

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – April 16, 2019

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, April 16, 2019, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Carol J. Cook, Vice-Chairperson, Mrs. Lisa Cane, Dr. Nicole Carr, Mr. Bill Dudley, Ms. Joanne Lentino, and Mrs. Eileen Long, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Ms. Rene Flowers, Chairperson, called-in, 9:09 a.m. to 12:15 p.m., to participate.

Review of Agenda: There were no changes to the agenda.

The following topics were discussed:

- **English/Language Arts/Reading Curriculum Update:** Mr. Kevin Hendrick, associate superintendent, teaching and learning services, reviewed the following power point presentation: *K-5 Literacy Improvement, April 2019*. Mr. Hendrick introduced his team, Mr. Michael Feeney, executive director, elementary education; Ms. Holly Slaughter, elementary language arts and reading specialist; and, Ms. Gail Ramsdell, early childhood education specialist. Mr. Hendrick stated that there are several core reading programs used by the district, but we also use supplemental curricula, as noted on the handout. Teaching and learning services is recommending Reading Recovery, a well-studied highly effective short-term intervention designed for the lowest- achieving first grade students. Currently the focus is in grades 3-5 for students experiencing difficulty in reading. Addressing reading challenges with students earlier in their schooling will better address the achievement gap. Reading Recovery teachers are specially trained. Students will receive a half-hour lesson each school day for 12 to 20 weeks. Once the student can meet grade-level reading expectations, the lessons are discontinued. The district model is for 2 Reading Recovery Teacher Leaders and 24 Reading Recovery Teachers at up to 12 targeted schools. The Lead Teacher qualifications are a Master's degree in reading and one year of professional development in Reading Recovery. Two new job descriptions will come before the board for approval on April 23, 2019. The intent is to begin this program in August 2019. These jobs will be posted during the transfer process; principals will hire for these positions. Mr. Hendrick also spoke about early education in Pinellas. Efforts are ramping up; for 2019-2020 school year there will be 74 prek3 units (three year old students) and 109 vpk units (four year old students). Dr. Grego shared that the district is also in negotiation with Head Start to expand services. Ms. Flowers shared that some private programs are very good; others are more of a day care and not instructional. Dr. Grego advised that we will be very strategic as to who is brought into these programs; they are working with the Early Learning Coalition to elevate these service providers. Ms. Ramsdell shared that they offered the Early Childhood Institute to community providers on a space available basis and over 50 teachers took advantage of the opportunity. Mrs. Cane commented that parents have shared their concerns with her about difficulty accessing digital reading curriculum via

their cell phones. Mr. Hendrick stated that the district switched to the CLEVER icon, which provides one access point, and is working well. He shared that some instructors recommend other options, for which the district may not be able to improve access.

- **Charter School Applications:** Ms. Lori Matway, associate superintendent, student and community services, and Mr. Rick Wolfe, director, charter schools and home education, reviewed the following agenda items: *Request Denial of the Charter Application for King Charter School* and *Request Approval of a Five-Year Charter Application for NorthStar Academy of Pinellas*. Ms. Matway introduced the topic by sharing that there is a team of district staff that review charter applications. Only strong applications are recommended for approval. In the last five years only three have been approved. Mr. Wolfe reviewed the King Charter application. He stated that there are 22 standards that must be met in a charter application. This application had 11 that did not meet standard and 5 that partially met the standard. This application is being recommended for denial. The NorthStar Academy application met 16 of the standards with only 4 partially meets the standard. This charter will serve 500 at-risk students in grades 7-12. In the state of Florida they currently operate five charter schools successfully. Mr. Jackson, CEO, Edison Learning, was introduced. He shared that students that have dropped out of school, or are 2 ½ years behind their cohort, are targeted for admission. Their school represents another chance to graduate. They promote 3E's: employment, enlistment, and education. Ms. Lentino asked if they will be offering any technical programs. Mr. Jackson advised that they offer CVS pharmacy assistant tech training. Ms. Flowers stated that the last thing she wants is for promises to be made to the African American community and they not deliver. She fully expects that students enrolled in this school will achieve and excel; that you will do as you say and not look at students as dollar signs. She knows properties are limited in St. Petersburg. She asked about transportation which can often be a barrier. Mr. Jackson said they will negotiate for transportation. Dr. Grego advised that the district has had to close charters; and, a partnership school with Edison Learning was proposed but it did not move forward. There is strong oversight in Pinellas. Mrs. Cook thanked staff for all the work they put into reviewing charter applications; our district has a unique process; and, it gives comfort knowing these applications have an in-depth review prior to being recommended to the board. These charter applications are scheduled to come before the board at the May 14th school board meeting.
- **Enterprise Resource Planning (ERP) Update:** Mr. Thomas Lechner, associate superintendent, technology and information systems, and Mr. Norm Kelton, administrator on special assignment, reviewed the following document: *School Board Workshop, April 16, 2019, ERP Purchase*. Mr. Lechner advised that our TERMS and MANATEE financial software are both outdated. The process of finding replacement software began in November 2014. Since 2012, capital outlay funds have been set aside to fund this change. In April 2018, the school board approved PowerSchool Master, Business Plus Software. After careful consideration the anticipated "go live" dates will be changed to the following: Financials are scheduled for July 1, 2020, and Personnel is scheduled for January 1, 2021. Our fiscal year begins July 1 and the financials need to be in place

