

DISTRICT SCHOOL BOARD OF PASCO COUNTY, FLORIDA
August 5, 2008

The District School Board of Pasco County met in regular session at 9:30 a.m., Tuesday, August 5, 2008, in the Board Room, District Office Complex, Building 3, 7205 Land O' Lakes Boulevard, Land O' Lakes, Florida. Present were Chairman Kathryn Starkey, Vice Chairman Frank Parker and Board Members Marge Whaley and Allen Altman. Cathi Martin had transportation difficulties and was not in attendance. 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 Whaley and the Pledge of Allegiance to the Flag.

The Chairman asked if there were any additions or corrections to the minutes of the regular meeting and workshop of July 22, 2008. There being none, and on motion by Member Parker, seconded by Member Altman, the minutes were approved unanimously.

Maureen Moore, Director, Pasco Education Foundation, coordinated the special presentations as follows:

- Annual Foundation President's "State of the Foundation" address to the Board and Thank You to Larry Starnes who served as the Pasco Foundations' President for the Past 2 Years
- Presentation of the 2007-2008 Recycling Awards: Elementary School – R.B. Cox Elementary School; Middle School – C.S. Rushe Middle School; High School – Wiregrass Ranch High School; Education Center – Moore Mickens Education Center; Most Improved Elementary School – Wesley Chapel Elementary School; Most Improved Middle School – Hudson Middle School and Most Improved High School – Wesley Chapel High School

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

The Chairman asked if the United School Employees of Pasco had anything to present. Lynne Webb, President of the USEP, shared history of the over/under payment issue. She noted that School Related Personnel (SRP) and teacher contracts were negotiated at different times and are different in content. USEP uses the contract language to resolve over/under payment issues in a timely manner. She shared that the Superintendent did notify her of this situation and they both felt that SRP's and teachers should be treated equitably. She and the Superintendent agreed to draft a Memorandum of Understanding together to address and resolve any discrepancies between the SRP and Instructional contracts and that would deal with this unique situation.

(1.0) Reports, Information and Comments:

1.1 Paperwork Reduction Recommendations

Superintendent Fiorentino remarked that she previously distributed information on the 2009 Florida School Boards Association (FSBA) Legislative Platform. She asked Board members to review and give any suggestions at the next Board meeting for submission to FSBA by August 25, 2008.

Mrs. Reilly introduced Aimee Boltze as the new Supervisor of Staff Development and Janet Carangelo as the new Grant Resource Specialist for Reading.

Dr. Scanga remarked that the Hudson Elementary and R.B. Cox Elementary restructuring groups are at the District Office for an inservice and he invited Board members to stop by for a visit.

Mrs. Swinson updated the Board on the Insurance Committee and noted that some of the actuary figures were not reconciling with our records and a recheck has been requested. Meetings will be held next week and information will be provided to the Board.

Ms. DuBose noted that the proposal to move forward with examining the ERP system is in the board packet today. This system will allow the District to tie all of the technology systems together on the business side. A presentation has been scheduled with the Board at the first meeting in September. She noted that information on the over/under payment process has been distributed to Board members.

Mr. Davis introduced Steve Williams as the new Assistant Principal at Sunlake High School.

Member Altman announced that he would not be able to attend the next insurance meeting on August 14 and asked if another Board member could attend in his place. Member Whaley said she would attend.

(2.0) The Chairman announced that there were no expulsion recommendations today.

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

(3.0 – 10.0) The Chairman asked for a motion to approve all other items on the consent agenda. Member Parker moved that the Board approve all items on the consent agenda. Member Whaley seconded the motion, and on vote the motion carried unanimously to approve the **CONSENT AGENDA** as follows:

- 3.0 Human Resources** (See Personnel Supplemental Minute Book _____, Page _____.)
 - 3.1 Instructional and Administrative Personnel Recommendations
 - 3.2 Noninstructional Personnel Recommendations

