

**District School Board of Indian River County, Florida
6500 – 57th Street, Vero Beach, FL 32967**

If a Person decides to appeal any decision made by the Board with respect to any matter considered at these meetings, he will need to ensure that a verbatim record is made which includes the testimony and evidence upon which the appeal is to be made.

Date: June 25, 2019

Time: 1:00 p.m.

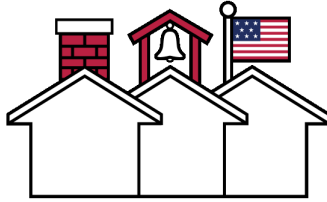
Room: Joe N. Idlette, Jr. Teacher Education Center (TEC)

Superintendent's Workshop Agenda

- I. CALL WORKSHOP TO ORDER
- II. PURPOSE OF THE WORKSHOP
- III. PRESENTATIONS
 - 1) Policy Review
 - 2) Custodial Services Program
 - 3) Health Insurance Update
 - 4) FSBA Membership and Master Board Training
- V. ADJOURNMENT

Anyone who needs a special accommodation to participate in these meetings may contact the School District's American Disabilities Act Coordinator at 564-3175 (TTY 564-2792) at least 48-hours in before the meeting. NOTE: Changes and amendments to the agenda can occur 72-hours prior to the meeting. All business meetings will be held in the Joe N. Idlette, Jr. Teacher Education Center (TEC) located in the J.A. Thompson Administrative Center at 6500 – 57th Street, Vero Beach, FL 32967, unless otherwise specified. Meetings may broadcast live on Comcast/Xfinity Ch. 28, AT&T Uverse Ch. 99, and the School District's website stream; and may be replayed on Tuesdays and Thursdays at the time of the original meeting. For a schedule, please visit the District's website at www.indianriverschools.org/iretv. The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

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Book Policy Manual
Section Board Requested 06 25 2019
Title Copy of PUBLIC PARTICIPATION AT BOARD MEETINGS
Code *po0169.1 SM/bd 6 18 19
Status
Adopted August 13, 2013
Last Revised March 4, 2014

0169.1 PUBLIC PARTICIPATION AT BOARD MEETINGS

The School Board recognizes the value to school governance of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

Members of the public shall be given a reasonable opportunity to be heard on a proposition before the Board.

For purposes of the policy, a proposition is an item before the Board for a vote, and includes, but is not necessarily limited to, all items on the agenda noted as unfinished business, consent, and nonconsent. A proposition may also include a vote on a motion to rescind or to amend action previously taken, ~~but does not generally include items on the special order agenda~~. A proposition does not include items wherever found on the agenda upon which the Board votes in its quasi-judicial capacity.

The opportunity to be heard need not occur at the same meeting at which the Board takes official action on the proposition if the opportunity occurs at a meeting that is during the decision-making process and is within reasonable proximity in time before the meeting at which the Board takes the official action. This policy does not prohibit the Board from maintaining orderly conduct or proper decorum in a public meeting.

The opportunity to be heard is subject to policies adopted by the Board as follows:

A. Guidelines regarding the amount of time an individual has to address the Board:

1. Each statement made by a member of the public shall be limited to three (3) minutes duration. Persons will be recognized in the order in which the requests were received.
2. Persons may speak for up to three (3) minutes at the beginning of a business meeting during Citizen Input as indicated on the order of business, and may speak for up to three (3) minutes to each action agenda item during the Action Agenda as indicated on the order of business. Persons may only speak once about any given item.
3. The time period may be extended by the presiding officer.
4. Only the individual submitting a speaker's form is allowed to address the Board. Time may not be "yielded" to other speakers.

B. Procedures for allowing representatives of groups or factions on a proposition to address the Board:

Rather than all members of groups or factions for or against a proposition addressing the Board at meetings in which a large number of individuals wish to be heard, the Board encourages representatives of such groups or factions to address the proposition in their representative capacity.

C. Procedures or forms for an individual to use in order to inform the Board of a desire to be heard:

Attendees must register their intention to participate in the public portion of the meeting prior to the commencement of ~~upon their arrival at~~ the meeting by completing a speaker's form at the entry of the meeting hall, ~~indicating his/her support, opposition, or neutrality on a proposition; and indicating his/her designation of a representative to speak for him/her or his/her group on a proposition if s/he so chooses.~~

The presiding officer of each Board meeting at which public participation is permitted shall administer the rules of the Board for its conduct.

