

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – October 20, 2015

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, October 20, 2015, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Linda S. Lerner, Chairperson; Mrs. Peggy L. O'Shea, Vice-Chairperson; Ms. Janet Clark, Mrs. Carol J. Cook, Mrs. Terry Krassner, Dr. Ken Peluso, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Absent: Ms. Rene Flowers, School Board Member

The following topics were discussed:

- **Health Care Update:** Mr. Ted Pafundi, Director, Risk Management, April Paul, Managing Officer, Employee Benefits, Healthcare, and Workers Compensation, and Ann Gebhard, AON representative, reviewed the document *PCS Health Update, October 20, 2015*. Four topics were reviewed: Revenue Spreadsheet, Tracking and Reporting, Excise Tax and Looking Ahead. Mr. Pafundi shared that as we move from fully insured to self-funded, there will be more management on the part of the district; two positions will be added. Humana will continue to process claims; this is the same way it is done now. Employees will not experience a difference in the process. The district will pay the claims weekly and pay fees monthly to Humana. The district is budgeting for self-funding based on the Funding Rate and the Projected Rate is lower. This will build cash reserves. The upcoming excise tax is being monitored. In 2018 a 40% excise tax will be imposed on insurers and plan sponsors that offer health care coverage costing greater than \$10,200 individual (indexed) and \$27,500 family (indexed). There is an increased threshold for retiree individual of \$11,800. Based on AON's calculations, we should not have an issue with the excise tax until 2021. The district will continue to educate employees on management of their health and health care costs. Ann Gebhard stated that there are health care comparison tools being developed to inform individuals on medical procedure options and cost options. Mr. Pafundi stated that his department will continue to update the Board with quarterly reports.
- **Summer Bridge Evaluation:** Ms. Pamela Moore, Associate Superintendent, Teaching and Learning Services, and Dr. Dan Evans, Executive Director, Assessment, Accountability and Research, reviewed the document *Summer Bridge Program/Data Summary/2015*. Ms. Moore stated that this is an intensive six week (4 days a week) instruction that the district is providing; we are going above and beyond as there is no FTE (funding) for this summer program. She also shared that the elementary (K-4) test data provided in the documents is based on the students who entered the program at the beginning and remained to the end. The tests were developed by the district from standards set for each grade level. This summer's total enrollment was 14,549; an increase of 68% since summer 2013 with enrollment of 5,904 students. More than 80% of the enrollment is at the elementary level. Support at an early age is critical to future student success. Middle school students (rising 6th, 7th, 8th graders) were administered the Achieve 3000 Lexile assessment. They also experienced learning gains. Mrs. Lerner asked for more information on the Lexile scores and what it measures. Summer Bridge incorporates more hands-on learning and fun activities. Mrs. Cook and Mrs. Lerner spoke to the effectiveness of creative lessons. Dr. Grego stated that this is happening in the classroom,

- especially in math and science. Ms. Melanie Parra, Director, Strategic Communications, shared a pamphlet *Pinellas County Schools Summer Bridge* which can be used to communicate the benefits of the Summer Bridge program in our community. Dr. Grego spoke of the critical partnership with JWB and their role in the success of the program. JWB provides funds for wrap around services for students who need extended day care.
- **Bargaining Update:** Dr. William Corbett, Deputy Superintendent, reviewed the twenty-three page memo dated October 20, 2015, *Bargaining Update*. Tentative agreements have been reached with PCTA, PESPA, and PBA. SEIU is still negotiating. The district has worked with PCTA and updated the contract, especially regarding teacher evaluations. Four annual observations are required for teachers. Mrs. Krassner questioned this process. Dr. Corbett stated that teachers that were non-renewed wanted clarification. This appraisal process has been in place for four years now. Dr. Corbett also shared that an appeal process for non-renewed teachers has been added. Dr. Grego stated that the district has been working toward solving the problem of salary discrepancies which are addressed on pages seven and eight. Dr. Corbett stated that PCTA is scheduled to vote on Mon., October 26 and these agreements will be voted on by the board on Tues., October 27.
 - **Instructional Calendar for 2016-2017:** Dave Richmond, Managing Officer, Payroll Operations, and Co-Chair of the Calendar Committee, reviewed the agenda item *Request Approval of the 2016/2017 Instructional Calendar and Special Observance Days* which will be brought before the board on Tues., October 27. The recommended start date for 2016-2017 school year is Wed., August 10, 2016. This divides the 180 days of school more evenly between first and second semester than the current calendar; it will be 86 days prior to winter break and 94 days second semester. Teachers' return date will be August 1. There is a non-student day at the beginning of each quarter built into the calendar. Mrs. O'Shea commented that parents would understand the value in ending the semester before winter break and the calendar still allows for nine weeks of summer break. The participants in the calendar committee are listed on the last page of the document.
 - **Administrative and Teacher Evaluation System:** Mr. Lou Cerreta, Director, Professional Development reviewed the agenda item *Request Approval of the Revisions to the Teacher Evaluation System and School Administrator Evaluation System*. He also shared the *Pinellas County Schools 2015-2016 Instructional Evaluation System and Administrative Evaluation System Template* documents. The Florida Department of Education requires district's to submit their evaluation plans for approval. Mr. Cerreta reviewed some of the changes made to our procedures. This year, all schools will be using the Marzano Teacher Evaluation System. A Data Working Group comprised of a cross functional team of district personnel made the recommendations. Student Performance data will now comprise 33.3% of the summative evaluation score, which diminishes the impact of VAM (Value Added Model) Score, which is arrived at by the state through a complicated formula and adversely affects hundreds of teachers. The balance of the score is 56.7% instructional practice and 10% deliberate practice. Dr. Peluso asked to define Deliberate Practice. Mr. Cerreta stated that it is the individual's professional development plan formerly referred to as IPDP. Mrs. Lerner requested a summary of the Marzano evaluation tool. The agenda item will come before the board at the October 27 board meeting.
 - **Job Descriptions:** Dr. William Corbett, deputy superintendent, reviewed twenty-one job descriptions that will come before the board for approval at the October 27 board meeting. Human Resources Services Department has been systematically updating job descriptions to reflect current practices. The following job descriptions were created and/or revised:
 1. Director, Special Projects
 2. Director, Title I
 3. Budget Analyst, Food Service

