



**School District of Clay County  
Green Cove Springs, Florida**

**Teacher Inservice Center - Fleming Island High School  
2233 Village Square Parkway**

**Hearings for Special Actions regarding Students - 3:30 p.m.  
REGULAR MEETING - 7:00 p.m.**

**March 19, 2013 - Regular Meeting**

**Invocation**

**Pledge of Allegiance**

**Call to Order**

**1. Attendance**

**Minutes:**

Present: Janice Kerekes, District 1; Carol Studdard, District 2; Tina Bullock, District 3; Johnna McKinnon, District 4; Lisa Graham, District 5; and Superintendent Van Zant.

**Consent Agenda**

**Superintendent**

**2. Minutes of Special Meeting on February 12, 2013, and Student Disciplinary Hearings and Regular Meeting on February 21, 2013**

Attachment: Feb. 12, 2013 Special Mtg.pdf

Attachment: Feb 21, 2013 Regular Mtg.pdf

Attachment: Feb 21, 2013 Student Hearings.pdf (Confidential Item)

**3. 2013 Clay County Agricultural Fair Resolution**

Attachment: RESOLUTION-ClayCoFair.pdf

**Deputy Superintendent**

**4. Proposed Allocation Changes for 2012-2013**

Attachment: Allocation Summary -March 19, 2013.pdf

**Human Resources**

5. Personnel Consent Agenda

Attachment: PERSONNEL CONSENT AGENDA 3  
19 13.pdf

6. Memorandum of Understanding with UNF for 2013-  
2014

Attachment: SPRINT MOU.pdf

7. Revision to Section I, Table I, Title of Position for  
Administrative/Management and Supervisory Personnel  
(2012-2013 Salary Schedule)

Attachment: Salary Sched 03-19-13.pdf

8. Proclaim April 22-26, 2013, as Administrative  
Professionals Week, and Wednesday, April 24, 2013, as  
Administrative Professionals Day in Clay County

Attachment: 2013 ADMIN PROF DAY.pdf

9. Proclaim May 6-10, 2013, as Teacher Appreciation  
Week in Clay County, and Tuesday, May 7, 2013, as  
National Teacher Day

Attachment: 2013 NATL TEACHER DAY.pdf

**Instruction**

10. R.I.S.E. contract revision

Attachment: RISE contract revision 2 12 13.pdf

11. Pediatric Behavioral Services contract

Attachment: Contract Pediatric Behavioral  
Services 2013.pdf

12. SEDNET LSF amendment Feb/2013

Attachment: SEDNET Amendment Feb 2013.pdf

13. For Information Only, Reading Endorsement  
Competencies Componets 2013

Attachment: Reading  
EndorsementCompetencies Componets2013  
\_2 .pdf

14. Student Travel

Attachment: March 2013 - Student Travel.pdf

15. District K-5 GO Math! Florida Common Core Series  
2013 Textbook Adoption

Attachment: [K-5 GO Math CCS Board Adoption March 2013.pdf](#)

16. [Bannerman Learning Center Placements in Lieu of Expulsion and ESE Alternative School Update](#)

Attachment: [BLC placements.pdf](#)

**Business Affairs**

17. [Warrants and Vouchers for February, 2013](#)

Attachment: [Warrants & Vouchers February, 2013.pdf](#)

18. [Payroll Calendars for School Year 2013-2014](#)

Attachment: [Copy of Calendar10-Month Employees 2013-2014.xls](#)

Attachment: [Copy of Calendar11-Month Employees 2013-2014.xls](#)

Attachment: [Copy of Calendar12-Month Employees 2013-2014.xls](#)

Attachment: [Copy of Calendar Florida Youth Challenge Academy 2013-2014.xls](#)

Attachment: [Copy of Calendar Substitute Teachers Part-Time Support and Temp Adult Labor 2013-2014.xls](#)

Attachment: [Copy of Calendars 9-Month Bus Drivers Employees 2013-2014.xls](#)

