



Brevard Public Schools

MISSION: TO SERVE EVERY STUDENT WITH EXCELLENCE AS THE STANDARD

Educational Services Facility

5:30 p.m.

September 10, 2020 School Board Meeting/Final Public Budget Hearing

In response to the COVID-19 pandemic and social distancing guidelines, public attendance will be on a limited first come, first served basis allowing for thirty persons in addition to Board and staff members. **Face coverings are required for all public attendees.** Public comments will be heard at the appropriate portions of the meeting. Persons wishing to make in-person comments may begin signing up in the ESF lobby beginning at 5:00 p.m. Please be advised that you may be asked to wait outside until the appropriate time should all of the seats inside the board room be taken. You may also record comments through advance registration. The registration link will be live on the district website (www.brevardschools.org) on Monday, September 7 at 8 am through Wednesday, September 9 at 8 am. Registered participants will be called beginning at 5:30 p.m. on Wednesday, September 9, 2020.

The School Board met for its regular meeting and Final Public Hearing on the 2020-21 Proposed Millage Rates and Tentative Budget on Thursday, September 10, 2020. Notice of the meeting was advertised in the Thursday, August 27, 2020 edition of The Eagle. An affidavit of publication is available in the Board office.

Date: Sep 10 2020 (5:30 p.m.)

A. Call to Order

1. Call to Order

Chairman Belford called the meeting to order at: 5:30 p.m.

A. Roll Call

2. Roll Call

Members Present: Misty Belford, Cheryl McDougall, Tina Descovich, Matt Susin and Katye Campbell

A. Moment of Silence

3. Moment of Silence

The Board held a moment of silent reflection and invited the viewing audience to join them.

A. Invocation

A. Pledge of Allegiance

4. Pledge of Allegiance

Chairman Belford led the Pledge of Allegiance.

A. Entertainment

A. Board Member/Superintendent Recognitions

[5. Board Member/Superintendent Recognitions](#)

Board members and Dr. Mullins provided recognition to all of the students, staff, community members and programs that positively affect Brevard Public Schools.

A. Emergency Item

A. Adoption of Agenda

[6. Adoption of Agenda](#)

Dr. Mullins read into record the changes made to the agenda since it was first released to the public on September 3, 2020.

- The placeholder for administrative staff recommendations was removed as there were no employees to approve on this agenda.
- Attachments were added to: Item G-19 on Superintendent's Presentation - Final Public Budget Hearing and Item G-24 on Adopt the 2020-21 Budget.
- Revisions were made to Items G-29 on Procurement Solicitations and G-30 on Department/School Initiated Agreements.

****Dr. Mullins provided a Superintendent's Report during the presentation portion of the meeting. In the minutes, it is placed under Superintendent's Report.****

Motion

Adopt the September 10, 2020 School Board Meeting and Final Public Budget Hearing agenda and its revisions.

Vote Results (Approved)

Motion: Tina Descovich

Second: Katy Campbell

- | | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katy Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

A. Administrative Staff Recommendations

B. Recognition of Visitors/Guests/Staff

C. Resolutions/Proclamations

D. Presentations

E. Public Comment

[7. Public Comment](#)

Public comments were heard in person or via recording.

Recorded Comments

- Vanessa Skipper - Transparency
- Anthony Colucci - Reopening MOA
- Kathy West - Substitute Crisis
- Jonathan Hilliard -Hybrid Classrooms
- Jennifer Shingleton - Opposition of changing Edgewood Indians
- Adrienne Schmadeke - Edgewood Mascot Change
- Maria Swindel - Against School Mascot Change

In person speakers:

- James Paddock - Teacher Deviating from Curriculum (he was connected with Dr. Soliven)
- JoAnne Lyle - Edgewood Mascot Change

Following the conclusion of public comments, some discussion took place regarding the possibility of the Edgewood mascot being renamed and the process that the principal, Ms. Ingratta, had mapped out. Ms. McDougall provided information she had received about cost. She shared with the Board the mascot review process given to her by Ms. Ingratta. Mr. Susin asked to clarify where it said in policy/procedure that a mascot name change was not a decision of the Board. Ms. Belford stated that while we have a policy for board approval of naming schools, there is not a policy regarding naming mascots. Mr. Susin said that the charging documents as school board members are such that in the absence of policy or procedure, unless it is specifically prohibited, the School Board has the authority to determine anything that happens in the district.

