

#### SANDRA "SAM" HIMMEL - SUPERINTENDENT OF SCHOOLS

"Where Learning is the Expectation And Caring is a Commitment" THOMAS KENNEDY DISTRICT 1

VIRGINIA BRYANT DISTRICT 2

DOUGLAS A. DODD DISTRICT 3

> SANDRA COUNTS DISTRICT 4

LINDA B. POWERS DISTRICT 5

November 28, 2017

SPECIAL MEETING: 9:00 A.M.
OF THE
CITRUS COUNTY SCHOOL BOARD
DECEMBER 5, 2017

#### **AGENDA:**

### SPECIAL MEETING: 9:00 A.M.

Opening Exercise and Pledge of Allegiance

- I. ADOPTION OF THE AGENDA AS RECOMMEND BY THE SUPERINTENDENT
- II. CITIZEN COMMENTS
- III. SCHOOL SUPPORT SERVICES, JONNY BISHOP
  - A. Human Resources. Steve Baumer
    - 1) Upon ratification, approve a market adjustment to the instructional placement salary schedule for the 2017-2020 school years
    - 2) Upon ratification, approve salary increase to CCEA support and professional technical salary scale for 2017-2018
    - 3) Upon ratification, approve a salary increase to Teamsters support and professional technical salary scale for 2017-2018
    - 4) Approve a board match increase for Non-union support and professional technical employee under the CCSB health insurance for 2017-2018
    - 5) Approve a board match increase for school and district administrators covered under the CCSB health insurance for 2017-2018

### IV. ADJOURNMENT

Any person requiring reasonable accommodation at this meeting because of a disability or physical impairment should contact the Superintendent's Office at 726-1931, ext. 2206 prior to the date of the scheduled School Board Meeting.

Requested for December 5, 2017	School Board Meeting.		
Requested by Steven Baumer	, Department of Human Resources		
Additional contact(s)/originator			
Document Title: Market Adjustment to the Instruc	ctional Placement Salary Schedule for the		
2017-2020 school years.	·		
Board Action Required:			
Presentation/Recognition	Information		
Consideration/Approval: Upon ratification,	approve a market adjustment to the		
instructional placement salary schedule for the 20	17-2020 school years.		
(This wording should	be your actual motion to appear on the agenda.)		
Backup Materials: X Attached	e in district office  Other		
Executive Summary / Highlights:  • Market adjustments will be made to the instructional places  • 2017-2018: \$1,000 increase per level  • 2018-2019: \$1,200 increase per level  • 2019-2020: \$1,200 increase per level	ment salary schedule as follows:		
\$32.00/month per covered employee increase in health insupayroll premium deductions.	urance board match beginning on the December 15, 2017		
This market adjustment to the instructional placement salary schedule will be effective as of July 1, 2017. The retroactive market adjustment to be paid in a lump sum payment on December 18, 2017, and the new salary scale starting with the December 21, 2017 payroll.			
Strategic Goals:	Strategies Include:		
	☐ Innovative and research-based curriculum and program		
All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum	delivery systems  Emphasis on at-risk and special groups of learners		
that exceeds local, state, and national expectations,	(including gifted)  ☐ Staff development, recruitment, and retention of		
closes all performance gaps, and helps all students realize their full potential.	workforce		
•	☐ Data systems (technology)		
<ul> <li>Schools will be safe and secure for all individuals and will provide students the opportunity to participate in</li> </ul>	Allocation of resources (human, physical, technological, financial)		
a school community that creates a caring environment committed to building positive relationships.	☐ Career preparation		
committed to building positive relationships.	☐ Community connections		
☐ Other/Operational Activity			
Financial Impact to the District: \$1,200,000.00	Salary \$353,200.00 Benefits		
Amount Budgeted: \$ 754,450.00 Addition	nal Amount Requested \$ 798,750.00		
Funding Source: All Funds			
Personnel:			
	day annual		
Pay grade/level			
Benefits /Terms	of Position)		
Financial Impact Reviewed By: / Communication (Form Board Approved 7/10/07)			

