

**Board Meeting  
Item 1-1.3**

**ORLANDO, FLORIDA  
September 24, 2002**

The School Board of Orange County, Florida, met in regular and public hearing on Tuesday, September 24, 2002 at 5:40 p.m. Present were: Susan Landis Arkin, chairman; Judge Richardson Roach, vice chairman; Barbara T. Rushing, Linda H. Sutherland, Karen Ardaman, Kathleen B. Gordon, and Berton R. Carrier, school board members; Emma Newton, chief human resources officer ; Frank C. Kruppenbacher and Andrew B. Thomas, school board attorneys; and Ronald Blocker, superintendent.

The Pledge of Allegiance followed the moment of silence.

The chairman announced that any individual who would like to address an item on the agenda could do so by completing the appropriate form at the board table.

**Adoption of Agenda:** Mr. Blocker requested the following changes to the agenda: an addendum to 2.1 (Request Approval of Personnel Agenda Dated September 24, 2002, Including the Designation/Creation of Positions to be Filled, the Minimum Job Qualifications for the Positions, Salary Schedules, Appointments and Terminations of Select Personnel); the addition of item 2.3 (Request Approval of Facilities New Organizational Structure Per Attached Organizational Charts); changes to 4.2 (Request Approval of the Grant Agreement With the Lake Weston Neighborhood Center for Families, Known as NCF, to Fund a Part-time Licensed Practitioner Nurse at Lake Weston Family Service Center) and 8.2 (Request Approval of Supermajority Vote of Real Estate Purchase Agreement for the Third Addition to West Orange High School); and the withdrawal of 10.3 (Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Colonial High School).

Mr. Roach asked whether the addendum to 2.1 and the change to 8.2 had been ready earlier.

Mr. Blocker responded that the board received item 8.2 for the last meeting, but it had been withdrawn from the agenda. Staff had decided to add another level of accountability by running it by the Construction Oversight Value Engineering (COVE) Committee. He added that there was a very minor change and requested that Dr. Daniel Buckman, senior executive director, planning and governmental relations, address the change.

Mrs. Arkin suggested that staff strikeout deletions and underline additions so that the board would be able to look quickly at the changes.

Dr. Buckman stated that the only change was in the paragraph just above the fiscal statement, where a sentence had been added to indicate that the agenda item had gone to COVE for review.

Mrs. Gordon stated that she had questions and concerns regarding item 10.8 (Request Approval of Change Order No. 9 to Wharton-Smith at Dr. Phillips Elementary School) and would like to get feedback from the board.

Mr. Blocker stated that the item was an information item, and there was an issue that Mrs. Gordon wanted to raise.

Mrs. Arkin asked Mrs. Gordon if she were comfortable discussing this under statement of policy

level issues. Mrs. Gordon agreed to do so.

Mrs. Ardaman asked whether the district was entering into a long-term or a yearly agreement regarding HeadStart.

Mr. Kruppenbacher stated that he would not approve an agreement that did not allow the board to get out of it on an annual basis. He added that the document may say five years, but it would have options for the board to pull out of the agreement.

The chairman found good cause to amend the agenda as requested.

It was moved by Mrs. Rushing and seconded by Mr. Carrier that the agenda as amended be approved.

The motion passed 7-0, with all board members present voting on it.

**Adoption of Consent Agenda:** It was moved by Mrs. Rushing and seconded by Mrs. Ardaman that the consent agenda as requested be approved.

Approve Minutes (None) *(Legally Required Board Action)*

Human Resources and Operation Issues *(Legally Required Board Action)*

2.1 Request Approval of Personnel Agenda Dated September 24, 2002, Including the Designation/Creation of Positions to be Filled, the Minimum Job Qualifications for the Positions, Salary Schedules, Appointments, and Terminations of Select Personnel as Shown Thereon

2.2 Request Approval of Payment to the City of Orlando for Landscape and Maintenance Costs for the Educational Leadership Center and the Orlando Tech

2.3 Request Approval of Facilities New Organizational Structure Per Attached Organizational Charts

Approve Student Expulsions *(Legally Required Board Action)*

3.1 Request Approval of the Expulsion of a Student for the Remainder of the 2002-2003 School Year/AG Glenridge Middle School

3.2 Request Approval of Revocation of the Expulsion of a Student for the Remainder of the 2001-2002 School Year, Including Summer School and the 2002-2003 School Year, Including Summer School/JV Dr. Phillips High

