



“Student Success,
Whatever It Takes”

SCHOOL BOARD OF MONROE COUNTY
Regular Meeting & Budget Hearing Minutes

July 28, 2009 at 5:00 pm

A. J. Henriquez Adm. Bldg.
241 Trumbo Road, Key West, Fl. 33040

PRESIDING: Andy Griffiths, Chair

PRESENT: John Dick; Duncan Mathewson; Steven Pribramsky; Debra Walker;
Mike Henriquez, Acting Superintendent and School Board
Attorney and Richard Collins

REGULAR MEETING – 5:00 P.M.

CALL TO ORDER, - INVOCATION - , AND PLEDGE OF ALLEGIANCE.

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

The following amendments to the agenda were made:

Deletions:

Discussion Item 2 – Audit Findings on Property Insurance & Responses to Auditor

Consent Item 9 Inter-Institutional Articulation Agreement Between Monroe County School District and Florida Keys Community College.

Consent Item 27 – Contract with Mitel MiService Solutions

Action Items Numbers 2 Approve February, March, April and May 2009 Financial Statements and 3 Approve March, April, and May 2009 Budget Amendments were moved to a future meeting when the June Financial Statements and Budget Amendments can be voted on as well. The deadline to approve these is the final budget meeting.

Action Item 4 – Employee Subpoena Process Clarification

Pulled for Discussion becoming Action Items

3. Approve the Recommendations for Instructional Personnel Employed for the 2009-2010 School Year. Goal Area 4
4. Approve the Recommendations for Administrative Personnel Employed for the 2009-2010 School Year. Goal Area 4
6. Approve New Position and Job Description for Supervisor/Coordinator, Career Education and Adult Education Pending Public Hearing. Goal Area 4
7. Approve Changes to Salary Schedule for Pay Grade 138 as Presented. Goal Area 4

10. Approve Employee Retention of their Monroe County School District Telephones and Direct Connect Devices and Bus GPS'. Goal Area 514. Approve Invoice for the Florida School Boards Association Dues for 2009-2010 in the amount of \$15,031.00. Goal Area 5 (07/22/09)
15. Approve Invoice for Florida Association of District School Superintendents for 2009-2010 in the amount of \$10,949.00. Goal Area 5 (07/22/09)
16. Approve 2009-2010 Salary Schedule. Goal Area 8 (rationale added 07/23/09)
20. Approve Contract Renewal with the Appraisal Company of Key West for Harris School Appraisal. Goal Area 5. (07/23/09)
21. Approve After the Fact Travel: A. Goal Area 5
- 26A – Approve Contract with NEOLA, Inc. Goal Area 5 (07/22/09) (Numbered 26 twice)
29. Approve the Recommendations for Administrative Personnel Employed for the 2009-2010 School Year-Addendum. Goal Area 4. (07/24/09) (UD07/28/09)
30. Approve Request to Advertise Open Position Addendum. (07/28/09)

APPROVAL OF MEETING MINUTES

Upon the Recommendation of the Acting Superintendent

Dr. Walker motioned, and Mr. Dick seconded to approve

Approval of Minutes for June 23, 2009, June 30, 2009, and July 9, 2009

Motion passed without objection
(copy in SMB 48, page 17)

CONSENT AGENDA ITEMS

Upon the Recommendation of the Acting Superintendent

Dr. Mathewson motioned, and Mr. Dick seconded to approve

1. Approve the Recommendations for Support Services Personnel Employed and Terminated for the 2009-2010 School Year. Goal Area 4 (copy in SMB 48, page 18)
2. Approve Requests for Leave. Goal Area 4 (copy in SMB 48, page 19)
5. Approve of Personnel Employed for 2009 Summer School. Goal Area 4 (UD 07/27/09) (copy in SMB 48, page 20)
8. Approve Request to Advertise Open Positions. Goal Area 4. (copy in SMB 48, page 21)
11. Approve Contract for Services with the Gilder Lehrman Institute of American History. Goal Area 3 (copy in SMB 48, page 22)
12. Approve Contract for Services with Cebula Historical Consulting, LLC/TAH Grant. Goal Area 3 (copy in SMB 48, page 23)

