



## **Monroe County School Board Workshop and Regular Meeting Agenda**

Tuesday, May 14, 2019 • 3:00 PM  
Key West City Hall • 1300 White Street • Key West, FL 33040

### **Attendance:**

*Bobby Highsmith  
Mindy Conn  
John Dick  
Andy Griffiths  
Sue Woltanski*

*Mark Porter  
Dirk Smits, Attorney*

### **WORKSHOP AGENDA - TIME CERTAIN 3:00 P.M.**

1. Grading Policy, D. Murphy (30 mins)  
*Dr. David Murphy along with members of the Student Progression Plan Committee, Daliana Goins, Darren Pais, and Dawn Michelini highlighted several topics that the Committee addressed during the 18-19 school year such as legislative impacts, 30% EOC Exam grade consideration, revisions to the plan required by Statutory changes, and best practices in grading. Best practices for elementary, middle and high schools were discussed.*

#### *Board Comments:*

*Ms. Conn, did the Committee discuss EOCs in reference to grading and mastery? Answer: Yes, and they came to no decision at this time, the discussion will continue.*

*Is there some type of help or aid for students that don't have parent support at home? If homework is based on reading with someone, there should be no negative effect on the student if they don't have support at home. Answer: Several of the schools do have after school programs. The Committee has discussed having homework not included in the gradebook.*

*Mr. Dick asked if more teachers were on the Committee, would they have objected to requiring two formative or summative grades per work in core subjects.*

*Answer: There are some schools that already require two assignments a week*

*in core subjects. Some schools also primarily have teachers on their school Student Progression Plan Committee.*

*Dr. Woltanski asked for an explanation of elementary level retesting for mastery. Are students told they can retake the test at any time, are they given extra time, attention/support, and if so, what are the students that have already achieved mastery doing during that time? Answer: teachers work to facilitate what is happening through different centers (sections in their room) meeting individualized needs of students. Intervention block time is utilized to work through the multi-tier process.*

*Does every child's mastery need to be demonstrated? Example a group project when one student gets the grade, but has done none of the work. Answer, the goal is for every student to show they have achieved mastery, and if they haven't the teacher will recognize it.*

*What is the difference between Mastery education and competency education? Why should mastery education work? Dr. Murphy advised that the Committee is not suggesting a move back to competency education, but more toward making sure a student's grade reflects what they know, and not just a collection assignments put in a grade book.*

*Dr. Murphy commended Principals Lietaert and the Key Largo School staff for establishing a school-wide grading policy which builds equity. He added that professional development for teachers will be a focus once the Student Progression Plan is approved by the Board.*

*Mr. Porter stated that during the student engagement sessions at his recent school visits, students discussed inequity.*

## **2. Testing Calendar, D. Murphy (20 mins)**

*Dr. Murphy shared that there were no substantial legislative changes to affect the testing calendar, we will not be participating in NAEP and there are no proposed changes. ACT is a possibility. He reviewed the 2019-2020 calendar.*

*Ms. Conn asked if there is consideration to offer an ACT day. Answer: The principals are in favor of offering a Saturday ACT to be funded by the District. The principals do not want to lose another student day to testing. Saturday is a good option.*

*Dr. Woltanski asked if progress monitor is necessary in mastery based education. Answer: Yes because it is a quick snapshot of a student's knowledge based on standards. Dr. Murphy stated that teachers do use progress monitor results as an informative tool.*

*Progress monitoring is no longer mandated – progress monitoring is only mandated for children of a level 3, and then it can be on an individual basis through an IEP, a individual progress monitoring plan, or a school wide level where the principals could allow the students that achieved a 4 or 5 to not take*

*the test. Dr. Woltanski stated that parents feel students are over tested. If teachers are testing in the classroom and doing it with fidelity we should be working towards letting teachers develop something that lets them know the students are achieving standards and work toward removing computer base testing.*

*Response: Teachers use progress monitor data to help direct instruction. The current recommendation is to continue progress monitoring at three times a year.*

*Dr. Woltanski questioned the purpose of progress monitoring once a student passes the 10<sup>th</sup> grade assessments. Answer: the assessments provide teachers with data which improve outcomes for students. There is alignment between STAR results and ACT results. Also there is guidance for how teachers can use Progress monitoring results to help work on college level reading, writing and math. It is also a measurement component for teacher evaluations required by the current teacher contract.*

