

MINUTES

LAFAYETTE COUNTY SCHOOL BOARD

WORKSHOP, SEPTEMBER 8, 2015

The Lafayette County School Board held a workshop on Tuesday, September 8, 2015 beginning at 4:30 p.m. Present were Mr. Robert Edwards, Superintendent of Schools; Mrs. Amanda Hickman, Chairperson; Mr. Jeff Walker, Vice-Chair; Mr. Darren Driver, Member; Mrs. Marion McCray, Member; Mr. Taylor McGrew, Member; and Ms. Leenette McMillan-Fredriksson, School Board Attorney.

Mike Aguilera, Director of Business Development, Sodexo Onsite Service Solutions

Superintendent Edwards introduced Mr. Mike Aguilera, Director of Business Development with Sodexo Onsite Service Solutions. Mr. Aguilera, along with team members Bart Lang, Clark Meyer, and Charles Santoro, talked with the School Board about the various services provided by Sodexo. Some of these include food service, custodial, maintenance, energy conservation, project management, grounds, ADA study, and facilities capital action plan. He shared a video describing the main objectives of Sodexo and how school districts can benefit by outsourcing services.

Outsourcing of food services was the main topic of conversation. Board members had the opportunity to ask questions about the program and how it operates. They were also given an information packet to review as they look into the possibility of outsourcing our food services.

Mr. Aguilera thanked the School Board for their time and stated that he would be glad to meet with them at a future date to talk more about outsourcing services. He welcomed board members to visit Sodexo run programs such as in Jackson and Hendry School Districts. The Superintendent and board members thanked Mr. Aguilera and his team for their very informative presentation.

Health Insurance Renewal for 2015-2016

Mr. Lance Braswell, Farm Bureau Insurance representative, met with the School Board regarding the district's employee health insurance renewal for 2015-2016. Mr. Braswell reviewed Florida Blue (Blue Cross/Blue Shield) vs. United Health Care rates. He also reviewed the current vs. renewal rates with Florida Blue and noted that Florida Blue is offering a 10% rate reduction at renewal this year. The various plan descriptions were briefly reviewed. Following discussion, Mr. Braswell recommended staying with Florida Blue for the district's employee health insurance plan and stated that he believed this was the best benefit to employees enrolled in the plan as opposed to United Healthcare. The School Board will take action on this matter at their special session later this evening.

Rate Structure for Voluntary Benefits for 2015-2016


Mr. Braswell talked with the School Board about Dental/Vision/Short Term Disability Insurance renewal with The Standard and advised that The Standard is still the lowest cost option available. He reported that there will be no plan changes to these supplemental plans, however, there will be some premium changes. He went on to explain that when the district was insured with NEFEC (Fringe Benefits) on the supplemental benefits, our rates had become inadequate to cover claims. For the last few years of the NEFEC (Fringe Benefits) plan, the school district's general fund had to cover the claims that the premiums were not covering. Therefore, last year the district decided to go with a fully insured plan (The Standard) so the insurance company would have to take the risk for a bad year in claims. To make the transition as smooth as possible, the decision was made to keep rates the same as they were with NEFEC (Fringe Benefits) while employees got comfortable with the new plans with the intentions of gradually converting over to the "true" cost of the plan. Mr. Braswell stated

that with the savings in the employee health insurance this year, this is the best year to go to the true cost for this supplemental benefit. He added that with the savings on the health plans, most employees will still notice an overall cost reduction in their payroll deduction. The School Board will take action on this matter at their special session later this evening.

Adjourn

The workshop was adjourned at 5:55 p.m.


