

**SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA**  
**WORKSHOP – May 12, 2015**

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, May 12, 2015, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4<sup>th</sup> Street SW, Largo, Florida.

Present: Mrs. Linda S. Lerner, Chairperson; Ms. Janet R. Clark, Mrs. Carol J. Cook; Ms. Rene Flowers, Mrs. Terry Krassner, Dr. Ken Peluso, Members; Dr. Michael Grego, Superintendent; Dr. William Corbett, Deputy Superintendent; and Mr. David Koperski, School Board Attorney.

Absent: Mrs. Peggy L. O’Shea, Vice-Chairperson

Dr. Ken Peluso was not in attendance during a portion of the meeting.

The following topics were discussed:

- **Health Care-Update:** Mr. Ted Pafundi, Director, Risk Management and Insurance, and Ann Gebhard, Aon representative, shared an overview of the 2016 medical fully-insured renewal information and the self-insured medical projection information. The following documents were discussed: Pinellas County Schools Health Insurance Funding Analysis, Pinellas County Schools Self-Insurance Recommendation, agenda item: *Request Approval of the Superintendent’s Recommendation to Negotiate a Self-Insured Health Plan With Humana* (May 19, 2015 board meeting), Appendix A: Definitions of Self-Funding, Appendix B: School District Survey and Self-Funding vs. Fully-Insured 6 Year Model. Each of these documents was reviewed. It was reiterated that the plan design negotiations with bargaining units remain constant regardless of the way it is funded. Pharmacy costs are a big driver in our negotiations. Mr. Pafundi said that we consider the fact that employees are at a variety of income levels and we want to be sure that health care is accessible to them. Regardless of the way the district funds health care; the increase in cost to provide health care would be the same. The district would have to commit to approximately three years to build the cash reserves required and begin to realize a savings to the district through self-funding. Dr. Grego thanked Ms. Gebhard for calculating the estimates conservatively and Mrs. Lerner thanked them both for a thorough report. Dr. Grego also stated that he has spoken with Mrs. O’Shea, who gave her full support to move forward with self-funding.
- **Budget Update:** Mr. Kevin Smith, Associate Superintendent, Finance and Business Services said that he has no new information to share since the Florida House ended their session early. The Special Session is scheduled for June 1-June 20. At the next board workshop, scheduled for June 25, he will have budget documents. He also advised the board that Pam Dubov, Pinellas County Property Appraiser, estimates an increase in property taxes by approximately 6.5% which will help our millage. Dr. Grego shared that we should continue to contact our legislators and encourage them to use the Governor’s recommended budget.
- **Legislative Update:** Mr. Steve Swartzel updated the Board on the status of legislation. He reviewed two documents: *Legislative Update for April 27-May 1, 2015 End of 2015 Regular Session* and *Bills and Proposals That Did Not Pass*. House Bill 7069: Accountability, which was approved by the Governor on April 14, 2015, is still being interpreted. He also stated that the most important bill that did not pass is the only one that the legislature is required to pass, the budget. When reviewing the bills/proposals that did not pass he updated the board on some that could present challenges for public schools; Extracurricular Activities, Charter School Capital Outlay, Low 300, Schools and Dual Enrollment and Florida College

System. When discussing the dual enrollment proposal, Mrs. Lerner shared that we have a good agreement in Pinellas County and we need to bring influence behind us to oppose this plan, it is a serious issue. She recommended that we get state education foundations involved. During the discussion on the Florida College System, Dr. Grego shared that he was not in favor of that proposal and that it would impact Pinellas Technical College.