Dr. Mullins responded to Ms. Skipper's comments about the health tech staffing. He said he was surprised she didn't know we had health techs as we have had them in our school clinics for at least the last ten years. The suggestion to staff our clinics with a registered nurse comes with a significant cost more than double of what we pay now for a certified health tech. It has been a long standing practice to staff our clinics with health techs. What is more important is that we do not make medical assessments in our school clinics and defer to medical professionals. If students present or indicate they have symptoms of COVID-19, they are sent home and can only return to school with a doctor's note releasing or clearing them or a negative COVID test or have completed the quarantine period. Dr. Mullins wanted to make sure the public knew that having health techs in the clinics did not inhibit the district's ability to take appropriate steps to keep the school environment safe and as healthy as they possibly can.

Ms. Belford felt that an important point made in Mr. Hilliard's comments is that teachers know their best is good enough. She urged teachers to "keep their head up" and know that the district absolutely supports them. They heard some examples earlier of teachers who were managing the hybrid model well and she asked Dr. Mullins, Dr. Soliven and Ms. Cline if there is an opportunity to capitalize on the teachers who have found a way to feel successful in the hybrid environment to help them share that with their peers.

F. Consent

F. Board Office

8. Meeting Minutes

- 🔗 [2020-0805 Board Worskhop \(Supt. Eval\) Draft Minutes.pdf](#)
- 🔗 [2020-0811 Metrics reopening draft minutes.pdf](#)
- 🔗 [2020-0811 Board Workshop \(sales surtax\) draft minutes.pdf](#)
- 🔗 [2020-0811 SB Meeting Minutes Draft.pdf](#)
- 🔗 [2020-0814 Board Workshop \(Supt. Eval.\).pdf](#)
- 🔗 [2020-0825 SB Meeting Minutes Draft.pdf](#)

F. Financial Services

9. Annual Financial Reports for Fiscal Year 2019-20

[☞ AFR FY20 Print Version \(Agenda\).pdf](#)

10. Property Disposal

[☞ Board Report 09-10-20.pdf](#)

[☞ Board Report Letters 9-10-20.pdf](#)

11. Operating, Debt Service, Capital Projects, Special Revenue - Food Service, Special Revenue - Other, Internal Service Casualty, Internal Service Medical, and Enterprise Funds Budget Amendments for June 30, 2020

[☞ Operating Fund Budget Amendment #10 - June 30, 2020.pdf](#)

[☞ 2019-20 Debt Service Budget Amendment #2.pdf](#)

[☞ 2019-20 Capital Project Budget Amendment #2.pdf](#)

[☞ 2019-20 Special Revenue-Food Service Fund Budget Amendment #2.pdf](#)

[☞ 2019-20 Special Revenue-Other Budget Amendment #1.pdf](#)

[☞ 2019-20 Internal Service-Casualty Funds \(71X\) Budget Amend #1.pdf](#)

[☞ 2019-20 Internal Service-Medical Funds \(731\) Budget Amend #1.pdf](#)

[☞ 2019-20 Enterprise Fund Budget Amendment #1.pdf](#)

F. Human Resources

12. Instructional Staff Recommendations

[☞ Instructional Staff 09-10-20.pdf](#)

13. Support Staff Recommendations

[☞ Support Staff 09-10-20.pdf](#)

14. Specialist - Safety & Security Support Personnel

[☞ Specialist School Safety 09-10-20.pdf \(Confidential\)](#)

15. Personnel Allocations 2020-2021

[☞ Personnel Allocations Manual 2020-21.pdf](#)

F. Career & Technical Education

16. The Coronavirus Aid, Relief, and Economic Security (CARES) Act

F. Student Services

17. Code of Student Conduct

[☞ 20-21-code-of-student-conduct_1 \(1\).pdf](#)

F. Approval of Consent

18. Approval of Consent

Chairman Belford recessed the regular meeting at 6:44 p.m. in order to convene the Final Public Hearing for the 2020-21 millage rates and tentative budget.