- 4.0 Students** (See Miscellaneous Supplemental Minute Book _____, Page _____.)
 - 4.1 Student Transfer Requests
- 5.0 Requests for Use of Facilities** – None Submitted
- 6.0 Construction Services and Code Compliance/Planning/Facility Maintenance Services and Transportation** – None Submitted
- 7.0 Business/Finance** (See Miscellaneous Supplemental Minute Book _____, Page _____.)
 - 7.1 Surplus Equipment
 - 7.2 Warrant Lists
 - 7.3 Requisitions and Related Contracts – None Submitted
 - 7.4 Bids and Related Contracts
 - Contracts:** Pasco-Hernando Community College Memorandum of Understanding; Casper Behavior Approaches Incorporated; City of New Port Richey Police Department, Dade City Police Department, Pasco County Sheriff's Office, Zephyrhills Police Department (School Resource Officers); Hernando Pasco Hospice, Inc.
- 8.0 Grant Proposals**
 - 8.1 Adults With Disabilities Grants Application for 2008-09
- 9.0 Allocations** (See Miscellaneous Supplemental Minute Book _____, Page _____.)
 - 9.1 R.B. Cox Elementary School – Increase of 1 VE Teacher, Funding ESE Guaranteed
- 10.0 Agreements/Contracts** – None Submitted
- 11.0 Policies** – None Submitted

The Chairman announced that there were no action agenda items this evening.

The Chairman asked for Board member committee reports. There were none.

Superintendent Fiorentino initiated discussion and detailed contract issues concerning over/under payment of employees. (See Miscellaneous Supplemental Book _____, Page _____.) She stated that the Department of Education requested updated and correct figures, which was a challenge due to the current TERMS system not being able to accommodate the request. Forty-three errors were found during this process showing 17 employees who would need to reimburse the district (two SRP's and 15 instructional staff members). The Superintendent confirmed what Mrs. Webb stated that there are two different contracts with SRP's and teachers. The SRP contract for overpayment requires repayment limited to the current year and the year immediately preceding, whereas, the instructional contract provides for repayment in full. The SRP contract for underpayment does not provide for payment in full and the instructional contract does provide for payment in full. As all employee records were reviewed and were the district's errors, the Superintendent felt it important to be fair and treat both the same for this specific instance. She stated that she is bringing the issue back to the Board today to ask for permission to return to the Union to proceed with the process. At the request of Chairman Starkey to explain the legal ramifications, Mr. Alfonso stated that this is a common problem and other districts are grappling with what to do regarding this issue. He felt it is a prudent approach to work with the Union on developing a Memorandum of Understanding for this specific instance, with the Board ultimately approving the MOU coming out of this negotiation with the Union. Member Whaley stated that she would like an executive session prior to this issue going to the bargaining table and asked if Mr. Alfonso would recommend this. Members Altman and Parker said they would like to see if the Superintendent and USEP could come to a consensus first. Member Starkey said based on Mr. Alfonso's remarks she would like to have an executive session. After further discussion Board members agreed to hold an executive session Thursday, August 14, 2008 at 3:00 p.m. Superintendent Fiorentino then stated that a Board member had requested fifteen years of over/under payment records. Member Whaley acknowledged that it was her who originally requested this and she rescinded her request.

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

Lynne Webb, President of USEP shared with the Board that their state affiliate, the Florida Education Association was very impressed with the restructuring process at Hudson and R.B. Cox Elementary schools and will be donating Dr. Seuss books to those schools for their use.

The Chairman asked that the school board attorney be included, at the earliest time possible, in any issues that may have legal ramifications having to do with the school system.

The Chairman announced that the next regularly scheduled meeting of the Board is August 19, 2008 at 6:00 p.m.

The Chairman announced that she had to leave immediately at the conclusion of the Board meeting and Vice Chairman Parker would be signing all documents approved at today's meeting.

There was no further business to come before the Board, and upon motion by Member Whaley, seconded by Member Altman; the meeting was adjourned at 10:31 a.m.

EXECUTIVE SESSION: August 7, 2008 3:00 p.m.
TOPIC: Bargaining

The Board met in a closed executive session on *Bargaining*. The session was held in the Employee Relations Conference Room at the District Office Complex, Building 3. Present were Board Members Kathryn Starkey, Frank Parker, Allen Altman and Marge Whaley. Member Martin was out of town. Also present were Heather Fiorentino, Superintendent; Dennis Alfonso, School Board Attorney; Olga Swinson, Chief Finance Officer; Ruth Reilly, Assistant Superintendent for Elementary Schools; Dave Scanga, Executive Director for Elementary Schools and Terry Rhum and Kevin Shibley, Employee Relations Department.

The Executive Session concluded at 4:40 p.m.

APPROVED BY THE SCHOOL BOARD
IN OPEN SESSION

Chairman

8/26/08

Superintendent