

Indian River County District School Board  
Business Meeting Agenda  
November 22, 2011 at 6:00 p.m.

It is hereby advised that if a person decided to appeal any decision made by the Board with respect to any matter considered at this meeting, he/she will need to ensure that a verbatim record is made which includes the testimony and evidence upon which the appeal is to be made.

- I. **Call Meeting to Order – Chairman Elect**  
(Announcement: Please turn off all cell phones. Cell phones, even when set to a silent mode, can cause loud disturbances within the rooms audio enhancement system.)
- II. **INVOCATION – Rev. Dan Holloway and Rev. Kathleen McManus of Unity Center of Vero Beach**
- III. **PLEDGE OF ALLEGIANCE TO THE FLAG AND PRESENTATION OF COLORS BY: Sebastian River High School’s Naval Junior ROTC under the Direction of Commander Randy Laws, USN(Ret)**
- IV. **ADOPTION OF AGENDA**
- V. **CITIZEN INPUT**
- VI. **CONSENT AGENDA**
  - A. Approval of Minutes – Dr. Adams**
    - 1. Round Table held 11/8/2011
    - 2. Employee Health Clinic Workshop held 11/8/2011
    - 3. Regular Business Meeting held 11/8/2011Superintendent recommends approval.
  - B. Approval of Personnel Recommendations – Mrs. Lannon**

Attached is a list of personnel recommendations, which includes personnel additions, terminations, and/or changes. Superintendent recommends approval.
- VII. **ACTION AGENDA**
  - A. Approval of Contract with Learning Sciences International – Mrs. Lannon**

A contract with i-Observation, a division of Learning Sciences, International, will provide year-long, inter-rater, reliability professional development for all administrators through on-site and web-based opportunities for the observation of teachers using the new teacher evaluation framework. This training will ensure fidelity in the implementation of this process. The cost to the District will be \$60,500.00 which will be paid with Race to the Top Grant Funds. Superintendent recommends approval.

**B. Approval of an Additional Over 65 Retiree Health Insurance Option – Mrs. Lannon**

The Health Insurance Advisory Task Force (HIATF) is submitting an additional plan for the over 65 Retirees. This plan is a “medical only” plan that would be available to over 65 Retirees only. The addition of this plan provides another option to the approved 800R Choice plan. There is no additional cost to the district. Superintendent recommends approval.

VIII. SUPERINTENDENT’S CLOSING

IX. ADJOURNMENT – Chairman Elect

Anyone who needs a special accommodation for this meeting/workshop may contact the School District's American Disabilities Act Coordinator, at 564-3060 (TTY 564-8507) at least 48 hours in advance of the meeting. NOTE: Changes and amendments to the agenda can occur 72 hours prior to the meeting. All business meetings will be held in the Teacher Education Center (TEC) located in the District Central Offices at 1990 25th Street, Vero Beach, unless otherwise specified. Meetings may broadcast live on Comcast Ch. 28. The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

The Indian River County District School Board met on Tuesday, November 8, 2011, at 9:00 a.m. The discussion was held in the Teacher Education Center located at the Central Administrative Offices, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Matthew McCain, Vice Chairman Carol Johnson, and Board Members: Karen Disney-Brombach, Claudia Jiménez, and Jeffrey Pegler. Dr. Frances J. Adams, Superintendent of Schools, and School Board Attorney, Suzanne D'Agresta, were also present.

### **Round Table Discussion**

- I. Discussion was called to order by Chairman McCain
- II. Items Placed on Agenda by Board Members – Chairman McCain
  - A. Mrs. Johnson**
    1. Osceola Magnet School – Mrs. Johnson talked about the school's flooding issues caused from the recent rain. She noted that everyone was focused on solving the problem. Dr. Adams reported that students were back in their classrooms today. Board Members discussed the Pointe West property negotiations in regard to rebuilding Osceola Magnet School to avoid disrupting classroom time and the expense that would result from any further incidences. Dr. Adams stated that she was waiting to hear back from Pointe West regarding the School District's contract offer. The Board agreed to hold a workshop on Tuesday, November 15, 2011, to review all options for the location of the school. Chuck Mechling, President of Pointe West Community, said that he would like to meet with the Superintendent before the workshop.
    2. Mrs. D'Agresta confirmed for Mrs. Johnson that the Board must hold its Organization Meeting on the third Tuesday, after the first Monday in November.
  - B. Mrs. Disney-Brombach**