3.3 Request Approval of the Expulsion of Students in Conjunction With the Waivers of Out-of-School Student Expulsion and The District Behavior Contracts

Approve Grant Applications *(Legally Required Board Action)*

4.1 Request Approval of Grant Contract With Orange County Citizens' Commission for Children to Fund Programs in Neighborhood Centers for Families

4.2 Request Approval of the Grant Agreement With the Lake Weston Neighborhood Center for Families, Known as NCF, to Fund a Part-time Licensed Practitioner Nurse at Lake Weston Family Service Center

4.3 Request Approval to Accept Donation to the Tangelo Park Pilot Program

4.4 Request Approval to Submit Grant Application to the Florida Department of Education Under the 21st Century Community Learning Centers Program

4.5 Request Approval of Orange County Interlocal Sub Grant Agreement for School Planning

4.6 Request Approval to Submit Grant Application to the Florida Department of Education Under the 21st Century Community Learning Centers Program

Approve Education Services Related Items *(Legally Required Board Action)*

- 5.1 Request Renewal of the Grant Proposal for Jobs for Florida's Graduates at Oak Ridge High School
- 5.2 Request Approval of Agreement to Educational Development Association (ACALETICS) for the 2002-2003 School Year for Title I Federal
- 5.3 Request Approval of Agreement With Larger Than Life, Inc. for the 2002-2003 School Year
- 5.4 Request Approval of the Agreement to Success for All Foundation for the Implementation of Success for All
- 5.5 Request Approval to Purchase FCAT Software/Technical and Training Support From NCS Learn for Schools in the Central Learning Community
- 5.6 Request Approval to Hire Mathematics Specialist Sue Burns, The Doodlebug Group, for Schools, West and Central Learning Communities
- Approve Work Force Education Issues *(Legally Required Board Action)*
- 6.1 Request Approval of Renewal of Cooperative Agreement With Eckerd Family Youth Alternatives, Inc.
- Approve Curriculum/Program Services Issues *(Legally Required Board Action)*
- 7.1 Request Approval of the Agreement With Florida Senior Program, Inc.
- 7.2 Request Approval of Continuation Agreement With Orange County, Florida for Head Start Services
- 7.3 Request Approval of Adoption Proclaiming the Month of October as National Hispanic Heritage Month in Orange County Public Schools
- 7.4 Request Approval of the Cooperative Agreement and Lease Agreement Between the School Board of Orange County and Lakeside Alternatives, Inc.
- Approve Real Estate Issues *(Board Policy EL6)*
- 8.1 Request Approval of First Amendment to Temporary Easement for Access and Utility Services for Cypress Creek Relief High School Site
- 8.2 Request Approval by Supermajority Vote of Real Estate Purchase Agreement for the Third Addition to West Orange High School
- Approve Business and Finance Functions *(Legally Required Board Action)*
- 9.1 Request Approval of Bids to be Awarded – September 24, 2002
- 9.2 Request Approval of Amended Funding of The MRM Consulting Engagement to Provide OCIP Insurance Consulting Services
- 9.3 Request Approval of Public Education Agreement Weber Lakes Planned Development (PD)
- 9.4 Request Approval of Public Education Agreement Destin Planned Development (PD)
- Approve Construction Related Issues *(Legally Required By Law)*
- 10.1 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Azalea Park Elementary School
- 10.2 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Chickasaw Elementary School
- 10.3 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Colonial High School **(Withdrawn)**
- 10.4 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Deerwood Elementary School
- 10.5 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Orange Center Elementary School
- 10.6 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Pinar Elementary School

- 10.7 Request Approval of the Certificate of Final Inspection for the Immediate Needs Project at Stonewall Jackson Middle School
- 10.8 Request Approval of Facilities and Environmental Services Report to the Board for the Month of August 2002
- Approve Change Orders *(Board Policy EL11/Legally Require Board Action)*
- 11.1 Request Approval of Change Order No. 9 to Wharton-Smith at Dr. Phillips Elementary School
- 11.2 Request Approval of Change Order No. 11 to Welbro at New Blankner Elementary School Replacement
- Approve Legal Issues
- Accept Superintendent's Monitoring Reports

Mr. Blocker introduced the following newly appointed administrators to be approved by the board on the consent agenda: Felecia Goodman, assistant principal, John Young Elementary School; Judy Montana, assistant principal, Hunter's Creek Elementary and Joseph Basgall, chief operating officer.

