

DISTRICT SCHOOL BOARD OF PASCO COUNTY, FLORIDA

July 3, 2012

The District School Board of Pasco County met in regular session at 9:30 a.m., Tuesday, July 3, 2012, 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 Cynthia Armstrong, and Board Members Allen Altman, 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 followed with the thought for the day by Member Altman, and the Pledge of Allegiance to the Flag.

The Chairman asked for a moment of silence in remembrance of Matthew Capelo-Fine, upcoming senior at J.W. Mitchell High School and Ralph Schaerffer, Custodian at Gulf High School.

The Chairman asked if there were any additions or corrections to the minutes of the regular meeting of June 19, 2012 and workshops of June 19, 2012. There were none, and on motion by Member Altman seconded by Member Armstrong, the minutes were approved unanimously.

Summer Romagnoli, Program Specialist for Communications and Governmental Relations, coordinated the special presentations as follows: (See Miscellaneous Supplemental Minute Book _____, Page _____.)

- Mrs. Stephanie Farmer - Lennar Autism Walk
- \$30,000 Donation from Progress Energy to Pasco Education Foundation

The Chairman called a break for pictures and the meeting came back to order at 9:40 a.m.

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

- Robert Marsh, Land O'Lakes High Teacher spoke on behalf of students who do not have computers and updated technology at home. He highlighted challenges for students including short lunch periods, bus transportation and lack of access to the labs and suggested there are internal procurement restraints which exacerbate this problem. He believes every student should have a book.
- Bob Langford, President of AMI Kids of Pasco and New Port Richey City Council Member asked the Board's support regarding a partnership with Juvenile Justice. They need a place for the students as he doesn't want them to "slip through the cracks" and enter adult facilities. He asked the Board's assistance on funding this program for one year.
- Peggy Lopez, retired Connerton Elementary School employee reminded the Board of the 114 signatures on a petition distributed to them last month. She referenced bullying guidelines, civility policy and Code of Ethics regarding Principal Falcone. She believes that the workplace should be free of public humiliation and stated that Ms. Falcone intimidates staff and creates an unsafe environment. Chairman Hurley referred her questions to Superintendent Fiorentino.
- Cathy Brown, retired Connerton Elementary School staff member wanted the Board to be aware that problems with the principal still remain. She does not feel that the offer to unhappy staff to transfer to other schools solves the problem. She said poor communication contributes greatly to this situation and implored the Superintendent to reconsider retaining Principal Falcone at Connerton as the climate at the school is horrible.
- Barbara Munz, retired administrator of Pasco County Schools referenced past relationships with many former teachers and staff. She is upset with the recent transfer of Amelia Van Name Larson and believes that this decision was politically motivated. She highlighted several areas of concern regarding political activities during work time, fear of retaliation and low morale. She believes that the focus should be on student learning, not on politics. Chairman Hurley expressed concerns regarding intimidation and bullying referencing discussions at past Board meetings. Attorney Alfonso made reference to Board policy and stated that the Board has very limited power and disapproval of personnel recommendations can only be made for good cause. He stated that some districts have used outside counsel in these types of incidences, which might be one solution, always deferring to the Board Chairman. Board Members expressed concern that there seems to be a fear factor for staff members to share information on these types of issues. Attorney Alfonso stated that staff should understand that they are protected by the "Whistle Blower" policy should they report any instances to the Board Chairman. He remarked that he will work to gather the facts and discuss with the Chairman to bring a recommendation back to the Board on any possible violations, as directed by policy.

The Chairman asked if the United School Employees of Pasco had anything to present. Lynne Webb, President of the USEP, said she was pleased with today's conversation with the Board. She feels that staff is frustrated because of limitations of the power of the Board to remedy poor working conditions. She remarked that USEP

brings items to the attention of the administration frequently but does not guarantee results the staff is seeking. She said there is an atmosphere of fear, not only what goes on in Pasco but changes in job security, brought by the Florida legislature, such as new hires (annual contracts) exacerbates the fear factor with staff. She remarked that it says a lot when 60% of staff at one school have said the same thing regarding harassment and intimidation. Ms. Webb also expressed her concerns with the changes in the district courier system and is not comfortable with upcoming changes in job descriptions. She feels that the SRP ranks are being decimated and non-bargaining positions should be looked at for cuts/changes.

