

WORKSHOP MEETING – DECEMBER 6, 2012

The School Board of Okaloosa County met in Workshop Session on December 6, 2012, in the School District Administration Building, 120 Lowery Place, SE, Fort Walton Beach, Florida.

PRESENT: Rodney L. Walker, Chairman
Cindy Frakes, Vice-Chairman
Dewey Destin
Cathy Thigpen
Melissa Thrush

Mary Beth Jackson, Superintendent
C. Jeffrey McInnis, Esq., Attorney to the Board

The Chairman called the meeting to order at 9:10, 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.

The Chairman made the following changes to the Agenda: Added as Discussion #3, Ratification of the OCEA Contract.

Dr. Bill Smith provided an update on the Sun Smart Schools Program. He stated that the District was awarded two grants in 2010 for a solar program at Antioch Elementary School and Baker School which are emergency shelters, and under the agreement the University of Central Florida is performing the installation.

Dr. Bill Smith explained the DOT requirements of off-site billboard advertising and how it affects the Niceville High School billboard parcel. He stated that an application for a commercial billboard permit will be submitted to the DOT. Mr. McInnis requested that ratification of the School District's application to the City of Niceville for rezoning the billboard parcel be added as Consent item #25.

Mrs. Frakes inquired about the fundraising status for the Eagle Ram tennis campaign. Ms. Thrush responded that many in-kind contributions have been received for construction items; therefore, the estimated cash dollar amount needed to fundraise has been reduced. Most of the pledges have been received and the U.S. Tennis Association's \$50,000 grant is in the process of being completed.

In regard to the Child Care Services Agreement, Mrs. Frakes stated that there may be a money differential due to a change in the funding formula from the State level.

Ms. Thrush thanked local businesses that allow cosmetology students to train at their facilities, as well as providing services. She announced that the Holiday Hair Class offered through the community education program will be held at CHOICE High School, on Friday, December 14, from 6:00-8:00 p.m.

Mr. McInnis requested that a Letter of Agreement with Ford & Associates, Inc. be added as Consent item #26. He explained that the agreement provides financial advisor services under the financing resolutions that are on the agenda.

Mr. McInnis requested that an amendment to one of the SES provider contracts be added as Consent item #27. The modification to the ATS Project Success contract would authorize a reduction in their hourly rate.

Mr. McInnis requested that these additional items be considered time sensitive based upon the various transactions of which they are a part.

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Chairman Walker approved Mr. McInnis' request and also added the following to the Discussion Agenda: item #4, New Salary Schedule for Administrative Personnel; item #5, New Salary Schedule for Managerial Personnel; #6, Salary Changes for Educational Support Personnel; #7, Salary Changes for Professional/Technical Personnel; item #8, Salary Changes for Non-Bargaining Personnel.

Superintendent Jackson presented her proposed District Re-organizational Plan. A chart was provided showing changes in positions at the highest levels of the departments. The plan proposes the Deputy Superintendent functioning as a Chief of Staff overseeing two Assistant Superintendents.

New positions proposed under the Assistant Superintendent of Operations are a part-time Food Service Specialist, Supervisor of Custodial Services, and Director of MIS & Instructional Technology. Mrs. Frakes expressed concern regarding the salary of the Supervisor of Custodial Services, as well as the need for the position. She stated that the current structure with the zone custodial supervisors in each area of the district is working well, and if there is not a weakness in that structure then a position should not be added. Mr. Walker agreed with Mrs. Frakes' comments and inquired about the difference in the salary of the current position and the proposal to split the position.

Mrs. Scallan explained that with all the proposed changes of positions there would be a savings of approximately \$19,000 this year, and next year there would be a cost of approximately \$99,000 for all the changes. She clarified that every position which has either been eliminated, added, or revised, no matter the level, is reflected in the cost but not reflected on the re-organizational chart. She stated that the Superintendent has directed staff to review all positions and propose changes that will facilitate making next year's budget neutral for the changes. Mrs. Jackson answered questions from Board members and offered further comments regarding the need for a Supervisor of Custodial Services.

The new Director positions of elementary education, middle school education, and secondary education explained by Mrs. Jackson would be assigned to the Assistant Superintendent of Curriculum. In response to Mrs. Thigpen's question regarding the responsibility for principal evaluations, Mrs. Jackson responded that the Deputy Superintendent, the Assistant Superintendent of Curriculum, and the Directors of the three levels of education would complete the principal evaluations that fall under each of their areas of expertise.

The re-organizational plan proposes moving Risk Management under the Chief Officer of Human Resources, and creating two Specialist positions that would train with individuals critical to the district who will soon be retiring. Mrs. Jackson stated that it is imperative to move forward with a training model for these two individuals, and cost savings are built into the second phase of the reorganization that will make this a budget neutral personnel plan.

Mrs. Jackson responded to questions and offered further clarification in regard to moving Career & Technical Education from Curriculum to the Deputy Superintendent, as well as the position changes in that department.