4. Electrical Engineer
5. Assistant Manager, Alpha Program
6. Employee Benefits Compliance Specialist
7. Financial Reporting Analyst
8. Coordinator, Area Family & Community Relations
9. Coordinator, Other-Adult Career Pathways
10. Coordinator, Other- Adult Education
11. Coordinator, Other-Visual Arts Technology Integration
12. Teacher, International Baccalaureate
13. Document Center Technician
14. Background Technician Specialist
15. Automotive/Diesel Mechanic
16. Electrician Apprentice
17. Appliance/Refrigeration Technician Apprentice
18. Plumber Apprentice
19. Heating and Air Conditioning Mechanic Apprentice
20. Plant Operations Specialist
21. Food Service Assistant/Driver

Dr. Grego shared that the apprentice positions are work-based opportunities for Pinellas County Schools' students. Their beginning pay will be incrementally increased as they move through apprenticeship into the job, at which point they will be at starting pay for the position. The Plant Operations Specialist position is part of the reorganization plan that was reviewed at the May 12, 2015 school board workshop by Mr. Clint Herbic, Associate Superintendent, Operational Services. These positions are at elementary schools and will be filled through attrition. Dr. Peluso shared that several of the job descriptions require specific licensing and the qualifications across the board should reflect "must possess and maintain" that license.

- **Expansion of Leadership Development:** Dr. William Corbett, deputy superintendent, reviewed the Director, School Leadership job description. This new position will report to the Associate Superintendent, Teaching and Learning Services, and will support the lowest-performing schools in the district. They will supervise instructional staff developers and support staff and work with The New Teacher Project (TNTP) to build capacity within the district to continue the work begun by the project. This position will come before the board for approval at the October 27 board meeting.
- **Personalized Learning Progression:** Ms. Rita Vasquez, Director, High School Education, and Dr. Tom Brittain, principal, Seminole High School, reviewed the *2016 FFF draft legislative proposal –Competency-based education- innovation pilot programs- September 21, 2015*. This is for the 2016-2017 school year for up to five years. This legislation would support the personalized learning programs already occurring at Seminole High. Dr. Brittain shared that not all students fit into the fifty minute-seven period classes' model. Students at his school are already engaged in personalized learning. They are currently doing several hands-on multidisciplinary creative projects that will be on display on Monday, November 2 at 6:00 pm at the school. Dr. Brittain encouraged board members to see the excitement that surrounds student projects. Ms. Vasquez shared that teachers and students are co-creating curriculum and they are partnered with The Great Schools Partnership. Dr. Grego brought attention to the inclusion of (5) "access to statewide assessments" and (6) "commissioner of education to grant waivers..... related to awarding of credit and pupil progression"; these are key issues. Dr. Peluso shared that he has concerns about the funding language. Dr. Grego stated that he will have Mr. Kevin Smith, Associate Superintendent, Finance and Business Services, review the document, but believes (4) (a) in the legislation appropriately addresses the funding issue.