Committee Reports:

Member Crumbley:

- Career Academy Oversight Committee

Chairman Hurley:

- Missed ERP Committee meeting and deferred to Renalia DuBose for update.

(1.0) Reports, Information and Comments: (See Miscellaneous Supplemental Minute Book _____, Page _____.)

1.1 Pasco's Vision Brochure - Information

Superintendent Fiorentino:

- Met with AMI and legislators recently and will be meeting with corporate manager regarding more classroom space
- Commended the schools that provided assistance with shelters during the recent Tropical Storm Debby. Three schools were evacuated as flood waters continued to rise
- Mike Wells, Property Appraiser, certified the tax roll, decreasing to 5.89%
- The tentative budget will be finalized by July 31 Board Meeting
- Need update from Board regarding the Legislative platform
- Noted that the Department of Education has asked that RTI be de-centralized.

Dave Scanga:

- Brought attention to the Vision brochure before the Board for their comments and approval of ideas included in the document. Received consensus of the Board to move forward with the Vision Brochure

Olga Swinson:

- Pulled Bid #12-021-SB for printing services from item 7.12
- Emailed the Board on the Bank of America downgrade. Looking at other options and update will be provided
- Suggestions for two new members to sit on the Investment Oversight Committee are to be sent to Ms. Swinson

Renalia DuBose:

- Not at ERP Committee meeting but visited the ERP team lab and they are excited about the process and are working with the system

Beth Brown for Tina Tiede:

- Announced the promotion of Toni Zetsche as new AP at Hudson High School
- Introduced Brandon Bracciale as new Principal of Thomas E. Weightman Middle School

(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 School Expulsion of Male Student (DOB 11/27/1994) - Ridgewood High

2.2 School Expulsion of Male Student (DOB 1/14/1995) - Wiregrass Ranch High School

Member Luikart moved that the Board approve the expulsions as recommended in items 2.1 and 2.2. Member Crumbley 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

3.1 Instructional and Administrative Personnel Recommendations

3.2 Noninstructional Personnel Recommendations

4.1 Change of Placement

5.0 Requests for use of Facilities

5.1 Requests for Use of Facilities

The Chairman asked for a motion to approve all other items on the consent agenda. Member Crumbley moved that the Board approve all items on the consent agenda, including addenda, with the exception of items 3.1, 3.2, 4.1, 5.1 and Bid 12-021-SB of item 7.12. Member Armstrong 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 _____.)

4.2 Requests for School Field Trip

6.0 Construction Services and Code Compliance/Planning/Facility Maintenance Services and Transportation (See Miscellaneous Supplemental Minute Book _____, Page _____.)

6.1 Otis Allen Road Right-of-Way Conveyance to Pasco County

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

7.1 2012-2013 Petty Cash Funds

7.2 Audit of School Internal Accounts for the Years Ended June 30, 2010 and June 30, 2011 - Centennial Elementary School and Quail Hollow Elementary School

7.3 2011-2012 Budget Amendments #52 through #57 - May 2012 (See Budget Supplemental Minute Book _____, Page _____.)

7.4 Disposition of Library Books from School Media Center

7.5 Interim Financial Statements for All Fund Types 07/01/11- 5/31/2012

7.6 Mobile Wireless Communications - 2012-2013

7.7 Surplus Non-Capitalized Furniture and Equipment

7.8 Warrant Lists

7.9 Surplus Equipment

7.10 Final 2011-2012 Year-End Budget Amendments Nos. 58-66

7.11 Request for Approval of Purchase Orders and Associated Contracts

Contracts: Pearson Learning Solutions

7.12 Request for Approval of Bid Recommendations, Bid Renewals, and Contracts (Bid 12-021-SB Pulled**)**

Contracts: ABA Solutions, Inc.; American Cleaners; Attitudes Total Body Images; Beef O' Brady's – Mitchell Road Plaza; Carlton Palms Education Center, Inc.; Coffee Mug Café; District Board of Trustees of Pasco-Hernando Community College; English Speakers of Other Languages (ESOL); G4S Youth Services, LLC; Habitat for Humanity of East Central Pasco; HCA Health Services of Florida; HCR – Manor Care; Holiday Retirement – Regency Residence; Jarrett Ford; Lopez State Veteran's Nursing Home; Mamma Mia Pizzeria; Sea of Learning; The UPS Store

8.0 Grant Proposals (See Miscellaneous Supplemental Minute Book _____, Page _____.)

8.1 Early Head Start Grant 2012-2013 Full Refunding Application

8.2 Head Start Grant 2012-2013 Full Refunding Application

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

9.1 Allocation Changes (2012-2013)

10.0 Agreements/Contracts - None Submitted

11.0 2012-2013 School Start and End Times (See Miscellaneous Supplemental Minute Book _____, Page _____.)

