



SANDRA "SAM" HIMMEL – SUPERINTENDENT OF SCHOOLS

*"Where Learning is the Expectation
And Caring is a Commitment"*

November 13, 2018

**ORGANIZATIONAL MEETING
AND
ANNUAL MEETING OF LEASING CORPORATION,
AND SPECIAL MEETING: 9:00 A.M.
OF THE
CITRUS COUNTY SCHOOL BOARD
NOVEMBER 20, 2018**

THOMAS KENNEDY
DISTRICT 1

VIRGINIA BRYANT
DISTRICT 2

DOUGLAS A. DODD
DISTRICT 3

SANDRA COUNTS
DISTRICT 4

LINDA B. POWERS
DISTRICT 5

AGENDA:

ORGANIZATIONAL MEETING: 9:00 A.M.

Opening Exercise

- I. SWEARING-IN
 - A. Douglas A. Dodd – School Board Member
 - B. Thomas Kennedy – School Board Member
 - C. Linda Powers – School Board Member
- II. ORGANIZATION OF THE CITRUS COUNTY SCHOOL BOARD
- III. SET DATE AND TIME OF THE SCHOOL BOARD MEETING
- IV. HIRE SCHOOL BOARD ATTORNEY
- V. ADJOURNMENT

ANNUAL MEETING OF CITRUS COUNTY SCHOOL BOARD LEASING CORPORATION

- I. CALL TO ORDER
- II. ELECTION OF OFFICERS
- III. ADJOURNMENT

SPECIAL MEETING

- I. ADOPTION OF AGENDA AS RECOMMENDED BY SUPERINTENDENT
- II. EDUCATIONAL SERVICES, SCOTT HEBERT
 - A. Approve the Affiliation Agreement between the Citrus County School Board, Withlacoochee Technical College and Life Care Center of Citrus County.
 - B. Approve the Lease Agreement for PACE Center for Girls – Citrus (to be distributed)
- III. SCHOOL SUPPORT SERVICES, JONNY BISHOP
 - A. Human Resources, Suzy Swain
 - 1) Approve Instructional and Support Recommendations (to be distributed)
 - B. Risk Management, Cheri Cernich
 - 1) Approve a salary increase for Non-Union Support and Professional Technical Employees for 2018-2019
 - 2) Approve a board match increase for school and district administrators covered under the CCSB health insurance for 2018-2019
 - 3) Approve a salary increase to Teamsters support and professional technical salary scale for 2018-2019
- VII. ADJOURNMENT

Any person requiring reasonable accommodations at this meeting because of a disability or physical impairment should contact the Superintendent's Office at 726-1931, ext. 2206, prior to the date of the scheduled School Board meeting.

FEE AGREEMENT

THIS FEE AGREEMENT entered into this _____ day of November, 2018, by and between **THE SCHOOL BOARD OF CITRUS COUNTY, FLORIDA** (hereinafter "Board") and **BRADSHAW & MOUNTJOY, P.A.** (hereinafter "Bradshaw").

WHEREAS, Board desires to employ Bradshaw to represent the school district, and

WHEREAS, Bradshaw has agreed to accept representation of the school district, and

WHEREAS, the parties desire to set forth the terms and conditions of representation.

It is therefore AGREED as follows:

1. That Bradshaw shall represent the interest of the Board in all legal matters and that their fee shall be based upon the sum of **\$2,500.00** per month as a retainer and **\$200.00** per hour for each hour expended in other non-retainer services for the Board as defined herein.
2. The retainer fee shall only cover routine work including the following:
 - a. Attendance at regular and special meetings of the Board.
 - b. Attendance at all non-contested administrative student expulsion hearings, including final review of stipulated agreements with Superintendent and/or designee.
 - c. Routine discussions and inquiries with Board Members and school administrators. Routine discussions and inquiries shall include up to one (1) hour of telephone discussions with the district executive team during their Monday morning meetings.
 - d. The drafting of routine correspondence requested by Board Members or administrators.
 - e. Attendance at the regularly scheduled agenda review, or in the event of a scheduling conflict, a meeting with the Superintendent, Board Chair, or designee if necessary.

