

DISTRICT SCHOOL BOARD OF PASCO COUNTY, FLORIDA

July 19, 2016

The District School Board of Pasco County met in regular session at 6:00 p.m., Tuesday, July 19, 2016, in the Boardroom, 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, Alison Crumbley, and Steve Luikart. Also present were Kurt S. Browning, Superintendent and ex officio Secretary to the Board, 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 in remembrance of Tiffanie Hughes, first grade teacher at Woodland Elementary School.

The Chairman asked if there were any additions or corrections to the minutes of the regular meeting of July 5, 2016, and workshop of July 5, 2016. There were none, and on motion by Member Luikart, seconded by Member Armstrong, the minutes were approved unanimously.

There were no special presentations.

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. Jim Ciadella, Business Representative, spoke:

- Commended Ridgewood High School and Hudson Elementary School principals for their strong approach regarding student dress.
- Contract bargaining continues; he is discouraged about the lack of progress but working through issues.
- A budget presentation was held last week; financial information is being reviewed.

Committee Reports:

- Member Luikart:
 - None.
- Member Armstrong:
 - Steering Committee Ford NGL – the committee is looking for additional interested members; there are different levels of involvement; she asked that names be sent to her and she will follow up with the individuals.
 - Health and Wellness Committee – the “smoke shack” at Ridgewood High School was demolished last week; the district is now totally smoke free.
- Member Crumbley:
 - QUEST Steering Committee – she was not able to attend; new “myStudent” system went live; positive results to date.
- Vice Chairman Altman:
 - Large Cap Meeting – looking at projects to cut to get the budget in line.
 - Insurance Committee Meeting – reported that medical costs for treatment continue to be below trend in the industry; staff has done an outstanding job; specialty drugs continue to be costly; more information will be reported at a later time.
 - Value Adjustment Board meeting next week.
- Chairman Hurley:
 - None.

(1.0) Reports, Information and Comments:

Superintendent Browning:

- He, Chairman Hurley, and 4 other staff members will attend the State Board of Education meeting tomorrow to present and defend the Turnaround Plan for Hudson Elementary School.
- An **OFF AGENDA** (*Eureka K-5 Math Implementation*) item has been placed on the dais for discussion during the action agenda.
- He noted that four Boy Scouts are in attendance at tonight's meeting as a part of their citizenship badge and thanked them for attending.

- He attended the Florida Department of Education/Macy’s Teacher of the Year event in Orlando last week. Don Blake, teacher at Marchman Technical College, was one of the five finalists for this honor; he represented the district well and does a great job with the students.

Deputy Superintendent:

- Ray Gadd:
 - The contract on the corner lot of the Hercules property is moving forward; he expects the closing to occur within the contract timelines; currently negotiating with the City of Zephyrhills for the remaining land.
 - Commended the CTE Department and Director Terry Aunchman, along with the American Association for Airport Executives, for developing an industry certification program that will enable high school students to receive certification in airport management upon graduation; Board members should expect to see a press release on this program soon.
- Kevin Shibley: Asked that item 5A2 (*New Job Description – Educator Prep Program Specialist*) be pulled from the agenda; USF would like to delay implementation of this program.
- Betsy Kuhn: Noted that an updated list of start and end times for item 13C (*School Start and End Times – 2016-2017*) was on the dais; the only change was the start time for Pine View Middle School.
- Olga Swinson: Asked that item 7A (*Advertisement for 2016-2017 Proposed Tentative Budget*) be moved to the action agenda.
- Vanessa Hilton: Invited Board members to attend the Pasco Summer Learning Symposium that will be held at Wesley Chapel High School on July 25-28, 2016; several nationally known keynote speakers have been invited; vendor partners will supply breakfast each day.
- Tammy Berryhill: Thanked Board member Cynthia Armstrong for volunteering at the Anclote Elementary School “move-in” day yesterday; the school looks great.
- Monica Ilse:
 - Recommendation – Stan Mykita, Principal, Wesley Chapel Elementary School.

