



“Student Success,  
Whatever It Takes”

***SCHOOL BOARD OF MONROE COUNTY***  
**SPECIAL WORKSHOP AND SPECIAL MEETING MINUTES**

**June 30, 2009 at 2:00 PM**

A. J. Henriquez Adm. Bldg.  
241 Trumbo Road, Key West, Fl. 33040

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**PRESIDING:** Andy Griffiths, Chair

**PRESENT:** Steven Pribramsky; John Dick; Duncan Mathewson; Mike Henriquez, Acting Superintendent and School Board Attorneys Dirk Smits and Richard Collins

**ABSENT:** Debra Walker

**CLOSED EXECUTIVE SESSION TO DISCUSS COLLABORATIVE BARGAINING – 10:00AM**

The Board and Acting Superintendent and Attorney Smits & Richard Collins met to discuss Collaborative Bargaining. Dr. Walker attended in via telephone.

**WORKSHOP AGENDA – Time Certain 2:00 p.m.**

**Update on the Habitat for Humanity Habitech Project** – Bruce Ferraro asked for guidance on how the Board would like to proceed with future projects and be able to move forward on continued partnership with the District. Mr. Dick believes it is a very good project but did voice concern over the time frame to complete it and questioned whether the workers were cleared through the Lundsford Act. He'd like to ensure these costs are picked up by Habitat to fingerprint the workers. Mr. Ferraro proposed the period be 18 months with the contract term be 24 months. He is agreeable to pick up the tab for the fingerprinting. Mr. Pribramsky questioned the mortgage financing of this project for the homeowners. A discussion ensued about the grant. Mr. Ferraro agreed to raise the money to fund the project and the District will provide the sweat equity through the students. Habitat's intent is to continue this project in Marathon next year. Mr. Griffiths feels this is an obvious win-win as long as the policies and procedures are in compliance with the grant and contract. Habitat stands ready to continue with the project. Mr. Dick is in favor of the District getting the funds back. Mr. Smits will bring back an amended contract one way or the other.

**CITIZEN INPUT**

Lisa Cherry – Purchasing Director spoke concerning her position which is listed in the reduction in force agenda item.

Pat Labrada – Asked the Board to consider moving the Citizen Input at the end of the discussion of the Board agenda.

Layne Goldman – Thanked the staff for the support to her programs.

Capt Davidson – Spoke concerning the diversion of the funds due to the internal investigation.

Manuel Acevedo – Spoke concerning internal investigation.

**Discussion on District Cell Phones** – Mike Henriquez presented to the Board the new legislation concerning how District cellular phones will be handled in the future.

**Update from Forensic Investigation** - Attorney L.T. Lafferty and Richard Fechter – Mr. Fechter provided an update on the status of the financial investigation.

The electronic storage devices have been seized alongside the State Attorney's office and soon to be looked into. A subpoena has been issued for the emails to obtain Mr. & Mrs. Acevedo's emails to index and begin review as soon as possible. The PCard documentation concerning Mr. Andola has been converted to a usable format and databased for usage. The supporting documents pertaining to those transactions have been received. He will meet with FDLE and SAO to see exactly what their findings are so that there is not a duplication of effort. The credit card charges begin in July of 2003 for Mr. Andola. In December of 2003 he relinquished his pcard. December to present day would be Mrs. Acevedo's charges. He is working with Mr. Lafferty to complete the final report. The HR items will be included in the final report and the computer forensics and quantification of the pcards in the final report. Additional documentation and testimony received will be verified and researched further to be included in the final report. Mr. Fechter questioned his involvement in the research of grants as noted at the last meeting. He stands ready to do so if the Board so desires. The MAG report has been downloaded and no work has begun yet with this. The delivery of the final report depends on what additional work the Board assigns but potentially a month or more if quantification of cards is to be done and what the final form takes. Mr. Griffiths asked where we are on the laundry list given at the meeting in Coral Shores. The Board consensus was to move forward with the MAG report. The concession is on back burner at this point Mr. Fechter told Dr. Mathewson. Mr. Dick would like to see recommendations on the human resources issues. Mr. Lafferty said he could make a preliminary recommendation but because of the deadlines of the nominations are here but unfortunately the financial investigation does take time. By finalizing the report it would be the best scenario with quantified recommendations based on the information the Board already has. Mr. Lafferty identified incompetence as a justification for the bases of rejecting the Acting Superintendent's recommendations for good cause. Mr. Lafferty highly recommends for the Board to wait for a final determination in a perfect scenario. He referenced about affording Mrs. Reitzel and Mrs. Walker's whistleblower status. Mr. Lafferty outlined the accountability options the Board can take to gain the public's trust. Dr. Mathewson voiced the concern over the non-reconciliation of the difference between the investigation and the budget reduction in force. He spoke concerning the FBI's preliminary investigation concerning the grants and urged the Board to not limit their review just because she is conducting a preliminary investigation. Mr. Dick would like for Mr. Lafferty to meet with Mr. Henriquez concerning options for the recommendations that would get a vote. Mr. Griffiths asked about an emergency meeting for 48 hours to address some of the issues.