- f. Drafting of routine Board Resolutions.
3. Non-retainer services, as referred to in Paragraph 1 above, are defined as all matters not included in the definition of Paragraph 2 above and shall include, but not be limited to the following:
- a. Representation in the leasing of real property.
 - b. Attendance at any out-of-county legal education seminars.
 - c. Representation in any collective bargaining negotiations or hearings held in connection with collective bargaining process.
 - d. Construction and performance management contract actions.
 - e. Providing of legal opinions or research to Board Members or staff.
 - f. Investigation and administrator/staff conferences.
 - g. Any and all other matters deemed to be extraordinary by the Superintendent.
 - h. Attendance at all other functions as requested by the Board or Superintendent.
 - i. Representation of the Board before any court or administrative body, including the School Board, when it acts in final agency capacity, representation in contested student due process hearings, and informal due process meetings with staff or student disciplinary actions.
4. The fee for representation either solely or in conjunction with bond attorney on the issuance of bonds by the School District, issuance of tax anticipation notes, or representations in connection with loans to the School District shall be **.0004** of the amount of the bond, note, or loan.
5. The fee for representation of the School District in connection with the sale or purchase of real property shall include an amount equal to **1%** of the purchase or sales price to be paid at closing.
6. Board further agrees to pay directly to the National School Board Attorney's Association and the Florida Association of School Board Attorneys the annual dues requirements for its attorney and to pay all expenses incurred in connection with Bradshaw's attendance at the quarterly School Board Attorney conferences, the annual Joint Florida School Board/Superintendent/Attorney conference, and the National School Board Attorney's Association Conference. Bradshaw shall

not attend the annual Joint Florida School Board/Superintendent/Attorney conference, and the National School Board Attorney's Association Conference without prior Board approval.

7. Board agrees that Bradshaw shall be reimbursed for the use of private vehicles in connection with School District business in accord with current District provisions for mileage reimbursement and that all other out-of-pocket expenses incurred by Bradshaw on behalf of Board business shall be reimbursed pursuant to actual costs.
8. Board shall pay copy costs at 25¢ per copy with all other expenses being reimbursed at cost.
9. That Bradshaw agrees that it shall use its best efforts to represent the interest of the Board in any and all legal matters which shall arise during the period of this contract.
10. The parties acknowledge that Bradshaw is authorized to employ associate or additional legal counsel in connection with any matters involving federal court appearances, labor matters, special education, and personal injury as deemed necessary by Bradshaw. Said attorney shall be paid at prevailing rates for attorneys with similar skills and experience.
11. This Contract shall be effective from the date last executed by the Parties until the date of the 2019 School Board Organizational Meeting.

**THE SCHOOL BOARD OF
CITRUS COUNTY, FLORIDA**

BRADSHAW & MOUNTJOY, P.A.

By: _____

By: _____

R. Wesley Bradshaw, Esquire

Chairperson

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for November 20, 2018 School Board Meeting
Requested by Gloria Bishop, Director Department of Withlacoochee Technical College
Additional contact(s)/originator Karen Davis
Document Title Educational Institution Affiliation Agreement with Life Care Center of Citrus County

Board Action Required:

Presentation/Recognition _____
 Consideration/Approval Requesting approval of Affiliation Agreement between the Citrus County School Board, Withlacoochee Technical College, and Life Care Center of Citrus County
(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached available in district office _____ other _____

Executive Summary / Highlights:

The attached affiliation agreement between the Citrus County School Board, Withlacoochee Technical College, and Life Care Center of Citrus County enhances the education of our Patient Care Assistant and Practical Nursing students by providing valuable hands-on training.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District: No Financial Impact

Amount Budgeted _____ Additional Amount Requested _____

Funding Source _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: Michael P. Miller
(Form Board Approved 7/10/07)

EDUCATIONAL INSTITUTION AFFILIATION AGREEMENT

This Educational Institution Affiliation Agreement (“Agreement”) is by and between The School Board of Citrus County, Florida as the governing entity of the Withlacoochee Technical College (“Educational Institution”) and Life Care Center of Citrus County (“Facility”), dated as of the 5th day of October, 2018 (“Effective Date”).

