



## SCHOOL BOARD MEETING MINUTES

Tuesday, September 10, 2019

3:00 PM

Key West City Hall  
1300 White Street  
Key West, FL 33040

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

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

1. 2020 Legislative Priorities, M Porter (45 mins)
  - a. **Proposed 2020 FSBA Legislative Platform**  
Deferred to Board Member Woltanski

### *Board Comments:*

*Dr. Woltanski reported the FSBA Legislative Committee will be meeting on September 12, to finalize the 2020 Legislative Platform. Dr. Woltanski asked Board members to contact her with any concerns prior to Thursday.*

### *Ms. Conn:*

*Agrees with all of the issues on the draft.*

### *Mr. Highsmith:*

*His only concern: Item 6, Personnel:*

*Authorizing school districts to re-employ school-based administrators and instructional/support personnel after one month of retirement, without FRS pension penalty, rather than the current requirements that they delay re-employment for 12 months.*

*Is it realistic the proposal will pass and if it has a chance of passing, we should support it.*

*The District is in need of bus drivers and substitute teachers. Is there is a way to submit these two classifications as a compromise or fallback position, if the larger proposal is unlikely to pass, perhaps just the two classifications would pass.*

*Mr. Porter discussed the 2019 version of the bill that did not pass.*

*Ms. Conn would like the FRS rule changed so someone re-entering the workforce does not risk having their State pension penalized.*

*Dr. Woltanski summarized – “return to the workforce after retirement without FRS pension penalty.”*

*Mr. Highsmith commented concerning the safety and health measure, Mental Health is the most important piece. Move proposed item Number 3 to the Number 1 position to emphasize the importance of Mental Health. The emphasis is Mental Health for this District and where the resources are needed.*

*Dr. Woltanski would like Safety and Mental Health kept together as they are now and will discuss moving Mental Health to the top with the Committee.*

#### **b. Proposed 2020 FSBA Federal Platform Comments:**

*Mr. Porter advised that the District is most impacted at the Federal level through IDEA (funding for serving Exceptional Education Students) and several Title programs such as Title I (funding for students with higher needs/disadvantaged). The Title I resources from the Federal Government have been reduced and we have had to supplement with general funds to maintain the programs.*

#### **c. GFCSB 2020 Legislative Program**

*Mr. Griffiths explained the collaborative effort put into developing the GFCSB 2020 Legislative Platform. He noted that the GFCSB platform is on the Action Agenda for approval and reminded Board members that the item can only be approved in its entirety. All ten Districts must approve the entire document. Several of the Districts have approved the proposed platform.*

*Dr. Woltanski advised that only the first two pages of the document are presented to lawmakers. All other items are considered side issues.*

*Mr. Dick is concerned about the language of making the voted millage 10 years. He feels that is too long. Mr. Griffiths feels this Board should not tell other Districts what to do. Mr. Porter reviewed the language of the item ... may extend .. to a maximum. He feels the language allows discretion..*

*Ms. Conn stated that she is pleased that it appears the Consortium Board Members seem to understand what is needed.*

*Mr. Griffiths thanked Dr. Woltanski for taking two days to work with the Consortium to draft the legislative priorities. She was the Monroe County School District Representative.*

#### **d. MCSD 2020 Legislative Priorities**

##### **i. MCSD 2019 Legislative priorities**

*Local Board effort may be required concerning eliminating the “may not exceed” cost of per student station.*

*Mr. Griffiths suggested the Board consider contracting with a “lobbyist” during the legislative session.*

*Ms. Conn thinks the cost of per student station language would be great because if they eliminate it, it no longer affects us.*

*Take a strong lead - local control of locally generated revenue. Most of the District's Capital funding comes from sales tax or the half mill.*

*Ms. Conn would like the FRS language discussed in the FSBA priorities included in the MCSD priorities as well.*

