

**MEETING MINUTES**  
**SCHOOL BOARD OF SANTA ROSA COUNTY**  
**September 21, 2021-6:30 PM**

**A. Call to Order and Roll Call**

*The School Board of Santa Rosa County met in regular session at 6:30 P.M. with the following members present: Mrs. Wei Ueberschaer, Chairperson; Mrs. Linda Sanborn, Vice-Chairperson; Mrs. Carol Boston, Mr. Charles Elliott, and Mrs. Elizabeth Hewey.*

*Also present were School Board Attorney, Terry Harmon; and Dr. Karen Barber, Superintendent of Schools and Secretary.*

**B. Pledge of Allegiance**

*Chairperson Mrs. Wei Ueberschaer called the meeting to order and Mr. Chris Archangel led us in a moment of silence and the Pledge of Allegiance to the Flag.*

**C. Approval of Minutes**

**1. Approval of School Board Meeting Minutes of September 9, 2021**

*Motion to Approve was moved by Charles Elliott, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

**D. Oral Written Communications**

*None*

**E. Recognitions/Resolutions/Proclamations**

*None*

**F. Public Hearing**

*Assistant Superintendent for Administrative Services, Joey Harrell, came forward to discuss and provide information on the potential purchase of 35 acres of land for a future educational facility.*

*Mr. Harrell explained that this has been a lengthy process. Over a year ago we thought we had a site to purchase but through due diligence the environmental survey discovered a potential hazardous issue that would require remediation. So we denied that contract and moved on; it had been nine months that we pursued this.*

*Mr. Harrell recalled the extensive due diligence process to ensure that we have a viable piece of property that is suitable for a school site. This includes wetland surveys, endangered species surveys, environmental survey, appraisals and site layout. There is a little over an acre of wetlands that will be mitigated in order to gain partial use of the designated area.*

*Mr. Harrell explained the appraisals have just been made public due to the negotiation process. Through the negotiation process the price was reduced by approximately \$1 million. This necessitated an amended contract with new purchase price; also an amended resolution to match the new contract. He emphasized that on the south end it is very difficult to find a contiguous piece of property to build a school on due to wetlands and other issues in this area.*

*He continued that this site will be tight but shared the acreage for other high schools in the district:*

*Gulf Breeze High - 33 acres*

*Milton High - 36 acres*

*Pace High - 30 acres*

*Navarre High - 40 acres*

*School Board Attorney Terry Harmon summarized changes in the paperwork/process for the transaction. He noted the amended contract reflects a new purchase price, from \$8,675,000 to \$7,587,500. The amended resolution corrected typographical errors and one substantive change in subsection G - the original amendment stated that the Board may receive appraisals (it was written prior to the Board receiving appraisals); the updated amendment states that the average value of the appraisals may not be less than the purchase price.*

*Board Chairperson Mrs. Ueberschaer asked if anyone would like to address the Board regarding the potential land purchase.*

*Paul Karaskevicius came forward and shared his concerns regarding the effect a high school may have on the Zoo which is across the street from the property. Mr. Karaskevicius specifically mentioned traffic.*

*Jeanne Knier had some questions regarding the exact location of the potential school site and also stated that she loves the thought of a high school being built there. Ms. Knier feels that it will be a good thing for the community; we need to get as much land as possible.*

*Ryan Fowler stated that the purchase of the property is too much for the school district to spend on land for a high school; this is prime*

commercial property. He shared traffic concerns and feels that a better idea would be to locate land for purchase that is off the main highway. Mr. Fowler suggested building vertically at Gulf Breeze High and Navarre High; possibly parking garages.

Robert Corbett and Donna Fackrel came to the podium and stated that they are vendors at the flea market. Mr. Corbett continued that putting the flea market out of business would end employment for approximately 100 working class people. He feels that using vacant land right next to the high school (currently used for sports) would be a better option.

Ms. Fackrel recalled a bad car wreck a few years ago that spooked the giraffes at the zoo causing one giraffe to run into the fence and break his neck. She feels that the flea market is a cultural thing in this area and needs to stay.

Mrs. Ueberschaer asked if anyone else would like to address the Board on this subject. No one came forward and the public hearing was closed.

Motion to Approve was moved by Carol Boston, Seconded by Linda Sanborn. Motion Passed by a Vote of 5 - 0.

The Board approved the resolution approving and ratifying execution of a purchase and sale agreement for real property for public educational facilities authorizing the members, Superintendent, officers, attorneys, and other agents and employees to do all things necessary to carry out transactions; and providing an effective date.

Motion to Approve was moved by Carol Boston, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.

The Board approved the amended contract with amended price to purchase the 35 acre parcel on Highway 98.

**G. Public Forum- (Request to address the School Board regarding an item not on the agenda)**

For a complete word for word transcript, please see the video. The following comments to the Board have been condensed.