Mrs. Disney-Brombach stated that her items would be addressed under Reports.
  - C. Ms. Jiménez**
    1. Policy Updates – Ms. Jiménez talked about the direction the Board gave the Superintendent in regard to preparing the policy changes. Dr. Adams said that the Board Attorney, Mrs. D'Agresta, was pulling information together regarding legislative action that went into effect July 1, 2011. She said that District staff did not have an opportunity to work on the policy revisions due to their current work load.
  - D. Mr. Pegler**
    1. RFP for Legal Services – Mr. Pegler passed out a sample from another School District. Mr. Chuma recommended that the RFP be ready to go out in November. He said that the proposals would be opened in December to prepare for the Board to short list the proposals, with interviews in January. After talking about the process, the Board agreed

to send their suggestions for the RFP language to Mr. Chuma. Mr. Chuma and Mr. Pegler would work together to create the final RFP document.

**E. Chairman McCain**

1. Chairman McCain asked Board Members if they had any comments or changes for the “draft” Agenda for the Organization Meeting. Ms. Jiménez noted that because of the change in the meeting date on the Board’s Calendar, she would attend via cell phone. However, she wanted the Board to know that she was interested in the Vice Chairman position and that she would be happy to continue the same committee appointments as last year. Ms. Jiménez also noted that she would be willing to relieve Mr. Pegler from some of his commitments; i.e., Metropolitan Planning Committee, if that would help. Board Members discussed the various County Committee attendance requirements.

III. Items Placed on Agenda by Superintendent – Dr. Adams

**A. Discussion of District School Board Policies**

Dr. Adams presented the following policy changes for consideration:

McKay scholarships, under §1002.39 F.S., was for students with disabilities classified as 504 accommodation plan with a duration of more than six months. Dr. Adams said that this would be addressed in the Student Handbook and a process would be put into place for parent notification.

School Board Members receiving gifts, under §1001.421 F.S., was a new statutory provision that prohibited a School Board Member or their relatives from directly or indirectly soliciting or accepting any gift in excess of \$50.00 from “any person, vendor, potential vendor, or other entity doing business with the School District”. Board Members were to let Mrs. D’Agresta know if they wanted to put this into Board policy.

Board policies 3.04, 3.07, 3.14, and 3.40, resulting from changes to §1012.33 and §1012.335 F.S., would require revisions to the instructional union collective bargaining agreement. The District negotiation team would address this before the policy revisions were adopted.

Board policy 6.14, under §1006.15 F.S., was in regard to a revision to student participation in interscholastic/intrascholastic sports to transform a previous pilot program into a statewide mandate. This revision would be placed on the next Agenda to set the public hearing date for adoption.

Board policy 10.10 Inspections, under §1013.12 F.S., was in regard to annual fire safety inspections of School Board facilities as well as charter school facilities. This revision would be placed on the next Agenda to set the public hearing date for adoption.

Dr. Adams reported that the Smoking Policy was brought to the table with the Unions.

- IV. Board Committee Reports – Chairman McCain  
Mrs. Disney-Brombach reported on her meetings with the Treasure Coast Council of Local Governments and the Treasure Coast Work Group. She asked to have Mrs. Shaw do a presentation on career and technical programs in Indian River County.
- V. ADJOURNMENT – Chairman McCain

With no further business, the meeting adjourned at approximately 10:58 a.m.

The Indian River County District School Board met on Tuesday, November 8, 2011, at 1:00 p.m. The workshop was held in the Teacher Education Center located at the Central Administrative Offices, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Matthew McCain, Vice Chairman Carol Johnson, and Board Members: Karen Disney-Brombach, Claudia Jiménez, and Jeffrey Pegler. Dr. Frances J. Adams, Superintendent of Schools was also present. Mrs. D'Agresta was not present.

