

Bronson, Florida
September 17, 2013
9:00 a.m.
REGULAR SESSION

The School Board of Levy County met in regular session this 17th day of September, 2013 at 9:00 a.m. with Chairman Cameron Asbell, Robert Philpot, Rick Turner, Paige Brookins, and Chris Cowart with Board Attorney David Delaney arriving late.

Amendment of Agenda: Board Chairman Cameron Asbell requested that since Board Attorney Delaney would be arriving later, the Agenda be amended to switch **D) Employee Discipline Action** with **E) 2013-2014 Insurance Renewal Recommendation**. Paige Brookins moved to amend the agenda as requested by the Board Chair, second by Chris Cowart, motion carried. Mr. Asbell then asked Donna Turner to address the Board.

2013-2014 Insurance Renewal Recommendation: Donna Turner reported the following recommendations from the Insurance Committee for the 2014 employee benefit program.

Health Insurance – Due to high claims experience, large number of high cost claims and changes to our plan design because of the Federal Affordable Care Act (ACA), **Florida Blue** came back with a 27.9% increase to keep current health plans which is unacceptable. The Insurance Committee will continue to investigate other options and make a recommendation at the October 8, 2013 Board Meeting. The Board agreed to schedule an “Insurance Workshop” with the School Board’s Benefit Consultant James Crook of Combined Benefits Consulting Group on Friday, October 4, 2013 at 10:00 am to review options available to the School Board. The committee does recommend open enrollment for January 1, 2014.

Life Insurance – renew contract with **ING/Reliastar** as follows:

- Same Basic Life and AD&D of \$10,000
- Employee supplemental maximum of \$300,000
- Employee guarantee issue amount of \$150,000, in excess of \$150,000 subject to underwriting
- Open Enrollment for all employees already at \$40,000 – up to \$150,000
- Open Enrollment for all employees currently with \$10,000 - \$30,000 can go to a total of \$50,000
- No guarantee issue for employees not currently participating in supplemental coverage
- Spouse supplemental maximum \$150,000
- Spouse guarantee issue amount \$20,000
- Open enrollment for all spouses currently participating - can get another \$20,000 in addition to their current amount
- No guarantee issue for spouses not currently participating
- Pay ALL life insurance premiums outside the Cafeteria Plan which means they will not be pre-taxed. The low cost of this coverage makes the tax consequences insignificant.

Dental and Vision Coverage – Renew with HUMANA with no change in benefits or premiums

Cancer and Accident Coverage – Renew with AFLAC with no change in benefits or premiums

Flexible Spending Account (FSA) & Health Reimbursement Arrangement (HRA) Administration – Renew with Lockard & Williams Insurance Services with reduction in administration costs for the FSA participants with annual savings of \$3195.00

Disability Plan – Add the AETNA Long Term Disability Plan

After review and discussion, Chris Cowart moved, second by Paige Brookins to approve the recommendation of the District Insurance Committee for 2014 Employee Benefits Renewal, and to advertise an Insurance Workshop to be held Friday October 4, 2013 at 10:00 am in the Board Room. Motion carried. (See Supplemental Minutes)

Employee Disciplinary Action: Superintendent Hastings informed the Board that as a result of an investigation conducted by Candy Dean, District Personnel Director, he was recommending termination of employment of Isaiah Parker, Bus Driver, effective immediately. He told the Board Mr. Parker has had an on-going intimate and inappropriate relationship with a 15 year old girl who is pregnant. He said Mr. Parker had declared he was the father of the baby, later recanted and has applied for a marriage license with parental consent to marry the girl. He showed the Board pictures of Mr. Parker and the girl that had been posted on FaceBook. Board Chairman Cameron Asbell asked if Mr. Parker could speak on his own behalf, but was told by Union President Carmen Ward Mr. Parker was under investigation by the Levy County Sheriff's Office for the incident and could not speak. Mr. Asbell asked if Mr. Parker could be placed on suspension without pay while the LCSO conducts their investigation. At that point, Board Attorney David Delaney said the employee has been noticed of tonight's meeting by the School Board, and since the matter of paternity is in question along with a number of violations as described in School Board Policy 6.11(2), immediate dismissal would be the best course of action for the School Board. If the Sheriff's investigation proves Mr. Parker innocent of breaking the law, Mr. Parker could re-apply for his job. After discussion, Rick Turner moved to approve the recommendation of the Superintendent to terminate employment of Isaiah Parker immediately, second by Robert Philpot, motion unanimously carried.

District Strategic Plan: Dr. Wnek and Carol Jones Dubois reviewed the changes to the 2012-2016 Strategic Plan with the Board. After review and discussion, Dr. Wnek agreed to incorporate language changes to the Mission Statement and add a bullet on page 12 of the Plan as requested by Board Members. He said he would present it again at the October 8, 2013 Board Meeting for approval.

