

02 26 2013 Special Work Session 3 00 PM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

New Business

Board Agenda Review

Discussion

Item 1

1. [Florida Association of District School Superintendents' Report Review](#)

Attachment: [Revised Recommendations List Feb 2013 Protected.pdf](#)

Minutes:

Superintendent John Stewart commented the number one driver of success at the school is the principal. He would like to offer an incentive for principals if they reach proficiency at grade levels in Reading and Math. Funds would be through the Race to the Top grant. Several Board Members were in favor of the idea if there were measurable gains. More information will be provided at a March or April work session.

Denny Dunn, Assistant Superintendent of Human Resources, provided information on the recommendations of the Florida Association of District School Superintendents (FADSS).

Revised job descriptions and/or retitled job descriptions with no cost involved:

- Associate Superintendent of Learning changes to Deputy Superintendent
- Associate Superintendent of School-Based Learning changes to Associate Superintendent Teaching and Learning Services
- Senior Director, Specialized Services changes to Senior Director, Discipline

- Senior Directors for Elementary (3), Middle (1), and High School (1) will change to Regional Senior Directors (duties and responsibilities to be similar to that of Area Superintendent position)
- Senior Director Community Relations and Business Partnerships changes to Senior Director, Department of Strategic Communications
- Director of Academic Rigor changes to Director of 6-12 Secondary Curriculum and Instruction

Cost Savings changes:

- Senior Director, K-12 Curriculum and Instruction changes to Director, K-5 Elementary Curriculum and Instruction

Upgrade Positions with Salary Changes:

- Senior Staff Assistant to the Superintendent- salary grade 18 changes to Executive Assistant to the Superintendent, salary grade 19
- Senior Staff Assistant to the School Board - salary grade 18 changes to Executive Assistant to the School Board, salary grade 19

The Legal Department will review the exempt/non-exempt status of the positions with the Department of Labor to ensure compliance.

Greg Rivers, Senior Director of Facilities and Operations, provided information on the proposed Facilities reorganization. Several reasons for the reorganization were the lack of Public Education Capital Outlay dollars (PECO) over the past several years, the decrease in capital construction funding (impact fees), and the sales tax proceeds applied to debt reduction. With the lack of construction projects, fewer employees are needed. Dr. Stewart stated that every effort will be made to repurpose employees. Mark Grey, Assistant Superintendent of Business Services, stated that unless capital construction funding increases there will be further reductions thru attrition. Board Member Harris commented that the cuts seem to be in the maintenance area rather than construction. Mr. Rivers stated that the entire staff was evaluated, their experience, background, etc., and positions matched with employee's strengths. Board Member Fields requested that diversity be maintained. Mr. Rivers advised the Board that custodial services will be addressed through the ARAMARK contract.

David Lewis, Associate Superintendent of Learning provided information on changes to several Director and Senior Director positions. Dr. Stewart has directed that staff in AIF positions (Academic Instructional Facilitator) (coaches) be working directly with students at least 75% of the time.

Mr. Grey reported that the creation of a Finance Committee is being delayed until the new superintendent is found.

A discussion followed on the cost savings, if any, in

- closing the warehouses

- the print shop
- bus routes
- providing transportation to non-eligible students

Item 2

2. [Organizational Restructuring](#)

Attachment: [Revised Exec Summary Restructure 3 19 13 v2.pdf](#)

Minutes:

Mark Grey, Assistant Superintendent of Business Services, and Audra Curts, Senior Director of Finance, provided information that will be discussed at the community meeting.

ARAMARK (custodial services provider) agreed to reduce their contract by \$500,000 annually in a renewed 5 year contract. Board Member Mullenax questioned renewing the contract for 5 years. His biggest concern is the level of service provided to schools. Greg Rivers, Senior Director of Facilities and Operations, responded that most of the complaints are related to a reduction in hours the District imposed as a cost savings measure several years ago. Several Board Members were comfortable with renewing ARAMARK's contract for the 5 years.

Item 3

3. [Update on Testing Recommendations](#)

Minutes: David Lewis, Associate Superintendent of Learning, and Wilma Ferrer, Senior Director of Accountability, Assessment and Evaluation, provided a brief outline on the recommendations from the Testing Committee. Secondary schools would like flexibility in the Discovery 3 testing. Recommendations for changes in the elementary testing will be provided at the March 19, 2013 Work Session allowing time for a SAT 10 survey to administrators and first and second grade teachers.

Information

Adjournment

Meeting adjourned at 5:50 PM. Minutes were approved and attested this 19th day of March, 2013.

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Hazel Sellers, Board Chair

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John A. Stewart, Ed.D., Superintendent