

SCHOOL BOARD OF PINELLAS COUNTY, FLORIDA
WORKSHOP – September 20, 2016

The School Board of Pinellas County, Florida, conducted a workshop on Tuesday, September 20, 2016, at 8:59 a.m., in the Cabinet Conference Room, Administration Building, 301 4th Street SW, Largo, Florida.

Present: Mrs. Peggy L. O’Shea, Chairperson; Mrs. Terry Krassner, Vice-Chairperson; Ms. Janet Clark, Mrs. Carol J. Cook, Ms. Rene Flowers, Mrs. Linda Lerner, Dr. Ken Peluso, Members; Dr. Michael Grego, Superintendent, Dr. William Corbett, Deputy Superintendent, and Mr. David Koperski, School Board Attorney.

Dr. Ken Peluso arrived at 9:11 a.m.; Ms. Rene Flowers arrived at 9:15 a.m. Following the Health Care Update, the superintendent and deputy superintendent comments were restated for them.

Review of Agenda: There were no changes to the agenda.

Dr. Grego informed the Board that Newpoint Pinellas Academy charter school voluntarily relinquished their charter. Mr. Rick Wolfe, director, charter schools and home education, stated that he was in attendance at their board meeting on September 16, 2016. At that time, families were advised that if they wanted their students to attend Pinellas County Schools, the district would work with them. In May, when Windsor Preparatory Academy and East Windsor Middle Academy closed; the families of Newpoint Pinellas Academy were sent letters to share the process should they choose to enroll their student prior to the start of the new school year because there were concerns at that time with the schools operation.

Dr. Corbett informed the Board that a tentative agreement has been reached with the Pinellas Classroom Teachers Association (PCTA). It was a cooperative effort. The district will meet with other bargaining units with the desire to ratify an agreement prior to the October 25, 2016 school board meeting. If approved, any increase would be paid in the November 4 and 10 pay periods.

The following topics were discussed:

- **Health Care Update:** Ms. April Paul, managing officer, employee benefits, health, and wellness champions, and Mr. Kevin Smith, associate superintendent, finance and business services reviewed the following documents: *Pinellas County Schools-Employee Wellness Program Report 2015-2016* and *Pinellas County Schools-Be Smart Wellness Program-2015-2016 Year End Results*. Ms. Kara Hager, employee wellness coordinator, stated that the District Wellness Committee meets every two months and is comprised of a cross section of employees; the goal is a healthy and productive workforce. There are 140 Employee Wellness Champions who promote wellness at their worksite. Programs are advertised in the SMART START Wellness Newsletter. The efforts of these champions are producing some excellent results through diabetic care and prevention, tobacco cessation, weight loss, and physical activity programs. The Humana Vitality program has been available for about a year and a half; it increases health awareness and provides cash incentives resulting in positive outcomes for employees. From August 2015 to August 2016, there has been a 5% increase in employee participation; currently at 23%. In January 2017, Humana Vitality name will be changed to Go365. Mrs. Lerner asked how many district

employees don't carry the health insurance plan offered by the district. Ms. Paul said about 23% of our employees do not participate in our health insurance plan for a number of reasons. Mr. Kevin Smith gave an update on our switch to self-insurance. He recently filed the actuary with the state and we are on target with our reserve balances. The target reserve balance is \$21 million at the end of three years. He will update the Board again in December. Mrs. Lerner asked how many employees had medical claims that exceed the \$500,000 threshold. There were six employees. At that time our stop-loss insurance is utilized.

- **Alternatives to Out of School Suspension and Guidelines for In School Suspension-Elementary and Secondary:** Dr. Barbara Hires, Mr. Ward Kennedy, Mr. Robert Poth and Ms. Pat Wright, area superintendents; and, Ms. Michelle Topping, director, educational alternative services, reviewed the following document: *Educational Alternatives Handout*. Dr. Hires opened the topic by noting that input from all stakeholders was considered, bearing in mind that we must maintain a safe and civil school environment. Alternatives to OSS for elementary students were reviewed. Principals will now be required to contact their area superintendent prior to assigning an out-of-school suspension for students grades K-2. The purpose is to provide support and remove emotion from the situation. Mrs. Krassner requested that the MPSS staff person be added to the Student Services team; Dr. Hires stated that the MPSS staff person from the area office goes to the school. Mrs. Cook asked how K-2 was chosen as opposed to K-5. Dr. Hires replied that students in grades 3 and above are a bit older, more mature. Ms. Flowers asked if they would consider K-5 to keep students in the classroom. Mrs. Lerner shared that individual attention needs to be given to students to determine the root cause of behaviors especially a sudden change in behavior. She asked that counselors be called upon to meet with these children. Dr. Peluso asked how many elementary students were suspended last year. He was told of 46,476 students, 1,262 were suspended. Dr. Grego noted that this is a reduction due to the work being done in the district to review these processes; area superintendents participated in the White House convening on improving school discipline policies and practices. Ms. Michelle Topping reviewed the guidelines for secondary schools. She noted the goals and reflective worksheets are an outcome of the restorative practices training. Mrs. Lerner asked to include time with a guidance counselor to assist with determining root cause for students with ongoing concerns; Dr. Hires said it would be added. Mrs. Lerner also spoke about some lessons used in the FACE IT program which may be helpful.