Guests:

Barbara Melanson, Assistant Superintendent of HR and Employee Relationships at Charlotte School District  
David Stephens, Director of Risk Management at Citrus School District

### **EMPLOYEE HEALTH CLINIC WORKSHOP**

- I. Called Workshop to Order – Chairman McCain
- II. Purpose of the Workshop – Dr. Adams  
Dr. Adams said that it was the District School Board Members who brought this idea forward. She said that the purpose of the workshop was to bring solid information for the Board from guest speakers: Mr. Stephens from Citrus and Mrs. Melanson from Charlotte.
- III. Presentation – Ms. Roberts  
Mrs. Lannon said that this would be an informative session. She introduced Mr. Stephens and Mrs. Melanson who both have clinics for their employees. Ms. Roberts began with a PowerPoint presentation on who, what, where, and why.

Mrs. Melanson started by saying that they began from conversations with their Employee Benefits Committee. She said that they were facing a 26% increase in health insurance costs. Mrs. Melanson said that they were fortunate to have an existing lab that was converted, with the expertise of their existing staff, into a clinic. She said that it was so successful that they were building another clinic. Mrs. Melanson shared clinic data. This year the increase was only .3%, which the District absorbed. She recommended that the District hire a Wellness manager, paid by the health insurance provider. Mrs. Melanson recommended that the District involve their unions, talk to people who have clinics to find out what their missteps were, and to communicate. She said that they chose Nurse Practitioners over Doctors because the Nurses were more into wellness and it was less expensive. Their District was able to provide the Clinic for all employees at no out-of-pocket expense and with some free medications distributed on site. She said that not all medications were free and not all tests were free. An incentive for employees was they could receive a \$50.00 voucher every month towards the cost of their health insurance, if they sign up for the Health Risk Assessment with scheduled follow-up visits. Mrs. Melanson said that

their clinic was located at a school facility with access from the parking lot. She said that the next clinic would be at their Facilities Department.

Mr. Stephens said that pressure from Blue Cross won out over the other providers. He said that they were not a partner, at this time, with Citrus but would consider it in the future. Mr. Stephens stated that Citrus family medical plan was \$1,100.00 and they were looking at a 33% increase. They knew that they had to do something. He said that currently they had a 4% increase in premiums, with another 4% increase for reserves. Mr. Stephens said that their biggest savings of -23.5% was in prescription costs. He said that studies showed that for every dollar you spend, you save \$4 by having Wellness Programs. Mr. Stephens explained how quickly the employees were able make an appointment, return to work, and have their prescriptions in hand, with no waiting time at the site, and with no deductibles to meet. Their clinic was located in a store front because of the Jessica Lunsford Act.

IV. Questions – Chairman McCain

Board Members were given an opportunity to ask questions. It was explained that their Benefits Committee was comprised of both Unions, Confidential Managerial, Administrative, and a Board Member liaison. No retirees were on the committee. It was also stated that they encouraged retirees to switch over to Medicare early because it would cost them less than if they switched later. Medicare was less expensive for them. Mrs. Melanson stated that it would probably take ten months to get started unless there were issues such as the location.

V. ADJOURNMENT – Chairman McCain

With no further discussion, the workshop adjourned at approximately 2:43 p.m.

The Indian River County District School Board met on Tuesday, November 8, 2011, at 6:00 p.m. The business meeting was held in the Teacher Education Center located at the Central Administrative Offices, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Matthew McCain, Vice Chairman Carol Johnson, and Board Members: Karen Disney-Brombach, Claudia Jiménez, and Jeffrey Pegler. Dr. Frances J. Adams, Superintendent of Schools, and School Board Attorney, Suzanne D'Agresta, were also present.

