



## **School Board Retreat and Regular School Board Meeting**

**Tuesday, August 27, 2019 • 3:00 PM**

**Marathon High School Media Center, 2nd Floor • 350 Sombrero Rd • Marathon, FL**

The MISSION of the Monroe County Schools is to empower all students to become responsible and contributing global citizens.

### **STRATEGIC OBJECTIVES:**

1. Climate and Culture for Excellence
2. Outstanding Student Achievement
3. Effective Communication & Community Engagement
4. High Performing Workforce
5. Leader in Technology and Innovation
6. Accountable Resource Management

### **BOARD RETREAT - SUPERINTENDENT SEARCH DISCUSSION, 3:00 P.M. (ROOM 6209)**

*At the Board's invitation, Ms. Andrea Missena, Executive Director, Florida School Board Association joined the Board to discuss the process of the searching for a superintendent.*

### **REGULAR MEETING AGENDA - TIME APPROXIMATE 5:15 P.M.**

#### **CALL TO ORDER, 4:31 PM and PLEDGE OF ALLEGIANCE**

***Recessed at 4:34 P.M.***

#### **CLOSED SESSION - SCHOOL SAFETY AND SECURITY, 4:45 P.M. (ROOM 6209)**

***Reconvened at 5:13 P.M.***

#### **A. ADOPT AGENDA AND FORMAT - Superintendent's and/or School Board**

Members requests to amend the agenda or remove items from the consent agenda.

*Mr. Porter asked that Action Item 1 be postponed, but requested that there be discussion during the Action Agenda.*

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn as modified*

*Seconded by: Dr. Woltanski, as modified*

*Vote: Approved as modified*

## **B. APPROVAL OF MEETING MINUTES**

Approval of August 13, 2019 Board Meeting Minutes

*Recommendation for approval was made by the Superintendent*

*Motioned by: Mr. Dick*

*Seconded by: Dr. Woltanski*

*Vote: Approved.*

## **C. SUPERINTENDENT'S REPORT - SUMMARY OF SCHOOL SAFETY AND SECURITY CLOSED SESSION**

*Mr. Porter recapped the topics discussed during the School Safety and Security Closed Session:*

- Report on campus security improvements*
- Clarification about "locked classroom doors" – to prevent intruders from entering, not preventing students from exiting.*
- Fencing installations*
- School Access Points*
- Video Camera Improvements*
- PA System Improvements*
- Recapped Stakeholder Meeting held August 22, 2019*
- Recapped Upper Keys Panel Discussion*
- School Safety Plans*

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

*Gold and Silver Star School Awards:*

*Marathon High School received both a Gold and Silver Star Award*

*Stanley Switlik Elementary School received a Silver Star Award*

## **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.

*There was no citizen input.*

## **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 2019-2020 School Years
2. Approval of District Travel Requests
3. Approval of Procurement Card Transaction Reports for the statement ending August 5, 2019.

4. Approval of Contract Renewal of Illuminate Education, Inc.
5. Approval of Head Start Monthly Update (June)
6. Approval of Castaldi Report for Sugarloaf School Buildings 9-11
7. Approval of Workers' Compensation Settlement Claims - August 2019
8. ~~WITHDRAWN: Approval of Contract with Sunbelt Staffing LLC (Speech and Language Therapist)~~
9. Approval of 2019-2020 Collegiate High School Program Agreement between Monroe County School District and College of the Florida Keys

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Mr. Dick*

*Vote: Approved*

## **F. REPORTS**

### **Strategic Objective 2 - Outstanding Student Achievement**

Career/Technical Education Update,

S. Mira, Coordinator, Career and Technical Education

*Ms. Mira reviewed accomplishment of the 2018-2019 School Year. The total number of certifications earned during the 2018-2019 School Year was 771. The goal for the 2019-2020 School Year is to achieve 1,000 certifications earned.*

*Highlights discussed:*

*Increased pass rate districtwide.*

*Increased certifications in non-CTE programs*

*Auto mechanics certifications at Coral Shores and Key West High Schools.*

*Over 350 certifications in middle and elementary schools.*

*Embedded certifications – some of certifications are embedded in class, i.e.: computer science and engineering classes.*

*Board Commends:*

*Ms. Conn:*

*Planation Key School has a new big Kitchen, do they have a program for student? A: Not at this time.*