13. Approve Minutes for the Big Pine Elementary Academy for the Month of May 2009. Goal Area 5 (07/22/09) (copy in SMB 48, page 24)
17. Approve 2009-2010 Schedule of Payrolls, Employee Reporting Days, & Calendars. Goal Area 8 (copy in SMB 48, page 25)
18. Approve Master Inservice Plan for 2009-2010; Rationale. Goal Area 4 (UD 07/22/09) (copy in SMB 48, page 26)
19. Approve Invoices 97258; 97924; 97925; 97936; 97937; 97938; 97940 for Vernis & Bowling of the Florida Keys, Inc. Goal Area 5 (copy in SMB 48, page 27)
22. Approve Headstart Contract with Paul Adams. Goal Area 2 (UD 07/27/09) (copy in SMB 48, page 28)
23. Approve Headstart Contract with Dr. Vedrenne. Goal Area 2 (UD 07/27/09) (copy in SMB 48, page 29)
24. Approve Headstart Contract with Urgent Care, Inc. Goal Area 2 (UD 07/27/09) (copy in SMB 48, page 30)
25. Approve Headstart Contract with Sherry Strahan. Goal Area 2 (UD 07/27/09) (copy in SMB 48, page 31)
26. Approve Contract with Danielle Abernathy for TAH. Goal Area 3 (copy in SMB 48, page 32)
28. Approve Contract for RTI Coach. Goal Area 3 (UD 07/24/09) (copy in SMB 48, page 33)

DISCUSSION ITEMS

Subpoena Process – Employee handbook states that an employee who is subpoenaed must take leave if the district is not a party to the case. Dr. Walker sees this as an opportunity to move forward. Mr. Fowler brought forward contract language. She asked what the will of the Board was for this week concerning a case in which employees are subpoenaed. Waive the handbook rule for this particular instance and make the policy make contract match the new policy as a permanent policy change.

SPECIAL MEETING ACTION ITEMS

Upon the Recommendation of the Acting Superintendent

Mr. Dick motioned, and Dr. Mathewson seconded to approve

Action Item 1 - Sale of Harris School

Dr. Walker is against the sale of the school and has a letter to read into the record from Mr. Paul Hayes. Mr. Henriquez read his recommendations to move forward as a contingency for monies for Plantation Key School and Horace O'Bryant. Mr. Dick addressed concerns about the

building being torn down and its upkeep by the District. He is in favor of the school being sold. Mr. Pribramsky agrees with Mr. Henriquez. This would address serious issues at Horace O'Bryant. Dr. Mathewson is always concerned about the historical integrity of the building but feels the buyer will keep this in place. He believes it is time to sell and move forward and build at Horace O'Bryant. Mr. Griffiths stated it is time to dispose of this item.

Harris School Sale –proceeds of the sale go to capital fund; encumbered new construction. Ear mark the funds to HOB and PKS officially marked in the motion. Dr. Mathewson spoke in favor of preserving the site but looking at the economical situation and cannot continue to leave the property to deteriorate. He does not want to see it flipped. He is in favor of the sale but with great reservations. Mr. Pribramsky cannot get past the fact that HOB has serious issues and this is the opportunity to make a dent in that situation. Dr. Freeman suggested the buyer post a bond for future use. She elaborated on the bond. Mr. McArthy representing the owner stated that it is not acceptable.

ROLL CALL

MR. DICK	YES
DR. MATHEWSON	YES
MR. PRIBRAMSKY	YES
DR. WALKER	NO
MR. GRIFFITHS	YES

Motion passed
(Copy in SMB 48, page 34)

CITIZEN INPUT

David Nole – spoke in favor of the sale of Harris School.
Sal Zappula – spoke in opposition of the sale of Harris School.

ACTION ITEMS CONTINUED

Action Items Numbers 2 Approve February, March, April and May 2009 Financial Statements and 3 Approve March, April, and May 2009 Budget Amendments were moved to a future meeting when the June Financial Statements and Budget Amendments can be voted on as well. The deadline to approve these is the final budget meeting.

Upon the Recommendation of the Acting Superintendent

Dr. Walker motioned, and Mr. Dick seconded to approve

Action Item G5/Consent Item E3

3. Approve the Recommendations for Instructional Personnel Employed for the 2009-2010 School Year. Goal Area 4

Mr. Pribramsky stated objection for the record.

