

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, APRIL 21, 2008

The School Board of Escambia County, Florida, convened in Special Meeting at 3:30 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mrs. Patricia Hightower Vice Chair: Mr. Pete Gindl, Sr.

Board Members: Mr. Jeff Bergosh
Mr. Gerald Boone
Mrs. Claudia Brown-Curry

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Jim Paul

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Hightower called the Special Meeting to order at 3:43 p.m. Mr. Boone gave the invocation and Mrs. Hightower led the Pledge of Allegiance to the United States of America. Motion by Mr. Boone, seconded by Mr. Bergosh, to adopt the agenda (*as amended*), was approved unanimously.

II. BUDGET

Mrs. Barbara Linker, Assistant Superintendent for Finance & Business Services, reviewed information outlined in the following handouts: "Escambia County School District 2008-2009 Projected Required Budget Reductions (Preliminary)" and "Escambia County School District 2008-2009 Budget Reduction Plan (Preliminary)." (The text of both handouts is provided below.)

2008-2009 PROJECTED REQUIRED BUDGET REDUCTIONS (Preliminary)

| | |
|--|--------------------------|
| <i>2008-09 Revenue Reduction (House)</i> | <i>\$ (11.50)</i> |
| <i>Possible use of Class Size Reduction</i> | <i>2.50</i> |
| <i>Net Revenue Reduction</i> | <i><u>\$ (9.00)</u></i> |
| <i>Projected cost increases:</i> | |
| <i>Diesel</i> | <i>\$ (1.30)</i> |
| <i>Utilities</i> | <i>(1.00)</i> |
| <i>Unemployment</i> | <i>(0.15)</i> |
| <i>Miscellaneous</i> | <i><u>(0.50)</u></i> |
| <i>Total Required Budget Reductions excluding health</i> | <i>(11.95)</i> |
| <i>Health-minimum estimated need</i> | <i>(3.00)</i> |
| <i>Total Required Budget Reductions including health</i> | <i><u>\$ (14.95)</u></i> |

2008-2009 BUDGET REDUCTION PLAN (Preliminary)

Fiscal Year 2008-09

Recommended Reductions – Personnel

| | |
|--|---------------------|
| Departmental Personnel Planning Document-see DPPD documentation | \$ 1,770,003 * |
| Staffing Allocation Plan Changes: | |
| High School Teachers 6 of 7 | 3,218,351 |
| High School Adm./Other Teacher (2 deans, .5 counselor, 6 librarians) | 381,410 |
| High School Educational Support (1 Adm. Clerk II) | 27,907 |
| Elementary Ed. Support (40 Adm. Clerk II positions) | 845,081 |
| Carver A/P and OASIS Principal | 170,019 |
| Transfer of PATS TSA to District Level TSA/ESOL | - |
| 10 (est.) Art, Music or P.E. Elementary Teaching Units (through attrition) | 440,870 |
| 16.81 (est.) Director Sparcity Units – (unearned) | 741,102 |
| 16 ESE Teaching Units | <u>705,392</u> |
| Subtotal Recommended Reductions-Personnel | <u>\$ 8,300,135</u> |

Recommended Reductions – Other

| | |
|---|---------------------|
| Departmental Operating Budget 2006-07 level if possible | \$ 280,000 |
| Travel (50%) | 50,000 |
| Administrative Pay Reduction (2%) | 220,000 |
| PATS Transportation (eliminate) | 49,000 |
| Subcontract custodial at Hall Center & Garden | 94,885 |
| Subcontract custodial partial zone | 125,000 |
| Elementary Special Supply Allocation (50%) | 48,000 |
| Advanced Placement Test (100%) | 109,000 |
| Classroom Furniture Repair (100%) | 15,700 |
| Subject Area Specialist – Contracts & Field Trips (18%) | 16,000 |
| NEED Program (supplies) (100%) | 7,000 |
| Educational Technology (Learning Groups) Extra Pay/Contracts (100%) | 398,000 |
| Band Uniforms – High School (100%) | 28,000 |
| Aquatic Center (20%) | 20,000 |
| Subsidy – High School Min Sports (20%) | 35,000 |
| Subsidy – Bands (20%) | 14,800 |
| Transport Band for Football Playoffs (20%) | 5,000 |
| Transport Teams to Playoffs (Excluding Ftball) (20%) | 10,600 |
| Middle School Band and Orchestra (20%) | 4,600 |
| Middle School Orchestra (20%) | 500 |
| Middle School Athletics (20%) | 5,200 |
| Band and Chorus Uniforms – Middle School (20%) | <u>4,000</u> |
| Subtotal Recommended Reductions – Other | <u>\$ 1,540,285</u> |