RECITALS

A. Educational Institution desires that certain of its students, and when appropriate, certain of its faculty members (“Faculty”) be permitted to visit and utilize the premises of a long-term care nursing facility to afford such students and Faculty the opportunity to engage in practical learning and clinical experiences in gerontology and related disciplines;

B. Facility, a skilled nursing facility licensed by the state in which it does business, recognizes the need for expansion of the educational development of health professionals, and desires to make its premises available for such purposes;

C. Educational Institution and Facility (collectively “parties”) desire to affiliate for the purpose of improving care provided to Facility residents and providing practical learning and clinical experiences in gerontology and related disciplines for students and Faculty of Educational Institution.

NOW THEREFORE, it is understood and agreed upon by the parties as follows:

1. Term. This Agreement shall be effective for the period beginning the Effective Date for a term of one (1) year and thereafter shall be renewed automatically for successive periods of one (1) year, unless otherwise terminated as provided herein. Notwithstanding the forgoing, this Agreement may be terminated by either party with or without cause by giving a thirty (30) day written notice to the other party of its intention to so terminate this Agreement.

In the event this Agreement is not renewed for a subsequent term or is otherwise terminated as contemplated herein, students of Educational Institution who are participating in the clinical learning experiences at Facility at the time of termination shall be allowed to complete such clinical learning experience at Facility for the then current school semester under the terms and conditions herein set forth.

2. Educational Institution agrees to:

a. Plan and determine the adequacy of the educational experience of its students in theoretical training, basic skills in the provision of health care, professional ethics, attitude and behavior, and assign to Facility only those students who have satisfactorily completed the prerequisites of Educational Institution’s program prior to clinical assignment.

b. Maintain general and professional liability insurance with limits of not less than \$1,000,000 per occurrence and \$3,000,000 in the aggregate and, if applicable, maintain worker’s compensation coverage in the amount required by law. Educational Institution shall provide Facility, upon execution of this Agreement and on request thereafter, certificates of insurance evidencing such coverage, attached hereto as Exhibit A. Educational Institution shall provide Facility with a thirty (30) day notice prior to any change in the coverage required herein.



c. Require students to carry health insurance effective for the duration of the student's clinical assignment at Facility. If a student is injured or becomes ill while at Facility, he or she may seek medical care and treatment, but is personally responsible for the cost. Neither Facility nor Educational Institution provides accident or health insurance for students.

d. Designate a member of Faculty to coordinate the program with a designated member of Facility's staff. This assignment shall include on-site visits when practical and the continuing exchange of information as requested by either party.

e. Provide Facility with the names, TB test results, and other pertinent information about each student to be assigned to Facility at least four (4) weeks prior to the date on which a student's clinical assignment at Facility will begin.

f. Provide Facility with advance notice of its intention to remove a student from any clinical assignment at Facility.

g. Complete a background search for each student assigned to Facility prior to student beginning clinical assignment at Facility. Background searches not required for students under eighteen (18) years of age. Disclose to Facility, prior to the clinical assignment of any student to Facility, knowledge that any student to be assigned to Facility has been convicted of or entered a plea of guilty, nolo contendere, or an "Alford plea" with respect to any felony, any misdemeanor conviction within the last seven (7) years or any crime against a dependent population, specifically including but not limited to, elder abuse, child abuse or child molestation.

h. At the written request of Facility, remove from Facility any student who, in the sole and absolute discretion of Facility, has performed unsatisfactorily or whose behavior or activities are inappropriate or detrimental to Facility's provision of health care to its residents or that are contrary to the objectives of this Agreement. Requests for such removal of a student must be provided in writing and contain a statement of facts supporting such request by Facility.