### **Business Meeting**

- I. Meeting was called to order by Chairman Matthew McCain.
- II. Invocation was given by Seminarian Bonnie Lanyi, Pastor Nurse at Our Savior Lutheran Church.
- III. PLEDGE OF ALLEGIANCE TO THE FLAG AND PRESENTATION OF COLORS by Vero Beach High School's Air Force Junior ROTC under the Direction of Wade E. Dues, Chief Master Sergeant (RET), USAF
- IV. ADOPTION OF AGENDA  
Ms. Jiménez moved approval to adopt the Orders of the Day. Mrs. Johnson seconded the motion and it carried unanimously, with a 5-0 vote.
- V. PRESENTATIONS  
**A. National Center for Construction Education and Research (NCCER) for Vero Beach High School Building Construction Program's Accreditation**  
– Gina Hodges, Career Specialist at Vero Beach High School, introduced Mr. Al Herndon, Program Specialist of NCCER, who presented the Accreditation to Edward Watkins and Gina Hodges. The accreditation recognized high school students who not only passed the skills required but also possessed communication and work ethics needed in today's work place.
- VI. CITIZEN INPUT  
No requests.
- VII. CONSENT AGENDA  
Mrs. Johnson moved approval of the Consent Agenda. Ms. Jiménez seconded the motion and it carried unanimously, with a 5-0 vote.  
**A. Approval of Hearing Officer's Recommendation – Dr. Adams**  
It was recommended that the District School Board accept the Hearing Officer's Findings of Fact, Conclusions of Law, and recommendations in regard to Hearing Number 08-118. Superintendent recommended approval.  
**B. Approval of Minutes – Dr. Adams**
  1. Regular Business Meeting held 10/25/2011  
Superintendent recommended approval.



**C. Approval of Personnel Recommendations – Mrs. Lannon**

Attached was a list of personnel recommendations, which included personnel additions, terminations, and/or changes. Superintendent recommended approval.

**D. Approval of Donations – Mr. Morrison**

1. A donation in the amount of \$1,150 was received from Beachland Elementary School's PTA. Proceeds were to benefit Beachland Elementary School's Media Center \$900 and the ESE class \$250.
2. Highland Elementary School received a donation in the amount of \$3,050.35 from the Mardy Fish Foundation. The funds would be utilized for afterschool and Saturday morning programs for students of Highland Elementary School.

Superintendent recommended approval.

**E. Approval of Budget Amendment – Mr. Morrison**

This request was for approval of the following budget amendment for fiscal year ending June 30, 2011:

Amendment #1– General Fund – August - September

Superintendent recommended approval.

**F. Approval to Dispose of Surplus Property – Mr. Morrison**

This request was for approval to dispose of surplus property in accordance with Florida Statutes 274.05 and 274.06. The attached lists represented property to be deleted from various inventories and/or for items that were declared surplus. After Board approval, property would be recycled and/or auctioned. Superintendent recommended approval.

**G. Approval of the 2011-2012 School Advisory Council Membership Report – Mrs. D'Albora**

Pursuant to School Board Policy Number 2.50 and 1001.452 Florida Statutes, the attached School Advisory Council Membership Report for Pelican Island Elementary School was respectfully submitted. Superintendent recommended approval.

VIII. ACTION AGENDA

**A. Approval to Award Term Contracts for Tree Maintenance, SDIRC 2012-08 - Mr. Morrison**

The Maintenance Department requested that an RFP be promulgated to establish a term contract for professional tree maintenance services on an as-needed basis. Scope included trimming, removal of all debris, stump removal, and tree relocation. The intent of this RFP was to award continuous contracts to qualified contractors. When services were required, a quote packet would be provided to all awarded vendors. Each vendor must then provide a sealed quote for that specific project that would be opened publicly in the Purchasing Department. Final award would be made to the bidder who provided the lowest price. The net annual financial impact as estimated by our Maintenance Department was \$75,000. Award was recommended to Ag-Scape, Ameri-Pride, East Coast Tree Company, Jimmy Nettles Trees, and

Orchid Island Property Management II Inc., as best responsive and responsible bidders meeting specifications, terms, and conditions. Superintendent recommended approval.

Mr. Pegler moved approval of the award term contracts for Tree Maintenance, SDIRC 2012-08 to Ag-Scape, Ameri-Pride, East Coast Tree Company, Jimmy Nettles Trees, and Orchid Island Property Management II Inc. Mrs. Disney-Brombach seconded the motion and it carried unanimously, with a 5-0 vote.

**B. Approval to Release Final Retainage Payment to Summit Construction Management, Inc., for the Glendale Elementary Parking Improvement Project (2009-22 Project 13) – Mr. Morrison**

Approval was recommended for the release of Final Payment in the amount of \$79,223.94 to Summit Construction Management, Inc., for the completion of the Glendale Elementary School Parking Project (#2009-22 Project 13). On May 25, 2011, the Board approved the contract sum for this project in the amount of \$795,200.00; with the final construction cost for this project totaling \$792,239.27. The unused portion of the contract, in the amount of \$2,960.73, was a savings to the District. Final payment of this project was being brought to the Board for approval in accordance with Florida Statute 1013.50. The final payment to the contractor consisted of the project retainage that reflected 10% of the total construction cost and was held until project completion. Superintendent recommended approval.