Total Recommended Reductions: \$ 9,840,420

Other Reductions under Consideration:

| | |
|---|---------------------|
| Eliminate contribution to retiree health ins. (net of Medicaid reimbursement) | \$ 462,000 |
| 10 Additional Art, Music or P.E. Elementary Teaching Units | 440,870 |
| Close PATS | TBD |
| 2 Mile Walk | <u>600,000</u> |
| Subtotal Other Reductions under Consideration | <u>\$ 1,502,870</u> |

Grand Total \$ 11,343,290

*Total General Fund savings \$1,895,908 less positions unfilled 2007-08 \$125,905

PUBLIC FORUM

The following speakers requested to address the Board regarding various issues:
(Supplementary Minute Book, Exhibit “A”)

- Judith Brunson - 2008-2009 Proposed Staffing Allocation Table (specifically, the elimination of second media specialist position at high schools with 1000+ enrollment);
- Ellen Crow - 2008-2009 Proposed Staffing Allocation Table (specifically, the elimination of second media specialist position at high schools with 1000+ enrollment);
- Gail Husbands - 2008-2009 Proposed Staffing Allocation Table and the 2008-2009 Department Personnel Planning Document;
- Ellen Colley - 2008-2009 Department Personnel Planning Document (specifically, the elimination of the Teacher on Special Assignment-P.E., Health, Wellness, Driver’s Education & Athletics);
- Gerry Hoewing - 2008-2009 Department Personnel Planning Document (specifically, the proposed recommendation to hold vacant for 2008-2009, the Teacher on Special Assignment-Flight Instructor);
- Captain J.J. Coonan - 2008-2009 Department Personnel Planning Document (specifically, the proposed recommendation to hold vacant for 2008-2009, the Teacher on Special Assignment-Flight Instructor);
- Tom Wazlavek – Recommended subcontracting of custodial services at the District administration buildings and the 2008-2009 Proposed Staffing Allocation Table (specifically, the proposal for high school teachers to teach 6 out of 7 periods);
- David Pittman – 2008-2009 budget situation in general;
- Melissa Goodin - 2008-2009 Proposed Staffing Allocation Table (specifically, the proposed staffing of Exception Student Education (ESE) teaching units);
- Bill Vincent - 2008-2009 Proposed Staffing Allocation Table (specifically, the proposal for high school teachers to teach 6 out of 7);
- Beverly Patteson - amount of work placed on District-level administration as a result of State and Federal mandates; and
- Ellen Lawrence - 2008-2009 Proposed Staffing Allocation Table (specifically, the elimination of 40 Administrative Clerk II positions at the elementary level); and the process that was followed in determining the changes that could be made to the Staffing Allocation Table and the Department Personnel Planning Document.

Much discussion took place with regard to the process that was followed in developing the Staffing Allocation Table and the Department Personnel Planning Document.

Staff responded to questions posed by Board Members regarding the following issues concerning the 2008-2009 Proposed Staffing Allocation Table:

- Elimination of second media specialist position at high schools with 1000+ student enrollment*
- Reduction of 10 (est.) Art, Music or P.E. Elementary Teaching Units (through attrition)
- Elementary Educational Support (Elimination of 40 Administrative Clerk II positions)
- Elimination of OASIS Principal (*It was noted that the two assistant principals of Woodham Middle School would assist in the daily operation of the OASIS program, which was located on the Woodham Middle School campus.*)
- High school teachers teaching 6 of 7 periods (*It was noted that this issue would need to be impacted bargained.*)

*Mrs. Hightower specifically asked that the Superintendent find the funds necessary to keep the second media specialist position at high schools with 1000+ student enrollment.

With regard to the proposed 2008-2009 Personnel Planning Document (PPD), Mrs. Hightower specifically requested that the Administrative Secretary III position not be eliminated from the Foundation for Excellence Office.

Mr. Bergosh believed that it was time to start talking about closing inefficient schools as a cost-savings measure; he specifically addressed the closure of Carver/Century K-8, which had been identified as the most under-utilized school facility in the District. Mr. Shawn Dennis, Assistant Superintendent for Operations, stated that an appropriate school closure would require more than 12 months; but an expeditious closure could probably occur with 8 months. Upon inquiry by Mr. Bergosh, Mr. Dennis stated that the closure of Carver/Century was not feasible prior to the start of the next school year (2008-2009).

Mrs. Brown-Curry asked the Superintendent to consider the elimination of positions from the top-level administration. The Superintendent maintained that the PPD, as presented, outlined the positions that he believed were necessary to operate the School District.

