

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – October 21, 2014

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, October 21, 2014 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. Linda S. Lerner, Vice Chairperson; Ms. Janet R. Clark, Ms. Rene Flowers, Mrs. Terry Krassner, Mrs. Robin L. Wikle, Members; Dr. Michael Grego, Superintendent; Dr. William Corbett, Deputy Superintendent; and, Mr. David Koperski, School Board Attorney. School Board Members Mrs. Peggy L. O’Shea joined the session at 12:55 p.m. following the lunch break.

The following topics were discussed:

- **Elementary School Language Program Before/After School** – Mrs. Janet Kucerik presented to the Board the plan to expand World Language programs into the elementary level with SPLASH (Spanish Language Academy for School and Home). Mrs. Kucerik shared that the plan is to implement a pilot before- or after-school language program at selected schools; that the personnel will be found within the existing pool of language teachers or other staff with language expertise interested in teaching in this program; and, that the curriculum will be adapted from existing K-5 language curriculum. Mrs. Kucerik also shared information on the description of the program, the budget to support the program, and possible sites. Mrs. Kucerik presented information on the proposed timelines and the planning that will continue beyond the implementation of the pilot. Dr. Grego shared that he was very excited about moving a second language into the elementary level; and, stated that staff will be looking for outside funding assistance such as that procured from Duke Energy for our STEM programs.
- **Pinellas Innovates (Personalized Learning)** – Mrs. Rita Vasquez introduced this item. Presentations from both Northeast High and Clearwater High were given by the Principals, Mr. Kevin Hendrick and Mr. Keith Mastorides, respectively, and, the following teachers: R.J. Denton and Kelly Fichtner, Clearwater High; and, Debra Fischer, Cynthia Hearn and Sarah Newman, Northeast High. The Principals and teachers provided the Board with an overview of how personalized learning is being implemented into their respective schools. Mrs. Vasquez also introduced to the Board Mr. Tim Presiado, Chief Operating Officer, and Ms. Kristin Cuilla, Director, New School Development, with New Tech Network. Ms. Vasquez shared that personalization of learning allows for the teacher to understand the individual learner and how they capture the information that is to be provided; and, helps them apply their choice and voice to what they want to do in the future. Mr. Mastorides shared that the schedule with personalized learning will not look like the normal schedule, but will fit the student’s individual schedule, while at the same time being monitored. Mrs. Vasquez stated that this model for delivering personalized learning to students will continue to be researched and analyzed, monitoring effectiveness and student

ownership and participation. Mr. Hendricks stated that struggling learners will be the targeted audience; and, that there are no entrance requirements. Dr. Jan Urbanski stated that the model school will be a 6-12 model; and, though the program will focus on struggling learners, high level learners who are just not connecting will also benefit from this delivery model. Board Members were invited to send their questions into Mrs. Vasquez, i.e., how do the instructors work with struggling students, what is the plan to get parents onboard, etc.

