

**Bronson, FL
November 5, 2013
5:30 p.m.
EXECUTIVE SESSION**

The School Board of Levy County met in Executive Session this 5th day of November, 2013 at 5:30 p.m. with Board Chair Cameron Asbell, Robert Philpot, Rick Turner, Paige Brookins, Chris Cowart and Board Attorney David Delaney present.

Expulsion Hearing: The Board heard information regarding recommendation for expulsion. After the School Administrator and parents were sworn in by Pam Morrison, Notary, and had given testimony, the following action was taken by the Board.

- 1) **Student 14-06** (student and parents present): Chris Cowart moved with second by Paige Brookins to approve the recommendation of the Superintendent to expel the student for the remainder of the 2013-2014 SY and the 2014-2015 SY, with student being allowed to enroll at Hilltop Alternative School and to receive ethics counseling while enrolled at Hilltop. Motion carried.

**6:00 p.m.
REGULAR SESSION**

The Board then met in regular session to continue with the remaining business of the Board.

Amendment of Agenda: Chairman Cameron Asbell amended the Agenda for good cause, stating that after C) **Welcome Visitors, insert D) Isaiah Parker Step 3 of Grievance Process**, with the remaining items to be re-alphabetized in order. Robert Philpot moved to approve the amended Agenda with second by Chris Cowart, motion carried.

Isaiah Parker Grievance Process STEP 3: Superintendent Hastings informed the Board that LCEA President Carmen Ward had contacted him and Board Chair Cameron Asbell last week to request that STEP 3 of the Grievance Process for Isaiah Parker be conducted at today's Board Meeting. He said after hearing information from Mr. Parker and Ms. Ward regarding Mr. Parker's grievance of his termination of employment, the Board would rule to either approve or deny the grievance. Carmen Ward approached the podium and said Mr. Parker's Attorney Martin Powell had instructed his client not to speak or answer any questions at the meeting today and that she would read a letter from Mr. Powell on Mr. Parker's behalf. Ms. Ward read the letter which indicated Mr. Parker had been terminated without just cause and asked the Board to overturn the Superintendent's action to terminate Mr. Parker's employment. Superintendent Hastings reminded the Board of the information he presented at the September 17, 2013 Board Meeting regarding the circumstances surrounding the events that led to termination of Mr. Parker's employment with SBLC. He said Mr. Parker has been given 2, now 3, opportunities to present his "side" of the issue and has chosen not to speak. He asked the Board if they had any questions or comments. Paige Brookins asked Mr. Parker to share his side of the controversy with the Board, stating that she wanted to base her decision on what he had to say about the charges. Ms. Ward said Mr. Parker had been advised by legal counsel not to speak. After further discussion, Rick Turner made the motion to deny the grievance and uphold the Superintendent's action to terminate employment, second by Paige Brookins, motion carried unanimously.

Request to Advertise RFQ for Construction Management Services - New WMHS: Jeff Edison reminded the Board that the new WMHS has been deemed a critical need by the FL DOE Special Facilities Construction Committee and would be in the Governor's budget for the 2014-2015 fiscal year. He said that in an effort to move forward on the project in anticipation of funding, he would like to request that the Board approve to advertise for Request for Qualifications (RFQ) for construction management services, contingent upon receipt of funding for the project. He shared a sample RFQ used during the new BMHS construction process, stating that he has sent a copy of the RFQ to Board Architect Paul Stresing and Board Attorney David Delaney for review, and would use the revised RFQ. After discussion, Chris Cowart moved to approve the advertising and RFQ, second by Robert Philpot, motion carried. Mr. Edison said the Board would

need to establish a committee of District personnel to review the RFQ proposals and select the top 3 companies who would then present their proposals to the Board to select the construction manager for the project.

Minutes: Rick Turner moved with second by Paige Brookins to approve the Minutes of the October 16 and 22, 2013 Board Meetings as submitted with the Board Agenda. Motion carried.