ROLL CALL

MR. DICK NO
DR. MATHEWSON YES
MR. PRIBRAMSKY NO
DR. WALKER YES
MR. GRIFFITHS YES

Motion passed
(Copy in SMB 48, page 35)

Upon the Recommendation of the Acting Superintendent

Mr. Dick motioned, and Dr. Walker seconded to approve

Action Item G6/Consent Item E4

**Approve Recommendations for Administrative Personnel Employed
for the 2009-2010 School Year.**

Mr. Dick would like to see retiring rehiring personnel return at the starting salary at step 1. Mr. Henriquez recapped the standard in salary by saving over \$50,000.00 with Mr. King's new salary. Mr. King is a tremendous asset to the District. His salary was agreed upon and the 11 month contract was not considered. Mr. Dick spoke concerning the FTE supplements for principals. The Board discussed the DROP option. Mr. Pribramsky asked about the difference between Mr. King and Mrs. Garcia's contract. Mr. King is filling that position and not being replaced. Mr. Pribramsky stated that Mr. King will not be double dipping and not receiving a pension. Mr. Henriquez stated employee contracts were crafted to save monies. Mr. Griffiths stated this is consistent with the hiring of the principals. Dr. Mathewson stated he deserves high praise and high marks but has mixed emotions because the principals were told that come January employee solicitation will occur for the principals positions and desires the same for Mr. King's position. Mr. Dick spoke concerning the health care subsidy after the 2nd year which retirees do receive. Dr. Walker feels it's important to be able to disagree but also move forward with other issues. Dr. Walker agrees that the advertisement of Mr. King's position should occur with the option to have the employee currently in the position would be allowed to apply those employees that are currently in drop.

ROLL CALL

MR. DICK NO
DR. MATHEWSON YES
MR. PRIBRAMSKY NO
DR. WALKER YES
MR. GRIFFITHS YES

Motion passed
(Copy in SMB 48, page 36)

Upon the Recommendation of the Acting Superintendent;
Mr. Dick motioned, and Mr. Pribramsky seconded to approve

Action Item G7/Consent Item E7

7. Approve Changes to Salary Schedule for Pay Grade 138 as Presented. Goal Area 4

Motion passed without objection
(Copy in SMB 48, page 37)

Action Item G8/Consent Item E10

10. Approve Employee Retention of their Monroe County School District Telephones and Direct Connect Devices and Bus GPS'. Goal Area 5 This item was pulled to give the Board the chance to review it in more detail and will be brought back at a future meeting.

Citizen Input –

The following addressed the Board:

Pat Davis – Nepotism Policy
Sal Zappula – budget
Joel Bittle – Harris school
Louie Lattore – Budget
Rob Tallmadge – Harris
Leon Fowler – Harris
Shirley Freeman Harris
Mathew McCarthy - Harris

Upon the Recommendation of the Acting Superintendent
Dr. Walker motioned, and Dr. Mathewson seconded for discussion

**Action Item 9/Consent Item 14,
FSBA Dues for 2009-2010 in the amount of \$15,031.00**

Mr. Dick spoke against continued participation. Dr. Walker is in favor of continued participation. Dr. Mathewson believed that they are not as interested in school reform and change as he is. He does not believe they have done what they could have done to help our district. Mr. Pribramsky believes they have never done anything to change the perception.

ROLL CALL

Mr. Dick	No
Dr. Mathewson	No
Mr. Pribramsky	No
Dr. Walker	YES

Mr. Griffiths **YES**

Motion failed.

Upon the Recommendation of the Acting Superintendent

Dr. Walker motioned, and Dr. Mathewson seconded for discussion

**Action Item 10/Consent Item 15,
Approve Invoice for Florida Association of District School Superintendents for the 2009-
2010 School Year in the Amount of \$10,949.00**

ROLL CALL

Mr. Dick	No
Dr. Mathewson	No
Mr. Pribramsky	No
Dr. Walker	YES
Mr. Griffiths	YES

Motion failed.

Upon the Recommendation of the Acting Superintendent

Mr. Dick motioned, and Dr. Walker seconded to approve

**Action Item 11/Consent Item 16
Approve 2009-2010 Salary Schedule**

Motion passed without objection
(Copy in SMB 48, page 38)

Upon the Recommendation of the Acting Superintendent

Mr. Dick motioned, and Dr. Mathewson seconded to approve

**Action Item 12/Consent Item 20
Approve Contract Renewal with the Appraisal Company of Key West
for Harris School Appraisal.**

Motion passed without objection
(Copy in SMB 48, page 39)

Upon the Recommendation of the Acting Superintendent

Mr. Dick motioned, and Dr. Mathewson seconded to approve

**Action Item 13/Consent Item 21
Approve After the Fact Travel**

Motion passed without objection
(Copy in SMB 48, page 40)

Upon the Recommendation of the Acting Superintendent

Mr. Dick motioned, and Dr. Mathewson seconded to approve

**Action Item 14/Consent Item 26a (number 26 twice).
Approve After the Fact Travel**

This item was tabled. Questions arose concerning contracting with NEOLA where Mrs. St. James is now employed even though she will not meet with Mr. Fechter concerning the Acevedo case.