Attachment: [Copy of Calendars 9-Month Employees 2013-2014.xls](#)

Attachment: [Copy of Summer 2013-2014.xls](#)

19. [Bid to Be Awarded March 2013](#)

20. [Bid Renewals March 2013](#)

21. [Monthly Property Report - February, 2013 - Furniture/Equipment](#)

Attachment: [Furniture-Equipment Report-February, 13.pdf](#)

22. [Monthly Property Report - February, 2013 - AV Materials](#)

Attachment: [Audiovisual Report-February, 13.pdf](#)

23. [Monthly Property Report - February, 2013 - Software](#)

Attachment: [Software Report-February, 13.pdf](#)

24. [Monthly Property Report - February, 2013 - Vehicles](#)

Attachment: [Vehicles Report-February, 13.pdf](#)

25. [Deletion of Certain Items Report - March, 2013](#)

Attachment: [Deletion Report-March, 13.pdf](#)

Attachment: [Deletion Report-\(Attachments\),  
March, 13.pdf](#)

26. [Budget Amendments for the Month of February, 2013](#)

Attachment: [impact stmt .pdf](#)

Attachment: [February Budget Amendments.pdf](#)

**Support Services**

27. [Final Completion of Orange Park High School  
Renovation/Remodel West Campus - Phase II](#)

Attachment: [OPHS Renovate.Remodel West  
Campus Phase II Final Completion.pdf](#)

28. [Deductive Change Order #2 \(Direct Purchasing\) for  
Ridgeview High School Cafeteria Expansion Phase II](#)

Attachment: [RHS Cafeteria Exp CO 2.pdf](#)

29. [Annual Florida Inventory of School Houses \(FISH\)  
Certification](#)

Attachment: [FISH Certification - 2013.pdf](#)

30. [Pre-Qualification of Contractors](#)

Attachment: [Contractor List 3,19,13.pdf](#)

31. [Additive Change Order #1 for Keystone Heights High  
School Renovation Building 1](#)

Attachment: [CO 1 KHHS Renovation Bldg 1.pdf](#)

**Adoption of Consent Agenda**

32. [Adoption of Consent Agenda](#)

**Minutes:**

**Motions:**

Approve the Consent Agenda. - PASS

**Vote Results**

Motion: Lisa Graham

Second: Janice Kerekes  
Tina Bullock - Aye  
Lisa Graham - Aye  
Janice Kerekes - Aye  
Johnna McKinnon - Aye  
Carol Studdard - Aye

### **Recognitions and Awards**

33. Recognize Dr. Michael Henry for his work on the AdvancED/SACS CASI Team

**Minutes:** Superintendent Van Zant presented Dr. Henry with a certificate of appreciation for his contributions to the school district and his service on the AdvancED/SACS CASI Team. Dr. Henry is the Clay County School District's Director of Instructional Personnel Services.

### **Scheduled Citizen Requests (None)**

### **Presenters (None)**

### **Discussion Agenda**

#### **Superintendent**

34. Approve \$15,000 in funding support to Junior Achievement (Mrs. Kerekes)

**Minutes:** Mrs. Kerekes explained that she had requested this item be moved to discussion to clarify that the school district's contribution be designated to go to instructional materials. Mrs. Studdard added that Dr. Copeland could use his discretion as to what budget line to charge the expenditure.

#### **Motions:**

Approve the \$15,000 expenditure to support Junior Achievement in the School District of Clay County with the contribution to be used for materials. - PASS

#### **Vote Results**

Motion: Janice Kerekes

Second: Lisa Graham	
Tina Bullock	- Aye
Lisa Graham	- Aye
Janice Kerekes	- Aye
Johnna McKinnon	- Aye
Carol Studdard	- Aye

**School Board Members**

35. Approve amendments to Job Description, Responsibilities & Required/Desired Qualifications for position of Director of Career/Technical Ed., JL#I-1.1.13. In the alternative, freeze advertising, posting, application, interviewing & hiring (Mrs. Studdard)

