

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED MINUTES OF REGULAR BOARD MEETING
MAY 20, 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 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 Mr. Eubank

Moved to approve the minutes of May 6, 2003, as presented.

The question was called.

Upon Vote: Motion passed 5-0

ADOPTION OF AGENDA

Motion by Mr. Eubank

Seconded by Mrs. Turner

Moved to adopt the agenda for the meeting of May 20, 2003, as presented.

Move Action Item 3, Employee Relations Survey, to Presentation Item H.4. Delete Action Item 4, 2001-2002 Dollars to the Classroom Requirements; Action Item 7, Student Cases; and Consent Agenda Item 14, Interlocal Agreement with Alachua County—King Food Store. Move Consent Agenda Item 3, Attachment D, Page 1, Item A, State Board Rule Authorized Negotiations, 6A-1.012(10), to Action Item 8, and Consent Agenda Item 13, Carl D. Perkins Vocational and Applied Technical Education Grant, to Action Item 9.

The question was called on the agenda as amended.

Upon Vote: Motion passed 5-0

BOARD MEMBER/
SUPERINTENDENT
ANNOUNCEMENTS

Ms. Turner thanked the teachers and personnel for a job well done this school year. She pointed out that they have impacted and influenced the lives of the children, and although there were significant gains in test scores, a great deal is learned that is not on the FCAT. Testing is a process that evaluates over a period of nine months.

RECOGNITION

Science and Engineering Fair Excellence

Emery Lin, Hannah Kaufman, and Sravya Keremane were recognized for outstanding achievements at the 2003 State Science and

Engineering Fair held in Jacksonville in April. Sravya earned the Best in Show Award in the Biological Sciences Junior Division. Emery and Hannah were finalists in International Science and Engineering.

Class of 2003 Scholarship Awards—Alachua County Public Schools Foundation

The Foundation awarded over a quarter of million dollars in scholarships to 84 seniors at the presentation ceremony held earlier in the evening at Savannah Grande. This year there were several new scholarship opportunities for seniors. One is in honor of Dr. Tommy Tomlinson, who served this district for 37 years as a teacher and administrator. The Foundation also sponsors the Take Stock in Children program. There are now 105 middle and high school students in this program with 23 in college and 14 graduating this year. The Foundation also awards Foundation for Success grants annually—staff development scholarships, help children attend pre-k and extended day programs, and most recently provided funding for some first graders in the Black Stallion Literacy program.

CITIZEN INPUT

A citizen addressed the Board regarding teacher morale and turnover and citizen apathy and what the Board and superintendent's plan of action is regarding these areas.

The president of ACEA received a waiver from a middle school for adding time to the day for student safety. Before taking this to the ACEA Executive Board he would like to have representatives from the transportation department, district and ACEA to meet and see if this can be worked out with bus schedules.

SCHEDULED AGENCIES

There were no scheduled agencies.

PRESENTATION(S)/
REPORT(S)

FCAT Results

A power point presentation was given on the recent FCAT scores, comparing state and local results. Average scores for Alachua County students at almost all grade levels in Reading, Mathematics, Science, and Writing are at or above the state averages.

Zoning Advisory Task Force Update

The final meetings of the group are scheduled May 21 and 29 to develop the final report to be presented to the Board June 3, 2003. It was suggested that a workshop be scheduled to discuss the recommendations of the task force.

Budgeting/Financial Update

An update on the Special Legislative Session changes in the proposed 2003-2004 Budgets was presented. The House budget reflects an

increase in potential funds compared to the proposal presented prior to the Special Session, while the Senate budget shows a decrease in potential funds from the previous proposal.

Employee Relations Survey

Dr. Robert Kendal presented a proposal for an employee relations survey which included cost factors and a draft version of the survey instrument.

Board members reviewed areas of the survey and made suggestions for Dr. Kendal to include in the final survey.

EMPLOYEE RELATIONS
SURVEY

Mrs. Sharpe stated that she has concerns with the whole thing. She knows the Board has stated it wants an employee relations survey done and perhaps it needs to be done. She expressed that employee morale cannot be legislated whether it is positive or not, and she can't agree with paying \$5400 for a survey with the current funding situation.

Mr. Eubank feels employees are our most important assets and feels the money will be well spent if we can find the areas of concerns and as leaders try to address those areas. He also feels by showing a positive leadership, it may change that morale. Without a baseline, there is no way in the future to measure how the Board is doing.