Mr. Lafferty provided his opinion based on the preliminary report. The report does suggest that the Board could reject the recommendations but does not take into account the whistleblower status. It is probable the Board would win the Administrative Hearing, but believes she would qualify for the whistleblower protected status but that does not mean the Board cannot reject the recommendations. His opinion would be the same for Ms. Linda Walker. He suggested to reserve

judgment based upon the conclusion of the case. Dori Collins does not have the whistleblower status or protection. Based upon the preliminary investigation the Board may have good cause but that does not necessarily mean to reject the nominations. His recommendation is a general reprimand and believes it would be the more appropriate punishment. Mr. Lafferty has not reviewed all the additional documentation Mrs. Collins' provided to Mr. Fechter yesterday. Mr. Lafferty stated that for Mark Hooper he would have the same judgment as that of Mrs. Collins. Mr. Hooper also provided additional information to Mr. Fechter. But, Mr. Fechter states that even so, he still stands by his original report.

Mr. Henriquez read into the record a statement concerning the budget reductions. On the recommendation of our legal counsel; he is making no recommendations for disciplinary action at this time against any of the personnel recommended for reappointment or reemployment since he does not have a copy of the final audit report prepared by our Forensic Auditor and he does not have copies of the supporting documentation to justify imposing disciplinary action at this time. However, He is not waiving or forfeiting the right to impose disciplinary action as may be warranted up to and including a recommendation for dismissal at such time in the future that he has sufficient facts to warrant such discipline. Also, on Special Action Item No. 4 his name is being recommended. This decision was based on input from our legal department and he will defer to them when that Action Item comes up. Finally, the issue of our two high school principals has been paramount in our two communities. He would like to inform the public that both principals; Mr. Welsh at Key West High and Mr. Martin at Coral Shores High are being recommended back for one more year. During mid-year advertisement for both principal positions will begin. With that being said the following recommendations listed under Special Action Items are being made to the Board.

**Discussion on District Cellular Telephones:** Mr. Henriquez spoke concerning the new senate bill which takes effect tomorrow requires Board approval for district employees to use such equipment Mr. Henriquez will present at the next meeting a list of individuals requesting the use of the district cell phones with a rationale for the Board's consideration.

**Discussion on Job Qualifications –** John Dick spoke concerning the Administrators on staff without a degree. This is another instance where the MAG report has done some changes. And feels the bar is lowered at the District Administration. He also questioned not having the degree on file. Mr. Sims spoke about the qualifications of the position in his Department. Mr. Fraga spoke concerning the qualifications of the Transportation Director. Dr. Mathewson would like to schedule a workshop to discuss this topic further. Mr. Griffiths stated the Human Resources staff would be best suited to bring this to the Board for future discussion.