### **Eliminate the Best and Brightest Scholarship**

*Ms. Conn would like it eliminated, but wants to make sure that there would be another program to replace the compensation to teachers. She does not want teachers to see a reduction in pay.*

*Mr. Porter suggested a second sentence be added to include "teacher Compensation" (not just educational initiatives).*

*Dr. Woltanski suggested removing it from the school grade calculation which would put the money in the hands of the District to reward highly effective teachers. Eliminate language about school grade calculation. Modify the language so it is entirely District controlled. Push for more flexibility to distribute the money as the District determines. Use Modify – not Eliminate.*

*Mr. Porter advised that defining the money as "bonus" does not include the funds as part of a teacher's salary, and does not qualify for FRS calculation.*

*Dr. Woltanski proposed seeking flexibility for the program.*

### **Critical Teacher Shortage**

*Mr. Porter will include the FRS proposal.*

*Dr. Woltanski discussed offering teachers a contract longer than one year, maybe a 2 or 3 year contract.*

*Ms. Conn questioned if it is possible to attach the longer contract for teachers such as attaching a guarantee to the equal the number of times a teacher exceeds standards?*

*The Board would like Mr. Porter to draft alternative contracts for teachers which would extend the length of the contract beyond one year.*

### **Wealth Adjustment:**

*The proposal to eliminate wealth adjustment needs to be kept on the list.*

*Mr. Griffiths – the state could make us "whole" and hold us harmless. Monroe County is a 90/10 county. There are aspects unique to Monroe County and Wealth Adjustment will remain on the list.*

### **Charter Schools:**

*Ms. Conn is comfortable with the item, however, she would like "same rules" for all schools.*

*Dr. Woltanski is also comfortable with the Charter School item, however, feels the second bullet, makes the transportation services redundant. All schools, all rules. You can't really have choice if you can't provide your own transportation.*

## **Declining Enrollment**

*Dr. Woltanski is in favor of the last bullet. She doesn't think when a District has been hit with a natural disaster, especially when several Districts are effected, a District should have to "negotiate" their own accountability "deal" with the DOE.*

*FYI, declining enrollment supplement is something that the DOE has on their budget to eliminate.*

*Modify the item, and keep it on the list.*

*Ms. Conn believes increasing the FTE during disaster times, even if one part does not pass, that part helps regardless. The dual approach for hurricane issues is good.*

## **Class size**

*Changes were made to the statute, no longer a financial penalty if you meet the school wide criteria and not the class by class criteria. However, if you are a High Performing District, you must meet the higher standard.*

*Dr. Woltanski, class size has been approved twice by voters. The language as presented is acceptable, but would prefer elementary schools be kept at lower ratio. A small step would be to go to a school wide average for high schools and middle schools and leave the class average in place for elementary schools.*

*Mr. Griffiths asked if the District has to subsidize for class size.*

*The Board consensus was to remove class size from the Monroe County School District legislative priority list.*

*The Board requested no additions to the local legislative priority list.*

*Mr. Highsmith asked that the grammar error in the first paragraph be corrected - opening paragraph "is support."*

*Mr. Porter will present an revised list of legislative priorities to the Board at the September 24, 2019 Board meeting.*

*Mr. Porter announced a Monroe County Legislative Community Meeting at the Marathon City Hall on Monday, September 23, 2019 at 10:30 am.*

## **2. Food Services Unpaid Meals, P. Lefere (15 mins)**

*Mr. Lefere reported that during the past week, there has been school level engagement which has produced good results at the school of most concern.*

*Board Comments:*

*Ms. Conn:*

*Can we look at the forms from last year for missing information so application aren't denied? A: That is a paper application issue, the computer base applications have been more successful.*

*Mr. Griffiths: In Miami/Dade certain schools can feed every child for some type of Title I designation. Is that possible for us? A: It is the Community Eligibility Provision within the program, however, this is not the program that Miami/Dade uses. If a school's*

population is over 62% of free and reduced lunch they get full reimbursement from the government. You can also get reimbursement from 40% up to 62.5%, however the school district pays for the cost of reimbursing the cost of the reduced meals and the paid meals. We estimate that six of our schools would be eligible and it would cost the District between \$500,000 to \$580,000 a year.