Mrs. Childs noted one of the issues that motivated her to run for office was the people felt the morale was at a low point in the district. She is interested in knowing if that morale is improving and specifically what the Board can do to improve it. If the survey comes back and they don't see the Board as honest and trustworthy, then we have a real problem we need to start paying attention to as a Board. Let people know that we are sincere. If the survey comes back that we don't do what we say we will, then we need to go back and look at what we said we were going to do. If it comes back saying the Board does not treat employees with respect, we need to know that's the way they think. It's that perception we need to know about. She feels it is vital for the Board to give the employees a chance to tell what they feel and think.

Mrs. Sharpe stated that she is still not sure if this is the best way to go. If all the surveys don't come back, how do you make an accurate determination, specifically when using as a tool to evaluate somebody.

Ms. Turner also feels it is important that employees know the Board is concerned about their perception of their job and their role in the school system and to let them know it is one of the Board's priorities. She believes if there is a certain percentage of surveys returned you could, adequately, make assumptions about the issues surveyed. It is time to find out what the perception is of the Board and what the

perception is of the superintendent. It is in the contract that we would gather some kind of baseline data to use in the evaluation process. This is also a way to evaluate ourselves as a board and make a determination about how we are doing.

Mr. Eubank noted that it is important to have consistency--establish credibility with employees, let them know we are serious and continue to have surveys.

Dr. Kendall noted that people tend to respond to questionnaires if they are personally involved. This School Board will have the copyright of the instrument and can use it in the future.

Members provided suggestions to Dr. Kendall and he informed the Board he would welcome any additional feedback.

The superintendent pointed out that the survey could be used as a baseline and by having the copyright it can be used periodically. It would be an indicator and can be used as a trend, and it could be used in conjunction with other instruments such as OPPAGA.

Motion by Mr. Eubank

Seconded by Mrs. Childs

Moved the superintendent's recommendation for authorization to proceed with the survey with Dr. Kendall at \$5400.

Mr. Paulson, president, ACEA, also made suggestions for the survey.

Mrs. Sharpe did not want anyone to feel she doesn't want to know what employees feel, but she feels the district has the resources to come up with any type of survey needed, and the district should not have to pay for a survey.

The chairman noted the purpose for going outside the district was to make sure it was totally anonymous.

Mr. Eubank also noted that he wanted it to be impartial and that even staff would not be involved in the development of questions. He suggested that Dr. Paulson meet with Dr. Kendall regarding his suggestions.

Chairman Cawthon called for a roll call vote.

Mrs. Childs	Yes
Mr. Eubank	Yes
Ms. Turner	Yes

Mrs. Sharpe No
Chairman Cawthon Yes

Upon Vote: Motion passed 4-1

ADMINISTRATIVE
APPOINTMENT

Motion by Mr. Eubank

Seconded by Ms. Turner

Moved the Superintendent’s recommendation to appoint Mr. Jeff Means as principal of High Springs Elementary School, effective June 5, 2003.

The question was called.

Upon Vote: Motion passed 5-0

AMENDMENT TO THE
2002-2003 TEACHER
SALARY SCHEDULE

Staff reported that the amendment to the 2002-2003 Teacher Salary Schedule had been ratified by 1156 to 35.

Motion by Mr. Eubank

Seconded by Mrs. Sharpe

Moved the administration’s recommendation to approve the amendment to the Teacher Salary Schedule for 2002-2003 as presented.

The question was called.

Upon Vote: Motion passed 5-0

JOB DESCRIPTIONS
FOR PERSONNEL
SPECIALISTS—FIRST
READING

Job descriptions for Personnel Specialists for Instructional Personnel, Non-Instructional Personnel, and Employee Relations have been developed.

Motion by Mrs. Sharpe

Seconded by Mr. Eubank

Moved the administration’s recommendation to schedule a public hearing 7 p.m., June 3, 2003, to consider the job descriptions for Personnel Specialists for Instructional Personnel, Non-Instructional Personnel, and Employee Relations.

Mrs. Childs noted that the qualifications for Instructional Personnel has a bachelor’s degree in business administration but no provision for anyone with a bachelor’s degree in education and asked if this could be an either or qualification.

Mr. Eubank suggested including on the job description whether it is Bargaining Unit, Administrative, or Professional/Technical, and also include the Job Code and Pay Grade. Looking at the organizational chart approved, the chart had only administrative personnel, feels there is confusion among employees as to who they are going to report to and what the overall organizational structure is going to look like; would like to have something that goes down beyond administrators

and get the word to employees as to how it is going to affect them.

