

THERESA AXFORD
Superintendent of Schools



Members of the Board

District #4
JOHN DICK
Chairperson

District # 2
ANDY GRIFFITHS
Vice-Chairperson

District # 1
BOBBY HIGHSMITH

District # 3
MINDY CONN

District # 5
DR. SUE WOLTANSKI

Monroe County School Board Meeting Minutes

Host Location: Marathon Middle-High School Media Center
350 Sombrero Rd, Marathon FL 33050
Tuesday, September 21, 2021

A video broadcast of the meeting is available at <https://monroe-k12.legistar.com/Calendar.aspx>.

ATTENDANCE:

Mr. Bobby Highsmith
Mr. Andy Griffiths, Vice Chair – attendance via video conference
Mrs. Mindy Conn
Mr. John Dick, Board Chair
Dr. Sue Woltanski

Mrs. Theresa Axford, Superintendent of Schools
Mr. Dirk Smits, Board Attorney

WORKSHOP – TIME ACTUAL 4:00 P.M.

1. Legislative Agenda

The Superintendent opened the discussion by sharing the list of topics from the 2020 and the 2021 Florida School Board Association (FSBA) Platform Priorities as an example of what issues are brought to legislation. She further shared the 2022 FSBA Legislative Platform Development Timeline, suggesting that this District start discussing and planning for the legislative platform in the summer and asked Dr. Woltanski for her input. Dr. Woltanski explained that she is on the Legislative sub-committee and that on September 13 they met to review the proposals and start a draft of this year's priorities – mental health, accountability changes, general funding flexibility, workforce support programs/grow your own, and teacher salary allocation. Items are submitted as "issues of concern", and the Chairperson will remove any items that are not a state-wide concern. She felt that many of our District's priorities may not be of state-wide concern due to our uniqueness, therefore we can make legislative requests at any time with our local delegation. Additionally she commented that the Greater Florida Consortium of School Boards (GFCSB) had similar issues of concern and that she did not believe the Small School District Council Consortium (SSDCC) had yet released their issues of concern. There was additional discussion regarding Monroe County District input on the legislative platform; the benefit of District membership with FSBA, GFCSB and SSDCC; and recommendation from Mr. Griffiths for hiring a lobbyist to address our district's specific concerns. It was agreed by Board members that at the next Board meeting (October 12, 2021) they would like to discuss this year's FSBA priorities.

CLOSED EXECUTIVE SESSION – TIME ACTUAL 4:30 P.M.

1. Update on Negotiations with United Teachers of Monroe

REGULAR MEETING AGENDA – TIME ACTUAL 5:00 P.M.

A. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

B. ADOPT AGENDA AND FORMAT – Superintendent and/or School Board Members' requests to amend the agenda or remove items from the consent agenda.

The Superintendent requested that Consent Item 8 – Approve Sugarloaf School Deduct Change Order No. #2 to GMP Amendment No. #2, be moved to Action Item 6.

The Superintendent made recommendation for approval with amendment.

Motioned: Mr. Highsmith

Seconded: Mrs. Conn

Vote: Passed

C. APPROVAL OF MINUTES

September 7, 2021 School Board meeting minutes

The Superintendent made recommendation for approval.

Motioned: Mr. Highsmith

Seconded: Dr. Woltanski

Vote: Passed

D. RECOGNITION OF EXCELLENCE IN MONROE COUNTY SCHOOLS

Great Educational Moments for Students - GEMS

- *Rylan Chapa – Student and Scholar Athlete, Marathon High School*
- *Kathy DePastino – 2nd Grade Teacher, Stanley Switlik Elementary*

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 Board Secretary prior to a Board Meeting will not additionally be read into the record at the meeting. All statements must be directed towards the Board; no person may address or question Board Members individually, and Board Members are not required to engage in a dialogue with persons making public comment. Furthermore, all speakers agree to abide by the Code of Conduct for Citizen Input (School Board Policy 0169.1) and will begin their presentation by stating their full name and their city or town of residence for the record.

TO REGISTER PLEASE CALL 305-293-1400 EXT. 53323 BEFORE 3:00 P.M. TO REQUEST TO SPEAK DURING OUR CITIZEN INPUT SEGMENT. CITIZEN INPUT CAN BE SCHEDULED FOR IN-PERSON DELIVERY OR DELIVERY ON THE PHONE.

If signing, special seating, or other accommodations are needed, please call 305 293 1400 ext. 53323 no less than three (3) business days prior the meeting.