The presiding officer shall be guided by the following rules:

- A. Public participation shall be permitted as indicated on the order of business and before the Board takes official position on any action item under consideration.
- B. Participants must be recognized by the presiding officer and will be requested to preface their comments by an announcement of their name and group affiliation, if and when appropriate.
- C. All statements shall be directed to the presiding officer; no person may address or question Board members individually. Staff members shall not be expected to answer questions from the ~~audience~~ public participation unless called upon by the Board Chairman or the Superintendent. Individual Board members may answer questions from the public participation in their discretion.
- D. Recordings are permitted under the following conditions:
 - 1. No obstructions are created between the Board and the audience.
 - 2. No interviews are conducted in the meeting room while the Board is in session.
 - 3. No commentary, adjustment of equipment, or positioning of operators is made that would distract either the Board or members of the audience while the Board is in session.
- E. The presiding officer may:
 - 1. interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, or obscene;
 - 2. request any individual to leave the meeting when the conduct of that person disrupts the meeting;
 - 3. request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
 - 4. call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.

No Board action shall be taken on requests made during public discussion unless the Board declares the matter to be an emergency in accordance with current law. Any other requests that the Board chooses to take action on shall be placed on an agenda for a subsequent meeting.

The requirement for public comment on action items does not apply to:

- A. an official act that must be taken to deal with an emergency situation affecting the public health, welfare, or safety, if compliance with the requirements would cause an unreasonable delay in the ability of the Board to act;
- B. an official act involving no more than a ministerial act, including, but not limited to, approval of minutes and ceremonial proclamations;
- C. a meeting that is exempt from F.S 286.011 (the Public Meetings Law); or
- D. a meeting at which the Board is sitting in its quasi-judicial capacity.

These exemptions do not affect the right of a person to be heard as otherwise required by law or Board policy.

Revised 3/4/14

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SCHOOL ~~BOARD~~DISTRICT OF INDIAN RIVER COUNTY, FLORIDA

CITIZEN INPUT

Citizen Input: Citizens may address issues appropriate for ~~District~~ School Board consideration. Limited agenda time and the need to conduct meetings in an orderly manner require that you adhere to the following Citizen Input Guidelines:

- Please fill out one of these forms for each item you wish to address, and submit the forms to the School Board Chairman prior to the start of the meeting.
- If you wish to speak about an item on the Consent Agenda or that is not on the Agenda, you may do so at the beginning of the meeting under Citizen Input.
- If you wish to speak about an item on the Action Agenda, you may do so at the beginning of the action item, as printed on the Action Agenda, or at Citizen Input at the beginning of the meeting, but not at both. Please specify below the specific Action item alphabetic letter.
- You may speak only once about any given item.
- You will have three (3) minutes to speak to each item.
- School Board Members may~~will~~ not respond to Citizen Input at this meeting.

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(School Board Policy 0169.1 Public Participation at Board Meetings)

Please print all information:

Name: _____ Phone: _____

Email Address: _____

Please indicate your preference below by checking the appropriate boxes.

I wish to speak during the Citizen Input portion of the meeting.

Topic: _____

I wish to speak to an Action Item, as printed on the Action Agenda.

The Action Item is: _____ (Please indicate specific Action item letter).

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Custodial Services Department

PROPOSAL TO THE BOARD

PRESENTED BY: JON TESKE, ASSISTANT SUPERINTENDENT OF OPERATIONS

ROBERT MICHAEL, DIRECTOR PHYSICAL PLANT

ANN RIEBEN, CUSTODIAL SERVICES COORDINATOR/TRAINER

Current Custodial Services Program

- ▶ The Custodians are supervised by their school's Principal
- ▶ Evaluations and Disciplinary Actions are the responsibility of the Principal
- ▶ Custodial schedules are determined by the school
- ▶ Supplies are purchased by the school
- ▶ Substitute custodians are primarily outsourced
- ▶ Training performed by Custodial Services Coordinator/Trainer
- ▶ Inspection performed by Custodial Services Coordinator/Trainer
- ▶ Inspection reports given to Principals monthly to review with Custodians to address any deficiencies

Custodial Staffing Comparison

SDIRC - 2008

During the 2008 school year, budget cuts affected the custodial staff by reducing the number of custodians at every school. Here are the statistics before the reduction:

- 26 Head Custodians
- 96 Custodians
- 21 Schools
- 2,359,969 Square Feet
- Average of 19,639 Square Feet per custodian

SDIRC – 2019

Since 2008, the School District has added one school, re-built 2 schools and added numerous buildings and concreteables without gaining back the lost custodial positions.