- **Property Usage Update:** Mr. Clint Herbic, Associate Superintendent, Operational Services, and Charlene Beyer, Real Estate Analyst, updated the board on the status of our current properties. Mr. Herbic shared that in 2012 the district had 15 vacant properties. At the present time, we have four. They are Clearview elementary, North Ward elementary, Norwood Secondary, and Palm Harbor elementary. Mr. Herbic and district staff reviewed student enrollment surrounding the Clearview elementary property and proposes that we will not be using that property. He is recommending that it be leased to the Florida Dream Center; a community outreach program. The district would lease the property at \$1.00/year for five years, which mimics the lease agreement with Starting Right Now. The lease is renewable. Dr. Calvin Harris and Bill Losasso, from their board of directors, spoke about the need for services in the Lealman area. He stated that there are 42,000 people living in the area without readily available services; there isn't even a grocery store. The Florida Dream Center is a 501(c) 3 tax exempt non-religious corporation. Dr. Grego stated that it is a good use for the property; the community needs help. A Memorandum of Understanding will be drafted and brought before the board. Next, Mr. Herbic discussed the Palm Harbor elementary property. He reviewed student enrollment and the forecast predicts it will continue to decline. The property currently is in need of major repairs (HVAC, plumbing, mold issues) and as it remains vacant it will continue to decline. It is about 7.5 acres of property and he is proposing that we sell it. Mrs. Lerner stated that she wants the district to get top dollar since Pinellas County has limited availability of building lots. Mrs. Cook stated that she supports putting the property on the market.
- **Plant Operations Model:** Mr. Clint Herbic, Associate Superintendent, Operational Services and Terry Huberty, General Manager Operations, reviewed their recommendation to realign the district's plant operations staff. They used software that analyzes cleaning needs based on square footage and how that square footage is utilized. Mr. Herbic said the software recommendations will be used as a suggestion, but they will adjust staffing based on specific needs of the property. Currently, the levels for Head Plant Operators, are divided into four levels (small school, elementary, middle, and high). The proposal is to have three levels by eliminating small school. They will also review supervisory positions and their direct reports; at some sites they may eliminate the night foreman position and replace it with a specialist position. Current staff would not be affected by these changes; it will be done through attrition. Mr. Herbic plans to meet with SEIU regarding these proposed changes. Mrs. Lerner requested an explanation of the software features and that a more detailed explanation of the entire plan be shared with board members. She also asked about the compensation for these changes and was advised by Dr. William Corbett, that they will continue to use the current salary schedule.
- **Reorganization/Job Descriptions:** Dr. William Corbett, Deputy Superintendent, reviewed the proposed changes to the district's organizational chart and the document named *Proposed Reorg 5/5/15 Cost Analysis*. He shared that there are eleven vacancies that will be eliminated and four vacancies that will be frozen. These changes are noted on the organizational chart. The addition of a K-12 STEM Specialist is due to the growth of this program. Our Assessment, Accountability and Research department completed a review of ESE services and determined that it would be more efficient to change the reporting of our IDEA Team Leaders to a Director of Compliance. And, the Hospital Homebound program will be overseen by a specialist instead of a principal position. Mrs. Lerner requested the specialist job description be shared with the board. Dr. Ron Ciranna, Assistant

Superintendent, Human Resources Services, shared his plan for the reorganization of his department. The intent is for HR staff to support area offices in their new geographical alignment and to work collaboratively. The process to fill the new Human Resources Representative positions is to post the openings within the HR department; if not filled, then open it district wide. If there are still positions available, then open the positions to the public. Dr. Grego stated that they are building a culture of reviewing job descriptions as the positions become available to assess the needs of the district.

- **Update on Review of Policy 9180-Volunteer Policy:** Ms. Laurie Dart, staff attorney, and Dr. Valerie Brimm, Director, Strategic Partnerships, reviewed Policy 9180-Volunteers. At the first reading there was discussion requesting some specifics be noted concerning volunteers' handling of money. Ms. Dart shared that this has been addressed under "Other Restrictions". Community Liaisons check the limitations placed on a volunteer in our FOCUS software. The second reading will come before the board on May 19, 2015.
- **Code of Student Conduct:** Mr. Ward Kennedy, Area 3 Superintendent, and Chief Stelljes, Schools Police, shared the documents *What is the Discipline Chart?* and *2015-16 Discipline Chart*. Dr. Grego stated that a year ago it was decided that the Code of Student Conduct needed to be revised; the content was good, but it was fragmented. It was rewritten with a parent/student perspective and to afford school administration ease of use. A detailed index and definitions of terms were added. The district has heard the concerns expressed by the FAST organization and many different staff groups have spoken with them as well. The district wants a Code of Student Conduct that is easily understandable. Mr. Kennedy developed a crosswalk; which is a graphic, visual aid reference of the verbiage in the Code. Mr. Kennedy reiterated that the district does not want to tie the hands of school administrators. Chief Stelljes facilitated the MOU with local law enforcement and we have had 30% fewer student arrests. Ms. Flowers shared that many school districts have a matrix in their code, but offer options within it. She is in favor of the *What is the Discipline Chart?* explanation and appreciates all the effort put forth to develop and improve the Code. Chief Stelljes stated that chart will provide community groups with a clear document. Mrs. Cook suggested that we might consider giving parents ample time to read through the Code of Student Conduct and delay the return of the signature page. Mr. Kennedy said that the second reading of Code of Student Conduct-Policy 5500.08 will come before the board at the May 19, 2015 meeting.
- **TNTP Diagnostic Update:** Ms. Pam Moore, Associate Superintendent, Teaching and Learning Services reviewed two documents: *Empowering Instructional Leaders-Pinellas County Schools Diagnostic Debrief* and *"Empowering Instructional Leaders in Pinellas County" Diagnostic Executive Summary of the Collaborative Project with TNTP*. She shared that this project has helped us to further define excellent instruction. Dr. Grego stated that it was an internal review at no cost to the district through FADSS. He also said that the results from TNTP and AdvancED are being incorporated into our 2015-16 District Strategic Plan and the specifics on the direction can be put into our goals and actions. Mrs. Cook asked about curriculum and its relationship to media centers. Ms. Moore shared that media centers are going through their own transformation. Mrs. Lerner requested a more detailed summary and explanation of the TNTP project to allow board members a deeper understanding and the ability to clearly communicate the information.
- **Bridgescape:** Ms. Lori Matway, Associate Superintendent, Student and Community Services, Mr. Mark Hunt, Executive Director, Career, Technical and Adult Education and the deputy mayor from the City of St. Petersburg, Kanika Tomilin, proposed that the school board consider a new program called Magic Johnson Bridgescape. The purpose of this program would be to service the needs of students who have not graduated high school and are not currently attending school. They would target young adults (18-22 years of age) and provide academics and job training. The program would be housed at Pinellas

