

Inverness, Florida
July 25, 2017

A Special Meeting and Workshop was held in the Board Room of the District Services Center located at 1007 West Main Street, Inverness, Florida on Tuesday, July 25, 2017. Present: Sandra "Sam" Himmel – Superintendent; Virginia Bryant – Chairman, Douglas A. Dodd – Vice Chairman, School Board Members: Sandra Counts, Thomas Kennedy and Linda B. Powers.

SPECIAL MEETING

Chairman Bryant called the Special Meeting to order at 3:30 p.m. Linda Powers led the Pledge of Allegiance to the Flag of the United States of America.

ADOPTION OF AGENDA AS RECOMMENDED BY SUPERINTENDENT

Chairman Bryant requested to add Food Services, Petty Cash Disbursement item to the agenda for consideration. Thomas Kennedy moved adoption of Agenda as recommended by Superintendent and the additional item from the Chairman; seconded by Douglas Dodd and carried unanimously.

CITIZEN COMMENTS

None.

SCHOOL OPERATIONS, MIKE MULLEN

- A. Approve which student performance model the district will use for teacher evaluation: district created or VAM (copy in supplemental file)

Amy Crowell, Director of Research and Accountability, presented to the Board alternative models for calculating the student performance portion of teacher evaluations. Florida Statute and Teacher Evaluation section 1012.34 (3)(a)1 F.S., VAM, is now optional, per House Bill 7069 changes in June 2017. Mrs. Crowell proposed using Model A2 and Model C in lieu of VAM, as she felt teachers would have a better comprehension of what measures their evaluations were being based upon. Discussion ensued regarding extending the time line for Board approval to allow staff to get the new information to instructional staff members and administrators. Douglas Dodd moved to table Item III) A. until the August 8, 2017 School Board meeting; seconded by Thomas Kennedy. Sandra Counts shared her concerns with the lack of response from the Teacher Evaluation Committee members. She would like to wait for more responses when teachers return on August 1, 2017. Following more discussion, the motion was taken and carried unanimously.

- B. Presentation and approval of new safety procedures at REN/SRMI involving daily searches of students (copy to be distributed)

Mike Nebesnyk, Executive Director of SRMI (Silver River Mentoring and Instruction), introduced their new administrators, Katie Vernon, Principal, and, Christina Thrasher, Assistant Principal. Ms. Vernon and Ms. Thrasher outlined the new protocols taking effect for the 2017-2018 school year. This would include an Administrative Search: 3-Step Process. Step 1: Metal Detector Wand; Step 2: Empty pockets, remove shoes and check waist; Step 3: Sweep of arms, legs and feet. All students would be subject to this as they come into school each day. The time for the school day has been increased to allow for this process. Douglas Dodd commented on the School Resource Officer's, (SRO's) rules and responsibilities. Discussion ensued regarding how the safety procedures would be implemented. It was suggested that these procedures be on the stipulated agreement so the parents and students are aware of this process. Mr. Kennedy suggested having statics to support this initiative. Douglas Dodd moved to approve the new safety procedures at REN/SRMI; seconded by Sandra Counts. Linda Powers questioned and received clarification regarding repeat offenses. Douglas Dodd suggested adding this procedure to the REN/SRMI school safety plan. Thomas Kennedy requested this be brought back in January or February to review the safety procedural statistics. The vote was taken and carried unanimously.

- C. Approval of Third Party Cooperative Agreements (TPCA) between Division of Vocational Rehabilitation (DVR) and Citrus County School Board (copy in supplemental file)

Lynne Kirby, Director of Exceptional Student Education, briefly summarized this agreement and how it impacts the District. Sandra Counts moved to approve a Third Party Cooperative Agreements (TPCA) between Division of Vocational Rehabilitation (DVR) and Citrus County School Board; seconded by Linda Powers. Mrs. Powers referenced the vocational students positions and how the employers have been a wonderful partnership within Citrus County. The vote was taken and carried unanimously.

SCHOOL SUPPORT SERVICES, JONNY BISHOP

- A. Human Resources, Suzy Swain
 - 1) Approved Instructional and Support Recommendations (copy in supplemental file)

Sandra Counts moved to approve Instructional and Support Recommendations; seconded by Thomas Kennedy and carried unanimously.

Mrs. Swain stated New Orientation would be held Thursday, July 27, 2017 at 7:00 a.m.

- B. Approved Petty Cash Disbursements to assigned Food Services personnel for the 2017-2018 school year

Thomas Kennedy moved approval of Petty Cash Disbursements to assigned Food Services personnel for the 2017-2018 school year; seconded by Linda Powers and carried unanimously.

ATTORNEY, LEGAL MATTERS

None.

ANY OTHER BUSINESS THAT NEEDS TO COME BEFORE THE SCHOOL BOARD

Superintendent Himmel asked the Board if they were interested in joining a lawsuit regarding HB 7069. The consensus was not to do anything at this time.

Linda Powers distributed and referenced a proposed Employee Assistance Program to assist our employees. Mrs. Powers read the proposed Employee Assistance Program into the record for consideration of placing on the August 8th School Board agenda.

Employee Assistance Program

Request to place the Employee Assistance Program on the school board agenda for the August 8, 2017 for consideration of adoption.

An Employee Assistance Program will offer support for school employees in the manner our system of student services extends assistance to students and families.

Each day teachers and support personnel are challenged by complex situations. Sometimes these situations are critical and/or perilous as was the gun incident at LHS when a student harmed himself in front of students and a teacher. The aftermath of such an occurrence is fraught with intense feelings for all involved. Students can seek the interventions of counselors, social workers and similar professionals but where do staff members turn to mitigate the intensity of their experiences? This incident was dire but everyday conflicts, concerns and on-going problems can also leave a mark. Where do employees turn for these? If they have health insurance, they can access professionals-psychologists, therapists and counselors – but an appointment may be days or weeks away. The cost to the insurer will be high – over \$100 an hour. Without insurance, the individual must self-pay.

