduled medical appointments, financial custodianship, and legal coordination.

1988 - 2001 **FLORIDA DEPARTMENT OF EDUCATION**, Tallahassee, Florida 32399

- (1997 - 2001) **Senior Educational Program Director**
 - ✓ Led a team of 15 employees responsible for administration, coordination, budget oversight and implementation of over \$400 million in federal and state grants and projects with no federal audit exceptions.
 - ✓ Developed and coordinated Federal and executive summary reports, memos, manuals, public relations materials, technical assistance documents, budgets and plans for distribution to school districts (67), public charter schools (over 400), community colleges (28), universities (private and public - 12), community-based organizations (over 500), other governmental (federal, state, county, city) entities and statewide community, such as the **Florida's Plan for the Use of Federal Vocational and Applied Technology Education Funds**.
 - ✓ Led and participated on teams to ensure compliance with **Federal and state mandates**. Facilitated integration and communication of changes and enhancements to existing programs. Developed and implemented **improved business processes** to streamline operations and reduce overhead costs, which led to being awarded the Davis Productivity Award.
 - ✓ Developed, conducted, and coordinated **professional development and leadership training at regional and statewide workshops, meetings and conferences** resulting in improved management and operational strategies. Developed and designed **leadership-training** programs for district/school/university level

- ✓ supervisors, directors, and team leaders.
- ✓ Negotiated and coordinated **multi-million-dollar, multi-year contracts** – long term, fixed price, and minority suppliers.
- ✓ Evaluated curriculum to expand course offerings and effectively prepare students for employment in business, professional and technical (CTE) fields.

Career Progression:

- Program Specialist IV (1996 - 1997)
- Program Specialist Supervisor II (1993 - 1996)
- Program Specialist III (1988 - 1993)

1988 – Instructor - **BRANELL COLLEGE, TALLAHASSEE, FLORIDA 32308**. Branell College was a private vocational and technical institution serving about 600 full-time and part-time students. Taught the following courses: Business Communication, Lotus 1-2-3, Typing (beginning, intermediate and advanced) and Business Machines.

1984-1988 - Coordinator, Training and Support Services. **EXECUTIVE OFFICE OF THE GOVERNOR (STATE OF FLORIDA), OFFICE OF INFORMATION SERVICES, CARLTON BUILDING, TALLAHASSEE, FLORIDA 32399**. Responsible for the development and coordination of software and system training and support for the Executive Office of the Governor (more than 380 employees). Duties included: assisting users with software and hardware concerns and problems, communicating to users' product/system specifications and requirements; planning, organizing, coordinating, and conducting software and hardware training using the IBM, Apple, and Wang systems.

TEACHING EXPERIENCES:

- Adjunct Professor, Florida Agricultural and Mechanical University, College of Education, Tallahassee, Florida 32307. EME 2040-305, Introduction to Educational Technology. Customized course by utilizing Blackboard® for course information and assessment.
- Adjunct Professor, Branell College, Tallahassee, Florida 32308. Business Communication, Microsoft WORD and EXCEL and Lotus 1-2-3, General Typing (beginning, intermediate and advanced) and Business Machines.
- Adjunct Professor, Tri-County Technical College, Division of Comprehensive Studies, Pendleton, South Carolina 29670. Career exploration, student orientation and personal development.
- Adjunct Professor, Tri-County Technical College, Division of Comprehensive Studies, Pendleton, South Carolina 29670. Psychology 031-01.
- Instructor, Tucson Skill Center, Tucson Public Schools, Tucson, Arizona 85701. Business courses: Typing, Business Machines, and Office Practices.
- Assistant Principal, Guidance Counselor, Regular and Substitute Teacher, PK-12 grade levels: Gadsden County (Quincy, Florida) and Caddo Parish (Shreveport, Louisiana) Public School Districts.