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

SCHEDULE
WORKSHOPS

Motion by Mr. Eubank Seconded by Mrs. Sharpe

Moved the superintendent's recommendation to schedule the following workshops:

- Performance Appraisal and Accountability, 9:30-11:30 a.m., Tuesday, June 24, 2003
- Master Board Program—Core Beliefs, 9 a.m.-2 p.m., with a working lunch, Tuesday, July 22, 2003, Sivia Center
- No Child Left Behind Act, 3-5 p.m., Thursday, July 31, 2003

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

STATE BOARD RULE
AUTHORIZED
NEGOTIATIONS, 6A-
1.012(10) (Consent Agenda
J.3., Bids and Requisitions,
Attachment D, Page 1, Item
A)

Motion by Mr. Eubank Seconded by Ms. Turner

Moved the administration's recommendation to upgrade the district FLEX-ES mainframe server system from 18 mips (million-instructions-per-second) to 34 mips at a cost of \$46,721.00.

Mr. Eubank noted that the Board had approved a mainframe server system upgrade earlier and it didn't work out, and with a performance guarantee, the district did not have to pay anything. Staff assured him this upgrade has an equivalent performance guarantee.

Mr. Eubank noted his previous requests for an accounting of the mainframe technology upgrade budget and asked if the funds were coming out of that particular line item in the budget. He was informed that approximately \$30,000 is coming from e-rate and the balance from general fund. The \$322,000 is a part of the general fund money from which this is coming. The first upgrade was purchased with e-rate.

Staff noted the analysis for the accounting of the mainframe technology upgrade budget should be available in a couple of days.

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

CARL D. PERKINS
VOCATIONAL AND
APPLIED TECHNICAL
EDUCATION GRANT

The purpose of this grant is to develop more fully the academic, vocational, and technical skills of secondary students who elect to enroll in vocational and technical educational programs.

Motion by Mrs. Sharpe Seconded by Mr. Eubank

Moved the administration's recommendation to approve the Carl D. Perkins Vocational and Applied Technical Education Grant for submission to the Department of Education.

Mrs. Childs stated if the district has a four-year plan and \$314,000 was put into it last year, it might want to reevaluate where to make priorities for this year, and she asked if there was a needs assessment done that indicates we don't need to change or what we are doing is where we want to be or that we have met all the needs other than this.

Staff noted that a generic plan is developed that responds to the initial Carl D. Perkins authorization and each year there are new requirements. An explanation was given on how the decision is made as to where the money goes. The funding priority from the Federal Government is to develop challenging academic standards for students in career and technical education. The first requirement by the state is to strengthen the academic and career and technical skills of students in career and technical education. Then look at the state performance measures and address how to meet them. One way is to experiment with the Cambridge examinations with specific schools. We ask the teachers what their needs are and if we can, get the needs put into some of the components for which the state tells us we are responsible.

Mrs. Childs was wondering if a needs assessment was done asking the teachers in the schools what they needed in order to implement the specific federal and state government goals. She feels it would be helpful in deciding which schools are going to get which things if the district did a formal needs assessment where everybody has a chance to say what it is they need in order to accomplish that set of goals.

In selecting a site for a program like the Carnegie Learning Algebra program, staff looks to see where a large quantity of career and technical education students are not being successful on the FCAT and looks at space.

Mrs. Childs referring to the \$30,000 for computer equipment would like to see these items broken down and noted that she would want staff to have flexibility but also wants the schools to know they are in the pipeline and will get program improvements to keep current with the students.

She again stated that she feels it would be helpful to have a needs assessment and talk with the advisory groups for each of the academies about what their programs need to take them to the next level to attract more kids or higher quality kids.

	The question was called.	<u>Upon Vote:</u> Motion passed 5-0
CONSENT AGENDA	<u>Motion by</u> Mrs. Sharpe	<u>Seconded by</u> Mr. Eubank
	<u>Moved to</u> approve the consent agenda as described in items 1-16, with the deletion of Item 14 and the removal of Item A from Page 1 of Attachment D, and Item 13 to Action Items 8 and 9, respectively. (See Supplementary Minutes Book.)	
	The question was called.	<u>Upon Vote:</u> Motion passed 5-0
CITIZEN INPUT(cont'd)	A citizen feels the Board allows too little time for public input.	
BOARD MEMBER/ SUPERINTENDENT REQUESTS	Mr. Eubank noted that he has some outstanding requests from the minutes of the last meeting and hopes to get those soon.	
	Mrs. Childs requested a small report of the dollar amount that may have been saved in the decrease of real bodies from the organizational chart, not positions budgeted and not filled. Also, how many individuals received raises as a result of the new organizational chart?	
ADJOURNMENT	The meeting was adjourned at 7:50 p.m.	