

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA  
UNAPPROVED MINUTES OF SPECIAL BOARD MEETING

Special Teachers Are Rewarded (STAR) Plan  
February 21, 2007

The School Board of Alachua County, Florida, met in Special session duly called at 6 p.m. in the Kirby-Smith Boardroom, 620 East University Avenue, Gainesville, Florida. Present were: Virginia S. Childs, chairman; Janie S. Williams, vice-chairman; Eileen Roy, and F. Wesley Eubank, members; W. Daniel Boyd, Jr., Superintendent; and staff members. Mrs. Pinkoson was absent.

The meeting was called to order by Chairman Childs, followed by the Pledge of Allegiance.

ADOPTION OF  
AGENDA

Motion by Mr. Eubank

Seconded by Mrs. Williams

Moved to adopt the agenda of the Special Board meeting of February 21, 2007, as presented.

The question was called. Upon Vote: Motion passed 4-0

Mrs. Childs announced that Mrs. Pinkoson is absent due to attendance at the Florida School Boards Association meeting in Tallahassee.

PRESENTATION –  
STAR PLAN  
IMPASSE ISSUES

Superintendent Boyd stated that a state-mandated teacher performance pay plan has been developed over the past few months. He reported that the teachers have voted not to ratify this Special Teachers Are Rewarded (STAR) Plan. Therefore, he has declared that an impasse has occurred with the Alachua County Education Association. The Superintendent and the ACEA have agreed to waive the appointment of a Special Magistrate and proceed directly to the legislative body for resolution of the impasse issues.

Deputy Superintendent Hollinger provided background on the teacher performance pay plan. If the proposed STAR Plan is approved, \$1.5 million in state funding will be provided. If the STAR plan is not approved, a plan that meets the same criteria must be implemented, but paid for with District operating funds. The District and the ACEA do not disagree that the STAR Plan is ill-conceived, but nevertheless are at impasse.

Mrs. Hollinger said that the District had a merit pay plan that was successful over a number of years. However, the state has nullified all prior merit pay plans.

Regarding teachers' scores, it was explained that 70% will come from their specifically assigned students' learning gains and 30% from the schoolwide Reading Score. The state rejected the District's proposed 60-40 ratio.

Assessment calculations were explained.

ASSOCIATION  
ISSUES

Dr. Gunnar Paulson, ACEA President, pointed out that the timelines imposed by the state were not favorable to further collaboration in developing a Plan. He highly commended Mrs. Hollinger for her work in developing the best possible plan under the circumstances.

Dr. Paulson then made a presentation to the Board, which included objections to the Plan, what the ACEA wants in this process, why the plan was not ratified, and specific disagreements with the plan. This information, as well as other handout information read and distributed by Dr. Paulson will be included in the meeting record. (*See Supplementary Minutes*)

PUBLIC INPUT

There was no public input.

DISCUSSION BY  
THE LEGISLATIVE  
BODY AND ACTION  
TO RESOLVE STAR  
PLAN IMPASSE  
ISSUES

Board members commented on the general lack of viability of the Star Plan and the reasons they cannot support it, most particularly its divisive nature. They feel compelled to submit the plan, however, so as not to lose funding. The Committee was commended for their hard work in plan development, with the Board recognizing they had to work with very problematic criteria.

Motion by Mr. Eubank

Seconded by Mrs. Roy

Moved to notify the Florida Department of Education that the Star Plan that was previously submitted and ruled to meet the requirements of the proviso language be accepted as the District's formal submission.

The question was called. Upon Vote: Motion passed 4-0

On behalf of the Board, Mrs. Childs again expressed appreciation to the Committee.

ADJOURNMENT

The Chairman declared the meeting adjourned at 7 p.m.