

DISTRICT SCHOOL BOARD OF PASCO COUNTY, FLORIDA
May 17, 2011

The District School Board of Pasco County met in regular session at 6:00p.m., Tuesday, May 17, 2011, in the Board Room, District Office Complex, Building 3, 7205 Land O' Lakes Boulevard, Land O' Lakes, Florida. Present were Chairman Joanne Hurley, Vice Chairman Allen Altman, and Board Members Cynthia Armstrong, Steve Luikart and Alison Crumbley. Also present were Heather Fiorentino, Superintendent, and Dennis Alfonso, Attorney for the Board.

The meeting was opened with the reading of the School Board's vision statement and was followed with the thought for the day by Member Crumbley and the Pledge of Allegiance to the Flag.

The Chairman asked for a moment of silence for all staff going through anxious times and all of the 2011 graduates and School Board Members.

The Chairman asked if there were any additions or corrections to the minutes of the regular meeting of May 3, 2011, workshops of May 3, 2011 and Executive Session of May 3, 2011. There were none, and on motion by Member Altman, seconded by Member Luikart, the minutes were approved unanimously.

Dr. John Mann, Director of Leadership Development, coordinated the special presentations as follows:

- 2011 Anti-Bullying Poster Contest Winners
- Florida High School Athletic Association (FHSAA) Awards
- Title I Summer PEACE and Technology Camps Magna Award
- 2011 My Favorite Older Person Essay Contest Winners
- Florida Department of Education Recognition of Pam Paone - School Related Employee of the Year State Finalist

The Chairman recessed the Board Meeting for pictures and called the meeting back to order at 6:45 p.m.

The Chairman asked if there was anyone in the audience who wished to address the Board.

- Terri Dusek, Land O'Lakes High School Band parent stated she has been a huge advocate for Pasco County Schools for twelve years. She has gone through proper channels with no resolution. One issue is band clinicians, which she stated have not been fingerprinted or background checked. Also, she said the LOLHS Band Boosters have financials, which are not being given to parents. She asked that these issues be addressed with staff. She said she has sat on many committees and gave kudos to the district.
- Christi Zimmer, Land O'Lakes High School Band parent stated that she has had her children in private school until this year. She referenced constitutional guidelines stating that student fees should not be mandatory for co-curricular activities such as band. She feels band fees are excessive. Ms. Zimmer stated that the LOLHS band director restricts student participation when fees are not paid. She said she has a packet of information regarding these issues that she will distribute to the Board Members.
- Georgiann Jones of Clearwater, teacher at Sunray Elementary School and USEP Building Representative was speaking on behalf of many people, including teachers and SRP's at her school. She stated that she understands the devastation of the budget; however, is concerned about school environment when more is expected from staff next year. Asked the Board to look at teacher environment and what can be accomplished with support of SRP's and teachers. Wants to be in this together but feels defeated and disrespected.
- Kathy Helean, Principal of Imagine Charter School spoke to board item 19.0, Mediated agreement between Imagine – Pasco County, LLC and District School Board of Pasco County. She is looking forward to working with staff at the June 2 meeting regarding the mediation document.
- Andrea Shank, representing Quail Hollow Elementary School PTO, offered petitions from parents, teachers and staff. Spoke on autonomy of PTO Group. Feels that the organization is being utilized in ways, which are not always as they wish. They would like to use the monies as the organization decides. The use of contract vendors is causing difficulties. Wants to cater to the demographics of the community school within the policies of the district. Member Altman stated that he has heard concerns from other schools and the issue will be researched.