Mr. Blocker stated that staff had worked on the facilities reorganization plan for quite awhile and had had a lot of professional assistance. The purpose of the reorganizing now was to ready the organization to build and renovate schools in the most effective and efficient manner when the sales tax dollars begin to accrue.

Mr. Blocker presented Howard Roland, chairman of the Construction Oversight Value Engineering Committee (COVE), who gave a brief overview. At a COVE retreat, after presentations made by various divisional managers, COVE recognized the need for reorganization and recommended it to the superintendent.

Mr. Blocker reiterated that COVE had analyzed the reorganization, and he had approached the Walt Disney Company, which has OCPS their executive, Bill Kivler, to help with the process. He added that when Mr. Kivler made the recommendations to him, he and key staff members reviewed them. He concurred with the recommendations.

Mr. Kivler presented a brief overview of the facilities services reorganization including the rationale of the organizational structure, the successes achieved, and the next steps.

John Meineke, principal liaison, presented an overview of the Facilities Oversight Committee. He stated that this committee consists of OCPS managers who oversee the operation of the facilities department. The managers are from finance, purchasing, safety and the instructional areas. This committee addresses concerns, needs, critical issues and planning schedules for operations in the maintenance department, portable operations, environmental compliance, safety, and design and construction. He added that this committee had significantly helped in making the smooth opening possible this year.

Rosita Riley, area superintendent, West Learning Community, and Joseph Joyner, area superintendent, North Learning Community, gave a brief overview of the Facilities/Area Superintendent Committee. Mrs. Riley stated that the committee worked very diligently to make sure the schools was ready to open in August. The committee brings issues and concerns from the principals. They have face to face contact with the people responsible for getting the work done.

Dr. Joyner stated that, from a maintenance standpoint, this was the smoothest opening of schools he remembers. He added that this committee gets everyone together and comes up with an action plan.

Dr. Henry Boekhoff, chief financial officer, presented a brief overview of the Capital Programs Steering Committee. This is the committee that is the checkpoint before it goes to COVE and the superintendent to make sure that all the processes are understood. He added that the committee had three central responsibilities: to review change orders and contract documents and make sure they are in compliance with the board's executive limitations; to do final review of strategies, proposals, schedules or plans before they go to the superintendent and to COVE; and to check all information is accurate and that everyone has the same information.

Mr. Kivler gave a brief overview of the organizational processes, the structure of design and construction, and checks and balances.

Mr. Blocker stated that the district expected to save over \$859, 000 in labor costs with the efficiency that will be achieved.

Mr. Kivler stated that there had been a reduction of change orders, and an increase in vendor accountability. Included in the reorganization are justification and tracking processes and the addition of a program executive on the facilities team.

He added that the next steps would be to complete the design and construction training, public reporting and the operations and maintenance redesign phase.

Mr. Blocker stated that he had made assurances and commitments to the public that the money would be well spent and carefully tracked and that the district would be an accountable organization. Mr. Kivler, through the guidance and direction of COVE, gave a recommendation on how to reorganize the facilities department for better efficiency, by establishing a system of checks and balances, with emphasis on speed, responsiveness and, a customer orientation. All this is happening while increasing accountability. He added that, after the board's approval, employees will be trained for their new responsibilities. Mr. Kivler has committed to make sure the process works.

Mr. Carrier commented that this was absolutely what the district needed, and he added that it was going to be very critical that the training emphasize that everyone is responsible for every dollar spent. The board is committed that every dollar will be spent wisely.

Mrs. Ardaman stated that in regard to new capital projects, the superintendent was limited to spending up to \$15,000 without board approval. She asked whether the authorization mentioned, which was a \$25,000 limit, was separate.

Mr. Blocker responded that this was separate and stated that the board had given authorization for changes orders to already authorized projects that were within budget to be approved at the facilities departmental level and at his level. Mr. Kivler had found a way to improve the process.

Mrs. Ardaman requested an update on wireless technology.

Mr. Blocker responded that the district has been approached about the wireless technology. Technology staff persons are gathering data and will look at the value of wireless technology since there are pros and cons.

Mrs. Ardaman asked whether there would be ongoing review of prototypes.

Mr. Roland responded that COVE would constantly review the prototypes. After a prototype school has been opened, COVE holds a meeting there to find out what is missing and what has to be changed and make recommendations for changes to be made for future prototypes.

Mr. Blocker added that COVE had tasked Dr. Buckman with pulling together various architects to review prototype high schools.

Mrs. Ardaman asked what the purpose would be for putting the floor plan of a school on the internet.