Ms. Flowers shared that community service agencies could be used for trainings or assistance with student counseling. Dr. Hires will add that information. Ms. Clark asked about training for classroom teachers regarding student discipline. Dr. Hires shared that these trainings are offered monthly and Ms. Wright said that during the area meetings these topics are discussed. Mr. Poth stated that better practices are being followed when students return from out-of-school suspension or DJJ to assist them in returning to school. Dr. Hires shared that there is a difference between restorative practices and restorative justice; justice occurs when harm has been done. Mrs. Lerner asked for this topic to be addressed at a future workshop.

- **Special Projects Annual Report/ Title I Audit Report/SIG 4 Grant Update:** Ms. Lori Matway, associate superintendent, student and community services, Dr. Mary Conage, director, special projects, and Dr. Felita Grant, director, Title I technical compliance, reviewed the following documents: *Special Projects Office-Annual Report 2015-2016, Pinellas –No Child Left Behind Monitoring Report Summary (February 8-12,2016)*, and *SIG4 Application 2016*. Dr. Conage stated that

in the annual report; project focus (goal) and benefit for each grant are listed. Currently there are 91 programs funded in the total amount of \$112,285,497. There are two grant writers in the department. In 2015-16, the specials projects department assisted with the development of proposals for 10 competitive grants; 9 were awarded and implemented. If a grant does not align with our district strategic plan, special projects does not make application. Ms. Flowers made the suggestion to use consultants to write the basic portions of a grant and in-house staff for the narrative that is specific to the district. Mrs. Lerner thanked Dr. Conage for such a detailed report. Dr. Grant noted that Title I, Part A compliance review had 25 items; only one of those is pending. The documents for that item were submitted on August 17, 2016. Ms. Flowers complimented the Title I staff and its leadership for the outcome of the audit. Dr. Grant then reviewed the SIG4 application and said there are 473 schools eligible to apply; 10-14 potential recipients; total grant dollars \$76 million which will be divided by those awarded the grant. The proposal is for Campbell Park Elementary to become a community school. The grant notification is expected in January 2017. Ms. Flowers noted that Principal Baruti Kafele promotes this model. She also shared that during the ESSA workshop sponsored by FSBA, the community school model was discussed.

- **Bradley/COQEBS Update:** Mr. David Koperski provided an update on this topic. Mr. Koperski stated that COQEBS, formerly the Crowley case, filed an alternative dispute resolution on May 2, 2016 raising issues with the achievement gap. On June 3, Bradley representatives, also filed an alternative dispute resolution. Both parties met with district representatives on August 17, 2016 to discuss the matter. District leadership also met with both parties separately. Bradley representation now meets with district leadership on a weekly basis. District personnel attend monthly COQEBS meetings. Our finance and assessment, accountability and research departments are currently gathering requested data. Mediation has not been requested at this point. Dr. Grego shared that topics are being discussed in more depth to communicate and clarify; this is a positive step. Mrs. Cook asked if the achievement gap data provided at these meetings is being accepted by both parties. Dr. Dan Evans is working to clarify any misinterpretations of the data. Dr. Corbett advised that agreement as to how the data will be reported has been achieved. Mrs. Lerner said there is comprehensive information on our website and complimented Mr. Koperski on his work.
- **Safe Pathways to School:** Mr. Clint Herbic, associate superintendent, operational services, and Mr. Rick McBride, director, transportation, reviewed the following document: *Pinellas County Schools Transportation Executive Summary-Section 1006.23 Hazardous Walking Conditions Determination Revisions 2016*. Mr. Herbic shared that transportation had to review hazardous walk paths, since legislation changed the parameters for determination. Mr. Mike Burke, route and safety auditor, reviewed the changes outlined in the document. Mrs. O'Shea asked if we currently have any students crossing US19. The answer is no, we do not. Mr. McBride noted that some areas are no longer considered hazardous by state guidelines, but the transportation department feels that some are still too dangerous for students; safety is the priority. These changes affect students in our elementary schools. Mrs. Cook asked if K-8 can be the criteria. Mr. Burke said he will check with the state auditor. Mrs. O'Shea asked if we were still busing elementary students in Oldsmar that reside north of 580 and attend school south of 580. Mr. Burke said we are no longer transporting them; there have been sidewalk improvements and crossing guards added. Mrs. Lerner thanked the transportation department for improving their processes in handling concerns more quickly. Dr. Grego also said they are doing a

great job, the transportation newsletter is great. He noted that the district transports students 9.9 million miles annually.