before the rollover for personnel services (risk management and payroll). In May, Mr. Lechner will visit Clay County to review the rollout in that district.

- **Budget Updates:** Mr. Kevin Smith, associate superintendent, finance and business services, reviewed the following document: *The Florida House of Representatives Public School Funding, The Florida Education Finance Program (FEFP), House Bill 5001, March 28, 2019*, and *The State of Florida Senate Public School Funding, The Florida Education Finance Program (FEFP) Fiscal Year 2019-20, SB 2500 as Introduced, March 28, 2019*. Mr. Smith stated that there is an anticipated 5.6% tax roll increase; the tax appraiser will advise June 1, 2019. The House budget is recommending a base student allocation of \$38.34; no increase in the Safe Schools Allocation or Mental Health Assistance Allocation. The Funding Compression Allocation is a supplement for some districts, but for Pinellas it represents a decrease in funding. Based on this budget, Pinellas would receive 2.62% more than last year. The Senate budget is recommending a base student allocation of \$149.40; a 42.08% increase in Safe Schools Allocation; and, a 44.43% increase in Mental Health Assistance Allocation. The Funding Compression Allocation represents a decrease in funding for Pinellas. Based on this budget, Pinellas would receive 4.75% increase over last year. The school district spends more on safe schools and mental health than the budget provides. Last year the district spent \$11 million for safe schools and was only allocated \$6 million. There are also proposed changes to the Best and Brightest Teachers and Principals Allocation; there are changes to the criteria and the way the money will be paid, it will be more of a bonus system.
- **Legislative Updates:** Dr. Grego, Dr. Corbett, and Mr. Kevin Smith, associate superintendent, finance and business services, reviewed the following document: *Capital City Consulting Summary Report, Pinellas County Schools Legislative Update-Week 5 and School Choice Legislation, April 12, 2019*. Ms. Jennifer Dull, director, strategic planning and policy, spoke about the School Choice legislation. She cited Schools of Hope proposed changes to the definition of persistently low performing schools; from schools with 3 consecutive grades lower than a C, to schools with three grades lower than a C within the last five years. This rule change would allow for more schools to fall into that category; schools that are making progress would be reviewed in a five year window. Largo Middle School is one example; now out of DA status, but they would be affected by this “new” definition. We would have 12 schools in this category if the legislation passes. A School of Hope can be opened within a five mile radius of any of the schools that meet the criteria. This could be very impactful. In addition, capital funds are provided to the Schools of Hope. Dr. Carr asked how best to communicate this information with the public, be proactive in getting the word out. Dr. Grego said that the district can put together a legislative update and it can be shared out. There are also legislative resources on our website under the community tab. Mrs. Cook stated that the legislative briefing the board hosted at the Education Foundation this year was very beneficial. She encouraged board members to reach out to five people to inform them what legislation will benefit Pinellas County Schools. For example, the base student allocation (BSA) proposed by the Senate. This helps to get the information out. Ms. Dull advised that Dr. Grego shares information at his Parent Cadre meetings. Dr. Grego gave kudos to Representative Jennifer Webb for HB 7055. Ms. Flowers said she shows the

video, *We Are Pinellas County Schools*, which highlights what is happening in our district. She also spoke about the proposed legislation that would require districts to share their referendum money with charter schools; voters may not be in favor of that change and not approve it next time it comes to a vote. This would definitely have a negative impact.

