



School District of Clay County  
Green Cove Springs, Florida

Teacher Inservice Center - Fleming Island High School  
2233 Village Square Parkway  
SPECIAL MEETING 4:00 P.M.

February 11, 2010 Special Meeting

Call to Order (4:00 p.m.)

1. Attendance

Minutes:

Present: Carol Vallencourt, District 1; Carol Studdard, District 2; Charles Van Zant, Jr., District 3; Frank Farrell, District 4, and Superintendent Ben Wortham.

Lisa Graham, District 5, was not present due to a schedule conflict.

Agenda Items

2. Appointment, Resignation and Approval of Out-of-Field Teachers

Attachment: [OF List 2-11-10.pdf](#)

Attachment: [OF List 2-11-10 - Addendum.pdf](#)

Minutes: Mr. Neil Sanders, Human Resources, explained that teachers who are teaching out-of-field are required to be appointed as out-of-field by the School Board. Auditors require out-of-field teachers be approved prior to the completion of FTE week (February 8-12, 2010) to avoid audit criticism and reduction in FTE. There were 26 Out-of-Field Certificated Personnel reappointments/redesignations.

Motions:

Approve the out-of-field appointments and redesignations. - PASS

Vote Results

Motion: Carol Studdard

Second: Charlie VanZant

Frank Farrell - Aye

Lisa Graham - Not Present

Carol Studdard - Aye

Carol Vallencourt - Aye  
Charlie VanZant - Aye

3. Ratify the 2009-2012 Master Contract between the Clay County Education Association and the School District of Clay County

Attachment: 2009-2012 CCEA RATIFICATION PACKAGE.pdf

**Minutes:**

Mr. Wortham stated that 93% of the membership voted in favor of the contract, which was an open contract this year. Teachers will receive 1/2 step, equal to .8% increase, with an estimated cost of approximately \$800,000.

Mr. Van Zant voiced his concerns regarding the cost of the increase to teachers and the prior meetings involving the approval of the 1/4 mil tax, earlier this year. Mr. Van Zant's position is that a raise should not be given this year at the expense of losing public trust and making next year's budget even higher.

**Motions:**

Ratify the Tentative Agreement for a step increase for those eligible on a date certain for 2009-2010 to be paid in paychecks thirteen through twenty-four. An equal installment of \$250 will be paid to returning teachers who were on Step 27 in 2008-2009 and earned a year of experience credit. There is no retroactivity. - PASS

**Vote Results**

Motion: Carol Vallencourt

Second: Carol Studdard

Frank Farrell - Aye  
Lisa Graham - Not Present  
Carol Studdard - Aye  
Carol Vallencourt - Aye  
Charlie VanZant - Nay

4. Ratify the 2009-2010 Amendment to the 2007-2010 Master Contract between the Clay Educational Staff Professional Association and the School District of Clay County

Attachment: 2007-2010 CESPAs Ratification Package.pdf

**Minutes:** Superintendent Wortham informed the Board that 95.5% of the membership of CESPAs voted in favor of the contract, which was not an open contract this year. Employees will receive 1/4 step, equal to .8% increase, for

an estimated cost of approximately \$320,000.

**Motions:**

Ratify the Tentative Agreement for a step increase for those eligible for 2009-2010 to be paid on a date certain equivalent to approximately one-quarter of the year. There is no retroactivity. - PASS

**Vote Results**

Motion: Carol Studdard

Second: Carol Vallencourt

Frank Farrell - Aye

Lisa Graham - Not Present

Carol Studdard - Aye

Carol Vallencourt - Aye

Charlie VanZant - Nay

**Motion Minutes:** Mr. Wortham

5. 2009-2010 Administrative/Managerial/Supervisory/Confidential Salary Schedule

Attachment: 2009-2010 ADMIN SALARY SCHED.pdf

**Minutes:**

Janet Keskinen spoke to this item regarding administrative pay scale.

Superintendent Wortham reiterated that Clay County is substantially lower in percentage of administrators to students than the rest of the state. Administrators will receive .4% increase, only about half what the other groups will receive. This is equal to about \$450, for an estimated cost of approximately \$75,000.

Mr. Van Zant expressed his disappointment in the other Board members and their unwillingness to have a public discussion of what, in his opinion, is in the best interests of the Clay County School System.

Mr. Farrell, acting as Board Chairman in the absence of Mrs. Graham, took exception to Mr. Van Zant's statement, noting that it did a disservice to his fellow Board members.

**Motions:**

Approve the Salary Schedule as presented. - PASS  
Administrators and those paid under the Administrative/Managerial/Supervisory/Confidential Salary Schedule, if eligible, will roll to the next step on a date certain with no retroactivity.

**Vote Results**

Motion: Carol Vallencourt

Second: Carol Studdard

Frank Farrell - Aye

Lisa Graham - Not Present

Carol Studdard - Aye

Carol Vallencourt - Aye

Charlie VanZant - Nay

**Superintendent's Requests**

6. Reminder

**Minutes:** Mr. Wortham reminded the leadership of the unions and Mr. Farrell, Vice Chairman, to sign the contracts following the School Board meeting.

**School Board's Requests**

7. Information

**Minutes:** Mr. Van Zant informed the Board members that he would not be at the Board meeting on Thursday, February 18th, due to a mission trip to Haiti next week.

**Adjournment** (4:38 p.m.)

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**Superintendent**

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**Chairman**