**Added Resolution No. 725 A Resolution of the School Board of Monroe County Florida to the Honorable Charlie Crist** requesting Governor Crist to expeditiously appoint an interim Superintendent of Schools for the Monroe County School District from outside of Monroe County. Dr. Mathewson presented to the Board the resolution urging them to support this resolution. The resolution was read into the record by Dirk Smits. The Chair would like it sent to the appropriate offices. Mr. Labrada takes offense to taking up this resolution due to his living in Monroe County. Dr. Mathewson feels the need to go outside the Monroe County area

but does not take anything away from the persons who reside in the District. Mr. Griffiths supports the resolution. Ms. Margaret Romero, candidate for Interim Superintendent spoke against this resolution and does not think it is a good business decision and emotional decisions should be withheld. Let the Governor's appointment process work as it should she urgent.

### **SPECIAL MEETING ACTION ITEMS**

The following Action Items were **deleted** from the agenda.

- 12 Approve Board's Termination of Employee
- 28 Approval of Secondary Perkins Grant.
- 34 Approve Contract with Fred McGilvary, Inc. for Annual Fire Pump Flow Test.

The following Action Items were **added** to the agenda.

- 41. Resolution 725 of the School Board of Monroe County Florida to the Honorable Charlie Crist.
- 42. Proposal from the Appraisal Company of Key West for the Harris School.
- 43. Proposal from the Florida Keys Appraisal, Inc for the Harris School.

### **Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Mr. Dick seconded to approve in bulk

### **Action Items Numbers: 9-12, 14-16, 19-26, 29m 31, 35-40.**

- 9. Approve Out of County Travel A. Goal Area 5
- 10. Approve After the Fact Travel A. Goal Area 5
- 11. Approve Contract Renewal and Addendum with Rick Gardner for the Key West High School Auditorium. Goal Area
- Note: Number 12 did not get approved. It was deleted before it came to a vote.
- 14. Approval of Invoices for Vernis & Bowling: 96880; 96881; 96882; 96942; 96943; 96945; 96946.  
Goal Area 5 (ud 06/26/09)
- 15. Approval of Invoices for John R. Collins, Esq. Goal Area 5
- 16. Approve Out of County Travel A.
- 19. Approve Contract Renewal and Addendum with Scott Cockrell for Coral Shores High School Auditorium Services. Goal Area 7
- 20. Approve Equity Plan Update. Goal Area 2
- 21. Approve Contract Addendum with Ombudsman for the 2009-2010 SY. Goal Area 2 (UD 06/26/09)
- 22. Approve Contracts for Century 21 Summer Program Employees for Key Largo School for 2009.  
Goal Area 3
- 23. Approve Bid and Contracts for Florida Silica & Sand Company & Pro –Grounds Products, Inc.
- 24. Approve Memorandum of Understanding with Florida Keys Area Health Centers for the Smoking Cessation Program. Goal Area 5

25. Approve Submittal of Title II, Part A, Grant Application for Funding the 2009-2010 SY. (06/23/09)  
Title II Part D
26. Approve of Head Start Staff Development and Tuition Reimbursement Agreement for Ryana Frederick.
29. Approve Contract for 21 Century Summer Program Employment for Stanley Switlik.
31. Review the State Fiscal Stabilization Fund Budget Submission to the Florida Department of Education. Goal Area 2
35. Approve Monthly Recommendations for Support Services Personnel Employed & Terminated for the 2009-2010 School Year.
36. Approve Head Start Program One Time Funding Supplemental Funds Application.
37. Approve Addendum to Approval for Advertisement/Fill Open Positions. Goal Area 4 (
38. Approve List of Retirees.
39. Approve Extension of Account Access for Bruce King.
40. Approve Contract Addendum for David Oser for Auditorium Contract Services for Marathon High School.