EDUCATION:

- Doctor of Philosophy: Educational Leadership.** (August 2000). Florida Agricultural and Mechanical University, College of Education, Tallahassee, Florida. Dissertation Topic: *The utility of Perkins data in support of Florida's system of secondary vocational education program improvement*. Primary research themes: educational equity, vocational education, educational decision support systems (DSS) and school/program improvement strategies. Research training: both qualitative and quantitative methodologies.
- Educational Specialist: Human Resource Development.** (April 1990). Florida State University, College of Education, Tallahassee, Florida.
- Master of Education: Personnel Services/Counseling.** (December 1980). Clemson University, College of Education, Clemson, South Carolina.
- Bachelor of Science: Public Administration.** (May 1975). University of Arizona, College of Public Administration (Correctional Administration), Tucson, Arizona.
- Master's level course work in Dispute Resolution and Conflict Management, Southern Methodist University, Dallas, Texas

and Curriculum and Instruction, Ashford University (on-line program), San Diego, California

DISSERTATION: RESEARCH PARTICIPATION:

- Bamdas, J. A. M. (2009). Emerging narratives of Native American, Asian American, and African American women in middle adulthood with an education doctorate degree. Florida Atlantic University (Doctoral Dissertation).
- Pouncey, M. (2012). Advancement to educational leadership by women of color: An interpretive phenomenological analysis. University of Phoenix (Doctoral Dissertation). Available from ProQuest Dissertations and Theses database. (UMI No. 3647302).

PROFESSIONAL CERTIFICATIONS:

National Certified Counselor (NCC), National Board for Certified Counselors, Inc. NBCC Certificate Number: 06112
State of Florida Notary Public (Bonded), October 27, 2021 through October 25, 2025
Certified Instructor, HIV/AIDS/STD Peer Educators Certification Program, The National Association for Equal Opportunity in Higher Education (NAFEO), funded by the Centers for Disease Control and Prevention (CDC)

SELECTED PROFESSIONAL MEMBERSHIPS:

American Association of University Women
Association for Multi-Cultural Counseling and Development
National Black Child Development Institute
Alpha Kappa Alpha Sorority, Incorporated

SELECTED BOOKS, BOOKLETS, PAPERS, TECHNICAL REPORTS, TRAINING MATERIALS AND MANUALS:

- Nash, B. A. *Comprehensive plan for student recruitment*. Southern University at Shreveport.
- Nash, B.A. *Division of student affairs policies and procedures handbook*. Manual on employment, institutional and workplace policies, and procedures.
- Nash, B.A. *Records management handbook*. Southern University at Shreveport.
- Nash, B.A. *Pre-approval (funding plan) tracking process*. Instructional manual for a reengineered automated departmental process. Florida Department of Education: Tallahassee, Florida.
- Nash, B.A. *The utility of Perkins data in support of Florida's system of secondary vocational education program improvement*. Ann Arbor, Michigan: Bell & Howell Information and Learning Company.
- Nash, B.A. *The project review and approval system: Internal procedures for processing grants, projects, and amendments*. Training materials and instructional manual presented to professional staff of the Florida Department of Education, Bureau of Instructional Support and Community Services: Tallahassee, Florida.
- Nash, B.A. *DVE 318 automated application manual*. Florida Department of Education, Division of Applied Technology and Adult Education, Bureau of Development, Planning and Information Systems: Tallahassee, Florida. An automated process to collect data and information for the Carl D. Perkins Act Annual Performance Report.
- Nash, B.A. *Perk notes: Committee of practitioners*. Florida Department of Education, Division of Applied Technology and Adult Education, Bureau of Development, Planning and Information Systems: Tallahassee, Florida. A newsletter about programs, services and activities related to the Carl D. Perkins Act.
- Nash, B.A. *The committee of practitioners: Status report, 1990-1994*. Florida Department of Education, Division of Applied Technology and Adult Education, Bureau of Development, Planning and Information Systems: Tallahassee, Florida.
- Nash, B.A. *Gold seal awardees: Readiness to pursue postsecondary education*. Florida Department of Education, Division of Applied Technology and Adult Education, Bureau of Development, Planning and Information Systems: Tallahassee, Florida. A monograph.
- Nash, B.A. *Exemplary vocational & applied technology education programs in Florida funded by the Carl D. Perkins Act*. Florida Department of Education, Division of Applied Technology and Adult Education, Bureau of Planning, Development and Information Systems: Tallahassee, Florida.
- Nash, B.A. *Automation benefits survey and analysis*. Executive Office of the Governor, Office of Information Services:

Tallahassee, Florida.