Flip It! Smack It! Stack It! Recycle Presentation: Becky Tyson, District Coordinator of Food Service, introduced Lee Bryan of B&R Rentals. Mr. Bryan presented information regarding the Styrofoam recycling program being used in all Levy County Schools. He said most schools all over the state are using disposable trays as opposed to washing dishes which can be unsanitary. He said the problem of trying to recycle Styrofoam is that it won't easily decompose in landfills. His company has created a machine that will melt the Styrofoam into manageable-sized "blocks" that can be shipped to China and are then recycled into picture frames. Mr. Bryan distributed picture frames to all the Board Members.

Minutes: Rick Turner moved with second by Paige Brookins to approve the Minutes of the September 3, 2013 Board meeting as submitted with the Board Agenda. Motion carried.

Consent Agenda: After discussion, Robert Philpot moved with second by Paige Brookins, to approve the following items on the consent agenda with changes as recommended by the Superintendent. Motion carried.

1) GENERAL ITEMS:

a) Employee Status:

1. Lisa Fine, CKS Custodian, ***resignation***, effective September 13, 2013 and payment for any unused leave.
2. Johnathan R. Pitts, District Courier, ***internal transfer*** to Painter, effective September 16, 2013, vacancy.
3. Windy Ahrens, District Bus Attendant, ***internal transfer*** to Bus Driver, 5 hours per day, effective September 3, 2013, replacing Heidi Samec.

4. **Status Funding Change – WES:**

Rowena Rivera Vincenty – effective August 12, 2013

From: 1000E 5200 0120 0231 11020 100%
To: 1000E 5200 0120 0231 11020 50%
4210 5200 0120 0231 40230F2014 50%

Mary J. Sridhar – effective August 12, 2013

From: 1000E 5200 0120 0231 11020 50%
4210 5200 0120 0231 40230F2014 50%
To: 1000E 5200 0120 0231 11020 100%

5. The following changes in bus route hours for bus drivers / aides during the 2013-2014 SY:

**Transportation Department
SCHOOL BOARD OF LEVY COUNTY
Route Verifications for Bus Drivers and Bus Aides**

Effective August 19, 2013 for the SY 2013 - 2014

BUS DRIVERS			
DRIVER'S NAME			
	12-13 SY	13-14 SY	OVER TIME
AHRENS, GARY	5.25	5.50	
AHRENS, MIKE	6.00	6.50	
AHRENS, WINDY (new driver)		5.00	
ALFONSO, NANNETTE	5.00	5.25	
ARMSTRONG-ADDISON, DEBI	8.00	9.00	1.00
BELL, GWENDOLYN	8.00	7.75	
BREWINGTON, VAUGHN	8.00	8.00	
BROSS, DAVID	5.00	5.00	
BROWER, KAREN	6.25	6.25	
BURGE, TERRELL	8.00	7.25	
CARLSON, PAUL	5.00	5.00	
CARRILLO, DENISE	5.00	5.00	
CROSSMAN, MARYANN	7.50	7.00	
DAYS, JOYCE	8.00	8.25	0.25
DAYS, RONALD	8.00	8.00	
DOMINEY, JULIE	6.00	6.00	
DUVAL, KATHRYN	8.00	5.25	
EMMONS, PATRICIA	5.00	5.00	
FLOYD, VIRGINIA	6.75	6.50	
FOLEY, DON	6.50	6.25	
FOLEY, RUTH	7.00	7.00	
GOINS, SHIRLEY	5.50	5.50	
GRIFFIN, CARLYNN	7.25	6.75	

GRIFFIN, KENNETH	8.00	7.50	
HALEY, TRACY	7.00	6.75	
HARDEE, ELISA	7.75	7.75	
HUNTER, MARY	7.75	7.75	
INGRAM, SHARON	5.00	5.00	
JACKSON, IRIS	8.00	8.00	
JAMES, VERDELL	8.00	8.25	0.25
JORDAN, FRANCES	8.00	5.00	
KNOPIC, TINA	5.00	5.00	
KOON, ROBIN	5.00	5.25	
LANE, MARCUS	6.50	6.25	
LEONARD-EADS, LINDA	6.50	5.25	
MATTHEWS, DEBRA	6.75	7.00	
MILLER, JOAN	8.00	8.00	
MILLER, MELANIE SUE	7.25	7.00	
MOORE, CHERYL	7.00	6.50	
NICHOLSON, MARY	6.00	7.25	
NYGARD, LOIS	8.00	7.50	
PARKER, ISAIAH	5.00	5.00	
PARKER, KATRINA	5.00	5.00	
PERRY, CAROLYN	7.75	8.00	
POGUE, LISA	8.00	8.00	
POLK, DARLENE	5.50	6.00	
RICKER, DREMA	5.00	5.00	
ROBERTS, TIFFANY	8.00	8.00	
SHELTON, CHERYL	7.50	7.50	
SIMS, SILVESTRA	5.25	5.25	
STALNAKER, SHARON	5.50	7.75	
THOMPSON, ALEX CHRISTY	6.00	6.50	
TOWNSEND, FRANCES	8.00	8.25	0.25
WADE, SARAH	7.50	7.00	
WARHURST, KELLY	7.00	6.50	
WEBSTER, CASSANDRA	6.00	5.25	
WOOD, ANN	5.00	5.00	
WRIGHT, GREG	6.00	6.00	
YOUNG, PEGGY	8.00	8.25	0.25
YOUNT, JENNIFER	8.00	7.50	

