

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – September 6, 2011

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, September 6, 2011, at 9:00 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street S.W., Largo, Florida.

Present: Mrs. Carol J. Cook, Chairperson; Mrs. Robin L. Wikle, Vice Chairperson; Ms. Janet R. Clark, Mrs. Terry Krassner, Mrs. Linda S. Lerner, Mrs. Peggy L. O’Shea, Mr. Lew Williams, Members; Dr. John A. Stewart, Interim Superintendent, Mr. James F. Madden, Deputy Superintendent; Mr. James A. Robinson, General Counsel; and, Mr. David Koperski, Associate Counsel.

Mrs. Cook stated that Mr. Robinson would like to discuss issues related to the Board’s contract with the previous superintendent, Dr. Janssen, during Leadership Discussion.

1. Priority Building – School Board, Dr. Stewart and Members of the Superintendent’s Cabinet

– Dr. Stewart introduced Dr. Mary Beth Corace, Assistant Principal for International Baccalaureate, and stated that he wanted to reintroduce quality processes into our district’s way-of-work in order to assist the leadership of this district in making good decisions. Board Members and Dr. Stewart took turns to summarize what they individually wanted to achieve out of this session. Dr. Stewart encouraged all to set aside anything that happened in the district prior to September 3, 2011; and, stated that the only agenda on the table now is to serve schools and students and to elevate the student achievement in Pinellas County. The following is a summary of the priorities identified during this session, the red dots indicating a priority identified by Board Members and yellow dots indicating a priority identified by members of the Superintendent’s Cabinet:

- Student Achievement -- 10 yellow dots, 4 red dots
- Strategic Plan – 5 yellow, 4 red
 - Data, Final Version, 9/9
 - Reaffirmed Core Values, Mission, Vision
 - Need to Review Steps for Process of SPP, including budget
- Plan for Schools with Struggling Students – 10 yellow, 5 red
 - Staff to provide information
 - Beyond the School Improvement Plan
- Principal Mentors – 3 yellow
 - 4 SIG high schools – 2 yellow
 - Plan
 - Active duty
 - All schools
- Chief Turnaround – 7 yellow
- Tiered Support – 1 yellow
- Use of Climate Survey – 1 yellow, 1 red

Examples of Excellence in Program
Succession Plan for Senior Leaders – 7 yellow, 4 red
Budget Plan – 1 red
 Low admin costs, Restore salaries
Grant funds (SIG, TIF, RTTT) – 4 red, 2 yellow
 30,000 foot level overseer - 4 yellow
 Aligned to Schools with Struggling Students
 Title I Schools – 1 red
 Salaries – 9 yellow, 1 red
Communication – 10 yellow, 7 red
 New method for Board requests
Student Assignment – 7 yellow, 6 red
Referendum – 3 yellow, 1 red
Education Foundation Plan
Professional Development – 1 red
 State report & response (Audit) – 1 red
 New evaluation/appraisal process – 9 yellow, 3 red
 Needs assessment
Policy – 2 yellow
 To schools for impact – 1 red
Scorecard – 8 yellow, 4 red
Bargaining agreement – 11 yellow, 5 red
Priority – Additional input from participants
 Middle School reform – 3 red

➤ **Leadership Discussion –**

- Mr. Robinson stated that the employment agreement between the Board and Dr. Janssen contemplated that the Board could terminate Dr. Janssen without cause for salary and benefits for one (1) year. Mr. Robinson stated that the benefits in question are that of the automobile and communications allowances; and, that these are terms of the agreement that are terminated when the agreement is terminated. Mr. Robinson stated that the Board should also not be financially responsible for anything that would be considered “futuristic”, i.e., Dr. Janssen’s request for lost retirement benefits. Discussion continued. A majority of the Board Members indicated that the the following items should not be considered a part of the benefit package and, thus, not be paid to Dr. Janssen: communications allowance, automobile allowance and lost retirement benefits. Mr. Robinson explained that, according to one Board Member, he did not have the authority to negotiate, on behalf of the Board, with Dr. Janssen and her attorney regarding this matter. Board Members indicated that they would like a way to clarify for the future that the Board’s General Counsel has such authority.

- Dr. Stewart thanked the Board for taking time to spend with him and for allowing the open dialogue that took place at today's session.

No official actions were taken by the Board at this workshop. An audio recording of this workshop is filed in the Board Office archives. This workshop adjourned at 12:53 p.m.

Chairperson

Secretary

/db

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