

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED MINUTES OF REGULAR BOARD MEETING
June 3, 2003

The School Board of Alachua County, Florida, met in regular session duly called at 6 p.m. in the Boardroom, 620 East University Avenue, Gainesville, Florida. Present were: Jeannine M. Cawthon, chairman; Barbara J. Sharpe, vice-chairman; Virginia S. Childs, F. Wesley Eubank and Tina Turner, members; Mary L. Chambers, superintendent; and James F. Lang, attorney for the Board.

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

APPROVAL OF
MINUTES

Motion by Mrs. Sharpe

Seconded by Mrs. Turner

Moved to approve the minutes of the Special Meeting of May 12, 2003, as presented.

The question was called.

Upon Vote: Motion passed 5-0

Motion by Mrs. Childs

Seconded by Mr. Eubank

Moved to approve the minutes of May 20, 2003, as presented.

The question was called.

Upon Vote: Motion passed 5-0

ADOPTION OF AGENDA

Motion by Mr. Eubank

Seconded by Mrs. Sharpe

Moved to adopt the agenda for the meeting of June 3, 2003, as presented.

Delete Consent Agenda item 10, Head Start/Early Head Start Proposal, and Action Item 9, Student Cases.

The question was called on the agenda as amended.

Upon Vote: Motion passed 5-0

BOARD MEMBER/
SUPERINTENDENT
ANNOUNCEMENTS

Mrs. Sharpe attended the retiree reception sponsored by the Alachua County Public Schools Foundation, which honored seven administrators.

Due to the recent controversy, and in order to remove the burden from high school principals, she requested the Superintendent provide an overall district policy on criteria for selection of high school valedictorians for Board members to review.

CITIZEN INPUT

Dr. Gunnar Paulson, president, ACEA, expressed concerns with

teacher salaries and urged the Board to address this very important issue. Feels the district does not compensate teachers or support staff fairly, and he briefly provided comparisons of salary schedules from surrounding counties.

PRESENTATION(S)/
REPORT(S)

Zoning Advisory Task Force Report

Mr. Jim Carnall, Chairman, Zoning Advisory Task Force, presented the advisory group's final report, which included a list of criteria, in rank order that the task force recommends for consideration in revising the district's school attendance zone lines for 2004-05. The report also included a list of the 14 meetings held to solicit public input, and a summary of the data received on the public input forms.

He reviewed the committee's recommended criteria to be used to define school zones in order of importance:

1. Address school capacity utilization by balancing enrollment so that each school is between 90% and 110% of capacity.
2. Ensure there is no disproportionately large population of any economic class of students in any school. (Use free and reduced lunch data)
3. Allow students to attend the school closest to where they live to promote community involvement while keeping neighborhoods intact.
4. Minimize the time and distance students are bused.

Mr. Carnall thanked task force members and district staff for all their efforts.

The Board thanked the task force for their commitment and efforts.

Mr. Eubank and Mrs. Childs both expressed curiosity that the recommendations of the task force are inconsistent with the public input received from the community, which had criteria 2 and 3 switched.

Board members clarified for the public that no decision has been made at this time and the advisory task force report will be considered by the Board, along with additional input.

Mr. Carnall agreed that in the 661 public input forms submitted to the task force, the neighborhood schools concept ranked higher than did the option of balancing schools by socioeconomic diversity. He noted that about 60 percent of the task force members decided to rank economic diversity over neighborhood schools. The task force vote took place on May 21, 2003, with 17 members present--10 voting for the majority, 7 for the minority.

Mr. Terry Tougaw, Planning & Budgeting Officer, reviewed the tentative Zoning Timelines as follows:

- 6/17/03 Zoning Workshop (1-3 p.m.)
- 7/15/03 1st Reading for proposed policy change
- 7/24/03 Public Hearing on proposed policy change
- 8/19/03 Second (Final) reading for proposed policy change
- Aug-Oct Staff prepare proposals for new zone lines based on new Policy
- 10/21/03 1st Reading for Attendance Zone Changes
- 11/4/03 Public Hearing on Attendance Zone Changes
- 12/2/03 2nd (Final) for Attendance Zone Changes

He noted that as the Board goes through the rezoning process, they will need to review the Board's current policy 5.11, School Attendance Zones, which also includes school choice and zoning exceptions which also requires public input prior to making changes.