Motion passed without objection  
(Copy in SMB 47, page 368)

#### **ACTION ITEMS**

A discussion with counsel was held concerning Dr. Walker's ability to vote telephonically. Mr. Smits provides the following: *In accordance with the Opinion of the Attorney General of the State of Florida, number 2003-41, dated September 3, 2003; the School Board of Monroe County Florida, members in attendance at the June 30, 2009 meeting find as follows: Board Members Dr. Debra Walker has had long scheduled plans to be on an archaeology expedition. In fact, had the Board not been under other time constraints, particularly in light of having a suspended Superintendent, Dr. Walker's schedule was to be accommodated yesterday, June 29, 2009. Further there is a quorum here and the Board is otherwise appropriately noticed for today's meeting. Given today's important votes and the unavailability of Dr. Walker's absence the School Board finds her absence extraordinary to the point where she could be allowed to participate electronically.*

**Mr. Pribramsky moved, Dr. Mathewson seconded that Dr. Walker be allowed to vote by telephone from Belize.**

**Motion passed without objection.**

#### **Upon the Recommendation of the Acting Superintendent**

Mr. Pribramsky motioned, and Mr. Dick seconded to approve

1. Approve Recommendations for the 2009-2010 School Year for Instructional Staff on AC, Addendum

Motion passed without objection

(Copy in SMB 47, page 369)

**Upon the Recommendation of the Acting Superintendent**

Mr. Pribramsky motioned, and Dr. Mathewson seconded to approve

2. Approve Recommendations for the 2009-2010 School Year for Instructional Staff on PSC, Addendum

Motion passed without objection

(Copy in SMB 47, page 370)

**Upon the Recommendation of the Acting Superintendent**

Mr. Pribramsky motioned, and Mr. Dick seconded to approve

3. Approve Recommendations for the 2009-2010 School Year for Instructional Staff on CC, Addendum

Motion passed without objection

(Copy in SMB 47, page 371)

**The Acting Superintendent Recommended for Approval Action Item #4**, however, he did defer to LT Lafferty counsel for guidance on this item as his name was listed on the recommendation to return for the 2009-2010 School Year.

**Mr. Lafferty** concerning the Acting Superintendent is recommending himself for reappointment. This raises some particular legal issues that the Board should flush out. The Acting Superintendent is the current Associate Superintendent but commonly referred to as the Deputy Superintendent. The law provides that the power of appointment is delegated by Florida law to the Superintendent and the Board then has the authority to reject those nominations. Since the Superintendent has been suspended from the District, the Deputy Superintendent has assumed the role of the Acting Superintendent. It is his understanding that there is no policy or procedure or other job description at the school district in place that would provide for anyone the absence of the Deputy Superintendent assuming those duties. The Deputy Superintendent then nominated himself to be the Deputy Superintendent for next year contract renewal. This is a unique circumstance. It begs the question can he legally do this? There is a common law principal that a Superintendent cannot appoint himself to an Administrative positions as sited in Attorney General's opinion 85-77. Based on that, he opines that the Acting Superintendent cannot nominate himself for that position.

Mr. Lafferty stated as a matter of law, it is a reasonable legal conclusion by necessity in fact that the time prescribed by law ends today. And therefore effective July 1<sup>st</sup> the School Board ought to be able to act on its own motion, and either extend the DP contract by 30 days or until the

Governor appoints an interim superintendent or theoretically, nominate someone else for that position. The consensus of the Board was that the District needs some stability.

4. Approve Recommendations for the 2009-2010 School Year for County/Staff/Principals and Administrative Personnel

Motion: Dr. Walker moved to extend the current contract for the Deputy Superintendent from July 1, 2009 through July 31, 2009; the calendar month of July – 31 days. Dr. Mathewson seconded for discussion. This is the Board's own motion, not based on a recommendation. Mr. Fraga asked why limit him to only 31 days as the Deputy Superintendent. There is unanimous support for 31 day extension. This item is separated from *Action Item #4 Approve Recommendations for the 2009-2010 School Year for County Staff/Principal and Administrative Personnel*.

**Motion passed without objection.**

(Copy in SMB 47, page 372)

#### **Upon the Recommendation of the Acting Superintendent**

Dr. Walker motioned, and Dr. Mathewson seconded to approve

4. Approve the **Remaining** Recommendations for the 2009-2010 School Year for County Staff/Principal and Administrative Personnel.

Mr. Dick said he cannot accept this as it stands and will be a no vote. Dr. Walker feels they are following the attorney's advice and would like her comments read into the record. Mr. Griffiths read Dr. Walker's comments into record.