The Chairman asked if the United School Employees of Pasco had anything to present. Lynne Webb, President of the USEP, distributed copies of the certification of ratification vote. Instructional and SRP contracts were ratified with 83% and 84% respectively. She stated that employees are very disappointed with the terms of the contract. Would like the district to do something substantial to elevate our staff. She recognized Frank Roder, Vice President for Instructional Staff, who is retiring soon. She then discussed items of concern in reference to instructional terminations of Cynthia Moyers and Gregory Popovich, which are under appeal and understands they will be pulled from tonight's agenda. She requested that the Instructional recommendation for the

suspension of Gail Fearn and non-instructional suspensions of Dolores Conley and Stephanie Powers be pulled until the next Board Meeting so appeals can be scheduled. She noted that the timelines to request appeals has not run out and she questioned the “rushing” of these actions. A concern is with the employees losing insurance at the end of the month. She is disheartened by last-minute action of these situations and stated that it is her duty to protect this timeline. She stated that front-end communication is vital and wants to work together with the District especially as they work through allocation cuts.

The Chairman called a brief recess and the meeting resumed at 7:25 p.m.

Superintendent Fiorentino recommended that Gregory Popovich, Cynthia Moyers and Theresa Barbuto be pulled from item 3.0. Attorney Alfonso mentioned the scheduling issue. A letter will be re-issued to Ms. Barbuto. The Superintendent then stated that Dolores Conley, Gail Fearn and Stephanie Powers will not be pulled and will be acted on this evening.

Committee Reports:

Member Luikart:

- District Safety Committee

Member Armstrong:

- Investment Oversight Committee, Health and Wellness Committee (highlighted successes including 14% of staff have utilized clinics and prescription cost savings are being seen).

Member Altman:

- Project Review Committee (great concerns about cutting maintenance project budgets).

Chairman Hurley:

- Charter School Task Force Committee
- Castaldi Study meeting. Asked John Petrashek, Director of Construction Services and Code Compliance to give a short presentation on Schrader Elementary School upcoming renovations. The age of the property dictates need for decision to tear down or renovate. Castaldi recommendation is for replacement of main building upon approval by DOE. A report will be given to the Board upon receipt.

(1.0) Reports, Information and Comments:

Superintendent Fiorentino:

- FCAT writing scores came in this week and showed higher than state average scores.
- Requested an **off agenda item** be accepted on district and instructional allocations for 2011-2012. Member Crumbley moved that the Board accept the off agenda item, seconded by Member Armstrong. On discussion, Member Luikart stated that times are tough and the Board can only act on allocations given. He asked if the District has looked at the possibility of attaching names to the positions. The Superintendent stated that staff notifications would be made on Thursday of this week. The first step is the approval of allocations. Member Luikart asked if the process is sound, to make least effect on student learning. Mrs. Tiede stated that they have worked hard with the schools to lessen the impact on the classroom. The process will take 2-3 weeks. There was no further discussion and on vote, the motion carried unanimously to accept the off agenda item for action later in the meeting.

Dave Scanga:

- Introduced Dolly Gauvey, being recommended as principal at Cypress Elementary.

Olga Swinson:

- Construction Department will present the plans for items 6.1 and 6.2 after the consent agenda.

Tina Tiede:

- Stated that this is the most difficult time in her long tenure in the District. Commended many people who have worked hard on this situation. Member Hurley thanked staff for their dedication to this process.

(2.0) Lizette Alexander, Director of Student Services, presented the following expulsion recommendations. Board members have been provided with detailed information on which to base their decision.

2.1 Bus Expulsion of Male Student (DOB 5/19/1999) - River Ridge Middle School

2.2 School Expulsion of Male Student (DOB 1/1/1996) - Pasco High School

Member Altman moved that the Board approve the expulsions as recommended in items 2.1 and 2.2. Member Luikart seconded the motion, and on vote the motion carried unanimously.