Amanda Hickman, Chairperson

ATTEST: 
Robert Edwards, Superintendent
and Secretary to the School Board

MINUTES

LAFAYETTE COUNTY SCHOOL BOARD

PUBLIC BUDGET HEARING, SEPTEMBER 8, 2015

The Lafayette County School Board convened Tuesday, September 8, 2015 at 6:00 p.m. to conduct the Final Public Hearing on the 2015-2016 Budget. Present were Mr. Robert Edwards, Superintendent of Schools; Mrs. Amanda Hickman, Chairperson; Mr. Jeff Walker, Vice Chair; Mr. Darren Driver, Member; Mrs. Marion McCray, Member; and Ms. Leenette McMillan-Fredriksson, School Board Attorney. Mr. Taylor McGrew, Member, was not present due to an emergency situation.

CALL TO ORDER

Chairperson Amanda Hickman called the public budget hearing to order at 6:00 p.m.

MILLAGE RATES APPROVED FOR 2015-2016

Mrs. Amanda Hickman reviewed the millage rates and budget, including capital outlay expenditures. The public was given the opportunity for questions and/or input at this time.

Following this review, the 2015-2016 millage rates were approved as follows:

- (1) Required Local Effort of 4.8400 mills was unanimously approved on a motion by Mr. Darren Driver and a second by Mr. Jeff Walker.
- (2) Discretionary Operating of .7480 mills was unanimously approved on a motion by Mr. Jeff Walker with a second by Mr. Darren Driver.
- (3) Capital Outlay of 1.500 mills was unanimously approved on a motion by Mrs. Marion McCray and a second by Mr. Darren Driver.

SCHOOL BOARD APPROVES RESOLUTION

Mrs. Marion McCray moved to approve Resolution Number 16-03 (ESE524) regarding the adoption of the final millage rates for 2015-2016. Mr. Jeff Walker seconded the motion, which was unanimously approved. (Resolution on file in district office)

SCHOOL BOARD APPROVES FINAL BUDGET

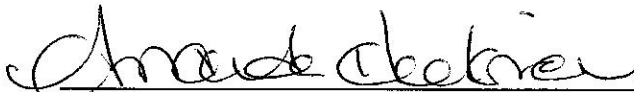
Mr. Darren Driver moved to approve the 2015-2016 final budget. Mr. Jeff Walker gave the second. Motion to approve the 2015-2016 final budget was unanimously approved.


RESOLUTION APPROVED BY SCHOOL BOARD

Mr. Jeff Walker moved to approve Resolution Number 16-04 regarding adoption of the final budget for 2015-2016. Mr. Darren Driver gave the second. Motion carried unanimously. (Resolution on file in district office)

ADJOURN

With business complete, the public hearing was unanimously adjourned at 6:10 p.m. following a motion by Mrs. Marion McCray with a second by Mr. Darren Driver.


Amanda Hickman, Chairperson

ATTEST: 
Robert Edwards, Superintendent
and Secretary to the School Board

MINUTES

LAFAYETTE COUNTY SCHOOL BOARD

SPECIAL SESSION, SEPTEMBER 8, 2015

The Lafayette County School Board convened in special session Tuesday, September 8, 2015 immediately following the Public Budget Hearing. Present were Mr. Robert Edwards, Superintendent of Schools; Mrs. Amanda Hickman, Chairperson; Mr. Jeff Walker, Vice Chair; Mr. Darren Driver, Member; Mrs. Marion McCray, Member; and Ms. Leenette McMillan-Fredriksson, School Board Attorney. Mr. Taylor McGrew, Member, was not present due to an emergency situation.

CALL TO ORDER

Mrs. Amanda Hickman called the special session to order at 6:15 p.m.

1. ADOPTION OF AGENDA

The agenda was unanimously adopted on a motion by Mr. Darren Driver and a second by Mr. Marion McCray.