*Florida Statutes clearly lay out the division of duties for superintendent and school board. It is the duty of the superintendent to hire and fire personnel. It is the duty of the school board to approve budgets, job descriptions and personnel policies that support the process. We can only reject names for good cause, a legal term specifically defined in statute.*

*There is wisdom in this division. In the absence of the elected superintendent, enough ink has been spilled on the merits of particular individuals to demonstrate the rationale. People like to talk in advance of the facts, and reporters like to repeat it all. Waiting for the democratic process to play out is somewhat like watching paint dry. The 24-hour news-cycle demands more speed and volume than democracy can deliver. Winston Churchill noted famously that "democracy is the worst form of government except for all the others".*

*As a component of a representative democracy, the school board is about as close to the people as one can get. We've heard from citizens at the grocery store, in church, at club meetings, on the phone, through email, letters to the editors, anonymous blogs, radio and other media. Most have expressed opinions on specific individuals, and most want immediate responses from their elected officials.*

*Today I am absent because of a commitment made months ago when the thought of a board meeting on the fifth Tuesday in June never entered my mind. I apologize for my absence, and*

*urge the board to choose a deliberative process that produces permanent results, including a long-term culture change. Follow our attorneys' counsel on personnel recommendations without relinquishing our authority to make disciplinary adjustments in future when all the facts are available.*

*A single point of agreement among the myriad opinions we have collected is that people want more transparency in the personnel process. Pending approval of the new personnel policies we are currently considering, please make certain we implement an open hiring process for all positions beginning today. Specifically:*

- 1. All open positions will be advertised.*
- 2. All known retirements will be advertised well in advance of the retirement date so that a large pool of candidates may participate.*
- 3. For school principals, whenever possible, the hiring process will begin mid-year so that the end of year is not a surprise for staff, parents or administrators.*
- 4. Implement standard practices for handling retirements rather than case-by-case.*
- 5. Develop better evaluation procedures for administrative personnel so that these processes do not vary between evaluators.*
- 6. For jobs performed away from specific school sites, make an effort to allow candidates from all parts of the Keys to apply.*

*While it is unfortunate that the June 30 hiring deadline does not match our on-going financial investigation, we must follow the advice of counsel on specific individuals to ensure the investigation is not compromised, and to keep us out of unnecessary litigation. None of us are experts in criminal or personnel law, although I expect we all have been responsible for a payroll at some point.*

*By being fair and transparent in our governance of public education, we set an example for our kids that will last long after our terms. Acting rashly based on emotion rather than logic sets a poor example for our kids. We need to be the grown ups today, and we need to do the right thing.*

**--END of Dr. Walker's Comments --**

Dr. Mathewson stated he will follow the advice of the attorneys and approve the list with the understanding that it does not preclude later disciplinary action when the full report is in and all the information is available. The board should have the opportunity to decide the disciplinary action in individual cases once that is in.

**Mr. Lafferty's recommendation is as follows:** *"Approve the nominations and with respect to Kathy Reitzel and Linda Walker hold off on making any decision whatsoever regarding their employment status or any discipline pending the outcome of the State's Attorney's investigation and their cooperation in that case and prosecution. With the other individuals I would recommend you hold off on – you could make a reprimand today if you wanted to, but you would be in the best possible position to hold off on making any employment decision on them until the issuance of the final report."* Mr. Griffiths asked that Mr. Lafferty's recommendation be site verbatim in the record.

**ROLL CALL**

**Mr. Dick No**

**Dr. Mathewson Yes**

**Mr. Pribramsky No**

**Dr. Walker Yes**  
**Mr. Griffiths Yes**

Motion passed without objection  
(Copy in SMB 47, page 373)

**Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Mr. Dick seconded to approve

5. Approve Recommendations for the 2009-2010 School Year for County Staff/Administrative Support Personnel

Motion passed without objection  
(Copy in SMB 47, page 374)

**Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Mr. Dick seconded to approve

6. Approve Recommendations for the 2009-2010 School Year for Administrative Staff Retiring.

Mr. Fraga's name was removed from the list.