i. Direct its students to comply with the administrative policies and procedures, standards and practices of Facility, including those governing the use and disclosure of individually identifiable health information under federal law pursuant to the Standards for Privacy of Individually Identifiable Health Information, ("Privacy Rule") implemented under the Health Insurance Portability and Accountability Act of 1996, Pub. L. No. 104-191 ("HIPAA"). Educational Institution will insure that each student signs and delivers to Facility prior to the beginning of the clinical assignment a copy of the form "Confidentiality Understanding" (a sample of which is attached hereto as Exhibit B) and the form "Life Care Centers of America, Inc.'s Drug and Alcohol Policy" (a sample of which is attached hereto as Exhibit C).

3. Facility agrees to:

a. Designate a member of its staff to coordinate this program and function as clinical supervisor with Educational Institution's designated coordinator. Jointly, Facility and Educational Institution shall develop objectives, methods of instruction, and other details of the full clinical experience contemplated by this Agreement.



b. Make available to assigned students appropriate equipment and supplies in order to provide supervised clinical educational experiences. Such accommodations shall include an environment conducive to the learning process that conforms to Facility's customary practices and procedures.

c. Permit Educational Institution's students to perform services for Facility residents only when under the direct supervision of a registered, licensed or certified Facility care-giver licensed in the discipline in which supervision is to be provided. Students shall work, perform assignments, participate in rounds, clinics, staff meetings, and in-service education programs at the discretion of supervisors designated by Facility.

d. Remind students they remain subject to the authority, policies, and regulations imposed by Educational Institution. During periods of clinical assignment and while at Facility, students shall also be subject to all standards, rules, regulations, and administrative practices and policies of Facility.

e. Retain ultimate responsibility for the provision of all services provided to Facility residents.

f. Maintain general and professional liability insurance with limits of not less than \$1,000,000 per occurrence and \$3,000,000 in the aggregate. Facility shall provide Educational Institution with a thirty (30) day notice prior to any change in the coverage required herein.

4. Non-Discrimination. Neither party to this Agreement shall discriminate with respect to any aspect of this Agreement, on the basis of race, color, sex, age, religion, national origin, or handicap.

5. Indemnification. Each party shall be responsible for any and all costs, damages, claims, liabilities or judgments which arise as a result of the negligence or intentional wrongdoing of its employees or other agents (collectively "Party"). Any costs, including reasonable attorney's fees, for damages, claims, liabilities or judgments incurred at any time by one Party as a result of the other Party's negligence or intentional wrongdoing, or failure to perform any obligation undertaken or covenant made in this Agreement shall be paid for, or reimbursed by, the other Party.

6. Confidential Information. Educational Institution acknowledges and agrees that the systems, methods, procedures, written materials and controls employed by Facility in the performance of this Agreement (i) are confidential and proprietary in nature, (ii) shall always remain the property of Facility and (iii) shall not at any time in the future be disclosed to any third parties or utilized, distributed, or copied or otherwise used by Educational Institution or its Faculty, employees, agents or students in any manner whatsoever without the express written consent of Facility. Upon termination of this Agreement, Educational Institution shall promptly deliver to Facility all Confidential Information in the possession of Educational Institution or its employees, agents, students or volunteers.

7. Notices. Any notices or other communication permitted or required by this Agreement shall be in writing and shall be effective by personal delivery or by certified mail postage prepaid, to the other party at the following address:



If to Facility:

Life Care Center of Citrus County
Attn: Executive Director
3325 W Jerwayne Lane
Lecanto, FL 34461

If to Educational Institution:

Withlacoochee Technical College
1201 W Main Street
Inverness, FL 34450

with copy to LCCA:

Life Care Centers of America, Inc.
Attn: Legal Services
3001 Keith Street NW
Cleveland, TN 37312

Any notice mailed in compliance with this section shall be deemed to have been given upon the earlier of receipt or three (3) days after deposit, except that notice of change of address shall not be deemed effective until actual receipt by the intended recipient.

