

MEETING MINUTES
SCHOOL BOARD OF SANTA ROSA COUNTY
October 5, 2021-9:00 AM

A. Call to Order and Roll Call

The School Board of Santa Rosa County met in regular session at 9:00 A.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 Dr. Tonya Leeks-Shepherd 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 21

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

D. Oral Written Communications

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

Superintendent Dr. Karen Barber noted that October is National School Principal Month. We will have a Principals meeting this Thursday and express to them how grateful we are to them and their leadership; Principals are critical to teachers' and children's success.

Dr. Barber pointed out that Covid percentages have gone down; we currently have less than 1% of students identified as Covid positive and less than 1% of staff. She stated that changes in Governor Desantis' and the new Surgeon General's emergency order have given parents sole discretion in quarantine of asymptomatic students.

The second nine weeks Covid guidelines have been revised; we appreciate the contributions of parents, teachers, and two physicians who serve on that committee. We are trying to return to as many normal activities as possible and trying to be vigilant about mitigation strategies.

Our October volume of Leaps and Bounds will be coming out tomorrow with information about beginning work on our strategic plan. We have contracted with Cognia - a company of experts who will help us examine all aspects of running a school district while looking to the future. This strategic plan will run from 2022-2027. A good strategic plan focuses on input and feedback from stakeholders; starting with surveys that will go out to all groups. We will take the data and formulate what our town hall meetings will look like. We have five scheduled town hall meetings - one in each voting district. Dates will go out in a press release. We will take information from surveys and town hall meetings to envision what we want to accomplish; the plan is not carved in stone as we will continue to look and evaluate where we are; revise as needed.

Several retirees have expressed concern regarding the cost of health care premiums. Pam Smith came up to provide additional information (this has been discussed in the health care presentation at a previous Board meeting). There is a problem with the cost of health care; premiums are not enough to fund our plans this year to date. We have funded the plan to 94-95% and are in the hole for this plan year. Thankfully we have built up reserves but it's going to be close. Ms. Smith continued that employees don't see what's going on at the back end; we pay claims on a weekly basis - sometimes \$600,000 per week.

Retirees are taking the biggest hit since they're paying the total premium. Most districts do not have a special rate for retirees. This was discussed a couple of months ago at an Insurance Committee meeting. Retirees are costing the plan more than they're contributing but this is not unique to retirees; without a special benefit to retirees we don't have a mechanism to reduce their premiums. The committee is made up of active employees who are currently working; retirees are on the committee but are not voting members. Ms. Smith shared that there are meetings scheduled for retirees; we are available to help them get through this.

Dr. Barber stated that Pam Smith is so talented in this area; Pam will be retiring in March so these decisions affect her as well. We appreciate Pam and her staff doing their best to make this easy to navigate; the decision making tool is excellent.

Mrs. Boston added this is a complex issue; we appreciate Ms. Smith and staff always being available for employees.

Mrs. Ueberschaer expressed appreciation to Ms. Smith; this has been a difficult few months.

E. Recognitions/Resolutions/Proclamations

1. Student Recognition

The Board recognized a student from Avalon Middle for her efforts in contacting 911 when her bus driver experienced a health problem. The situation could have turned out much worse if the student had not reacted quickly and calmly. The student's peers were listening to her and following her commands. Dr. Barber presented a certificate of recognition and Virginia Sutler, Director of Transportation for STA, provided a gift certificate.

F. Public Hearing

1. SB Policy Updates/Request to Advertise

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

The Board approved the request to advertise for public hearing on School Board policy updates on December 9, 2021 at 6:30 p.m. in the Board Room at 5086 Canal Street.

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.

Debbie Gunnoe came forward and stated that the website does not meet legal requirements regarding notification to parents to opt out or request exemption and to review instructional materials. Ms. Gunnoe has concerns about the school district's vision and mission statements and suggested rewriting them.