Dr. Woltanski: What is the cost of a lunch? A: \$2.85 day x 181 days = \$515.85/year. The reduced lunch cost is \$0.40 (what the child pays) and we get reimbursement up to \$3.23 – .40 = 2.83

Dr. Woltanski wants to learn more about the Community Eligibility Provision. She provided rough calculations of what it would cost the District if four schools enrolled in the Community Eligibility Provision. Dr. Woltanski would like a presentation and discussion of the actual real numbers and where the funds would come from for the certain schools to participate in the Community Eligibility Provision.

Mr. Highsmith stated he felt the Free and Reduced Program serve the purpose of providing meals for qualifying families. He feels the District should be doing everything they can to get families qualified and enrolled for free and reduced meals. However, the unpaid meal balance at the one school seems to be a difference concern and not an issue of needy families.

Dr. Woltanski was told at the school level that the problem was not families that could afford to Pay..

Ms. Conn suggested taking applications out to the “Projects” and low income neighborhoods. She talked with SOS and United Way, and both groups are willing to help feed students after school.

What does the District do with the reimbursement funds received from the Free and Reduced Lunch Program. A: it helps pay for the entire Food Services Program, pays for food, salaries, etc.

Dr. Woltanski would like to learn what other counties do. What creative ways are they getting money to fund their program.

Mr. Griffiths questioned how to get parents afraid of government involvement? A: we continue to work with them, we take advantage of special open houses that target those groups. One on one interaction.

Mr. Highsmith commented that the parents enroll their children into school, what is it about the free lunch program that prevents parents from completing the paperwork?

### 3. WITHDRAWN: Educational Facilities Five Year Work Plan, J. Drake and P. Lefere (20 mins)

Mr. Porter reported that the necessary documents from the Florida Department of Education were not available to complete the Educational Facilities Five Year Work Plan as of the meeting date, therefore this item will be moved to a future meeting date.

**REPORT: (Move up to Workshop)**

**Strategic Objective 2 - Outstanding Student Achievement**

**1. Teaching and Learning Update, T. Axford**

*Ms. Axford, Executive Director, Teaching and Learning, provided an overview of Teaching And Learning 2018-2019 Highlights including:*

*2018-2019 Accomplishments*

*AP Performance*

*Best Practices in Delivery of Instruction*

*Response to Teacher Survey Needs*

*Early Release PD/PLC/PGP*

*Visiting Innovative Educator Workplaces (VIEW)*

*Impact of AVID on Instruction*

*Reading Endorsement*

**CLOSED SESSION - COLLECTIVE BARGAINING - TIME APPROXIMATE 4:30 P.M. (20 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.**

*Changes:*

*Action Item 5 – withdrawn Action #5*

*Recommendation for approval as modified, was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Dr. Woltanski*

*Vote: Approved*

**C. APPROVAL OF MEETING MINUTES**

*Approval of August 27, 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**

*Golden School Awards*

*Poinciana Elementary School, Horace O'Bryant School, Sigsbee Charter School*

*Key West High School*

**RECESS**

**G. PUBLIC HEARING**

## **BUDGET HEARING - TIME APPROXIMATE - 5:05 P.M.**

### **1. Budget Hearing Presentation**

*Mr. Drake, Executive Director, Finance and Performance, discussed the District's proposed 2019-2020 Budget for the third and final hearing.*

*Board Comments:*

*Mr. Dick asked if the Board would receive a breakdown for the special millage for safety. A: It is on Page 17 of the final Budget Book.*

*Mr. Griffiths pointed out that for first time in more than a decade the District did not maintain 66% of revenue being dedicated to instruction (salary and benefits of instructional staff). Is that due to the percent of funds now dedicated to safety and security. A: Correct.*