Mrs. Jackson proposed downgrading the Director of Student Services position to Program Director, and reassigning some of those duties to a new ESE Program Director position. This would allow for each of those positions to concentrate in their respective areas. Mrs. Frakes noted the heavy workload in ESE and suggested looking at adding back the previously eliminated staffing specialist positions. The Coordinator of Safe School & Student Activities will be downgraded to Specialist which is a cost savings to the District.

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Eric Mitchell explained the proposed re-organizational Chart, stating that by eliminating the position of MIS Chief Officer and changing it to a Director would allow for the placement of more individuals in the field to offer technology assistance. He explained the responsibilities of the two additional positions of Mobile Learning Analyst and Online Data Technician.

Mrs. Jackson stated that she has developed an 18-month plan, 24-month plan, 36-month plan, and a 48-month plan which she would like to present to the Board at a future date. She stated she has long-range plans to make recommendations that will make her proposed re-organizational plan budget neutral. She and Mrs. Scallan responded to questions from board members and offered further comment and clarification as needed.

Mrs. Thigpen expressed concern that only the Superintendent and the Deputy Superintendent would be managing the schools and fielding all the phone calls. She requested that Mrs. Jackson consider moving the Assistant Superintendent of Operations to a Deputy Superintendent to help assist in those areas.

Mrs. Scallan informed the Board that at this point she does not have an exact breakdown of the costs associated with the movement of positions to various locations throughout the District, per their request; however, the total costs would not exceed \$50,000. A cost breakdown will be provided once all the information is compiled. She explained the funding source will come from a refunding of Series 2003 Certificate of Participations that will yield an annual savings of approximately \$90,000 from 2014-2019 in terms of a reduced interest rate, and a reduction of debt service payments, which would make funds available in the capital outlay budget. A resolution in this regard is presented on the agenda for approval, and would fund any changes without affecting the budget or having to reduce any budget items.

All the board members stated their support of the re-organizational plan. Mr. Destin expressed concern that the revenue neutral part of the budget is not included in the plan; however, stated his support of the changes based on the Superintendent's good faith pledge. He noted the significant cost difference over a four-year period if the budget is not revenue neutral.

Mr. McInnis stated that upon Board approval of the Re-organizational Plan, the proposed job description changes would be advertised and then presented in a public hearing at the first meeting in January.

Mr. Foxworthy stated that language changes have been made in the proposed Master Contract with OCEA, and the proposed salary schedules have been restructured to ensure all employees receive at least a slight increase in their salaries.

Mr. McInnis stated that at the regular meeting Monday he will present a recommendation to approve an agreement for resolution in two pending Unfair Labor Practice claims.

Mrs. Jackson commented that the Fort Walton Beach High School Leadership Program has raised over \$40,000, which will provide meals, gifts, Christmas trees, and other family necessities to approximately 125 families.

Mr. Destin commented on the feedback he has received regarding the efficiency rankings in the teacher evaluations, and stated that he is hopeful that clarification for teachers will be made soon.

Mrs. Frakes announced that two public meetings scheduled by the parent/teacher committee regarding the development of the student calendar for the

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2013-2014 school year will be held at the Central Complex in Niceville on December 12 at 4:30 p.m., and on January 14 at 4:30 p.m.

At the request of Mrs. Thigpen, Eric Mitchell explained the process for the testing of software associated with the paperless agenda program. He stated that he anticipates presenting the results of the testing, as well as any other infrastructure requirements needed to proceed, to the Board in January.

Mrs. Thigpen commented that the Teacher Evaluation Committee recently met, and she requested that the Board be kept abreast of information from the meetings. Mrs. McInnis, Program Director of Staff Development, stated that she would forward the minutes from the committee meetings to Board members, and would be available to discuss the progress at any time. She stated that there is a commitment to the teacher effectiveness piece, and focus is being made in making sure teachers are receiving the training to be effective and quality educators.

Mrs. Thigpen inquired about the status of teachers previewing the end of course exams for this semester. Mrs. Jackson responded that she would provide a technical assistance memorandum that has been written explaining the direction of the end of course exam process, how it ties with Race to the Top and with the funding.

Ms. Thrush stated that School Advisory Councils continue looking for interested community members and parents to serve on the councils, and she encouraged interested parties to contact the schools for additional information.

Ms. Thrush announced that band and chorus programs will perform holiday concerts in the next few weeks. Performance information can be found on the school web sites.

Karen Peek, OCEA President, addressed the Board regarding teacher evaluations. She commented on the disproportionately large number of highly effective scores, and reassured Board members that teachers' highly effective or effective scores are not going to change or be brought down. She stated the DOE released the State data yesterday and Okaloosa School District was ranked fifth with the most number of highly effective scores; however, teachers question the validity of the evaluation because it is attached to data that has been recognized as incorrect.

There being no further business, the meeting was adjourned at 10:50 a.m.

Jan Crawford, Recorder

MARY BETH JACKSON
SUPERINTENDENT AND
CORPORATE SECRETARY

RODNEY L. WALKER
CHAIRMAN OF THE BOARD