- 23 Head Custodians
- 76.5 Custodians
- 23 Schools
- 2,927,575 Square Feet
- Average of 29,423 Square Feet per custodian

FDOE Standards

The Florida Department of Education sets recommended staffing formulas for all schools. Here is the formula:

- 19,000 Square Feet plus modifier per FTE
- Elementary Modifier - .5 FTE
- Middle School Modifier - .75 FTE
- High School Modifier – 1.0 FTE

Custodial Staffing Formula by School

School	Square Feet	FTE Custodians	Sq. Ft. Per Custodian	FDOE Average	Over/Under FDOE Average	FTE per FDOE 19,000 SF
Beachland Elementary	96,043	3	32,014	19,000	13,014	5.1
Citrus Elementary	91,710	4	22,928	19,000	3,928	4.8
Dodgertown Elementary	106,358	3	35,453	19,000	16,453	5.6
Fellsmere Elementary	92,702	4	23,176	19,000	4,176	4.9
Glendale Elementary	69,011	3	23,004	19,000	4,004	3.6
Indian River Academy	59,289	3	19,763	19,000	763	3.1
Liberty Magnet	93,976	3	31,325	19,000	12,325	4.9
Osceola Magnet	74,572	3	24,857	19,000	5,857	3.9
Pelican Island Elementary	63,320	3	21,107	19,000	2,107	3.3
Rosewood Magnet	75,128	3	25,043	19,000	6,043	4.0
Sebastian Elementary	79,250	3	26,417	19,000	7,417	4.2
Treasure Coast Elementary	100,740	4	25,185	19,000	6,185	5.3
Vero Beach Elementary	94,266	5	18,853	19,000	(147)	5.0
Gifford Middle	117,120	4.5	26,027	19,000	7,027	6.2
Oslo Middle	132,320	5	26,464	19,000	7,464	7.0
Sebastian Middle	148,222	5	29,644	19,000	10,644	7.8
Storm Grove Middle	146,908	5	29,382	19,000	10,382	7.7
Sebastian River High	313,627	13	24,125	19,000	5,125	16.5
Vero Beach High (Main Campus)	337,081	12	28,090	19,000	9,090	17.7
Vero Beach High (FLC)	117,457	4	29,364	19,000	10,364	6.2
Alternative Center for Education	15,124	1	15,124	19,000	(3,876)	0.8
Treasure Coast Tech College	35,125	2	17,563	19,000	(1,438)	1.8
Wabasso School	33,717	1	33,717	19,000	14,717	1.8
J.A. Thompson Admin. Building	27,743	1	27,743	19,000	8,743	1.5
Support Services Complex	22,222	1	22,222	19,000	3,222	1.2
Transportation	9,725	1	9,725	19,000	(9,275)	0.5

Proposed Custodial Services Department

The following slides will present proposed changes to the current program:

- In Phase 1- Place elementary and middle school custodians in the custodial services department under the supervision of the custodial services leadership
- In Phase 2 - Add high school custodians and their supervisors to the custodial services department under the supervision of the custodial services leadership
- Set custodial schedules at all like schools that allow maximum efficiency and effectiveness in cleanliness
- Place ordering and control of cleaning supplies under custodial services leadership
- Develop a substitute pool consisting of non-benefitted Per Diem custodians
- Evening shifts will have leadership overseeing staff and inspecting schools

Custodial Services Department Staff

Phase 1 - Elementary and Middle Schools

- ▶ Manager
- ▶ Day Supervisor
- ▶ Night Crew Chief
- ▶ Administrative Assistant/Payroll Specialist

Phase 2 - Elementary, Middle and High Schools

- ▶ Director
- ▶ Manager
- ▶ Day Supervisor – Elementary and Middle
- ▶ 2 Day Supervisors - 1 at each high school
- ▶ Night Crew Chief
- ▶ Administrative Assistant/Payroll Specialist

In Phase 1: Place elementary and middle school custodians in the custodial services department under the supervision of the custodial services leadership

Manger

Responsibilities:

- Direct supervisor and crew chief
- Oversee day to day operations
- Order supplies/review school requests
- Maintain budget
- Develop training programs
- Oversee hiring and disciplinary actions
- Review inspection reports and develop improvement plans

Day Supervisor

Schedule: 6:00am – 2:30pm

Duties:

- Inspections
- Training
- Scheduling
- School Visitations
- Equipment Repairs/Maintenance
- Evaluations
- Fill vacant shifts

Crew Chief

Schedule: 2:00pm – 10:30pm

Duties:

- Inspections
- Training
- School Visitations
- Equipment Repairs/Maintenance
- Fill vacant shifts

In Phase 2: Add high school custodians and their supervisors to the custodial services department under the supervision of the custodial services leadership