Mrs. Childs clarified for the public that the Board is only accepting the zoning advisory task force report, but is not voting to accept their prioritized criteria for implementation.

Mrs. Sharpe stated that she is optimistic that the Board will do the right thing and she is going to hold her comments until she has studied the report, but noted that there is a direct conflict with criteria 2 and 3.

Mr. Eubank expressed concern that the first phase of the process sets the guidelines and noted that the Board has scheduled only one workshop on June 17. He suggested the Board schedule additional public input sessions, by taking into consideration public access, and time of the public input sessions (consider day and evening sessions). He requested a revised meeting schedule at the next board meeting for public input sessions.

Superintendent Chambers tentatively set a workshop after September and in October to bring the public informed as to what occurred over the summer.

Mr. Tougaw stated that he will provide the Board with a revised schedule.

Legislative/Budget Update

Ms. Joy Frank, the Board's legislative liaison, provided a review of the recently passed state education budget and legislation, with comparisons to the 2002-03 budget. Ms. Frank also discussed some of the provisions of the Class Size Reduction Act, and the potential

impact of the School Recognition Program on the district's discretionary funds.

Mrs. Sharpe recognized Representative Ed Jennings, Jr., and thanked him for his efforts in supporting students.

The regular Board meeting was recessed and a Public Hearing convened.

PUBLIC HEARING—TO
CONSIDER JOB
DESCRIPTIONS FOR
PERSONNEL
SPECIALISTS FOR
INSTRUCTIONAL
PERSONNEL, NON-
INSTRUCTIONAL
PERSONNEL, AND
EMPLOYEE RELATIONS

A citizen referred to the Personnel Specialist/Instructional Personnel job description and thanked Mrs. Childs for requesting that instructional experience be included. It was noted that at the last Board meeting it was mentioned that an individual has been doing the job, and concern was expressed that the district may be developing job descriptions tailored to individuals the district wishes to retain, and other job descriptions on individuals the district wishes to terminate. Urged the Board to develop job descriptions based on requirements and abilities necessary to do the job. Suggested that the Board hold the person who currently is doing the job harmless and keep them as long as they are employed and then fill the position with a person who has teaching experience.

Mrs. Childs commended Mr. Robinson for addressing her concern related to the Instructional Personnel Specialist job description and including language, which gives the district the ability to hire someone with a bachelor's degree with instructional or administrative experience in K-12 education.

Mr. Robinson explained that the district does not tailor job descriptions to a particular individual. He also pointed out another change, which is not reflected on the Board's information regarding the Personnel Specialist/Instructional Personnel job description. He recommends that the language in item (11), Serve as a member of the instructional bargaining team, read the same as item (18), in the Personnel Specialist/Employee Relations, Assist in the preparations for collective bargaining and, as assigned, serve as a member of a bargaining team. The purpose of this recommendation to have in both cases the individuals assisting in the preparation for collective bargaining, but not serving necessarily as a member of the bargaining team unless they are assigned to do so by the Superintendent.

The Public Hearing was adjourned and the regular Board meeting reconvened.

ADMINISTRATIVE
APPOINTMENT

Motion by Mrs. Sharpe

Seconded by Mrs. Turner

Moved to appoint Philoron A. Wright, Sr., as Director, Personnel Services, effective June 9, 2003.

The question was called.

Upon Vote: Motion passed 5-0

RATIFICATION OF THE
TENTATIVE
AGREEMENT FOR
ADDITIONAL SALARY
INCREASES FOR
CAREER SERVICE
PERSONNEL, 2002-03

Pursuant to the Memorandum of Understanding, dated February 5, the Board and ACEA have met several times to negotiate additional salary increases for career service personnel for 2002-2003. With respect to the May 22, 2003, tentative agreement, career service employees with 24 years or more of continuous service will be placed on the amended 2002-2003 salary schedule based on a formula developed by the experience credit committee. The retroactive date will be adjusted in accordance with the negotiated funds. The agreement also provides for a 4% increase for those employees who are at or above the top of the salary schedule who only received \$300. The union has conducted an election and the agreement was ratified on June 2, 2003. The specifics of the agreement will be incorporated in the amended salary schedule for 2002-03. Negotiations have been concluded with tentative agreement reached on May 22, 2003, regarding additional salary increases for Career Service Personnel for the 2002-2003 school year.