- **Healthy Wellness Annual Report Update and Humana Vitality** – Mr. Ted Pafundi, Ms. Christina Kemp and Mrs. April Paul presented an overview of the Employee Wellness Program Report 2014/15 and the Humana Vitality Plan that will be added to our Humana Health plan effective January 1, 2015. Mr. Pafundi stated that he would like to provide the Board with additional information on the Humana Vitality Plan at the next Board workshop.
- **Energy Savings Update** – Mr. Clinton Herbic shared with the Board the intent of the district to lower our energy costs and stated that he will be looking at other districts to see what they are doing to conserve energy Mr. Herbic suggested that some of the efforts going forward will be to encourage changes in the behavior of the employees and in building operations in order to reduce usage; to gather information on possible initiatives and share that with our employees to encourage their participation in a savings program; to possibly implement a reward program to recognize successful efforts of employees; and, that research will continue to be performed to ensure we have implemented every “green” effort, including the possibility of adding the use of solar panels. Mr. Herbic stated that he intends to bring a plan to the Board in December or January to either perform this project in-house or to use a vendor and, to fully implement a savings program in the spring. Mrs. Lerner stated that maintenance technician positions were cut from the budget a few years back; and, suggested that this reduction in this position may need to be re-evaluated. Mr. Herbic stated that he will look into this. Mrs. Wikle questioned whether the idea of installing an electric car charging station was still being considered. Dr. Corbett stated that Duke Energy no longer provides a cost-effective program; and, that the cost would be prohibitive for the district to provide this. Ms. Flowers questioned if the district has an energy auditor. Mr. Herbic stated that we have two individuals that respond to our energy billing, one who reviews the bills before submitting them for payment and one who reviews the bills, etc., for possible rebate opportunities.
- **District Maintenance Apprenticeship and Internship Program** – Mr. Clinton Herbic, Mr. Mark Hunt and Ms. Marti Giancola presented to the Board an overview of the district’s Maintenance Apprenticeship and Internship Program. Mr. Hunt stated that this program will also be used to provide an incentive for present employees to go for further certification. Dr. Grego introduced to the Board Ms. Giancola and commended her for the good job she is doing. Mrs. Lerner and Mrs. Cook emphasized the importance of informing our employees of the opportunities as this program builds.
- **Career Academies of Pinellas Annual Report** – Mr. Mark Hunt, Mr. Brad Kugler and Mr. Bob McIntyre presented an overview of the Report. Discussion followed. Mrs. Lerner requested that a one-page summary be made available to share with our Legislators. Mrs. Lerner also suggested that a good way to promote our academies to local businesses and

community leaders would be to provide buses to take those interested to the various academies for a visit and tour.

- **AP Capstone Update** - Mrs. Judith Vigue provided an update on the expansion of the AP Capstone program.
- **Monitoring and Communication Plan for the Scale Up for Success Schools** – Dr. William Corbett, Ms. Lori Matway, Dr. Valerie Brimm and Ms. Merlande Petit-Bois presented an update on the monitoring and communication plans for the Scale Up for Success schools. Ms. Matway stated that the Board Members will receive a one-page update monthly.

Following the lunch break, School Board Member Peggy O’Shea joined the workshop.

- **Educational Alternative Program Update** – Dr. Barbara Hires and Mrs. Michelle Topping presented an update on the district’s alternative education programs. Dr. Hires and Mrs. Topping provided the Board Members with a folder containing information on the many services that are provided, as well as the educational alternatives offered, i.e., ALPHA Center Program, Bayside High, Chi Chi Rodriguez Academy, Graduation Enhancement Program, Hamilton Disston School for Student Success- Taking Responsibility for Academic Xcellence (TRAX), Pinellas Gulf Coast Academy, Intermediate School, North Greenwood Recreation & Aquatic Center Program, and the STAR Program. Information was also provided on Operation PAR, Bayside High and Pinellas Teen Parenting Programs for middle and high school students.
- **Class Size Update** – Dr. William Corbett provided the Board with an update on the district’s enrollment numbers, according to our internal reports; and, shared that we have met class size requirements. Dr. Grego stated that the Board will receive information on the projections and the actual numbers.
- **Job Descriptions** – Dr. Ron Ciranna presented the revised job descriptions for the following two positions: Administrative Assistant to the School Board and Secretary to the Area Superintendent. Both positions received some revision in the description; and, the pay grade for the Secretary to the Area Superintendent was recommended to move from D12 to D13 to align with the level of the person to whom they report. Dr. Ciranna shared that he was asked to contact the counties around us to determine the pay scale for the position reporting to their respective boards and provided that information to the Board Members for discussion. Mrs. Lerner voiced her opposition to any downward movement in this position, saying that the position reporting to the School Board should align with the position reporting to the Superintendent. Ms. Flowers reminded the Board that the salary presently received by the Board’s Administrative Assistant reflects the longevity in the position of that person; stated that this is not an easy job; and, stated that she does not want to hinder a new person by lowering the salary. Mrs. O’Shea requested assurance that the rewrite for this position represents the present requirements for the office; voiced her objection to reducing the pay grade; and, asked that the Board discuss the processes to be followed for identifying the individual who will replace Mrs. Beaty upon her retirement. Mrs. Lerner requested, and Board Members agreed, that the wording contained in the Area Superintendent’s position, “requiring extensive knowledge of the district organization and programs” be added under the Major Function section of the job description for the position reporting to the Board. Mrs.