Director

- ▶ Responsibilities:
- Direct and supervise custodial department staff
- Standardize custodial services policies, level of cleanliness, health and safety
- Implement a program of centralized purchasing
- Develop and oversee an annual budget for custodial supplies and equipment
- Organize the assignment and supervision for all custodial services coordinators
- Oversee recycling program and Florida Green School program
- Inspect schools on a regular basis to ensure that standards of cleanliness, health and safety are maintained

Manager

- ▶ Responsibilities:
- Direct supervisors and crew chief
- Oversee day to day operations
- Organize the assignment and supervision for all custodial services coordinators
- Order supplies/review school requests
- Coordinate the maintenance and repair of custodial services equipment
- Conduct training program for all custodians annually in compliance with the Florida Department of Health and Department of Education
- Conduct monthly meetings with supervisors, crew chief and head custodians
- Oversee hiring and disciplinary actions
- Review inspection reports and develop improvement plans
- Meet quarterly with all Principals to review performance and concerns

In Phase 2: Add high school custodians and their supervisors to the custodial services department under the supervision of the custodial services leadership

Day Supervisor Elementary/Middle

Schedule: 6:00am – 2:30pm

Duties:

- Oversee supervisors
- Training
- Scheduling
- School Visitations/Inspections
- Equipment Repairs/Maintenance
- Evaluations
- Fill vacant shifts

Day Supervisors High School

Schedule: 6:30am – 3:00pm

Duties:

- Inspections
- Training
- Scheduling
- Oversee field events as needed
- Assist Vice Principal as needed
- Equipment Repairs/Maintenance
- Evaluations
- Fill vacant shifts

Night Crew Chief

Schedule: 2:00pm – 10:30pm

Duties:

- Inspections
- Training
- School Visitations
- Equipment Repairs/Maintenance
- Fill vacant shifts

Place all custodians in the custodial services department under the supervision of the custodial services leadership

- Principals will gain valuable time to concentrate on academics and the student population
- By reducing the administrator's oversight of custodial duties allows them time to focus on new mandates such as safety and security of their campus
- Increased custodial leadership will allow more direct contact with custodial staff and enhance the cleaning program
- Standardized procedures throughout the district will insure consistency in the cleaning standards
- As a department, custodial staff will be free to assist other schools during staff shortages and summer cleaning as needed

Place all custodians in the custodial services department under the supervision of the custodial services leadership

Researching School Districts in close proximity to our own revealed the following counties with Custodial Services Departments overseen by COO, Maintenance or Facilities:

- Brevard
- Flagler
- Orange
- Osceola
- Seminole
- Volusia

Set custodial schedules at all like schools that allow maximum efficiency and effectiveness in cleanliness

Elementary Schools

Elementary School custodial hours should be 6:00am-2:30pm for the Head Custodian and 1:00pm-9:30pm for the evening shift

The Head Custodian would cover the cleaning of the cafeteria between lunches and then the team would clean the cafeteria after the last lunch

The later hours will allow more time for the custodians to properly clean their assigned areas, 6 hours versus the current 3-4 hours

Set break times will enable leadership to know if time is being utilized properly

Middle Schools

Middle School custodial hours should be 6:00am-2:30pm for the Head Custodian and 2:00pm-10:30pm for the evening shift

The Head Custodian would cover the cleaning of the cafeteria between lunches and then the team would clean the cafeteria after the last lunch

The later hours will allow more time for the custodians to properly clean their assigned areas, 7 hours versus the current 4 hours

Set break times will enable leadership to know if time is being utilized properly

High Schools

High School custodial hours should be 6:00am-2:30pm for the 1st shift, 12:00pm-8:30pm for the 2nd shift and 2:00pm-10:30pm for the 3rd shift

These hours best benefit the schools and will remain the same as they are currently

Shifts may be adjusted as needed for extra-curricular activities such as sporting events and Performing Arts Center shows set up and clean up

Set break times are currently in place and are highly effective for supervisory oversight

Place ordering and control of cleaning supplies under custodial services leadership

- ▶ Will Continue to oversee the order guide that was developed by the Custodial Services Coordinator/Trainer with acceptable chemicals and paper products
- ▶ Placing full control of chemicals and cleaning supplies in custodial leadership's hands will insure proper cleaning and disinfection and less waste of products, over-stocking and shortages
- ▶ Central warehousing of chemicals and supplies will eliminate school stock issues; shortages and overages, and allow the school district to get deeper discounts on items such as paper towels and toilet paper by purchasing in bulk quantities

Develop a substitute pool consisting of non-benefitted Per Diem custodians

- ▶ Enabling the custodial department to develop a “Float Pool” would allow us to fill last minute call outs that Manpower cannot
- ▶ Manpower cannot fill a position unless they are given a minimum of 24-hours notice in most circumstances
- ▶ For FY19-20, in order to get any subs from Manpower, we have to increase the hourly pay rate from \$13.08 to \$14.89 per hour
- ▶ Non-benefitted Per Diem custodians would be hired and trained to the standards held by the School District Custodial Services Department