### **2. Final Millages**

a. Required Local Effort,	1.5550 mills
b. Basic Discretionary Local,	0.7480 mills
c. Additional Voted Half Mill,	0.5000 mills
d. Additional Voted Safety and Security,	0.0400 mills
e. Capital Outlay,	0.5000 mills

**TOTAL MILLAGE: 3.3430 mills**

### **3. Final 2019-2020 Budget**

## **RECONVENE - 5:16 pm**

### **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.

*No public comment*

### **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 Legal Services Invoices - Vernis and Bowling**
- 4. Approval of 2019-2020 Salary Schedule**
- 5. Renewal of Discovery Education Streaming 2019-2020**
- 6. Approval of Learning.com Digital Safety and Literacy Program**
- 7. Approval of Contract with Sunbelt Staffing LLC (Speech and Language Therapist)**
- 8. Approval of Plantation Key School Out of State Field Trip, Washington, DC**

*For clarification, Mr. Porter disclosed that Consent Item 1 included the employment of Mrs. Jane Porter at Poinciana.*

*Recommendation for approval was made by the Superintendent  
Moted by: Mr. Dick  
Seconded by: Dr. Woltanski  
Vote: Approved*

## **F. REPORTS**

### **Legal**

*Mr. Smits reported no legal concerns.*

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

1. Teaching and Learning Update, T. Axford  
*Moved to the Workshop*

### **Superintendent**

*Marathon High School Athletic Complex Dedication, Friday, September 13, 2019  
during half time.*

*The District's enrollment status is slightly ahead of projection, in a manageable way.*

*As a result of the Student Progression Plan Workshop concerning the Valedictorian-Salutatorian recommendation, Mr. Porter suggested the Board schedule three meetings (one at each location) to provide the public an opportunity for input. Mr. Porter will schedule the following public meetings:*

*September 24, 2019 at Coral Shores High School  
October 8, 2019, at Marathon High School  
October 22, 2019 at Key West City Hall*

*These meetings will be communicated to the public.*

### **Board Chairman**

*Superintendent Succession Plan*

*Mr. Highsmith reported as a result of the Board's instruction to him after the Retreat on September 10, 2019, Mr. Highsmith met with Ms. Theresa Axford to discuss her interest in serving as Superintendent for one to two years. Mr. Highsmith reported that Mrs. Axford is interested, and the next steps will be:*

1. *Schedule one on one interviews with Mrs. Axford and each Board member.*
2. *Schedule public interviews with Mrs. Axford.*
3. *Once all interviews are completed, the Board will instruct Mr. Smits to draft an employment contract.*

### **Board**

*Dr. Woltanski:*

*She thanked the students in the TIES program for allowing her to spend time with them.*

*After attending a meeting about the 2020 Census Dr. Woltanski would like to promote the Census throughout the District and inspire students to participate in the Census - make sure kids count, and they should be counted.*



*Since the beginning of the school year, she has been hearing concerns from parents about how Athletics are funded. How are funds distributed?*

Ms. Conn:

*A parent went to a school at the beginning of school year with a check to pay the balance of their child's unpaid meals debt. The cafeteria staff wasn't able to accept the check, as they didn't have last year's information and as a result, the parent left unable to pay the prior school year's balance.*

*What is the District doing to recruit bus drivers? Busing seems to be becoming a problem in the lower Keys. A: We are doing a recruit campaign, and have three new applicants. We are always recruiting for bus drivers.*

*Is Mr. Fabal working on any new creative ways to recruit and retain bus drivers? A: Yes, and he would like to test the new concepts at Sugarloaf.*

Mr. Dick

*While visiting schools, the School Resource Offices are visible and the classroom doors are locked.*