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

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:

6B. Construction Services

1. Starkey Ranch K-8 School Site

7A. Advertisement for 2016-2017 Proposed Tentative Budget (*including addendum*)

11. Resolutions - None Submitted

12. Property Acquisitions - None Submitted

13. Miscellaneous Action Items

- A. Change in Board Meeting Time - August 2, 2016
- B. Change in Board Meeting Dates - Add November 22, 2016
- C. School Start and End Times 2016-2017 (*including attachment*)

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 item 5A2 (*New Job Description – Educator Prep Program Specialist*) - **PULLED**, item 6B1 (*Starkey Ranch K-8 School Site*), and item 7A (*Advertisement for 2016-2017 Proposed Tentative Budget*). Vice Chairman Altman seconded the motion, and on vote the motion carried unanimously to approve the **CONSENT AGENDA** as follows:

3. LEARNING COMMUNITIES

- A. School Field Trips
- B. After School Program - Advanced Placement Test Practice - WRHS (9 hours)
- C. After School Program - Advanced Placement Test Practice - WRHS (52 hours)
- D. Out-of-State Travel - Computer Integrated Manufacturing Training - Maryland

4. STUDENT ACHIEVEMENT

- A. Teaching and Learning
 1. School Choice Change of Placement
 2. The Athenian Academy of Pasco County, Inc. - Five Year Contract Renewal
- B. Professional Development and School Supports - None Submitted
- C. Accountability Research and Measurement - None Submitted
- D. Student Support Programs and Services - None Submitted

5. ADMINISTRATION

- A. Human Resources and Educator Quality
 1. Personnel Recommendations (*including addendum*)

- ~~2. New Job Description – Educator Prep Program Specialist~~ **PULLED**
- 3. New Job Description – Behavior Assistant (*including addendum*)
- 4. Revised Job Description - FNS Production Assistant
- 5. Revised Job Description - FNS Assistant
- 6. Revised Job Description - FNS Manager
- 7. Revised Job Description - FNS Assistant Manager
- 8. Salary Schedule - Food and Nutrition Services (FNS) Manager & Assistant Manager
- B. Employee Relations - None Submitted
- C. Technology and Information Services - None Submitted
- 6. SUPPORT SERVICES**
 - A. Planning Services
 - 1. Utility Easement - Centennial Middle School
 - C. Food and Nutrition Services - None Submitted
 - D. Maintenance Services
 - 1. Surplus Equipment
 - 2. Quarterly Non-Capitalized Furniture and Equipment
 - E. Purchasing Services
 - 1. Purchasing Recommendation Summary Sheet (*including addendum*)
Date/Time: July 12, 2016; 14:00:00
CONTRACTS: JAMF Software; Youth and Family Services; Pasco Hernando State College; Learning Sciences International
- 7. FINANCE SERVICES**
 - B. Warrant Lists
 - C. Payroll Expenditures - June 2016 and Authorization to Expend Funds - July 2016
 - D. Disposition of Damaged Inventory - Warehouse
- 8. GRANT PROPOSALS**
 - A. Adult Education and Family Literacy - English Literacy/Civics Education 2016-17
 - B. Adult Education and Family Literacy - Adult General Education 2016-17
 - C. Title I Part C - Education of Migratory Children 2016-17
 - D. Title I Part D: Subpart 2: Local Programs for Neglected and Delinquent Students Grant
 - E. Title II Part A Teacher and Principal Training and Recruiting Fund Grant
 - F. Title III Supplementary Instructional Support for English Language Learners Grant
 - G. Title III Part A Immigrant Grant
 - H. Best Buy Community Grant
- 9. ALLOCATIONS**
 - A. Allocation Changes (2016-2017): (*including addendum*)
Add - Add. Duty School Psychologist - Various (Gen Rev)
Increase - Asst Prin 216 to 230 - CSRMS (Gen Rev)
- 10. INTERNAL AUDIT - None Submitted**

Member Crumbley had a question regarding the “three years of classroom experience” listed under requirements on item 5A2 (*New Job Description – Educator Prep Program Specialist*); Vanessa Hilton stated that the requirement was under review.

(6B1) The Chairman presented the request for approval of *Starkey Ranch K-8 School Site*. Member Armstrong moved that the Board approve the *Starkey Ranch K-8 School Site*, seconded by Vice Chairman Altman. Member Crumbley asked for clarification of this item. Deputy Superintendent Ray Gadd explained that there is P3 Agreement between the School Board, Pasco County, and Wheelock Development regarding future development of the site, which Agreement was previously approved by the School Board. The price is what the district would ordinarily pay for site work on a school site; the difference is that the site is being done as a part of the total package – as the park property is being developed, the school site work is also being done (adding dirt, leveling, etc.). This item is to approve the expenditure of the funds for the work. There being no further discussion, and on vote, the motion carried unanimously.

