



**District School Board of Pasco County
Regular School Board Meeting
September 18, 2018**

Members present: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

1. Call to Order

The meeting was called to order at 6:00 p.m. by Chairman Cynthia Armstrong, with the welcome and reading of the vision statement.

Member Beaudoin shared the thought for the day, followed by the Pledge of Allegiance to the Flag.

Present were Chairman Cynthia Armstrong, Vice Chairman Alison Crumbley, and Board Members Allen Altman, Colleen Beaudoin, 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 Chairman asked for a moment of silence for personal reflection.

2. Approval of Minutes

2.1 Minutes of the Regular Meeting of September 4, 2018, and Workshop of September 4, 2018

Motion to approve the Minutes of the Regular Meeting of September 4, 2018, and Workshop of September 4, 2018, as written

Motion by Alison Crumbley, second by Colleen Beaudoin.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

3. Public Hearings

3.1 Final Public Hearing on Proposed Annual Budget for 2018/2019

The Chairman opened the final public hearing on the Proposed Annual Budget for 2018/2019.

Superintendent Browning addressed the board: "Thank you Madame Chairman and Members of the Board. Tonight, the Board is adopting the 2018/2019 Fiscal Year Budget. You are required, by law, to adopt the millage rates and budget that you have tentatively adopted on July 31st. Once these millage rates are adopted, the District will certify them to the Property Appraiser to begin the notice to residents for the upcoming tax year. Additionally, the district is required to certify the adopted budget to the FDOE. That said,

- The 2018/2019 final budget is \$1,261,276,698, an increase of \$62.7 million over last year's budget.

Operating Budget

- The budget includes a General Operating Budget of \$631.3 million and a Capital Budget of \$252 million.
- The total tax millage for the 2018/2019 fiscal year is 6.279, a decrease of 0.286 mills. Under the proposed rate, a homeowner of a \$125,000 home, after the deduction of the \$25,000 homestead exemption, would pay \$28.60 less per year than last year.
- The General Operating Budget increased from \$615.6 million to \$631.3 million. The District received additional funds totaling \$13.7 million in state funding for an additional 1,001 FTE's.
- During the 2018 session, the Florida Legislature passed the Marjory Stoneman Douglas High School Public Safety Act, which requires the addition of a school safety officer at every school and the development of a mental health assistance plan to establish or expand school-based mental health care for our students. The District received \$4.1 million for these programs and has submitted the Mental Health Plan to FDOE for approval. Additionally, we have hired 55 School Safety Guards and 1 Director. The cost of these programs exceeds the amount received by the District by \$383,878.
- The remaining funds totaling \$9.6 million will be used for cost increases for retirement, school choice enrollment, property insurance, utilities, School Resource Officer contracts, school retreats and the addition of 3.1 school allocations and 2.0 district allocations.
- The budget does not include an increase for insurance benefits and the District will continue to provide a no-cost healthcare option for our employees and their dependents.
- Regarding raises, I discussed with the Board during our July 31 Board meeting where the Board gave initial approval of the tentative budget, I suggested to the Board that we wait for the 2017/2018 Roll Forward to be determined and the October student enrollment be completed before we enter into serious conversations with USEP regarding raises. Tonight, I would reiterate that suggestion. District staff continues to work to find additional funds to be set aside for salary increases. I will keep the Board informed as we move forward.
- I would suggest that the Board hold an executive session prior to the October 2nd Board Meeting at 8:30am. This would allow us to develop our bargaining strategy for financial negotiations with USEP.
- Additionally, I want to make it very clear to the Board that this budget recommendation DOES NOT include the 6 out of 7 idea that the Board recently workshopped. That was only an option that was introduced to the Board as means of increasing base salaries of our teachers. I am currently gathering input from our teachers before I make a decision to bring the matter to the Board, if at all.
- Finally, as you aware, HB 7069 enacted in FY 17-18 provides for bonuses for all teachers that are either Effective or Highly Effective and the final amount paid out in FY 2017-2018 was \$6.3 million. The program will continue in FY 2018/2019 and a similar amount will be paid to our instructional employees in February, 2019.

Capital Budget

- The Capital Budget is \$252 million, an increase of \$39 million over last year.
- The largest Capital Project appropriations are for the renovation/remodeling of Zephyrhills High School, beginning later this fall, the construction of Cypress Creek Middle School and Starkey K-8 School, beginning in January 2019 and 2020, respectively.
- The budget also includes funds to lease-purchase computers and buses and to continue with the District's recurring capital maintenance projects and the completion of the renovation/remodeling of Woodland Elementary and Land O' Lakes High School.