BUS AIDES			
ADAMS, SHANNON	6.00	5.50	
CARRASQUILLO, JUDITH	5.25	5.00	
CARRILLO, RAMONA	6.00	7.00	
DELOACH, JOY	5.00	5.00	
MEEKS, MARY	6.00	5.50	
MINOR, SUSIE	6.50	5.50	

PHILLIPS, JOHNNIE	6.00	6.25	
SMOTHER, TINA	6.00	5.25	
WARHURST, SARA	6.00	6.00	
WILKERSON, ELVA	6.00	5.00	
WILLIAMS, MAUDE	5.75	5.75	

NOTE: Bus Drivers/Aides will be paid their regular rate of pay up to 8.00 hours per day. Any additional work time over 8.00 hours per day will be turned in on a time card, and if it exceeds a 40 hour work week will be paid at time/half.

6. Cynthia Mitchell, WES Teacher, **resignation** effective September 26, 2013.
7. Parrish Parnell, CMHS Teacher's Aide, **resignation** effective August 14, 2013, and payment for any unused leave.
8. Judith Graham, BES Teacher's Aide, **resignation** effective September 13, 2013, and payment for any unused leave.
9. Shari Cone, BES ESE Teacher's Aide, **internal transfer** to VPK Lead Teacher, effective September 17, 2013, replacing Judith Graham.
10. Amy Parks, CKS Teacher's Aide, **increase hours worked** from 6.0 hours per day to 7.0 hours per day, effective September 17, 2013.

b) Illness-In-Line-of-Duty Leave Request:

1. Amos Bostick, WHS Custodian, September 3 – 13, 2013 (8.0 hrs per day) and September 16, 2013 (4.0 hours).

c) Family Medical Leave Request:

1. Mary Jane Meeks, District Bus Aide, September 18 – November 19, 2013.

d) Professional Leave Requests:

1. **Dr. Patrick Wnek**, Assistant Superintendent Curriculum and **Joelene Vining**, CMHS Assistant Principal, September 26 and 27, 2013, FL Partnership Leadership Colloquium, Tallahassee, all expenses paid FL Partnership, no cost to Board.
2. Natalie Couey, WMS Teacher, December 3-7, 2013, National Association of Agricultural Educators Conference, Las Vegas, sub only cost to Board.
3. Katherine Manuel, BMHS Cafeteria Manager, October 22 – 24, 2013, FSNA Industry Seminar, Orlando, expenses paid project #41000.

4. Kathryn M. Lawrence, District STEM Coordinator, travel dates as follows:
Sept. 29(pm)-30, 2013, DOE EQUIP Rubric & Quality Review Training – Orlando, FLDOE reimburse
Oct. 17-19, 2013, FCTM Fall Conference, Orlando, paid RTTT project #43401 00814.
5. **Barbara Rivers**, District Coordinator Data and Assessment, **Kathryn M. Lawrence**, District STEM Coordinator, **Michael Homan**, District Coordinator of Title Programs, September 25(pm), 26 and 27, 2013, DOE Training for Development of Local Assessments, Orlando, expenses reimbursed by FL DOE.
6. Ronald Perez, District Coordinator of Technology, travel dates as follows:
September 23-25, 2013, FL Assoc. Ed. Data Systems Conf., Orlando, paid from project #10140
October 20-26, 2013, Stoneware Tech. Training., Carmel, Indiana, RTTT project #43401 00614
7. Teresa Pinder, District Local Assistive Technology Specialist (LATS) paid by LATS project #40290F2014:
October 7(pm)-9, 2013, R-LATS duties Flagler County, Palm Coast and Bunnell
October 16(pm)-19, 2013, FL Council for Exceptional Children Conference, St. Pete
8. **Dr. Rosalind Hall**, District ESE / SS Director, **Laura Brown**, District Pre-K and Student Services Coordinator, October 27 – 30, 2013, Educational Strategies and Student Engagement Institute, Orlando, expenses paid project #40230F2014.
9. Mickey Ebert, BMHS Teacher and Basketball Coach, October 3-4, 2013, Basketball Coaches Clinic, Jacksonville, all expenses paid internal account, no cost to Board.
10. Christy Jones, CES Teacher, October 8 (pm) – 10, 2013, PECS Training, NOVA University Orlando, expenses paid from IDEA project #40230F2014 (travel) and #40241F2014 (meals).
11. Florida Reading Association Conference, September 26-28, 2013, Orlando, expenses paid from project #11332: Carol Jones, Lauren Whitehurst, Amber Philpot, Sandra Roberts, Linda Campbell, Marlene Wiggins, Barbara Hoyt and Chloe Gabriel.