8. Educational Institution Additional Requirements.

a. Student Records. Notwithstanding any provision to the contrary contained in this Agreement, Facility and its employees, agents, representatives, contractors, and sub-contractors shall fully comply with the requirements of §1002.22, Fla. Stat., Family and Educational Rights and Privacy Act of 1974 ("FERPA") or any other law or regulation, either federal or State of Florida, regarding confidentiality of student information and records. Further, Facility, for itself and its employees, agents, representatives, contractors, and sub-contractors, shall fully indemnify and hold Educational Institution and its officers and employees harmless for any violation of this covenant, including but not limited to defending Educational Institution and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon Educational Institution or payment of any and all cost(s), damage(s), judgment(s), or loss(es) incurred by or imposed upon Educational Institution arising out of the breach of this covenant by Facility, or an employee, agent, representative, contractors, and sub-contractors of Facility to the extent and only to the extent that the Facility or an employee, agent, representative, contractors, and sub-contractors of Facility shall either intentionally or negligently violate the provisions of this covenant or §1002.22, Fla. Stats. This provision shall survive the termination of or completion of all performance or obligations under this Agreement and shall be fully binding upon Facility until such time as any proceeding brought on account of this covenant is barred by any applicable statute of limitations.

b. Non-waiver of Sovereign Immunity. Notwithstanding any other provision of this Agreement, Educational Institution intends to avail itself of the benefits of Section 768.28 and of other statutes and common law governing sovereign immunity to the fullest extent possible. However, in no event will Educational Institution's liability under this provision exceed the sum of \$200,000 per person or \$300,000 per occurrence. Nothing in this Agreement is intended to inure to the benefit of any third party for the purpose of allowing any claim which would otherwise be barred under the doctrine of sovereign immunity or by operation of law.

c. Confidential Information. Notwithstanding any other provision of this Agreement, Facility recognizes that Educational Institution is subject to the provisions of the Florida Public Records Law, as codified in Chapter 119, Florida Statutes. In the event that Educational



Institution is served with a request to disclose any or all of Facility's confidential information pursuant to the requirements of applicable law, a judicial or governmental request, requirement or order or otherwise, Educational Institution will promptly notify Facility in order to provide Facility sufficient time to object to such request and pursue a court order protecting the disclosure of such information at Facility sole costs and expense. Facility shall notify Educational Institution, in writing, of its intent to seek protection of the confidential information within ten (10) days of receipt of Educational Institution's notification. Facility's failure to notify Educational Institution of its intent to seek protection shall authorize the disclosure of the requested information and shall authorize Educational Institution to comply with the disclosure request. If Facility notifies Educational Institution of its intent to seek a court order protecting the disclosure of the information, then Educational Institution will take reasonable steps to cooperate with Facility in contesting such request, requirement or order or in otherwise protecting Facility's rights prior to disclosure.

d. **PUBLIC RECORDS NOTICE.** IF FACILITY HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE FACILITY'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS, THE DIRECTOR OF RISK MANAGEMENT, EMAIL ADDRESS: CERNICH@CITRUS.K12.FL.US; TELEPHONE NUMBER: 352-726-1931 EXT. 2270, ADDRESS: 1007 W. MAIN STREET, INVERNESS, FLORIDA 34450. Facility is required to comply with the Florida Public Records Law, Chapter 119, Florida Statutes, in the performance of its duties under this Agreement and will specifically:

(i) Keep and maintain public records required by Educational Institution to perform the service.

(ii) Upon request from Educational Institution's custodian of public records, provide Educational Institution with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in the Chapter 119, Florida Statutes or as otherwise provided by law.

(iii) Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of this Agreement if Facility does not transfer the records to Educational Institution.

