

The District School Board of Indian River County met on September 19, 2017, at 6:00 p.m. The Business Meeting was held in the Teacher Education Center located in the School District Office at the J.A. Thompson Administrative Center located at 6500 – 57th Street, Vero Beach, Florida 32967. District School Board Members attending were: Chairman Charles G. Searcy, Vice Chairman Shawn R. Frost, and Board Members: Dale Simchick, and Tiffany M. Justice. Dr. Mark J. Rendell, Superintendent of Schools; and Suzanne D’Agresta, School Board Attorney, were also present. Mrs. Zorc was unable to attend. Prior to the meeting, an invocation was given by Deacon Dave Hankle, from St. Helen’s Catholic Church in Vero Beach, FL.

Meeting Minutes

- I. Meeting was called to order by Chairman Searcy at 6:00 p.m.
- II. PLEDGE OF ALLEGIANCE TO THE FLAG AND PRESENTATION OF COLORS BY Sebastian River High School’s Navy Junior ROTC, under the direction of Lieutenant Commander James Landis, USN (retired) and Master Sergeant Michael Hussey, USMC (retired).
- III. ADOPTION OF ORDERS OF THE DAY
Chairman Searcy called for a MOTION to Adopt the Orders of the Day. Dr. Rendell asked that Action Item B be removed from the agenda for this meeting, due to an error in back-up information. Mr. Frost asked to have Consent B pulled for comment. Mrs. Simchick moved to approve the Orders of the Day with the removal of Action Item B and to pull Consent Item B, Construction Manager Job Description. Mrs. Justice seconded the motion and it carried unanimously, with a 4-0 vote.
- IV. PRESENTATIONS
 - A. **Proclamation – Attendance Awareness Month presented by Sierra Holmes from Sebastian River High School.** Dr. Rendell turned the floor over to Dr. Martinez to share about Attendance Awareness Month and how the schools are working to improve attendance in many ways. Dr. Martinez introduced Sierra Holmes from Sebastian River High School to read the Proclamation. Mrs. Simchick made a motion to adopt the Proclamation. Mr. Frost seconded the motion and it carried unanimously, with a 4-0 vote.
 - B. **FSA Perfect Scores – Certificate Presentation to Students.** Dr. Rendell reviewed the importance of the FSA test and scores. Cristen McMillan called each of the students up to receive certificates that were handed out by Mr. Chris Taylor along with Mr. Green, Dr. Rendell and the Board Members. After the student’s all received their certificates, a group photo was taken.
 - C. **Short Video on School Initiatives – Dr. Rendell.** A short video was put together to review how everyone within the district came together before, during, and after Hurricane Irma.

V. CITIZEN INPUT –

Liz Cannon spoke on behalf of the IRCEA and the contract negotiations.

VI. CONSENT AGENDA

Chairman Searcy called for a MOTION. Mr. Frost moved to approve the Consent Agenda as amended. Mrs. Justice seconded the motion and it carried unanimously, with a 4-0 vote.

A. Approval of Minutes – Dr. Rendell

1. Approval of August 22, 2017 - Business Meeting Minutes
2. Approval of August 22, 2017 - Superintendent's Workshop Minutes
Superintendent recommended approval.

B. Approval of Personnel Recommendations – Mr. Green

Attached is a list of personnel recommendations that includes personnel additions, terminations, and/or changes. Superintendent recommended approval.

Mr. Frost asked Dr. Rendell why this is necessary to amend this job description. Dr. Rendell explained the importance of the job and why the description/responsibilities were changed. He went on to discuss the importance of the knowledge this position requires. Mr. Green explained the description went to the third-party vendor for review and reclassification. Mr. Teske expressed the importance of this position as well. Mr. Frost moved to approve Consent B but had questions for transparency reasons for the public. Mrs. Justice seconded the motion and it carried unanimously, with a 4-0 vote.

C. Approval of Donations

1. Osceola Magnet School received a donation in the amount of \$7,378.80, from an anonymous donor. The funds are to be utilized for curriculum support for the students at Osceola Magnet School.
2. Beachland Elementary School received a donation in the amount of \$2,550, from The Beachland Elementary PTA. The funds will benefit the Beachland Elementary School teachers with classroom spending needs. Superintendent recommended approval.

VII. ACTION AGENDA

A. Approval of State's Uniform Assessment Calendar – Mr. Green

Attached is the Florida Department of Education's Uniform Assessment Calendar for the 2017-18 school year. The schedule includes both state mandated assessments and district required assessments that are used as diagnostic and progress monitoring tools. Florida Statute 1008.22 requires this calendar of assessments be approved by the local School Board and be submitted to the Department of Education by October 1. Superintendent recommended approval.

Dr. Rendell reviewed the request for the approval of the State's Uniform Assessment Calendar with the Board Members. Mr. Green just wanted to make sure the Board was aware of the 5% testing cap. Mrs. Justice moved to approve. Mrs. Simchick seconded the motion and it carried unanimously, with a 4-0 vote. Mrs. Simchick thanked Mr. Green and staff for their hard work. Mr. Frost also commented and thanked the staff.

B. Approval of Contract and Clinical Addendum with Express Scripts, Inc. and the School Board of Indian River County – Mr. Morrison

Aon manages a pharmacy coalition that allows for bulk discounted fees beyond those typically available to employers at-large for pharmacy administration services. The District Benefits Team requested re-pricing of the recent pharmacy expenditures through three participants in the pharmacy coalition, as well as reports to ensure continuity of product and pharmacy for participants. Express Scripts was determined to have the deepest discounts, the best continuity of coverage, quality service, and they agreed to pass through 100% of pharmacy rebates. The estimated savings over this year's pharmacy claims by moving from Florida Blue to the Aon coalition with Express Scripts is \$500,000. The only changes for employees will be that they will use a different card for pharmacy services than they use for medical services and their mail order provider will change. Members of HIATF have reviewed this option and unanimously support moving to the Aon coalition with Express Scripts for pharmacy services starting on October 1, 2017. Attachment will be available prior to the meeting. Superintendent recommended approval.