Mr. Pegler moved approval to release final retainage payment to Summit Construction Management, Inc., for the Glendale Elementary Parking Improvement Project (2009-22 Project 13). Mrs. Johnson seconded the motion and it carried unanimously, with a 5-0 vote.

**C. Approval of Board Certification and Project Allocation List for 2009-10 Transferred Class Size Reduction Funds – Mr. Morrison**

Approval was recommended for the attached 2009-10 Classrooms for Kids Transferred Class Size Reduction fund allocation forms that consisted of a Board Certification form and a Project Allocation List. The School District was penalized in 2009-10 for not meeting Class Size by a fraction of an FTE. The amount of the penalty for non-compliance with class size reduction requirements was \$16,899, and was transferred by the Florida Department of Education from operating Class Size Reduction Allocation to capital outlay, per Section 1003.03(4)(a), Florida Statutes. The Board must certify that the funds would fund an approved fixed capital outlay account. The District selected the Fellsmere Classroom Addition as an approved project. Superintendent recommended approval.

Mrs. Johnson moved approval of the Board Certification and Project Allocation List for 2009-10 Transferred Class Size Reduction Funds. Ms. Jiménez seconded the motion and it carried unanimously, with a 5-0 vote.

**D. Approval of Emergency Repairs to Osceola Magnet School – Mr. Morrison**

Osceola Magnet School experienced severe flooding on October 31<sup>st</sup> due to torrential rains that our area received the night of October 30<sup>th</sup>. Several classrooms, the music wing, and the main office all experienced unprecedented flooding. As per the District's Purchasing Procedures Manual, the Superintendent declared an "Emergency" which allowed District staff, as well as outsourced vendors, to be brought in to extract water from the flooded areas. Due to this emergency, Jarvis Emergency Services, Inc., was hired to perform necessary emergency repairs. The estimated cost for Jarvis to provide water extraction, drying, and water damage repairs was \$73,500 and would be initially funded out of the General Fund. The amount of \$73,500, as well as the cost for replacement furniture and equipment damaged in the flood, would be submitted to our insurance provider for reimbursement, minus the deductible. This request was for Board approval of the payment out of General Fund for the initial repairs and the subsequent submittal for insurance reimbursement. Superintendent recommended approval.

Dr. Adams announced that students were moved back to their classrooms today. Mr. Pegler moved approval of Emergency Repairs to Osceola Magnet School. Mrs. Johnson seconded the motion and it carried unanimously, with a 5-0 vote.

**E. Approval to Suspend Adult Education Instructional Employee Without Pay Pending Outcome of Termination Hearing and Determine Termination Hearing Type – Mrs. Lannon**

The Superintendent recommended suspension without pay effective November 9, 2011, pending the outcome of a hearing of Adult Education instructional employee, Elizabeth Leveton. The grounds for this recommendation were contained in the attached charging letter. By letter dated October 25, 2011, the employee requested a hearing. Additionally, the District School Board must determine if it would handle the termination hearing or send it to the Department of Administrative Hearings. Superintendent recommended approval.

Mrs. D'Agresta explained the process. Mr. Pegler moved approval to suspend Adult Education Instructional Employee, Elizabeth Leveton, without pay pending the outcome of the Termination Hearing. Mrs. Johnson seconded the motion and it carried unanimously, with a 5-0 vote.

Mrs. Johnson moved approval to have the District School Board conduct the Termination Hearing within 60 days. Mr. Pegler seconded the motion. The Board voted unanimously in favor of the motion with a 5-0 vote. Mrs. D'Agresta advised the Board not to have any communication with anyone regarding this issue, except for the date and time of the hearing. If Board Members have any questions regarding the process, they are to contact Mrs. D'Agresta.