Evening shifts will have leadership overseeing staff and inspecting schools

- ▶ An evening custodial supervisor would be responsible for touring schools and checking on the custodial staff
- ▶ Cleaning inspections will be done as well and any deficiencies would be shared with the custodian assigned to that area
- ▶ Questions and concerns from the custodians would be immediately addressed
- ▶ Nightly reports would be sent to the Manager for review and feedback

2018 versus 2019 Inspection Scores

2018 – No Custodial Program

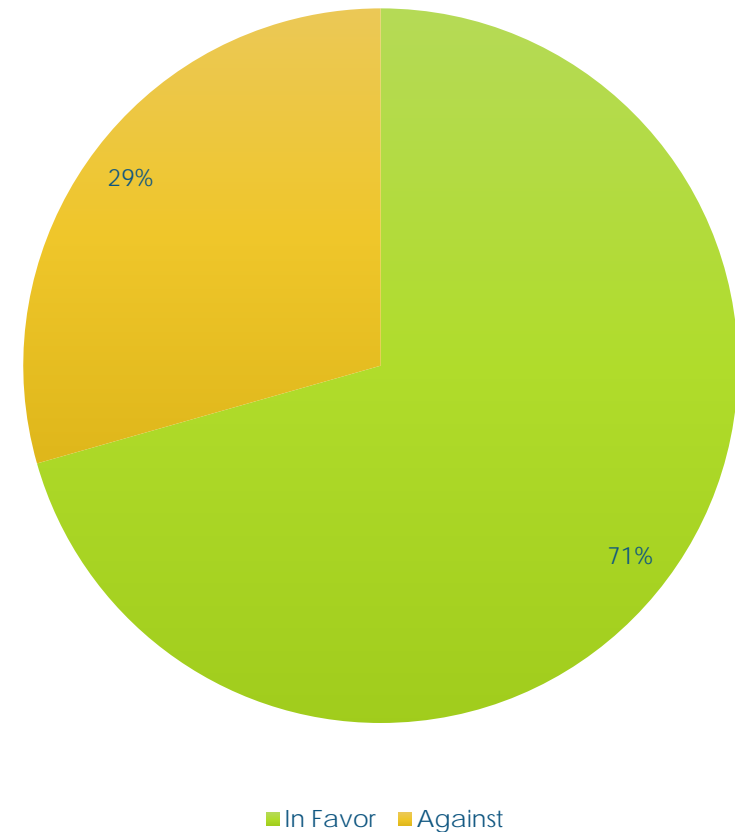
Beachland Elementary	81.5
Citrus Elementary	64.8
Dodgertown Elementary	73.4
Fellsmere Elementary	76.1
Glendale Elementary	19.7
Indian River Academy	67.1
Liberty Magnet	68.0
Osceola Magnet	48.9
Pelican Island Elementary	51.4
Rosewood Magnet	82.8
Sebastian Elementary	60.7
Treasure Coast Elementary	61.5
Vero Beach Elementary	56.9
Gifford Middle	79.3
Oslo Middle	63.6
Sebastian River Middle	91.1
Storm Grove Middle	67.3
Sebastian River High	63.2
Vero Beach High (Main Campus)	84.5
Vero Beach Freshman Learning Center (FLC)	70.8
Average Score	66.6

2019 – New Custodial Program

Beachland Elementary	87.8
Citrus Elementary	89.5
Dodgertown Elementary	82.9
Fellsmere Elementary	85.0
Glendale Elementary	78.1
Indian River Academy	88.2
Liberty Magnet	87.5
Osceola Magnet	85.0
Pelican Island Elementary	85.2
Rosewood Magnet	90.3
Sebastian Elementary	85.2
Treasure Coast Elementary	87.0
Vero Beach Elementary	82.6
Gifford Middle	87.6
Oslo Middle	81.9
Sebastian River Middle	85.4
Storm Grove Middle	83.8
Sebastian River High	84.8
Vero Beach High (Main Campus)	87.7
Vero Beach Freshman Learning Center (FLC)	89.6
Average Score	85.8

A Custodial Services Centralization survey was sent to every Principal and Assistant Principal in May 2019. While some were against centralizing custodial services, the majority were in favor of the change.