(7A) The Chairman presented the request for approval of *Advertisement for 2016-2017 Proposed Tentative Budget (including addendum)*. Vice Chairman Altman moved that the Board approve the *Advertisement for 2016-2017 Proposed Tentative Budget (including addendum)*, seconded by Member Armstrong. Olga Swinson, Chief Finance Officer, distributed the advertisements that will be published on July 29, 2016. She said that the final tax roll was received on Friday; the total millage rate will be .336 less mills than last year (homeowner property with a taxable value of \$100,000 will pay \$32 less for property taxes than last year). Staff continues to work on the budget page, which information will be sent to Board members on Friday. There being no further discussion, and on vote, the motion carried unanimously.

The Chairman asked for a motion to accept an **OFF AGENDA** Board item. Vice Chairman Altman moved that the Board accept an **OFF AGENDA** item, seconded by Member Luikart. On vote, the motion carried unanimously. Vice Chairman Altman moved that the Board approve **OFF AGENDA** item, *Eureka K-5 Math Implementation*, seconded by Member Crumbley. Superintendent Browning said that appropriations are now available for new standards-aligned math curriculum for the six DA schools, and due to the short summer, ordering the materials now will ensure they are received by the start of school. Chairman Hurley asked if there was anyone in the audience who would like to speak on this item. No one came forward. There being no further discussion, and on vote, the **OFF AGENDA** item, *Eureka K-5 Math Implementation*, was approved unanimously.

(13A) The Chairman presented the request for approval of *Change in Board Meeting Time - August 2, 2016*. Member Armstrong moved that the Board approve the *Change in Board Meeting Time - August 2, 2016*, seconded by Vice Chairman Altman. Superintendent Browning explained that the budget meeting must be held after 5:00 p.m., which necessitates changing the School Board meeting time for the first public hearing on the budget. There will be two evening Board meetings in August. There being no further discussion, and on vote, the motion carried unanimously.

(13B) The Chairman presented the request for approval of *Change in Board Meeting Dates - Add November 22, 2016*. Member Crumbley moved that the Board approve the *Change in Board Meeting Dates - Add November 22, 2016*, seconded by Member Luikart. Superintendent Browning explained that the reorganization meeting must be held on the second Tuesday after the general election; this date falls during Thanksgiving break. All regular business will be conducted at the November 15 Board meeting; only reorganization of the Board and public comments will be conducted at the November 22 meeting. Member Armstrong requested that a calendar of future meeting dates be distributed as early as possible for planning purposes. There being no further discussion, and on vote, the motion carried unanimously.

(13C) The Chairman presented the request for approval of *School Start and End Times 2016-2017 (including addendum)*. Vice Chairman Altman moved that the Board approve the *School Start and End Times 2016-2017 (including addendum)*, seconded by Member Armstrong. Member Armstrong asked if the schedule was the same as last year; Betsy Kuhn, Assistant Superintendent for Support Services, reviewed the few changes. There being no further discussion, and on vote, the motion carried unanimously.

Individual Board members presented and discussed items:

- Member Luikart:
 - The Concourse Executive Board presented an \$8,000 check to the Pasco Education Foundation for scholarships.
- Member Armstrong:
 - The Anclote Elementary School “move-in” day was a great success.
 - The next move-in day is scheduled for 9:00 a.m. on July 26, 2016, at Bayonet Point Middle School.
- Member Crumbley:
 - Mentioned a recent newspaper article about Odessa Elementary School students making cards for residents in nursing homes. The organization would like to add more elementary schools; she can share the contact information with those schools that are interested.
- Vice Chairman Altman:
 - Gave a shout-out to Pasco High School student Hannah White, who was one of 10 national finalists chosen to present to Ford NGL in California.
- Chairman Hurley:
 - She recently served on the lunch/reading bus and said that it is a great way to spend the day; the families are very excited to receive the books.

Superintendent Browning said that an Executive Session on collective bargaining is scheduled for 3:00 p.m. on August 2, 2016, followed by a workshop on the Grading Committee Update and Legislative Issues.

Dennis Alfonso, School Board attorney, said that the Michael Maynard employee appeal hearing has been scheduled for 9:30 a.m. on September 20, 2016. A pretrial discussion will be held prior to the hearing date; he will keep Board members apprised of any changes.