*How is USA Test Prep used? Answer: it is not a District requirement, but instead a school base decision.*

*Mr. Dick asked what the teachers think about the calendar. Answer: There is mixed reaction. Most elementary teachers support the progress monitoring. Dr. Murphy offered to survey teachers again about progress monitoring.*

*Mr. Dick stated that the District has reduced testing quite a bit.*

3. Drug Testing, D. Murphy (20 mins)

*Dr. Murphy discussed the drug testing program process (Random Student Drug Testing Policy 2431.04) and the 2018-2019 results.*

*Board Comments:*

*Mr. Highsmith asked if counseling was provided when the results where positive? Answer: Correct, part of the consequences was a counseling program.*

*Dr. Woltanski asked the impact on any of the programs when there was a positive result, how many students missed a game, practice, etc. Answer: None*

*Mr. Dick questioned if the schools still want the program. Answer: Yes, all three high schools Principals and Athletic Directors want the program continued.*

*Mr. Griffiths would like students asked if they feel confident in the confidentiality. He feels the students must feel we are doing everything to keep the information confidential. Answer: Test are transported with numbers only and not names. Dr. Murphy feels confident that the District does everything possible to maintain confidentiality.*

*Ms. Conn confirmed that no student tested positive a second time, and no one missed a games for two weeks. Answer: yes.*

*Mr. Dick asked for confirmation that no student tested positive a second*

time. Answer: correct.

*Mr. Highsmith – does this testing program result in students using other drugs that aren't easily tested for and we have had a rash of students using pills. Is there a correlation between our testing and other drug use? Answer: Dr. Murphy explained some research has shown that if a drug testing program leads kids to other uses, most often it is alcohol. He does not know of increase pill use and we would have to test for that particular pill.*

*Of the positive test results, how many came from traditional athletic programs and how many came from the expanded scope. Answer: The data has not been broken down, but there were positive results in both groups.*

*How does medical marijuana effect this program? Answer: If they test positive for one of the screened drugs and they have a doctor's prescription for that drug, the student has to provide the prescription.*

*Mr. Dick asked what the process is for student with a legal prescription. Answer: We look at what the drug is prescribed for and does it impact the student's ability to safely participate in the sport.*

*Mr. Highsmith asked based on the 2018-2019 program and results, what changes should be made for the 2019-2020 School Year. Answer: There were no change requested or suggestions for Coral Shores High School or Marathon High School, however, Key West High School suggested testing a slightly lower percentage.*

*Mr. Highsmith asked what about expanding the scope of students to be tested. Answer: There is no desire on the part of the Principals and Athletic Directors to expand the scope at this time. Dr. Murphy will ask why.*

## **CLOSED EXECUTIVE SESSION - UTM NEGOTIATIONS (30 mins)**

## **REGULAR MEETING AGENDA - TIME APPROXIMATE 5:00 P.M.**

### **A. CALL TO ORDER AND PLEDGE OF ALLEGIANCE**

### **B. ADOPT AGENDA AND FORMAT**

Superintendent's and/or School Board Members requests to amend the agenda or remove items from the consent agenda.

*Item 15 and Item 20 were withdrawn.*

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Dr. Woltanski*

*Vote: Approved*

### **C. APPROVAL OF MEETING MINUTES**

Approval of April 23, 2019 Board Meeting Minutes

*Recommendation for approval was made by the Superintendent*

*Motioned by: Mr. Griffiths*

*Seconded by: Mr. Dick*

*Vote: Approved*

### **D. RECOGNITION OF EXCELLENCE IN THE MONROE COUNTY SCHOOLS**

KWHS Fire Academy Students who have passed and earned their  
National EMR Certification

Austin Hoehl

Branden McGinnis

Hunter Dematteis

Preston Giacobbi

Bailey Johnston

Taylor Leonard

Dennis Wright

Christopher Cervantes

KW Student Volunteer of the Year:

Jefflyne Desilme

KWHS - Chamber of Commerce Financial Literacy Winners:

1st place - \$15,000/\$5000 each (KWHS)