Centralization Survey Results



Cost Analysis for Custodial Services Program

Phase 1

- ▶ Manager - \$70,700
- ▶ Day Supervisor - \$49,200
- ▶ Night Crew Chief - \$38,000
- ▶ Administrative Assistant - \$35,700
- ▶ **TOTAL COST = \$193,600**

Phase 2

- ▶ Director - \$99,553
- ▶ Manager - \$70,700
- ▶ Day Supervisor - \$49,200
- ▶ 2 – High School Supervisors - \$98,400
- ▶ Night Crew Chief - \$38,000
- ▶ Administrative Assistant - \$35,700
- ▶ **TOTAL COST = \$391,553**

Options

- ▶ Phase 1
- ▶ Phase 2
- ▶ Manager and Night Crew Chief
- ▶ Director, Day Supervisor and Night Crew Chief
- ▶ Elementary Schools only with Manager, Day Supervisor, Night Crew Chief and Administrative Assistant/Payroll Specialist
- ▶ Implement Per Diem Float Pool
- ▶ Implement centralized custodial purchasing

Questions?

Survey Monkey for Principals and Assistant Principals
Custodial Services Centralization

1. Would you like to have custodial services become their own department?
 - Yes
 - No
2. Would you like to have the custodial services leadership handle the custodian's evaluations?
 - Yes
 - No
3. Would you like discipline, reprimands, hiring and termination handled by custodial services leadership?
 - Yes
 - No
4. Would you like a custodial services department handling the scheduling of the custodians?
 - Yes
 - No
5. Would you like the custodial supplies; paper towels, toilet paper, chemicals, etc., ordered and supplied by a custodial services department?
 - Yes
 - No
6. Do you have any comments or concerns regarding custodial services centralization?

Custodial Centralization Survey for Principals & Assistant Principals Results

Question #	1	2	3	4	5	6
ID	Start time					
2	05/16/19	Yes	Yes	Yes	No	
3	05/16/19	Yes	Yes	Yes	Yes	I feel like we need four custodians at Glendale to ensure we can keep our campus clean.
4	05/16/19	Yes	Yes	Yes	Yes	
5	05/16/19	Yes	Yes	Yes	Yes	
6	05/16/19	Yes	Yes	Yes	Yes	
7	05/17/19	Yes	No	No	Yes	
8	05/17/19	Yes	Yes	Yes	Yes	I believe that a new way to try to manage this department is worth a try. We could probably learn something and then take it from there...
9	05/17/19	Yes	Yes	Yes	Yes	
10	05/17/19	Yes	Yes	Yes	Yes	It would be beneficial for an outside department to come assess the cleanliness of the building. This way we could also eliminate a head custodian position. Sometimes this causes problems amongst them.
11	05/17/19	Yes	Yes	Yes	Yes	
12	05/17/19	Yes	Yes	Yes	Yes	
13	05/23/19	Yes	Yes	Yes	Yes	
14	05/23/19	Yes	Yes	Yes	Yes	If supervision is brought to department, please require administration feedback to be taken into consideration, similar to psychologist feedback. Centralization of custodial services would be good in some ways, but my opinion is that someone at the site would have a closer perspective what is happening. If there are problems or concerns about our current practices, then we may need more training for on site leadership.
15	06/05/19	No	No	No	No	
16	06/05/19	Yes	Yes	Yes	Yes	
17	06/05/19	No	No	No	Yes	#3- would be open to a joint venture on hiring, reprimanding, etc. with school administration
18	06/05/19	Yes	Yes	Yes	Yes	I think transferring the oversight can be productive with ongoing communication for the needs of the school.

Question #	1	2	3	4	5	6
ID	Start time	1	2	3	4	5
19	06/05/19	Yes	Yes	Yes	Yes	Yes
I appreciate ALL custodial services, and custodians. They do a wonderful job at Sebastian River High School.						
Contracting facilities services can save up to 20 percent on facilities' operating budgets. In 2008 for example, Bentonville Public Schools in Arkansas saved an astounding \$300,000 each year on custodial expenses by outsourcing custodial services.						
The district is in a financial crisis.....a move such as the one described above would be a giant step in the right direction to correcting that!						
20	06/05/19	Yes	Yes	Yes	Yes	Yes
21	06/05/19	Yes	Yes	Yes	Yes	Yes
22	06/05/19	No	No	No	No	No
23	06/05/19	Yes	Yes	Yes	Yes	Yes
Although I answered "yes" to many of the questions, I would like my input considered on some of the items (e.g. hiring the "best fit" for our campus).						
24	06/05/19	No	Yes	No	No	Yes
25	06/05/19	Yes	Yes	No	No	Yes
26	06/05/19	Yes	Yes	Yes	Yes	Yes
Centralized custodial services is a great idea!						
As experts in your field, I believe the custodial services department centralizing their services would be of utmost benefit to individual school sites and the district as a whole. Thanks for the opportunity for giving feedback!						
27	06/05/19	Yes	Yes	Yes	Yes	Yes
28	06/05/19	Yes	Yes	No	Yes	Yes
29	06/05/19	No	No	No	No	No
You can't run custodial services for a high school from a remote location and then expect admin to try and keep track of what is going on. These high schools are like small cities that operate 24/7 - 365 days a year. The control must remain with the high schools. This may work great at the middle and elementary level but not at a high school.						
30	06/05/19	Yes	Yes	Yes	Yes	Yes
I think for standardization of expectations and responsibilities that this would be a great decision.						
31	06/05/19	No	No	No	No	No
32	06/05/19	No	No	No	No	No