Motion

Approval the September 10, 2020 School Board Meeting Consent Agenda with the exception of those items pulled for discussion.

Vote Results (Approved)

Motion: Cheryl Mcdougall

Second: Katye Campbell

Matthew Susin - Aye

Tina Descovich - Aye

Misty Belford - Aye

Katye Campbell - Aye

Cheryl Mcdougall - Aye

Items Pulled for Discussion

G. Action

G. Final Budget Hearing (Superintendent's Presentation/Public Hearing/Recommendations)

[19. Superintendent's Presentation - Final Public Budget Hearing](#)

[Brevard Public Hearing-2021 Final Hearing \(003\).pdf](#)

Chairman Belford convened the Final Public Hearing for the 2020-21 proposed millage rates and tentative budget at: 6:44 p.m.

Cindy Lesinski, Chief Financial Officer, and Karen Strickland, director of Budgeting, provided the information for the Superintendent's Presentation. Ms. Lesinski explained this is the second required hearing.

Following the conclusion of the presentation, Dr. Mullins asked to clarify the slide on the 20-21 proposed tentative budget. He said that the fund balance on July 1, was \$63 million; however the fund balance projected at 83 million at the end of the year is really inclusive of unallocated or committed revenue that we know exists. He said that 12.1 million came from the state that must be utilized for teacher salary and they are in the process of discussing that with the union right now and have to provide a plan of how to utilize those funds by October 1. Since they have not yet been allocated, they have to be listed as uncommitted at the time.

Ms. Descovich asked if perhaps a one-pager could be created to show why/how the budget has increased yet we continue to struggle.

Ms. Belford stressed that while the Board approves the millage, the Board actually has no say in what can be charged. The state tells districts the amount to be assessed.

Ms. Campbell stated that it would be helpful if a resource could be made available to the community regarding the FEFP process so that it was easily understood.

[20. Public Hearing on the 2020-21 Proposed Millage Levy](#)

Chairman Belford explained that the hearing was open for public comments and that in accordance with Florida Law, will accept speakers in the following order: the 2020-2021 Proposed Millage levy followed by the 2020-21 tentative budget.

Chairman Belford asked twice if there was any individual who wished to address the Board on the 2020-21 Proposed Millage Levy.

There were no speakers.

[21. Public Hearing on the 2020-21 Tentative Budget](#)

Chairman Belford asked twice if there was any individual who wished to address the Board on the 2020-21 Tentative Budget.

There was one speaker: Kyle Savage

Mr. Savage talked about "salary lapse" and raises not being reflected properly.

There were no other speakers regarding the 2020-21 Tentative Budget. Chairman Belford closed the public comment portion of the meeting at this time.

Dr. Mullins asked to address the comments made by Mr. Savage. He thought it was essential that he provide clarification to some of the information Mr. Savage presented and said he was surprised by Mr. Savage's comments. He continued that Mr. Savage and the union reached out to staff approximately in January, 2020 with questions of the cost of the raises that were bargained suggesting there was a difference in the actual cost of the raise vs. the projected cost of the raise.

That caused Dr. Mullins concern and alarm that there was potential for such an incorrect projected cost of the raise not to mention potential implications. Dr. Mullins immediately reached out to staff and charged them with identifying in detail what the true cost of the raises were for our teacher group and then across the entire district so they could in turn meet with and present that information to the union regardless of the outcome.

Dr. Mullins continued that Ms. Lesinski, Dr. Thedy, and Ms. Lesinski's staff worked tirelessly for over two weeks to provide a detailed exact evaluation of the cost of teacher raises for this organization line by line with a spreadsheet that encompassed thousands and thousands of lines. They concluded their analysis and in fact confirmed that the cost of the teacher raises was within, amazingly, dollars of the estimate of the projection of \$12 million.