*Mr. Dick*

*Can students go from one high school to another to take classes? If someone had the ability (transportation primarily), would you open the path for them to do it?*

*A: That is being considered, we would work with the student.*

*Ms. Conn:*

*Is there a possibility of having a Yamaha Certification program at one of the schools? A: Marathon is close to having a program. There are two concerns:*

- 1. The program isn't a State approved CTE course.*
- 2. Hiring instructors is a concern.*

*Is there a mechanism for teacher sharing, i.e., half of a day at Coral Shores High School and the second half of the day at Marathon High School?*  
*Mr. Porter advised that at one time the District did have crossover teachers, however, the geography of the District prohibits the practice.*

*Do we consider recruit retired auto mechanics as teachers?* A: Yes,  
*the Automotive instructor at Key West High School is a retired auto mechanic.*

#### **Strategic Objective 4 - High Performing Workforce 5:45 pm**

New Teacher Orientation Survey, R. Dawkins

*Dr. Dawkins presented the results of the New Teacher Orientation Survey. Some of the highpoints were:*

- Our website is our most successful outreach tool.*
- The cost of living still remains a challenge, especially with the lower salary grades.*
- Employment onboard experience results are good.*
- Salary satisfaction indicated.*
- Teaching has become a second career.*

*Board Comments:*

*Mr. Highsmith:*

*Do you track the performance of the 28% of the teachers who reported they are working for the District because they had no other viable choice.*

A: Yes

*How many current teaching vacancies are there and are the vacancies evenly disturbed through the District.*

A: Eight, and yes, the vacancies are spread throughout the District.

*Ms. Conn:*

*Explain why some new teacher's don't know their salary.*

A: Final salaries are pending verification of experience.

#### **Strategic Objective 6 - Accountable Resource Management**

Food Services Unpaid Meals, P. Lefere

2018-2019, new 2019-2020 school year update

*Mr. Lefere reported that the balance of unpaid meals continues to grow especially at one particular school. The Food Services Director has visited all of the schools and Free and Reduced Lunch applications have been spent home, however, the debit is not being incurred by families that qualify for the Free and Reduced Lunch Program.*

*The Board was asked to consider consequences for parents that are not funding their child(ren)'s lunch account.*

*Board Comments:*

*Mr. Dick:*

*When the alternative meal was used, what was the debt load?*

*A: Not near as much.*

*Mr. Highsmith:*

*Some families have gotten the wrong idea that it is ok not to pay for the meals and Are taking advantage of the system. It is taxing the District's resources. He does not want shaming tactics, but feels a firmer response to parents is appropriate.*

*Mr. Lefere suggested consequences would be imposed as an escalating approach, and each school would establish their own scale. The alternative meal may be a needed option at one school for extreme cases.*

*Ms. Conn:*

*The "cheese sandwich" is not an option she would approve. She does not want a student to feel punished in anyway. She is open to ideas to would solve the problem.*

*According to Mr. Lefere, some of the schools have imposed parking restrictions, restricted participation in extra-curriculum activities restrictions, not walking during graduation, etc.*

*Mr. Highsmith commented that as long as fair warning is given, he would approve the consequences mentioned.*

*Dr. Woltanski:*

*There are some school districts that offer free breakfast and lunch through the national program. Does Monroe County qualify for that, or does each school qualify? Is there a way to provide breakfast and lunch for our most challenged schools – other than the free and reduced lunch program. She referred to the universal breakfast and lunch provided in Miami/Dade.*

*A: Mr. Lefere was aware of the program and reported that it would cost the District between \$60,000 and \$90,000 per year/per school to participate in the program.*

*Dr. Woltanski suggested a social media campaign to address the issue.*

*Mr. Highsmith feels the message has been communicated clearly to the families.*

*Mr. Smits suggested taking the parents to small claims court.*

*Dr. Woltanski would like to talk with staff members that have been making the "collection calls" to parents. She would also like to meet with some of the Parents called.*

*Mr. Highsmith and Mr. Dick would support alternative meals for a limited time.*

*Mr. Porter informed the Board that Mr. Lefere is presenting at the request of the principals. The school administrators don't feel they are able to change the behavior, therefore, they are requesting authority to establish a scale of consequences with alternative meals being one of the consequences.*

*Dr. Woltanski would like to see of list of suggested consequences.*

*Mr. Porter will inquire about launching a FADSS survey to collect consequences that other Districts impose.*

