

MEETING MINUTES
SCHOOL BOARD OF SANTA ROSA COUNTY
August 13, 2019-9:00 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. Carol Boston, Chairman, Mr. Buddy Hinote, Vice-Chairman, Mrs. Jennifer Granse, Mrs. Linda Sanborn, and Mrs. Wei Ueberschaer.

Also present were Timothy S. Wyrosdick, Superintendent of Schools and Secretary and Paul R. Green, Board Attorney.

B. Pledge of Allegiance

The Chairman called the meeting to order and Superintendent Wyrosdick led us in the Pledge of Allegiance to the Flag and in a moment of silence.

C. Approval of Minutes

1. Minutes for School Board Meeting - July 23, 2019

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

2. Minutes for School Board Meeting - August 1, 2019

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

D. Oral Written Communications

1. Stuff the Bus

Please see the video/presentation at <http://santarosacountysdfl.swagit.com/play/08132019-1452> for more complete donor/volunteer information.

Dr. Karen Barber, Director of Federal Projects, came forward to present information on "Stuff the Bus." She explained that we used to have "Cram the Van" but this year we've transitioned to Stuff the Bus Santa Rosa.

Dr. Barber shared that this is a monumental, collective effort that has

given us some opportunity to collaborate. She introduced Kristen Rhodes of the Gulf Breeze Chamber of Commerce. Ms. Rhodes came forward and stated that when they heard Cram the Van might not be happening the Chamber was thrilled to step in and help with this effort to provide supplies for our students. There were many partners and incredible volunteers working tirelessly to ensure that students received the entire supply list - even if they did not preapply. She also stated that the quality of supplies this year far exceeds previous years' - including items like headphones, earbuds, flash drives, calculators; high dollar items that are harder for families to purchase. It's important that this is handled discreetly so that students will not be identified as different from their peers. Ms. Rhodes expressed appreciation to Jody Bell, Chair-Elect of the Gulf Breeze Chamber of Commerce, Ryan Funderburk with Regions Bank representing Santa Rosa County Chamber of Commerce, and Mike Sandler representing the Navarre Beach Chamber Foundation.

Dr. Barber spoke of the agencies/organizations that provided assistance - this was a real community effort and we appreciate all who contributed and volunteered!

Mrs. Sanborn asked how many students were assisted in this effort - over 1,023 backpacks were distributed district wide.

E. Recognitions/Resolutions/Proclamations

1. Northwest Florida Scholarship Recipients

Charlin Knight, Director of Workforce Education, came forward to recognize the following Northwest Florida Scholarship Recipients. Senior students who attend Northwest Florida Construction Career Days are eligible to win \$1,000 with the submission of an essay or video regarding their experience at Construction Career Days.

Asha Waters, Pace High
Logan Taylor, Pace High
Riley McPheeters, Pace High

F. Public Hearing

None

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

The Chairman opened the floor for the public forum and stated that she received two requests to address the Board. Mrs. Boston asked Rhonda Chavers to come forward.

Rhonda Chavers came forward as the President of Santa Rosa Professional Educators and began by stating "God Bless America that we have freedom of speech." She continued that she wanted to speak to the timeliness and hiring of the Athletic Director at Milton High School; questioning the state of emergency that FS 1012.27 allows the Superintendent. Ms. Chavers feels that it was a pseudo emergency; "we have procedures in place in the contract that when you hire somebody you have to advertise it." Ms. Chavers pointed out that in her experience a state of emergency involves moving an individual away from student contact. She stated that the replacement may not have been vetted; there are allegations that his wife (the secretary at Central) received a volleyball supplement and either did not attend the games or talked with parents in the stands who didn't know she was the coach. Ms. Chavers feels that this is cronyism/favoritism and procedures are not being followed by recommending the Athletic Director today.

Robert McClure spoke next regarding Murry Rutledge's transfer from Athletic Director at Milton High to Adaptive P.E. Teacher in the ESE Department. Mr. McClure stated that he has known Murry Rutledge his entire life; Mr. Rutledge has been a dedicated employee (of the Santa Rosa School District) for 37 years. He continued that he doesn't agree with every decision made by the Board and Superintendent but does that mean we can't be friends? Mr. McClure shared that he's had 15-20 phone calls regarding people receiving supplements who were not participating in the sport. He feels that the policies and procedures in place were not followed in some cases; between now and the next Board meeting some hard investigation will be done. He feels that things have been done for 25 years that have become accepted and normal standards; he signed a volunteer form this year for the first time. Mr. McClure asked if what is typical becomes standard protocol - where does the fault lie? "Murry Rutledge brought not just a love for Milton High School but a love for the kids." He brought special qualities to what he did; the money that he brought in to Milton High athletics... Mr. McClure stated that the problems found at Milton High School are fairly widespread; if we're going to enforce this it needs to be across the board. Mr. McClure concluded that the reassignment of Murry Rutledge is a good decision made for the wrong reasons; no one will be better working with a handicapped child.

