

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED MINUTES OF REGULAR BOARD MEETING
JUNE 7, 2005

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: Tina Pinkoson, chairman; F. Wesley Eubank, vice-chairman; Virginia S. Childs, Eileen F. Roy and Janie S. Williams, members; W. Daniel Boyd, Jr., superintendent; and James F. Lang, attorney for the Board.

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

APPROVAL OF
MINUTES

Motion by Mrs. Williams Seconded by Mrs. Roy

Moved to approve the minutes of Board Meeting of May 17, 2005, as presented.

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

ADOPTION OF AGENDA

Motion by Mrs. Roy Seconded by Mrs. Childs

Moved to adopt the agenda for the meeting of June 7, 2005, as presented.

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

BOARD MEMBER/
SUPERINTENDENT
ANNOUNCEMENTS

Board members commended staff for a successful graduation program.

Mr. Eubank praised the district on the recent FCAT scores. He also expressed concern with recent negative comments made about teachers and urged the community to be sensitive to the hardworking teachers that serve the children of this district.

Chairman Pinkoson congratulated several middle school students for competing in the national science bowl.

RECOGNITION(S)

Florida Credit Union Servin-Ellis Scholarship

Two \$1,000 scholarships were presented and awarded to students from Buchholz and Eastside High Schools for their outstanding academic and community accomplishments.

CITIZEN INPUT

Several citizens urged the Board to be proactive and inform parents that they have the right to opt out of providing military recruiters with their child's directory information.

Dr. Gunnar Paulson, ACEA, expressed concern with the elimination of jobs due to Title 1 funding changes and urged the Board to work out a solution to remedy this situation.

ADMINISTRATIVE
APPOINTMENT(S)—
WALDO COMMUNITY
SCHOOL

Motion by Mr. Eubank

Seconded by Mrs. Childs

Moved the superintendent's recommendation to appoint Mr. Brad Burklew as principal of Waldo Community School, effective June 8, 2005.

The question was called.

Upon Vote: Motion passed 5-0

LINCOLN MIDDLE
SCHOOL

Motion by Mr. Eubank

Seconded by Mrs. Childs

Moved the superintendent's recommendation to appoint Mr. Don Lewis as principal of Lincoln Middle School, effective June 8, 2005.

The question was called.

Upon Vote: Motion passed 5-0

OAK VIEW MIDDLE
SCHOOL

Motion by Mr. Eubank

Seconded by Mrs. Williams

Moved the superintendent's recommendation to appoint Mrs. Karen Clarke as principal of Oak View Middle School, effective June 8, 2005.

The question was called.

Upon Vote: Motion passed 5-0

NEWBERRY HIGH
SCHOOL

Motion by Mrs. Williams

Seconded by Mrs. Roy

Moved the superintendent's recommendation to appoint Mr. Hershel Lyons as principal of Newberry High School, effective June 8, 2005.

The question was called.

Upon Vote: Motion passed 5-0

AMENDMENT TO
POLICY 6.03,
EMPLOYMENT OF
PERSONNEL—SECOND
READING

A Public Hearing was held May 3, 2005, to consider an amendment to Policy 6.04, Employment of Personnel, regarding the extension of the DROP period for K-12 instructional personnel.

Motion by Mr. Eubank

Seconded by Mrs. Williams

Moved the superintendent's recommendation to adopt Policy 6.03 as amended.

The question was called.

Upon Vote: Motion passed 5-0

CONTRACTS FOR SALE
AND PURCHASE—
CHARLES G. PETTUS

A contract for the purchase of the lot adjacent to Archer Community School would improve site safety and allow for future facility expansion.

Motion by Mrs. Childs

Seconded by Mr. Eubank

Moved the superintendent's recommendation to approve the Contract for Sale and Purchase with Charles G. Pettus as presented.

The question was called.

Upon Vote: Motion passed 5-0

JAKE DAVIS, et al.

A contract for the purchase of the lots adjacent to Buchholz High School would improve site safety and allow for future facility expansion.

Motion by Mr. Eubank

Seconded by Mrs. Childs

Moved the superintendent's recommendation to approve the Contract for Sale and Purchase with Jake Davis, etc. al. as presented.

The question was called.

Upon Vote: Motion passed 5-0

QUIT-CLAIM DEEDS
WITH EDIX
INVESTMENTS, INC.

These Quit-Claim Deeds with Edix Investments, Inc., will allow for the exchange of equal size/value parcels of land adjacent to Williams Elementary School to better accommodate school site requirements.

Motion by Mr. Eubank

Seconded by Mrs. Roy

Moved the superintendent's recommendation to approve the Quit-Claim Deeds with Edix Investments, Inc., a Florida Corporation (Edwin Dix, President) as presented.

The question was called.

Upon Vote: Motion passed 5-0

BID AWARD FOR
PROJECT SBAC D0409—
WESTWOOD MIDDLE
SCHOOL ROOF
REPLACEMENT

Bids for the construction of this project were received on May 17, 2005.

Motion by Mrs. Childs

Seconded by Mr. Eubank

Moved the administration's recommendation to accept the low base bid of \$415,000 and award a contract for construction 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."

The question was called.

Upon Vote: Motion passed 5-0

BID AWARD FOR
PROJECT SBAC E0409—
HOWARD BISHOP

Bids for the construction of this project were received on May 17, 2005.

