

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED MINUTES OF REGULAR BOARD MEETING
October 17, 2000

The School Board of Alachua County, Florida, met in regular session duly called at 7 p.m. in the Boardroom, 620 East University Avenue, Gainesville, Florida. Present were: Barbara Sharpe, chairman; Bill Cake, Bev Carroll, and Chester Leathers, members; Mary L. Chambers, superintendent; and James F. Lang, attorney for the Board. Absent: Judy Brashear, vice-chairman.

The meeting was called to order by Chairman Sharpe, followed by the Pledge of Allegiance to the Flag.

APPROVAL OF
MINUTES

Motion by Dr. Leathers

Seconded by Mr. Cake

Moved to approve the minutes of Board meeting of October 3, 2000, and Special Board meeting of October 4, 2000, as presented.

The question was called.

Upon Vote: Motion passed 4-0

ADOPTION OF AGENDA

Motion by Mr. Cake

Seconded by Mrs. Carroll

Moved to adopt the agenda for the meeting of October 17, 2000, as presented.

Delete Recognition item A.6., Junior Achievement, and Consent Agenda item C.5., Agreement with Gainesville Association for the Creative Arts.

The question was called on the agenda as amended.

Upon Vote: Motion passed 4-0

BOARD MEMBER
ANNOUNCEMENTS

Mr. Cake attended the dedication of the new Agricultural facility at Santa Fe High School and thanked the Facilities division for overseeing this project.

Mrs. Carroll announced that College Night is scheduled for Monday, October 23, 2000, 7-9 p.m., at the Santa Fe Community College Gym.

Chairman Sharpe made the following announcements:

- Commended the Community Involvement Office for the outstanding Kirby-Smith Centennial Celebration.
- American Education Week is scheduled for November 12-18 and the School Board of Alachua County, working in conjunction with the Chamber of Commerce and the Alachua County Council of PTA's, are sponsoring "Take Our Parents to School Week." Parents and community members are encouraged to participate in this worthwhile event.

- Referred to a letter from the Council for Exceptional Children, Gatorland Chapter, commending the school district for helping students with special needs.
- Requested the Superintendent research information she received from Suspension Solutions, Inc., Clearwater, Florida, related to on-campus intervention programs and positive alternatives to out-of-school suspensions.

The School Board extended their condolences to the family and friends of retired food service manager, Ernestine Robinson Jenkins; and retired teacher Drucilla Ramsey Sanders.

CITIZEN INPUT

The following suggestions/recommendations were presented to the Board for consideration:

- Mrs. Barbara Gallant, former teacher, lobbyist and school board member, urged the Board to invite the newly elected Alachua County legislative delegation to a meeting to discuss education and funding issues.

Chairman Sharpe reported that she has spoken with the Board's Lobbyist, Joy Frank, who has agreed to assist in organizing a legislative meeting.

- Mrs. Connie Brower, president, Alachua County Council of PTAs (ACCPTA), presented the Board with a packet of information on behalf of ACCPTA related to upcoming activities for the current year. She thanked the Board for support of education funding issues and also encouraged board members to meet with the district's PTA presidents during summer training.

She highlighted upcoming events that are scheduled to promote parent and community involvement:

- November 16, 2000, 6-9 p.m., Lincoln Middle School—*Connecting Families with Resources*
 - February 10, 2000, Kanapaha Middle School—*Connecting Community and Classroom*
 - April 2001—Legislative Conference
 - Presented the Board with a video on how parents can work with teachers and administrators
 - Informed the Board that ACCPTA will begin developing a policy on parent involvement to present to the Board for consideration
- A citizen provided the Board with data related to the monthly misconduct report and statistics indicating an 8.8% increase in the total number of offenses. Encouraged the Board terminate and reassign personnel and make appropriate adjustments in salaries

and duties that will best serve students and taxpayers.

