

**Regular School Board Meeting Minutes**  
**Tuesday, May 18, 2004 – 7:00 p.m.**  
**School Board Meeting Room**  
**Stuart, FL 34994**

**Members Present**

Dr. David Anderson  
Vicki Davis, Chair  
Susan Hershey, Vice-Chair  
Laurie Gaylord  
Lorie Shekailo  
Dr. Sara A. Wilcox, Superintendent  
Tom Elfers, School Board Attorney

**Members Absent**

Matt Rudling, Student Representative (SFHS)

**Staff Present**

Hank Salzler, Lori McWilliams, Helene Baxter, Delores Calloway, Dr. Joyce Holmes, John Klatt, Darrell Miller, Darla Miloszewski, Deana Newson, Leighton O'Connor, Rodger Osborne, Dr. Frank Raffone, Marshall Skinner, Pat Orlik, Debbie Banta, Holly Laiben, Dan Alley, Vicki Alley, Mike Lindgren, Mary Alice Stewart, Linda Stitely, Doris Matchette, Terry Brown, Cherie Baumgartner, Kevin Howard, Jennifer Majors, Skipper Morgan, Janet Good

**Public**

Carla Fishman, Jacki Jackson, Terri May, Mary Fleckner, Pam Crowley, Joe Negron, Donna Lively, Natalie Lumas, Joe Thibodaux, Sandy Colvin, Lisa Rhodes

**Press**

PBPost – Rani Gupta

Stuart News – Kelly Tyko

**MCEA** – Jeanette Phillips

**AFSCME** – No Representation

Call to Order by the Chair at 7:00 p.m. and Pledge of Allegiance to the Flag of the United States.

**1. Adoption of the Agenda:\***

**A. Additions, Deletions or Amendments to the Agenda**

*Dr. Anderson moved approval of the Agenda, Mrs. Shekailo seconded.* Dr. Wilcox asked to amend Item 8-D-4 to read “Consultation” rather than “Representation”.

**B. Approval of the Agenda**

*Dr. Anderson amended his motion to include the change, Mrs. Shekailo amended her seconded, and the motion carried unanimously.*

**2. Approval of the Minutes:\***

*Mrs. Hershey moved approval of the 5/4/04 Regular Meeting Minutes and the 3/2/04 Transportation Workshop Minutes, Dr. Anderson seconded, and the motion carried unanimously.*

**3. Recognitions:\***

**A. Recognition of the State and International Science Fair Participants**

Ms. Stitely recognized the State and International Science Fair participants.

**B. Recognition of the National Academic Games Participants**

Ms. Stitely and Ms. Machette recognized the National Academic Games participants.

**C. Recognition of the PTA “Reflections” Contests State Winners and National Finalist**

Ms. Mary Fleckner recognized the PTA “Reflections” contest winners; Michael McBride of Felix A. Williams Elementary and Adrienne Edwards of Bessey Creek Elementary, and announced Jeffrey Brown of Crystal Lake Elementary as a national finalist.

**D. Recognition of Hobe Sound Elementary School Book Bowl Team**

Ms. Raines recognized the Book Bowl Team students.

~~**E. Recognition of SPAM Robotics – Hank Salzler**~~

**F. Recognition of the Baseball, Softball, and Tennis Teams for Championship Playoffs**

Mr. Lindgren introduced Kevin Howard, the girl’s softball coach, who introduced his team and announced they were 21-8 this season and winner of the conference championship. Mr. Lindgren introduced Skipper Morgan, the boys’ tennis coach, who introduced his team as conference runner up. Mr. Lindgren advised Martin County High was the overall conference winners and that Devon Gabster was selected as one of twelve females from the State of Florida for the Florida Academic All State Team.

~~**G. Recognition of District Retirees – Deana Newson**~~

**4. Presentations:\***

**A. Recognition of March of Dimes Participants - Schools and Team Captains**

Pam Crowley announced the school district raised over \$32,000 with six of the ten top fund raiser awards going to Murray Middle School, Pinewood Elementary School, Palm City Elementary School, Hidden Oaks Middle School, Crystal Lake Elementary, and overall the Martin County School District.

**4. Presentations:\* (Con't)**

**B. Presentation of the Golden and Silver School Awards**

Ms. Laiben presented the Golden and Silver School Awards to seventeen schools for their volunteer and community service.

**5. Open to the Public:\***

- A. Joe Thibodaux questioned the need for an additional mediator being hired by the school board to assist with negotiations. He looks forward to the decision of the Special Master and the school boards decision and intends to ensure the meeting is made public to all. He urged proportional pay for seniority.
- B. Jeanette Phillips, MCEA President, stated there are two items on the agenda requesting approval to hire an attorney who is not Florida Bar Certified. The two legal agenda items combined with the hiring of Mr. Richeson, the district is paying out over \$75,000 for legal expenses, while at the same time having two fulltime lawyers on staff.
- C. Tina McSoley, a teacher, stated she makes \$3,000 more than a beginning teacher and commented that Martin teachers are paid less than the state average while the administrative salaries are higher than the state average.
- D. Dan Alley stated he would personally like to go back to the collaborative bargaining process. He stated if the board would commit to this process, he would work his hardest to ensure it happens, however if the board does accept collaborative bargaining for negotiations then he would work to have the board unelected.
- E. Curtis Burnham commented on the incredible school system in Martin County and feels it is the teachers that are the draw.
- f. (A gentleman who provided name but was inaudible) stated the board and union need to work as a team.