- Nash, B.A. *Acceptance tests: User-based portion-Wang office automation system*. Executive Office of the Governor, Office of Information Services: Tallahassee, Florida.
- Nash, B.A. *One-minute manual: Using the Xerox laser printer with easy text*. Executive Office of the Governor, Office of Information Services: Tallahassee, Florida.
- Nash, B.A. *Former student questionnaire and analysis*. Tri-County Technical College: Pendleton, South Carolina.
- Nash, B.A. *Employment needs of women in Anderson, Oconee, and Pickens counties*. Tri-County Technical College: Pendleton, South Carolina.
- Nash, B.A. *Placement manual*. Clemson University, Division of Career Services, Placement Office. University Communications, Inc.: Rahway, New Jersey.
- Nash, B.A. *An analysis of the region X community mental health and retardation crisis intervention delivery system*. Blue Ridge Comprehensive Community Mental Health Center of the Region X Community Mental Health and Retardation Services Board (served Charlottesville, Albemarle, Fluvanna, Greene, Louisa, and Nelson counties): Charlottesville, Virginia.

SELECTED FUNDED GRANTS AND PROJECTS:

- Gross, J. & Nash, B.A. *The church's response to family violence*. Violence Against Women Grant Office, Office of Justice Programs, U.S. Department of Justice, State of Florida, Prevention of Domestic and Sexual Violence Section, Florida Department of Community Affairs, Bethel A.M.E. Church: Tallahassee, Florida, \$7,317. A program designed to bring collaborative services to the South side of Tallahassee, educate the church communities about violence and provide strategies for effective church-based programs and services.
- Nash, B.A. The Character Education Initiative, United States Department of Education, Office Safe and Drug-Free Schools, Partnerships in Character Education, \$1.5 million.
- Nash, B.A. Tobacco Use Prevention and Intervention Teacher Training Project, Florida Department of Education, \$60,000.00.
- Nash, B.A. IndiVisual Learning – Hewlett-Packard Read for Life Scholarship: Newton Smith Elementary School, Shreveport, Louisiana. 1st Prize Award Winner: \$10,000.
- Nash, B.A. *The Learning Enrichment Program (LEP)*. Community Empowerment Programs, City of Shreveport, Louisiana, Martin Luther King, Jr. Neighborhood Association, \$5,221. A program designed to provide academic and test testing enrichment to thirty (30) 4th grade school students from two local elementary schools.
- Nash, B.A. *Project hip-hop reading®*. Alliance for Education, Caddo Parish School District, Mini-Grant Awards of Excellence Program, \$750. The project engaged students in reading by utilizing various aspects of hip-hop culture.
- Nash, B.A. *National youth sports program – Girls' sports clinics (NYSP-GSC)*. Southern University at Shreveport, National Youth Sports Corporation, Indianapolis, Indiana, \$6,462.00. A sports program for girls aged 10-16 years old from the local community to encourage participation in non-traditional sports; to build positive relationships with participants, coaches, and student-athletes, and to encourage the continuous involvement in athletics.
- Nash, B.A. *Project T.E.A.M. mentoring and after-school program*. The W.A.Y. Ministries of Tallahassee, Inc., Florida Department of Juvenile Justice, Faith Community Network, \$7,630. A mentoring and after-school program for at-risk youth.
- Nash, B.A. *Sports for life* – A Project of the Florida Office of Tobacco Control. The W.A.Y. Ministries of Tallahassee, Inc., \$1,500. A summer sports program for at-risk youth.
- Nash, B.A. *Winning girls! Winning women!* Family Preservation and Family Support Funds, Department of Children and Families, District 2, Daughters of Sarah Allen, Bethel African Methodist Episcopal Church: Tallahassee, Florida, \$2,000. A mentoring and outreach program for at-risk girls and their families.
- Nash, B.A. *Moore about computers*. W.T. Moore Elementary School, Leon County School District: Tallahassee, Florida, \$1,000 and over \$30,000 in computers, printers, and services. An after-school program designed to provide academic enrichment (math and computers) and career development to minority students.
- Nash, B.A. *Dropout intervention project (DIP)*. Manpower Training Program, Job Training and Partnership Act (J.T.P.A.), Tri-County Technical College: Pendleton: South Carolina, \$63,000. A training program for at-risk youths.
- Nash, B.A., Norris, A. & Teal, C. *Female, and minority (FM) project*. Tri-County Technical College funded by Appalachian Regional Commission, South Carolina, \$200,000 and over \$50,000 in contributions and services. A full-service program designed to recruit, train, and retain minorities and females into high technology careers.
- Nash, B.A. & Teal, C. *Pilot project to recruit and train rural and low-income women for high technology occupations*.