Requested for December 5, 2017 Requested by Steven Baumer One		Dei	School Board Meeting.	
Additional contact(s)/originator		, 100	Spartinent of Municipal Resources	
Document Title: <u>CCEA Support and Properties</u> <b>Board Action Required:</b>	rofessional '	Гесhnі		
Presentation/Recognition			Informatione to CCEA support and professional	
technical salary scale for 2017-2018.	e a salary in	crease	e to CCEA support and professional	
teemirear sarary scare for 2017-2016.				
(This w	vording should b	oc your a	actual motion to appear on the agenda.)	
Backup Materials: X Attached	□Available	in dis	strict office □Other	
<ul> <li>1.25 % increase.</li> <li>In addition to the step increase that took effectivities at 1.25% increase.</li> <li>CCEA support and professional technical em</li> </ul>	ct on July 1, 201	7, CCE	EA support employees on steps 0-18 will receive a EA professional technical employees on steps 0-16 ne scale, who did not receive a step, shall receive a for employees working 211-236 days, and \$600 for	
\$32.00/month per covered employee increase payroll premium deductions.	e in health insur	ance boa	oard match beginning on the December 15, 2017	
This increase to the CCEA support and profession increase to be paid in a lump sum payment on Dec 2017 payroll.	nal technical sala cember 18, 2017	ry scale, and the	te effective as of July 1, 2017. The retroactive salary the new salary scale starting with the December 21,	
Strategic Goals:		St.	trategies Include:	
1. All students will develop a foundation of kno and skills through a rigorous and relevant curr that exceeds local, state, and national expec closes all performance gaps, and helps all s realize their full potential.	riculum tations,		delivery systems Emphasis on at-risk and special groups of learners (including gifted) Staff development, recruitment, and retention of workforce	
2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.			Allocation of resources (human, physical, technological, financial)	
			Career preparation	
			Community connections	
1	1 <b>5</b> 00 G 1	<b>A10</b>	07.114.75	
Financial Impact to the District: \$15 Amount Budgeted: \$207,600				
Funding Source: All Funds				
Personnel: Estimated Salary \$	hour	ı	dayannual	
Pay grade/level		······································	, WALLANDI.	
Pay grade/level				
Financial Impact Reviewed By:(Form Board Approved 7/10/07)				

Requested for December 5, 2017	School Board Meeting.	
Requested by Steven Baumer	, Department of Human Resources	
Additional contact(s)/originator		
Document Title: Teamsters Support and Profes	ssional Technical Salary Scale Increase 2017-	
<u>2018.</u>	•	
Board Action Required:		
Presentation/Recognition	Information	
	on, approve a salary increase to Teamsters support	
and professional technical salary scale for 2017	<u>7-2018.</u>	
(This wording sho	ould be your actual motion to appear on the agenda.)	
<b>Backup Materials:</b> X Attached □Availa	able in district office □Other	
Executive Summary / Highlights:		
	2017, Teamsters support employees on steps 0-18 will receive a	
1.25 % increase.	1017. Tannatara professional technical applexicae on stans 0.16 will	
• In addition to the step increase that took effect on July 1, 2 receive a 1.25% increase.	2017, Teamsters professional technical employees on steps 0-16 will	
	t the top of the scale, who did not receive a step, shall receive a one	
working 237-251 days.	\$500 for employees working 211-236 days, and \$600 for employees	
Increase of \$6.00/month per covered employee to the \$26.0 \$32.00/month per covered employee. This increase in heal-	00 Board match increase approved on November 14, 2017 to total th insurance board match will begin on the December 15, 2017	
payroll premium deductions.		
	al salary scale effective as of July 1, 2017. The retroactive salary 17, and the new salary scale starting with the December 21, 2017	
Strategic Goals:	Stratogies Include	
Strategic Goals:	Strategies Include: ☐ Innovative and research-based curriculum and program	
1. All students will develop a foundation of knowledge	delivery systems	
and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations,	<ul> <li>Emphasis on at-risk and special groups of learners (including gifted)</li> </ul>	
closes all performance gaps, and helps all students	Staff development, recruitment, and retention of workforce	
realize their full potential.	□ Data systems (technology)	
☐ 2. Schools will be safe and secure for all individuals and	☐ Allocation of resources (human, physical, technological,	
will provide students the opportunity to participate in	financial)	
a school community that creates a caring environment committed to building positive relationships.	☐ Career preparation	
, and the same of	☐ Community connections	
☐ Other/Operational Activity		
Financial Impact to the District: \$1450.00 Sa	alary \$16,489.00Benefits	
Amount Budgeted: \$ 0 Addit	cional Amount Requested \$ 17,939.00	
Funding Source: All Funds		
Personnel:		
	r day annual	
Pay grade/level		
Pay grade/level Terms of Position		
Financial Impact Reviewed By:  (Form Board Approved 7/10/07)		