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

1) General Items:

a) Employee Status Changes:

1. Shirley Miller, CES Teacher Aide, *resignation* effective November 7, 2013, and payment for any unused leave.
2. Paula G. Havard, WMS Health Aide, resignation for retirement, effective March 28, 2014.
3. Heather Easley, CES PT ESE Teacher Aide position (4.0 hours per day) internal transfer to Title I Teacher Aide position (7.5 hours per day) effective November 12, 2013, replacing Shirley Miller.

b) Professional Leave Requests:

1. Dr. Patrick Wnek, November 5(pm) – 8, 2013, AVID District Leadership Training, Melbourne, *amend to* expenses reimbursed from AVID College Board Partnership project #14897 and Race to the Top project #43401 00814.
2. Dr. Patrick Wnek, November 13 and 14, 2013, FL Organization of Instructional Leaders (FOIL) Conference, Orlando, expenses paid from Race to the Top project #43401 00814.

c) Recommendations:

1. Amend job description of “AVID Tutor” .
2. Alexandria W. Zettler, CKS OPS Avid Tutor position, effective October 22, 2013.
3. Molly L. Cowart, CKS OPS Avid Tutor position, effective October 22, 2013.
4. George Evans, District Bus Driver, effective October 28, 2013, open route position.
5. Linda (Lynn) Caroussos, District Bus Driver, effective October 23, 2013, replacing Isaiah Parker.
6. Tracy Willis, YTS Teacher, effective November 4, 2013, (*out-of-field* in Lang. Arts – MJ, *in-field* in Elem. Ed K-6) replacing Lisa Meadows.
7. William Roberson, BES Custodian, effective October 29, 2013, replacing Carlos Aracena.
8. Nancy Perez Rivera, WMS ESOL Aide, effective October 29, 2013, vacancy.
9. Maude Williams, BMHS Custodian, 6 hours per day, effective November 1, 2013, replacing Clausell Stevens.

10. Maria Garcia, Summit Academy Teacher Aide, effective November 4, 2013, new position.
11. Lisa Meadows, YTS Teacher, *release from employment* during probationary period, effective October 3, 2013, and payment for any unused leave.
12. Tracy Babich, District Bus Driver, *release from employment* during probationary period, effective November 1, 2013, and payment for any unused leave.

d) Student Trip Requests:

1. Raquel Beauchamp, CMHS Teacher, November 15-17, 2013, HOSA Leadership Development Conference, Lake Yale in Leesburg, Alice Graham Chaperone, 10 students, *amend to 1 county van and 1 private vehicle*, Advisor expenses paid from project #15322, all other expenses paid internal account.
2. 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:
CKS Dennis Voyles, Jolie Davis Chaperone, 6 students, traveling with Gilchrist Co. by rental car, *amend to add and by private vehicle*.

e) Family Medical Leave:

1. Mary Jane Meeks, District Bus Aide, September 18 – *amend to* October 30, 2013.
2. Ashley Gargulak, BES Teacher, November 12, 2013 – January 31, 2014.

f) Administrative Services:

1. Contracts and/or Agreements:
 - a. Administrative Services Agreement between Blue Cross and Blue Shield of Florida, d/b/a Florida Blue and Levy County School Board beginning January 1, 2014 and ending December 31, 2016 .

2) Finance:

- a) General Fund Budget Summary Info as of October 31, 2013
- b) Budget Amendments #1-A and #1-B
- c) Approval to change the scheduled payroll date of Tuesday November 26, 2013 to Friday, November 22, 2013. The change will allow our employees to receive their paychecks at their worksite before the Thanksgiving holiday (schools are closed the entire week November 25 – 29, 2013).

Superintendent's Comments / Recommendations: Superintendent Hastings informed the Board he had met with Legislators Charlie Deen and Charlie Stone when they came to Levy County last week. He said he expressed his appreciation to them for the Governor's teacher incentive fund allocation which would result in \$935,000.00 to Levy County and allow him to fund raises for teachers and staff as well. He said negotiations with the Union still have to be ironed out before the money can be used. He said he also expressed his concern to the Legislators regarding PECO funding, hoping it will be coming back in future budgets. He said the recalibration of FTE will also be a big hit to public education, and that he had expressed his concern for that as well as CSR which is also a sore spot for all school districts in the state. Finally, he told the board in an effort to make sure the District is on track for the Special Facility Funding of the new WMHS, he would be going to Tallahassee tomorrow to meet with 8 legislators concerning the project. He said he feels confident of having the support in Tallahassee needed to move forward.

Board Comments: Chris Cowart reported that the Beast Feast was successful, raising \$8,000.00 for Levy County Schools Foundation. He said Cedar Key School also raised \$2500.00 at their Fall Festival on Friday. Rick Turner thanked the Superintendent for his leadership in regards to legislative issues and asked that he report back to the Board at next meeting regarding his efforts in Tallahassee. Robert Philpot thanked Chris Cowart for attending the Value Adjustment Board in his place. Cameron Asbell invited everyone to the BES Fall Festival on Friday.

There being no further business to come before the Board, the meeting was adjourned with the Board going into executive session.

ATTEST:

APPROVED:

Robert O. Hastings, Secretary

Cameron Asbell, Chairman