Wikle stated that she thought the Board could look at the pay grade level. Mrs. Cook stated that she would like to have a range that could be considered when interviewing the next person, not just base the pay grade on what the present individual holds. Discussion continued. Dr. Grego stated that he will bring it forward at the next meeting as a Pay Grade E05.

- **Proposed 2015 Florida School Boards Association Legislative Platform, Greater Florida Consortium of School Boards Legislative Platform and the Proposed 2015 Pinellas County School Board Legislative Platform** – Dr. Grego, Mr. Steve Swartzel and Mrs. Cook presented these items for Board discussion. The Greater Florida Consortium of School Boards Legislative Platform will be brought to the Board at their next meeting for official action.
- **2014-15 School Board Meetings and Workshops: December 2014 – November 2015** – The proposed schedule was presented to the Board for their input; and, will be presented to the Board at their Organization Meeting on November 18th for their official action.
- **Superintendent’s Evaluation** – Dr. Grego thanked the Board for letting him serve this community; and, shared that there are many talented folks in this district serving children. Dr. Grego thanked the Board for their words and encouragement offered in his evaluation.

➤ **Leadership Discussion:**

- **Mrs. Lerner** - Requested that the Board schedule a short presentation concerning the issues related to substitutes. Mrs. Lerner stated that she will share with the Board an email that she received pertaining to this subject. Mrs. Lerner will complete a Workshop Topic Request Form and submit it to the Board for their consideration.
- **Mrs. Cook** – Stated that the Board presently has a workshop scheduled to follow the Organization Meeting on November 18th. Mrs. Cook shared that the administrator’s organization will be providing a reception for the Board following that meeting; and, suggested that the Board may wish to move the workshop to that Thursday, November 20th, following their meeting with the Students Rights & Responsibilities Committee. Board Members agreed to revise their schedule accordingly.
- **Mrs. O’Shea** – Shared that the Legislative Subcommittee of the Board held their first meeting and discussed having a different format this year, eliminating the breakfast with the Legislators and scheduling a lunch. Mrs. O’Shea stated that the exact date has not been identified yet; and, that the committee will continue to work on the details and finalizing the legislative priorities card to be given to the Legislators. A workshop of the subcommittee will be held prior to the start of the Regular Meeting on October 28th.
- **Ms. Flowers** – Shared that she had submitted a Workshop Topic Request Form regarding dental services and prevention. Ms. Flowers will check with Donna Sicilian before moving forward with this subject.

- **Ms. Flowers** – Shared that she had also submitted a Workshop Topic Request Form to request that the Board discuss scheduling two evening meetings of the Board as “floating” meetings in other parts of this county. Discussion followed. Mrs. O’Shea, Mrs. Lerner, Mrs. Krassner and Mrs. Cook shared that they would not support holding a Regular Meeting of the Board away from the Administration Building, but that discussion groups could be scheduled around the county. Further discussion will take place regarding Ms. Flowers’ request.
- **Mrs. Cook** – Shared with the Board the recommended timeline to follow for advertising, interviewing and filling the position of Administrative Assistant to the School Board. Discussion followed by Dr. Grego and Board Members. It was agreed that Mrs. Krassner, Mrs. Lerner and Mrs. Cook will serve on the interview committee for this position.

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 4:12 p.m.

Chairperson

Secretary

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