- **Digital Classroom Plan:** Mr. Tom Lechner, Assistant Superintendent, Technology Information Systems, reviewed the agenda item *Request Approval of the 2015-2016 District Digital Classroom Plan* that will come before the board for approval at the Oct. 27 board meeting. The Florida Department of Education requires that the district school board adopt the plan that is submitted, DOE must approve the plan and then the state will release the funds to cover the cost of implementing the plan. Pinellas County Schools' allocation of \$1,804,386.00 from the \$60 million state-wide distribution is based on each district's proportion of the total K-12 full-time equivalent student enrollment. New to the plan is the Infrastructure and Network security cost of \$398,032. The plan was developed by a 16 member cross-functional team of district employees.
- **School Police General Orders:** Chief Rick Stelljes, Schools Police, shared an overview of his department. He stated that his officers have an average thirty years of service in law enforcement. He has a certified trainer on his staff that assists with training development. His officers have about forty hours of training annually. Their department developed a flow chart for use of force, and should it occur an officer would need to complete a form. It is not a common practice. Schools Police utilize a P25 digital communication system; radios are outdated. At elementary schools, SROs will have programs for the students reinforcing the idea that the officers are there to help them; they will promote safety and anti-bullying. Mrs. Krassner asked how the drug dogs and gun dogs are used by the district. Chief Stelljes shared that the dogs will go out randomly to schools or be involved during a threat assessment. The Schools Police General Orders is a procedural manual, not policy manual. It was recently updated by his staff. He asked officers with specific experience to review sections of the orders that pertain to their area of knowledge. He also asked that they collaborate with local law enforcement during the review process. If there should be a major change to the General Orders, Dr. Grego said it would be brought to the board. Dr. Peluso asked how the Chief knows that contracted SROs have the same training. The Chief shared that he meets with them, trains with them, and there is a meeting with supervisors to review consistency of processes.
- **Discipline update:** Chief Rick Stelljes, Schools Police, Ward Kennedy, Area I Superintendent, and Bob Poth, Area III Superintendent, shared the document *Update on Student Behaviors, October 2015*. The information in this document reflects data from the first nine weeks of school. They reviewed Actions Taken, Intervention Strategies, Referral Incidents data, In School Suspension data, and Out of School Suspension data. Chief Stelljes shared that the Collaborative Agreement with law enforcement in Pinellas County, approved in June 2014, has proven to be effective. Student issues are handled in a more proactive vs. reactive manner. Students are also educated in safety concerns: bicycle safety, pedestrian safety, and human trafficking. Chief Stelljes said they meet with families who are having challenges and share resources that are available to them. Mr. Poth shared that the school wide behavior plan (SWBP) helps identify areas of need; then the district can address those needs. The Positive Behavior Support Memorandum of Understanding (PBS MOU) with the University of South Florida provides support to five schools identified as needing behavioral interventions: Tyrone Middle, Meadowlawn Middle, John Hopkins Middle, Azalea Middle and Baypoint Middle. In July 2015 he attended the White House Convening on improving school discipline policies and practices, to reduce school disciplinary incidents, and to foster safe and supportive school climates. Currently no student will be suspended in excess of ten days per semester without the approval of the area superintendent. Mrs. Lerner stated that students who have offenses can often attend the Face It program (for tobacco, drug, alcohol offenses), an alternative to reassignment for first time offenses without distribution. This helps a student and their family with those challenges. She also expressed her concern about the most severe, repeated misconduct. Mr. Kennedy shared that the district is always looking at

more that can be done. Dr. Grego said the depth of conversation surrounding these issues with district and state educators is ongoing. There is a concerted effort to close the gap between black/non-black discipline data.

- **Real Estate/Facility Update:** Mr. Clint Herbic, Associate Superintendent, Operational Services reviewed the status of six of the district's properties. This is an update from the May 12, 2015 school board workshop.
 1. Palm Harbor Elementary: We are filing for the title as we believe we have now located the correct party, per David Koperski, school board attorney.
 2. Tarpon Springs pool: There is land available on the Tarpon Springs High School campus that would be ideal to build a pool. It would be shared with the City of Tarpon Springs. Penny for Pinellas will be used to build the pool, the City of Tarpon Springs will maintain the pool, and PCS will pay the utilities. Mr. David Koperski, school board attorney, shared that the liability language and areas of responsibility will all be addressed in the contract.
 3. Palm Harbor University High School: There is a parking lot owned by the district on Omaha Street that is currently leased to a neighboring business. Palm Harbor Recreation wants to put two soccer fields on that land. The high school has limited space for practice fields. The plan would be for Palm Harbor Recreation to develop the land as soccer fields and the school could utilize them for soccer practice and tournaments. A joint-use agreement would be written between the parties.
 4. Clearview Elementary: The Florida Dream Center wanted to put a community center in that building, but they have had some funding issues. There were more repairs than originally anticipated. A meeting has been set for Friday, October 23 to discuss what might be done. A joint-use agreement is one idea. The area needs community outreach services.
 5. North Ward Elementary: The final community meeting is scheduled for this evening. The district is open to ideas, but at present both the district and the community are interested in it remaining for educational use. There are two buildings on the property that are in good condition. Dr. Grego asked for an update at the November 10, 2015 workshop.
 6. Career Academies of Seminole: There is a small piece of land, less than two acres, north of the campus. The Gulfcoast Bird Sanctuary wants to put an educational building on the property. The veterinarian students from Career Academies could take classes there. This is in discussion stage.