12.0 High School Course Adoption - 2012-2013 (See Miscellaneous Supplemental Minute Book _____, Page _____.)

13.0 Staff Travels (See Miscellaneous Supplemental Minute Book _____, Page _____.)

13.1 Out-of-State Travel - Purchasing Department - 2012 National Institute of Governmental Purchasing Forum

ADDENDA: RHS/MTEC Staff Member to attend Project Lead the Way Training in Stevenson, Maryland

(3.1) The Chairman presented the request for approval of Instructional and Administrative Personnel Recommendations (See **Personnel Supplemental Minute Book _____, Page _____.**) Member Luikart requested copies of the exit interviews conducted by Human Resources. Kevin Shibley will provide. He also questioned the suspension of Migdalia Mojica, noting a discrepancy on facts in the letter. The Superintendent met with her yesterday and lowered the suspension to 5 days. Attorney Alfonso said Board Members received an email from Ms. Mojica, which appeared to constitute notification that she wanted an appeal hearing, even though typically employees are supposed to notify the employee relations department if they plan to appeal the disciplinary action. He expressed caution about not recognizing the appeal, timely-received by the wrong department. After further discussion Member Luikart moved that the Board **pull the suspension from item 3.1 and table until the next board meeting.** Member Crumbley seconded the motion, and on vote, the motion carried unanimously.

Member Altman questioned the replacement of Eduardo Hernandez, translator for the District, who recently retired from the Communications Department. Chairman Hurley asked if that position could be outsourced. Superintendent Fiorentino stated that it would be rather costly to do so. Ms. DuBose informed the Board that the position is also used for translation for expulsion hearings. Member Armstrong stated that this population is rapidly-expanding and we need to meet those needs for our Spanish-speaking parents. Member Altman asked about the timeliness of resignation notifications to the Board (such as Amelia Van Name Larson). Chairman Hurley stated that further discussion should be held during the workshop after this board meeting. There was no further discussion and Member Luikart moved that the Board approve the Instructional and Administrative Personnel Recommendations with the exception of the suspension Mogdalia Mojica. Member Crumbley seconded the motion and on vote, the motion carried unanimously.

(3.2) The Chairman presented the request for approval of Noninstructional Personnel Recommendations (**See Personnel Supplemental Minute Book _____, Page _____.**) Member Luikart questioned why the Board does not see the non-instructional suspensions without pay prior to the meeting. He would like this information, as money is being withheld pending the Board's action. Mr. Shibley stated that historically the Board has not asked to see this information but he will begin to provide it. Member Luikart moved that the Board approve the Noninstructional Personnel Recommendations, seconded by Member Altman. On vote, the motion carried unanimously.

(4.1) The Chairman presented the request for approval of Change of Placement (**See Miscellaneous Supplemental Minute Book _____, Page _____.**) Member Luikart would like to see a copy of the data regarding out-of-county student transfers. Mrs. Alexander explained the process and various reasons why students leave our district. Member Crumbley stated that we want to try and retain those students. There was no further discussion and Member Luikart moved that the Board approve the Change of Placement recommendations, seconded by Member Altman. On vote, the motion carried unanimously.

(5.1) The Chairman presented the request for approval of Requests for Use of Facilities (**See Miscellaneous Supplemental Minute Book _____, Page _____.**) Member Luikart questioned consistency of fees. One PAL league is being charged and one is not, with a soccer league being charged half. Mrs. DuBose explained differences, such as how much of the facility is used (grass only, lights, bathrooms, how many games, etc.) Member Luikart moved that the Board approve the Use of Facilities recommendation, seconded by Member Crumbley. On vote, the motion carried unanimously.

Individual Board members presented and discussed items.