Attachment: Job Description I-1.1.13.pdf

**Minutes:**

Attorney Bruce Bickner addressed the item first, stating for the record that Chairman Carol Studdard had added this item to the March meeting agenda after the seven-day deadline. It was Mr. Bickner's opinion that the Chair did that for good cause. Mr. Bickner stated that contrary to the Board's request at the February meeting, the Board was informed the job description and qualifications for the CTE Director position would not be placed on the March agenda. At the February meeting, the Board had stated its objective was to rewrite the description and required qualifications submitted by the Superintendent for this position. Mrs. Graham asked for clarification about the specific changes which the Board was proposing to the job description.

Mrs. Kornegay used a powerpoint presentation to highlight the differences and to explain the superintendent's and staff concerns about the Board changes.

**Board Proposed Required Qualifications for CTE Director**

- Five years experience in teaching, administration or supervision of Career and Technical Education, three of which must be teaching Career and Technical Education.

**Current Required Qualifications for ESE Director**

- Three years experience in teaching, supervising or administering exceptional student education.

**Current Required Qualifications for CTE Director**

- Five years experience in teaching, administration or supervision

**Implications**

- Narrows the field of qualified and experienced candidates
- Allows a CTE teacher who has taught for 5 years with no administrative experience to be a candidate.
- Excludes a principal or an assistant principal who has provided leadership and supervision of CTE teachers and CTE programs/academies with a proven record of success, from eligibility unless they have taught CTE courses for at least 3 years.

Mrs. Kornegay stated that it was the Administration's goal to attract the most qualified person for the position. Superintendent Van Zant stated that his role was to make recommendations and the Board's role was to accept or reject that recommendation. Differing points of view were expressed about whether the Board had the authority to set qualifications for job descriptions. Mr. Van Zant introduced Eric Holshouser, a lawyer with Fowler White, the Board's labor law firm. Mr. Holshouser wanted to provide the Board with his legal opinion about whether the Board has the authority to change a job description or job qualifications. Mr. Bickner then stated that the appropriate way to handle this was for the Chair to first decide whether Mr. Holshouser should be allowed to approach the podium. Mrs. Kerekes stated that Mr. Holshouser was not needed to give a legal opinion. Mrs. Kerekes asked Mr. Holshouser who had asked him to attend the Board meeting, and he replied that it was Superintendent Van Zant. Mrs. Kerekes then asked Mr. Holshouser who was paying for him to attend the meeting. Mrs. Kerekes also requested that all Board Members be sent a copy of the billable hours and itemized detailed statements of attorney Tim Strong and the Fowler White law firm from the last two years. Mrs. Kerekes also expressed her opinion that Mr. Holshouser's attendance was not appropriate if he was taking an

adverse position to the Board. Mrs. Kerekes also stated that the Board sets the qualifications for District employees. Mrs. Kerekes also asked the Board to consider exploring other firms to assist with the Board's labor law work.

Mrs. McKinnon stated she was interested in hearing from Mr. Holshouser, and the Chair then allowed Mr. Holshouser to address the Board. Mr. Holshouser referred to Florida Statutes, Section 1012.22 and stated that in his opinion, it was the Superintendent's responsibility to establish minimum qualifications for school system personnel, so the proper procedure was for the Superintendent to make his recommendation and for the Board to either accept or reject it. It was Mr. Holshouser's opinion that the Board did not have the power to independently create something such as a job description or setting job qualifications, and that its role was to consider what was proposed and either accept or reject that proposal. In contrast, Mr. Bickner later stated his opinion that it was the Board's purview to prescribe job qualifications and he referred to the case of Sinclair v. the School Board of Baker County, decided in 1978 which he described as being almost directly on point and controlling.