Mrs. Boston asked if anyone else would like to address the Board. There was no response and the forum 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 Wei Ueberschaer, Seconded by Clifton

Hinote. Motion Passed by a Vote of 5 - 0.

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

- 1. Human Resource items**
 - a. Administrative Agenda**
 - b. Leave and Out of State Temporary Duty**
- 2. Curriculum/Instruction Items**
 - a. Student Reassignment Requests**
 - b. School Volunteers**
- 3. Administrative Operational Items**
 - a. Field Trip Requests**

Action Agenda

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

1. Exceed the Limit 081319

This item was submitted for information only.

2. Surplus 081319

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

3. Property Control Deletions 081319

This item was submitted for information only.

4. Property Control Missing-Found Items 081319

This item was submitted for information only.

5. Property Control Inventory Audit 081319

This item was submitted for information only.

6. Staff EZ Quarterly Report 081319

LaTonya Hilson, Account Director for the StaffEZ Team for Santa Rosa County, came forward to present the quarterly report.

Ms. Hilson began by explaining that even though the company has changed names the same people are in place to serve Santa Rosa. This partnership is flourishing with extended customer service hours; a pay rate increase for educational assistant subs; and continued professional development. Ms. Hilson would like to have the ESE professional development take place this year.

She continued by providing the fill rate for the 2018-19 school year. Total absences had a fill rate of 91.19%. The fill rate for instructional employees was 94.06% and 10-month educational support employees' fill rate was 81.3%. Ms. Hilson is optimistic that fill rates will improve this year.

Recruitment avenues include colleges, job fairs, online, billboards, radio, newspaper, flyers and posters, yard signs and social media. Ms. Hilson pointed out that Pensacola State College hosted a job fair specifically for us this year.

We currently have 488 active subs; 43 have been hired since July 1. This summer 28 enrollment meetings were held; 58 have been scheduled for the fall.

Ms. Hilson spoke of how much she appreciates the help she receives from Mrs. Camley, Assistant Superintendent for Human Resources.

7. SRO Program Agreement 2019-2020 with City of Gulf Breeze FL

Motion to Approve was moved by Clifton Hinote, Seconded by Wei Ueberschaer. Motion Passed by a Vote of 5 - 0.

The SRO Agreement with the City of Gulf Breeze was approved as submitted.

8. Active Assailant Response Plan

Motion to Approve was moved by Wei Ueberschaer, Seconded by Jenny Granse. Motion Passed by a Vote of 5 - 0.

The Active Assailant Response Plan was approved as submitted.

Superintendent Wyrosdick pointed out that this is an important document and he appreciates Daniel Hahn's work in this area; Mrs. Boston also expressed appreciation to Mr. Hahn. He responded that it's a group effort.

Mrs. Ueberschaer shared that some of her teacher friends told her they felt more confident and prepared after attending the training.

9. DAG Agenda Items

Motion to Approve was moved by Jenny Granse, Seconded by Clifton Hinote. Motion Passed by a Vote of 5 - 0.

The Board approved the bid submitted by low bidder Culpepper Construction (\$29,338,300) for the new southend K-8 school located at 2535 Elkhart Drive including alternates 3-6.

Mr. Hinote asked if a date for groundbreaking has been decided on; Mr. Wyrosdick responded that we want the grounds to be in better shape before we schedule this.

The Board reviewed the status of current DAG Construction projects including Pace High softball field house and Jay Elementary 6-classroom addition.

10. McKim & Creed Agenda Items

Motion to Approve was moved by Jenny Granse, Seconded by Clifton Hinote. Motion Passed by a Vote of 5 - 0.

The Board approved change order request #1 - Elkhart School - adding \$26,220 and 10 days for removal/replacement of unsuitable materials.

Mr. Hinote questioned why the testing (to determine the amount of unsuitable materials) wasn't done at the time of the bid. Mr. Jehle stated that he made the best estimate given the geotechnical information he was given at that time. He continued that during construction the geotechnical engineer determined that there were additional areas that warranted removal/replacement.

The Board reviewed current McKim & Creed construction projects.

