

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA  
APPROVED MINUTES  
**BUDGET WORKSHOP/PERFORMANCE-BASED PAY**  
May 20, 2014

The Board met in workshop session duly called at 3:30 p.m. in the Boardroom, 620 East University Ave., Gainesville, Florida. Present were: Gunnar Paulson, Chairman; Leanetta McNealy, Vice-Chairman; April Griffin, and Eileen Roy Board members; Hershel Lyons, Interim Superintendent; and staff members; and Board Attorney David Delaney. Board member Carol Oyenarte was absent.

Chairman Paulson called the meeting to order.

- 2014-15 BUDGET            Mr. Scott Ward, Assistant Superintendent, Planning, Budget, and Systems Accountability, conducted a presentation that compared the Statewide Education Budget News to the Local Education Budget Reality, noting such factors as:
- Decline of 1,133 in WFTE, while the State increased 8,880.
  - Decrease of \$14 million in Total State Funds, including Categoricals, while the State's increased over \$752 million.
  - Increase of \$9.5 million in the Required Local Effort while millage rates for local tax payers have decreased.

The District has successfully adjusted to decreases in funding by:

- Careful utilization of American Recovery and Reinvestment Act Funding, Community support of the One-Mill,
- State shifting of 3% of the FRS rate to employees, and
- Careful reduction of District staff allocations through attrition.

Budget Director Alex Rella presented:

- 2013-14 Calc 3 compared to the 2013-14 Calc 4 Budget
- 2014-15 Conference Report compared to the 2013-14 Calc 4 Budget
- Budget to Actual as of March 31, 2013
- 2014 Estimated Property Value

Mr. Ward responded to Board member questions.

Regarding the 2014 Estimated Property Value, Mr. Ward cautioned about the potential of overestimated property values.

- PERSONNEL BUDGET REQUESTS    Mr. Hershel Lyons, Interim Superintendent, opened this portion of the meeting and asked Mr. Everett Caudle, Project Development Director, to share information on the matter of the School Board being asked to take on a bigger share of the cost of the School Resource Officer program. Information presented included a letter from Sheriff Darnell, along with a Proposal that included actual costs of the SRO Program.

The Board was asked to review the information presented for later consideration.

Mr. Lyons distributed information related to Personnel budget requests and highlighted the fact that the position of Director of Community Outreach and

School Relations is time-sensitive. He hopes it can be filled in July, due to various issues related to new school year preparation.

Assistant Superintendent Karen Clarke responded to Dr. McNealy's questions about a promotion request and a vacant position.

Discussion was held on the Director of Community Outreach and School Relations position, with Dr. McNealy feeling it is more appropriate to wait on this decision until the new Superintendent is in place.

#### PERFORMANCE- BASED PAY

Mrs. Clarke provided information on Performance-Based Pay for the Board's consideration. Senate Bill 736 mandates changes in teacher evaluation, as well as a performance pay component. Mrs. Clarke reviewed ideas on a proposed Grandfathered Salary Schedule, the Current Salary Schedule, and a proposed Performance Pay Schedule. Board direction is requested at the next Budget Workshop, as preparation begins for negotiations.

#### ADJOURNMENT

Mr. Lyons and Dr. Paulson expressed appreciation to staff and the meeting was adjourned.