Following the vote, Mrs. Kornegay stated a committee comprised of CTE teachers, CTE administrators, district administrators, and business professionals will be formed to interview applicants for the position of Director of Career/Technical Education, and to recommend the most qualified candidate(s). Mrs. Studdard, Mrs. Kerekes, and Mrs. Bullock expressed their opinion that it was important for the Director to have CTE teaching experience. Mrs. Graham and Mrs. McKinnon both stated, in their opinion, it was more important for the candidates to have the administrative experience, and did not want to exclude principals or assistants principals who had not taught CTE courses.

In conclusion on this item, Superintendent Van Zant reminded the Board that Mr. Bickner's responsibilities include simultaneously advising the School Board as well as the Superintendent about legal matters, and that Mr. Bickner has himself stated in the past the need for retaining separate labor law counsel. Mr. Van Zant also said that when there is a difference of opinion between the School Board and Superintendent, both are entitled to retain legal counsel at the public's expense.

#### **Motions:**



Approve the amended Required and Desired Qualifications for the position of Director of Career & Technical Education, Director I, as described in Job Locator: I-1.1.13, by deleting the Required and Desired Qualifications in the existing job description and substituting the Required and Desired Qualifications as set forth in the Job Description in the backup for this agenda. - PASS

**Vote Results**

Motion: Janice Kerekes

Second: Tina Bullock

Tina Bullock	- Aye
Lisa Graham	- Nay
Janice Kerekes	- Aye
Johnna McKinnon	- Nay
Carol Studdard	- Aye

**School Board Attorney**

36. Advertise Amendments to CCSB Policy 6GX-10-1.02, The District School Board

Attachment: 1.02 Revision 3-19-13.pdf

**Minutes:**

This item had been stricken from the agenda by the Superintendent due to the policy amendments not having been reviewed with him and not reflective of his recommendation. However, the Board Chair stated the item was not withdrawn and would be addressed by the Board.

Speakers: (1) Stanley Pfenning - Mr. Pfenning stated that many of these same issues had been covered when this policy was under revision in 2012. He addressed several areas that he felt needed more clarification. (2) Sylvia Croft - Mrs. Croft expressed concern about the motives behind certain things that are being suggested for revision and addressed conduct at meetings as it was displayed earlier by the Board in this meeting. She felt certain language would violate citizens' rights.

Mrs. McKinnon stated that she felt the Board needed more time to review the changes now that the language revisions had been drafted

in the context of the policy, and because the Board had received additional changes on Sunday, two days prior to the meeting. Mrs. Studdard stated she felt ample time had been given to review the changes and wanted to proceed. At Mrs. Bullock's request, it was clarified that the policy amendments could be advertised and additional changes could still be made as long as they were not substantive changes. Mrs. Graham questioned the reason the attorney would need to submit items to the agenda as opposed to going through either the Chairman or the Superintendent. Mrs. Kerekes responded that he would bring policy changes or other things he needed addressed. Mrs. Studdard added that he works for the Board and does what the Board asks him to do.

Superintendent Van Zant clarified that his understanding of the school board agenda is that school board members and the superintendent can agenda items, senior staff can agenda items on the superintendent's behalf, and citizens can agenda items. School Board member items are their items, and a citizen item is the citizen's item and they are not necessarily reflective of a superintendent's recommendation. Mr. Van Zant further stated there is nothing currently in board policy for the school board attorney to add items to the agenda and usually this is done in consultation with the Board Chair and the Superintendent. Mr. Van Zant stated the backup documentation for the policy amendments was not ready when he and Chairman Studdard reviewed the March agenda. He was not afforded a copy for review, and so Mr. Van Zant clarified that the amendments as submitted on this agenda were not his recommendation and that was why he pulled the item from the agenda. Mrs. Kerekes stated that backup should be provided to Mrs. Studdard when she meets with the Superintendent to review the agenda.

