

Bronson, FL
October 27, 2015
8:00 a.m.
EXECUTIVE SESSION

The School Board of Levy County met in Executive Session for the purpose of discussing employee health insurance compensation this 27th day of October, 2015 at 8:00 a.m. with Board Chair Rick Turner, Paige Brookins, Chris Cowart, Cameron Asbell, Brad Etheridge and Board Attorney David Delaney present. Mr. Hastings also explained to the Board that the two Expulsion Hearings that were scheduled were cancelled because both students were enrolled in private schools. He said both sets of parents have been informed that the recommendation for expulsion has been suspended, but if either student tried to enroll in a Levy County school during the time an expulsion order could be in effect, the expulsion order will be reactivated with an expulsion hearing scheduled, and that neither student is allowed on any Levy County School campus for any reason during this time.

8:00 a.m.
REGULAR SESSION

The Board then met in regular session to continue with the remaining business of the Board.

Amendment / Adoption of Agenda: For good cause, Board Chair Rick Turner asked that the Agenda be amended to insert H) **New WMHS Color Selections for Board Approval** after G) **2016 Insurance Renewal and to re-alphabetize the remainder of the Agenda**. Paige Brookins moved to amend the Agenda as requested by the Board Chair, second by Brad Etheridge, motion carried. Chris Cowart then moved to Adopt the Agenda as amended, second by Cameron Asbell, motion carried.

Welcome Visitors: Board Chair Rick Turner welcomed all visitors and asked if there was anyone from the audience who wanted to address the Board, there were none.

Personnel Issues Superintendent Hastings said he regretted to have to bring this personnel issue to the attention of the Board. He informed them he had placed Steve Tyson, Coordinator of Transportation on suspension without pay as of October 21st and is recommending for their approval today the immediate termination of his employment. Brad Etheridge made the motion to approve the Superintendent's recommendation, second by Cameron Asbell. Mr. Asbell asked the Superintendent to explain the circumstances that led to the recommendation to terminate employment of Mr. Tyson. Mr. Hastings shared information with the Board. Board Member Paige Brookins asked Board Attorney David Delaney if Mr. Tyson could address the Board concerning the information shared by Superintendent Hastings, he replied yes he could. Mr. Tyson disagreed with much of the information Mr. Hastings had given or had an explanation for it. After further discussion and questions from the Board for both Mr. Hastings and Mr. Tyson, Board Chair Rick Turner called for the vote with all Board Members voting yes to approve the Superintendent's recommendation to terminate employment of Steve Tyson, Coordinator of Transportation, motion unanimously carried. (see supplemental minutes)

2016 Insurance Renewal: Kalee Wade reminded the Board that although they had reviewed the 2016 Insurance Renewal Recommendations at the last Board Meeting, the discussion became more about the 24% increase in rates for Health Insurance with the Board not voting on the rest of the Renewals and they would need to do that today. She said the Board had met in Executive Session to discuss how they might be able to cost-share the increase in Health Insurance with employees and she presented the following information as the final recommendation:

HEALTH INSURANCE

- 18% increase in health insurance premiums beginning January 1, 2016
- The Board will pay 50% of the cost of the increase for employee and employee/spouse coverage. The employee will pay 50% of the cost of the increase.

- The Board will pay 60% of the cost of the increase for employee/children and for family coverage. The employee will pay 40% of the cost of the increase.
- With an open enrollment

LIFE INSURANCE

- Currently with Assurant Employee Benefits (A rated company)
- Renew current benefits with no increase in premiums

LONG TERM DISABILITY

- Currently with AETNA
- Renew current benefits with no increase in premiums

HOSPITAL INDEMNITY

- Currently with American Public Life
- Renew current benefits with no increase in premiums

DENTAL and VISION PLAN

- Currently with Humana
- Renew current benefits with no increase in premiums

AFLAC CANCER PLAN

- Renew current benefits with no increase in premiums

AFLAC ACCIDENT PLAN

- Renew current benefits with no increase in premiums

FLEXIBLE SPENDING ACCOUNT ADMINISTRATION

- Currently with Lockard and Williams
- Renew current benefits with no increase in fee structure

After review of all attachments and discussion, Cameron Asbell moved to approve the recommendations of the District Insurance Committee as presented by Kalee Wade, second by Paige Brookins, motion carried.
(see supplemental minutes)

New WMHS Color Selections for Board Approval Jeff Edison brought before the Board for approval sample colors of flooring, walls and upholstery for the new WMHS. He said the school committee recommended 2 packages – the darker colors for the Administrative and Library areas and the lighter colors for the student areas with the individual tile carpeting that requires the concrete be “cured” for the tiles to adhere to it, a process that could take up to 2 months. He also presented a “back-up” color selection with roll carpet that was more expensive, but could be laid immediately. After discussion, Brad Etheridge moved to approve the 2 package selection and upon the negotiation of a comparable price the “back-up” roll carpet would become the primary selection as recommended by the school committee, second by Cameron Asbell, motion carried.

Minutes: Chris Cowart moved with second by Cameron Asbell to approve the Minutes of the September 22, 2015 Board Meeting, motion carried.

Consent Agenda: Cameron Asbell moved with second by Paige Brookins, to approve the following Items on the consent agenda with changes as recommended by the Superintendent, motion carried.