The Chairman asked Board members to identify the items on the consent agenda that they would like placed on the action agenda. The items on the **ACTION AGENDA** are as follows:

3.0 Human Resources (including any addenda)

3.1 Noninstructional Personnel Recommendations

3.2 Instructional and Administrative Personnel Recommendations

6.0 Construction Services and Code Compliance/Planning/Facility Maintenance Services and Transportation

6.1 Campus Renewal Project, Pasco High School, Phase III

6.2 Campus Renewal Project, Pasco Middle School, Phase III

(3.0 – 22.0) The Chairman asked for a motion to approve all other items on the consent agenda. Member Armstrong moved that the Board approve all items on the consent agenda with the exception of 3.0 and 6.0. Member Crumbley seconded the motion, and on vote the motion carried unanimously to approve the **CONSENT AGENDA** as follows:

4.0 Students (See Miscellaneous Supplemental Minute Book _____, Page _____.)

4.1 Change of Placement

4.2 Requests for School Field Trips

5.0 Requests for use of Facilities (See Miscellaneous Supplemental Minute Book _____, Page _____.)

5.1 Requests for Use of Facilities

7.0 Business/Finance(See Miscellaneous Supplemental Minute Book _____, Page _____.)

7.1 Interim Financial Statements for All Fund Types 07/01/2010-3/31/2011

7.2 Request for Approval of Payroll Expenditures for April 2011, and Authorization to Expend Funds for May 2011

7.3 New School Board Account Documents with SunTrust Bank for Pell Grant Refund Program Prepaid Card Access Agreement

7.4 2010-2011 Budget Amendments #45 through #50-March (See Budget Supplemental Minute Book _____, Page _____.)

7.5 Warrant Lists

7.6 Request for Approval of Bid Recommendations, Bid Renewals, and Contracts

Contracts: Apple Computers; Caring Pediatrics; Cobbe Dental Associates; Early Learning Coalition of Pasco and Hernando Counties; English for Speakers of Other Languages and World Languages; Healthy Families of Pasco-Hernando; Pasco-Hernando Community College; Premier Community Healthcare Group, Inc.; Rapid Solutions Group; SunTrust Bank

7.7 Request for Approval of Purchase Orders and Associated Contracts

Contract: Teacher Created Materials, Inc.

8.0 Grant Proposals

8.1 Federal Public Charter Schools Program Grant

8.2 iPods on the Go, Dollar General Literacy Foundation - Gulf High School

8.3 Read and Listen, Dollar General Literacy Foundation

8.4 Suncoast for Kids Foundation Grant

9.0 Allocations (See Miscellaneous Supplemental Minute Book _____, Page _____.)

9.1 *2011 Extended School Year, Reading Camp Allocations as revised*

9.2 Allocations - PLACE Summer Child Care Assistants

10.0 Agreements/Contracts - None Submitted

11.0 Addition - High School Course Adoption - 2011-2012 (See Miscellaneous Supplemental Minute Book _____, Page _____.)

12.0 Continuation of Gifted Endorsement Plan(See Miscellaneous Supplemental Minute Book _____, Page _____.)

13.0 Recommendation for Board Ratification 2010-2011 Instructional Collective Bargaining Agreement 2010-2011 School Related Personnel (SRP) Collective Bargaining Agreement (See Miscellaneous Supplemental Minute Book _____, Page _____.)

14.0 Post Secondary Adult Vocational (PSAV) and Career & Technical Education (CTE) Course Adoption for 2011-2012 (See Miscellaneous Supplemental Minute Book _____, Page _____.)

15.0 Head Start/Early Head Start Students in Transition Agreement 2011-2012 (See Miscellaneous Supplemental Minute Book _____, Page _____.)

16.0 Out-of-State Travel - Prekindergarten Services - Financial Management Institute, Atlanta, Georgia (June 2011) (See Miscellaneous Supplemental Minute Book _____, Page _____.)

17.0 Out of State Travel - Prekindergarten Services - Office of Head Start Cluster Meeting - ARRA Early Head Start Programs (May 2011) (See Miscellaneous Supplemental Minute Book _____, Page _____.)

18.0 Out-of-State Travel for Staff - U.S. DOE Office of Safe and Drug-Free Schools – Readiness and Emergency Management for Schools (REMS) – 2011 National Conference (See Miscellaneous Supplemental Minute Book _____, Page _____.)

