

## REGULAR MEETING – OCTOBER 11, 2010

The Invocation was offered by Mr. Hill; the Pledge of Allegiance was led by Mr. Kelley.

The School Board of Okaloosa County met in Regular Session on October 11, 2010, in the School District Administration Building, 120 Lowery Place, SE, Fort Walton Beach, Florida.

PRESENT: Rodney Walker, Chairman  
Cindy Frakes, Vice-Chairman  
Howard Hill  
Chuck Kelley  
Cathy Thigpen

Alexis Tibbetts, Superintendent  
C. Jeffrey McInnis, Esq., Attorney to the Board

The Chairman called the meeting to order at 6:00 p.m. and welcomed visitors and presenters.

### APPROVAL OF AGENDA:

Motion to approve the Agenda as amended was made by Mr. Hill, seconded by Mrs. Thigpen and carried unanimously:

Consent Agenda: Added to item #1, Minutes of Special Meeting/Attorney-Client Session of September 27, 2010; added as item #19D, Suspension of employee xxx-xx-7292; items #22, #23 and #24 were moved to Discussion Agenda at the request of Mr. Hill; added as item #27, Appropriation of District 4 School Board Member Capital Outlay Funds to Crestview High School in the amount of \$5000.

Discussion Agenda: Added as item #1, Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Education Association; added as item #2, Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Educational Support Professional Association; added as item #3, Administrative, Managerial, Professional/Technical, and Confidential District Secretary Salary Schedules.

Board Members' Business: Added as item #1, Appointment of representative to the Teacher of the Year Selection Committee.

Chairman Walker stated that Mrs. Thigpen has volunteered to serve on the Teacher of the Year Selection Committee as the Board representative.

**VISITORS:** None

### PUBLIC DISCUSSION:

1. Proposal concerning advertisements on school buses, presented by Drew Buchanan (Exhibit 10-764)

Mr. Buchanan spoke to the Board concerning a proposal to increase revenue for the District for needed education services by selling advertising space on the exterior sides of school buses owned or leased by the district. He stated that revenue collected each year from bus advertising could be divided into two funds; one fund source to offset the fuel costs of providing transportation services, and the remaining revenue used to support the teachers with classroom supplies. He noted that after meeting with Mr. Jeffrey McInnis, Board Attorney, he learned that advertising on the exterior sides of school buses is disallowed

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under State law, and of other legal concerns from the Director of Florida Association for Pupil Transportation; however he requested that the Board consider looking at a way to change the law since there have been a lot of budget cuts in the schools this year and in previous years.

Mr. Kelley appreciated Mr. Buchanan's efforts and was favorable to his idea because it is a difficult budget time. He stated that other states are advertising on the sides of school buses and that the District could monitor similar programs in those states before determining if it is a viable option for Okaloosa County.

Mrs. Frakes appreciated Mr. Buchanan's involvement and coming forward with a proposal. She stated that due to the tough economic times, it may be difficult to find businesses near the rural schools that could afford to advertise, and she expressed a concern about allowing only certain types of advertisements that would support the District's wellness initiative. She commented that a proposal to advertise on school buses came before the legislative session last year and it did not go any further than the committee and a staff analysis was not completed.

### PERSONNEL APPOINTMENTS: None

### COMMITTEE AND STAFF REPORTS: (Workshop Only)

1. In-County Travel paid for the period of September 9 – 22, 2010, presented by Rita Scallan (Exhibit 10-765)
2. Out-of-County Travel paid for the period of September 9 – 22, 2010, presented by Rita Scallan (Exhibit 10-766)
3. Superintendent Salary Schedule for Fiscal Year 2010-2011, presented by Rita Scallan (Exhibit 10-767)
4. School Board Member Salary Schedule for Fiscal Year 2010-2011, presented by Rita Scallan (Exhibit 10-768)
5. Proposal for Education Jobs Fund, presented by Rodney Nobles (Exhibit 10-769)

### CONSENT AGENDA:

In regard to the District's application for Federal Race to the Top funds through the Florida Department of Education, Mrs. Frakes referenced several items and asked for follow up information as follows:

- 1) Referring to Page 5, Mrs. Frakes requested that she be provided with the names of the people who served on the five work groups that were established for development of the application;
- 2) Although not part of the RTTT grant application, she requested that each year, every program justify itself so that the Board has some method of analyzing if a program is worth the funds that are expended. Currently there is no methodology to determine if the District's programs merit the money that is spent on them, and she suggested a zero-based programming method, similar to that of the zero-based budgeting method;
- 3) Referring to Page 16, Mrs. Frakes requested that information be provided that specifically shows the gaps in the curriculum for the Aviation Institute as referenced in the first sentence of that page.