Chairperson Wei Ueberschaer asked if anyone would like to address the Board. The following citizens came forward.

Debbie Gunnoe read from FS 1003.42. She is concerned about curriculum and if our website meets legal requirements.

Sharon White read the current events topics from Savvas books; she reiterated her curriculum concerns. Ms. White asked for an update on the company that provides our substitute teachers; our Board attorney responded that this is pending litigation and we can't comment.

*Larry Hetu berated the Board for wearing masks.*

*John Clinton suggested a process for determining who tested positive that is on quarantine or been quarantined. He also stated that Florida has a new surgeon general; Mr. Clinton would like for the School Board to quarantine only symptomatic students.*

*Glenn Moore began by saying "adults need to be adults." He is not pleased with the Board.*

*Chairperson Mrs. Ueberschaer asked if anyone else would like to address the Board. No one came forward and the Public Comment section of the Board meeting was closed.*

### **Administrative Agenda**

#### **H. Approval of Agenda- Items may be pulled from the Administrative Agenda and placed under the respective Action Agenda category by request of the Board member/Superintendent**

*Motion to Approve was moved by Charles Elliott, Seconded by Linda Sanborn. Motion Passed by a Vote of 5 - 0.*

*The Board approved all Administrative Agenda items H. 1, 2, and 3 as submitted.*

- 1. Human Resource items**
  - a. Administrative Agenda**
  - b. Leave and Temporary Duty**
- 2. Curriculum/Instruction Items**
  - a. Suspensions**
  - b. Student Reassignments**
  - c. Level 1 Volunteers**
  - d. Level 2 Volunteers**
- 3. Administrative Operational Items**
  - a. Facility Use Requests**
  - b. Religious Venue Requests**
  - c. Non-Competitive Contracts 092121**

## **Action Agenda**

### **I. Administrative/Operational Recommendations- Joey Harrell, Assistant Superintendent for Administrative Services**

#### **1. Surplus 092121**

*Motion to Approve was moved by Elizabeth Hewey, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.*

#### **2. RFB 21-09 Emisters 092121**

*Motion to Approve was moved by Linda Sanborn, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

*The Board approved the recommendation to award RFB 21-09 Emisters to Mas Vida Health Care Solutions.*

#### **3. Food Service Quarterly Report 092321**

*Leslie Bell presented the Food Service Quarterly Report:*

- *Staff Development - Successful in putting together training academy for potential managers and current managers who may need a refresher. The academy included team building exercises and working on problem solving.*
- *Retention - Maintaining and developing recognition programs*
- *School Operations - New training including customer service, food safety, occupational safety, diversity and inclusion, guidelines for working with students*
- *Future Events - New serving line at Bagdad Elementary, FoodiE Program test pilot at Sims Middle School*
- *National School Lunch Week; October 11-15*

#### **4. DAG Agenda Items**

*The Board reviewed current DAG Architects construction projects.*

#### **5. McKim & Creed Agenda Items**

*Motion to Approve was moved by Carol Boston, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.*

*The Board approved final payment request in the amount of \$1,408.32.*

*Motion to Approve was moved by Linda Sanborn, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

*The Board approved the recommendation to award paving rehab of Milton High, Jay High, and Central to Panhandle Grading & Paving.*

*Mrs. Hewey requested a breakdown by school of the total cost. The original bid included the following approximate numbers: \$45,000 for Milton High; \$108,000 for Jay High; and \$403,000 for Central.*

*The Board reviewed current McKim & Creed construction projects.*

**6. Berube Leonard Agenda Items**

*Motion to Approve was moved by Carol Boston, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.*

*The Board approved Change Order #03 for Bid Item #1 deduct of \$25,000 for Pace High School weight room floor replacement.*

**7. Conduct Public Meeting and Approve Purchase of 35 Acre Parcel for Future Educational Facilities**

*Refer to Item F, Public Hearing.*

**J. Human Resource Recommendation- Liz West, Assistant Superintendent for Human Resources**

**1. Action Agenda**

*There were no items on the Human Resource Action Agenda or Addendum.*

**2. 2022 Health Insurance Premiums and Plan Design**

*For a complete word for word transcript, please see the video. The following presentation to the Board has been condensed.*

*Pam Smith, Risk Manager, came forward to talk about the 2022 benefits renewal.*

*Ms. Smith noted that this has been a very difficult year for our self-funded plan. Our costs this year will be over projection and will impact our renewal rates. She introduced Mark Johnson with Fisher Brown Bottrell who provided further information regarding the renewal.*

*Mr. Johnson shared that our trends are up in every category. He pointed out that costs are rising significantly; our loss ratio through July 31 is 110%. The recommendation is to remain with a 3-plan design but lower the employer contribution on the HSA plan and affect premiums.*