e) Student Trip Requests:

1. National FFA Convention, October 27 – November 1, 2013, Louisville KY, advisor's expenses paid from project #15300, all other expenses paid internal account as follows:
BMHS Marcia Smith, April Trimm Chaperone, 5 students, commercial carrier – AIRLINE
CKS Dennis Voyles, Jolie Davis Chaperone, 6 students, traveling with Gilchrist Co. by rental car
CMHS Dallas Locke and Karen Tillis (chaperone), 6 students, rental car
WMS Natalie Couey, Carl Vining Chaperone, 3 students, county van
WHS Chris Wilder, 4 students, county van
2. FFA Sunbelt Ag EXPO, October 16, 2013, Moultrie, GA, substitute teachers only cost to Board, all other expenses paid internal account as follows:
CMHS Matthew Dettloff, Dallas Locke, 50 students, commercial carrier – BUS
3. Kyle Quincey and Teresa Collins, BMHS VE Classes, March 24, 2014, SeaWorld Orlando Trip, chaperones Jennifer Goedeck, Debbie Dexter, Leaudary Bell, 20 students, commercial carrier – BUS, expenses paid internal account, no cost to Board.
4. WES 4th Grade Class Trip to St. Augustine, May 9, 2014, Teachers Tina Roberts, Britney Swink,

Hillary Cribbs, Michelle Clark, Cynthia Mitchell, Julie Whiteacre and parents (list on file in the office on day of trip) 145 students, commercial carrier – BUS, expenses paid internal account, no cost to Board.

f) Administrative Services:

1. Approval of the 2013-2014 SY 5-Year Facilities Work Plan
2. Approval of the 2013-2014 SY Contract with College of Central Florida Mid-Florida Career Pathway Consortium

g) Recommendations:

1. Joanne H. Hunt, WHS Teacher, effective September 9, 2013, (out-of-field in Reading/Int Reading, completely in-field in English I) replacing Cindy Penney.
2. For the 2013-2014 school year, establish a CDE student position at WHS in the Cafeteria, not to exceed 10 hours per week as indicated by timecards beginning August 29, 2013, paid from project #41000 with the appointment of Amanda Colon to the position.
3. Approval of revised job descriptions of Coordinator, Transportation; Transportation Training Supervisor; Bus Driver; Bus Mechanic; Substitute Bus Driver.
4. Blaine Vitallo, WMS OPS Avid Tutor, effective September 9, 2013, position board approved August 20, 2013.
5. Andrea Monique Allnut, non-instructional OPS position at JBES, effective September 30, 2013, position Board approved September 3, 2013.
6. Jonathan E. Uncle, Jr., BMHS Food Service Worker, 5.5 hours per day, effective September 17, 2013, replacing Gabriel Thomas.
7. Stephanie King, WMS Avid Tutor, effective September 9, 2013, position Board approved August 20, 2013.

h) Personal Leave In Excess of Six (6) Days Leave Request:

1. Meredith Stone, JBES Teacher, October 16 through November 21, 2013.

2) FINANCE:

- a) Financial Statement as of August 2013

Superintendent Comments / Recommendations: Mr. Hastings shared with the Board information he received from the FADSS Fall Conference September 10-12 in Tampa. He said the main topic was that Common Core is here to stay both for Teacher evaluation and student evaluation. He said the Health Care Act was discussed and how it will impact School Districts throughout the country. He said he also participated in the required 4-hour Ethics Training while at the Conference. He said the Governor stopped by at the Conference to let them know Pam Stewart will be sworn in as the new Commissioner of Education on October 17th. He said he knows her well from working in Marion and Citrus Counties and we will have a great ally for Rural Districts in the State.

Board Comments: Robert Philpot asked who decides the topics of the scheduled Professional Development Days. Mr. Hastings replied that the district staff bases professional development on what meets the requirements of CC/SSS for all teachers. There was discussion regarding Common Core Standards and the District's control over what is taught.

There being no further business to come before the Board, the meeting was adjourned with the Board visiting at JBES and WES.

ATTEST:

APPROVED:

Robert O. Hastings, Secretary

Cameron Asbell, Chairman