(iv) Upon completion of the Agreement, transfer, at no cost, to Educational Institution all public records in possession of Facility or keep and maintain public records required by Educational Institution to perform the service. If Facility transfers all public records to Educational Institution upon completion of the Agreement, Facility shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Facility keeps and maintains public records upon completion of the Agreement, Facility shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to Educational Institution, upon request of Educational Institution's custodian of public records, in a format that is compatible with the information technology systems of Educational Institution.

(v) The failure of the Facility to comply with the provisions set forth herein shall constitute a default and material breach of this Agreement, which may result in immediate termination, with no penalty to.



9. Miscellaneous.

- a. The invalidity or unenforceability of any provision of this Agreement will not affect the validity or enforceability of any other provision.
- b. No waiver of a breach of any provision of this Agreement will be construed to be a waiver of any other breach of this Agreement, whether of a similar or dissimilar nature.
- c. Any provisions of this Agreement creating obligations extending beyond the term of this Agreement will survive the expiration or termination of this Agreement, regardless of the reason for such termination.
- d. Any amendments to this Agreement will be effective only if in writing and signed by the parties hereto.
- e. This Agreement constitutes the entire understanding of the parties with respect to the subject matter hereof.
- f. Either party may assign its rights or obligations hereunder without the prior written approval of the other; provided, however, that such an assignment may be made only to an entity which is directly or indirectly wholly owned or controlled by the same entity as the assigning party.
- g. If any action at law or in equity is brought to enforce or interpret the provisions of this Agreement, the prevailing party will be entitled to all actual attorneys' fees and other costs incurred in that action, in addition to any other relief to which that party may be entitled.
- h. This Agreement shall be governed, construed and interpreted in accordance with the laws of the state in which Facility is located without regard to such state's conflict of law provisions.
- i. Nothing in this Agreement shall be construed as creating any relationship between the parties other than as independent contractors. Nothing under this Agreement shall be deemed to create any rights in any third party.
- j. In the event there is a change in state or federal law, whether by statute, regulation, agency interpretation or judicial decision, that in the reasonable opinion of the counsel to Facility renders any of the material terms of this Agreement unlawful or unenforceable, then the applicable term(s) of this Agreement shall be subject to renegotiation upon written notice to Educational Institution, to remedy such condition and conform this Agreement to the requirements of the law. If such renegotiation is unsuccessful within the thirty (30) day period of time following written notification, either party may terminate the affected Agreement without penalty.



By signing this Agreement, all parties acknowledge notification of LCCA's Code of Conduct and Policy, Procedure and Information Regarding the Deficit Reduction Act of 2005, False Claims Act and Similar Laws, and agree to comply with all provisions thereof. Additionally, all contractors, agents, and vendors agree to make these policies available to all employees involved in executing this Agreement, as required by the Deficit Reduction Act of 2005 and applicable state law. These policies are available for review at: <http://lcca.com/contractors-and-agents/>.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the dates written below.

FACILITY:

LIFE CARE CENTER OF CITRUS COUNTY

By: _____

Ashley Cummings, MHA, NHA
Executive Director

Date: _____

EDUCATIONAL INSTITUTION:

THE SCHOOL BOARD OF CITRUS COUNTY,
FLORIDA as the governing entity of the
WITHLACOOCHEE TECHNICAL COLLEGE

By: _____

Douglas A. Dodd, Chairman
Citrus County School Board

Date: _____

By: _____

Sandra "Sam" Himmel, Superintendent
Citrus County School Board

Date: _____

By: _____

Gloria Dumas Bishop, Director
Withlacoochee Technical College

Date: _____



REQUESTS FOR SCHOOL BOARD AGENDA

Requested for November 20, 2018 School Board Meeting.

Requested by Steven Baumer, Department of Risk Management

Additional contact(s)/originator [Signature]

Document Title Salary increase for Non-Union Support and Professional Technical Employees

Board Action Required:

Presentation/Recognition _____ Information _____

Consideration/Approval: Approve a salary increase for Non-Union Support and

Professional Technical Employees for 2018-2019.