Mr. Bergosh wanted additional time to thoroughly review both the proposed Staffing Allocation Table and the proposed Department Personnel Planning Document; therefore, he suggested that the Special Meeting be recessed until a later date. Motion was made by Mr. Bergosh and seconded by Mrs. Brown-Curry, to recess the Special Meeting as of 7:05 p.m., on April 21, 2008; and to reconvene at 4:00 p.m., on April 29, 2008, in Room 160, at the J.E. Hall Educational Services Center. Motion carried unanimously.

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, APRIL 29, 2008

The School Board of Escambia County, Florida, reconvened in Special Meeting at 4:00 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mrs. Patricia Hightower Vice Chair: Mr. Pete Gindl, Sr.

Board Members: Mr. Jeff Bergosh
Mr. Gerald Boone
Mrs. Claudia Brown-Curry

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Jim Paul

PUBLIC FORUM

The following speakers requested to address the Board regarding various issues:
(Supplementary Minute Book, Exhibit "A")

| <u>Name</u> | <u>Issue</u> |
|-------------------|-------------------------|
| Elizabeth Mrachek | Closure of PATS Center* |

| | |
|-------------------|--|
| Kismet Dunkerley | Closure of PATS Center* |
| Debi Dunkerley | Closure of PATS Center* |
| Chasidy Hobbs | Closure of PATS Center * |
| Julie Jones | (did not speak but rather yielded time to Charles Beall) |
| Charles Beall | Closure of PATS Center* |
| Preston Jones | Closure of PATS Center* |
| Dennis Royster | Subcontracting of Custodial Services at District Administration Buildings |
| Paige Beall | Closure of PATS Center* |
| Lillian Robertson | Potential Closure of Carver/Century K-8 School |
| Ellen Crow | 2008-2009 Proposed Staffing Allocation Table |
| Cathy Boehme | 2008-2009 Budget |
| Bill Vincent | 2008-2009 Budget |
| David Pittman | 2008-2009 Budget/2008-2009 Proposed Staffing Allocation Table |
| Tom Wazlavek | 2008-2009 Budget/ Non-School Based Position Cuts (compiled by the Union representatives) |
| Kathy Breakall | 2008-2009 Budget |
| Ellen Lawrence | 2008-2009 Proposed Staffing Allocation/ 2008-2009 Department Personnel Planning Document |
| Iris Lloyd | 2008-2009 Proposed Staffing Allocation Table |
| Linda Holt | Administrative Position Cuts (Non-School Based)/ 2008-2009 Proposed Staffing Allocation Table |
| Tara Noble | 2008-2009 Budget |

NOTE: Individuals requested to speak throughout the meeting. Speakers may not be listed in chronological order.

*It was noted that there had been no formal recommendation made by the Superintendent with regard to the closure of the PATS Center; it was simply one of many budget reduction items under consideration.

Mrs. Barbara Linker, Assistant Superintendent for Finance & Business Services, reviewed information outlined in the following handouts: “Escambia County School District 2008-2009 Projected Required Budget Reductions (Preliminary)” and “Escambia County School District 2008-2009 Budget Reduction Plan (Preliminary).” (The text of both handouts is provided below.) It was noted that the information outlined in these handouts had been revised since it was initially provided on April 21, 2008.

2008-2009 PROJECTED REQUIRED BUDGET REDUCTIONS (Preliminary)

(Revised April 28, 2008)

| | |
|--|--------------------------|
| <i>2008-09 Revenue Reduction Final Conference Report (Line 34)</i> | <u>\$ (9.31)</u> |
| <i>Projected cost increases:</i> | |
| <i>Diesel</i> | <i>\$ (1.30)</i> |
| <i>Utilities</i> | <i>(1.00)</i> |
| <i>Unemployment</i> | <i>(0.15)</i> |
| <i>Miscellaneous</i> | <u><i>(0.50)</i></u> |
| <i>Total Required Budget Reductions excluding health</i> | <i>(12.26)</i> |
| <i>Health-minimum estimated need</i> | <i>(3.00)</i> |
| <i>Total Required Budget Reductions including health</i> | <u><i>\$ (15.26)</i></u> |