- An elementary school teacher expressed disappointment with the status of current negotiations and urged the Board to raise teacher pay to an acceptable and professional level and post salaries on the website.
- Mr. Gunnar Paulson, president, ACEA, reviewed the history of the Career Service Salary Study and the reasons for the study. The study recommended that all career service employees be on the same scale. He felt the Board should not approve the Professional/Technical salary schedule because it would lower morale.
- A career service employee urged the Board to approve the salary proposal for all career service (bargaining and non-bargaining) personnel at the same time.
- A maintenance employee and HARV technician urged the Board to address the issue of new hires earning 25-30% more than experienced workers.
- A member of the collaborative bargaining team urged the Board not to split the career service employees and would cause low morale.
- Ms. Sande Calkins, ACEA Field Representative, informed the Board that the collaborative bargaining team has been diligently working to develop a fair, consistent and equitable salary schedule for Career Service and Professional/Technical Support Personnel. The Board was urged to postpone making a decision on non-bargaining personnel.

PRESENTATION—
SCHOOL ZONE

The Community Involvement Office presented the first preview of *School Zone*, a video production of the many good things taking place in the Alachua County school system.

REPORT—UNITED
WAY CAMPAIGN 2000

Ms. Ginger Childs, assistant superintendent, Curriculum & Instruction, thanked employees for their contributions and noted that the school systems surpassed their goal with a 6% increase over last year.

SUPERINTENDENT
CONTRACT

Chairman Sharpe informed the Board that she has spent considerable time working with Board Attorney Lang and Dr. Chambers developing and reviewing contract language. She noted that Mr. Lang has provided the Board with a memo explaining the changes that have been made to the contract.

Motion by Dr. Leathers

Seconded by Mrs. Carroll

Moved to approve the contract with Dr. Mary L. Chambers as Superintendent of Schools.

Dr. Chambers expressed her appreciation for the Board’s confidence.

The question was called. Upon Vote: Motion passed 4-0

RESOLUTION #01-01—
EXCEPTIONAL
STUDENT EDUCATION
WEEK OCTOBER 15-21,
2000

The Governor and Cabinet have declared the week of October 15-21, 2000, as Exceptional Student Education Week. The purpose of the week is to focus citizens’ attention on the educational programs and services being provided for exceptional students, which includes both disabled and gifted, and their families.

Motion by Mrs. Carroll Seconded by Mr. Cake

Moved the administration’s recommendation to approve the Resolution supporting the declaration of the week of October 15-21, 2000, as Exceptional Student Education Week.

The question was called. Upon Vote: Motion passed 4-0

PROCLAMATION—RED
RIBBON WEEK
OCTOBER 23-26, 2000

Ms. Sharon Spreen, teacher specialist, read a Proclamation proclaiming the week of October 23-27, 2000, as Red Ribbon Week. The week is sponsored in collaboration with the Corner Drug Store and the Alachua County Tobacco-free Partnership. She highlighted the many motivational events taking place during the week to encourage students to say no to drugs.

Motion by Dr. Leathers Seconded by Mr. Cake

Moved the administration’s recommendation to approve the Proclamation proclaiming October 23-26, 2000, as Red Ribbon Week.

The question was called. Upon Vote: Motion passed 4-0

NEW JOB DESCRIPTION
FOR THE POSITION OF
TUTOR—SECOND
READING

The School Board approved the new job description for the position of Tutor on September 5, 2000, for advertising. This is a career service position that will be funded through a grant.

Motion by Mr. Cake Seconded by Dr. Leathers

Moved the administration’s recommendation that the School Board approve the new job description as advertised.

The question was called. Upon Vote: Motion passed 4-0

SCHEDULE THE
WORKING TOGETHER
AS A TEAM WORK-
SHOP WITH FSBA

Chairman Sharpe informed the Board that Mr. Wayne Blanton, Florida School Boards Association (FSBA), has agreed to facilitate the “Working together as a Team” workshop.

During Board discussion, concern was expressed with Mr. Blanton facilitating the workshop due to pending lawsuits. It was suggested that someone locally facilitate the workshop and if possible, the workshop be scheduled the end of November.

Chairman Sharpe stated she would speak with Mr. Blanton and research other facilitators.

Dr. Chambers stated she would research the topic and provide the Board with other available options, particularly local, for this type of workshop.

SUPPORT/TECHNICAL
(NON-BARGAINING
UNIT MEMBERS) AND
ADMINISTRATIVE
SALARY SCHEDULES
2000-2001

Dr. Chambers provided the Board with a memo highlighting the 2000-2001 Administrative and Professional/Technical Personnel (Non-Bargaining Unit Members) Salary Schedules and explained the history of the salary study. She stated that the intent of the action item is to demonstrate the Board's commitment to honor these salary schedules.