- **Reorganization / Job Descriptions:** Ms. Paula Texel, assistant superintendent, human resources services, and Dr. William Corbett, reviewed the following documents: *Reorganization* and the agenda item, *Request Approval to Create and/or Revise Job Descriptions*. The following are the job descriptions that are new or revised: Assistant Superintendent, Human Resources Services (C12 ADM) to Associate Superintendent, Human Resources Services (C13 ADM) • Assistant Superintendent, Technology and Information Systems (C12 ADM) to Associate Superintendent, Information and Technology Services (C13 ADM) • Director, School Transformation (C10 ADM) to Chief Transformation Officer (C11 ADM) • Director, English Learners (EL) Services (C09 ADM) • Human Resources Partner (C09 ADM) • Coordinator, Credentialing (E02 PTS) • Compensation Analyst (E02 PTS) to (E01 PTS) • Secretary to Assistant Superintendent, Human Resources Services (D12 NR) to Secretary to Associate Superintendent, Human Resources Services (D13 NR) • Secretary to Assistant Superintendent, Technology and Information Systems (D12 NR) to Secretary to Associate Superintendent, Technology and Information Systems (D13 N). Dr. Grego stated that the district continually reviews job descriptions looking for efficiencies or updates to meet our current need. He stated that our human resources services department is our hub. Ms. Texel stated that they have participated in the Urban Schools Human Capital Academy for three years and human resources looks different as a result. They are moving from transactional to strategic in their way of work. She is recommending a reorganization in HR from directors to partners. Currently there are two directors in HR who each serve two of the four area school clusters; she is recommending five divisions. Three to support elementary schools, one for middle and one for high school. Mr. Kevin Smith, associate superintendent, finance and business services, addressed the proposed Enterprise Resource Planning reorganization. The plan is to align three positions to this project. When the project is complete in two years, these positions will be eliminated. Dr. Corbett shared a handout on the financial impact of these changes. The financial analysis indicates a total savings of \$982,175 from reorganization in 2019. Dr. Grego said that he is recommending the three assistant superintendent positions become associate superintendent positions. He continued with the changes recommended for the Transformation Zone; the oversight would be with the Chief Transformation Officer. Dr. Carr shared her concern with the reporting structure of instructional coaches. She thinks that school-based instructional coaches should report to the building principal and not the Chief Officer. Dr. Corbett stated that instructional coaches are used differently in transformation zone schools. Dr. Grego said the day-to-day need at these schools changes and it gives the Chief Officer the flexibility of being “on the ground” addressing the needs. He said that he will speak with his principals and get their thoughts on the reporting structure.