- **Capital Plan/Property Update:** Mr. Clint Herbic, associate superintendent, operational services, reviewed the following document: *Capital Renewal Major Project Professional Selection Schedule*. Mr. Herbic spoke about the Tarpon Springs HS improvements which are not part of the bonding project. Dr. Grego said this project will resolve the flooding issues on this campus. Mr. Smith reviewed the process for the certificate of participation (COP) agenda items that will be addressed next Tuesday, September 27. Following the vote on the last Nonconsent agenda item, the school board will recess and reconvene as the Leasing Corporation Board. Mrs. O'Shea is president, Mrs. Krassner is vice-president, and Dr. Grego is the secretary/treasurer. There are no public speakers for the leasing corporation meeting. Mr. Herbic shared that the footprints for all building projects must be complete prior to bond issuance. Mrs. Cook asked if we do them one at a time or all together. Projects are grouped together with the most challenging projects starting first; he feels this is more effective and efficient. Mr. Herbic continued with an update on three vacant properties, Clearview elementary, Norwood and Riviera middle. The Dream Center had expressed interest in the Clearview site, but they were unable to raise the funds. Mr. Hunt, CTAE, thought it a good idea to use the front two buildings for adult education programs that can be taught in smaller classrooms. PSTA bus service is nearby. The plan is to open in March 2017. Mr. Herbic said they have spoken with Police Athletic League (PAL), City of St. Petersburg, and Juvenile Welfare Board (JWB) and they are interested in providing community outreach programs at the site. Dr. Grego believes this will be a great opportunity to offer some entry level job training that will be easily accessible. Norwood is located near Interstate 275. Mr. Herbic has spoken with the St. Petersburg Housing Authority and they are interested in putting housing for wounded veterans at that location. At the Riviera MS site, the YMCA is still discussing their vision of a community school concept, but no decision has been made at this time.
- **School Improvement Plans Update:** Dr. Mary Beth Corace, director, strategic planning and policy, reviewed the following documents: *Agenda Item for September 27, 2016: Request Approval of the 2016-17 School Improvement Plans; Executive Summaries for Sandy Lane Elementary, Tarpon Springs Fundamental, Palm Harbor Middle, Seminole Middle, Northeast High, Calvin Hunsinger, and Nina Harris ESE Center; and School Improvement Plan-Power Point*. Dr. Corace spoke about the School Improvement Plans (SIP) process. She delivered training called Island Hopping which reviews the process. There are eight steps in the planning process. Schools that are under state DA status have to complete their plans on the state's template. Request for board approval is scheduled for September 27, 2016. The SIP document, however, is a working document and can be updated. Each school should have a link on their website to the SIP. Mrs. Lerner shared that she appreciates that data is included. Dr. Grego noted that last year the state did not have data available when the school improvement plans were initially developed.
- **Leadership Discussion:**
 - Dr. Grego: 1) He shared the Parent Guide that will be given to each student in our district. 2) He mentioned that the College and Career Fair at Pinellas Park High School had over 1,000 attendees. 3) He stated that the district is working on meeting its requirements for class size. He is aware that many districts are becoming districts of choice which have different guidelines for class size. Units that are over by a small number are having co-teachers added in order to limit disruption for students. He feels this is a more

educationally sound practice. Ms. Texel said there are 110 classes in elementary that are two or three students above. Sixty-one co-teachers have been added. At the middle school level one co-teacher was added and high school level had five. Next, they will review classrooms with one student over the limit; the estimate is 25-30 classes. Mrs. Lerner asked about the pay for co-teachers. She was told they receive \$150.00/day, no benefits.

Mrs. Krassner asked that more information about these teachers educational background be shared with principals. Dr. Grego made note that with several charter schools closing it justifies our district having issues meeting class size. He plans to discuss this topic with other superintendents at the FADSS meeting this week.

- Mrs. Lerner: 1) She asked Ms. Texel about best practices for the co-teaching model. Ms. Texel advised that there are guidelines and a required training for co-teaching. 2) She shared the Pinellas Education Foundation, Career Education Board Co-Chairman, Robert D. McIntyre, suggested that business partners deliver a short presentation at board meetings to share information on the progress being made with these programs.
- Mrs. O'Shea: She asked for the tentative schedule for school board meetings for December 2016-November 2017.
- Mrs. Krassner: She asked about the Student Progression Plan in regards to the third grade retention case concerning students who "opted out" of the third grade ELA FSA filed against the Florida Department of Education. Mr. Koperski said that there has been no legal determination made at this point, and he will update the Board on the status of the case.

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 12:37 pm.

Chairperson
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Secretary