- The 2018/2019 budget is designed to ensure the smooth delivery of effective school operations while prioritizing the needs of our students and the community. The budget is a "living document" and continuously changes as the year progresses. Budget amendments will be submitted to the Board to reflect any changes to the budget document once adopted by this Board.

That being said, Madame Chairman and Members, I am respectfully requesting your approval of the 2018/2019 Fiscal Year Budget as presented."

Attorney Alfonso announced the public comment portion of the second and final hearing of two public hearings on Pasco County School Board's tentative millage rates and budget for the 2018/2019 fiscal year. He said that notice of the hearing has been posted on the District's web site and published in compliance with Florida Statute 1011.03. The first public hearing was held on July 31, 2018. He asked if there was anyone in the audience who would like to speak on the budget at this time. The following individuals spoke:

- Patrick Connolly, Zephyrhills - 6-out-of-7 proposal.
- Robert Marsh, Brooksville - seven period day.
- Amy Monroe, Land O' Lakes - 6-out-of-7 proposal.
- Kathleen Harsch, New Port Richey - 6-out-of-7 proposal.
- Kenny Blankenship, Land O' Lakes - negotiations.
- Megan Harding, Port Richey - teacher pay.
- Steve Herring, Dade City - Pasco High School band funding/allocation.
- Eric Johnson, Trinity - teacher pay raise.
- Ginger Blomeley, San Antonio - pay scale.
- Barry Zions, Spring Hill - negotiations.
- Julie Slean, Wesley Chapel - teacher vacancy, no instruction in Honors Geometry class, Cypress Creek High School. Assistant Superintendent Tammy Berryhill will meet with the parent.
- Lori Lovetere, Odessa - 6-out-of-7 proposal.
- Amanda Neff, Zephyrhills - proposed changed to teacher workload.
- Heather Snyder, Land O' Lakes - 6-out-of-7 proposal.
- Renee Marsella, Tampa - clarification of need for a 7-period day on proposal mentioned by Superintendent.
- Cindy Carson, New Port Richey - respect; pay raise; support; student success.
- Beth Vogel, New Port Richey - registrar pay.

The Chairman said approvals are required at this final hearing on the proposed budget for fiscal year 2018/2019. As per Section 200.065(2)(d), Florida Statutes, prior to the adoption of the millage-levy resolution, she announced:

The taxing authority is the District School Board of Pasco County.

The rolled back rate is 6.1278 mills.

The percentage increase is 2.47%.

The millage rate to be levied for 2018/2019 is 6.279 mills.

Adopt the Resolution Determining Revenues and Millage Levied.

Motion by Colleen Beaudoin, second by Allen Altman.

- Member Beaudoin asked Chief Finance Officer Olga Swinson to explain the millage rate reduction. Ms. Swinson said, "The millage rate was reduced in FY 2017/2018 from 6.5650 to 6.2790. This reduction was recommended by the Legislature. As part of the TRIM process, we are required to recalculate the rolled back rate, which is 6.1278. This tax rate generates the same amount as last year. However, we are levying the rate recommended by the Legislature, which is 6.2790. This rate is higher than the rolled back rate by .1512 mills or 2.47%." Chairman Armstrong said the millage rate is set by the Legislature, not the School Board, but the School Board must approve it even though members have no say in the amount.
- Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

The Chairman stated that the final budget is \$1,261,276,698 for fiscal year 2018/2019.

Adopt the Final Budget Resolution.

Motion by Allen Altman, second by Alison Crumbley.

- Discussion by Board members:
 - Steve Luikart:
 - Distributed a handout to Board members with his thoughts and views regarding the budget; copies will be made available to interested parties.
 - Don't have all the information from the state yet; nothing definitive in the budget regarding raises; can't make changes in the current budget other than to direct the district staff to have further conversations on raises. If those conversations can't take place, he will have to vote no on the budget.
 - Allen Altman:
 - Has been working with district staff for information to discuss in an executive session and will make his comments at that time; the entire board has been working and gathering accurate information to be able to make decisions to move ahead with what the Board wants to do.
 - Colleen Beaudoin:
 - Spent time with Kevin Shibley and Olga Swinson last week looking at unit allocations and the budget; the budget is a living, breathing document, which can change and be amended but we need to submit a balanced budget now; can amend it and talk about adjustments that can be made in the executive session for collective bargaining.
 - Alison Crumbley:
 - Agrees with fellow board members; would like discussion and more information at the executive session; her priority remains raises for teachers; teacher pay is a statewide issue.
 - Cynthia Armstrong:
 - Must submit a balanced budget to the state at this time; don't have all the FTE numbers yet; thanked Olga Swinson, the finance team, and Superintendent's staff for their work and efforts in preparing a balanced budget; not easy to prepare a balanced budget when working with limited funds; this is the budget at this time but doesn't mean that it can't change.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

The Chairman announced that the final public hearing on the Proposed Annual Budget for 2018/2019 was closed.

