

SCHOOL BOARD WORKSHOP

GADSDEN COUNTY SCHOOL BOARD
MAX D. WALKER ADMINISTRATION BUILDING
35 MARTIN LUTHER KING, JR. BLVD.
QUINCY, FLORIDA

March 26, 2019

4:30 P.M.

This workshop was open to the public and electronically recorded.

The following Board members were present: Mr. Steve Scott, Chairman; Mrs. Audrey D. Lewis; Mr. Leroy McMillan; and Mr. Tyrone D. Smith. Also present were Mr. Roger P. Milton, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others. Mr. Charlie D. Frost was absent.

1. Call to Order

The workshop was called to order by the Chairman, Mr. Steve Scott, at 4:35 p.m.

2. Financial Information

Mrs. Wood introduced Mr. Bradley Joyner with Pat Thomas Insurance Agency.

Mr. Joyner shared with the Board information on the voluntary vision insurance benefit for the 2019 – 2020 fiscal year with The Standard Insurance Company. He stated that in accordance with provisions in both the GCCTA and GESPA Collective Bargaining Agreements, the Insurance Committee recommended the following: Board approval requested to offer a vision insurance plan as a voluntary benefit with The Standard Insurance Company for the 2019 – 2020 fiscal year. He stated that this voluntary deduction would be selected by individual employees and would cover costs such as lenses and frames.

Mrs. Lewis stated that as part of the insurance committee, she agrees that the voluntary vision plan would benefit employees.

Mr. Craig McMillan, Pat Thomas Insurance Agency, stated that the insurance committee recommended continuing service with American Fidelity for Section 125 Compliance.

Mrs. Wood stated that the Board would not pay any of the premium for the voluntary vision insurance. She stated that at the Regular Board meeting approval is requested for renewing the dental insurance agreement with The Standard (current insurance company) for the 2019 – 2020 fiscal year. She stated that The Standard has provided that there will be no increase in dental premiums would be charged for the 2019 – 2020 year. She stated that the district would be positioned in the spring of 2020 to bid both the dental and life coverages as a package which is advantageous to employees and the district. She stated that the Board pays 100% of the monthly premium for the employee low option plan.

Mrs. Wood stated that in accordance with provisions in both the GCCTA and GESPA Collective Bargaining Agreements, the Insurance Committee recommends the following: Board approval is requested to reopen the Special Pay Plan for the district that was established approximately 8 years ago with the vendor MidAmerica. She stated that a Special Pay Plan provides for payouts for leave at retirement or separation of service to be placed, either temporarily or more long-term, in a retirement account to shelter the compensation from taxes. She stated that benefits of the Special Pay Plan include employees not having to pay federal income tax on one of the largest single payments in their careers. She stated that the employees would permanently save the FICA/Medicare costs that they are currently being charged at the time of the payouts. She stated that in addition, the Board would also save 7.65% FICA/Medicare costs associated with the payouts. She stated that every school district in the State of Florida (with the exception of the charter district – Jefferson County) utilizes a Special Pay Plan. She stated that in this context, the Insurance Committee urges the Board to make this investment plan immediately effective upon approval. She stated that an important feature of this plan is the requirement that participation is mandatory. She stated that for all payouts over the minimum threshold (for example, \$1,000), 100% of employees would be subject to payouts being placed in this Special Pay Plan. She stated that for employees to withdraw or rollover the amounts, the actual time requirement would be approximately one to two weeks. She stated that the minimum threshold would be established at the district level.

Mrs. Wood stated that in accordance with Section 1006.12 Florida Statutes, Board approval is requested to participate in the Coach Aaron Feis Guardian Program when it is established by the Sheriff's Department pursuant to Section 30.15 F.S. She stated that the Guardian Program will assist in meeting the requirements of establishing Safe-School Officers throughout the district.

Mr. Milton stated that the district will participate in the Guardian Program. He stated that the Safe School Officers will be trained to work on campus. He stated that the Sheriff Department will access funding by completing and submitting applications. He stated that the district is pursuing partnerships with the local police department to assist with school safety.

Mrs. Wood shared with the Board information on the student FTE counts recalibrated. She stated that the FTE counts were unweighted. She stated that the district is working on audit findings for reconciliations, employee access in Skyward, and indirect cost rate used in food service. She stated that she has received information for the upcoming audit entrance exam. She stated that the district is currently working diligently with FEMA and the insurance adjusters. She stated that onsite visits are being scheduled. She stated that the onsite visits will not interfere with testing. She stated that the district has received its first insurance check in the amount of \$277,028.53 for repairs to James A. Shanks Middle School and Greensboro Elementary School Gymnasium. She stated that the district is continuing to work on the Best & Brightest Bonus Pay for eligible employees.

Mr. Milton thanked Mr. Craig McMillan and the staff at Pat Thomas Insurance Agency for their support.

Mr. Mays shared with the Board updates on the budget. He stated that the district was in the process of winding down the budget for this year. He stated that pre-planning was underway for next year's budget. He stated that he is scheduling meeting with directors to review their budgets. He stated that the general fund budget is being watched closely. He stated that purchases are being reviewed carefully to ensure that the district is fiscally sound at the end of the year. He stated that Budget Amendment No. 1 (2018 – 2019 fiscal year) will adjust the general fund revenue by (\$311,798.00) based on the Third FEFP Calculation. He stated that the reduction amount in FEFP is (\$6,845.00) along with the adjustment for the McKay Scholarships in the amount of (\$304,953.00). He stated that this amendment is to ensure compliance with 1011.06 (2) F.S. He stated that this offset of the revenue adjustment is the fund balance.

3. School Board Requests and Concerns

Mrs. Lewis stated that according to the Board minutes for the last meeting, a workshop needed to be rescheduled to discuss student discipline.

Following discussion, the Board scheduled a workshop for Thursday, April 4th at 4:30 p.m. to discuss student discipline.

Mrs. Lewis requested that the principals utilize Skylert to communicate with parents. She also requested that Board members, directors and supervisors be added to the Skylert communication list. She stated that the high school was considering an alternate schedule for 6th period vs. 7th period classes. She stated that art and music needed to be put back into the elementary schools. She stated that high school students needed to have options to enter the workforce or receive certifications. She stated that she has spoken with Ms. Sharon Thomas regarding mental health. She requested the utilization of the RV Mobil Unit.

In response to Mr. Scott's request to schedule a workshop to discuss the St. John and Gretna Elementary School property, the Board agreed to schedule a workshop followed by a special meeting on Tuesday, April 9th at 4:30 p.m.

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