Ms. Lesinski invited union officials Mr. Savage and Mr. Colucci into the Superintendent's Conference Room where they met with staff for approximately 2 hours and went through the entire spreadsheet on the big screen in detail and explained how the cost of the raises translated into 12 million dollars. At the conclusion of that conversation, Dr. Mullins was informed that Mr. Savage said that he wished they (BFT) were right, but cannot argue that what was presented is correct.

Dr. Mullins stated that Mr. Savage's comments on the budget caused him pause because they worked so hard to demonstrate and validate their calculations and presented it openly and transparently to the union. Dr. Mullins said he welcomes the union to come back in and look at the calculations again as well as any member of the public because he will not suggest anything but full transparency of this organization.

Dr. Mullins said that they do have teacher lapse salaries as well as classified and administrative lapse salaries and those are reported every year. He presented it to the Board eight weeks ago. Currently we have commitments of 3.1 million dollars to our health insurance trust fund against a portion of the salary lapse and teachers make up 66% of the trust fund. They also have 2.9 million dollars in workers compensation out of the lapse which also supports the teachers. Finally he recommended to the Board that they take five million dollars this year of our non-recurring lapse funds and put it into our health insurance trust fund because we know and the union agrees that our health insurance trust fund is at a critical funding situation. That five million going to the health insurance trust fund utilized by 66% of our instructional staff is taking care of teachers. We use the dollars that are available to us to benefit all of our employees including teachers. Teacher salary lapse is reinvested into the services, programs and compensation we have for our teachers as well as our other employees. Dr. Mullins said that he takes these matters enormously seriously and they (staff) have a responsibility to be transparent and accurate. He could not allow Mr. Savage's comments to pass without addressing them.

[22. Publicly State the Name of the Taxing Authority and Millage Rates](#)

Florida Statute 200.065 requires each taxing authority levying millage to publicly state the name of the taxing authority, the rolled-back rates, the percentage of change from the rolled-back rate, and the millage rate to be levied prior to the adoption of the millage levy resolution.

Dr. Mullins stated the following In compliance with those requirements:

Taxing Authority: The School Board of Brevard County, Florida

2020-21 Rolled-back Rates

| | |
|------------------------|---------------|
| Required Local Effort | 3.6560 |
| Local Discretionary | 0.7125 |
| Capital Outlay | <u>1.4289</u> |
| Total Rolled-back Rate | <u>5.7974</u> |

Millage rate to be levied exceeds the Rolled-back Rate by: 2.49%

Proposed 2020-21 Millage Rates

| | |
|-----------------------|--------------|
| Required Local Effort | 3.694 |
| Local Discretionary | 0.748 |
| Capital Outlay | <u>1.500</u> |
| Total | <u>5.942</u> |

[23. Adopt the Resolution setting the Required Local Effort, Local Discretionary, and Capital Outlay millage rates for 2020-21](#)

[ese524_1.pdf](#)

Motion

Adopt the attached Resolution setting the Required Local Effort, Local Discretionary, and Capital Outlay millage rate of 5.942 mills for 2020-21. The written resolution is incorporated into this motion by reference.

Vote Results (Approved)

Motion: Katy Campbell

Second: Cheryl Mcdougall

Matthew Susin - Aye

Tina Descovich - Aye

Misty Belford - Aye

Katy Campbell - Aye

Cheryl Mcdougall - Aye

[24. Adopt the 2020-21 Budget](#)

[Board 2020-21 Budget Document as of 09.04.20.pdf](#)

Motion

Adopt the 2020-21 Budget in the following amounts:

Operating
\$656,403,530

Special Revenue
123,531,191

Debt Service
35,692,036

Capital Outlay
253,588,800

Enterprise
4,347,919

Subtotal
\$1,073,563,476

Less Transfers
57,390,645

Total
\$1,016,172,831

Internal Service
\$81,686,708

Vote Results (Approved)

Motion: Matthew Susin

| | |
|------------------------|-------|
| Second: Katie Campbell | |
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katie Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

[25. Adjust the Adopted Millage Levy](#)

Motion

Authorize the Superintendent to adjust the adopted millage levy and budget due to changes in the certified tax roll.