3.2 Public Hearing on Five-Year District Facilities Work Plan

The Chairman opened the Public Hearing of the Five-Year District Facilities Work Plan. Attorney Alfonso stated that notice of this hearing has been posted on the District website and publication of general circulation in Pasco County in compliance with Florida Statutes. He asked if there was anyone in the audience who would like to speak on this item. No one came forward. Chairman Armstrong commented that a technical high school for the east side of the county was included in the plan, to be built after Cypress Creek Middle School and Starkey K-8 are completed.

Motion to Approve the Five-Year District Facilities Work Plan

Motion by Allen Altman, second by Alison Crumbley.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

The Chairman announced that the public hearing on the Five-Year District Facilities Work Plan is closed.

4. Special Presentations

4.1 Recognition: American Heart Association School Fundraising (Veterans, Watergrass, Sunray, New River, Oakstead, Lake Myrtle, Seven Oaks, Connorton, and Wesley Chapel elementary schools; J.W.Mitchell High School)

4.2 Recognition: Bus Driver and Students Assist Student in Distress

The Chairman called a break for pictures and the meeting came back to order at 7:28 p.m.

5. Public Comment

5.1 Public Comments

The Chairman announced that all public comments had been heard during the budget hearing earlier in the meeting. There were no additional speaking cards.

5.2 United School Employees of Pasco

Don Peace, President, USEP, spoke:

- Spoke on 6-out-of-7 proposal, noting concerns and issues.
- USEP would like to collaborate with the district on discussions regarding raises.
- Spoke on the potential for a property tax increase referendum for the economic shortfall.
- Have had numerous conversations with Board members and district staff to review areas where funding might be available to make significant salary improvements happen for this current school year.
- Hopes this Board would prioritize salary improvements in this year's budget and place salaries first in every future budget discussion.

5.3 Board Member Committee Reports

- Steve Luikart: None.
- Allen Altman: None.
- Colleen Beaudoin: None.
- Alison Crumbley: None.
- Cynthia Armstrong:
 - Will be attending the FSBA Legislative committee meeting on Thursday in Orlando (voting on FSBA legislative platform).

5.4 Kurt S. Browning, Superintendent of Schools

- Noted that item 12.7 (Out-of-State Travel: Ratings Presentation (New York) has been added to the consent agenda. The travel will begin on October 2, 2018, after the School Board meeting.
- Due to shootings on two school properties recently (Palm Beach and Duval counties), a new security procedure for Pasco County schools has been added to Friday night high school football games and will expand to other events - no bags, backpacks, purses, etc., will be permitted at sporting events except clear bags (diaper and medical equipment bags will be subject to search).

5.5 Ray Gadd, Deputy Superintendent

- Ray Gadd:
 - Thanked staff for their work on the budget; reported that staff provides information to Board members when asked and will continue to provide information as requested.
 - Kevin Shibley:
 - Noted that an addendum to Item 10.1 (Personnel Recommendations) has been added to BoardDocs.
 - Betsy Kuhn: None.
 - Kim Poe: None.
 - Olga Swinson:
 - Noted that Raymond James will serve as the senior underwriter for Item 12.2 (Authorization to Issue Certificates of Participation, Series 2018A); two representatives (Rick Patterson and Marybeth Hargrove) from Raymond James were in the audience.
 - Vanessa Hilton: None.
 - Marcy Hetzler-Nettles: None.
 - Tammy Berryhill: None.
 - Monica Ilse: None.
 - Dave Scanga: Absent.
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6. Expulsion Recommendations/Hearings

6.1 SSPS: Expulsion of Male Student (DOB 06/21/2004) Achieve Center of Pasco

Item was moved to the October 2, 2018, agenda.

6.2 SSPS: Expulsion of Female Student (DOB 05/22/2002) Achieve Center of Pasco

Item was moved to the October 2, 2018, agenda.

7. Consent Agenda (Action)

7.1 Approval of Consent Agenda

Motion to approve the consent agenda and all of the consent agenda items numbered 8 through 13, as recommended by the Superintendent, including addenda. No items were pulled.