Department of Labor, Women's Bureau, Tri-County Technical College: Pendleton, South Carolina, \$40,000. A recruitment and training program for women.

Nash, B.A. & Teal, C. *Women reaching out to women*. South Carolina Department of Education, Office of Vocational Education, Tri-County Technical College: Pendleton, South Carolina, \$4,000. A program designed to recruit women into high technology careers.

DEVELOPED CONFERENCES AND WORKSHOPS:

The church's response to violence: Halting abuse, neglect and exploitation of the elderly and our children, our schools and you. Bethel A.M.E. Church: Tallahassee, Florida, A community conference.

Africa: Yesterday, today, and tomorrow. Harambee: Tallahassee, Florida. An international cultural festival. Primarily responsible for the African/Caribbean Museum, educational presentations, workshops, and speakers.

Empowerment of the educational community for the gifted child: School, parents, business, government, and the community. Leon County Association for Gifted Children: Tallahassee, Florida. A regional conference on giftedness.

Gifted children: Meeting their needs. Leon County Association for Gifted Children: Tallahassee, Florida. A regional conference on giftedness.

Gifted education: A shared partnership. Leon County Association for Gifted Children: Tallahassee, Florida.

Understanding and preparing the gifted child. Leon County Association for Gifted Children: Tallahassee, Florida.

Computer camps for female and/or minority students, grades 9-12. Tri-County Technical College: Pendleton, South Carolina. A summer technology camp serving Pickens, Anderson, and Oconee counties.

Women and careers: Options for the 80's. Clemson University: Clemson, South Carolina. A career fair and conference emphasizing non-traditional occupations for women.

Charles F. Bolden, Jr., NASA astronaut day. Tri-County Technical College: Pendleton, South Carolina. Recognition of Blacks in the United States Space Program and a celebration of the opportunities available to females and minorities in technical-oriented careers.

Young Writers Conference. Havana Elementary School, Gadsden County Schools, Havana, Florida.

SELECTED PROFESSIONAL ACTIVITIES:

Juvenile Justice Council, Inc., Leon County (Florida), Education Committee

State Task Force on Greater Accountability in Gifted Education, (Florida)

Leon Association for Gifted Children (L.A.G.C.), Leon County (Florida) School District

President; Chairperson, Parenting Workshop, Scholarship and Fund Development Committees; planned and organized Regional Conferences, and implemented various other training activities for parents of gifted children

State Steering Committee for Programs for Gifted Students, (Florida)

Delegate, Virginia Governor's Conference on Library and Information Services, Richmond, Virginia

SELECTED COMMUNITY ACTIVITIES:

Tallahassee Girls' Choir of CHOICE, (Tallahassee, Florida), Executive Board member and President

Volunteer Mentor, Gadsden County Public School District

Capital City Garden Club – member and presenter

American Red Cross – Dallas Chapter, Katrina, and Rita Relief

Tallahassee (Florida) Senior Center Foundation, board member

Tallahassee (Florida) Senior Center Advisory Board, board member

Refuge House Board of Directors, (Tallahassee, Florida), board member

The John G. Riley Museum and Center of African American History and Culture, Tallahassee, Florida, supporting member

Tallahassee Community Hospital, Ethics Committee, Tallahassee, Florida, member

Bethel African Methodist Episcopal Church, Tallahassee, Florida. Finance Committee; Bethel Orchestra; Church Trustee; member of the Daughters of Sarah Allen (mentor); member of the Church School, Bible Class III; Coordinator, Girl Scout Ministry (developed a full-service girl scout program with eight troops and over 125 registered girl scouts); Chair, Committee on Violence Education and Outreach; Chair, Sub-Committee on Information Management and Technology; Lay Organization, recording secretary and member Steward Board I.