- **Code of Student Conduct:** Mr. Ward Kennedy, area superintendent, reviewed the following agenda item: *Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policies in the Code of Student Conduct: 5500.05-STUDENT ATTENDANCE; 5500.07-DISCIPLINE; 5500.08-MISCONDUCT THAT REQUIRES SPECIFIC CONSEQUENCES; and 5500.10-DISCIPLINARY ACTIONS. This is the first reading of the proposed amendments to policy.* Mr. Kennedy spoke about the annual revisions to the code. Changes come from legislative or statutory changes, board recommendation, and community input. A Code Committee meets to review the proposed changes. This year there were 17 topics reviewed. On May 14th, the revision will come before the board for a first reading. Dr. Grego said that vaping is a concern. He said the Department of Health and PTA could take up the issue, it is a people issue, not a school issue. Mr. Dudley spoke about student attendance. He said that he has heard that some students have as many as 40 absences with no penalty. He said that it is mandatory that children attend school and the policy should be more specific. Mr. Koperski noted that the state statute changed, making mastery the requirement and not attendance, for course completion. The use of End Of Course exams was a game changer. If students can pass the test, that is the indication of the mastery. Mr. Kennedy spoke of the change under 5500.10 adding email as a way to contact parents for high school students.
- **Policy Updates:** Ms. Jennifer Dull, director, strategic planning and policy, reviewed the following agenda items: *Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policies 1215-TOBACCO AND NICOTINE USE; 3215-TOBACCO AND NICOTINE USE; 4215- TOBACCO AND NICOTINE USE; 5501.06-CODE OF STUDENT CONDUCT FOR POSTSECONDARY CAREER, TECHNICAL AND ADULT EDUCATION- TOBACCO AND NICOTINE; and 7434-TOBACCO AND NICOTINE USE. This is the first reading of the proposed amendments to policy, and Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policy 2460-EXCEPTIONAL STUDENT EDUCATION (This is the first reading.), and Setting a Public Hearing and Authorizing the Advertisement of the Public Hearing to Consider the Amendment to Policy 5730-EQUAL ACCESS FOR NONDISTRICT-SPONSORED STUDENT CLUBS AND ACTIVITIES (This is the first reading.)* Ms. Dull spoke about the updates regarding tobacco. These updates are tied to the Code of Student Conduct. Policy 2460 is the ESE plan that the board must approve; it is first approved by the DOE and then comes back to the board for approval. Mr. Koperski said the changes to Policy 5730 relates to the federal Equal Access Act expanding the flexibility for all student groups to meet on school grounds. These changes will come before the board for approval on May 14.
- **Climate Survey Updates:** Ms. Jennifer Dull, director, strategic planning and policy, reviewed the following document: *Advanced District Summary 2018-2019.* Ms. Dull stated that the parent, student, staff climate survey was November 29 – December 14, 2018. Parent participation was 19%, student participation (grades 3-12) was 52%, and staff participation was 74%. This is an increase over 2018. The trend data for all groups indicated continuous improvement in stakeholder perceptions. School administrators are reviewing the data. There has been improvement in the climate results. Board members

were advised that a breakdown by school is available for them to review, it is just too lengthy to copy for everyone.

- **Real Estate Update:** Mr. Clint Herbic, associate superintendent, operational services, and Charlene Beyer, real estate analyst, gave an update on existing properties owned by Pinellas County Schools.
- The North Ward Elementary School site is in the process of being sold to the City of Clearwater. The deal is moving toward closing.
 - The small piece of property north of Gibbs High School, near I-75, will be built on by Habitat for Humanity. It is large enough for a single family home. Mr. Herbic shared that he is meeting with Mike Sutton, Habitat for Humanity, to discuss the project. The request will be for the district to participate in the construction of the home and for the home to be offered to a Pinellas County Schools employee who meets the Habitat requirements.
 - There is a small piece of property at 5th Avenue N and 28th Street N., near St. Petersburg High School. The school will be renovated. The plan is to restore the original front entrance to the school on 5th Avenue N. and add parent parking spaces there at the front. There are two retention ponds that will need to be moved to the west of the building, which is currently student parking. The plan is to buy the small piece of property and make that into additional student parking; this will allow for 30-50 parking spaces, depending on the layout. The plan is to have the contract for the purchase of this property come before the board for approval on May 14, 2019.
 - In north county, there are five undeveloped properties owned by the district:
 - 1) Keystone Road property has 43 acres
 - 2) Adjacent to McMullen Booth Elementary there are 22 acres
 - 3) North of County Road 1 there is a property near Manning Road that is 15 acres
 - 4) Across the street from Palm Harbor University High is enough land to build another elementary school, should that be necessary in the future
 - 5) North of Klosterman Road, west of alternate 19, sits a vacant property that the district purchased in 1990; it is zoned for single family homes; near a flood zone. The options are to explore the sale of the property, or a trade with Pinellas County for another property, or it may be useful as a bus compound.