Ms. Sande Calkins, ACEA, reported that the CSP bargaining unit voted overwhelmingly to approve the ratification of the recent negotiations. The union remains optimistic that the district will complete the implementation of the experience credit phase of the salary schedule in the upcoming year. She noted that the Board has expressed its intent to continue with implementation and the union will work with the Board to hopefully accomplish this goal during the next fiscal year.

Motion by Mrs. Sharpe

Seconded by Mr. Eubank

Moved the administration's recommendation to ratify the tentative agreement for additional salary increases for Career Service Personnel for the 2002-2003 school year.

Mr. Eubank thanked both bargaining teams for their efforts. He pointed out that this particular agreement includes those employees who are represented by the bargaining unit, but professional/technical employees are not represented and he requested an item be placed on an upcoming agenda to address this group.

The question was called.

Upon Vote: Motion passed 5-0

CHANGE ORDER
NUMBER ONE FOR
PROJECT SBAC CB734-

Mr. Ed Gable, executive director, Facilities, reported that in 1999 the Board approved the master plan for Eastside High School. Three of the top priorities were site work, parking and new classrooms. This project

EASTSIDE HIGH
SCHOOL NEW
CLASSROOM
ADDITION AND SITE
WORK PACKAGE

has implemented those priorities. Funding was secured in May 2001, with the 2001 issue of the COPs coupled Lottery Bond funds, a construction budget was established of 4.6 million dollars. Completion of the construction team was done in September 2001. W.G. Mills was brought to the Board as a selected firm, and they have recently become very involved in the community and a business partner of Eastside High School.

In March 2002 a guaranteed maximum price was approved, which was \$4,547,885.00, the maximum authorized by the Board to be used for construction of this project (under the 4.6 million dollar construction budget that was established.) Construction began in March 2002, with a scheduled completion date of March 2003 and the project was completed in February 2003. Final total of all costs on the project have yielded a savings of \$264,428.70, which will be returned to the district's capital outlay budget.

This is Change Order Number one to the construction contract. This change order deducts \$265,428.70 from the contract, revising the contract total to \$4,282,456.30 and represents a credit for the contract funds not used in the project. This change order adds no calendar days to the contract time.

Motion by Mr. Eubank Seconded by Mrs. Sharpe

Moved to authorize execution of Change Order Number One as presented.

Mr. Eubank commended the district's facilities staff and everyone involved with the project.

The question was called. Upon Vote: Motion passed 5-0

CERTIFICATE OF FINAL
INSPECTION FOR
PROJECT SBAC CB734-
EASTSIDE HIGH
SCHOOL NEW
CLASSROOM
ADDITION AND
SITWORK PACKAGE

The project architect and the facilities department staff have inspected this project. It is requested that the Board authorize final payment to the contractor upon total acceptance. Final contract amount is \$4,282,456.30.

Motion by Mr. Eubank Seconded by Mrs. Sharpe

Moved to approve the Certificate of Final Inspection as presented.

The question was called. Upon Vote: Motion passed 5-0

BID AWARD FOR
PROJECT SBAC B0209-

Staff reported that bids for the construction of this project were received May 27, 2003.

METCALFE
ELEMENTARY SCHOOL
ROOF REPLACEMENT

Motion by Mrs. Sharpe

Seconded by Mrs. Turner

Moved to accept the low base bid of \$442,000 and award a contract for construction totaling \$442,000 to R. F. Lusa & Sons Sheetmetal, Inc., Lakeland, Florida, with completion of this project to be within one hundred twenty (120) consecutive calendar days from the date indicated in the "Notice to Proceed."

Mr. Gable assured Mr. Eubank that staff feels confident with the bid.

The question was called.

Upon Vote: Motion passed 5-0

BID AWARD FOR
PROJECT SBAC CD809-
LITTLEWOOD
ELEMENTARY SCHOOL
ROOF REPLACEMENT,
BUILDINGS 8, 9, AND 11

Bids for the construction of this project were received on May 27, 2003.

Motion by Mr. Eubank

Seconded by Mrs. Sharpe

Moved to accept the low base bid of \$170,000 and award a contract for construction totaling \$170,000 to R. F. Lusa & Sons Sheetmetal, Inc., Lakeland, Florida, with completion of this project to be within ninety (90) consecutive calendar days from the date indicated in the "Notice to Proceed."

The question was called.