Leon County (Florida) School District (Volunteer), Bond Elementary School, The Governor's Mentoring/Tutoring Program; Florida A&M University Development Research School (FAMU DRS), President, School Advisory Board, Junior Varsity Cheerleading-booster member, Track and Field Team-booster member; School for Individualized Learning (SAIL), Parent-Teacher-Student Organization (PTSO), Vice-President and Editor of the PTSO Newsletter; Lincoln High School, (PTSO), Co-President, Volunteer Coordinator; District Advisory Council (DAC), Secretary; (DAC) Representative, Academic Resource Center; Advisor to Student Government Association, Cobb Middle School, and Homeroom Mother/Coordinator, W.T. Moore Elementary, Buck Lake Elementary, Cobb Middle, Lincoln High and SAIL Schools

Association of African Methodist Episcopal Scouts (AAMES), Chair, Committee on the Religious Recognition Program; Florida Conference, Chair, Committee on Girl Scouting

Florida History Fair (Statewide), Judge, Junior/Middle School Level

Girl Scout Council of the Apalachee Bend, Tallahassee, Florida, Troop Sponsor (six troops); Executive Board, President, (Council serves 15 counties – two terms); First Vice-President; implemented various outreach programs, for example, Bethel AME Church Book Scholarship Fund in the name of one of the first African American troop leaders in Leon County – raised over \$3,500; implemented Florida's first Girl Scout troop for daughters of incarcerated mothers (SOAR – Seizing Opportunities, Achieving Respect) (honored with the Governor's Peace at Home Award); Nominating Committee; Girl Scout Leader, Troops: Daisy, Brownie, Junior, Cadette and Senior Levels; Organized first multi-cultural group to travel to Europe; Jamaica, 1991; Girl Scout Ministry Coordinator, Bethel AME Church, and Chairperson, Insurance Committee

Girl Scout Council of the Florida Panhandle, Quincy, Florida (serves 19 counties) – Executive Board of Directors - member; serve as chair of the fund development and philanthropy committee. Girl Scout Council of the Florida Panhandle (GSCFP)/Gateway Council of the Girl Scouts, Life Member, Former President of the GSFP Board (19 counties) (two-3-year terms), Former Board Member and Troop Leader (all levels and ages).

Life Member: Florida A&M University Alumni Association, Leon County Chapter

Harambee Arts & Cultural Heritage Council, Chairperson, Committee on Africa

SELECTED HONORS AND AWARDS:

Bishop's Award of Excellence for Outstanding Pillar-Building Service in the African Methodist Episcopal Church, 11th Episcopal District (Florida)

Woman of the Year Award, African American People Succeeding (AMPS) Magazine, Shreveport, Louisiana

Woman of the Year Award, National Hook-Up of Black Women, Gadsden County Chapter, Quincy, Florida

Lifetime Membership, Girl Scouts of the United States (GSUSA)

Woman of the Year Award, Bethel AME Church, Tallahassee, Florida

God and Service Award, the African Methodist Episcopal (AME) Church and the Girl Scouts of the USA, Tallahassee, Florida

Florida Department of Education, Quality Improvement Team Award/DOE Grant Development Team

Florida Department of Education, Special Achievement Award, and Certificate of Appreciation for Serving on the Budget Entity Committee

Davis Productivity Award, Certificate of Commendation, Florida Tax Watch

National Association for the Advancement of Colored People (NAACP), Tallahassee, Florida Branch, James Hudson Citizenship Award

Black History Month Achiever Award, Tallahassee Democrat

Outstanding PTSO President Award, Lincoln High School, Leon County (Florida) School District

Florida Department of Education, Work Unit Award

Devoted Leader Award, Girl Scout Council of the Apalachee Bend, Tallahassee, Florida

A Salute to Citizenship Award, State of Florida, Nominee, Philip Morris Companies, Inc.