Pre-registered speakers:

*Kelly Morales
Ginny Donaldson
Melissa Ptomey
John Jochem
Mary Fells*

Walk in speakers:

*Cindy Dreson
Ed Davidson*

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 2020-2021 School Year*
- 2. Approval of Procurement Card Transaction Reports for the statement ending August 5, 2021*
- 3. Approve Removal and Disposal of Tangible Personal Property from MCSD Asset Records*
- 4. Approval of Out of County Travel Requests from School District Employees*
- 5. Approval of the North East Florida Educational Consortium (NEFEC) 2021-2022 Contract and Attachments for Membership and to Provide Virtual Instruction Program Services*
- 6. Accept Head Start Safety Screener 2021*
- 7. Approval of Contract Renewal 2 of 3 for Anston-Greenlees, Inc*
- 8. MOVED TO ACTION ITEM #6 ~~Approve Sugarloaf School Deduct Change Order No. #2 to GMP Amendment No. #2~~*
- 9. Approve Contract Amendment #01 with Harvard Jolly, Inc. for Sugarloaf School Project Design Services*

The Superintendent made recommendation for approval.

Motioned: Mrs. Conn

Seconded: Dr. Woltanski

VOTE: Passed

At this time the Board Chair, Mr. Dick, acknowledged that Mr. Griffiths was participating via video-conference and gave cause for him to do so.

F. REPORTS

GOAL 2: The Whole Child

- 1. Sugarloaf School Project Update, P.Lefere*

Mr. Lefere gave an update on the final Guaranteed Maximum Price (GMP) – construction cost \$28,683,715, design cost \$2,247,372. Additionally, he shared current images of the demolition stage and explained that it is moving along quickly – this phase is expected to be complete by October 2021. The project completion estimate is May 2023.

GOAL 3: Human Capital Advantage

1. Revised Salary Schedule for Non-Bargained Employees, B. Anders

Mrs. Anders shared that the current salary schedule is very complex and complicated and that the presented changes are intended to simplify the schedule. Changes to the salary schedule for non-bargained employees include:

- *District Support and School Support positions (hourly) have separate groups*
 - i. *17 paygrades have been reduced to 4 tiers for School Support (a separate tier for Paraprofessionals) and 3 tiers for District Support*
 - ii. *Tier 1 (both tiers) start at the same hourly rate*
 - iii. *No changes to District or School Administration in number of positions*
- *Increased Paraprofessional hourly starting rate from \$14.88 to \$17.93*
- *Increased School Officer Manager starting rate from \$20.35 to \$24.77*
- *Proposed Longevity Add-On for long-term hourly employees*
 - i. *Add \$0.15 per hour at 5 years*
 - ii. *Add \$0.25 per hour at 10 years*
 - iii. *Add \$0.25 per hour at 15 years*
 - iv. *Add \$0.25 per hour at 20 years*
 - v. *\$0.90 cumulative*

The desired outcome for implementing these changes include preparation for the upcoming \$15 per hour minimum wage, to attract and keep Paraprofessionals, and to retain and reward long-term employees.

Board members asked if size of school will also determine School Office Manager hourly rates – Mrs. Anders explained yes, that school size, school type, number of teachers, etc, will be considered. Mr. Griffiths expressed his appreciation to Mrs. Anders for simplifying the schedule. Mrs. Anders closed the discussion by stating that the driving force for these changes is “equality for all”.

LEGAL

No report.

SUPERINTENDENT

The Superintendent discussed the activities that students participated in for Start With Hello, and the interaction between students and Olympic Athlete Christian Taylor in the Classroom Champions program. She also informed the Board that a survey is being prepared for staff to find out who may be interested in the affordable housing at Trumbo. She announced that Christina McPherson is taking over the stewardship of the M.O.V.E program. Lastly, she shared that the Florida Distance Learning Association has recognized Kristen Condella with the Innovative Leadership in Distance Learning award for her service, dedication and leadership in the field of distance education.

BOARD

Dr. Woltanski was happy to hear of Kristen Condella’s recognition. She also wanted to recognize Laura Lietaert for her management of the recent Coral Shores High School tragedy. Further, Dr. Woltanski shared information regarding Pascal’s Challenge – a local not for profit that encourages STEM education by providing robotics resources and that so far they have supported Plantation Key School, Treasure Village Montessori, Ocean Studies Charter, and Coral Shores High School. Mr. Dick suggested that they give a presentation to Board some time. Lastly, she expressed concern regarding correspondence from immune

compromised teachers who have a significant number of unmasked students in room - she hopes to find a solution.

Mrs. Conn shared that the Stanley Switlik School ribbon cutting ceremony was spectacular and she extended her gratitude to all who were involved in the planning. After requesting counsel from Dirk Smits, Board Attorney, she went on to express her dissatisfaction regarding Dr. Woltanski's recent radio interview.

Mr. Highsmith – no report.