2. ACTION ITEMS

2.01 SCHOOL BOARD APPROVES COST REPORT/WILL APPROVE AFR AT A LATER DATE –

Mrs. Tammi Maund, Director of Finance, presented the 2014-2015 Cost Report for the School Board's review and approval. Mrs. Maund reviewed the 2014-2015 Cost Report and answered questions from board members. She explained that the Annual Financial Report (AFR) will have to be approved at a later date as we are still waiting on figures from the FRS (Florida Retirement System). She added that this is a new GASB (Governmental Accounting Standards Board) requirement. Following discussion, Mr. Darren Driver made a motion to approve the 2014-2015 District Cost Report and table approval of the Annual Financial Report until a later

date. Mr. Jeff Walker gave the second. Motion carried unanimously. (Cost Report on file in district office)

2.02 SCHOOL BOARD APPROVES RATE AND CARRIER FOR HEALTH INSURANCE – Mr. Darren

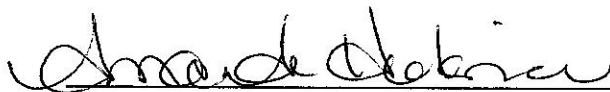
Driver moved to approve renewal of employee health insurance with Florida Blue (Blue Cross/Blue Shield) for the 2015-2016 school year. Mr. Jeff Walker seconded the motion, which carried unanimously. As discussed in the workshop held earlier this afternoon, Florida Blue is offering a 10% rate reduction at renewal this year. (Florida Blue Insurance Plan and renewal information on file in district office)

2.03 SCHOOL BOARD APPROVES RATE STRUCTURE FOR VOLUNTARY BENEFITS – The School

Board approved Dental/Vision/Short Term DI/Life Insurance renewal with The Standard following a motion by Mr. Jeff Walker and a second by Mr. Darren Driver. As discussed in the workshop held earlier this afternoon, there will be some premium changes on these supplemental plans. (See September 15, 2015 Workshop Minutes for more information)

ADJOURN

With business complete, the special session was unanimously adjourned at 6:20 p.m. following a motion by Mr. Jeff Walker with a second by Mrs. Marion McCray.



Amanda Hickman, Chairperson

ATTEST:



Robert Edwards, Superintendent
and Secretary to the School Board

MINUTES

LAFAYETTE COUNTY SCHOOL BOARD

GRIEVANCE HEARING, SEPTEMBER 8, 2015

The Lafayette County School Board convened in special session on Tuesday, September 8, 2015 at 6:50 p.m. The purpose of the special session was to allow Jeannette Williams, a Paraprofessional at Lafayette Elementary School, the opportunity to present her grievance to the School Board for their consideration, which constitutes Step III in the Formal Grievance Process, according to the language of the collective bargaining agreement between the Lafayette County School Board and the Lafayette Education Association School Related Personnel.

Present were Mr. Robert Edwards, Superintendent of Schools; Mrs. Amanda Hickman, Chairperson; Mr. Jeff Walker, Vice Chair; Mr. Darren Driver, Member; Mrs. Marion McCray, Member; Mr. Taylor McGrew, Member; and Ms. Leenette McMillan-Fredriksson, School Board Attorney. Also present were Ms. Jeannette Williams, Mr. James Fike, LEA President, Mr. Stewart Hancock, LHS Principal, Mr. Stephen Clark, LHS Assistant Principal, and Mrs. Gina Hart, Director of Teaching and Learning Services.

CALL TO ORDER

The Grievance Hearing was called to order by Chairperson Amanda Hickman.

GRIEVANCE HEARING

Prior to the Hearing, the School Board had been given a copy of the Official Grievance Form filed by Ms. Williams. The following information, as outlined in the grievance form, was presented for the School Board's review and consideration:

Date Grievance Occurred: July 16, 2015.

The Grievance Relates to Article XI (Transfers/Vacancies), Section 4. Ms. Williams applied for the Media Center Paraprofessional position at Lafayette High School. Following the interview

process, Ms. Williams was not recommended for the position. In the Official Grievance Form, Ms. Williams states that she believes she should have been offered the library position.

Relief Sought by Ms. Williams: Ms. Williams states she would like to be offered the library paraprofessional position at Lafayette High School.