Dr. Grego asked the board if they are in consensus to have an appraisal of the property so they know the value, prior to making any decisions. This course of action was agreed upon.
 - The site of the former Curtis Fundamental School in Clearwater is not being used by the district. It is near the Martin Luther King Jr Center. Ms. Barbara Green, with the Homeless Empowerment Project (HEP), reached out to the district. On about 2 of the 19 acres at the site, HEP wants to clear the land and put in family housing. They currently work with families to get them out of homelessness and are well respected in the community for their work. Belle of the Ball leases space on Holt Avenue. They serve students in obtaining dress attire for homecoming

and proms. HEP plans to improve the PreK program they have on site and want to use one of the buildings as an adult education center. This is land that the district is not using and that we don't need. Ultimately, projects like this help to break the cycle of homelessness and poverty. Mr. Herbic indicated that he is interested in starting a more serious conversation with HEP about this project. He will keep the board informed.

- **GPS for Transportation:** Mr. Herbic advised the board that there are a series of purchases for RealTime software to be used on school buses. These will be three separate purchases to implement the use of this program: 1) the software 2) the IPADs 3) the IPAD mounts for the buses. Students will be able to use a card getting on and off the bus that tracks them. The district will also be able to view buses on the road. The plan is to have this up and running for the August 2019, new school year.

- **Leadership Discussion:**

- **Dr. Grego:** 1) He spoke of the conversation with St. Petersburg College President Williams regarding the dual-enrollment of students in PCS and SPC. The previous president felt the financial piece was even because the district provides so much support for this program. The new president is not feeling the same way; so the dialogue will continue. 2) The district has sent out the Chalk Talk with the summer trainings. There are a large number of professional development offerings. 3) The district is looking to build robotics labs in Lakewood High and Northeast High. In May, he wants to visit another district where this is in place. However, a board workshop is scheduled for May 21. He said that with the board's permission, the workshop on May 21 will be cancelled and a workshop will be scheduled on June 11, prior to the 5 p.m. school board meeting. The board was in agreement with this plan. 4) He shared a letter sent from Plato Academy School's Corporation to Rick Wolfe, director, charter schools and home education. Plato is separating from Superior Schools Corporation, which is their management company. Since the death of Steve Christopoulos last summer, the performance of the management company has not been up to par. Plato Academy requested the district's patience and assistance as they move through this transition.
- **Mr. Koperski:** 1) He shared with the board that the contract for Heather Wallace, assistant school board attorney, is up for renewal. He is asking the board to approve it. 2) He will be sending a memo to the board regarding the student transportation requirements for the district and for charter schools. A question was raised on this topic, asking about the differences. 3) He reminded school board members that annually they are required to take ethics training. In 2018, standing school board members received the training during their Master Board training; and newly elected board members completed the training through FSBA prior to December 2018. He asked the board if they would like for him to deliver the training again this year. They agreed that it was a good idea and will look for a date in July.

- **Mrs. Cook:** She spoke about two areas of concern mentioned by other board members; the attendance policy and the parent teacher notification concerns. Often these questions can be addressed without it being a workshop topic; but the board may want to consider using the workshop topic form that is part of their school board operating procedures manual.
- **Dr. Carr:** 1) She spoke about serving on the Homeless Leadership Board. HUD funding data was discussed. 2) She attended the Nehemiah Action and their references to piloting a program at schools. She asked that this be reviewed at an upcoming workshop to include the implementation rollout, use of Restorative Circles, and what is the current implementation. 3) She referenced the Friday Update of April 5, regarding information about the district's Human Sexuality Education program, from Mr. Kevin Hendrick. She stated that she has additional questions and asked board members if there is any interest in having this topic on an upcoming workshop.
- **Mrs. Cook:** She said "Let's move forward with it."
- **Mrs. Cane:** She requested information about who FAST is referring to when they compare our Restorative Practice program to another district and how the program is funded.
 - **Dr. Grego** spoke to the FAST concerns. He stated that Restorative Practice is a district initiative and has been for a number of years. With that said, like any other major district initiative, it has always been his plan to update the board, just as he does with other initiatives, such as Bridging the Gap plan.

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 3:32 p.m.

Chairperson
w.16April19

Secretary