Mr. Griffiths complimented Mrs. Anders for her dedication to how she manages finance. He also echoed Dr. Woltanski's recognition for the management of the recent Coral Shores High School tragedy. Lastly, he expressed his gratitude to the Superintendent for bringing the discussion of the legislative platform to the Board.

Mr. Dick agreed that the Stanley Switlik School ribbon cutting ceremony was great.

Recess

F. PUBLIC HEARING

Job Descriptions, Second Reading

1. Job Description Second Reading: 61092 Take Stock In Children Success Coach

The Superintendent affirmed that this is a change to the job title only.

No public comment.

Policies, First Reading

1. Policy, First Reading: po0169.1 Public Participation at Board Meetings - REVISED

Mrs. Conn asked what defines "a group or organization". Dirk Smits, Board Attorney will consider ways to define this and bring it to the Board. Mr. Dick asked what is the purpose of giving a group or organization 5 minutes. Mr. Smits explained that it is to save time – one person speaks rather than have a group of people inter-changing.

No public comment.

Reconvene

G. ACTION ITEMS

1. Approve the Revised Salary Schedule for Non-Bargained Employees

The Superintendent made recommendation for approval.

Motioned: Mrs. Conn

Seconded: Dr. Woltanski

VOTE: Passed

2. Approve Job Description: 61092 Take Stock In Children Success Coach

The Superintendent made recommendation for approval.

Motioned: Mr. Griffiths

Seconded: Mrs. Conn

VOTE: Passed

3. Approve the 2021-2022 Assessment Calendar

The Superintendent made recommendation for approval.

Motioned: Mrs. Conn

Seconded: Mr. Highsmith

VOTE: Passed

Discussion: Mrs. Conn asked when will the change go into effect and asked about the transition – Mr. Murphy explained that the change will be for the 2022-23 school year and that we expect we will have to use a specific state-wide monitoring program. Mr. Griffiths pointed that this issue is very important to our District therefore it is good reason to be involved in the state organization discussion about future progress monitoring. Dr. Woltanski mentioned that the contract for FSA is up this year and we are now using the B.E.S.T. standards, so we must go to a new test next year regardless.

4. Approve GMP Amendment No.# 2 to Ajax Building Company for the Sugarloaf School Construction Project

The Superintendent made recommendation for approval.

Motioned: Mrs. Conn

Seconded: Dr. Woltanski

VOTE: Passed

5. Approve a Universal Mask Mandate for All Staff and Students for the period of September 22 - October 12, 2021 with an Opt-Out for Parents if they Disagree

The Superintendent made recommendation for approval.

Motioned: Mrs. Conn

Seconded: Mr. Highsmith

VOTE: Withdrawn

Discussion: Mr. Dick expressed that he felt it is not necessary to discuss this at every Board meeting, but rather continue with the mask mandate with the opt out until such time we want to bring it back for discussion. He further shared his concern regarding the state funds for Covid testing that have not been distributed. Dirk Smits, Board Attorney, advised that the motion language is set for review at the next Board meeting, therefore to change it the motion needs to be withdrawn, then offer the amended motion.

Motion withdrawn: Mrs. Conn

Second withdrawn: Mr. Highsmith

Amended to: No Change to the Mask Mandate Until It Is Needed to Bring Back for Discussion

No Change to the Mask Mandate Until It Is Necessary, based on Covid Conditions, to Bring Back for Discussion (Universal Mask Mandate for All Staff and Students with an Opt-Out for Parents if they Disagree)

Motioned: Mrs. Conn

Seconded: Mr. Highsmith

VOTE: Passed by Roll Call 4:1

Mr. Highsmith – Yes

Mr. Griffiths – No

Mrs. Conn – Yes

Dr. Woltanski – Yes

Mr. Dick - Yes

Discussion: Dr. Woltanski responded to Ms. Conn's concerns. She also shared her own concerns that this year we are facing a more virulent version of Covid while there are more students in classrooms and fewer masks, leading to more cases in our schools this year. She is concerned about the continued dissemination of misinformation. Dr. Woltanski shared some local statistics that supported ongoing mitigation but agreed with keeping the current Mask Mandate in place until advised otherwise by the local Department of Health. Mr. Griffiths expressly shared his support for the original motion. Mr. Dick explained that it is no longer an option.

6. Approve Sugarloaf School Deduct Change Order No. #2 to GMP Amendment No. #2

The Superintendent made recommendation for approval.

Motioned: Mr. Highsmith

Seconded: Mrs. Conn

VOTE: Passed by Roll Call 5:0

Mr. Highsmith – Yes

Mr. Griffiths – Yes

Mrs. Conn – Yes

Dr. Woltanski – Yes

Mr. Dick - Yes

Discussion: Mrs. Conn expressed gratitude for the savings of \$5 million by the deduct change order.

ADJOURMENT 6:40 P.M.