**6. Removal of Items from the Consent Agenda:\***

Mrs. Gaylord asked to remove 8-D-1 for discussion.

**7. Approve Consent Agenda:\***

Dr. Anderson moved approval of the Consent Agenda with the removal of 8-D-1 for discussion, Mrs. Hershey seconded, and the motion carried unanimously.

**8. CONSENT AGENDA**

**A. 03/04 FY Attendance Zones:\* - NONE**

**B. Requests:\***

- 1. Use of Facilities:\* (COPY ATTACHED)
- 2. Field Trips / Use of Buses / Vehicles:\* - NONE

**C. New Agreements:\***

- 1. Approve Agreement with Melinda Baird for Representation in the L. B. Litigation (COPY ATTACHED)
- 2. Approve No Language Learner Left Behind (NLLL) Training Agreement between the Martin County School District and Learning 24/7 - Warfield Elementary School, Port Salerno Elementary School, and Indiantown Middle School (COPY ATTACHED)
- 3. Approve Agreement between the Martin County School Board and Florida Atlantic University to Provide Reading Certification to Title 1 Teachers (COPY ATTACHED)
- 4. Approve Charter School Agreement between the Hope Center for Autism, Inc. and the Martin County School District (COPY ATTACHED)

**D. Renewal Agreements:\***

- 2. Approve Transportation Services Agreement with the City of Stuart - (COPY ATTACHED)
- 3. Approve 2004-2005 Interagency Agreement between the Martin County School District and the Children's Home Society (COPY ATTACHED)
- 4. Approve Agreement between the School Board of Martin County and the Law Office of Melinda Baird for General Legal Representation in the amount of \$15,000.00 (COPY ATTACHED)

**E. New Grants:\***

- 1. Approve Adult Education and Family Literacy Comprehensive Family Literacy Services Grant in the amount of \$75,000.00 (COPY ATTACHED)
- 2. Approve Adult Education and Family Literacy Senior Adult Learner Grant in the amount of \$50,000.00 (COPY ATTACHED)
- 3. Approve Adult Education and Family Literacy, English Literacy and Civics Education Grant in the amount of \$23,622.00 (COPY ATTACHED)

- E. **New Grants:\* (Con't)**
  - 4. **Approve 21<sup>st</sup> Century Community Learning Center Grant Application in the amount of \$2,248,196.79 (COPY ATTACHED)**
- F. **Personnel Items:\***
  - 1. **Schedule of Personnel Recommendations (COPY ATTACHED)**
  - 2. **Leaves Authorized by the Superintendent (COPY ATTACHED)**

**9. Items Removed from the Agenda:\***

**8-D-1 Approve Transportation Services Agreement with the Martin County Board of County Commissioners Parks and Recreation Department (COPY ATTACHED)**

Mrs. Gaylord asked if fuel costs are reviewed each year and increased appropriately due to current costs and Dr. Wilcox explained transportation monitors fuel costs and the full cost of transportation is passed onto the end user (Board of County Commissioners in this case). Dr. Anderson stated the district receives gas at a lesser fee due to not having to pay taxes on it. Mrs. Hershey moved approval of Item 8-D-1, Mrs. Shekailo seconded, and the motion carried unanimously.

**10. Construction:\***

Dr. Anderson moved approval of Item 10, Mrs. Hershey seconded, and the motion carried unanimously. Mrs. Hershey asked if the new construction is on schedule and Dr. Anderson stated he walked the schools with Mr. Elfers today and they are in good shape. Mrs. Hershey inquired on the status of the Advanced Learning Center and Dr. Wilcox stated during their recent tour they were advised it would open on time; however there is an alternate plan to use the Wolf Building.

Mrs. Davis pointed out that Item 10-A-1 is the Interlocal Agreement with the City for receipt of property for J. D. Parker School of Science, Math and Technology.

**A. New Agreements**

- 1. **Approve Interlocal Agreement with the City of Stuart to Include Receipt of Property for J. D. Parker School of Science, Math and Technology Replacement School (COPY ATTACHED)**

**B. Approve Advertisement for Construction Manager at Risk (CMR) for Phased Projects for Warfield Elementary School - (COPY ATTACHED)**

**C. Approve School Opening and Closing Times SY 2004-2005 (COPY ATTACHED)**

**11. Finance:\***

Mrs. Hershey moved approval of Item 11, Mrs. Gaylord seconded, and the motion carried unanimously. Mrs. Davis advised Riverside National Bank has agreed to provide the account without charge for services and Ms. Miloszewski stated they have also given Fed Fund Rates on the paid balances as well as all free services. She stated they have been fabulous.