Vote Results (Approved)

Motion: Matthew Susin

Second: Cheryl Mcdougall

| | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katie Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

[26. Forward the Adopted Millage Levy Resolution](#)

Motion

Authorize the Superintendent to forward the adopted millage levy resolution to the Brevard County Property Appraiser and Tax Collector no later than thirty (30) days following the adjournment of the Value Adjustment Board.

Vote Results (Approved)

Motion: Matthew Susin

Second: Katie Campbell

| | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katie Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

[27. Forward Budget Documentation](#)

Motion

Authorize the Superintendent to forward the following to the designated State agencies:

The adopted budget, millage levy resolution, certified tax roll, rolled-back rates, proposed millage, and certified copies of advertisements of the proposed budget and millage rate to the State Department of Education.

The millage levy resolution, certified tax roll, rolled-back rates, proposed millage, and certified copies of advertisements for the proposed budget and millage rate to the Department of Revenue.

Vote Results (Approved)

Motion: Matthew Susin

Second: Katye Campbell

| | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katye Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

[28. Release Committed Fund Balance of \\$1,461,868 to be used for Instructional Coaches, School Athletic Assistance, and other expenditures in Fiscal Year 2020-21](#)

Chairman Belford adjourned the Final Public Hearing at 7:04 p.m.

Motion

Approve releasing \$1,461,868 in committed fund balance to pay the cost of instructional coaches, school athletic assistance, and other expenditures for fiscal year 2020-21.

Vote Results (Approved)

Motion: Matthew Susin

Second: Cheryl Mcdougall

| | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katye Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

G. District Operations

[29. Procurement Solicitations](#)

[a - 20-889-B-SH - Bleacher, Backstop, & Motorization.pdf](#)

Chairman Belford reconvened the Regular Meeting at: 7:08 p.m.

Motion

Approve the Invitation To Bid (ITB) below:

- a) ITB 20-889-B-SH - Bleacher, Backstop, & Motorization - Facilities Services - \$Various - Operating Other

Vote Results (Approved)

Motion: Matthew Susin

Second: Tina Descovich

| | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katy Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

30. Department/School Initiated Agreements

- [a - 21-107-A-WH - Cengage.pdf](#)
- [b\) 21-122-A-JE - Siemens Industry, Inc..pdf](#)
- [c - 21-155-A-JW - Mental Health and Social Work.pdf](#)

Motion

Approve the Agreements below:

- a) 21-107-A-WH - Cengage Learning - Educational Technology - \$53,550.00 - Operating Other
- b) 21-122-A-JE – Siemens Industry, Inc. – Facilities Services - \$132,859.00 - Operating Other
- c) 21-155-A-JW – Mental Health and Social Work – Student Services - \$680,600.00 - Operating Other

Vote Results (Approved)

Motion: Matthew Susin

Second: Tina Descovich

| | |
|------------------|-------|
| Matthew Susin | - Aye |
| Tina Descovich | - Aye |
| Misty Belford | - Aye |
| Katy Campbell | - Aye |
| Cheryl Mcdougall | - Aye |

H. Information

I. Staff Reports

J. Additional Public Presentations (If Required)

K. Board Member Reports/Discussion Points

[31. Board Member Discussion \(School Mascot Changes\)](#)

Mr. Susin had brought this matter up for discussion. He clarified that it was not just about Edgewood considering the renaming of its mascot. He was concerned that there was no policy or procedure for naming/remaining a mascot and in the absence of a policy or procedure it is the duty of the School Board to approve. Ms. McDougall stated that it is a function of the school and that the Board would be intruding on that process. Ms. McDougall defined the process that Edgewood was using.