Mr. Bill Lawrence, Director, Student Demographics, Capacity and Assignment shared that five supplemental surveys will be coming before the board at the November 17 board meeting. There has been some re-design at five of our schools involving capital outlay dollars: 1) Pinellas Technical College-Clearwater 2) Countryside High 3) Dunedin Highland Middle 4) Lakewood High and 5) Seminole High. These are all relatively minor changes.

- **Legislative Update:** Dr. Grego reviewed the document *Pinellas County School Board 2016 Legislative Platform*. One correction was made under Funding: Operating: the third bullet item. It should read: "Also, provide funding for a 6-week summer Reading/Mathematics and Science Program for students below grade level in grades K-12." There are two agenda items that will come before the board at the October 27 school board meeting; *Request Approval of Pinellas County Schools Proposed 2016 Legislative Program* and *Request Adoption of the Proposed Greater Florida Consortium of School Boards 2016 Legislative Program*.
- **Superintendent's Evaluation:** Dr. Grego thanked the board for their positive vote of confidence that they shared in his Superintendent's Performance Evaluation. The board reviewed his performance in eight categories: the district strategic plan goals 1-5,

impact/rapport, integrity, and work standards. On a scale of 1-5, with 5 being outstanding, his scores ranged from 4.6-5. Dr. Grego stated that by speaking with the board regularly he keeps them informed. Mrs. Lerner agreed; Mrs. Cook said workshops are a good use of time to review items before board approval, and Mrs. O'Shea said that the Strategic Communications Department (a direct report to the Superintendent) does a good job of keeping the board informed.

➤ **Leadership Discussion:**

- Dr. Grego advised the board of an upcoming recognition for digital programs that will occur in Albuquerque, New Mexico on October 27th recognizing several of our digital programs. Beyond the Classroom, Connect to Success and Pinellas Innovates will be recognized, all under the direction of Ms. Pat Lusher, Director, Library, Technology, Instructional Materials, and Digital Learning. He also reminded the board that Parent University is scheduled for this Saturday at Osceola High. He thanked those who attended the Certificate of Distinction Breakfast and the Transportation Choir that sang at the event.
- Mrs. Cook shared that the legislative platform from Florida School Boards Association has four key priorities:
 - Halt the practice of using statewide standardized test results for any purpose other than diagnostic purposes
 - Provide sufficient per student funding to place Florida in the upper quartile nationally and ensure that funding for each categorical allocation within the FEFP is sufficient to cover actual costs, growth, and inflation, and is not reduced by either enrollment or revenue changes during the fiscal year
 - Restore the authority for school districts to levy, by simple majority vote, up to 2.0 mills for capital purposes, and maintain the current authority of school districts to determine the use of local capital outlay millage revenue
 - Protect taxpayer dollars by ensuring all schools receiving state funds adhere to the same fiscal and academic accountability measureShe said that the FSBA legislative platform includes a statement in support of the recommendations regarding the Florida Standards Assessment that were issued by the Florida Association of District School Superintendents. The FSBA Resolution on the state assessment and accountability system will go to their Board of Directors for a vote prior to the end of October.
- Mrs. O'Shea reported on the Legislative Breakfast which is scheduled for December 10, 2015. The invitations have been sent out and RSVP is due by December 1.
- Mrs. Krassner shared her concern with the math assessments given online. She asked if students are permitted paper and pencil to do their work. Mrs. Pam Moore said they are allowed to do that. Dr. Grego said that the district purchased calculators for students so they could use that instead of the calculator provided on a computer; this makes a student more comfortable because it is often what they are used to doing.

No official actions were taken by the Board at this workshop. An audio recording of this workshop is filed in the Board Office archives. This workshop adjourned at 2:56 p.m.

Chairperson
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Secretary