(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached X available in district office _____ other _____

Executive Summary / Highlights:

In addition to the step increase that took effect July 1, 2018, Non-Union support employees on steps 0-18 will receive a 1.25% increase.

In addition to the step increase that took effect July 1, 2018, Non-Union professional technical employees on steps 0-16 will receive a 1.25% increase.

Non-Union support employees that advanced to step 19 or remain on step 19, will receive a 2.75% increase.

Non-Union professional technical employees that advance to step 17 or remain on step 17, will receive a 2.75% increase.

\$28.00/month per covered employee increase in health insurance board match beginning on December 14, 2018 payroll premium deductions.

This increase to the Non-Union support and professional technical salary scale effective July 1, 2018. The retroactive salary increase to be paid in a lump sum payment on December 19, 2018 and the new salary scale starting with the December 21, 2018 payroll.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of work force;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparation;
- Community Connections

Financial Impact to the District: \$74,497

Amount Budgeted \$69,931 Additional Amount Requested \$4,566

Funding Source: All Funds

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____


Pay grade/level _____

Benefits _____

Terms of Position _____

Financial Impact reviewed by: [Signature]
(Form Board Approved 7/10/07-original)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for Novmeber 20, 2018 School Board Meeting.
Requested by Steven Baumer, Department of Risk Management
Additional contact(s)/originator 
Document Title Increase in Health Insurance Board Match for School and District Administrators.

Board Action Required:

Presentation/Recognition _____ Information _____
Consideration/Approval Approve a board match increase for school and district administrators covered under the CCSB health insurance for 2018-2019.
(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached X available in district office _____ other _____

Executive Summary / Highlights:

Increase of \$28.00/month per covered employee. This increase in health insurance board match will begin on the December 14, 2018 payroll premium deductions.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems.
- Emphasis on at-risk and special groups of learners (including gifted).
- Staff development, recruitment, and retention of workforce.
- Data systems (technology).
- Allocation of resources (human, physical, technological, financial).
- Career preparation.
- Community Connections

Financial Impact to the District: \$14,504

Amount Budgeted \$12,950 Additional Amount Requested \$ 1,554

Funding Source: All Funds

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____
Pay grade/level _____
Benefits _____ Terms of Position _____

Financial Impact reviewed by: 
(Form Board Approved 7/10/07-original)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for Novmeber 20, 2018 School Board Meeting.
Requested by Steven Baumer, Department of Risk Management
Additional contact(s)/originator [Signature]
Document Title Teamsters Support and Professional Technical Salary Scale Increase 2018-2019.

Board Action Required:

Presentation/Recognition _____ Information _____

Consideration/Approval: Approve a salary increase to Teamsters support and professional technical salary scale for 2018-2019.

(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached X available in district office _____ other _____

Executive Summary / Highlights:

In addition to the step increase that took effect July 1, 2018, Teamsters support employees on steps 0-18 will receive a 1.25% increase.

In addition to the step increase that took effect July 1, 2018, Teamsters professional technical employees on steps 0-16 will receive a 1.25% increase.

Teamsters support employees that advanced to step 19 or remain on step 19, will receive a 2.75% increase.

Teamsters professional technical employees that advance to step 17 or remain on step 17, will receive a 2.75% increase.

\$28.00/month per covered employee increase in health insurance board match beginning on December 14, 2018 payroll premium deductions.

This increase to the Teamsters support and professional technical salary scale effective July 1, 2018. The retroactive salary increase to be paid in a lump sum payment on December 19, 2018 and the new salary scale starting with the December 21, 2018 payroll.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.

Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of work force;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparation;
- Community Connections

Financial Impact to the District: \$424,960

Amount Budgeted \$394,867 Additional Amount Requested \$30,093

Funding Source: All Funds

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____

Terms of Position _____

Financial Impact reviewed by: Jammy Wilson
(Form Board Approved 7/10/07-original)