1. **GENERAL ITEMS:**

a) **Employee Status Changes / Recommendations:**

1. Julia Etheridge, JBES Teacher, effective September 29, 2015, temporary replacement for Brandi Geiger, on personal leave.
2. Nicholas Pacci, CES PE Aide, effective October 19, 2015, new position.
3. Robin Romagnolo, BES Teacher, effective October 12, 2015, replacing Emily Fisher.
4. Julia McGowen, WMS Secretary / Bookkeeper, October 26, 2015, replacing Pamela Whitney.
5. Bus Driver Route Change as follows:

Employee	Prior Route Hrs.	New Route Hrs.	Difference
Sarah Wade	6.00	7.15	1.15
Bus Aide – Julie Dominey	5.00	5.25	.25

6. Clay Griffin, WES Teacher, effective October 19, 2015, replacing Sandra Hancock.
7. Joe Yoder, YTS Teacher, **resignation** effective October 23, 2015, (hire date January 5, 2015) and payment for any unused leave.
8. Elizabeth Brown, WMS Custodian, resignation from employment to **participate in DROP**, beginning October 1, 2015 and ending August 31, 2020.
9. Kelli Thrash, BES Teacher, **release from employment during probationary period** effective October 23, 2015, with payment for any unused leave.
10. Establish 2 OPS AVID Tutor Positions at WHS beginning November 1, 2015 and ending June 9, 2016, up to \$2,000.00 total paid from project #14897.
11. **REVISE** the job description for Coordinator, Transportation.
12. Approval of the job description for Director, Transportation.

b) **Illness-In-Line-Of-Duty Leave Requests:**

1. Andree Robinson, YTS Data Clerk, October 14, 2015 (2.0 hours).

c) **Family Medical Leave Requests:**

1. Kristine Nichols, CES Custodian, October 12 through 27, 2015.

d) **Administrative Services:**

1. Approval of Resolution to participate in the Small School District Council Consortium during the 2015-2016 school year.
2. CHANGE ORDERS from ACA Construction Group New WMHS:

Change order #12 – construction phase dated October 23, 2015 (Owner Direct Purchases)

e) **Professional Leave Requests:**

1. AVID Critical Reading Training, October 5, 6 and 7, 2015, Tallahassee:
WMS: Mickey Ebert- expenses paid project #402412F2016 *amend to add* project #40220F2016
CKS: Darby Allen – expenses paid project #14897 *amend to add* project #40220F2016
2. Jennifer Handley, WMS Teacher, October 26 and 27, 2015, Governors “Shine Awards”, Tallahassee, expenses paid from project #19060.

2. **FINANCE:**

- a) Financial Statement as of September 2015
- b) Budget Amendments 2A and 2B
- c) Permission to declare the following items as surplus property and to sell them by on-line auction:

<u>Property No.</u>	<u>Description</u>	<u>Acquisition</u>	<u>Amount</u>
C – 6049	1994 Navistar Bus, # 9356	12 / 93	\$43,935.00
C – 6565	Silk Screen Dryer	09 / 94	\$2,035.00
C – 6567	Screen Process Exposure Unit	09 / 94	\$1,975.00
C – 6771	Screen Printer	02 / 95	\$2,175.00
C – 7110	1995 International Bus, # 9512	10 / 95	\$35,732.00
C – 7226	1987 Chevrolet Truck (wrecked)	09 / 95	\$1,001.00
C – 7569	Milk Box	04 / 96	\$1,130.00
C – 7573	Taco / Potato Bar	04 / 96	\$2,155.00
C – 9188	1999 Thomas Built Bus, # 9918	07 / 99	\$47,188.00
C – 10581	2003 Thomas Built Bus, # 0214	06 / 02	\$53,136.00
C – 12181	1995 Fiesta Pontoon Boat	01 / 07	\$2,040.00
	(donation, estimated value at time of donation)		
C – 12986	10 Ton Air Jack	01 / 11	\$1,489.00

Superintendent’s Comments / Recommendations: The Superintendent reported that the Beast Feast was a huge success. He said in the past, the Beast Feast has raised around \$6,000.00 for the Foundation, but this year the amount nearly doubled. He thanked everyone involved in putting on the event. Next, he reviewed the letter from Commissioner of Education Pam Stewart, thanking the Superintendent and Board for the letter they had previously sent to her regarding Florida Standards Assessments. Mr. Hastings reviewed the dates for the November and December Board Meetings with the Board and asked them to think about cancelling either one or both of the 2nd Board Meetings in those months since they are during the weeks of Thanksgiving and Christmas. He said it will be an agenda item at the next Board meeting and they could vote on it then. He also reminded the Board that today they would visit Yankeetown School after the Board meeting.

Board Comments: All Board members thanked everyone involved in putting on the Beast Feast, and all the sponsors who contributed. Chris Cowart reported that the Legislative Meeting with FL School Boards Association was productive with the committee drafting 4 points as their platform and reaching out to other organizations like the Florida PTA for strength in numbers. He reminded the Board that the FFA National Convention is in session this week with Levy County students and advisors attending. Paige Brookins thanked Mr. Cowart for the Legislative update and his work on the

committee. She also mentioned having the 2nd Meeting in November at WES so the Board could visit the new WMHS site.

There being no further business to come before the Board, the meeting was adjourned with the Board visiting YTS.

ATTEST:

APPROVED:

Robert O. Hastings, Secretary

Rick Turner, Chairman