2008-2009 BUDGET REDUCTION PLAN (Preliminary)
 (Revised April 28, 2008)

| | <i>(April 18, 2008)</i> <u>Fiscal Year 2008-09</u> | <i>(April 28, 2008)</i> <u>Fiscal Year 2008-09</u> |
|--|---|---|
| Recommended Reductions – Personnel | | |
| Departmental Personnel Planning Document-see DPPD documentation | \$ 1,770,003 * | \$ 1,690,321 ** |
| Staffing Allocation Plan Changes: | | |
| High School Teachers 6 of 7 | 3,218,351 | 3,218,351 |
| High School Adm./Other Teacher (2 deans, .5 counselor, 6 librarians) | 381,410 | 116,888 |
| High School Educational Support (1 Adm. Clerk II) | 27,907 | 27,907 |
| Elementary Ed. Support (40 Adm. Clerk II positions) | 845,081 | 845,081 |
| Carver A/P and OASIS Principal | 170,019 | 170,019 |
| Transfer of PATS TSA to District Level TSA/ESOL | - | - |
| 10 (est.) Art, Music or P.E. Elementary Teaching Units (through attrition) | 440,870 | 440,870 |
| 16.81 (est.) Director Sparsity Units – (unearned) | 741,102 | 741,102 |
| 16 ESE Teaching Units | <u>705,392</u> | <u>705,392</u> |
| Subtotal Recommended Reductions-Personnel | <u>\$ 8,300,135</u> | <u>\$ 7,955,931</u> |
| Recommended Reductions – Other | | |
| Departmental Operating Budget 2006-07 level if possible | \$ 280,000 | \$ 280,000 |
| Travel (50%) | 50,000 | 50,000 |
| Administrative Pay Reduction (2%) | 220,000 | 220,000 |
| PATS Transportation (eliminate) | 49,000 | 49,000 |
| Subcontract custodial at Hall Center & Garden | 94,885 | 94,855 |
| Subcontract custodial partial zone | 125,000 | 125,000 |
| Custodial Savings (supplies \$10,444, 3.5 Cus Wrk I \$74,039, Reduce Sub Staffing \$262,665) | - | 347,138 |
| Elementary Special Supply Allocation (50%) | 48,000 | 48,000 |
| Advanced Placement Test (100%) | 109,000 | 109,000 |
| Classroom Furniture Repair (100%) | 15,700 | 15,700 |
| Subject Area Specialist – Contracts & Field Trips (18%) | 16,000 | 16,000 |
| NEED Program (supplies) (100%) | 7,000 | 7,000 |
| Educational Technology (Learning Groups) Extra Pay/Contracts (100%) | 398,000 | 398,000 |
| Elimination of Stanford 9 Testing (Proj, 1205) | - | 166,273 |
| Elimination of Tech Pats (SAI) | - | 200,000 |
| Band Uniforms – High School (100%) | 28,000 | 28,000 |
| Aquatic Center (20%) | 20,000 | 20,000 |
| Subsidy – High School Min Sports (20%) | 35,000 | 35,000 |
| Subsidy – Bands (20%) | 14,800 | 14,800 |
| Transport Band for Football Playoffs (20%) | 5,000 | 5,000 |
| Transport Teams to Playoffs (Excluding Ftball) (20%) | 10,600 | 10,600 |
| Middle School Band and Orchestra (20%) | 4,600 | 4,600 |
| Middle School Orchestra (20%) | 500 | 500 |
| Middle School Athletics (20%) | 5,200 | 5,200 |
| Band and Chorus Uniforms – Middle School (20%) | <u>4,000</u> | <u>4,000</u> |
| Subtotal Recommended Reductions – Other | <u>\$ 1,540,285</u> | <u>\$ 2,253,696</u> |
| Total Recommended Reductions: | <u>\$ 9,840,420</u> | <u>\$ 10,209,627</u> |
| Other Reductions under Consideration: | | |
| Eliminate contribution to retiree health ins. (net of Medicaid reimbursement) | \$ 462,000 | \$ 462,000 |
| 10 Additional Art, Music or P.E. Elementary Teaching Units | 440,870 | 440,870 |
| Close PATS | TBD | TBD |
| 2 Mile Walk | <u>600,000</u> | <u>600,000</u> |
| Subtotal Other Reductions under Consideration | <u>\$ 1,502,870</u> | <u>\$ 1,502,870</u> |
| Grand Total | <u>\$ 11,343,290</u> | <u>\$ 11,712,497</u> |

*Total General Fund savings \$1,895,908 less positions unfilled 2007-08 \$125,905

**Total General Fund savings \$1,816,226 less positions unfilled 2007-08 \$125,905

III. CURRICULUM AND INSTRUCTION
(Supplementary Minute Book, Exhibit "B")

AMENDED

1. 2008-2009 Proposed Staffing Allocation Table

Motion was made by Mrs. Hightower and seconded by Mrs. Brown-Curry, to approve the 2008-2009 Proposed Staffing Allocation Table, as amended. Staff responded to various questions posed by Board Members regarding information outlined in the backup documentation for this item. Motion carried 4 to 1, with Mrs. Brown-Curry voting "No."