**F. Approval to Terminate Support Staff Employee – Mrs. Lannon**

The Superintendent recommended the termination of support staff employee, Timothy Fletcher. The grounds for this termination were contained in the attached Charging Letter. Superintendent recommended approval.

Mr. Pegler moved approval to terminate a support staff employee, Timothy Fletcher. Ms. Jiménez seconded the motion and it carried unanimously, with a 5-0 vote.

**IX. SUPERINTENDENT'S REPORT**

Dr. Adams said that she was impressed with the leadership and all of the staff at Osceola Magnet School regarding the flooding, doubling up of classrooms, cleanup, etc. She thanked the Learning Alliance for the presentation at Dodgertown.

**X. DISCUSSION**

No discussion items

**XI. SCHOOL BOARD MEMBER MATTERS – Chairman McCain**

Mrs. Johnson said that she could not say enough good things about Osceola Magnet School cleanup. She was very proud of staff.

Mrs. Disney-Brombach spoke of the workshop today regarding Employee Health Clinics.

Ms. Jiménez spoke of the upcoming Youth Guidance Parent Academy on November 17.

Mr. Pegler spoke of the commitment of the Learning Alliance. He also spoke of Dr. Adam's ability to speak with substance and respect.

Point of Privilege: Mrs. Johnson noted that this was Chairman McCain's last meeting as Chairman, but he could be nominated again.

**XII. INFORMATION AGENDA**

**A. Monthly Facilities Report – Mr. Morrison**

**XIII. SUPERINTENDENT'S CLOSING**

Dr. Adams thanked teachers for their hard work in getting the report cards out.

XIV. ADJOURNMENT – Chairman McCain

With no further business, the meeting adjourned at approximately 6:31 p.m.

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CONSENT AGENDA 11/22/11

**Personnel Recommendations**

1. Instructional Changes
2. Instructional Leaves  
**Conway, Valerie – ESE, 10/19/11-10/30/11**  
Davis, Patricia-Ann – Wabasso, extend from 12/1/11-12/15/11  
Freeland, Jennifer – Treasure Coast, 9/6/11 until further notice  
Gaudio, Heather – SRMS, 10/14/11-11/1/11  
Gaudio, Michael – Fellsmere, 10/14/11-10/27/11  
Gilbert, Rob – Gifford Middle, 10/13/11-10/23/11  
**Jacobs, Katherine – SRHS, 11/1/11-11/17/11**  
Jones, Mary – Storm Grove, 11/2/11-11/13/11  
Tatro, Meredith- SRMS, 10/26/11-11/6/11
3. Instructional Promotions  
**Railton, Tammy – from Substitute Teacher to Citrus ESE Teacher 11/14/11**
4. Instructional Transfers
5. Instructional Separations  
**Harp, Kathryn – SRHS, retirement, exiting DROP 11/23/11**  
**Ogle, Cynthia – Highlands, resignation 11/16/11**
6. Instructional Employment  
Adams, Jennifer – Substitute Teacher 11/23/11  
Gammell, Bruce – Substitute Teacher 11/23/11  
**Ogle, Cynthia – Substitute Teacher 11/23/11**  
**Campione, Marie – VBHS, New Media Teacher 11/23/11**  
Quinn, Lauren – Substitute Teacher 11/23/11  
Spiesel, Julie – Substitute Teacher 11/23/11  
Szekowski, Jean – Substitute Teacher 11/23/11
7. Support Staff Changes  
Remy, Alejandro – Beachland, change start date from 11/9/11 to 11/21/11
8. Support Staff Leaves  
Alfano, Cosimo Nick – Oslo Middle, 10/24/11-10/30/11  
**Boggan, Treva – VBE, extend from 11/7/11 to 11/16/11**  
Colson, Rene – Transportation, 10/14/11-11/18/11  
**Fields, Karen – FLC, 11/14/11-12/15/11**  
Hampton, Tara – VBHS, 12/20/11-2/5/12  
Maxted, Elisa – Citrus, 11/14/11-11/27/11  
**Rhea, Dorothy – Transportation, 11/8/11-12/4/11**  
Smith, Tina – Alternative Center, extend from 11/14/11-1/3/12  
Tomoser, Jean – VBHS, 10/18/11-11/29/11  
**Weisberg, Maureen – SRHS, 9/5/11-9/18/11**  
White, Debra – Wabasso, 10/6/11-12/1/11
9. Support Staff Promotions