Motion by Alison Crumbley, second by Colleen Beaudoin.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

8. Learning Communities (Consent)

8.1 School Field Trips

8.2 Out of State Travel: 2018 National Council of Teachers of English Annual Convention (Texas)

8.3 Out of State Travel: SkillsUSA National Leadership Training (Washington, D.C.)

8.4 Out of State Travel: Vocal Jazz Educator Seminar (Texas)

9. Student Achievement (Consent)

9.1 ECP: Out of State Travel: Devereux Early Childhood Assessment (DECA) Training (Pennsylvania)

9.2 SSPS: Disciplinary Change of Placement

9.3 SSPS: Extend Charter School Contract Negotiations (Plato Academy K-8)

9.4 SSPS: CSP 2018/2020 Charter Schools Program Grant for Implementation Only (Union Park Academy Charter School)

9.5 SSPS: Immediate Aid to Restart School Operations, Restart Program Grant

9.6 SSPS: Lowe's Tool Box for Education Grant

9.7 SSPS: Temporary Emergency Impact Aid for Displaced Students (Emergency Impact Aid) Grant

10. Administration (Consent)

10.1 HREQ: Personnel Recommendations (including addendum)

11. Support Services (Consent)

11.1 MAINTENANCE: Surplus Equipment

11.2 PURCHASING: Board Recommendations (Date/Time: September 11, 2018; 14:00:00)

11.3 PURCHASING: Contracts and Agreements

11.4 PURCHASING: Miscellaneous Approval Requests

11.5 PURCHASING: Solicitation and Contract Renewals

11.6 PURCHASING: Use of Facilities

12. Chief Finance Officer (Consent)

12.1 ALLOCATIONS: Allocation Changes 2018/2019

12.2 FINANCE: Authorization to Issue Certificates of Participation, Series 2018A

12.3 FINANCE: Payroll Expenditures (August 2018) and Authorization to Expend Funds (September 2018)

12.4 FINANCE: Superintendent's Annual Financial Report (Fiscal Year Ended June 30, 2018) (including addendum)

12.5 FINANCE: Warrant Lists

12.6 FINANCE: Out of State Travel: Inventory Management Meetup (Texas)

12.7 Addendum: Out of State Travel: Ratings Presentation (New York)

13. Internal Audit (Consent) (None Submitted)

14. Items Removed From Consent Agenda

15. Miscellaneous Action Items (Action)

15.1 Proclamation: Bullying Prevention Month

Motion to approve proclamation recognizing October 2018 as Bullying Prevention Month

Motion by Allen Altman, second by Steve Luikart.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

15.2 Proclamation: National Custodial Worker's Recognition Day

Motion to approve proclamation recognizing October 2, 2018, as National Custodial Worker's Recognition Day

Motion by Allen Altman, second by Colleen Beaudoin.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

15.3 Resolution: Disability History and Awareness Weeks

Motion to approve Resolution Recognizing Disability History and Awareness Weeks

Motion by Colleen Beaudoin, second by Steve Luikart.

Final Resolution: Motion Carries

Yea: Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

16. Closing

16.1 Individual Board Member Reports

- Steve Luikart: His views were outlined in the handout that he distributed earlier in the evening.
- Allen Altman: Shared a parent appreciation letter, a copy of which will be forwarded to the other Board members.
- Colleen Beaudoin:
 - Addressed concerns of audience:
 - Overcrowded classes: staff met today and allocations will be reallocated this week.
 - Registrar salary is being reviewed; it was noted that this position is part of the collective bargaining unit and has received raises.
 - Spoke with teachers at Marchman last year and is planning to go to the technical college again on Friday.
 - Attended the 9/11 Memorial event in New Port Richey; thanked Tom Viking for transporting the student artwork that was on display; the event included musical performances by Odessa Elementary, Seven Springs Middle, and Mitchell High schools.

