

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
MINUTES OF BOARD WORKSHOP
Policy Workshop
July 30, 2008

The School Board of Alachua County, Florida, met in workshop session duly called at 2:30 p.m. in the Board Room of the Kirby-Smith Administration Building, 620 East University Avenue, Gainesville, Florida. Present were: Janie S. Williams, chairman; Tina Pinkoson, vice-chairman; and F. Wesley Eubank, members; W. Daniel Boyd, Jr., Ed.D., superintendent; Jim Lang, Board Attorney; and staff members (Louise Hall, Joan Longstreth, and Tom Wittmer).

Dr. Boyd addressed the Board and stated that the purpose of the workshop was to align the Board's policies to be in compliance with the requirements of the new ethics law, Ch. 2008-108, L.O.F.

Mr. Wittmer explained that the policy changes are being recommended by NEOLA for the most part. Mr. Wittmer gave an overview of the changes being recommended to current policies and the recommendation for a new policy to be added. He stated that the staff is recommending the Board amend Section 4000 – Support Staff policies due to some of the changes affecting paraprofessionals, who are defined as “instructional personnel”. Mr. Wittmer also informed the Board that NEOLA intends to send more recommendation for changes to policies sometime in August.

Policy 1030 – *Superintendent of Schools*, was discussed and it was noted that 90% of the changes are being recommended by NEOLA. The Board requested that Mr. Wittmer make sure that everything that was there before is covered in the new language being recommended by NEOLA.

Policy 1120 – *Employment of Administrators*, was discussed. Mr. Wittmer noted that the same changes are being recommended for Policy 3120 and Policy 4120. The Board agreed with the staff's recommendation that the language on page 2, line 11 “contacting any previous employer” be changed to “contacting each previous employer” to comply with the language in the statute. This change will be made in all three policies (1120, 3120, 4120).

Policy 3120 – *Employment of Instructional Staff*, was discussed. Mr. Eubank requested that the paragraph on page 2, lines 32-33, have the words “except for good cause” added and to add the statutory reference. He also requested that the language on page 5 of 6, lines 11-13, be reworded to state that this list “includes, but is not limited to”.

Policy 4120 – *Employment of Support Staff*, was discussed. Mr. Eubank requested that the paragraph on page 2, lines 32-33, have the words “except for good cause” added and to add the statutory reference.

Policy 1121.01 – *Criminal Background and Employment*, was discussed. Mr. Wittmer stated the reasons for the change to page 1 of 5, lines 2-3 was so to allow the district to reassign employees to positions that do not require direct contact with students. Mr. Wittmer also mentioned that the addition on page 2 of 5, lines 16-18, is being changed to conform our policy to law. Mr. Wittmer mentioned that these changes are being recommended for Policies 3121.01 and 4121.01.

Policies 1139.02, 3139.02 and 4139.02 – *Violation of Local, State and/or Federal Laws*, were discussed. Mr. Wittmer indicated that these changes added language to reflect a duty to report misconduct. The Board requested that the language be revised to reflect their desire that each employee would have the duty to report misconduct by any Board employee.

Policy 1210, 3210, and 4210 – *Code of Ethics*, were discussed. Ms. Pinkoson asked if the ethical training could be done on-line. Dr. Longstreth stated that the District could train administrators and then incorporate the training during the new employee orientation. Mr. Eubank suggested that a specific hired date be used so that employees hired after that date would be required to attend orientation for their training. Mr. Wittmer stated that an on-line training could be developed at a later time.

Policies 1550 – *Complaints Against Administrative Staff*, 3550 – *Complaints Against Instructional Staff*, and 4550 – *Complaints Against Support Staff*, were reviewed with the Board.

Policy 8141 – *Mandatory Reporting of Misconduct*, was discussed. Mr. Wittmer stated that this is a new policy being recommended by NEOLA in response to the new law. The reassignment on page 1, line 20-21, was discussed. Staff informed the Board how it is currently handled in the District. It was recommended that the language be reworded to clarify that the reassignment is to be to a position that does not require direct contact with students. Mr. Eubank requested that the statute numbers be added as a reference under the Liability Protection paragraph on page 2 of 3, line 34 and the paragraph on page 3 of 3, line 7.

Mr. Eubank discussed the need for a whistleblower policy and that this could be brought at the next phase.

Mr. Eubank and Ms. Pinkoson stated they were happy with the job that staff is doing and that they trust them to make the correct recommendations.

Mr. Wittmer stated that the policies discussed at this workshop will be placed on the August 19, 2008 agenda for first reading.

The meeting was adjourned at 3:15 p.m.