11. Schmidt Consulting Group Agenda Items

The Board reviewed the status of current Schmidt Consulting construction projects including King Middle School HVAC Renovation Phase B.

12. Architectural Selection-New Pace K8 School

Motion to Approve was moved by Jenny Granse, Seconded by Wei Ueberschaer. Motion Passed by a Vote of 5 - 0.

The Board approved the recommendation of DAG Architects for architectural professional design services for the new Pace K-8 school.

A review committee comprised of Jud Crane, Emily Donalson, Bill Emerson, Richard Laing, Jenny Granse (non-voting member) and Joey Harrell reviewed the qualifications of the proposers and placed them in rank order.

Mrs. Sanborn asked if we can use the same plans for this school as we have for the Elkhart school. Mr. Harrell responded that we will stay within that framework but there will be site specific changes. Mr. Hinote echoed Mrs. Sanborn's comments that if we can use the design we've already used and save money we certainly want to do that.

Mrs. Granse pointed out that she enjoyed serving on the committee as a non-voting member; she got to see all the presentations and the selection made sense.

13. Direct Purchasing Change Orders

Motion to Approve was moved by Clifton Hinote, Seconded by Wei Ueberschaer. 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. Details are printed on spreadsheets as presented.

- *Jay Elementary School - 6 Classroom Addition
A. E. New, Jr.
\$21,658.69*

- *King Middle School - HVAC Renovation Phase B
A. E. New, Jr.
\$19,289.24*

- *Pace High School - Softball Fieldhouse
Larry Hall Construction
\$4,689.92*

J. Human Resource Recommendation- Conni Carnley, Assistant Superintendent for Human Resources

Superintendent Wyrosdick expressed appreciation to the Board and speakers who addressed the Board during the Public Forum; he knows their love for Milton High and Santa Rosa School District as well as the service they've provided our system over the last 40-50 years. The Superintendent pointed out "to be clear I have acted in accordance with School Board Policy, honored the Master Contract, and followed State law." He continued that his decision to reassign Mr. Rutledge is in accordance with all of these.

The Superintendent shared that the work done over the last couple of weeks has been centered around making sure that students are safe, given equitable opportunity to participate, and students are involved in a

way that's positive in their development. The investigation has been arduous; and came about as the result of a very informed complaint. The State Attorney's office has been involved; a heavy burden to bear and one that we continue to work with. Following the direction of the State Attorney's office we began our investigation working within very specific parameters. To begin with - investigate and see where that takes us. Thousands of hours, many conversations, multiple issues to deal with - it quickly became evident that some practices were appropriate but not following Board policy. As we began to look at other schools we found some practices that were similar; the intended outcome was to make certain we develop a volunteer process and an athletic coaching process that honors the intent of the Board policy and gives advantages to students and employees. During the investigation the biggest issue to overcome was recreating conversation/s that took place a year ago. The Superintendent stated that unless we were able to corroborate and validate those conversations we did not include it and did not use it. He added that it is possible some of the violations went back 20-25 years but they probably did not; there have been multiple policy and legal changes during that time - including the Jessica Lunsford Act - all of which changed the way we address school volunteers and coaches. Our scope was limited to current administration because we wanted to look at our current status and operation. The outcome we wanted is to look at where we are now - not where we were 5, 10, or 15 years ago. It is impossible to recreate those conversations with validity so we eliminated them; anything we couldn't prove we didn't use. The Superintendent pointed out that it has been and continues to be tough; he vowed to the Board that he would only bring to them what could be proven. The Board is centered on creating a volunteer and coaching program that manifests itself as good for kids and in compliance.

The Superintendent noted that incidents were found at all high schools; the multitude found at Milton High School were both egregious and voluminous. The interim report he received from the Auditor General (nothing in writing yet) showed the center of those violations to be profound and deep. The problem was shown to be institutional laziness, malaise; not that they were bad people - we became comfortable with these practices and oversight did not take place. "There is clear and compelling evidence that the individuals I'm bringing you today failed in their duties." Superintendent Wyrosdick stated that his goal is not to punish but to create a (volunteer) program at Milton High and every school that has fidelity - that we're keeping students and employees safe. We have over 10,000 volunteers and it's important that we honor that program - it's vital for our success. He shared that his intended outcome is to create a safe and secure, equitable atmosphere for students. Bringing these recommendations is a hard lift; these are not just peers but friends. The Superintendent stated that he must weigh the importance of maintaining a safe, secure school system and not honoring his friends.

He feels that we need to move on; we're where we need to be (moving forward) to create a quality program in the volunteer and coaching area.