**Motions:**

Table Item - FAIL

**Vote Results**

Motion: Johnna McKinnon

Second: Lisa Graham

Tina Bullock - Nay

Lisa Graham - Aye

Janice Kerekes - Nay

Johnna McKinnon - Aye

Carol Studdard - Nay

**Motions:**

Approve advertising Policy 1.02 as submitted. - PASS

**Vote Results**

Motion: Janice Kerekes

Second: Tina Bullock

Tina Bullock - Aye

Lisa Graham - Nay

Janice Kerekes - Aye

Johnna McKinnon - Nay

Carol Studdard - Aye

**Deputy Superintendent**

37. Proposed Allocation Changes for 2013-2014

Attachment: [2013-2014 New Year Allocations.pdf](#)

**Minutes:**

Speaker: Renna Lee Paiva - Ms. Paiva spoke about her school, Orange Park Junior High, the only junior high with a 1.6 Guidance allocation. She encouraged the Board to allocate two full-time Guidance Counselors for the school.

Mrs. Kerekes asked for a workshop to study the allocations, including the administrative allocation package which should come to the Board in April. Mrs. Kerekes asked that Board Members be given a copy of the administrative allocations prior to the workshop. Mrs. Adams explained that the reappointment process would start tomorrow (March 20) and that a delay of the allocations approval could be problematic. Mrs. Adams then addressed Ms. Paiva's comments and explained that guidance positions are allocated based on student enrollment. Mrs. McCabe also expressed concern about the impact a delay in the allocation approval would have on the reappointment process, specifically meeting union contract timelines and the phases and posting of positions for next school year. Both Mrs.

Adams and Mrs. McCabe stated that the proposed allocations could be approved and that positions could still be added if the Board is concerned about any reductions.

Ms. Adams explained to the Board that staff had been very cautious in preparing for 2013-2014 due to the shortfall that the district will be experiencing and stated she was not opposed to providing a workshop to review allocations. The 2013-2014 staffing allocations were based on projected enrollment for next year which is 34,781, 800 students less than this year. The cuts were 67 to regular education, 8 to ESE, and 2 to CTE. A guidance counselor was added at Oakleaf High School due to their projections. With 2700 teachers, the district is allocating 77 teachers less district wide, equating to a \$3.8 million dollar savings. Principals were informed the staffing would be lean this year. If student enrollments are higher than expected, teacher allocations will be increased to accommodate.

Mrs. Studdard recalled that in the past some schools were cut to one 11-month assistant principal. Through attrition, many have been restored to 12 months. Mrs. Adams explained that high schools hold more after-school activities, sporting events, etc. as the reason they have more 12-month administrators. Mrs. Studdard conveyed that she would like to see the district revisit this cost-saving measure. Mrs. Kerekes was interested in knowing how many administrative positions will be cut. Mrs. Adams responded that administrative allocations had not yet been fully determined. In the support employee areas, the biggest cut will be in the Transportation Department due to the enrollment decline.

A workshop meeting was set for April 9, 2013, at 4:00 p.m. to review the allocations.

**Motions:**

Approve the allocation package - PASS  
as presented.

**Vote Results**

Motion: Lisa Graham

Second: Tina Bullock

Tina Bullock - Aye

Lisa Graham - Aye

Janice Kerekes - Aye  
Johnna McKinnon - Aye  
Carol Studdard - Aye

**Human Resources**

**38. Appointment of Clay County School Board's CCEA and CESPA Bargaining Team Members for 2013-2014**

**Minutes:**

Speaker: Renna Lee Paiva spoke to the item encouraging the Board to return principals to the administration's bargaining team. She felt principals play an important role in keeping information at the school level and their participation allows principals on a rotational basis to learn about the bargaining process.

Following Board discussion, motion was made by Mrs. Kerekes, seconded by Mrs. Bullock, to put one principal on each bargaining team. Prior to the vote, discussion ensued and the motion was amended to include two principals on each team.