Extraordinary School Volunteer Award, Leon County School District, Tallahassee, Florida, contributed over 500 hours

Outstanding School Volunteer Award, Leon County (Florida) School District, contributed over 200 hours

Woman of the Year, Semi-Finalist Award, Tallahassee Junior Women's Club

Outstanding School Volunteer Award, Buck Lake Elementary School, Leon County (Florida) School District

Outstanding School Volunteer Award, Academic Resource Center, Leon County (Florida) School District

Outstanding School Volunteer Award, Cobb Middle School, Leon County (Florida) School District

Distinguished Service in Counseling and Development

Extra Mile Award, Leon County (Florida) School District
Special School Volunteer Award, Leon County (Florida) School District
Volunteer of the Year Award, Nominee, Tallahassee Democrat (Florida) and Volunteers of the Big Bend, Inc.
Outstanding School Volunteer Award, W. T. Moore Elementary School, Leon County (Florida) School District
Volunteer of the Year Award, W. T. Moore Elementary School, Leon County (Florida) School District
Charter/Founding Member: Society of Women Engineers, Western Carolina Section, Greenville, South Carolina; Alpha
Kappa Alpha Sorority, Inc., Iota Tau Chapter, University of Arizona, Tucson, Arizona
Founder, Dancers of the Ages – an African dance troupe for mature individuals. Founder, Dancers of the Ages – an African
dance troupe for mature individuals.
Founder, Dancers of the Ages – an African dance troupe for mature individuals.
Start-Up Quest Award, 3rd Place, CareerSource Capital Region

KNOWLEDGE, SKILLS, AND ABILITIES (KSA)

Dr. Beverly A. Nash, Ph.D., NCC

Sample

KSA	Performance
Comprehensive knowledge of federal EEO laws and regulations and the skills to apply this knowledge to a variety of difficult and complex work assignments.	Was responsible for the federal EEO laws and regulations as it was applicable to federal acts, student services, funding, plans, projects, contracts, and grants. Have taken course work and staff development training at the Florida Department of Education, Florida State University and Clemson University. Have developed policies, processes and procedures that address inclusion and have developed, participated in, and implemented staff/professional development related to EEO laws and regulations. Have conducted statistical research on various diversity issues, e.g., wages, job placement, student population in vocational education, women in the workplace. Collaborated with school districts and colleges on their sexual harassment policies. Have worked with and supervised culturally diverse groups and individuals.
Knowledge of the agency's complaint processing procedure.	Processed and managed complaints related to funding and other federal projects and grants issues at the federal, state, and local levels. Complaints covered a variety of issues and were from statewide stakeholders and customers. Have worked with the Department of Education and FEMA in processing complaints.
Skill in negotiation and conflict resolution techniques.	Have taken course work at Southern Methodist University and Clemson University in conflict/dispute resolution and gender and race issues. Managed cases related to vendors as well as customers/clients (e.g., community colleges, school district, universities, and community-based organizations). Other cases have involved audit exceptions, workplace complaints, and workplace sexual harassment. As a certified

KSA	Performance
	counselor, I have dealt with disputes related to divorce, parenting, school/parent/child, and individual/personality and mental health issues. Previous professional membership included the Association for Conflict Resolution. Negotiated and signed major contracts, services, RFPs, plans, monthly goals regarding performance measurements.
Experience in the development of strategies and programs.	Trained in system development; able to analysis and collect data and information; formulated programs, services and activities related to parents, women, students, and administrators. Authored reports that outline recommendations, outcomes, and anticipated results. I am results driven and a system planner.
Ability to effectively communicate in writing.	Developed technical papers, white papers, manuals, policy and procedures documents, state plans, for the Florida Department of Education and in other employment positions. Developed and wrote grants for funding and various reports. Developed written training materials for training classes. Have taken course work in research and data analysis.
Effective oral communication ability.	Collaborated with various groups and age levels in the development and interpretation of policies and procedures, data, and information. Have conducted vision sessions. Developed and implemented training sessions and workshops for the Florida Department of Education, Florida Executive Office of the Governor, and various local school districts. In addition, presented at national, regional, and local conferences and workshops on issues related to equity, internal policies and procedures, grants development and management, state-wide linkages, and best practices. Communicated with a wide audience of clients/customers, from parents and

KSA	Performance
	students across the State of Florida (including other states and positions) to the Governor's Office. Have developed and executed short-term and long-term strategies, solutions and improvements for programs, services, and activities at the state and local levels. Managed and communicated about budgets and financial indicators to include revenue, wages, and/or daily operational expenditures.

