

WORKSHOP MEETING – OCTOBER 4, 2012

The School Board of Okaloosa County met in Workshop Session on October 4, 2012, in the School District Administration Building, 120 Lowery Place, SE, Fort Walton Beach, Florida.

PRESENT: Rodney Walker, Chairman
Cathy Thigpen, Vice-Chairman
Cindy Frakes
Chuck Kelley
Melissa Thrush

Alexis Tibbetts, Superintendent
C. Jeffrey McInnis, Attorney to the Board

The Chairman called the meeting to order at 9:00 a.m., the purpose of the meeting being to review Agenda items, thereby expediting the Regular Meeting. Items may be considered in random order to accommodate visitors and presenters. Routine items not discussed during the Workshop were reviewed prior to the meeting with no further questions or comments by the Board.

Dr. Tibbetts provided an overview of the district's operations and capital outlay projects over the past six years. She began with a comparison of the local (2 mil) and state capital outlay revenue for fiscal years 2008-2009 through 2012-2013 and she reviewed the capital outlay appropriations for fiscal year 2012-2013. Dr. Tibbetts gave a summary of the major accomplishments for 2006-2012 in capital improvements and in the operations departments which included transportation, maintenance, seat management, facilities, food services, and custodial services.

At the request of Mrs. Thigpen, the appropriation of District 4 School Board Member Capital Outlay Funds to Southside Center for the purchase of iPads in the amount of \$10,000.00 was added as Consent #26.

Responding to questions from Ms. Thrush regarding renewal of group health insurance and the debit card administration program, Mrs. Scallan stated that the proposed recommendation includes a 9.8% increase in the cost of health insurance. It is recommended that the district pay the cost of the base plan for employees. Family coverage and a buy-up option are available at the expense of the employee. There is no increase in the cost of the Flexible Benefits Plan or the HRA and Debit Card Administration program. Mrs. Scallan explained that the \$12.00 debit card fee covers both plans and applies whether the employee utilizes the HRA account only or the Flexible Spending account only. The BOG also recommends that the district's contribution to the HRA account be increased from \$708 to \$750 for single and from \$1418 to \$1500 for family. The increase will be funded by forfeitures in the HRA account. The Board had previously approved that the forfeitures would be at the disposal of the Benefits Oversight Group.

Stacie Smith explained that the "Commit to Fit" wellness program is an addition to the current wellness program. In the past the district has used Blue Cross Blue Shield to offer health screenings and health risk assessments to employees. Employees would have to go to central locations to participate in the screenings. The "Commit to Fit" program will provide the screenings at every work site and will be followed up with site-specific education programs and one-on-one coaching with individuals. By using this program it will alleviate some concerns of employees that our insurance company is doing the screenings and that the risk management department may be aware of their health issues. Without these concerns and the accessibility of the program at the work site, it is hoped that participation will increase. Mrs. Scallan stated that as part of the insurance renewal this year, the district was given \$250,000.00 to apply toward wellness. The BOG recommends these funds be used to pay the cost of this wellness program in hopes that it will increase participation and reduce healthcare expenses.

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Christy McInnis responded to questions from Ms. Thrush regarding the Teacher Evaluation Plan specific to the timeline for the evaluations to be completed and accessibility to My Learning Plan on line, the evaluation categories, the evaluation of non-classroom instructional personnel, the timeframe for the Oversight/Annual District Review Committee to meet, and the method by which student performance scores will be used in the calculation of the teacher's overall annual evaluation score.

Mrs. Thigpen asked if Bruner Middle School has an art teacher and if the Service Agreement with Abrakadoodle would be for supplemental services. Mr. Foxworthy responded that the school does have an art teacher and this agreement is for supplies and to help the art teacher do plans. Abrakadoodle will supplement the art teacher and will not be responsible for presenting information in an art class.

Ms. Thrush asked if the contract renewal for two-way radios was specific to certain models. Vince Windham responded that it covers all Motorola radios but the district typical purchases only a couple different models.

Mrs. Scallan provided the recommended salary for school board members as provided by the Florida Legislature's Office of Economic and Demographic Research in accordance with the statutory formula and related provisions of law. In fiscal year 2011-2012, each of the school board members exercised the option provided in statute that authorizes board members to reduce their statutorily calculated salary on a voluntary basis. She requested the Board take action to determine the salary for school board members for the 2012-2013 fiscal year at the October 8 meeting.

Dr. Tibbetts informed the Board that she has received confirmation from the Department of Education that, because of the excess instructional time in the existing school bell schedules, students will not be required to make up the day missed on August 28, 2012, when schools were closed due to Tropical Storm Isaac. As has been done in the past, she recommended the Board forgive the day of leave for employees as well. The recommendation included the following instructions for payroll purposes:

- For all employees not on unpaid leave, report the hours on the school/department payroll as though the employees worked on August 28, 2012.
- For employees on unpaid leave, do not report them as having worked.
- For employees that had already requested paid sick leave or annual leave, report them as having worked that day and do not report them as having taken leave that day.

This recommendation was added to the agenda as Consent item #27.

The Chairman recognized Karen Peek, OCEA President, to address a couple of items. Mrs. Peek expressed concern with the Service Agreement with Abrakadoodle because it has traditionally been offered as an after school program and this appears to be during school. She also noted that the art teacher at Bruner Middle School is a 20% teaching position according to the September payroll. If that is the case, \$500 for art supplies for a one period class is expensive.

She also addressed the Teacher Evaluation Handbook stating that there could be some changes because a portion of the document has not been updated as it is referring to the 2010-2011 review committee and the student performance section has not been updated for this school year.

There being no further business, the meeting was adjourned at 10:20 a.m.

Teresa Epperson, Recorder

ALEXIS TIBBETTS, Ed.D.
SUPERINTENDENT AND
CORPORATE SECRETARY

RODNEY L. WALKER
CHAIRMAN OF THE BOARD