Question #	1	2	3	4	5	6
ID	Start time	ial services b	ervices leader	s and termina	partment han	g, chemicals, Do you have any comments or concerns regarding custodial services centralization?
33	06/06/19	No	No	No	No	No
34	06/12/19	No	No	No	No	Yes, I think that this could be very helpful in a smaller setting ,such as elementary schools.I do appreciate the help on parts, training and ect...Here at VBHS WE ARE WORKING HARD TO DEVELOP a close and trusting enviroment. I would like to keep VBHS as a school based operation.
35	06/12/19	No	No	No	Yes	SRHS would like to remain in charge of our custodial staff as a on-site administrative staff.

2019-2020 Fund Projections

	10/1/2019-9/30/2020
Projected Enrollment	1,861
Projected Claims	\$17,398,000
Projected Fixed Fees	\$2,584,000
Stop Loss Fee Savings	<u>(\$73,000)</u>
Projected Total Cost	\$19,909,000
Current Premiums	\$18,750,000
Difference (\$)	\$1,159,000
Difference (%)	6.2%

- Current premiums are estimated from the financials provided by SDIRC.
- Projected enrollment is the average enrollment of the current plan year YTD (10/18-1/19) reported by Florida Blue.
- Projections rely on medical claim data reported by Florida Blue, and pharmacy claim data reported by AMWINS and SDIRC.
- Annual trend assumptions are 6.1% for medical and 6.4% for Rx for actives/pre-65 retirees and 5.2% for medical and 6.1% for Rx for post-65 retirees, based on Aon's trend study.
- Fixed fees also include pharmacy rebates and Medicare Pharmacy (EGWP) subsidies
- Fee increases are assumed as follows: 0% increase to FL Blue, ESI, and AMWINS administrative fees, 3% increase to CareHere health center costs, EAP, Chard-Snyder, Explain My Benefits, Fiscal and Staff services, and PCORI fee. Stop Loss fees assumed to decrease 8.5% for 10/19-6/20 based on \$225K level and QBE quote and assumed to increase 20% for 7/20-9/20.
- Pharmacy rebates are estimated to be \$1,350,000, based on recent ESI and AMWINS data.
- Medicare pharmacy (EGWP) subsidies are estimated to be \$500,000, based on Aon's EGWP model.

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FLORIDA SCHOOL BOARDS ASSOCIATION
(850) 414-2578 FAX (850) 414-2585
203 S. MONROE STREET
TALLAHASSEE, FL 32301
www.fsba.org

INVOICE	
INVOICE DATE 3/1/19	INVOICE NO. 11742

INDIAN RIVER CO SCHOOL BOARD
6500 57th street
VERO BEACH, FL 32967

PURCHASE ORDER NO.

ITEM DESCRIPTION	PRICE
2019-20 Annual FSBA Dues (7/1/2019 - 6/30/2020) Should an individual board member wish to invoke 617.221 (2) F.S., please adjust invoice accordingly.	15,375.00
TOTAL AMOUNT DUE	\$15,375.00

Presentation 4 - 06/25/2019

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Florida School Boards Association 2019-2020 Master Board Program Intent to Participate Agreement

The Master Board Program features a skills-based curriculum to strengthen the leadership team's ability to work effectively, efficiently, and collectively as a governance group while maintaining a focus on student achievement and factors contributing to the success of schools. It requires twenty (20) hours of training of which eight (8) hours are prescribed curriculum at a Master Board Forum. The remaining twelve (12) hours are completed in three (3) onsite trainings. Additional information, including FAQ can be found here:

<https://fsba.org/master-board-mb-program/>.