Upon the Recommendation of the Acting Superintendent

Mr. Pribramsky motioned, and Mr. Dick seconded to approve

**Action Item 15/Consent Item 6
6. Approve New Position and Job Description for Supervisor/Coordinator, Career Education and Adult Education Pending Public Hearing. Goal Area 4**

Motion passed without objection
(Copy in SMB 48, page 41)

Upon the Recommendation of the Acting Superintendent

Mr. Pribramsky motioned, and Mr. Dick seconded to approve

**Action Item 16/Consent Item 29
Approve Recommendations for the 2009-2010 School Year for Administrative Personnel Employed, Addendum. Goal Area 4**

Motion passed without objection
(Copy in SMB 48, page 42)

Upon the Recommendation of the Acting Superintendent

Mr. Pribramsky motioned, and Mr. Dick seconded to approve

**Action Item 17/Consent Item 30
Approve Request to Advertise Open Position, Addendum. Goal Area 4**

Motion passed without objection
(Copy in SMB 48, page 43)

BUDGET HEARING

Upon the Recommendation of the Acting Superintendent recommended approval of all millages H1a-b-c-d.

Dr. Walker motioned, and Dr. Mathewson seconded to approve

1. Adopt the following tentative millages:
 - a. Required local effort Millage Rate: 1.688
 - b. Discretionary Millage Rate: .699
 - c. Capital Improvement Millage Rate: .5
 - d. Additional Voted Operating Millage Rate: .5

Mr. Henriquez presented the 2009-2010 budget. Mr. Pribramsky Dr. Mathewson said the district's responsibility is to the homeowners and duty bound to do what we can for our students. Dr. Walker reminded all that this is at the high end of the budget and encouraged that this can be brought down even further. Dr. Mathewson would like to see an even lower millage in the future.

ROLL CALL

MR. DICK	NO
DR. MATHEWSON	NO
MR. PRIBRAMSKY	NO
DR. WALKER	YES
MR. GRIFFITHS	YES

MOTION FAILED

Dr. Mathewson would like to suggest another effort to revisit the fund balance in real dollars. The real dollars need to be reviewed to determine accuracy.

Mr. Dick sees there are more budget cuts that can be done like the phones and reducing the salary of re-hires. Dr. Walker asked for Mr. Dick to provide a specific figure. Mr. Griffiths would

like for Mr. Dick to show some reasonableness. Mr. Pribramsky spoke about raising the millage by the categorical to 3.002 millage equates to about 7 million dollars. Mr. Griffiths said that is unreasonable. Mr. Griffiths stated the spending has been cut by 5 million dollars.

After discussion; a new recommendation was presented as Mr. Griffiths clarified it could not go up; it could only go down. Mr. Henriquez suggested collecting more information; look at the budget closer; and meet with Mr. Higgs. He'd like to look at the fund balance in more detail.

Upon a new Recommendation of the Acting Superintendent

Dr. Mathewson motioned, and Dr. Walker seconded to approve

1. Adopt the following tentative millages:
 - a. Required local effort Millage Rate: 1.688
 - b. Discretionary Millage Rate: .699
 - c. Capital Improvement Millage Rate: .5
 - d. Additional Voted Operating Millage Rate: .5

ROLL CALL

MR. DICK NO

DR. MATHEWSON YES

MR. PRIBRAMSKY NO

DR. WALKER YES

MR. GRIFFITHS YES

Motion passed without objection
(Copy in SMB 48, page 44)

Upon Recommendation of the Acting Superintendent

Dr. Walker motioned, and Dr. Mathewson seconded to approve

2. Adopt Resolution 727 Adoption of Tentative Millage Rates

ROLL CALL

MR. DICK NO

DR. MATHEWSON YES

MR. PRIBRAMSKY NO

DR. WALKER YES

MR. GRIFFITHS YES

Motion passed without objection
(Copy in SMB 48, page 45)

Upon Recommendation of the Acting Superintendent

Dr. Walker motioned, and Dr. Mathewson seconded to approve

2. Adopt Resolution 728 Adoption of Tentative Budget for 2009-2010

ROLL CALL

MR. DICK NO

DR. MATHEWSON YES

MR. PRIBRAMSKY NO

DR. WALKER YES

MR. GRIFFITHS YES

Motion passed without objection
(Copy in SMB 48, page 46)

ADJOURNMENT

There being no further business, the Chair adjourned the meeting at 7:59 pm.

Andy Griffiths
Andy Griffiths, Chair

Michael J. Henriquez
Michael J. Henriquez, Acting Superintendent