Mr. Kruppenbacher responded that he had a meeting with Mr. Kivler regarding this issue, and it has been put on hold because of new regulations that may prohibit it.

Mr. Blocker stated that he had talked with Mr. Kivler about the floor plans and had basically advised him to provide his full presentation to show what could happen.

Mr. Roach commended Mr. Kivler and COVE for the work they had done on the reorganization. He expressed concern that the board needed to know more about the reorganization and should have been involved along the way.

Mrs. Rushing commented that she was very appreciative of the effort on this reorganization and the dollars saved. She asked what progress had been made on the search for a chief facilities officer.

Mr. Blocker stated that the search is continuing, as are the background reviews of the people they spoke with yesterday. He added that Mr. Kivler, COVE members Garrett Toohey, Bill Moss and Don Wilson and staff have been involved in the process. He stated that he was committed to getting the position filled within the next month or two.

Mrs. Rushing suggested that there could be a place on the website for comments or questions about particular schools.

Mrs. Sutherland stated that facilities have been reorganized many times. She expressed the most confidence in Mr. Kivler's presentation because of the amount of the savings, the COVE Committee's involvement, the levels of accountability and the fact that staff is looking at things that have fallen between the cracks in the past.

Mrs. Arkin stated that she appreciated all of the work that had been done and it is exactly what has been promised to the public.

Tom Lubozynski, 3562 Emerywood Lane, Orlando, Florida, 32812, addressed the board regarding his termination in the organization.

The motion passed 6-1 (with Mr. Roach voting no). Mr. Roach stated that he was impressed with the facilities services reorganization plan, but he was not ready to vote yes on it.

Mrs. Sutherland highlighted 4.3 (Request Approval to Accept Donation to the Tangelo Park Pilot Program) stating that this was a generous donation from Mr. Rosen to sponsor the PreK program at Tangelo Park. She thanked him for his investment in the future.

Mrs. Ardaman expressed the opinion that if the board valued the PreK program, it needed to think about how to accommodate these students on school campuses. She stated that adding portables for HeadStart and PreK was somewhat, inconsistent with the board's commitment to the district's long-term facilities vision of having portables be temporary classroom space.

Mr. Roach asked how the donation to Tangelo Park differed from a group wanting to buy a bus for students.

Mr. Kruppenbacher stated that staff will meet to discuss the issue of equity and the legalities of the issue.

Mrs. Rushing highlighted that under the current law, Mr. Rosen could have given up to \$5 million to a private organization and completely written it off his taxes.

Mrs. Rushing also stated that the board received an audit schedule for the next three years. She suggested that the district conduct an outsource audit for accounts payable because of the slow payments to contractors, rather than have staff do it.

Mr. Kruppenbacher stated that the auditing department was independent of staff.

Mrs. Arkin stated that she would leave this suggestion with Mr. Kruppenbacher, the auditor general.

**Special Order:** Nancy Jeppensen did not show to address the board.

**Special Order:** Ajit Hirani, 3614 MacArthur Drive, Orlando, Florida, 32806, addressed the board regarding his request to transfer his child from Cypress Creek High School to Winter Park High School.

Mr. Blocker stated that Mr. Hirani had communicated with staff that it would be easier for his child to attend Winter Park High School was because it was closer to his place of business. He added that attendance zones were set up by residences, and assigning students to another school based upon the parents' business address was something the district did not do.

Mrs. Arkin stated the board was not going to ask the superintendent to allow Mr. Hirani's child to be removed from the Cypress Creek magnet and put into the Winter Park magnet. She added that this raised an enormous number of complicated issues district wide.

**Special Order:** Randolph Ayers did not show to address the board.

**Special Order:** Paul Hampton, 3002 Yothers Road, Plymouth, Florida, addressed the board regarding retaliation against his daughter.

Mr. Kruppenbacher advised that the board members not discuss this matter because of potential litigation. He added that when this issue first came up, Mr. Carrier made sure that staff was dealt with it.

**Special Order:** James Fadian did not show to address the board.

**Statement of Policy of Policy Level Issues the Board Would Like to Agenda for Subsequent Meetings or Work Sessions:** Mrs. Gordon distributed questions to the board regarding the firm assigned to the Eagle Nest Project. She also expressed concern with the process used to select contractors for projects, the assignment of a contractor to a project when he had not completed another project successfully, and the provisions made to work with new contractors.

She also stated that it concerned her that just because schools were being built in a black district that they had to have a black contractor.

