

MEETING MINUTES
SCHOOL BOARD OF SANTA ROSA COUNTY
July 29, 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. Carol Boston, Mr. Charles Elliott, and Mrs. Elizabeth Hewey. Mrs. Linda Sanborn, Vice-Chairperson, attended the meeting virtually.

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

B. Pledge of Allegiance

The Chairman called the meeting to order and Charlin Knight, Director of Workforce Education, led us in the Pledge of Allegiance to the Flag and in a moment of silence.

C. Approval of Minutes

1. Approval of School Board Workshop Minutes of July 22, 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

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

Dr. Barber stated that at the last meeting she announced our third grade reading scores are ranked 4th out of 67 districts.

Today we received the remaining scores from Florida Standardized Assessment. Of the 21 tested areas, testing students in grades 3-10, we received the following results:

- Five of our grade levels are in the top five for ELA achievement.*
- In math, seven of our grade levels are in the top ten.*
- In 8th grade math, we are #1 in the state.*
- We have three grade levels that test science; we are in the top ten with all three.*
- We are ranked fifth in the state in civics.*

- *We are ranked fourth in the state in U.S. history out of 67 counties.*

Dr. Barber noted that we are extremely proud of our students, teachers, and parents. She added that we have much to celebrate and much to work on!

Dr. Barber shared that she attended the new teacher orientation this morning and welcomed over 300 new teachers to Santa Rosa School District.

She continued that policies have been revised relating to the pandemic and provided a brief overview. These will be living documents and will change as we go through the year. We want to ensure kids have educational continuity; we're committed to making sure we don't lose instruction this year.

Mrs. Ueberschaer noted that quarantining last year was a major issue that affected students greatly; data shows low transmission in schools; it's best to not quarantine asymptomatic healthy students. She added the planning committee will continue to meet, look at data, and consult with public health officials.

E. Recognitions/Resolutions/Proclamations

1. Angels in the Outfield

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

Dr. Barber introduced Annie Sinnett, with the organization "Angels in the Outfield." Mrs. Sinnett lost her son, Daniel Sinnett, to suicide in September 2020. She came forward with Michelle Hardman to present a check to help start a "Hope Squad" at Gulf Breeze High and Navarre High. (Each of these schools is to receive \$3,500.) The purpose of Hope Squad is to train students to recognize suicidal tendencies in other students and advocate for each other. The donation money came from a fundraiser ball game organized by these parents and others in the community. An Impact 100 grant has also been awarded and may provide an opportunity for other schools to implement the Hope Squad program.

Dr. Barber expressed appreciation to the group and added the annual ball game fundraiser will provide sustainability.

F. Public Hearing

1. Conduct First Public Hearing on the Proposed/Tentative 2021-2022 Budget

*Motion to Approve was moved by Elizabeth Hewey, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.
The Board approved Required Local Effort Millage at 3.656 Mills as recommended.*

*Motion to Approve was moved by Charles Elliott, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.
The Board approved Basic Discretionary Operating Millage at 0.7480 Mills as recommended.*

*Motion to Approve was moved by Carol Boston, Seconded by Elizabeth Hewey. Motion Passed by a Vote of 5 - 0.
The Board approved Basic Discretionary Capital Millage at 1.5000 Mills (for a total Millage of 5.904 Mills).*

*Motion to Approve was moved by Elizabeth Hewey, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.
The Board approved the recommendation of a total Operating Budget of \$257,923,839.75; a total budget of all budget parts of \$429,123,152.71; and to hold a final public hearing on the Millage and Budget on September 9, 2021, at 6:30 P.M.*

2. 2021-2022 Code of Student Conduct Public Hearing

*Motion to Approve was moved by Carol Boston, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.
Chairperson Mrs. Ueberschaer asked if anyone would like to address the Board regarding the Code of Student Conduct. Someone from the audience called out a question about dress code. Mrs. Ueberschaer responded if the question is about masks that section has been removed.*

3. 2021-2022 Student Progression Plan Public Hearing

*Motion to Approve was moved by Elizabeth Hewey, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.
Chairperson Mrs. Ueberschaer asked if anyone would like to address the Board regarding the 2021-2022 Student Progression Plan; no one came forward.*

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 presentations to the Board have been condensed.