More discussion followed. There was consensus for the Board to define some guidance be that via policy and/or procedure. Direction was given to Mr. Gibbs to see what other districts might be doing as well as inquire whether there is already something in NEOLA that can be used and prepare a process for the board to review. While Mr. Susin did not agree, the rest of the Board said that Edgewood could go ahead and proceed with the meetings they have planned for public input.

[32. Board Member Discussion \(Board Athletics Policy 7511\)](#)

Mr. Susin had some concerns about a procedure outlined in policy that allows for media outlets to be charged \$250 to video/stream games. He feels this may inhibit athlete exposure. Dr. Mullins will work through this and bring back a recommendation.

[33. Board Member Discussion \(Volunteer Background Checks\)](#)

Mr. Susin feels that employee background checks should mirror those of volunteers. Dr. Mullins will review and report back to the Board.

[34. Board Member Reports](#)

L. Superintendent's Report

[35. Superintendent's Report](#)

📎 [Superintendent Report - 9.10.2020 Board Meeting.pdf](#)

Dr. Mullins provided the update entitled Superintendent's Report in the presentation portion of the meeting. He gave an overview of enrollment and explained that the numbers did not reflect home school students. He stated that the difference in numbers will decline as we receive out of county/state requests for school records.

Dr. Mullins advised of the current status of health tech staffing and that Steward Health had met with their local hospital leaders to identify recently retired or furloughed health care professionals who might be interested in working with the Department of Health to staff our clinics. He explained that the current County CARES Act allocation is providing full-time staffing and benefits for the health professional staff in our schools from 29.5 hours per week to 40 hours. While this is a qualifying expense, we are working through the accounting procedures.

An amendment is being prepared to the current temporary staffing agency contracts to include the appropriate health professional credentialed position. It will require Board approval and will likely be on the September 22, 2020 agenda for approval.

M. Adjournment

[36. Adjournment](#)

Chairman Belford adjourned the meeting at: 8:14 p.m.

For further details, please refer to the published video available at www.brevardschools.org.

INSTITUTION: ARTICLE IX - SECTION 1. Public education. - The education of children is a fundamental value of the people of the State of Florida. It is, therefore, a paramount duty of the state to make adequate provision for the education of all children residing within its borders. Adequate provision shall be made by law for a uniform, efficient, safe, secure, and high quality system of free public schools that allows students to obtain a high quality education and for the establishment, maintenance, and operation of institutions of higher learning and other public education programs that the needs of the people may require.

NOTE: If a person decides to appeal any decision made by the Board with regard to any matter considered at this meeting, he/she will need a record of the proceedings and, for such purposes, may need to ensure that a verbatim record of the proceedings is made and that the record includes the testimony and evidence upon which the appeal is to be based.

NOTE: Sensory and mobility impaired persons seeking assistance for participation in any meeting, conference, or seminar should contact Tina Snyder, Manager, Professional Standards, five days prior to the meeting date. Ms. Snyder may be reached at 321-631-1000, ext. 11226 (voice) or snyder.tina@brevardschools.org (email).

NOTE: This publication can be made available to persons with disabilities in a variety of formats, including large print, DVDs and Braille. Telephone or written requests should include your name, address, and telephone number. Requests should be made to School Board Office, 2700 Judge Fran Jamieson Way, Viera, FL 32940-6699, (321) 633-1000, ext. 11412 at least two (2) weeks prior to the time you need the publication.

NOTE: We respectfully request that ALL ELECTRONIC ITEMS AND CELL PHONES REMAIN OFF while the School Board is in session.

NOTE: Brevard Public Schools Television (BPS-TV) will broadcast this meeting live on Spectrum cable channel 496. BPS-TV will replay the meeting Sunday, Monday, Thursday and Friday at 12:30 p.m., Tuesday at 5:00 p.m. Wednesday at 7:30 p.m. and Saturday at 2:30 p.m. Board meetings are also available as streaming video on the district web page at www.brevardschools.org.