

Inverness, Florida  
January 22, 2019

A Workshop and Special Meeting were held at the District Services Center located at 1007 West Main Street, Inverness, Florida on Tuesday, January 22, 2019. Present: Sandra "Sam" Himmel – Superintendent; Thomas Kennedy – Chairman; Sandra Counts – Vice Chairman; School Board Members: Virginia Bryant, Douglas A. Dodd and Linda B. Powers. Also in attendance, R. Wesley Bradshaw, School Board Attorney.

**ADMINISTRATIVE HEARING:**

Chairman Thomas Kennedy opened the Administrative Hearing at 9:00 a.m.

Upon motions made, seconded and approved, an expulsion was directed in Case No. 19-52.

The Administrative Hearing was closed at 9:11 a.m.

**SPECIAL MEETING:**

Chairman Kennedy opened the Special Meeting at 9:14 a.m. Douglas Dodd had opening exercises and he mentioned that Superintendent Himmel and all Board members attended the Elected Leadership Summit on January 18th. He stated that he thought it was a productive meeting, that there was a cohesiveness in the room, and it was good to see the Boards all working together. Mr. Dodd shared that the Board would be discussing athletics during the Workshop and said he thought that, in keeping students involved with school, he believed athletic programs were a great drop-out prevention program. Mr. Dodd asked everyone to stand for the Pledge Allegiance to the Flag of the United States of America.

Chairman Kennedy shared that it was Chris Gangler's birthday and as way to celebrate, his widow Marla had asked that people go to the Educational Foundation website and donate in Chris' name to the Chris Gangler Foundation.

Chairman Kennedy mentioned the topics of the Workshop were changed, and C. Policy Review was the first to be discussed.

**ADOPTION OF AGENDA AS RECOMMENDED BY SUPERINTENDENT**

Douglas Dodd motioned to adopt the agenda as recommended by Superintendent with modifications read by Chairman Kennedy; seconded by Linda Powers and carried unanimously.

**CITIZEN COMMENTS**

None

**SCHOOL SUPPORT SERVICES, JONNY BISHOP**

A. Human Resources, Suzy Swain

Approved Instructional and Support Recommendations (copy in supplemental file)

Virginia Bryant moved to approve Instructional and Support Recommendations; seconded by Sandra Counts and carried unanimously.

B. Risk Management, Cheri Cernich

1. Approved Instructional Performance Pay Schedule for 2018-2019

Douglas Dodd moved to approve the Instructional Performance Pay Schedule for 2018-2019; seconded by Virginia Bryant and carried unanimously.

2. Approved a salary increase to CCEA support and professional technical salary scale for 2018-2019 (copy in supplemental file)

Sandra Counts moved to approve a salary increase to CCEA support and professional technical salary scale for 2018-2019; seconded by Virginia Bryant and carried unanimously.

**ATTORNEY, LEGAL MATTERS**

None

**ANY OTHER BUSINESS THAT NEEDS TO COME BEFORE THE SCHOOL BOARD**

Linda Powers spoke about how Hurricane Michael had devastated many homes in the Panhandle and shared that there were four homes built by Habitat for Humanity that remained standing with little or no damage in an area where everything had fallen down. Mrs. Powers stated that the reason was because they were hardened with just a few more extra nails placed in the right place. She was amazed that with just a little bit of money, those homes were still standing.

Sandra Counts expressed how much she enjoyed the Galaxy of the Stars celebration. She mentioned she attended the Elected Leadership Summit and felt it was a very conciliatory meeting with everyone getting along really well. Ms. Counts stated she was still concerned about the struggle with the Guardian program.

Chairman Kennedy shared that out of the three Elected Leadership Summit meetings he attended, he thought this year's was the best. He stated that at the Summit, he felt everyone were more like partners and that the community was continuously becoming more cohesive. Chairman Kennedy mentioned he spoke about Career and Technical Education (CTE), which is something very near and dear to him, and shared that everyone recognized the continual need and the limitations within the school system because of legislation and they were on board to help.

Douglas Dodd reminded everyone that the one-year anniversary of the Marjory Stoneman Douglas High School tragedy was coming up and thought it would be appropriate to recognize it at the upcoming board meeting on February 12<sup>th</sup>.