MIDDLE SCHOOL ROOF
REPLACEMENT

Motion by Mr. Eubank

Seconded by Mrs. Williams

Moved the administration's recommendation to accept the low base bid of \$510,000, and award a contract for construction 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."

The question was called.

Upon Vote: Motion passed 5-0

GUARANTEED
MAXIMUM PRICE FOR
PROJECT SBAC C0230—
ALACHUA
ELEMENTARY SCHOOL
PARKING AND
TRAFFIC SAFETY
IMPROVEMENTS

Subcontractor bid prices have been received and a proposal has been prepared for the School Board by the Construction Manager, M. M. Parish Construction Company, Gainesville, Florida, for the construction of this facility.

Motion by Mr. Eubank

Seconded by Mrs. Williams

Moved the administration's recommendation to include this project in the current construction management contract with M. M. Parrish Construction Company, Gainesville, Florida, and accept the Guaranteed Maximum Price (GMP) of \$205,331 for the construction of this project, with completion to be within thirty (30) consecutive calendar days from the date indicated in the "Notice to Proceed."

The question was called.

Upon Vote: Motion passed 5-0

EMPLOYEE CASE NO.
E-0405-11

Superintendent Boyd referred to the notice of charges against the employee dated May 10, 2005, and a copy of Article VI, Section 9 of the Collective Bargaining Agreement with Teachers, 2003-2006, which sets forth the procedure to be followed in regard to the suspension, dismissal or return to probationary status of Continuing Contract teachers.

Motion by Mrs. Childs

Seconded by Mr. Eubank

Moved the superintendent's recommendation that the employee be suspended with pay for a period not to exceed 90 calendar days and that a hearing before the School Board be scheduled during this 90 calendar day period, and that the Board receive the notice of charges and make it a part of the record in this case.

Dr. Paulson urged the Board to consider the effect of scheduling a hearing for a long-term employee who has received excellent evaluations and blemishing their record.

He believes this proposed personnel action is premature and is not the norm in this district, which is to help employees who hit a bump in the road as this employee has. He noted that the district normally uses progressive action, especially before recommending termination of a long-term employee, and he urged the Board to continue to do the right thing and not approve the recommendation. He provided the Board with a proposal to resolve this problem and requested the Board send this case back to the Superintendent.

Mrs. Childs pointed out that the Board is voting to establish a hearing, not to terminate the employee. To her recollection this is the first time the Board has ever been presented with a case to schedule a hearing, it is not being taken lightly by the Superintendent or staff. She pointed out that voting for a hearing does not preclude staff from continuing to work on whatever they feel is appropriate in this case.

Mrs. Roy requested medical information prior to voting.

Mr. Jim Robinson, staff attorney, informed Mrs. Roy that medical information is confidential and exempt from disclosure and the employee is the only person in a position to waive that confidentiality. He pointed out that it would not be appropriate for the Board to discuss those details and information this evening.

Mr. Jim Lang, Board attorney, advised Board members that they will be sitting as the judge in this case and should not allow any outside matters to come before them unless they are from witnesses under oath who testify before the Board at the time of the hearing.

Mrs. Roy stated that voting to schedule a hearing is a serious move and she asked if there was some way to work out an agreement, similar to the one provided by Dr. Paulson, that would give this employee another chance, before the Board takes this drastic step that would forever taint the employee's record.

Superintendent Boyd responded that the district's case is based upon the last two years of the employee's work history, which is virtually non-existent. He feels it is a very serious breach of conduct, so much so that he would not feel comfortable turning children over to this individual because of behaviors exhibited and he believes that charge is the highest charge.

Mr. Eubank does not know whether the Superintendent has received Dr. Paulson's proposal, but he assumes that there is nothing to preclude staff and the Superintendent working through an alternative.

Dr. Paulson stated that he has been told that this is not about the employee's teaching.

Responding to Mrs. Roy, Dr. Boyd stated that this employee has proved to be irresponsible, does not come to work and gives no notice.

Chairman Pinkoson felt it important to proceed with the Superintendent's recommendation and noted that the dialogue will continue with the Superintendent and staff.

The question was called. Upon Vote: Motion passed 4-1
Yes: Mrs. Childs
Mr. Eubank
Mrs. Pinkoson
Mrs. Williams
No: Mrs. Roy

CONSENT AGENDA

Motion by Mr. Eubank Seconded by Mrs. Williams

Moved to approve the Consent Agenda as described in items 1-13.

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

CITIZEN INPUT (cont'd)

There was no additional citizen input.

BOARD MEMBER/
SUPERINTENDENT
REQUESTS

Mr. Eubank pointed out that since the Board recently completed a very positive evaluation on the Superintendent, the current contract states that in the event of a satisfactory evaluation of the majority of the Board, the contract would be automatically renewed and would not require Board action. He also pointed out that the Superintendent's contract is tied to teacher salaries and the Board can take action to change that, or it would also be automatic.

Mr. Robinson requested the Board schedule a hearing date on Employee Case No. E-0405-11.

Motion by Mr. Eubank Seconded by Mrs. Childs

Moved to schedule a hearing August 4 and 5 on Employee Case No. E-0405-11.

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

ADJOURNMENT

The meeting was adjourned at 7:23 p.m.