**Motions:**

Approve the bargaining team members for 2013-2014, with the inclusion of four principals, two to each bargaining team (CCEA and CESPA). - PASS

**Vote Results**

Motion: Janice Kerekes

Second: Tina Bullock

Tina Bullock - Aye  
Lisa Graham - Aye  
Janice Kerekes - Aye  
Johnna McKinnon - Aye  
Carol Studdard - Aye

**39. Human Resources - Special Actions**

**Minutes:** There were no Special Actions.

## **Instruction**

### **40. Review Common Core Standards**

Attachment: [Common Core SB Presentation.pdf](#)

#### **Minutes:**

Diane Kornegay, Assistant Superintendent for Instruction, used a powerpoint presentation to review the Common Core State Standards (CCSS).

The Common Core State Standards Initiative is a U.S. education initiative that seeks to bring diverse state curricula into alignment with each other by following the principles of standards-based education reform. The Standards are meant to close the gap between what the students are learning in high school and what they need to enter the workforce. The Standards are meant to raise academic standards, graduation requirements, improve assessments, and strengthen accountability in all fifty states. Forty-five of the fifty states in the U.S. are members of the initiative.

Standards were released for mathematics and English language arts on June 2, 2010. Standards have not yet been developed for science or social studies.

With the implementation of the new standards, states are required to adopt new assessment benchmarks to measure student achievement. Implementation of the standards in all Florida classrooms will begin in 2013-2014, with assessments on the Common Core State Standards beginning in 2014-2015. Educators remain the driving force behind student learning. While the standards are the same across the state, teachers can vary the way they teach them.

Mrs. Kornegay reviewed how teaching and learning has changed. She used examples and sample questions to show how the tests will be different from in the past, requiring a higher level of critical thinking skills. Schools are sending home parent guides so parents know what to expect.

## **Business Affairs**

### **41. Review "Special Revenue" Federal Funds**

Attachment: [Budget Handouts 3-19-13.pdf](#)

#### **Minutes:**

Dr. George Copeland, Assistant Superintendent for Business Affairs, reviewed

the various funds which are supplemented through federal projects, also referred to as special revenue. These include contracted programs, state fiscal stabilization fund, American Recovery & Reinvestment Act fund, Race to the Top fund, and Education Jobs fund. He reviewed spreadsheets showing details of the actual and estimated expenditures.

With the potential effects of sequestration and the expected reduction in revenue for fiscal year 2013-2014, the district is striving to save as much carryover as possible.

#### 42. Monthly Financial Report for February, 2013

Attachment: [PAGE 1 MONTHLY FIN-Sum Cash-Feb 2013.pdf](#)

Attachment: [PAGE 2 MONTHLY FIN-FEB, 2013 GREV.pdf](#)

Attachment: [PAGE 3 MONTHLY FIN Feb,2013-GEXP.pdf](#)

Attachment: [PAGE 4 MONTHLY FIN FEB,2013-DSREVEXP-7.pdf](#)

Attachment: [PAGE 5 Capital Projects FEB,2013.pdf](#)

Attachment: [PAGE 6 Capital Projects By Project FEB,2013.pdf](#)

Attachment: [PAGE 7 MONTHLY FIN FEB,2013-FOOD SERVICE.pdf](#)

Attachment: [PAGE 8 MONTHLY FIN FEB, 2013-SPREV42X.pdf](#)

Attachment: [PAGE 9 MONTHLY FIN FEB,2013-ARRA-SPREV43X.pdf](#)

Attachment: [PAGE 10 MONTHLY FIN FEB,2013-INSURANCE.pdf](#)

#### **Minutes:**

Dr. Copeland announced the anticipation of the 4th calculation. Until this is received, the district is operating on assumptions. The Governor's budget puts requirements on spending instead of allowing districts to spend, or save, as they see fit. Fund 100 is Dr. Copeland's biggest concern. The district's financial security affects bonds and ratings and subsequently, the district's credit ratings. Reserves are currently below 3%. The district could see a \$10.5 million shortfall next year. He reiterated that the district is being very conservative with allocations due to declining student enrollments.

Dr. Copeland announced that the Insurance Committee has selected Blue Cross Blue Shield as the carrier effective October 1, 2013.