The Professional/Technical Personnel (Non-Bargaining Unit Members) salary schedule has been completely revised utilizing Arthur Andersen recommendations. For the 2000-2001 fiscal year, the goal is initial placement of all career service professional/technical employees on the new schedule. Specifically, employees whose current salaries are below minimum market value (80% of midpoint) shall be brought up to the minimum of the salary range. Those employees whose current salaries exceed minimum market value shall be placed on the new schedule closest to, but not less than their current salary. Then, the salary schedule will be adjusted up by two percent (2%), which results in an overall average six percent (6%) salary increase. It is the intent to verify experience and, contingent upon funding next year, implement salary adjustments related to experience.

The revised Administrative Salary Schedule reflects the continued commitment of the Board to implement the 1997-98 salary schedule. In accordance with the established salary schedule, an administrator's 2000-2001 salary is determined based on moving zero (0), one (1), or two (2) steps depending on experience, which results in an overall average three percent (3%) salary increase. While salaries have changed considering experience, the salary ranges on the actual salary schedule have not changed since initial placement in fiscal year 1997-98. The original intent of the Administrative Salary Schedule was that from time-to-time the district would increase the value of each step to keep pace with inflation, maintain market competitiveness and organizational alignment. For the last four (4) years, the Administrative Salary Schedule has not increased in an effort to move other units closer to market.

She introduced Ms. Sandra Gaffin, a representative from Arthur Anderson to answer any questions the Board may have.

Motion by Mrs. Carroll

Seconded by Leathers

Moved the administration's recommendation that the School Board adopt the Support Technical (Non-Bargaining Unit Members) and Administrative salary schedules and the other compensation schedules for 2000-01 as presented.

Responding to several questions from Mrs. Carroll, Ms. Gaffin provided the following information:

- Budget constraints, tight labor markets and employees below market rates are common problems across the state. The philosophy the Board is adopting is to try and move new and current employees close to market. The proposed pay structure is tied to market and sets minimum hiring standards that are achievable.
- The Board is faced with the issue of where to put current dollars—bring up to minimum the current employees below 20% with tenure.
- The study allows for the implementation of putting the dollars where they are needed most in order to bring a 20% implementation structure and address compensation issues next year.

Responding to Mrs. Carroll, Dr. Chambers stated that the salary schedules for bargaining and non-bargaining do not have to be merged.

The question was called.

Upon Vote: Motion passed 4-0

CONSENT AGENDA

Motion by Mr. Cake

Seconded by Mrs. Carroll

Moved to approve the Consent Agenda as described in items 1-11, with the deletion of item 5. (See Supplementary Minutes Book.)

The question was called.

Upon Vote: Motion passed 4-0

BOARD MEMBERS
REQUESTS

Mrs. Carroll encouraged kindergarten through third-grade teachers to volunteer to serve on the School Readiness Coalition, which meets October 25. In preparation for the meeting, she requested information related to the differences in test scores between Title I and free/reduced lunch for kindergarten, particularly, or the earliest possible scores broken down by kindergarten assessment tests.

Chairman Sharpe made the following requests:

- Board schedule a workshop after reorganization on

- superintendent contracts and school board policy as it relates to superintendents.
- Superintendent address enforcement of the dress code in the schools, particularly at the high school level. She noted that she has received several calls from concerned parents that the dress code is being seriously breached.
 - Next school year schedule a public hearing for the 2001-2002 School Improvement Guide and make sure the district is abiding by Florida Statutes.

Mr. Cake requested the Superintendent put together an informal group composed of the vocational director, a couple of agriculture teachers and a principal that was a former agricultural teacher to discuss the feasibility of getting back to a twelve-month contract for agriculture teachers.

Mrs. Carroll suggested the Board schedule a breakfast with the legislators in January, and invite Joy Frank, department heads or district level personnel that can address issues such as the impact of the ESE matrix and not having reading textbooks up for reoption, and include teachers to address salaries.

She also suggested the district provide parents and students with information related to the state sponsored scholarship program and provide credit history information.

ADJOURNMENT

The meeting was adjourned at 8:55 p.m.