Cappello, Marilyn – from Substitute to SRHS Food Service Worker  
11/10/11

10. Support Staff Transfers
11. Support Staff Separations  
Bartlett, Julia - Finance, retirement, exiting DROP 2/29/12  
Payne, Alpha – Facilities, retirement, exiting DROP 6/29/12  
Thigpen, Vickie – VBE, resignation 11/8/11
12. Support Staff Employment  
Barber, Mi – Substitute Food Service Worker 11/23/11  
Bardwell, Melissa – Oslo Middle, Health Assistant 11/23/11  
Beach, Holly – Substitute Food Service Worker 11/23/11  
Craig, Joyce – Substitute Food Service Worker 11/23/11  
Huaman, Jorge – Substitute Food Service Worker 11/23/11  
**Johns, Lacey - Substitute Food Service Worker 11/23/11**  
**Jordan, Tiffany - Substitute Food Service Worker 11/23/11**  
Kramek, Hope – Substitute Teacher Assistant 11/9/11  
Lawson, Kay – Substitute Food Service Worker 11/23/11  
**Pinnock, Camille - Substitute Health Assistant 11/23/11**  
**Pleie, Marleen – Glendale, Student Monitor 11/23/11**  
**Randall, Peggy - Substitute Food Service Worker 11/23/11**  
Sandau, Diana – Substitute Food Service Worker 11/23/11  
Smith, Katharine – Treasure Coast, Extended Day Coordinator  
11/23/11
13. Administrative Separations
14. Administrative Employment



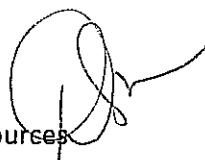
# School District of Indian River County

1990 25th Street ♦ Vero Beach, Florida 32960-3395 ♦ Telephone: 772-564-3000 ♦ Fax: 772-569-0424

Frances J. Adams, Ed.D.  
Superintendent

DATE: November 22, 2011

TO: Dr. Fran Adams, Superintendent

FROM: Denise Roberts, Executive Director for Human Resources 

SUBJECT: School Board Business Meeting of November 22, 2011  
Action Agenda A.  
**Approval of Contract with Learning Sciences International**

Additional documentation is attached regarding this contract on tonight's agenda. The Quotation and Terms and Conditions of Sale reflect a cost for the training of \$48,800.00 rather than the amount of \$60,500.00 reflected on the Purchase Order in the initial backup materials. These inter rater reliability and observer accuracy and scoring training sessions will be provided for all administrators by Learning Sciences International on the new teacher evaluation framework. This training is funded through the Race to the Top Grant. Please let me know if I can provide additional information.

C: Pamela Lannon, Assistant Superintendent for Human Resources and Risk Management  
Suzanne D'Agresta, School Board Attorney

"Educate and inspire every  
student to be successful"

Karen Disney-Brombach ♦ Matthew McCain ♦ Carol Johnson ♦ Claudia Jiménez ♦ Jeffrey Pegler  
District 1 District 2 District 3 District 4 District 5

"To serve all students with excellence"  
Equal Opportunity Educator and Employer

## Quotation

Company Address Learning Sciences International  
175 Cornell Rd., Suite 18  
Blairsville, PA 15717  
US

Quote Number 00000695  
Created Date 10/11/2011  
Expiration Date 11/11/2011

Program Partner Robert La Grassa

Payment Terms Net 30 Days

Make checks payable to Learning Sciences International  
Fax Signed Quote to: 724.459.6373

Contact Name Denise Roberts  
Phone (772) 564-3071  
Email denise.roberts@indianriverschools.org

Bill To Name School District of Indian River  
Bill To 1990 25th Street  
Vero Beach, FL 32960  
US

Ship To Name School District of Indian River  
Ship To 1990 25th Street  
Vero Beach, FL 32960  
US

Product	Prod Code	Line Item Description	Quantity	Sales Price	Total Price
PDS Custom Session	PD000-99	Principal/Asst. Principal Inter rater reliability and observer accuracy and scoring sessions around Domain 1 and district will identify focus areas per session; all materials and travel are included in session pricing	8.00	\$6,100.00	\$48,800.00