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In reference to Mrs. Frakes' concerns, Dr. Tibbetts stated that as an example of analyzing the value of a program, the District does use a matrix in terms of students' performance in certain programs by measuring their scores on the FCAT the following year, and adjustments are made accordingly. Dr. Tibbetts stated that Mary Beth Jackson would meet with Mrs. Frakes regarding the Aviation Institute curriculum gaps.

Mrs. Thigpen asked if the proposed projects and activities will require additional funds in the future; and if so, what current programs would be eliminated or cut back next year in order to sustain the new programs. Dr. Tibbetts responded that due to the uncertainty of the economic situation in the next 2-3 years, many of the proposed projects are front-loaded with technology equipment which is sustainable.

Mr. Walker stated that tomorrow's deadline to submit the application to the State is not for approval, but rather for feedback to the District as to whether the application is acceptable or whether changes should be made. He stated that there are still opportunities for additional suggestions as the deadline for approval of the application is November 9, 2010, and that teachers and all employees are to have input. He reiterated Mrs. Thigpen's comments concerning the sustainability of new programs and that the areas of technology are sustainable when funds are no longer available.

Motion to approve the Consent Agenda as amended was made by Mr. Hill, seconded by Mrs. Thigpen and carried unanimously:

1. Minutes of Regular Meeting of September 27, 2010, and Minutes of Special Meeting/Attorney-Client Session of September 27, 2010, recommended by the Superintendent for approval.
2. Appropriation of District 5 School Board Member Capital Outlay Funds to Niceville High School, Ruckel Middle School, Edge Elementary School, and Bluewater Elementary School to purchase 5 wireless MIMIOs per school (20 total) in the amount of \$2247.50 each for a total amount of \$8990.00, presented by Howard Hill and recommended by the Superintendent for approval (Exhibit 10-770).
3. Payment of Invoices dated October 11, 2010, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-771).
4. Warrants in the amount of \$24,331,362.17; and Bank Transfers in the amount of \$361,000.00, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-772).
5. Acceptance of Donations, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-773).
6. Acceptance of MathMovesU Math Hero Grant from Raytheon Company to Meigs Middle School in the amount of \$2500.00, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-774).
7. Acceptance of the Boeing Company Primary and Secondary School Teacher (STEM) Grant for 2010-2011 in the amount of \$23,100.00, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-775).
8. Request to write off \$214.75 in worthless check, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-776).
9. Termination of the Retiree Medicare Advantage Plan effective December 31, 2010, presented by Jim Palmer and recommended by the Superintendent for approval (Exhibit 10-777).

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10. Voluntary Group Vision Insurance Renewal effective January 1, 2011, presented by Jim Palmer and recommended by the Superintendent for approval (Exhibit 10-778).
11. Crestview High School Winter Guard Contract for fiscal year 2010-2011 in the amount of \$9300.00, presented by Rita Scallan and recommended by the Superintendent for approval (Exhibit 10-779).
12. School Volunteer Lists, presented by Kaye McKinley and recommended by the Superintendent for approval (Exhibit 10-780).
13. National Defense Industry Association (NDIA) ACCEerator Grant Application: Setting Up For Science, Walker Elementary School in the amount of \$1000, presented by Shawnea Tallman and recommended by the Superintendent for approval (Exhibit 10-781).
14. Renewal Agreement for the Learning in Florida's Environment (LIFE) Program at Destin Middle School and Shoal River Middle School, presented by Shawnea Tallman and recommended by the Superintendent for approval (Exhibit 10-782).
15. Education Partnership Agreement between the School Board of Okaloosa County and US Army ARDEC to develop and implement an educational program designed to supplement traditional science, mathematics and technology courses for middle and high school students, presented by Shawnea Tallman and recommended by the Superintendent for approval (Exhibit 10-783).
16. School Health Services Plan 2010-2012, presented by Lois Handzo and recommended by the Superintendent for approval (Exhibit 10-784).
17. Revision of 2010-2011 Pupil Progression Plan, presented by Guyla Hendricks and recommended by the Superintendent for approval (Exhibit 10-785).
18. Florida Department of Education Race to the Top (RTTT) Grant Application, presented and recommended for approval by the Superintendent (Exhibit 10-786).
19. Personnel Recommendations, presented by Mike Foxworthy and recommended by the Superintendent for approval:
  - A. New Hire Report (Exhibit 10-787)
  - B. Leave Requests (Exhibit 10-788)
  - C. Transfer Report (No Report)
  - D. Suspension of Employee #xxx-xx-7292 (Exhibit 10-789)
20. Employment Separations, presented by Mike Foxworthy and recommended by the Superintendent for approval (Exhibit 10-790).
21. Reinstatement of Sick Leave due to line-of-duty illness/injury/medical examination, presented by Mike Foxworthy and recommended by the Superintendent for approval (Exhibit 10-791):
  - A. Marliese Holston, Fort Walton Beach High School, 45 hours
  - B. Tracey Wiles, Silver Sands School, 75 hours
  - C. Sandra Williams, Student Services, 22.5 hours
22. Moved to Discussion #1 - Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Education Association, presented by Mike Foxworthy and recommended by the Superintendent for approval.