## **G. ACTION ITEMS**

1. Adopted Resolution 837, Approval of 2019-2020 Final Millage (each millage by separate vote)

a. Required Local Effort,	1.5550 mills
b. Basic Discretionary Local,	0.7480 mills
c. Additional Voted Half Mill,	0.5000 mills
d. Additional Voted Safety and Security,	0.0400 mills
e. Capital Outlay,	0.5000 mills

TOTAL MILLAGE: 3.3430 mills

A. Required Local Effort, 1.5550 mills

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Mr. Dick*

*Vote: Approved*

B. Basic Discretionary Local, 0.7480 mills

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Mr. Griffiths*

*Vote: Approved*

C. Additional Voted Half Mil, 0.5000 mills

*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Mr. Dick*

*Vote: Approved*

D. Additional Voted Safety and Security, 0.0400 mills  
*Recommendation for approval was made by the Superintendent*  
*Motioned by: Ms. Conn*  
*Seconded by: Mr. Dick*  
*Vote: Approved*

E. Capital Outlay, 0.5000 mills  
*Recommendation for approval was made by the Superintendent*  
*Motioned by: Ms. Conn*  
*Seconded by: Mr. Dick*  
*Vote: Approved*

2. Adopt Resolution 838, Approval of 2019-2020 Final Budget

*Recommendation for approval was made by the Superintendent*  
*Motioned by: Mr. Griffiths*  
*Seconded by: Mr. Dick*  
*Vote: Approved*

2. Approval of Final Budget Summary Reports FY 2018-2019  
*Recommendation for approval was made by the Superintendent*  
*Motioned by: Mr. Griffiths, thank you for putting on Action Agenda*  
*Seconded by: Mr. Dick*  
*Vote: Approved*

4. Approval of 2018-2019 Annual Financial Report  
*Recommendation for approval was made by the Superintendent (acknowledging the efforts of the Finance Department)*  
*Motioned by: Mr. Dick*  
*Seconded by: Mr. Griffiths*  
*Vote: Approved*

*NOTE: Mr. Drake noted that at the Auditor's requested, a change was made on the Schedule of Expenditures of Federal Awards, (Exhibit K17), on page 25 of the ESE 348. The corrected page had been included in the Official Board File.*

5. ~~WITHDRAWN: Approval of Superintendent Succession Plan~~

6. Approval of Key West Collegiate School/Somerset Academy Amendment

*The Superintendent referred this items for discussion and asked Principal Rompella to respond to Board questions.*

*Board Comments:*

*Mr. Dick questioned the intent to add a middle school. A: The Middle school documents is three years old, there is no intention to add a middle school at this time.*

*Ms. Conn questioned if the application is an assignment to Somerset Academy or is it Charter School Contract renewal. A: The Somerset Board felt it was a good time to "clean up" the various sections of the charter including the MOU with Doral College.*

*Ms. Conn suggested a "clean up" would be an address change, however, there is a lot of new information that would normally be presented in a contract negotiation.*

*Dr. Woltanski asked if the school does intend to expand to 150 students or if that was an oversight? What are the plans for a middle school?*

*A: That was old information, and an oversight. It should read 80. There are no plans for a middle school.*

*Is there a way to do the assignment in a more focused method, without addressing the other Issues? Mr. Smits said a simple assignment can be done to change the name and address.*

*Mr. Highsmith asked if just the assignment would be acceptable. A: Yes.*

*The items was postponed and will be revisited once the District's Legal Department drafts the assignment.*

7. Approval of 2019-2020 Testing Calendar  
*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by Mr. Dick*

*Vote: Roll Call Vote, Passed three to two.*

*Mr. Griffiths, Yes*

*Ms. Conn, Yes*

*Mr. Dick, Yes*

*Dr. Woltanski, No*

*Mr. Highsmith, No*

8. Approval of Greater Florida Consortium of School Boards' 2020 Legislative Program  
*Recommendation for approval was made by the Superintendent*

*Motioned by: Ms. Conn*

*Seconded by: Mr. Griffiths*

*Vote: Approved*

## **ADJOURNMENT**