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 August 2, 2016. The start time has been changed to 6:00 p.m.

There was no further business to come before the Board, and upon motion by Vice Chairman Altman, the meeting was adjourned at 6:41 p.m.

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

SCHOOL BOARD WORKSHOP: July 19, 2016 – 3:00 p.m.

TOPIC: *Success Plan; Dress Code; NEOLA Update 16.1*

The Board met for a workshop session in the Boardroom, Building 3, District Office Complex. Present were Board Members Allen Altman, Cynthia Armstrong, Alison Crumbley, Joanne Hurley and Steve Luikart; Kurt S. Browning, Superintendent; Dennis Alfonso, School Board Attorney; Ray Gadd, Deputy Superintendent; Olga Swinson, Chief Finance Officer; Tammy Berryhill, Dave Scanga, Monica Ilse, and Todd Cluff, Area Superintendents; Jeff Solochek, Tampa Bay Times.

Success Plan

Kim Poe, Strategic Initiatives and Allocations Program Manager, presented an overview of the 2016-2017 Success Plan - “the district’s guidebook for achieving goals leading to educational excellence for Pasco students at every level of the district”. The Plan includes the district’s mission and vision statements (strategic plan) and four pillars (Excellence in Student Achievement; Employee Success; Taxpayer Value; and Connecting to the Community). The work plan and performance plan include tactics and metrics under each pillar. There were 12 pilot schools that implemented the Plan in 2015-2016. She noted the work planned for next year, stating that all schools will participate in the Success Plan in 2016-2017. The Scorecard for Educational Excellence K-12 (SEEK-12) will be used to track performance toward goals, both at the district and schools levels.

Vanessa Hilton, Assistant Superintendent for Student Achievement, spoke on “Excellence in Student Achievement”. Tactics under this pillar include student learning experiences match the rigor of standards, increase systems of support, and increase staff and student engagement. She explained the quarter, semester and annual metrics for school readiness, academics, student engagement, and life readiness.

Christine Pejot, Director for Human Resources and Educator Quality, spoke on the “Employee Success” metrics of employee engagement and employee wellness. Goals for next year include actively engaged employees, a healthier work force, and additional professional development for instructional and non-instructional staff.

Olga Swinson, Chief Finance Officer, spoke on “Taxpayer value” metrics – innovative management practices, fund balance, and financial stewardship. Goals for next year include increased revenue and controlling expenses.

Linda Cobbe, Director for Communications and Government Relations, spoke on “Connecting to the Community” metrics - family engagement, community outreach and school/community partnerships.

Chairman Hurley and the Board members thanked all of the pilot schools and metric owners for their work on the Plan to date.

NEOLA Update 16.1

Kevin Shibley, Assistant Superintendent for Administration, distributed additional NEOLA information and then reviewed the NEOLA policies updates and revisions with Board members.

Dress Code

Dawn Scilex, Principal, Hudson Elementary School, spoke on a pilot program for uniforms at the school. She reviewed goals, data collected through electronic polls, and research findings supporting the benefits of uniforms. The proposed uniform program will consist of khaki/blue pants, shorts, skirts, skorts, or jumpers and blue/red polo shirts (with or without the school logo). Superintendent Browning said that a pilot program for uniforms at Hudson Elementary School for the 2016-2017 school year would be submitted at the August 2, 2016, School Board meeting for approval.

Angie Murphy, Principal, and Alicia Leary, Assistant Principal, Ridgewood High School, spoke on a modified dress code plan for the school. They reviewed goals, benefits and research for a modified dress code, and examples of high schools that use a modified dress code. They explained the communication plan that was shared with families and several student stories. The school will use the RAMS Exchange (gently used clothing store, RAMS Rewards points can be used to purchase clothing) and will reach out to community donors to help students in need. They reviewed a Phase-In Plan during the second quarter of the school year and the communication plan for implementation. All incoming freshman receive a free t-shirt every year. Dresses and

skirts will be permitted, but no hats or jackets with hoods. Superintendent Browning said that a pilot plan for a modified dress code at Ridgewood High School for the 2016-2017 school year would be submitted at the August 2, 2016, School Board meeting for approval.

The workshop concluded at 5:40 p.m.

APPROVED BY THE SCHOOL BOARD
IN OPEN SESSION

Chairman

August 2, 2016

Superintendent of Schools