IV. HUMAN RESOURCE SERVICES
(Supplementary Minute Book, Exhibit "C")

AMENDED

1. 2008-2009 Department Personnel Planning Document

Motion was made by Mr. Gindl and seconded by Mrs. Hightower, to approve the 2008-2009 Department Personnel Planning Document, as amended.

Mr. Bergosh shared with the Board and the Superintendent, the following suggestions that had been made by some of his constituents:

- *Elimination of the second Director position in Elementary Education as well as the second Director position in Secondary Education*

The Superintendent maintained that these positions were necessary for the operation of the School District. It was noted however, that the second Director position in Elementary Education would be held vacant during 2008-2009, upon retirement of the current incumbent.

- *Closure of Carver/Century K-8 School before the beginning of the 2008-2009 school year*

During earlier discussion on this issue, Mr. Shawn Dennis, Assistant Superintendent for Operations, had advised the Board that an appropriate school closure would require more than 12 months; but an expeditious closure could probably occur with 8 months. He had also stated that the closure of Carver/Century K-8 was not feasible prior to the start of the next school year (2008-2009). Mr. Bergosh did not believe that it should take that long to close a school; in fact, it was agreed that under extreme circumstances, such as if Carver/Century "burned down tonight," the District would expeditiously do whatever was necessary to provide accommodations for those students at surrounding schools. The Board requested that the Superintendent present at the May Regular Workshop, a "scenario" with regard to the potential closure of Carver/Century K-8.

Mrs. Brown-Curry shared with the Board and the Superintendent, the following recommendations* she had received from school-based personnel with regard to the 2008-2009 budget:

Recommendations

1. *Down-size Human Resources Department.*
2. *Combine Elementary Education Directors from two to one.*
3. *Combine Middle and High School Directors into one position (Directory of Secondary Education)*
4. *Combine Reading and Language Arts Specialist into one position.*
5. *Reduce the number of Specialists in Science, Math, etc.*
6. *Explore possibility of services being provided by the Program Evaluator to be done by other personnel in Evaluation Services.*
7. *Restructuring the PATS Program to school-base (assign Itinerant Teachers to deliver instruction).*
8. *Alternative Placement Programs for Students be assigned at the school-based location (example: A.V. Clubbs)*

9. *To relieve work load of Directors, disseminate more information to Principals for more input in the decision-making process.*
10. *Consolidate appropriate Alternative Programs that are outside the normal curriculum.*
11. *Replace Principal position at O.A.S.I.S. with Teacher-in-Charge.*
12. *Share with every department that their budget should be cut 10% and let them decide what they want to give up.*
13. *Elementary School Administrators: Pair Principals and Assistant Principals with schools nearby (one Principal and Assistant Principal for two schools).*
14. *Combine grade levels (elementary, middle, high) for bus routes - 3 tier bus routes.*
15. *Allow ESE teachers to teach 5 out of 7 classes.*
16. *Use of natural gas instead of diesel.*
Abolishment of Positions
17. *Public & Interagency Affairs*
18. *Continuous Improvement Model (CIM) Coordinator*
19. *Teachers on Special Assignment*
20. *No Child Left Behind (NCLB) Coordinator*

**General discussion took place among the Board, the Superintendent, and his staff with regard to several of these recommendations. Mrs. Brown-Curry noted for the record, that she may or may not agree with some of the recommendations presented; she was simply passing this information along to the Board and the Superintendent.*

Neither Mrs. Brown-Curry nor Mr. Bergosh were willing to support the proposed 2008-2009 Personnel Planning Document (PPD), primarily because they each believed that there were still additional positions that could be eliminated, specifically from the top-level administration. The Superintendent maintained that the PPD, as presented, outlined the positions he believed were necessary for the operation of the School District.

Mr. Bergosh moved to recess the Special Meeting. Motion died for lack of a second.

Motion to approve the 2008-2009 Department Personnel Planning Document, as amended, failed 4 to 1, with Mr. Gindl, Mr. Bergosh, Mrs. Brown-Curry, and Mr. Boone voting "No."

V. ADJOURNMENT

The Board agreed to schedule an Executive Session (re: Collaborative Bargaining) for May 7, 2008, from 1:00 p.m. to 4:00 p.m., in the Superintendent's Conference Room, at the Dr. Vernon McDaniel Building. There being no further business, the Special Meeting was adjourned at 7:30 p.m.

Attest:

Approved:

Superintendent

Chair