Motion passed without objection  
(Copy in SMB 47, page 375)

**Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Mr. Pribramsky seconded to approve

7. Approve Recommendations for County Reductions in Force for 2009-2010 School Year - Mr. Fowler spoke concerning the elimination of the positions. He requested to vote down the motion and make a new motion to rehire these employees. He offered ideas to handle the budget crisis but keep the employees. Mr. Fraga spoke on this item and believes the Board should be trying to save jobs. Mr. Henriquez mentioned that this is opposite direction of what the Federal Government is looking for in saving jobs, and raising the mileage 2 % above rollback could alleviate this.

Mr. Griffiths stated that he is willing to give the employees listed a contract extension until July 9<sup>th</sup> (with the exception of retirees) to be creative in cost savings. Mr. Fraga stated that the employees being laid off are members of the non-bargaining unit with no representation. Mr. Labrada spoke against the vote. Mr. Pribramsky stated these departments have had time to make the cuts on their own. Dr. Mathewson agreed with Mr. Pribramsky but is not against giving these departments another shot. The Department must bring back budget cut recommendations with the real dollar value. The link can go on the agenda on Tuesday.

**Upon the Recommendation of the Acting Superintendent**

Mr. Dick motioned, and Dr. Mathewson seconded to approve contract extension to July 9<sup>th</sup>, for those people that are not retiring.

Motion passed without objection  
(Copy in SMB 47, page 376)

**Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Mr. Dick seconded to approve

8. Approve Recommendations on Change in Employment Status for Staff – Reduction of Hours 2009-2010 School Year.

Mr. Fraga would like for the Board to afford these employees the same opportunity as those given in action item number 7. Mr. Henriquez asked that these employees be given the first opportunity if the principal believes they meet the qualifications for the position sought. The Board concurred.

Motion passed without objection  
(Copy in SMB 47, page 377)

**Upon the Recommendation of the Acting Superintendent**

Mr. Dick motioned, and Dr. Mathewson seconded to approve

13. Approval of Positions for Advertisement/Fill Open Positions.

Mr. Dick questioned the AP at Sigsbee. Mr. Henriquez stated that one was serving at Glynn Archer. This position will now work out of Sigsbee and not Glynn Archer. There will be one AP – no addition of an administrator. The allocation was placed within the school budget for Sigsbee. Mr. Boza will be at Glynn Archer alone and an AP will be at Sigsbee. There is no teacher on special assignment at Sigsbee.

Motion passed without objection  
(Copy in SMB 47, page 378)

**Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Mr. Dick seconded to approve

17. Approval of Contract with Outward Bound, Inc. for School Year 2009-2010. Mr. Henriquez clarified for Dr. Mathewson the FTE count.

Motion passed without objection.

(Copy in SMB 47, page 379)

**Mr. Henriquez does not recommend approval,**

Dr. Walker motioned, and Dr. Mathewson seconded to approve

43. Adopt Added Resolution No. 725 A Resolution of the School Board of Monroe County Florida to the Honorable Charlie Crist

Motion passed without objection.

(Copy in SMB 47, page 380)

41. Added: Approval of a Proposal from the Appraisal Company of Key West to conduct an appraisal on the Harris School Property.

and 42 Approval of a Proposal from the Florida Keys Appraisal Company, Inc.

Motion passed without objection.

Mr. Collins outlined for Mr. Pribramsky the reasons the appraisals are recommended. Mr. Pribramsky is against conducting the appraisals.

**Upon the Recommendation of the Acting Superintendent**

Dr. Mathewson motioned, and Dr. Walker seconded to approve

The recommendation is to have Mr. Sims move forward with the company that can meet the time requirements of July 20<sup>th</sup> with an appraisal and at a cost not to exceed \$3,000.

**ROLL CALL**

**Mr. Dick Yes**

**Dr. Mathewson Yes**

**Mr. Pribramsky No**

**Dr. Walker Yes**

**Mr. Griffiths Yes**

**Motion Passed.**

(Copy in SMB 47, page 381)

**Upon the Recommendation of the Acting Superintendent**

Mr. Dick motioned, and Dr. Mathewson seconded to approve

18. Approval of Best Practices and Security Self-Assessment Survey Developed by OPPAGA.

Ms. Booker will provide copies of the plans outlined in this document to Mr. Dick at his behest.