## **Legal**

*Mr. Smits reported that the Sugarloaf FLUM amendment was approved by the County, and the 30 day appeal process has begun.*

## **Superintendent**

*Three upcoming events:*

*Gerald Adams Elementary School Ribbon Cutting, Thursday, August 29, 6:30 pm,  
Marathon High School Athletic Field Celebration, Friday, August 30, 8:15 pm  
Labor Day, Monday, September 2, Holiday – No school.*

## **Board**

*Dr. Woltanski:*

*Each Board member was emailed the FSBA Legislative proposals.  
Please submit comments to Dr. Woltanski by Friday, August 30. She will be  
attending a committee meeting on September 12 and would like all Board  
concerns prior to the September 12 Committee meeting.*

*Dr. Woltanski attended the renaming ceremony at the College of the Florida Keys  
and is looking forward to a college facility in the Upper Keys.*

*Prior Business (Not for Discussion or Action)*

- 1. Safety and Security Updates*
- 2. Graduation Rate/Drop-Out Prevention*
- 3. Enhanced Daycare Programs*
- 4. Affordable Housing - Trumbo Point*
- 5. Grading*

## **H. ACTION ITEMS**

- ~~1. Approval of Key West Collegiate School/Somerset Academy Amendment  
Recommendation for approval was made by the Superintendent  
Motioned by:  
Seconded by:  
Vote: No action~~

*Brief Discussion:*

*Mr. Porter suggested postponing a vote on the Amendment. Clarification will be requested from Principal Rompella. If the application is for an assignment of Charter Agreement (Key West Collegiate, now transferring to Somerset Academy), the assignment should be as is and not with modifications. (Example: current approved enrollment is 80, the amendment requests up to 150.) The Safety Plan is another concern. Mr. Porter communicated with Mr. Rompella and asked that he attend the September 10 Board meeting in Key West.*

*Dr. Woltanski has concerns regarding the Doral College relationship.*

*No recommendation for action.*

**2. Approval of 2019-2020 Testing Calendar**

*Recommendation for approval was made by the Superintendent*

*Motioned by: Mr. Dick*

*Seconded by: Ms. Conn*

*Roll Call Vote: Failed two to two*

*Ms. Conn: Yes*

*Mr. Dick: Yes*

*Dr. Woltanski: No*

*Mr. Highsmith: No*

*Discussion:*

*Dr. Woltanski – the number of minutes is increasing and she would like the District to make an effort to decrease the total number of minutes/hours of testing.*

**3. Approve Agreement with the Monroe County Sheriff's Office and Key West Police Department for School Resource Officers**

*Recommendation for approval was made by the superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Dr. Woltanski*

*Vote: Approved*

*Discussion:*

*Mr. Dick:*

*Is the final determination of what was paid in the previous year available?*

*Mr. Porter reported the information will be provided to the Board and published.*

*Ms. Conn:*

*Has the District always paid 100% of the cost and is there a correlation between a SRO's salary and a patrolman's salary. A: First, no, we have only paid 100% the past two years. Previously the cost was shared with both Monroe County Sheriff's Office and the Key West City Police Department.*

*Second: We pay the contract amount, and do not get involved in the salary of officers.*

Mr. Highsmith:

*Contract Section 4 refers to paying SRO's overtime and MCSD would pay the overtime. How is the scope of work being measured? How are the work schedule for each individual SRO's being documented/tracked? The contract does specify tracking SRO's hours.*

*A: Each Department accounts/tracks their SRO's time.*

*A: If the officers are getting paid overtime, it must come from the contracted amount we pay. We are only paying the contracted amount and not being billed for overtime.*

Mr. Dick:

*They are working for the District, and whether they are working more or less hours, probably has not been calculated. We don't pay the individual officer.*

Mr. Highsmith:

*Why are we providing a car and maintenance for an SRO to stay on our school campus all day?*

*A: They are law enforcement officers and need a vehicle.*

Contract Item 15:

*SROs may inspect and copy any public record maintained by the School District including student directory information, SRO may have access to student Information, etc. Is that access at anytime? A: Mr. Smits: Yes, if the wording is included in the contract, it is an exception under FEFPA and safety/security. It is also part of the interagency agreement for safety and security. Mr. Lefere added that SRO's only have access to student data in FOCUS for their assigned school.*

**ADJOURNMENT – 7:02 pm**