Mrs. Arkin stated that the process for selecting contractors followed state law, the Consultant Competitive Negotiations Act. She added that the district had been able to take the politics out of the process.

Mr. Blocker stated that Mrs. Gordon had shared her concerns with him and he had set up a meeting for her and key staff persons. He added that Mrs. Gordon was also asking for board discussion on the issue after her questions were answered. Also, COVE was re-evaluating how the district dealt with firms, and Mr. Kivler was putting a process in place. After the board's discussion, the superintendent could bring the issues to COVE.

Mrs. Ardaman stated that Mrs. Gordon raised some good points, raised by a number of board members, about what mechanisms were in place to keep the board members in the loop about what's going on in their districts. She added that she would like to see a solution for this issue.

Mrs. Arkin suggested that Mrs. Gordon and Mrs. Ardaman try the new form and figure out what policies these issues might fit under.

Mrs. Sutherland asked where the MWBE program fit in the restructuring of facilities.

Mr. Blocker responded that the MWBE program was beyond just facilities and that Kevin Gaston, director, procurement services, is the person responsible for overseeing the program. He added that Kaye Syed, who reports to Mr. Gaston, is responsible for monitoring and managing the contracts that are done in facilities.

Mrs. Sutherland stated that it had been brought to her attention that there was a report had been done about the land under the Nap Ford Charter School. She asked for a status report on the issue.

Mr. Kruppenbacher stated that the superintendent responded to a letter from the EPA, with a copy to the principal and chairman of the board of the Nap Ford Charter School. To date, there has not been a response from EPA.

Mrs. Sutherland asked whether there was a mechanism in place to inform parents when something like this happened.

Mr. Kruppenbacher responded that if an issue was identified as an actual safety concern, the district would have move immediately. The report, as the district understood it, was simply confirming the preexistence of what the outside consultants had already reported to the



superintendent. The district wrote back to the EPA to find out if there was something else that the district did not know about.

Mrs. Sutherland requested that the board have some further discussion about the dress code implementation on high school campuses. She added that when she had visited a campus she had noticed midriiffs, flip-flops and other things that were not allowed and that had been specifically discussed at the board table.

Mrs. Arkin stated that it would be appropriate for the superintendent to bring the board information about whether the dress code was being implemented.

At the request of Mr. Carrier, Dr. Joyner stated that Meadowbrook had given students a choice of outfits to wear and they had an 85-90% compliance rate everyday. He added that the number of suspensions and expulsions had decreased.

Mrs. Rushing stated that she was very impressed that Apopka High School did not allow students to wear shorts except on Wednesdays.

**Information and Future Meeting Dates – Superintendent:** Mr. Blocker distributed a memo regarding what the district was doing for schools that received an “F” grade and how the district was helping the urban cohort schools. He stated that the indicators of improvement that staff would be reviewing fall in the following categories: school improvement plan, measurement system/test results, school advisory activities, parental involvement, community involvement/support activities, staff development/in-service activities, and facilities. The Urban Cohort Action Plan answers the following questions: what do we know; what has been done; and what will be done?

Mr. Carrier commented that he appreciated this plan and suggested that this could be put on the web page.

Mrs. Sutherland stated that it was her understanding that the district was no longer collecting mobility rate information. She added that the soon to be released Healthy Communities Legacy Report shows that the mobility rate is a significant indicator. Healthy Communities would like to see the school system continue to document the mobility rate as it works toward increasing the stability level and decreasing the mobility level at the urban cohort schools.

Mr. Blocker stated that periodically at board meetings he would highlight vignettes of successful activities that were happening at the schools in board members’ districts.

Mr. Blocker also stated that he sent a letter to various municipalities and community members as a follow up to the interlocal planning on development and school growth. The East Central Florida Planning Council was charged with calling together the various municipalities, and the school districts were expected to take the lead in pulling everyone together. Letters went out to each of the mayors with copies to their county commissioners and key community members to talk about how to fashion an interlocal agreement.

Mr. Blocker announced the following upcoming meetings:

October 8, 2002      3:30 p.m.      Work Session

October 8, 2002      5:30 p.m.      Board Meeting

October 22, 2002     3:30 p.m.     Work Session  
October 22, 2002     5:30 p.m.     Board Meeting  
October 29, 2002     3:30 p.m.     Work Session – Charter School Applications  
October 31, 2002     3:30 p.m.     Work Session – Charter School Applications  
The meeting adjourned at 8:25 p.m.

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Chairman

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Secretary

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