19.0 Charter Schools (See Miscellaneous Supplemental Minute Book _____, Page _____.)

19.1 Mediated Agreement between District School Board of Pasco County and Imagine - Pasco County, LLC

20.0 Policies - None Submitted

21.0 Resolutions - None Submitted

22.0 Property Acquisitions - None Submitted

(3.0) The Chairman presented the request for approval of 3.1 Noninstructional Personnel Recommendations and 3.2 Instructional and Administrative Personnel Recommendations (See Personnel Supplemental Minute book _____, Page _____.) Member Crumbley moved that the Board approve items 3.1 and 3.2 including any addenda as amended to exclude Popovich, Moyers and Barbuto. Member Armstrong seconded the motion. Member Altman asked for clarification from Attorney Alfonso. Member Alfonso explained that Moyers and Popovich have requested appeal hearings before the Board as they are up for termination. Barbuto was also pulled from the last board agenda. A letter will be reissued on this teacher. Member Crumbley withdrew her motion and moved that the Board approve 3.0 including 3.1 and 3.2 and any associated addenda without the six names under discussion (Moyers, Barbuto, Popovich, Conley, Fearn and Powers). Member Armstrong seconded the motion and on vote the motion carried unanimously.

Member Crumbley moved that the Board approve deferring Popovich and Moyers to appeal hearings before the Board. Member Altman seconded the motion and on vote the motion carried.

Member Armstrong moved that the Board approve the Superintendent's recommendation of suspension without pay for Conley, Fearn and Powers. Member Crumbley seconded the motion. On discussion, Member Luikart asked why these items are delayed coming before the Board. Superintendent Fiorentino stated that poor economy is, in some cases, causing staff to make poor choices and Employee Relations Department have only two supervisors to investigate these situations. Timeline dictates quick turnaround to avoid an employee staying on paid status for many days. Lynne Webb addressed the Board with her concerns about these quick turnarounds. Betsy Kuhn, Supervisor of Employee Relations addressed the Board regarding the same. Attorney Alfonso stated that all of these issues would come before the Board in various steps, some as appeal hearings. Chairman Hurley stated her commitment to having items placed on the agenda in a more timely manner. Superintendent Fiorentino asked for clarification on continued benefit coverage, which can be handled internally. There was no further discussion and on vote, the motion carried unanimously to approve the Superintendent's recommendation.

(6.0) The Chairman presented the request for approval of 6.1 Campus Renewal Project, Pasco High School, Phase III and 6.2 Campus Renewal Project, Pasco Middle School, Phase III (See Miscellaneous Supplemental Minute book _____, _____.) John Petrashek, Director of Construction and Code Compliance introduced Cutler Representative for renovations at the two sites. The renovations were 2 ½ year projects, which are nearly complete. Pasco High School totaled just over \$20 million and Pasco Middle School totaled \$14.5 million to bring the schools up to current standards. Final Phase III diagrams were shown to the Board. Member Altman moved that the Board approve 6.1 and 6.2 as submitted. Member Luikart seconded the motion and on vote, the motion carried unanimously.

Member Altman moved that the Board approve the **off agenda item 2011-2012 District Office and Schools' Allocations** as presented by Superintendent Fiorentino earlier in meeting. Member Armstrong seconded the motion. (See Miscellaneous Supplemental Minute Book _____, Page _____.) Mrs. Swinson discussed allocation sheets presented this evening, which were discussed at the workshop last week. She stated that the Board is approving allocations, not people, and what they have before them is a summary of the allocations. She reiterated that it has been a very difficult process, which will continue until the July budget is adopted. Member Altman expressed sadness that this process is upon the Board this evening. In his walks through schools and talking to many staff members he is relieved that they recognize how diligent the Board has been in looking at alternatives. He is hopeful that through retirement incentive programs and other means, some may be called back in the future. He said it with a heavy heart and extreme frustration that he makes the motion to approve. Member Armstrong appreciated all the emails she received from teachers and staff. She said it doesn't make the decisions any easier but it helps to know they realize the situation the Board is in. Member Crumbley agreed with her fellow Board Members and expressed her appreciation of all the support at the Town Hall Meetings. Member Luikart said having been raised in Pasco County makes this especially difficult. Chairman Hurley commented on the many emails she has received, which she does not plan to respond to until she knows the timeline of the process. She commended staff for their efforts during these stressful times. There was no further discussion and on vote, the motion carried unanimously to approve the allocations as recommended.