Virginia Bryant shared that she thought it was also appropriate for all the schools to be involved in recognizing the anniversary of Marjory Stoneman Douglas High School tragedy on February 14<sup>th</sup>.

## **ADJOURNMENT**

Chairman Kennedy adjourned the special meeting at 9:28 a.m. and opened the Workshop.

## **WORKSHOP**

### **TOPICS:**

#### C. Policy Review – Planning & Growth Management

Jonny Bishop, Assistant Superintendent, reviewed the proposed new policies and the minor revisions to existing policies, which will be placed on a future agenda for advertising of a Public Hearing.

Policy 3.61 Religious Expression in Public Schools (copy in supplemental file)

Policy 4.65 Virtual Instruction (copy in supplemental file)

Policy 5.09 Requirements for Original Entry (copy in supplemental file)

Policy 6.27 Report of Misconduct (copy in supplemental file)

Policy 7.26 Hospitality Funds (copy in supplemental file)

#### A. Middle School Athletics – David Roland

David Roland, Director of Secondary Education, thanked and introduced the following Athletic Directors who were in attendance to provide answers to any questions that came up: Coach Anthony Branch, CRM, Coach Chrissy Grant, IMS, Coach Heather Wolfertz, LMS, Bruce Sheffield, Assistant Principal, LMS, Coach Kevin Towne, CSM, Coach Larry Bishop, CHS, and Coach Ron Allen, LHS. Mr. Roland shared that the general philosophy for middle school athletics was an opportunity for students to explore their interests and see what they liked and what they were good at. He explained it was about focusing on the experiences, teaching sportsmanship, rules of the game, life skills, team work, pride and much more. He said, wins and losses were a part of it, but not the main focus. Mr. Roland presented a Power Point (copy in supplemental file), outlining the middle school athletic programs available to the students, which were collectively, seven interscholastic programs and six intramural programs. He pointed out the average number of student participation in each program, the average student participation per year, and the student participation school average per year. Mr. Roland reiterated that it was their philosophy that, for many students, school athletics was a form of drop-out prevention and the school wide athletic GPA, five-year average, was 3.3. There had been some comparison between in season and out of season, and GPA's were higher when in season. Douglas Dodd inquired about Middle School

Cross Country and why it was an intramural sport. He expressed how he believed it was a great program and it should be put on the same level as all the other middle school athletic programs. Discussion ensued regarding intramural sports versus interscholastic sports in middle school.

B. Middle School Band – Lindy Woythaler

David Roland, Director of Secondary Education, shared that Lindy Woythaler, Director of Professional Development, was the point person for Middle School Band. Mr. Roland presented a Power Point (copy in supplemental file), outlining Middle School Band. He pointed out the number of student participation in middle school band and gave a brief overview of the different level of programs, which were Music Appreciation/Exploring Music, Chorus, Beginning Band and Advanced Band. He spoke about recruitment, and shared that performances at elementary schools, playing at the 6<sup>th</sup> grade orientation, lunches and the morning show are some of the ways to recruit students. The band also performs at community events such as, parades, Grinchmas Tree Lighting, and more.

Chairman Kennedy recessed the workshop... 11:08 a.m.

Chairman Kennedy reconvened the workshop at 11:35 a.m.

C. Board Members' Organizational Discussion

Chairman Kennedy reflected on why he wanted to hold the Workshop in a setting that created a more open flow of dialogue. He distributed a packet of informational items which included: Be Cautious of Crossing the Center Line and Organizational Agreements on School Board member roles, operational procedures and expectations (copy in supplemental file). Chairman Kennedy gave a brief overview as to why there was an Organizational Agreement for the Board and explained that it was not a policy, but a document stating how business was conducted. He lifted out each section which included: School Board Agenda/Meetings, Strategic Planning, and School Board Members Roles and Responsibilities, and asked the Board if they felt there was a need for revisions. Questions were raised pertinent to out-of-district travel, the cost factor and whether there should be a limit, or if prior approval of the Board was required. Chairman Kennedy mentioned exploring the possibility of putting travel guidelines into policy. Discussion took place regarding the chain of command when requesting information, data, reports etc. from staff. The topic of School Board's participation in committees and school-based events was discussed in length.

ADJOURNMENT

Chairman Kennedy adjourned the Workshop at 2:00 p.m.

Thomas Kennedy  
Chairman

Sandra Himmel  
Superintendent