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23. Moved to Discussion #2 - Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Educational Support Professional Association, presented by Mike Foxworthy and recommended by the Superintendent for approval.
24. Moved to Discussion #3 - Administrative, Managerial, Professional/Technical, and Confidential District Secretary Salary Schedules, presented by Mike Foxworthy and recommended by the Superintendent for approval.
25. Zoning Waivers, presented by Deputy Superintendents and recommended by the Superintendent for approval (Exhibit 10-792; see Zoning Waiver file).
26. Bids and Purchasing, presented by Rick Norris and recommended by the Superintendent for approval (see bid file for additional information):
  - A. Approval of Bids and Purchasing Requests:
    - (1) RFB 11-B02 Janitorial Chemicals and Supplies, multiple vendors, Fixed Prices (Exhibit 10-793)
    - (2) Tag-on-BidRFP No. 2-11/LG Plan Administration and Compliance Services for 403(b) and 457 Plans with Duval County School Board, awarded to TSA Consulting Group (Exhibit 10-794)
    - (3) Renewal of Tag-on-Bid RFP 3029-JD Digital Multifunction Copier and Printers with Marion County Public Schools, awarded to Xerox Corporation (Exhibit 10-795)
    - (4) Renewal of Tag-on-Bid #4010275 Two-way Radios and Parts Partial Re-Bid with the State of Alabama, awarded to First Communications, Inc. (Exhibit 10-796)
  - B. Rejection of Bids and Purchasing Requests: None
  - C. Service Agreements:
    - (1) SA# 11-80 Dorothea L. Bates, Grant writing services for RTTT - \$3750.00 (General Funds, Fixed Charges, Project 9015) (Exhibit 10-797)
27. Appropriation of District 4 School Board Member Capital Outlay Funds to Crestview High School in the amount of \$5000 to go toward the purchase of a wrestling mat, presented by Mrs. Thigpen and recommended by the Superintendent for approval (Exhibit 10-798).

**DISCUSSION AGENDA:**

1. Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Education Association, presented by Mike Foxworthy and recommended by the Superintendent for approval.

Mr. Kelley stated that the District no longer had a standard level of service, and the same services are not provided across the district as schools have reduced or eliminated guidance counselors, art teachers, music teachers, and media specialists. It is from those reductions that funds would be used for the step increase for teachers. He stated that out of concern of the students, he was not in support of the step increase, and that when it impacts students then it is time

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to set aside the interests of the adults and stay focused on the interests of the students.

Mr. Hill commented that there was a time when the Board was able to provide generous salary increases, and even during leaner years step increases were approved. The proposed step increase comes at a time when citizens in Okaloosa County have been laid off from their jobs or are surviving on reduced salaries or fixed incomes and the cost of living continues to increase. He acknowledged that the step increases are prescribed in the Union contract and the Board is contractually bound to fund the increase unless the District declares a state of financial urgency. He stated that valuable educational programs have been curtailed or eliminated due to a lack of funding and the onerous constraints of the Class Size Amendment, and not only are the music and art classes in the elementary schools affected, but high school science and math courses are also affected.

Motion was made by Mr. Hill to redirect the funds earmarked for the step increase to the classrooms and that employees' salaries be frozen at the same level as last year, seconded by Mr. Kelley and failed 2-3, with Mrs. Frakes, Mrs. Thigpen and Mr. Walker dissenting.

Mrs. Thigpen stated that she did not oppose Mr. Kelley's and Mr. Hill's idea; however, she supported the contract which the Board has entered into in good faith with the Unions. She stated that in the coming year she will be asking staff to look into every area possible where the District can save money, or any area that affects all of the employees, to offset the cost of a step increase in the contract.

Motion to approve Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Education Association, presented by Mike Foxworthy and recommended by the Superintendent for approval was made by Mrs. Thigpen, seconded by Mrs. Frakes and carried 3-2, with Mr. Kelley and Mr. Hill dissenting (Exhibit 10-799).