Divya Navani

Wanrueni Khuantang

Kristen Haughey

2nd place - \$3000/\$1000 each (KWHS)

Landon Stotts

Priscilla Castro Sanchez

Elizabeth Rocklage

3rd place (tie)- \$750/\$250 each (KWHS)

John Mott

Emerson Fariss

Melody Morales

3rd place (tie) - \$750/\$250 each (KWCA) - This team also won the Keys Federal  
Financial Fitness Competition winning an additional \$3000 for being the "Keys  
Champions"

Finn Pond

Chase Floyd

Verity Pond

Taurean 'T.K.' Perkins - Monroe County School District Sunshine State Scholar Nominee

KWHS - Academic Challenge Team:

\*Team Advanced to State

George Bellenger

Melody Morales

Nichole Frank

Emerson Fariss

Jasmine Sander

Daniel Walsh

Coach: Elizabeth Ford

HOB - Academic Challenge Team

Dale Bittner

Devin Bittner

David Crespo

Bronson Campo

Morgan McPherson

Savannah Oropeza

Serena Sander

Kailyn Smith

Coach: Fred Phillips

SeaPerch winners :

From Horace O'Bryant- 1st Place Team

Steven Fuentes

Gage Barrera

David Crespo

HOB Recycling Program

Jessica Connell

State Science Fair Participants:

Sigsbee Charter School:

Edward Strunk

William Stolze

May Sands Montessori:

Kara Norman

Key West High School:

Marsella Munoz

Big Pine Academy - School of Excellence

#### **CITIZEN INPUT/REQUEST(S) TO ADDRESS THE SCHOOL BOARD.**

Presentations to the Board are limited to three (3) minutes for each individual speaker and five (5) minutes for the representative of a designated group. Transfer of time between individuals and/or groups is not permitted. Letters submitted to each Board

Member and/or the Board Secretary prior to a Board Meeting will not additionally be read into the record at the meeting.

*Holly Hummel Gorman, UTM President spoke considering SB7030 (Guardian Program), The majority of the District's teachers don't want the program.*

## **E. CONSENT AGENDA**

All items listed as consent agenda items are considered routine and noncontroversial by the School Board and will be approved by a single motion. There will be no separate discussion of these items. Prior to this meeting, Board Members have had the opportunity to review each of these items and may request that any item be moved to an Action Item for individual consideration.

1. Approval of Personnel Recommendations for 2018-2019 School Years
2. Approval of District Travel Requests
3. Approval of Monthly Financial Statements March 2019
4. Acceptance of Charter School Reports March 2019
5. Approval of Legal Services Invoices - Vernis and Bowling
6. Approval of Procurement Card Transaction Reports for the statement ending April 5, 2019.
7. Approve Receipt of Donations from Keys Auto Center to Monroe County School District at Key West High.
8. Approve Order of Priority for Expenditure of State Capital Outlay and Debt Service (CO&DS) Funds
9. Approve GMP Amendment No. #1 to Ajax Building Corporation for the Transportation Internal Services Facility
10. Approve Contract Addendum #2 with Harvard Jolly, Inc. for Stanley Switlik School
11. Approve Contract Addendum with Harvard Jolly, Inc. for the Transportation Internal Services Facility
12. Approval of Contract Renewal 3 of 3 with Advanced Control Corp.
13. Approval of Contract Renewal 1 of 3 with Barnes Alarm Systems, Inc.
14. Approve Additional Furniture Purchase for Plantation Key School from VIRCO
15. ~~WITHDRAWN - Approval of Contract for Brightview Landscape Services, Inc. per ITB 2019916~~
16. Approval of Contract with Hy-Tech Solutions, Inc. for access control hardware, installation and licenses
17. Approval of Microsoft MVL Agreement and Purchase through CDWG
18. Approve purchase of Aerohive NG Cloud Service support and maintenance through CDWG
19. Approve purchase with Dell for new devices for CTE programs
20. ~~WITHDRAWN: Approval of Contract Renewal for MedImpact Healthcare Systems~~
21. ESE Department: Vocational Rehabilitation Work Based Learning Experience
22. Acceptance of Head Start Monthly Update (Feb. 2019)
23. Approval of Head Start Policies and Procedures (1302 Subpart F, G, I, and J)
24. Approval of VPK and School Readiness Contracts for 2019-2020 School Year
25. Approval of Contract with RSM US LLP