In the Orders of the Day, Dr. Rendell requested this item be pulled from the agenda.

C. Approval of Amendments to the 2015-2018 Collective Bargaining Agreement between the School Board and Indian River County Education Association (IRCEA) – Mr. Green

The 2015-2018 Collective Bargaining Agreement provides for an annual re-opener regarding the Teacher Evaluation Procedure Manual (TEP), as well as any other items mutually agreed upon by both parties. On August 1, 2017, the District Bargaining Team reached a final tentative agreement with IRCEA for the 2017-18 school year. A summary of changes to the contract and TEP manual include:

- Article III.3 Working Conditions - Non- Instructional Duties (changed Professional Development Coordinator to Executive Directors of Elementary and Secondary Education)
- Article IV.6 Teacher Evaluations - Procedure (indicating that one administrator will be assigned to each MBU)
- Addition of the Employee Wellness Center to the Collective Bargaining Agreement
- Establishing a committee to transition to Marzano 2017 protocol (changes to current Marzano protocol, which simplify the observational rating system)
- Changing dates (throughout the TEP)
- Changing the term “Student Growth Score” to “Student Performance Score” to reflect changes in statute (throughout the TEP)
- Re-sorting Appendix A for clarity
- Replacing SAT10 as a student performance measure with iReady diagnostic assessments
- Removing non-bargaining employees from the Appendix A - Student Performance Measures
- Correcting typographical errors and changes to formatting (throughout the TEP)

The contract was ratified by teachers on August 29th, 2017. Superintendent recommended approval.

Dr. Rendell reviewed some of the information with regards to the ratification of the contract. Chairman Searcy called for a MOTION. Mr. Frost moved to approve. Mrs. Justice seconded the motion and it carried unanimously, with a 4-0 vote. Mr. Frost wanted to thank everyone for their efforts. Mrs. Justice was pleased with the learning experience. Mrs. Simchick also expressed how difficult these negotiations can be and was pleased with staff and both groups participation.

Citizen Input:

Mike Murray spoke on behalf of the CWA and the contract negotiations.

D. Approval of Collective Bargaining Agreement between School Board of Indian River County and Communication Workers of America (CWA), Local 3180 – Mr. Green

In negotiations for the 2016–2017 contract, the school district and representatives from the CWA Local 3180 bargaining teams reached an agreement on the evening of August 25, 2017.

Some of the amendments include:

- An overall salary increase of 2% based on the CWA average hourly rate, equivalent to increasing each salary cell by \$0.31, applied prospectively upon date of ratification.
- A \$200.00, one-time, non-recurring payment for all CWA employees in an active employment status as of the date of ratification, to be received no later than November 30, 2017.
- Article 14 adds language clarifying how reduction in personnel affects different work groups.
- Article 2 adds language identifying Authorized Union Representative.
- Article 16 adds language on use of facilities and communications.
- Numerous other grammatical, spelling, and formatting changes.

The agreed upon contract will be effective from the date both parties have approved the amendments and will extend through June 30, 2018, with no re-openers, unless mutually agreed to by both parties.

The contract was ratified by CWA on September 6, 2017. The School Board also authorizes the Superintendent to modify the Support Staff Salary Schedule per the new pay rates contained within this agreement. The additional cost to this proposal is approximately \$483,398. Superintendent recommended approval.

Dr. Rendell briefly reviewed the above and was pleased with the outcome and participation. Mr. Green reiterated the timeframe in regards to this agreement. Mrs. Simchick moved to approve. Mrs. Justice seconded the motion and it was unanimously carried, with a 4-0 vote. Mr. Frost was pleased with the increase but at the time wasn't in support of the vote. He was not in favor with some of the terms. After further discussion, he changed his mind and voted in favor of the increase. Mrs. Simchick felt the same way as Mr. Frost but understood it was the will of the people. Mrs. Justice was pleased with the experience and participation. Chairman Searcy was pleased with the vote from the CWA and with Mr. Frost changing his mind. It says something about working together.

VIII. SUPERINTENDENT'S REPORT

Dr. Rendell thanked the staff for all coming together before, during, and after Hurricane Irma. Six shelters were opened and we needed the time for our staff to prepare their homes, families, and then back to the school to prepare the shelters. It was a group effort from all departments and staff. A presentation will be prepared for the workshop. Recognition was given to Mr. Teske for all his efforts. After the storm passed, we mobilized two of our mobile cafes to go out into the community to feed those in need. This was done on Thursday and Friday. The USDA assisted with the funding in doing this. Mrs. Simchick asked about FEMA assistance. Mr. Morrison said this would be submitted and commented we are still waiting on the reimbursement from 2004/2005. Mrs. Justice asked for an update to be made during the Superintendent's Workshop next week.

IX. DISCUSSION

No discussion items

X. SCHOOL BOARD MEMBER MATTERS

Mrs. Justice recognized the absence of Mrs. Zorc due to the loss of Mr. Kim and expressed her condolences. Mr. Frost commented on how impressed he was when he visited the pet shelter.

XI. INFORMATION AGENDA

No information items

XII. SUPERINTENDENT'S CLOSING

No closing comments.

XIII. ADJOURNMENT – Chairman Searcy

Meeting adjourned at approximately 6:51 p.m.