The Chairman called a recess of the District School Board of Pasco County meeting to hold a meeting of the Pasco County School Board Leasing Corporation.

23.1 First Letter of Credit Renewal - Certificates of Participation, Series 2008C, Pasco County School Board Leasing Corporation (See Miscellaneous Supplemental Minute Book _____, Page

_____) Mrs. Swinson explained the letter of credit renewal was approved at a past meeting. Member Crumbley moved that the Board approve the attached first amendment of letter of credit, seconded by Member Altman. On vote, the motion carried unanimously.

The Chairman closed the meeting of the Pasco County School Board Leasing Corporation and called the District School Board of Pasco County back to order at 8:33 pm.

Individual Board members presented and discussed items.

Member Luikart:

- New Port Richey Rotary Top 20 event
- Turnaround Student luncheon
- J.W. Mitchell High School overview of Career Academies
- Met with Commissioner Wilson and Workforce Development

Member Crumbley:

- Toured Anclote High School
- Career Academy tour at J.W. Mitchell High School
- West Pasco Board of Realtors Civic Affairs Committee

Member Armstrong:

- Turnaround Student luncheon

Member Altman:

- Asked Mrs. Reilly to schedule a meeting before the second reading of the Codes of Student Conduct.
- Turnaround Student luncheon
- Academy at the Farm event
- Pasco High School tour of renovations
- Visited the new Centennial Middle School Health Center

Chairman Hurley:

- New Port Richey Rotary Top Twenty event
- Visited John Long Middle School to offer resolution as “Book Crossing” School
- FFA Banquet at Pasco High School
- Dade City Rotary Honors Banquet
- She will work with the Florida School Boards Association in scheduling a four-hour Master Board Training Module. Board Members gave two possible dates of June 21 or June 22 at 11:30. Modules will need to be held off site.

Attorney Alfonso:

- Board suggested possible dates of June 22, June 23, July 5 or July 12 to hold the Moyers and Popovich appeal hearings. Their attorney requested 30 days between tonight’s meeting and the hearings.
- Asked Board to accept an **off agenda item pertaining to a waiver of conflict regarding Bank of America conflict of interest**. (See Miscellaneous Supplemental Minute Book _____, Page _____.) Member Altman moved that the Board accept the off agenda item, seconded by Member Luikart. On vote, the motion carried unanimously. Member Altman moved that the Board approve the waiver of conflict as presented, seconded by Member Luikart. On vote, the motion carried unanimously.
- Requested the Board Chairman to select a Board Member to serve as liaison relating to contract issues with Board Attorney’s firm. Member Altman accepted the role at the request of Chairman Hurley.
- Will give a legislative debriefing after the next Board Attorney conference.

The Chairman asked if there was anyone in the audience who wished to address the Board. No one came forward.

The Chairman announced that the next regularly scheduled meeting of the Board is June 7, 2011 at 9:30 a.m.

There was no further business to come before the Board, and upon motion by Member Armstrong the meeting was adjourned at 8:51 p.m.

(Audio recording of the above proceeding is available and preserved as public document.)

SCHOOL BOARD WORKSHOP: May 17, 2011 4:10 p.m.