Perhaps another method of intervention would have been a better choice. Why not have a person contracted with by the school system assist. This would be a person devoted specifically to the employees and available immediately. The individual would not work with students, only adults.

Overall, the Assistance Program proposed addresses the needs of the staff to bring about problem resolution in several ways and results in positive emotional well-being. It:

1. Works to resolve issues that may affect work or personal lives, both of which affect classroom performance.
2. Reduces problems and increases retention rate of employees.
3. Reduces sick days since resolutions to nagging and disruptive problems occur.

4. Uses common sense counseling and intervention support without stigmatizing persons seeking assistance. Does not leave a paper trail. The Assistance Program would encourage staff to be pro-active if problems seem on the rise.

When speaking with persons in the medical and pharmaceutical fields, one hears that almost half of the illnesses and meds are related to emotional components.

Some of the areas an Assistance expert could effectively deal with are:

1. Helping build collaborative relationships.
2. Helping staff evaluate when and where to seek assistance when overwhelmed.
3. Assisting schools with classroom management techniques.
4. Helping staff to set boundary issues with others.
5. Fostering school centered problem resolution.
6. Reducing cost to the district from private therapy providers.
7. Meeting with staff members at off-school hours.
8. Utilizing unused school office so no expenses incurred for rental.

The Assistance Program would be quickly responsive to the needs of staff.

1. It would save dollars for the school system.
2. It would provide expertise by an individual selected for his/her in-depth knowledge of the system and of workable therapeutic interventions.
3. It would provide comfort in knowing that assistance was available.

Perhaps you would like to add other areas of interest. Let's explore them also.

Several questions and concerns were discussed and it was determined that more time and information would be needed before pursuing this type of program. Mr. Bishop, Executive Director of School Support Services, requested and received clarification as to what kind of information the Board was requesting collectively. This would include salary, full/part time district employee or on a consultant basis, services provided on/off site, what do neighboring districts do for their staff, and has staff requested the need for this type of service. It was decided this information would be brought before the Board at the October 2017 workshop.

Douglas Dodd mentioned that "Stuff the Bus" will be at local stores this Saturday, July 29th. Mr. Dodd also mentioned the passing of Phil Royal a year ago on July 18th. In recognition of Phil he read:

Phil's Final Message

As I watched the news today, I felt frustrated, discouraged and sad. Then I thought about where we live and I felt courage, strength and pride.

I'm so proud of where I live and the public safety heroes who protect us. They are moms, dads, brothers, sisters, friends and neighbors. I am also proud of the community leaders who join together to bring UNITY to our lives.

Our law enforcement, fire and EMS personnel are our guardians. They work vigilantly together to keep our community safe. Let's stand behind them by working together as ONE force to unite the whole community.

Thank you, first responders, for bravely sacrificing your lives to make ours better.

Virginia Bryant shared that the new teacher orientation will be Thursday, July 27th, at Citrus High School; Welcome Back to all teachers will be Wednesday, August 2nd, at Lecanto High School; and August 10th is the first day of school for students.

Sandra Counts attended the EMS News Bulletin in Lecanto referencing the grant they received for CPR for infants. They spoke about the school bus that the District donated and how well that was would work for them.

ADJOURNMENT

The Special Meeting was adjourned at 5:15 p.m.

WORKSHOP

Chairman Bryant opened the Workshop at 5:23 p.m.

TOPICS:

A. Best and Brightest Update

Amy Crowell, Director of Research and Accountability, reviewed the 2017 Florida Best and Brightest Teacher Scholarship Program Process Citrus County. She explained the 2017 amendments, per HB7069 Section 45 and Section 46, that now includes a Principal Scholarship Program.

Chairman Bryant recessed the Workshop at 5:33 p.m. and was reconvened at 5:42 p.m.

Amy Crowell continued to speak on the Best and Brightest, stating the fiscal responsibility with expansion of the Best and Brightest bill conforms to HB7069, which will include \$200,000,000 in additional funds for Best and Brightest Teachers and Principals Scholarship Program.

B. 2017-2018 Student Progression Plan

Debra Stanley, Coordinator of Special Academic Programs, inquired if the Board had any questions or concerns. Douglas Dodd and Thomas Kennedy asked and received clarification regarding sun screen and chap stick.

C. Policy Review

Chuck Dixon, Director of Planning and Growth Management, explained the changes to these policies was due to an FDLE (Florida Department of Law Enforcement) audit. Mr. Dixon briefly shared what the changes were to each policy. Board discussion ensued regarding the various policies.

Policy 8.801, Electronic Media Sanitization and Disposal
Policy 8.802, Account Management
Policy 8.803, Authentication Strategy
Policy 8.804, Authentication Management
Policy 8.806, Disposal of Physical Media
Policy 8.807, Encryption
Policy 8.808, Incident Response Including Mobile Devices
Policy 8.809, Information Exchange
Policy 8.810, Information Handling
Policy 8.811, Media Projection
Policy 8.812, Patch Management
Policy 8.813, Personally Identifiable Information (PII)
Policy 8.814, Personally Owned Devices
Policy 8.815, Physical Protection
Policy 8.816, Remote Access
Policy 8.817, Wireless Restrictions – Logs
Policy 8.818, Security Alerts – Advisories
Policy 8.819, System Access Control
Policy 8.20, Voice over Internet Protocol (VoIP)

D. Budget Update

Cancelled.

ADJOURNMENT

Chairman Bryant adjourned the Workshop at 6:00 p.m.

Virginia Bryant
Chairman

Sandra Himmel
Superintendent