Member Luikart:

- Requested all information regarding the DOE rules and funding mandates on the RTI/MTSS programs, including the need to decentralize. Melissa Musselwhite, ESE Director and Aimee Boltz, Staff Development Director gave an overview of these programs and changes that have taken place. There was much discussion among board members about the programs and the Board's role in the hiring and removal of staff. Chairman Hurley stated that Attorney Alfonso has reminded the Board that they cannot disapprove the transfer of a staff member but she feels this is an unpopular and unwarranted decision to remove the individual out of that role simply in the name of decentralization. She expressed her deep disappointment and said she will not budget for that position or any implementation costs at schools until she is comfortable with a future possible decision. Member Luikart reiterated Chairman Hurley's comments regarding the transfer of the mentioned staff member.

Member Crumbley:

- SRO luncheon

Member Altman:

- To follow up on the book reference by Mr. Marsh, he has heard from a parent concerning the same issue. He asked for the policy regarding providing of textbooks to students and a response from staff. Dr. Scanga explained that elementary schools have one set per classroom. Ms. Brown addressed the secondary side stressing budget restraints. Various classes have different textbook needs and she noted that students are not denied a book if the parents make a request. She remarked that textbook needs are changing due to technology, but can be worked out at the school level. Superintendent Fiorentino suggested a workshop be held regarding textbooks
- Would like a copy of costs for duplicating materials
- Requested the list of supervisors, which he said he asked for two weeks ago. Mrs. Swinson will provide. Member Altman said he will not move forward on the budget until he receives the information
- Requested follow up information again regarding the dual enrollment parent request from Zephyrhills High School so he can provide it to the parent

Member Armstrong:

- SRO luncheon

- Thanked staff for submitting the policy changes for review and is looking forward to further upcoming policy discussion

Chairman Hurley:

- SRO luncheon
- Asked Rick Kurtz, Director of Food and Nutrition Services to come to the workshop immediately following today's meeting to discuss the district courier situation
- Gave correspondence she received from Stephen Hedges to Kevin Shibley for the record and any possible follow-up

Attorney Alfonso:

- Working with Chris Williams on Penny for Pasco Resolution and finalizing the project list. Will be on the next board agenda; due to Pasco County by August 1
- Discussed the concept of public comment at Board meetings. Working with the Board Chairman to add language to public comment cards to guide public on appropriate placement for speaking before the Board
- Reviewed calendar items: July 18 at 8:30 am – Cruikshank hearing; July 23 at 8:30 – Bailey Cutkomp hearing

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

- Migdalia Mojica spoke regarding her suspension for FCAT violation. She said her meeting with the Superintendent was not in lieu of appeal to the Board

The Chairman announced that Employee Appeal Hearings have been scheduled on July 18, 2012 at 8:30 a.m. (Cruikshank) and July 23, 2012 at 8:30 a.m. (Bailey-Cutkomp).

The Chairman announced that the next regularly scheduled meeting of the Board is July 24, 2012 at 6:00 p.m.

There was no further business to come before the Board, and upon motion by Member Altman, the meeting was adjourned at 11:50 a.m.

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

SCHOOL BOARD WORKSHOPS: July 3, 2012 12:00 p.m.

TOPICS: *Athletics and Booster Clubs/Budget*

The Board met for workshop sessions at the District Office Complex, Building 3 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; Beth Brown, Executive Director for Secondary Schools; Dave Scanga, Assistant Superintendent for Elementary Schools; Tom Barker, Executive Director for Elementary Schools; Summer Romagnoli, Government Relations; Jim Ciadella, USEP; Kevin Shibley, Director of Employee Relations; Jeff Solochek, Tmapa Bay Times and Ronnie Blair, Tampa Tribune

Athletics & Booster Clubs

Phil Bell, Supervisor of Athletics presented a Power Point providing information on the district's athletic programs and how the system works resulting in programs beneficial to our students. Question and answer session followed.

Budget

Chris Williams, Director of Planning review the 12-Year Capital Plan and updated board members regarding the district's current budget situation. Figures will be analyzed relating to the \$25 million shortfall. Rick Kurtz addressed concerns regarding the cut in courier program.

The workshops concluded at 1:30 p.m.

APPROVED BY THE SCHOOL BOARD
IN OPEN SESSION

Chairman

7/24/12

Superintendent