The Superintendent noticed the Board of the involuntary transfer of Murry Rutledge and also the transfer of Brad Marcilliat.

Mrs. Ueberschaer noted that every day at our school locations administrators dole out consequences for students who violate policy; we need to keep that standard with our employees as well. Their deep care is not in question; the question is consequences due to violation of policy.

Mrs. Granse pointed out that we hold our students accountable; sometimes we have to send them to an alternative school. We hold our teachers accountable; we have moved administrators; she recalled Buddy Powell being moved from Milton High School because he didn't do things "the Milton way." She stated that her biggest concern was the Jessica Lunsford Act not being followed; the Athletic Director has to take care of that. A paraprofessional cannot understand who is out on the field, in the gym, or in locker rooms with our students. Those people have to be vetted and screened - it's dangerous (not to check them). We still haven't heard the ramifications; that's not just a policy - it's a law.

Mrs. Sanborn shared that this has been difficult for her; she thinks very highly of all three individuals. Mrs. Sanborn has considered recusing herself on this but can't do that just because Milton High School is part of it. She feels there is no choice but to follow the recommendation of the Superintendent. There have been hours and hours of investigatory work by quality people who do not have an axe to grind. Mrs. Sanborn asked Mr. Green to confirm that the School Board is not an investigative unit.

Mr. Green confirmed that the School Board is not an investigative unit. The school code is very clear that administration and supervision of personnel rests with the Superintendent; it's clear by the letter of the law that the Superintendent is in charge of that. Mr. Green explained that there are two different situations. The first is two employees who may receive unpaid suspension (this is a notice of intent to recommend on the action addendum); the second is the transfer of an employee from one position to another. Going beyond the unpaid suspension to the employee transfer, statute states that the Superintendent does have the authority to transfer personnel within the system. Mr. Green (previously) inquired about the state of emergency; he was told that there is a very large job at Milton High School that needs to be filled immediately. The action taken is legally sound.

Mr. Hinote began by talking of perspective. He stated that he understands why people are defending Mr. Rutledge today; if not in this position (Board member) he might be as well. He continued that this has

caused great consternation; Murry Rutledge is a good man - he's committed 37 years to this district and helping students. But the citizens of Santa Rosa County have asked Board members to make decisions that are fair and impartial; asked them to make a decision that might affect the life of someone they know. The Board responsibility is to be fair and impartial. He (Mr. Hinote) has perused numerous documents over the course of this process. While he finds it difficult to accept and understand there have been glaring errors in the athletic department at Milton High School. When he sits across the table from a student who's facing alternative placement he says "I know you're not a bad person, you made a poor choice." Poor choices have been made at Milton High School; years of poor choices involving misappropriation of supplements. This became the rule and not the exception. Citizens of Santa Rosa County charged the Board with making sure money is used in the most effective way. Mr. Hinote stated that in his opinion, this did not occur at Milton High School.

Board Chairman Mrs. Boston stated that she concurs with the other Board members. She's lost sleep in this role (as Board Chair). Holding public office is public trust; we must comply with the law.

1. Action Agenda

Motion to Approve was moved by Wei Ueberschaer, Seconded by Clifton Hinote. Motion Passed by a Vote of 5 - 0.

The Board approved the notice of intent to recommend disciplinary action.

Motion to Approve was moved by Wei Ueberschaer, Seconded by Jenny Granse. Motion Passed by a Vote of 5 - 0.

The Board approved the Superintendent's recommendation to transfer Murry Rutledge (from Athletic Director at Milton High to Adaptive P.E. Teacher at ESE Department) and Brad Marcilliat (from Dean at Central School to Athletic Director at Milton High).

2. 2018 Stop Loss Carrier Claim Agreement

Motion to Approve was moved by Jenny Granse, Seconded by Wei Ueberschaer. Motion Passed by a Vote of 5 - 0.

The Board approved the 2018 Stop Loss Carrier Claim Agreement as submitted. This agreement is to finalize a claim reimbursement with our 2018 Stop Loss Carrier, Excess Re/Gerber Life Insurance Company. This claim fell between two benefit years making it difficult to determine final costs for the two stop loss carriers. Our self-funded consultants, Godfrey & Downs, have evaluated the claim and recommended this agreement to finalize payment to the school district. The remaining claim costs over our self-retention was paid to us through Highmark, our 2017 Stop Loss carrier. Funds returned to the district to the self-funded account

will be \$139,618.94.