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 Linda Sanborn, Seconded by Elizabeth Hewey. 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

c. 2021-2022 Annual Inspections

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. **Field Trips**
 - c. **Religious Venue Requests**

Action Agenda

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

1. Surplus 100521

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

2. DAG Agenda Items

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

The Board approved Change Order #9 for East Bay K8 as recommended (four-day extension of time due to weather).

The Board reviewed current DAG Architects construction projects.

3. Direct Purchasing Change Orders

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

The Board approved change orders decreasing the projects payable below to the appropriate contractor by the amounts shown below. These decreases are to reflect recent payments made to suppliers and the associated tax savings acquired through direct purchasing.

- *East Bay K-8 Covered PE Building
A. E. New, Jr., Inc.*

\$1,497.66

- *Hobbs Middle HVAC & Energy Upgrades*
Larry Hall Construction
\$2,382.21
- *Wallace Lake K-8 School*
Culpepper Construction
\$169,579.50
- *Wallace Lake K-8 Site Work*
Panhandle Grading & Paving
\$15,563.45

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

1. Action Agenda

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

The Board approved the following administrative action:

- *Bradshaw, Brittany, Teacher Assistant IW, Holley Navarre Primary, reassigned to Transportation effective September 28, 2021*

2. Health Insurance Plan Stop Loss Coverage Renewal

Risk Manager Pam Smith came forward with Mark Johnson of Fisher Brown Bottrell to discuss the renewal of health insurance plan stop loss coverage.

Mr. Johnson stated that costs are increasing in every area; some increases are Covid-related but not all. He explained that we have two components; the first is a specific stop loss deductible of \$175,000 per member; coverage also includes \$1,000,000 in aggregate protection for the plan as a whole.

Total renewal costs are \$29,133,054.12; premium funding for our plan year is estimated at \$27,955,152; this is a 96% funding level.

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

The Board approved the insurance committee recommendation to renew with US Fire for 2022 stop loss health coverage insurance carrier and coverage.

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

1. Early Terminations

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

2. Alternative Placements

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

The Board approved alternative placement of Student A22-1361-002 for one calendar year with educational services provided at the Learning Academy of Santa Rosa.

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

The Board approved alternative placement of Student A22-1361-003 for one calendar year with educational services provided at the Learning Academy of Santa Rosa.

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

The Board approved alternative placement of Student A22-0103-004 for one calendar year with educational services provided at the Learning Academy of Santa Rosa.

3. New In-Service Component

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

4. Professional Development System 2021-2022

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

5. Proposed Childcare Fee Increase 2022-23

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

6. 2021-2022 School Improvement Plans, SAC Rosters and By-Laws

Motion to Approve was moved by Elizabeth Hewey, Seconded by Linda Sanborn. 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

Mr. Elliott spoke of the FSBA workshop he attended recently. He stated that it was interesting to hear other districts speak of the same issues that we are experiencing. Mr. Elliott recently spoke at a high school and enjoyed seeing the excitement of students and teachers. He appreciates what everybody's doing to make this happen.

Mrs. Hewey commented that she's looking to meetings for the strategic plan and connecting the plan to policies.

Mrs. Sanborn agreed with Mr. Elliott and Mrs. Hewey; she feels that training received will make better Board members.

Mrs. Ueberschaer noted that she will submit on the October 21 Board agenda a School Board Operating Manual. The manual will be helpful for new Board members as they transition to elected officials as well as current Board members.

O. Items from Board Attorney

None

P. Items from Superintendent

1. Request Board Meeting Time Change - November 16

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

The Board approved the recommendation to change the time for the November 16 Board meeting from 6:30 P.M. to 9:00 A.M.

Dr. Barber shared that the PSL class held on Monday, October 5, had 23 class participants of high performing teachers who want to become administrators in our district.

Q. Adjournment

*Motion to Approve was moved by Linda Sanborn, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.
DONE AND ORDERED IN LEGAL SESSION by the School Board of Santa Rosa County the 5th day of October, 2021.*

SCHOOL BOARD OF
SANTA ROSA COUNTY

Chairman

ATTEST:

Superintendent and Secretary