TOPIC: Teacher and Principal Evaluation Plans

The Board met for a workshop session at the District Office Complex, Building 3 T.V. Studio. Present were Board Members Allen Altman, Joanne Hurley, Cynthia Armstrong, Steve Luikart, Alison Crumbley; Heather Fiorentino, Superintendent; Dennis Alfonso, School Board Attorney; Olga Swinson, Chief Finance Officer; Renalia DuBose, Assistant Superintendent for Administration; Ruth Reilly, Assistant Superintendent for Curriculum and Instructional Services; Tina Tiede, Assistant Superintendent for Middle Schools; Dave Scanga,

Assistant Superintendent for Elementary Schools; Summer Romagnoli, Government Relations; John Mann, Leadership Development; Renee Sedlack, Human Resources; Peggy Jones, Research; Ronnie Blair, Tampa Tribune; Jeff Solochek, St. Petersburg Times.

Dr. Sedlack presented a Power Point on the Marzano Causal Teacher Evaluation System, which the District will be using for evaluation of teachers as part of Race To The Top. She gave timelines for implementation and explained teacher, principal and USEP involvement in the development of the plan. She noted that there will be an extensive evaluator (administrator) training beginning July 2011.

Dr. Mann presented the Doug Reeves Florida Multidimensional Assessment System, which will be used in evaluating school-based administrators. The model will use the same measures as the teachers for the administrators. Non-Instruction evaluations will be the following year.

The workshop concluded at 5:40 p.m.

SCHOOL BOARD WORKSHOP: May 11, 2011 9:30 a.m.

TOPIC: *Budget*

The Board met for a workshop session at the District Office Complex, Training Room "B" - Building 3. Present were Board Members Allen Altman, Joanne Hurley, Cynthia Armstrong, Steve Luikart, Alison Crumbley; Heather Fiorentino, Superintendent; Dennis Alfonso, School Board Attorney; Olga Swinson, Chief Finance Officer; Renalia DuBose, Assistant Superintendent for Administration; Ruth Reilly, Assistant Superintendent for Curriculum and Instructional Services; Tina Tiede, Assistant Superintendent for Middle Schools; Dave Scanga, Assistant Superintendent for Elementary Schools; Kevin Shibley, Director of Employee Relations; Summer Romagnoli, Government Relations; Jim Ciadella and Kenny Blankenship, USEP; CT Bowen and Jeff Solochek, St. Petersburg Times and Ronnie Blair, Tampa Tribune.

Discussion was held on choices that must be made in order to balance the budget. A Power Point presentation was shared regarding the current financial picture. (See Miscellaneous Supplemental Minute Book _____, Page _____.) It was noted that figures are based upon estimates due to final information not yet being available. Board Members and the Superintendent expressed a strong desire to do whatever possible to minimize the negative impact on students and employees. It was recognized that this is the fourth consecutive year that the district has faced multi-million dollar cuts in funding and streamlining has already occurred in previous years.

There is an estimated shortfall for the 2011-2012 school year of \$54.4 million. The District has \$11.4 million in Edujobs funds and \$10 million due to the flexibility the Legislature granted in using capital dollars to pay for property insurance. This leaves a balance of \$32.9 million that must be cut through other measures. The Board tentatively agreed to the following and will formally vote on the reduced allocations during their regular Board meeting on Tuesday, May 17, 2011:

- Reduction of approximately 500 allocations (55 district level allocations and 458 school based allocations) at a savings of \$27.8 million.
- The goal is to inform employees impacted by these cuts on May 19, 2011.
- The Board and Superintendent expressed a desire to reduce rather than eliminate services and positions in order to minimize the impact of these cuts.
- Furlough days (4 days for all 12-month contract employees and 3 days for all other contracts less than 12 months) at a savings of \$5.9 million. This will be subject to negotiations, and the Board's expressed desire is to prorate this over the entire school year, starting July 1, 2011.

Board members each held town hall meetings over the last month to gather feedback from stakeholders. Many of the suggestions presented have been implemented and others are not allowed due to current statutory regulations. A list of suggestions and a Frequently Asked Questions document was distributed. (See Miscellaneous Supplemental Minute Book _____, Page _____.)

The workshop concluded at 11:34 a.m.

APPROVED BY THE SCHOOL BOARD
IN OPEN SESSION

Chairman

6/7/11

Superintendent