- We are projected to finish the year at a 10-year high loss ratio above 135%. Projected expenses for this plan year are expected to reach \$27 million.*

- *Fisher Brown Bottrell's analytics and actuarial study confirms that our plan is projected to continue with high claims experience. With this information we have made changes to health plan designs and fixed our premium renewal at the proposed rate with funding 100% of the plan premiums.*
- *Recommended rates represent a total renewal increase of \$6,044,279 over our renewal level of 2021. \$4,203,301 of this increase would be paid by the School Board in premiums. HSA contribution decreases as well as expected migration off the HSA plan for some members will help offset the overall cost to the Board. The expected school Board increase with the offset cost change is expected to be \$2,182,581.*
- *The recommended School Board HSA contribution for 2022 for single tier is \$40 per month; the family tier contributions are \$85 monthly. This change is recommended in order to decrease the overall cost of renewal for the School Board from \$4,203,301 to an estimated \$2,182,581.*
- *Employees will collectively share a \$1,840,978 increase. The total paid by the School Board (not including HSA contributions) would be \$20,576,280, which is 73.6% of the total cost of health care premiums.*

*The 2022 year is a high cost renewal for our group. We are fortunate to have a reserve in our self-funded account to help us cover the current year losses. The 2022 proposal offers new plan designs to give our members options that fit a variety of needs.*

*Claims management strategies are being put in place. Teledoc system will continue to provide a telemedicine program. Florida Blue will be offering a full range of behavioral health services and new programs offering customized prevention and next steps health coaching.*

*In closing, Mr. Johnson stated that "every lever has been pulled;" we've looked at plan design and also affected premiums. Ms. Smith pointed out that there will be an extra week for open enrollment, many educational opportunities including Teams meetings, on site and individual meetings to help employees navigate through this process.*

*Motion to Approve was moved by Charles Elliott, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.*

*The Board approved the recommended plan design changes and premium rates for the 2022 Health Insurance plan designs and premium rates.*

**K. Curricular and Instructions Recommendation – Michael Thorpe, Assistant Superintendent for Curriculum and Instruction**

**1. Perkins V Secondary Grant Synopsis 2021-2022**

*Motion to Approve was moved by Carol Boston, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

**2. Perkins V Postsecondary 2021-2022**

*Motion to Approve was moved by Carol Boston, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

**3. Perkins V Rural Innovation Grant Synopsis 2021-2022**

*Motion to Approve was moved by Carol Boston, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

**4. SRCSD Comp School TA Guidelines CSTAG**

*Motion to Approve was moved by Carol Boston, Seconded by Linda Sanborn. Motion Passed by a Vote of 5 - 0.*

**5. SRCSD Suicide Prevention Protocol**

*Motion to Approve was moved by Charles Elliott, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.*

**6. HS Homecoming Bell Schedules**

*Motion to Approve was moved by Linda Sanborn, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.*

**L. Financial Recommendations – Susan McCole, Assistant Superintendent for Finance**

*None*

**M. Information Technology Services Recommendations – David Hicks, Assistant Superintendent for Information Technology Services**

*None*

**N. Items from Board Members**

*Mrs. Boston expressed appreciation to Chris Archangel for his work for the School Board. (This was Mr. Archangel's last meeting.)*

*Superintendent Barber also thanked Mr. Archangel for his service.*

**O. Items from Board Attorney**

*Mr. Harmon explained the difference between an executive session and litigation strategy session (which was held last week).*



*An executive session, per F.S. 447.605, a meeting between the Chief Executive Officer and Board members to discuss collective bargaining, may take place outside of the sunshine.*

*The question is sometimes asked, does it include one Chief Executive Officer? It can be a committee which may include Board attorney and other staff members (as it does in Santa Rosa County).*

**P. Items from Superintendent**

*Dr. Barber shared that today's Covid dashboard shows that we have .8% of students who are Covid positive. This is a great improvement! At one point in the latest surge we were at 8%. On the employee side we have .7% who are testing positive.*

*She continued that she is in schools daily and sees great instruction and joy in our classrooms. As of Friday, September 17, we had 29,217 students enrolled in our schools; Dr. Barber is very proud of our employees and students.*

**1. Executive Session**

*The Superintendent requested an Executive Session to discuss upcoming collective bargaining.*

**Q. Adjournment**

*Motion to Approve was moved by Linda Sanborn, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.*

*At this time the regular meeting was adjourned to convene Executive Session.*

*DONE AND ORDERED IN LEGAL SESSION by the School Board of Santa Rosa County the 21st day of September, 2021.*

SCHOOL BOARD OF  
SANTA ROSA COUNTY

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Chairman

ATTEST:

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Superintendent and Secretary