Steve Feltenberger came to the podium to voice his concern with Covid

policies. He asked if taxpayers were given a chance to comment on the policies prior to the publication yesterday. He stated that it appears the Department of Health will have the authority to reinstate mask and quarantine policies. Mr. Feltenberger stated that his daughter was negatively affected last year by Covid policy when she was unable to complete her AP Psych exam due to quarantine and did not receive credit.

David Jones expressed appreciation for the new guidelines but wondered why the language "vaccinated" and "unvaccinated" is in the policy. Mr. Jones addressed Mrs. Hewey about a conversation "several months ago" regarding reinstating the five-minute time frame for addressing the Board during the public comment section of the meeting. He continued that he submitted a public records request that hasn't been fulfilled. He also asked about determining the status of unvaccinated students without violating HIPAA.

Len Cross feels the guidelines are unfair since there is a difference between the vaccinated and unvaccinated and does not agree with contact tracing. Mr. Cross wants the language in the policy rewritten.

John Clinton came forward to express appreciation for the new Covid guidelines. Mr. Clinton said it's a huge relief.

Chairperson Mrs. Ueberschaer asked if anyone else would like to address the Board; there was no response and the Public Comments 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**

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

- 1. Human Resource items**
 - a. Administrative Agenda**
 - b. Leave and Temporary Duty**
- 2. Curriculum/Instruction Items**
 - a. Student Reassignments**

b. Level 1 Volunteers

c. Level 2 Volunteers

Action Agenda

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

1. RFP 152605 Interpreting Services Renewal 072921

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

The Board approved RFP 152605 Interpreting Services renewal for an additional one-year contract with the option to renew for additional three one-year periods.

**2. RFP 21-07 Math Science ELA Writing Core Enhancements
072921**

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

The Board approved the selection committee's recommendation for RFP 21-07 Math-Science-ELA-Writing Core Enhancements. The selection committee consisted of the following:

*Jeff Baugus, Coordinator of Math and Science
Caryn Bell, Teacher on Special Assignment - Literacy
Tracy Murphy, Assistant Principal
Laura Rader, Assistant Principal*

3. Non-Competitive Contracts 072921

For Review Only

4. Castaldi for Gulf Breeze Middle, Rhodes Elementary and Milton High Schools

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

The Board approved the Castaldi reports for Gulf Breeze Middle, Rhodes Elementary, and Milton High School as recommended.

Mr. Harrell explained the purpose of the Castaldi is to determine if it's more cost effective to raze a building and rebuild or rehab it to current specs and code. These documents are submitted to DOE and once they approve, we bring it back to the Board for approval. It will then become part of the five-year survey.

Mrs. Hewey requested an example. Mr. Harrell talked about the cost (for a fifty plus year old building) of remodeling and technology updates to bring a structure up to current specs and code compared to the cost of a brand new building with a much longer life span.

Mrs. Hewey asked if educational improvements means more classroom stations; Mr. Harrell responded that it does.

Mr. Harrell also noted that approval of the Castaldi does not mean that a building will be razed right away.

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

1. Action Agenda

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

The Board approved the Human Resource Action Agenda as recommended.

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

The Board approved the Human Resource Action Addendum as recommended.

2. Health Insurance and Benefit Plan 2022 Renewals

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

Pam Smith, Coordinator of Risk Management, came forward to talk about 2022 renewal of group benefit plans.

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

Ms. Smith expressed appreciation to Mark Johnson, our insurance agent with Fisher Brown Bottrell, as well as Kelly Berry, Account Manager. Mr. Johnson assisted in the following presentation.

Ms. Smith explained that the summary is being presented as a recommendation from the District Insurance Sub-Committee to move forward prior to final financials because the renewal costs from the Stop Loss market will not be available until September.