*Item 15 and Item 20 withdrawn*  
*Recommendation for approval was made by the Superintendent*  
*Motioned by: Mr. Griffiths*  
*Seconded by: Dr. Woltanski*  
*Vote: Approved*

## **F. REPORTS**

### Legal

*The land use application for the Sugarloaf Housing Project is scheduled to be on the July 17 Board of County Commissions' agenda for consideration.*

*An agreement has been reached with the Monroe County Sheriff's office about school surveillance camera access. The Memorandum of Understanding will be presented at the June 11 Board meeting for approval*

### Superintendent

#### 1. 2019 Legislative Update (brief)

*Topics discussed were:*

*2019-2020 Budget changes*

- FEFP changes*
- Best and Brightest changes*
- Charter school PECO*
- District cost differential*
- School Choice/Vouchers*
- Construction flexibility, cost of student station*

*Mastery for Teachers*

*Guardian Program*

*Accurate and timely reporting of threats*

#### 2. School Safety/Security Update

*On May 8 the District staff met with MCSO and KWPD to discuss plans for summer months and to prioritize the Sheriff's office concerns.*

*There is a School Safety and Security Stakeholder meeting scheduled for May 23.*

#### 3. Hurricane Preparation

*An Agreement with the county will be presented to the Board.*

*District staff participated in a May 9 storm shelter training*

#### 4. MCSD Employee Recognition Banquet – Friday, May 17<sup>th</sup>

#### 5. MCSD Commencement Ceremonies

*May 28<sup>th</sup>, KWCA Graduation, Tennessee Williams, 6:30 pm*

*May 29<sup>th</sup>, CSHS Graduation, Gym, 7 pm*

*May 30<sup>th</sup>, MHS Graduation, Performing Arts Center, 8:00 pm*



*May 31<sup>st</sup>. KWHS Graduation, TRMS, 8 pm*

*May 31<sup>st</sup>, Last Day for Students*

*June 1<sup>st</sup>, Adult Ed Graduation, KWHS, 11 am*

6. Superintendent's Contract

*Mr. Porter announced that he will retire on July 31, 2020, at the end of his current contract.*

Board

*Mr. Griffiths expressed appreciation to Mr. Porter for his work at the District, and said he looks forward to having one more year to work with Mr. Porter. Mr. Griffiths also asked the Board members to consider the FSBA search proposal for a new Superintendent.*

*Mr. Dick also thanked Mr. Porter for time at the District, and also thanked Mr. Porter, Along with Mr. Lefere and the Facilities team for the construction projects throughout the District. Mr. Dick has heard a lot of positive comments from the public and feels the constructions firms are doing a great job and ahead of schedule.*

*Ms. Conn thanked Mr. Porter for his time and effort on behalf of the District. She feels it is important for the Board to discuss the search process and getting the community involved in the search for a new superintendent. Perhaps DACs could be re-established.*

*We are short bus drivers again and discussed her suggest for full time bus driver Positions.*

*Ms. Conn has received several requests to live stream sporting events and would like to District to consider live streaming athletic events.*

*Dr. Woltanski expressed thanks and appreciation to Mr. Porter. She encouraged other Board members to consider using FSBA for the search process. Also, she feels all districts would benefit from a "gathering of the minds" to talk about best practices for disaster recovery and suggested that may be an effort Mr. Porter could participate in before he leaves.*

*Dr. Woltanski acknowledged Ms. Hummel Gorman's appearance before the Board regarding the Guardian program.*

*Mr. Highsmith thanked Mr. Porter and said he felt Mr. Porter had done a tremendous job for the District and was just what the District needed. It is his firm belief that there are qualified people currently working in the District that should consider for the Superintendent position.*