Technical College, St. Petersburg, but run by Edison Learning. It would target the Childs Park area. Mrs. Krassner stated that we have many adult community schools. It was then shared that the adult community schools only offer the education piece and for students we are targeting, transportation to those sites is an issue. Mrs. Lerner asked "Why do we need Edison?" and "What is different about your program?" She believes that the district is capable of developing and managing this type of program without Edison Learning. After some discussion, Mrs. Lerner asked that board members if they wanted to move forward with this proposal? By a show of hands, Ms. Flowers and Dr. Peluso were in agreement; but the other four board members are not in favor of moving forward with it at this time.

➤ **Leadership Discussion:**

- Dr. Grego began by reviewing the *District Strategic Plan Timeline for 2015/16* and stated that it will be reviewed with the Board at the June 25, 2015 workshop along with our capital outlay plan and our budget.
- Dr. Grego shared that Pinellas County Schools was selected by the USDOE as one of nine district finalists as a Future Ready District. We are the only district in Florida to showcase the role leaders' play in leveraging technology to create transformational learning. A videotaping will occur on Thursday, May 14. Dr. Grego thanked our staff for their commitment.
- Dr. Grego mentioned that he was invited to participate with the Central Florida Public School Boards Coalition, but he is not in favor of participating unless the Board feels it is appropriate. Mrs. Cook stated that many of the issues they discuss do not pertain to Pinellas County. It was agreed that he will not participate.
- Mrs. Lerner shared some handouts from the Principal's Multicultural Advisory Committee and stated that Cindy Flora has done an outstanding job of coordinating all the middle and high school programs and a lot of community outreach. She shared that Ms. Flora has done this work since 1994; but she will be retiring.
- Mrs. Lerner shared a document *Automatic Rehire of Annual Contract Teachers Based on Evaluation Results*. She has requested an Executive Session with details on the contract. She asked if non-renewed instructors (121) were given a success plan. She was advised that the district sends a letter to these individuals and that this number was from a total of 7,800 instructors. Mrs. Lerner requested a sample letter be sent to the board. It was the State of Florida law that placed teachers on an annual contract. It was shared that the process is to place involuntary transfers first; if no placement is made they are invited to the job fair. Prior to the job fair, the Human Resources department verifies their qualifications.
- Mrs. Lerner shared a concern regarding the use of district guidance counselors, psychologists and social workers. She believes they are not properly utilized. There are many students who suffer with mental illness and recognizing the early warning signs by a trained professional are important in assisting these students. Instead of using these personnel as testing coordinators and lunch monitors; it would be better used meeting with students and building those relationships.

No official actions were taken by the Board at this workshop. Due to technical difficulties, an audio recording of the first hour and twenty minutes of this workshop is filed in the Board Office archives. This workshop adjourned at 3:38 p.m.

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Secretary