Florida Agricultural and Mechanical University

College of Education

Know all Men by these Presents
that the Board of Regents, upon the recommendation
of the President and the Faculty has conferred upon

Beverly Ann Nash

the degree of

Doctor of Philosophy

with all the rights, honors and privileges thereunto appertaining.
Witness the Seal of the University and the signatures
of its duly authorized officers hereunto affixed.

Given at Tallahassee, Florida, this eleventh day of August, in the year
of our Lord four thousand.

Nolan Hobson
Dean

Anna M. Thompson
Dean of Graduate Studies



John P. ...
Governor of the State of Florida

Tom ...
Chairman of the Board of Regents

Fredrick S. Humphries
President of the University

Exhibit B: Draft Contract

**EMPLOYMENT AGREEMENT
FOR INTERIM CITY MANAGER**

THIS AGREEMENT, made and entered into this _____ day of December, 2021, between the City of Quincy, Florida, a Florida municipal corporation, hereinafter referred to as "Employer," and Dr. Beverly A. Nash, hereinafter referred to as "Employee."

WITNESSET:

WHEREAS, Employee is serving as interim City Manager since **December 17, 2021**, on the same terms and conditions as former Interim City Manager's employment agreement; and,

WHEREAS, Employer desires to employ the services of Employee as the Interim City Manager of the City of Quincy, Florida, as provided by in the City of Quincy's City Charter Article III, Section 3.01; and

WHEREAS, Employee desires to accept employment as the Interim City Manager of the City of Quincy.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. DUTIES:

Employer agrees to employ Dr. Beverly A. Nash, as the Interim City Manager of the City of Quincy, Florida, to perform the functions and duties described in the City Charter and Code of Ordinances of the City of Quincy,

Florida, and to perform other legally permissible and proper functions and duties as shall be required by the City. The Interim City Managers duties as outline in City Charter, Sec. 3.04 are:

- (1) He shall employ or appoint all city employees and appointive administrative officers provided for by or under this charter, except as otherwise provided by law, this charter, or rules adopted by the commission pursuant to this charter. All such employees shall serve at the pleasure of the city manager, but the city manager, when he deems it necessary for the good of the service, may suspend in writing, with or without pay, or remove any employee under his jurisdiction except as otherwise provided by law, this charter, or rules adopted by the commission pursuant to this charter. He may authorize any administrative officer who is subject to his direction and supervision to exercise these powers with respect to subordinates in that officer's department, office or agency.
- (2) He shall direct and supervise the administration of all departments, offices and agencies of the city, except as otherwise provided by law and except for any department, office or agency whose employees are not appointed by the city manager.
- (3) Unless excused by the commission, he shall attend all commission meetings and shall have the right to take part in discussion but may not vote.
- (4) He shall see that all laws, provisions of this charter, and acts of the commission, subject to his direction and supervision, are faithfully executed.
- (5) He shall prepare and submit the annual budget to the commission.
- (6) He shall submit to the commission and make available to the public a complete report on the finances and administrative activities of the city as of the end of each fiscal year.
- (7) He shall make such other reports as the commission may require concerning the operations of city departments, offices and agencies subject to his direction and supervision.
- (8) He shall keep the commission fully advised as to the financial condition and future needs of the city, and shall make such recommendations to the commission concerning the affairs of the city as he deems desirable.
- (9) He shall perform such other duties as are specified in this charter or may be required by the commission.

Neither the City Commission, nor any of its members shall direct or request

the appointment of any person to, or removal from, office by the City Manager or any of his subordinates, or in any manner take part in the appointment or removal, of officers and employees in the service of Employer, except where expressly provided for by the City Charter, state law, or through an appeal and grievance process as provided by law or local rules. The City Commission and its members shall deal with employees of the City solely through the City Manager and neither the City Commission nor any member thereof shall give orders to any subordinate of the City Manager, either publicly or privately. Employee will not accept or engage in any employment that affects, interferes or conflicts with her employment or the performance of his duties and will cease such employment.