Motion passed without objection.

(Copy in SMB 47, page 382)

**Upon the Recommendation of the Acting Superintendent**

Mr. Dick motioned, and Mr. Pribramsky seconded to approve motion change is to change the wording to "Accept" instead of "Approve".

Dr. Walker commented that several schools did an exemplary job and would recommend they be used as examples for future trainings. Mr. Dick was concerned about the repeated findings. Mr. Pribramsky suggested putting in place a performance appraisal dependent on findings. Dr. Walker concurred. Dr. Mathewson asked what the role of the Principal and Staff play when the Bookkeeper has trouble collecting and monitoring cash. Ms. Reitzel explained the process.

27. Accept Internal Accounts Audit Report.

Motion passed without objection.

(Copy in SMB 47, page 383)

**Upon the Recommendation of the Acting Superintendent**

Mr. Pribramsky motioned, and Dr. Mathewson seconded to approve

30. Approve Resolution No. 724 Concerning the Re-Affirmation to Amend the Monroe County 2010 Comprehensive Plan to Allow Affordable Housing in the Educational Future Land Use Map District FLUM Category.

Mr. Griffiths would like to hold the rights to use the District's land. Mr. Griffiths states that approving this would allow for this.

Motion passed without objection.

(Copy in SMB 47, page 384)

**Upon the Recommendation of the Acting Superintendent**

Mr. Pribramsky motioned, and Dr. Mathewson seconded to approve

The Board questioned why Mrs. Cherry, Purchasing Director, refused to sign off on this contract when it was routed. Mrs. Cherry explained the amount of money Mr. Fraga is charging equates to her salary of \$75,000 which was cut in order to save money. She was upset that her position was abolished and feels that getting rid of her position allowed for Mr. Fraga's contracted salary. That would equate to no cost savings in abolishing her position. Mr. Fraga explained that he is taking a \$50,000 pay cut to accept this contract. He would provide the same services he provides now at this salary. Mr. Henriquez explained that the cost was determined at a salary of step 1 approximately and divided by the hours and made it an hourly wage. Mrs. Garcia's hourly wage is slightly higher. Mr. Henriquez explained that Mrs. Garcia's technical assistance is warranted because her replacement cannot go into that position cold. The

contracts are hourly and have 30 day outs Mr. Henriquez explained. Mr. Fraga explained there is a position open at Glynn Archer for he is qualified. Mr. Fraga feels he should be given first crack at the opening as a counselor like the other displaced employees were also afforded the same opportunity at other positions. The Board would like Mr. Fraga to continue working with the Charter Schools. Additional compensation for those duties would have to be outlined. Mr. Fraga will work temporarily in the District office until the position at Glynn Archer starts.

32. Approve Contract with Mr. Fraga as stated giving Mr. Fraga 30 days notice of termination of said contract.

**ROLL CALL**

**Mr. Dick No**  
**Dr. Mathewson Yes**  
**Mr. Pibramsky Yes**  
**Dr. Walker Yes**  
**Mr. Griffiths Yes**

Motion passed.  
(Copy in SMB 47, page 385)

**Upon the Recommendation of the Acting Superintendent**

Dr. Walker motioned, and Mr. Pibramsky seconded to approve

Mr. Henriquez reiterated the additional need for this contract is due to the ARRA money being received. The contract is on an As Needed Basis., and she will train her replacement.

33. Approve Contract with Eleanor Garcia.

**ROLL CALL**

**Mr. Dick No**  
**Dr. Mathewson Yes**  
**Mr. Pibramsky Yes**  
**Dr. Walker Yes**  
**Mr. Griffiths Yes**

Motion passed.  
(Copy in SMB 47, page 386)

**ADJOURNMENT**

There being no further business, the Chair adjourned the meeting at 6:18 pm.

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Andy Griffiths, Chair

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Michael J. Henriquez, Acting Superintendent