She also pointed out that we have been able to build up a non-reoccurring fund balance that has allowed us some flexibility with setting premium costs over the years. We have experienced some challenges in 2020-2021 and our projected claims costs are a concern moving into the 2022

renewal.

Recommendations brought to the Board include:

- *A recommendation to adopt new health plan designs for 2022.*
- *A recommendation is presented to move our telemedicine program and our behavioral health program (EAP) back under Florida Blue as part of our health plan offerings. This recommendation is made as a cost containment measure. These benefits are currently available to all employees. Starting in 2022, only members enrolled in health benefits would be eligible for participation.*

Other recommended renewals:

- *Dental (United Health Care): rate hold for 2022*
- *Flexible Spending Plans: rate hold for 2022*
- *Vision (Davis Vision): rate hold for 2022*
- *Basic Life and Supplemental Life Insurance (VOYA): rates good through 2022*
- *Long Term Disability Plan - VLTD (Florida Combined Life): rate hold for 2022*
- *United Health Care Voluntary Products: rates good through 2022*
- *Web Benefits Design Platform: rates good for 2022*

Value Added Benefits from Partner Providers:

- *Florida Blue continues to provide \$100,000 in wellness dollars to our self-insured health fund. These dollars are being used to fund our Healthiest You Telemedicine Program.*
- *Florida Blue also provided a \$75,000 renewal incentive to support our districts transition of benefits for 2022. This will help offset our Benefit Administrative Services.*

The final renewal of the self-funded health insurance plan will be brought to the School Board in September for approval. No increased funding is being requested at this time but expected School Board reoccurring dollar impact of increased health insurance costs is estimated to be \$2,000,000 for the 2022 plan year.

Mrs. Hewey asked if the increase in expenses is Covid related. Ms. Smith responded that some is Covid related but there is a significant increase in other areas.

Plan change scenarios offered include:

- *Ability to offer three viable plans with options for all employees*
- *Increase in premium collection to manage increased costs*
- *Decrease in Board HSA funding based on plan choices*
- *Increase in fundling level to close to 100% pending renewal*
- *Create stability for future costs*

Additional considerations:

- *Increased employee and School Board premium costs*
- *HSA contributions - no change in family plan; single plan matches premium cost*
- *Plan changes require employee decisions and education*
- *Shift in systems, plan management, etc.*
- *Premium increases will be highest for retirees*

Recommendation by the Insurance Committees:

- *Move forward with three plan offerings and set premium increases based on the renewal data from the Stop Loss carrier*
- *Move telemedicine program and the EAP program under Florida Blue for the 2022 plan year*

In summary, the School District experienced high claims in 2020; high claims are projected for 2021, 2022, and 2023. The potential financial impact for 2022 plan year includes \$2 million in School Board premium increases; possible decrease in HSA contributions pending employee plan selections. Projected \$800,000 to \$2 million in premium increases shared among all employees on the plans.

Total estimated maximum costs for plan year 2022:

- *School Board - \$20,500,000 (73% of overall plan costs)*
- *Employees collectively - \$7,500,000 (27% of overall plan costs)*

Ms. Smith emphasized that we want to get information out and let people know we have a couple of tough years ahead; no matter what we do health costs are going up. She also expressed appreciation to the Insurance Committee/s for their work.

3. FSBIT Insurance Renewals

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

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

1. Mental Health Application 2021-2022

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

2. Pensacola State College Articulation Agreement

Motion to Approve was moved by Elizabeth Hewey, 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

None

O. Items from Board Attorney

None

P. Items from Superintendent

None

Q. Adjournment

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

There being no further business the meeting was adjourned.

DONE AND ORDERED IN LEGAL SESSION by the School Board of Santa Rosa County the 29th day of July, 2021.

SCHOOL BOARD OF
SANTA ROSA COUNTY

Chairman

ATTEST:

Superintendent and Secretary