**Motions:**

Approval of the monthly financial report for February, 2013, as presented. - PASS

**Vote Results**

Motion: Janice Kerekes

Second: Lisa Graham

Tina Bullock - Aye

Lisa Graham - Aye

Janice Kerekes - Aye

Johnna McKinnon - Aye

Carol Studdard - Aye

**Presentations from the Audience**

43. Speakers

**Minutes:**

Stanley Pfenning - In light of "tight times" he encouraged Board Members to spend their own money for school board travel. He believes Senate Bill 50 and House Bill 23 will affect what goes on in public meetings.

Gwen Shangle - Ms. Shangle thanked the Board for attention to detail and procedure. She addressed a recent newspaper article pertaining to the Superintendent's supplement and was curious when the Board would bring this to a vote.

Sylvia Croft - Mrs. Croft addressed the public attacks on the Superintendent's salary which accuse him of asking for the \$28,000+ raise. She stated he did not ask for the "raise" and that it is not out of line locally for CEO's running corporations the same size as the school district. Superintendents have been receiving the supplement since Ann Wiggins. What bothered her most is that it has never been questioned of any other Superintendent.

**Superintendent Requests**

44. Comments

**Minutes:** Superintendent Van Zant announced next week as Spring Break for students and the Clay County Fair begins the following week, April 4-13, 2013. Board Members Kerekes and Studdard will be going to



Tallahassee next week for Legislative Days. Senate Bill 736 addresses teacher evaluation and performance pay which takes effect the 2014-2015 school year. Since all tools are not yet in place to implement that, he will encourage Legislators to consider the Governor's budget but to allow all teachers to receive the proposed salary increase.

## **School Board's Requests**

### **45. Comments**

#### **Minutes:**

Mrs. Graham reported on the Orange Park Town Hall festival she attended and the impressive artwork from Ridgeview High School.

Mrs. Bullock was honored to serve on the Insurance Committee. She reported on a reading event at Tynes Elementary that she attended.

Mrs. Kerekes asked fellow Board Members if they were aware the School Board Attorney was no longer attending the Superintendent's staff meetings. She stated that Mr. Bickner's job description requires him to attend and that Mr. Van Zant was prohibiting him from doing his job. No other Board Member offered an opinion, but Mrs. Studdard stated she had addressed this with Mr. Van Zant several months ago. She encouraged them to put aside hurt feelings and try to resolve their issues so they can work together. Mr. Van Zant expressed his opinion that some of the actions taken earlier in this meeting were questionable and he cautioned the Board. Mr. Van Zant stated that just because Mr. Bickner is not in attendance at staff meetings, does not mean he is not counseled with on topics that need his legal input. Mr. Van Zant stated that Mr. Bickner represents the School Board when they are collectively assembled and the purpose in Mr. Bickner having a district office is to represent the Superintendent and staff on a full-time basis. Mr. Van Zant further responded that he needed staff he can trust and he also felt that Mrs. Studdard and Mrs. Kerekes were using Mr. Bickner as a wedge. Mrs. Studdard commented on a form that staff is now required to write up whenever they talk to any Board Member outlining the details of the conversation. Superintendent Van Zant responded that this form was recommended by the Florida School Boards Association. On another topic, Mrs. Kerekes mentioned the upcoming Common Core Boot Camp training events. In closing, Mrs. Kerekes reiterated her request for the Fowler White bills.

Mrs. McKinnon talked about a program designed to get girls involved in the STEM project. She also mentioned a program through ABATE, a non-profit corporation, which offers a free motorcycle safety awareness presentation designed to educate non-riders of the unintentional danger they pose to motorcycles. She felt this might be a good program to incorporate into the Driver's Education curriculum.

Mrs. Studdard announced she would not be able to go to Tallahassee for Legislative Days. She will bring a policy amendment to the Board in April pertaining to the Superintendent's salary supplement.

**Attorney's Requests** (None)

**Adjournment** (10:15 p.m.)

---

**Superintendent**

---

**Chairman**