

The Indian River County District School Board met on Tuesday, May 8, 2012, at 3:21 p.m. The workshop was held in the Teacher Education Center located at the J.A. Thompson Administrative Center, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Jeff Pegler, Vice Chairman Carol Johnson, and Board Members: Matthew McCain, Karen Disney-Brombach, and Claudia Jiménez. Dr. Frances J. Adams, Superintendent of Schools, and School Board Attorney Suzanne D'Agresta were also present.

Time: Immediately following the Round Table Discussion

Vacation and Sick Leave Policies Workshop

- I. Workshop was called to order by Chairman Pegler
- II. Purpose of the Workshop – Dr. Adams
Dr. Adams said that they were ready to do the workshop but were unable, until now, to find a time slot. She turned the workshop over to Mr. Morrison.
- III. Presentation – Mr. Morrison
Mr. Morrison reviewed the Agenda. He stated that the direction of the workshop was based upon Board request at the August 23, 2011, Round Table. The direction was to examine a proposal to pay out yearly sick leave balances within the District's funding constraints that may incentivize (motivate) employees to participate. The second direction was to examine a methodology or policy change to address the current payouts and long-term liability of the District. The PowerPoint included a four-year history of compensated absence balances through June 30, a breakdown of compensated absence balances at June 30, 2011, separated by employee groups, a presentation of Florida Statute 1012.61 sick leave eligibility law, current School Board policy 3.26 sick leave (summarized), Florida Statute 1012.61 terminal pay for accrued sick leave, School Board policy 3.39 terminal pay benefits, financial trend data analysis regarding payouts for sick upon leaving the School District, and Florida Statute 1012.61 questions/answers.

Mr. Morrison presented important information on possible changes that the Board must be aware of before taking any action on changing Board policy. Options were presented for discussion regarding sick leave. Mr. Morrison presented a proposal for a sick leave buyback program for discussion, with a sample analysis. The information also included "draft" language changes for School Board policy 3.26. A sample timeline was introduced that included bargaining with both unions.

Mr. Morrison presented House Bill 285 that goes into effect July 1, 2012, related to provisions governing sick leave for compassionate leave donation. The new law would permit Districts to adopt a policy for the use of sick leave by other District employees.

Mr. Morrison presented Florida Statute 1012.65 terminal pay for accrued vacation leave and the financial trend data analysis of vacation payout history. Options were presented in compliance with Florida Statute 1012.65 that established a maximum of 60 days of actual payment. Those working 7.5 hours per day would receive a maximum of 450 hours in vacation payout versus the 500 hours currently in Board policy. Also for discussion was to add that the payout would be "upon retirement". In addition, other options were presented that would reduce the payout for those who do not have the maximum 60 days to either 30 days or 0 days payout.

IV. Questions – Chairman Pegler
Board Members were given an opportunity to ask questions and to give recommendations.

V. ADJOURNMENT – Chairman Pegler

With no further business, the workshop adjourned at approximately 4:23 p.m.