Upon Vote: Motion passed 5-0

ADOPTION OF
DOLLARS TO THE
CLASSROOM
RESOLUTION NUMBER
03-02

Staff presented a resolution regarding the minimum classroom expenditure requirement established by Section 1011.64, Florida Statutes, Dollars to the Classroom legislation. This statute establishes a minimum classroom expenditure requirement for school districts that did not meet minimum academic performance standards. Alachua County performed below the required performance standard on two of four student performance measures for the 2000-2001 school year. As a result, the district was required to increase the proposed budget in classroom expenditures by 2% for the following year. The district increased the following year's budget by 2.71% to be in compliance. However, as a result of September 11, the state experienced a revenue shortfall that ultimately reduced the district's budget by over 4 million dollars and the district was unable to meet the expenditure requirement. The law further provides that if the requirement is not satisfied, the Board must adopt a statement that explains why the requirement was not met and therefore a Resolution is being presented for Board approval.

He stated that although the minimum 2% increase in classroom expenditures was not satisfied, the district was still able to satisfy the

minimum academic performance standards for that fiscal year and no dollars to the classroom requirement was placed on the Alachua County School district for the 2002-2003 school year.

Pursuant to Section 1011.64, Florida Statutes, Alachua County was required to redirect dollars to the classroom for the 2001-2002 school year based on academic performance standards for the 2000-2001 school year.

Motion by Mr. Eubank Seconded by Mrs. Sharpe

Moved to adopt Dollars to the Classroom Resolution Number 03-02 pursuant to Section 1011.64, Florida Statutes.

Following Board discussion, it was agreed to delete September 11 from the resolution.

The question was called. Upon Vote: Motion passed 5-0

SCHEDULE
WORKSHOPS/
MEETINGS

Motion by Mr. Eubank Seconded by Mrs. Turner

Moved to schedule a workshop on Zoning Advisory Task Report, June 17, 2003, 1-3 p.m.; a Facilities/Capital Outlay workshop on June 24, 2003, 1-3 p.m.; and consolidate the July 1 and July 15 School Board meetings into the currently established Special School Board meeting on July 22, 2003, 3 p.m.

The question was called. Upon Vote: Motion passed 5-0

CONSENT AGENDA

Motion by Mrs. Sharpe Seconded by Mr. Eubank

Moved to approve the consent agenda as described in items 1-9, with the deletion of item 10. (See Supplementary Minutes Book.)

The question was called. Upon Vote: Motion passed 5-0

CITIZEN INPUT (cont'd)

There was no additional citizen input.

BOARD MEMBERS/
SUPERINTENDENT
REQUESTS

Mr. Eubank made the following requests:

- Rationale explaining the reason for the early start times for elementary schools.
- Concerned that it was not his intent that administrative salaries would be raised by downgrading positions. Suggested including a footnote in the administrative salary schedule that if a position is downgraded, the person would be held harmless and their salary would not be reduced, but would remain at the prior level.

The Board agreed to schedule an informal board meeting on Monday, June 23, 2003, 3:30-5:30 p.m.

Mrs. Childs agreed with Mr. Eubank that it was not her intent that a person would receive an increase for having their pay grade downgraded.

She also requested that when staff gets the final numbers from the reorganization and it has been completed, she would like to announce and discuss the amount of money the district has been able to save due to cuts, which have resulted in over \$750,000 at the administrative level, particularly at Kirby Smith, which will now go back into the budget to be used in other ways such as raises, etc. She does not want career service employees or teachers to overlook the fact that the Board has been very serious at looking at administrative and district cuts in order to fund salaries.

The Board was informed that school grades are due June 12, 2003.

Mrs. Turner stated that the Board's focus is being driven towards rezoning, but it will not matter what school a child is zoned to if quality teachers and employees are not hired. In order to accomplish this, the Board must be able to offer competitive salaries and it is important that everyone is aware that the Board is committed to doing what is best for teachers and employees, and what is best for them is also what is best for the students. She looks forward to the task ahead because she firmly believes that the foundation is being set for good things to happen in this county--a quality education and competitive salaries for teachers and employees.

Chairman Cawthon reminded the Board of School Improvement meetings are being held and an Executive Session is scheduled on Friday, June 6, 2003, 10 a.m.

Superintendent Chambers thanked all Board members for their participation in graduation ceremonies.

ADJOURNMENT

The meeting was adjourned at 7:53 p.m.