Section 2. TERM AND TERMINATION:

A. This Agreement shall commence on the day and year first above written and is subject to full modification by a court order or final judgment pursuant to the lawsuit of Emmanuel Sapp and Jack L. McLean vs. City of Quincy et al, case number 2021CA824. Otherwise, this agreement may be terminated by either party on ten (10) days advance notice. Notice can be provided as follows:

1. by email message to the Mayor and/or all commissioners, or
2. written letter delivered by Employee or Employer the Mayor and/or all commissioners, or
3. by oral announcement at any meeting by the City Commission.

B. Employee serves at the pleasure of the City Commission. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Commission to terminate the services of the Employee at any time, subject only to the notice provisions set forth above.

C. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Employee to resign at any time from her position as Interim City Manager with Employer, subject only to the notice provisions set forth herein above and.

D. Upon Employee's execution of this Agreement, Employee waives any and all rights under Section 3.02 of the City Charter and the parties further agree that any dispute or breach of this agreement shall be initially subject to mediation; and only after unsuccessful mediation, can the parties file a lawsuit or administrative complaint for relief.

Section 3. COMPENSATION:

Employer agrees to pay Employee for her services rendered pursuant hereto a salary of \$90,000.00 per year for her administrative and managerial duties as Interim City Manager, payable in equal bi-weekly installments, in the same manner as a City employee classified as "full-time exempt Executive." Employee's compensation will be adjusted as provided for in the Employer's Fiscal Budget for other employees.

Section 4. LIABILITY AND HEALTH INSURANCE:

A. Employer will provide life, health and any other insurance

benefits to which Employee would be entitled as a City employee classified as "full-time exempt Executive"; except that Employer will purchase and pay the required premiums on term life insurance not to exceed three times the annual gross salary of the Employee. Employer agrees to provide family hospitalization, dental, cancer supplement, surgical and comprehensive medical insurance for Employee and his dependents and to pay the total premiums thereof.

B. Employer shall provide Employee with the public officials' liability insurance as provided in the ICMA public liability insurance policy or an equivalent policy from a duly licensed insurance company. The coverage limits shall be in an amount of not less than \$300,000.00.

Section 5. BONDING:

Employer shall bear the full cost of any fidelity or other bonds required of Employee under any law or ordinance.

Section 6. OTHER TERMS AND CONDITIONS OF EMPLOYMENT:

A. Employer agrees to pay the cost of Employees' subscriptions to managerial and financial professional publications, professional association dues and fees, as well as professional development courses, meetings, and seminars, including attendance costs and out-of-pocket expenses incurred during Employee's period of employment and renewals

or extensions thereof.

B. Employer in consultation with Employee shall fix any other terms and conditions of employment, as may be determined necessary from time to time, relating to the duties and performance of Employee, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement, the City Charter or any other law.

Section 7. INDEMNIFICATION:

City or its designee shall defend, save harmless and indemnify Employee against any tort, professional or malpractice liability claim or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission committed by Employee within the scope of his duties as City Manager and/or any legal duties. In its sole discretion, City may compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 8. GENERAL PROVISIONS:

A. The text herein shall constitute the entire Agreement between the parties.

B. This Agreement shall be binding upon all parties and inures to the benefits of the heirs at law and executors of Employee.

C. If any provisions or any portion thereof contained in this Agreement is held to be unconstitutional, invalid or unenforceable, the

remainder of this Agreement or portion thereof shall be deemed severable, shall not be affected and remain full force and effect.

D. If any provision or any portion thereof contained in this Agreement is held to be unconstitutional, invalid or unenforceable, the remainder of this Agreement or portion thereof shall be deemed severable, shall not be affected and remain in full force and effect.

IN WITNESS WHEREFORE, the City Commission of the City of Quincy, Florida, has approved this Agreement in open session and has caused this Agreement to be signed and executed in its behalf by its Mayor and duly attested by its Clerk, and Employee has signed and executed this Agreement, both in duplicate, the day and year first above written.

BY:

Ronte R. Harris, Mayor and
Presiding Officer of the City Commission of
The City of Quincy, Florida
EMPLOYER

Dr. Beverly A. Nash
EMPLOYEE

ATTEST:

Janice Shackelford (SEAL)
Clerk of the City of Quincy

APPROVED AS TO FORM:

Gary A. Roberts
City Attorney