Requested for December 5, 2017	School Board Meeting.
Requested by Steven Baumer VW	, Department of Human Resources
Additional contact(s)/originator	
Document Title: <u>Increase in Health Insurance Boa</u>	ard Match for Non-union support and
professional technical employees.	
Board Action Required:	
Presentation/Recognition	Information
Consideration/Approval: Approve a board n	
professional technical employees covered under the	he CCSB health insurance for 2017-2018.
(This wording should	be your actual motion to appear on the agenda.)
Backup Materials: X Attached □Availabl	e in district office  Other
Executive Summary / Highlights:	
approved on November 14, 2017 to total \$32 increase in health insurance board match will premium deductions.	-
Strategic Goals:	Strategies Include:  Innovative and research-based curriculum and program
1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.	delivery systems  ☐ Emphasis on at-risk and special groups of learners (including gifted)  ☐ Staff development, recruitment, and retention of workforce  ☐ Data systems (technology)
<ul> <li>Schools will be safe and secure for all individuals and will provide students the opportunity to participate in</li> </ul>	☐ Allocation of resources (human, physical, technological, financial)
a school community that creates a caring environment committed to building positive relationships.	☐ Career preparation
	☐ Community connections
☐ Other/Operational Activity	
Financial Impact to the District: \$3,024.00 Ben	
Amount Budgeted: \$ 0 Addition	nal Amount Requested \$3,024.00
Funding Source: All Funds	
Personnel:	
Estimated Salary \$ hour	day annual
Pay grade/level	-
Pay grade/level Terms	of Position
Financial Impact Reviewed By: Jammy (Form Board Approved 7/10/07)	lelson

Requested for December 5, 2017	School Board Meeting.			
Requested by Steven Baumer (M)	, Department of Human Resources			
Additional contact(s)/originator				
Document Title: Increase in Health Insurance Boa	rd Match for School and District			
Administrators.				
Board Action Required:				
Presentation/Recognition	Information			
Consideration/Approval: Approve a board match increase for school and district				
administrators covered under the CCSB health insurance for 2017-2018.				
(This wording should be your actual motion to appear on the agenda.)				
Backup Materials: X Attached □ Available in district office □ Other				
Executive Summary / Highlights:				
Executive Summary / Highlights.				
Increase of \$6.00/month per covered employe				
approved on November 14, 2017 to total \$32.				
increase in health insurance board match will	begin on the December 15, 2017 payroll			
premium deductions.				
<u> </u>				
Strategic Goals:	Strategies Include:			
	☐ Innovative and research-based curriculum and program			
All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum	delivery systems  ☐ Emphasis on at-risk and special groups of learners			
that exceeds local, state, and national expectations,	(including gifted)			
closes all performance gaps, and helps all students realize their full potential.	<ul> <li>Staff development, recruitment, and retention of workforce</li> </ul>			
realize their fun potentias.	☐ Data systems (technology)			
2 Schools will be safe and secure for all individuals and	☐ Allocation of resources (human, physical, technological,			
2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in	financial)			
a school community that creates a caring environment	☐ Career preparation			
committed to building positive relationships.	☐ Community connections			
☐ Other/Operational Activity				
☐ Other/Operational Activity	☐ Community connections			
	•			
Financial Impact to the District: \$3,486.00 Bene	efits			
	efits			
Financial Impact to the District: \$3,486.00 Bene	efits al Amount Requested \$3,486.00			
Financial Impact to the District: \$3,486.00 Bene Amount Budgeted: \$ 0 Addition Funding Source: All Funds	efits al Amount Requested \$3,486.00			
Financial Impact to the District: \$3,486.00 Bene Amount Budgeted: \$0 Addition Addition Funding Source: All Funds  Personnel: Estimated Salary \$ hour.	day appual			
Financial Impact to the District: \$3,486.00 Bene Amount Budgeted: \$0 Addition Addition Funding Source: All Funds  Personnel: Estimated Salary \$ hour.	day appual			
Financial Impact to the District: \$3,486.00 Bene Amount Budgeted: \$0 Addition Addition Funding Source: All Funds  Personnel: Estimated Salary \$ hour.	day appual			
Financial Impact to the District: \$3,486.00 Bend Amount Budgeted: \$0 Addition:  Funding Source: All Funds  Personnel:	day appual			