- o Participated in the New Teacher Academy at River Ridge High School; spoke to all five classes; was encouraged to see young students interested in going into teaching.
- o Attended the Medal of Honor training for social studies; heard good feedback.
- o Suggested the possibility of using the two days after Memorial Day weekend as professional development days or invite community members to talk with students on taxes, life skills, budgeting, etc. - no extra work for teachers. Similar topics came up on ThoughtExchange, too. She will be happy to work with someone on this project.
- Alison Crumbley:
 - o She is not comfortable with \$9.25 per hour for the registrar positions; asked for the situation to be fixed.
 - o Thanked the audience for attending and sharing thoughts; there are no hidden funds in the budget; a majority of the increase of funds went to the required hiring of safety officers, etc.
 - o Proposed that the following be added to the district and the FSBA legislative platforms:
 - put the "Best and Brightest" teacher bonus funds into general spending for salary raises;
 - consider adopting a resolution - specifically urging legislators in Tallahassee and the Pasco Delegation - to restore the full value of the Required Local Effort (RLE) millage rate as was the historical practice prior to 2016 to capture increases in both the property values and revenue gained from new construction; Senator Bradley (Green Cove Springs) is a great advocate for this effort. This is not a tax increase; it would have netted Pasco schools \$13.9 million this year.
 - Has invited the Pasco Delegation to visit our schools and see the great things that are happening; suggests inviting them again.
- Cynthia Armstrong:
 - o Said there has been conversation with FSBA asking for no rollback of millage and thinks it will be in the legislative platform, along with the "Best and Brightest" program being flawed.
 - o There was consensus of the Board to work on a RLE resolution; Superintendent Browning said staff will draft a resolution and bring to the Board for approval.
 - o Attended the 32nd Pasco Economic Development Council Annual Awards and Trade Show.
 - o Attended the 9/11 Memorial event in New Port Richey; the artwork was gorgeous; enjoyed the musical performances.
 - o Spoke to the Port Richey Rotary Club regarding school choice opportunities.
 - o Attended the "Butter Bowl" at Land O' Lakes High School and watched the new security procedure in action; the cheerleaders ordered and sold clear bags at the game as a fundraiser.

16.2 Other New Business

None.

16.3 School Board Attorney Comments

None.

17. Adjourn

17.1 Adjourn

The Chairman announced that the next regularly scheduled meeting of the board is October 2, 2018, at 9:30 a.m.

On a motion by Member Luikart, the meeting was adjourned at 7:56 p.m.

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

NOTICE: If a person intends to appeal the board's decision with respect to any matter, or has any thought that an appeal may be taken, the person has the responsibility to ensure that a verbatim (word for word) record of the proceeding is made and that the record includes all testimony and evidence upon which an appeal is to be based.

NOTICE: If you are a person with a disability who requires reasonable accommodations in order to attend a school board meeting, please call 727-774-2649 (West Pasco), 813-794-2649 (Central Pasco), or 352-524-2649 (East Pasco) not later than three (3) days before the meeting.

District School Board of Pasco County Closed Session (Safety and Security Plans; Florida Safe Schools Assessment Tool) Tuesday, September 18, 2018

Members present

Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

Others in attendance

Dennis Alfonso, School Board Attorney; Kurt S. Browning, Superintendent of Schools; Ray Gadd, Deputy Superintendent; Betsy Kuhn, Assistant Superintendent; Christopher Stowe, Director of Safety and Security; Sheriff Chris Nocco, Colonel Jeff Harrington, Major Jeff Peake, Captain Bill Davis, and Lt. Troy Ferguson. Other Superintendent staff members were also in attendance.

1. Closed Session (Safety and Security Plans; Florida Safe Schools Assessment Tool)

Chairman Armstrong called the closed session to order at 3:04 p.m.

The closed session concluded at 4:08 p.m.

District School Board of Pasco County Workshop Session Tuesday, September 18, 2018

Members present

Allen Altman, Cynthia Armstrong, Colleen Beaudoin, Alison Crumbley, Steve Luikart

Others in attendance

Dennis Alfonso, School Board Attorney; Kurt S. Browning, Superintendent of Schools; Ray Gadd, Deputy Superintendent; Vanessa Hilton, Kevin Shibley, Betsy Kuhn, Tammy Berryhill, Monica Ilse, and Marcy Hetzler-Nettles, Assistant Superintendents; Olga Swinson, Chief Finance Officer; Linda Cobbe, Public Information Officer; and Jeff Solochek, Tampa Bay Times.

1. Workshop Session

Chairman Armstrong called the workshop to order at 4:16 p.m.

HEALTH INSURANCE UPDATE

Patricia Howard, Senior Manager, Employee Benefits and Risk Management, presented the Group Health Plan Summary:

- Overview;
- Voluntary Benefits;
- Insurance Committee;
- Plan Participation;
- GHP Funding;
- Premium Comparison;
- Plan Design Changes;
- What's Next;
- Evolution of Pasco Go Healthy;
- Open Enrollment for 2019.

The workshop concluded at 5:00 p.m.

Approved in open session on October 2, 2018

Chairman

Superintendent of Schools