(A copy of the Official Grievance Form is attached and made a part of these Minutes)

COMPLAINT FROM JEANNETTE WILLIAMS

Mr. James Fike addressed the School Board on behalf of Jeannette Williams. Mr. Fike gave examples as to why Ms. Williams feels she was the most qualified applicant for the position, including her years of service and qualifications. Ms. Williams did not feel that seniority was considered in determining the recommendation for the Media Paraprofessional position, and that Article XI, Section 4 of the Agreement between the LCSB and the Lafayette Education Association School Related Personnel was violated.

LHS PRINCIPAL, STEWART HANCOCK, ADDRESSES SCHOOL BOARD

Mr. Stewart Hancock, LHS Principal, addressed the School Board and explained the process used in selecting the person to fill the position of Media Paraprofessional at LHS. Mr. Hancock outlined for the School Board some of the specific skills and job duties that would be required for the Media Paraprofessional position. These included communicating with professors at NFCC and guidance counselors, familiarity with edgenuity and skyward and other computer programs, and also the ability to assist students with their classes and help them progress. Based on the information provided by Mrs. Williams in the interview, she was not offered the media paraprofessional position.

SCHOOL BOARD ATTORNEY READS XI. TRANSFERS/VACANCIES, SECTION 4.

Ms. Leenette McMillan-Fredriksson, School Board Attorney, read aloud *XI. Transfer/Vacancies, Section 4. Factors to be considered in filling vacancies:*

- a. Seniority;*
- b. Qualification;*
- c. Performance appraisals*

If qualifications and performance appraisals are relatively equal, seniority will prevail.

STATEMENT/RECOMMENDATION FROM SUPERINTENDENT EDWARDS

Relating to the grievance filed by Ms. Jeannette Williams, Superintendent Edwards made this statement: I have reviewed the grievance filed by Mrs. Williams concerning a contract violation of Article XI, Section 4. After interviewing Mr. Hancock, Mr. Clark, and looking over the interview process, I feel the hiring process was carried out fairly and there is no violation of the contract between Lafayette School Board and the Lafayette Education Association. I support Mr. Hancock's decision.

SCHOOL BOARD SUPPORTS PRINCIPAL'S RECOMMENDATION

After listening to testimony/statements from Mr. Fike on behalf of Ms. Williams, Mr. Hancock, and Superintendent Edwards, Mr. Darren Driver moved to uphold the recommendation made by Mr. Hancock concerning the position of Media Paraprofessional at LHS. Mr. Jeff Walker gave the second. The vote for approval was unanimous.

ADJOURN

Upon completion of the Grievance Hearing, Mr. Jeff Walker moved to adjourn. Mrs. Marion McCray gave the second, which was unanimously approved.

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Amanda Hickman, Chairperson

ATTEST:



Robert Edwards, Superintendent
and Secretary to the School Board

MINUTES
LAFAYETTE COUNTY SCHOOL BOARD
EXECUTIVE SESSION, SEPTEMBER 8, 2015

The Lafayette County School Board met in Executive Session on Tuesday, September 8, 2015 immediately following the Grievance Hearing. Present were Mr. Robert Edwards, Superintendent of Schools; Mrs. Amanda Hickman, Chairperson, Mr. Jeff Walker, Vice-Chair; Mr. Darren Driver, Member; Mrs. Marion McCray, Member; Mr. Taylor McGrew, Member; and Ms. Leenette McMillan-Fredriksson, School Board Attorney. Also present were Mrs. Tammi Maund, Director of Finance; and Mrs. Gina Hart, Chief Negotiator.

The purpose of the Executive Session was to discuss employee negotiations for the 2015-2016 school year.

ADJOURN

Following discussion, the Executive Session was adjourned at 9:40 p.m.



Amanda Hickman, Chairperson

ATTEST:



Robert Edwards, Superintendent
and Secretary to the School Board