Requirements

1. The leadership team, (school board members and the superintendent), must submit this two-page agreement, certifying a majority of the leadership team members are committed to participating in the 2019—2020 Master Board Program.
2. Leadership teams will have until March 1, 2019 to submit the Intent to Participate Agreement along with payment or PO.
3. A majority of the school board members and the superintendent must be in attendance at ALL training sessions of the program in order to receive credit toward the 20-hour curricular requirement for the Master Board distinction. If a majority of the school board members is not maintained for the duration of any training session, the leadership team must make-up ALL training time that is missed. The school district will be responsible for paying all costs (i.e., consultant fees and travel expenses) that are associated with conducting a makeup training session. The school district will also be responsible for reimbursing the Florida School Boards Association for consultant fees and travel expenses when an onsite training is cancelled with less than 24-hour notice. A training may be postponed for a maximum of one (1) hour while the leadership team attempts to obtain a majority of the members for the training.
4. For a leadership team member to have his/her name inscribed on the Master Board plaque, attendance at a majority of the program is required.
5. Notification for a leadership team's cancellation of the Master Board **Forum** must be received at least sixty (60) days prior to the date the team is scheduled to attend the **Forum**. The school district will be charged a fee of \$1,500.00 if cancellation is not received 60 days prior, unless extenuating circumstances are substantiated and documented to the FSBA Executive Director.
6. Notification must be given to the FSBA Office at least twenty-four (24) hours in advance if the leadership team decides to cancel an **onsite training**. The school district will be responsible for reimbursing the Florida School Boards Association for consultant fees and travel expenses incurred for the onsite training if cancellation is not received 24 hours in advance, unless extenuating circumstances are substantiated and documented with the FSBA Executive Director.
7. The leadership team gives permission for potential FSBA Leadership Development Consultants to observe training at the Master Board Forum and onsite trainings. The school board chair should contact the Director of Leadership Services to explain concerns and reasons if, for some reason, this is not acceptable.

Program Fee

- Member districts: \$4,500.00
- Partial-member districts: \$4500.00 + \$1,000 per non-member
- Non-member districts: \$9,000.00

The entire participation fee or a purchase order reflecting the entire amount must accompany this "Intent to Participate Agreement". A refund of the Master Board Program fee is available only if the leadership team cancels participation in the Master Board Program sixty (60) or more days before the scheduled date for attending the Master Board Forum.

Florida School Boards Association – *Master Board Program Intent to Participate Agreement* (page 1 of 2)

Attendance at Master Board Forum

The leadership team, (school board members and superintendent), of _____ County, agree to attend a Regional Forum at a location to be determined after all intent agreements are received. These Forums will be located based on the agreements received, and are intended to be within driving distance of participating districts. Regional Forums will require at least 2 districts to participate.

Check here if your district is interested in hosting a Regional Forum (requires training space for up to 5 leadership teams).

Required Signatures of Commitment

Each leadership team member who will be participating in the 2019-2020 Master Board Program MUST sign below. Commitment requires a majority of the school board members and the superintendent. **Signing below, confirms that the leadership team has reviewed and understands the requirements of the program.**

Printed name

Signature

The deadline for mailed or emailed scan or RECEIPT OF "Intent to Participate Agreement" AND the Program Participation Fee or Purchase Order is March 1, 2019. No spaces are held without receipt of program participation fee or PO reflecting the amount due.

Email: pinkoson@fsba.org **Mail:** 203 S. Monroe St., Tallahassee, FL 32301

For FSBA office use only	
Date received	Initials



Florida School Boards Association

The voice of education in Florida.

Building Blocks to Effective Communication (2019-2020)

Good communication is an important skill in any environment with human interactions. However, when it comes to communication in the workplace, good communication is a must for achieving success. This module allows participants the opportunity, through an interactive process, to identify their Personality Type. Team member types will be discussed and information shared about how personality type impacts communication. The leadership team will then dig deeper to discover how they can close communication gaps among the leadership team resulting in effective, intelligent and intentional communication district-wide.

EQ and You (2019-2020)

Emotional intelligence (EQ) refers to one's own reactionary tendencies which are directly linked to specific personal, biological, and cultural orientations. This comprehensive training helps individuals and teams develop and apply emotional intelligence at work. Participants will become aware of the necessity for learning and applying emotional intelligence (EQ) at work and understand why today's leaders need to develop this important skill. The module defines the nature of emotional intelligence and explains how the brain works. Self-Awareness, Self-Management, Social Awareness and Relationship Management skills are explored. Team members are then able to choose from a battery of practical EQ techniques to use in a variety of work-related applications.

RelationShifts (2019-2020)

RelationShifts enables participants to achieve a number of shifts regarding the way they relate to things that matter most. These shifts create a new reality that makes it possible for the team to achieve extraordinary results. These shifts may include shifting language to a place where words create a new reality of collaboration and appreciation or going from working "inside the box," to being able to see things in a different way. RelationShifts empowers the team to move forward in an ever changing educational environment.

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