2. Motion to approve Addendum to the Master Contract between the School Board of Okaloosa County and the Okaloosa County Educational Support Professional Association, presented by Mike Foxworthy and recommended by the Superintendent for approval was made by Mrs. Frakes, seconded by Mrs. Thigpen and carried 3-2, with Mr. Kelley and Mr. Hill dissenting (Exhibit 10-800).

3. Motion to approve Administrative, Managerial, Professional/Technical, and Confidential District Secretary Salary Schedules, presented by Mike Foxworthy and recommended by the Superintendent for approval was made by Mrs. Thigpen, seconded by Mrs. Frakes and carried 3-2, with Mr. Kelley and Mr. Hill dissenting (Exhibit 10-801).

Karen Peek, OCEA President, responded to the Board's comments, stating that teachers realize the District's financial situation as they see programs in their schools being eliminated or reduced, colleagues that are no longer employed, and the teachers are doing the jobs of their colleagues who are no longer employed. She pointed out that the step increase is not a raise and that the Union has not asked for a raise in two years. She thanked the Board for honoring the contract and stated the Union will continue to work with the Board during the difficult times.

Mr. Walker stated that the teachers are the most important asset to the school district; they are what make the difference.

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**CONSTRUCTION PROGRAM/OWNER'S REPRESENTATIVE'S BUSINESS:**

1. Motion to authorize Faithful+Gould to provide cost verification services for the Choctawhatchee High School and Lewis Middle School Re-roofing projects (Program No. 4, Task Order No. 11), amount not to exceed \$7000.00, presented by Dr. Bill Smith and recommended by the Superintendent for approval was made by Mr. Hill seconded by Mrs. Frakes and carried unanimously (Exhibit 10-802).

**INFORMATION TECHNOLOGY SEAT MANAGEMENT CONTRACT:** None

**BIDS AND PURCHASING:** None

**ATTORNEY'S BUSINESS:**

Mr. McInnis stated that the Board had previously approved a lease with BP Exploration and Production, Inc., for the use of a portion of the former Ocean City Elementary School campus. The company has concluded their use of the leased facilities and District staff has inspected the property. BP Exploration and Production, Inc. has paid in full for the three-month term of the lease plus utilities; however, they are leaving early and have asked to terminate the lease. The District will retain the funds paid for the full three month lease term. Mr. McInnis requested the Board's permission to allow Dr. Bill Smith to execute a lease termination agreement.

Approval to authorize Dr. Bill Smith, Director of Facilities, to execute a termination agreement with BP Exploration and Production, Inc. for the lease to use of a portion of the Ocean City Elementary School Campus was approved on a motion made by Mr. Hill, seconded by Mrs. Frakes and carried unanimously.

**SUPERINTENDENT'S BUSINESS:**

Dr. Tibbetts announced that Sarah Junkins, a student from Fort Walton Beach High School, is one of fourteen students across the country that has been selected to attend the Hesselbein Student Conference at West Point Academy this Spring.

Dr. Tibbetts stated that Lavonda Deale, a science teacher at Crestview High School, is one of twenty-five teachers selected to attend a special biomedical program at University of Florida.

Dr. Tibbetts informed the Board that Argentina Parker, the District's 2009-2010 Outstanding Senior Volunteer, was recently selected by Governor Crist as the winner of the Governor's Points of Light award for Hispanic Heritage Month, and she was recognized at a reception at the Governor's Mansion today.

**BOARD MEMBERS' BUSINESS:**

1. Appointment of representative to the Teacher of the Year Selection Committee.  
Chairman Walker stated that Mrs. Thigpen has volunteered to serve on the Teacher of the Year Selection Committee as the Board representative.

Mr. Kelley requested that Jerry Sansom update the Board members at either the next Board meeting or individually on how the revised Zero Tolerance for Drugs Policy is working within the schools.

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Mrs. Thigpen requested that J.C. Connor give a presentation showing the comparison of school enrollment so that it can be determined if realignment will be necessary.

Mr. Walker stated that due to the availability at the Crestview Courthouse, consideration is being given to moving the Board meetings in Crestview to the Southside Center campus, if it could be done at no expense. He asked Board members to bring their suggestions to the next Board meeting for consideration. He stated that the major part of the construction has already been done in the cafeteria, and that Dr. Smith and Mr. Nobles will bring a plan to the Board for their input.

Greg Butler, OCEA Director, introduced special guest, Floyd Cox, Director of the National Education Association Affirmative Action Intern Program.

There being no further business, and upon motion being duly made and seconded, the meeting was adjourned at 6:45 p.m.

Jan Crawford, Recorder

  
ALEXIS TIBBETS, Ed.D.  
SUPERINTENDENT AND  
CORPORATE SECRETARY

  
RODNEY L. WALKER  
CHAIRMAN OF THE BOARD