Subtotal \$48,800.00

Total Price \$48,800.00

Grand Total \$48,800.00

Visit our website at [www.lobserver.com](http://www.lobserver.com)

### Quote Acceptance Information

Please Make checks payable to Learning Sciences International  
Fax Signed Quote to: 724.459.6373

By signing I accept Quote and Learning Sciences Terms and Conditions listed on page 2

Signature \_\_\_\_\_

Name \_\_\_\_\_

Date \_\_\_\_\_

## Quotation

### Terms & Conditions of Sales

**Learning Sciences International, LLC**  
**Terms & Conditions of Sale**

#### Customer Acknowledgment

Customer acknowledges agreement with these Terms and Conditions of Sale by the placement of an order to purchase products or services from Learning Sciences International, LLC.

#### Prices

Prices quoted are good for 30 days from the date of proposal or quote, unless otherwise stated in writing.

#### Terms

Purchase order or payment is required prior to order fulfillment. **Make checks payable to "Learning Sciences International" and submit to 175 Cornell Road, Suite 18, Blairsville, PA 15717.**

#### Purchase Orders

Original copies of purchase orders should be sent to Learning Sciences International, 175 Cornell Road, Suite 18, Blairsville, PA 15717 or faxed to 724.459.6373.

#### Payments

Standard payment terms are net 30 from date of invoice. Seller reserves the right to charge interest at the rate of 0.5% per month on past due balances. Seller also reserves the right to submit invoices greater than 90 days past due to a third party agency for collection.

#### Scheduling

On-site training and professional development sessions requires 30 days advance notice. Purchase orders or payment must be received before training dates can be reserved. Trainings scheduled at the Customer's request less than 30 days advance notice are subject to a \$500 premium or additional pre-session charges of \$500 may apply.

#### Cancellation

On-site training and professional development sessions may be rescheduled prior to 30 days in advance without penalty. Districts who cancel within the 30 day window will be charged \$500 fee + travel expenses incurred (including cancellation and airline booking fees.)

#### Shipping and Handling

Shipping and Handling for print materials shown at standard ground rates. Please allow 7-10 business days for order processing and delivery. Expedited or overnight shipping available for some items. Additional fees may apply.

LSI will fulfill your order based on the quantity of materials shown on your purchase order. Should you request additional copies of materials, you will be invoiced for the materials plus shipping and handling. Expedited or overnight shipping may apply.

#### Additional Terms and Conditions

Additional Terms and Conditions for users of the iObservation System and/or Terms and Conditions for On-site Training Delivery will be provided in separate agreement(s.)

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**OFFICE MEMORANDUM**

THE SCHOOL DISTRICT OF INDIAN RIVER COUNTY  
1990 25TH STREET  
VERO BEACH, FLORIDA 32960

DR. FRANCES J. ADAMS., Ed.D.  
SUPERINTENDENT

- NOTE AND FILE
- NOTE AND RETURN
- ANSWER, COPY TO ME
- REPLY FOR MY SIGNATURE
- TAKE CHARGE OF THIS
- SIGN
- COMMENT
- FOR YOUR APPROVAL
- FOR YOUR INFORMATION
- RETURNED

TO: Dr. Frances J. Adams  
Superintendent

DATE:  
11-22-11

MEMORANDUM  
#012-007

FROM:

*Denise Roberts, Executive Director-Human Resources*

SUBJECT:

Recommendation for the 800 plan  
"medical only" option for the over 65  
Retirees

RE: Action Agenda – Item 'B' Approval of an additional Over 65 Retiree Health Insurance Option.

The over 65 retirees inquired about alternate health insurance options, including Employer Group Waiver Plans (EGWP) with a wrap and carving out "medical only" from the current 800 plan. Working with our consultants and individually we found through our carrier, Blue Cross Blue Shield, they could offer several EGWP programs; but not with a wrap until 2013. Blue Cross Blue Shield also provided the "medical only" option. This information was presented to the Health Insurance Advisory Task Force. The retirees over 65, after reviewing the various options, requested the HIATF to move forward with the 800 plan "medical only" option for the 2012 plan year.

*An Equal Opportunity Agency*

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