Convene

## G. PUBLIC HEARING

### Policies, 1st Reading

#### Human Resources

1. Policy 1130 - Appointment, Assignment, Transfer, and Promotion of Administrators (Revised)
2. Policy 3130 - Appointment, Assignment, Transfer, and Promotion of Instructional Staff (Revised)
3. Policy 4130 - Appointment, Assignment, Transfer, and Promotion of Support Staff (Revised)
4. Policy 1242 - Professional Development (Revised)
5. Policy 3242 - Professional Development (Revised)
6. Policy 4242 - Staff Development (Revised)
7. Policy 3120 - Employment of Instructional Staff (Revised)
8. Policy 3220 - Evaluation of Instructional Personnel (Revised)
9. Policy 4162 - Drug and Alcohol Testing of CDL License Holders and Other Employees who Perform Safety-Sensitive Functions (Revised)

#### Operations:

1. Bylaw 0100 – Definitions
2. Bylaw 0124 - Standards of Ethical Conduct
3. Bylaw 0165.3 - Special and Emergency Meetings
1. Policy 8141 - Mandatory Reporting of Misconduct
2. Policy 8420 - Emergency Management, Emergency Preparedness, and Emergency Response Agencies
3. Policy 8462 - Student Abuse, Abandonment, and Neglect
4. Policy 8805 - Model Policy on Religious Express in Public Schools
5. Policy 8810 - The American Flag and Official Motto of the State of Florida
6. Policy 7440.01 - Video Surveillance and Electronic Monitoring
7. Policy 8141 - Mandatory Reporting of Misconduct
8. Policy 8431 - Preparedness for Toxic Hazard and Asbestos Hazard

#### Board Comments:

*Dr. Woltanski:*

*Do any of these policy changes effect the status of any current employee. Answer: No.*

*Policy 1242. Is Learning Forward an outsourcing of professional development? Dr. Dawkins explained credits are logged and tracked using My Learning Plan (a Frontline product).*

*Policy 3242, there are no options. Dr. Dawkins advised if you don't see an X in the bracket, we did not select any of the options.*

*Policy 8805, do we post the disclaimer at graduations. Answer, schools are instructed to include the disclaimer in the graduation program.*

*Policy 8810, Display of the Official Motto of the State of Florida (which included “In God we Trust”). Dr. Woltanski is requesting that additional language be included in the policy stating that “In God We Trust” should be displayed by either a Florida flag or the official Florida seal in a conspicuous place in all schools in Monroe County.*

Ms. Conn:

*Concerning religious holidays, when a student is absent for a religious holiday, the absence is excused. Mr. Porter confirmed (correct).*

## **Job Descriptions, 2nd Reading**

Job Description #74010 Chief Building Official within the Monroe County School District

Board Comments:

*Ms. Conn, asked for clarification, does this job description add language or restate Duties? Answer: Both*

## **Reconvene**

## **H. ACTION ITEMS**

1. Approval of Job Description #74010 Chief Building Official within the Monroe County School District; 138.A01 to 138.O03 (\$78,300.00 - \$101,800.00)

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Dr. Woltanski*

*Vote: Approved*

2. Approval of Reimbursement Resolution #821

*Recommendation for approval was made by the Superintendent*

*Motioned by: Mr. Griffiths*

*Seconded by: Mr. Dick*

*Vote: Approved*

3. Approval of Budget Summary Reports March 2019

*Recommendation for approval was made by the Superintendent*

*Motioned by: Mr. Griffiths*

*Seconded by: Ms. Conn*

*Vote: Approved*

4. Approval of Contract Renewal 3 of 3 with Vernis & Bowling of the Florida Keys

Recommendation for approval was made by the Superintendent

*Motioned by: Mr. Dick*

*Seconded by: Ms. Conn*

*Vote: Roll Call Vote: Approved*

*Roll Call:*

*Ms. Conn - Yes*

*Dr. Woltanski - Yes*

*Mr. Dick – Yes*

*Mr. Highsmith - Yes*

*Mr. Griffiths - Yes*

5. Approval of purchase with Bogen Communications for PA systems projects

*Recommendation for approval was made by the Superintendent*

*Motioned by: Mr. Dick*

*Seconded by: Ms. Conn*

*Vote: Approved*

6. Resolution Deeming Certain School Board Property Surplus and Authorizing Conveyance to the Florida Keys Community College

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Mr. Griffiths*

*Vote: Approved*

**ADJOURNMENT: 6:07 pm**