**A. Approve Purchases Orders (COPY ATTACHED)**

**B. Approve April 2004 Monthly Financial Report (COPY ATTACHED)**

**C. Approve Renewal of Banking Service Contract with Riverside National Bank (COPY ATTACHED)**

**12. Bid Recommendations:\***

Dr. Anderson moved approval of Item 12-A-1, Mrs. Gaylord seconded, and the motion carried unanimously.

**A. Award Co-op Bid**

- 1. **Food and Nutrition Power Buying Group's Pasco County Coop Bid #04-097-PC for Commodity Food Processing (COPY ATTACHED)**

**13. Approve Meal Pricing for 2004-2005 School Year:\*** (COPY ATTACHED)

Mrs. Hershey moved approval of Item 13, Dr. Anderson seconded, and the motion carried unanimously.

**14. Approve 2004 Summer School Bus Routes:\*** (COPY ATTACHED)

Dr. Anderson moved approval of Item 14, Mrs. Shekailo seconded, and the motion carried unanimously.

**15. Approve School Board Meeting Dates for 2004/2005 School Year:\*** (COPY ATTACHED)

Mrs. Davis pointed out that the November 2, 2004 school board meeting is scheduled on the evening of the presidential election and suggested rescheduling it. Dr. Wilcox stated she recommends rescheduling the meeting to Tuesday, November 9, 2004 (Item 16-A). Mrs. Hershey verified the November 16, 2004 reorganization meeting would remain the same. Mrs. Shekailo moved approval of the schedule with the November correction, Mrs. Gaylord seconded, and the motion carried unanimously.

**16. Open to the Board:\***

- A. **Discuss and Approve Rescheduling the November 2, 2004 School Board Meeting (Item approved in motion of Item 15)**

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Mrs. Shekailo

Submitted and read into the record a response letter to the negotiation emails the board members have received. Mrs. Gaylord suggested addressing the cost of living increase and explain the teachers are being offered more than the cost-of-living index and Dr. Wilcox stated the salary increases have greatly exceeded the cost-of-living each year. Mrs. Hershey voiced interest in how the recent Sustainable Treasure Coast study places the district in the South Florida grouping and feels it is in direct conflict with the University of Florida study. She further stated she did not approve of the changes Ms. Gaylord suggested. Mrs. Davis directed Mrs. Shekailo to meet with staff to review and make a decision. The board agreed to send the letter to those individuals who emailed the board.

Mrs. Gaylord

Attended the Juried Art Show. She stated it was great to see the Head Start Audit in writing with no areas in non-compliance and feels parental and community involvement is the key to success. The bowling team has participated in three bowling matches. She was happy that Homecomings and proms passed without problems and attributes it to staff.

Mrs. Hershey

Has enjoyed being at the schools for their end of the year activities.

Dr. Anderson

Asked the Board to address the Junior Achievement Program at the next meeting and ask Linda McCann to give a presentation.

Dr. Wilcox

Asked Helene Baxter to address the issue of administrator salaries in Martin County as compared to Palm Beach County. Ms. Baxter stated that the information circulating is that the administrative salaries in Martin are extremely higher than those in Palm Beach and the teachers in Palm Beach are paid more than the teachers in Martin. She explained they reviewed the data provided by the Department of Education which uses an average. For example, the state takes the total number of Facilities Directors in Palm Beach County and averages them and then takes the total number of Facilities Directors in Martin and averages them. The problem is that Palm Beach County has fifteen directors within their Facilities Department with varying salaries, whereas Martin County has one, thereby skewing the figures. Staff then compared the actual director to director (position to position) and Palm Beach County was significantly higher overall with the exception of Assistant Principal. Mrs. Hershey asked where the district stands on average teacher salary statewide and Ms. Baxter explained again the 2002-2003 Department of Education comparison was an average comparison and that if you compare all degrees (Bachelor, Master, Specialist, Doctorate) and average them, Martin ranks 13 out of 67 counties with Palm Beach being number one. She discussed the 13.71% offer that was made and declined by the Union and stated the increase does not include benefits and advised other districts include the benefits within their offers. Dr. Wilcox stated the first year did not include a step and was modeled after the Union proposal and the second and third years did include steps. She discussed Collaborative Bargaining and told Ms. Falvo that she would be providing information to the Board, which is committed to looking at this process as an option for negotiations next year if a three-year contract could not be settled.

Attended the Juried Art Show and encouraged the Board to attend and read the artist information attached. She stated the Fast Forward Program would be used at Warfield Elementary and Indiantown Middle Schools.

Mrs. Davis

Reminded the Board of the Capital Budget Workshop on June 1, 2004 at 5:00 p.m. Congratulated the schools on their FCAT scores.

Dr. Wilcox

Stated the district is waiting to see if the Governor vetoes the School Readiness Program and that Martin is a pilot project.

There being no further business to bring before the Board the meeting adjourned at 9:10 p.m.

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**CHAIR (Vicki Davis)**

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**SECRETARY (Sara A. Wilcox, Ph.D.)**