**K. Curricular and Instructions Recommendation – Bill Emerson,
Assistant Superintendent for Curriculum and Instruction**

**1. Santa Rosa County District Schools and Florida Department of
Health in Santa Rosa County Memorandum of Agreement**

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

*The Board approved the Memorandum of Agreement with Santa Rosa
County Health Department as submitted.*

2. Locklin Technical College Tuition and Fee Letter 2019-2020

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

**3. Strengthening Career & Technical Education for the 21st
Century Act (Perkins V) 2019-2020**

*Motion to Approve was moved by Wei Ueberschaer, Seconded by Jenny
Granse. Motion Passed by a Vote of 5 - 0.*

4. Community School Handbook

*Motion to Approve was moved by Jenny Granse, Seconded by Clifton
Hinote. Motion Passed by a Vote of 5 - 0.*

5. Community School Fee Structure

*Motion to Approve was moved by Jenny Granse, Seconded by Clifton
Hinote. Motion Passed by a Vote of 5 - 0.*

6. Community School Preschool Fees

*Motion to Approve was moved by Jenny Granse, Seconded by Clifton
Hinote. Motion Passed by a Vote of 5 - 0.*

7. Supplement Form for Athletics 2019-20

*Motion to Approve was moved by Jenny Granse, Seconded by Clifton
Hinote. Motion Passed by a Vote of 5 - 0.*

*The Board approved the revised Supplement Form for Athletics 2019-20
as submitted. Superintendent Wyrosdick pointed out this may not be our
final revision.*

8. Jay High Band Schedule

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

9. Fall Sports Schedules

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

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

None

M. Items from Board Members

Mrs. Sanborn shared that she visited the faculties of all seven schools in District 1 during preplanning and she is proud to be part of our school system; our teachers have such great attitudes and enthusiasm.

Mrs. Granse expressed appreciation to bus drivers for getting students home safely; she is also proud to be part of our school system. She thanked all of our coaches; they do an awesome job and we don't want to lose the importance of that with the current controversy.

Mr. Hinote noted that he completed his bus ride along; buses have changed quite a bit. He also commented on our coaches - stated that he's sitting here today as the product of being an athlete in Santa Rosa County. Those individuals (coaches) have taught a lot about character and persistence.

Mrs. Boston thanked the entire team; it takes a huge village to keep Santa Rosa School District running.

N. Items from Board Attorney

None

O. Items from Superintendent

Superintendent Wyrosdick spoke of the heat advisory and asked Jason Weeks, Director of High Schools, to speak to what we are doing in this area.

Mr. Weeks explained that through our partnership with Baptist Medical and Andrews Institute each high school has a weather stem that reads the temperature as well as other data. This information is used by trainers at the schools to communicate with coaches the amount of time they should be outside before water break. They allow athletes to hydrate themselves anytime they need to and sometimes they have to say it's time to stop and drink water. A few years ago the Board approved cold water tubs at

the schools; if a student appears to be in distress they can be placed in this tub to cool down.

The Superintendent asked Joey Harrell, Assistant Superintendent for Administrative Services, to share some updates on the Berryhill Administrative Center. Mr. Harrell shared that we have Scroggins & Associates handling the sale of the BAC. Our legal description had to be finalized; it should be in the hands of the realtor this week and on the website shortly after that. We have two open houses scheduled; hope to begin receiving bids by mid-September and start negotiation process with the highest bidder.

Superintendent Wyrosdick continued that at the September 10 Board meeting we will bring to the Board a full report of the volunteer and coaching supplement committee work with recommendations on how to move forward. As we move forward, there will be some fundamental changes and we will need to adapt Board policy to reflect that.

The Superintendent passed to the Board appraisals for property in Pace explaining that these will remain undisclosed until the negotiation/sale of the property is complete. He explained that it's not uncommon for appraisals to differ; we are receiving advice from an agent in the Pace area. This is an awkward process; we know there are others looking at the property; we are working diligently to get an offer in front of them. This is a quick process; if we don't move quickly, the opportunity may be lost.

Mrs. Sanborn asked if she understood correctly that the seller has not given us an asking price. The Superintendent responded that the property had an interested buyer less than a year ago and we know what that price was; we know the ball park (price).

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

The Board approved the Superintendent's request to pursue the purchase of Pace property.

Superintendent Wyrosdick requested the Board hold an executive session after the meeting today.

P. Adjournment

There being no further business the meeting was adjourned.

DONE AND ORDERED IN LEGAL SESSION by the School Board of Santa Rosa County this 13th day of August, 2019.

SCHOOL BOARD OF
SANTA ROSA COUNTY

Chairman

ATTEST:

Superintendent and Secretary