

Approved in Open Board Meeting August 6, 2019

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT

May 28, 2019
Tuesday, 10:00 a.m.

MINUTES OF SPECIAL MEETING

The School Board of Broward County, Florida, met in special session at 10:13 a.m. in the Board Room of the Kathleen C. Wright Administrative Center, 600 Southeast Third Avenue, Fort Lauderdale, Florida. Present were: School Board Members Heather Brinkworth, Chair; Donna P. Korn, Vice Chair; Lori Alhadeff; Robin Bartleman; Patricia Good; Laurie Rich Levinson; Ann Murray; Nora Rupert; Dr. Rosalind Osgood (absent); Robert W. Runcie, Superintendent of Schools; and Barbara J. Myrick, Esq.

Call to Order The Call to Order was followed by the Pledge of Allegiance to the Flag of the United States of America.

Moments of Silence None.

Added/Changed Items None.

Close Agenda Upon motion by Mrs. Good, seconded by Mrs. Rupert and carried, the Agenda was approved and declared closed. Dr. Osgood was absent. (8-0 vote)

Purpose of Meeting For The School Board of Broward County, Florida to approve the Reopener Agreement of the Collective Bargaining Agreements, and any other items the Board deemed necessary.

Superintendent's Recommendations

- 1. Reopener Agreement of the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and FOPE (Maintenance, Facilities Service, Transportation and Security Specialists/Campus Monitors) (Adopted)**

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to adopt the amendments to the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and FOPE (Maintenance, Facilities Service, Transportation and Security Specialists/Campus Monitors) for the 2018-2019 through 2020-2021 school years. Dr. Osgood was absent. (8-0 vote)

Agenda Items 1 through 3 were moved and discussed concurrently.

Staff presented the Reopener Agreement for the Collective Bargaining Agreements between SBBC and FOPE.

Mrs. Alhadeff referred to page 1, numbers 7 and 8, and stated she was happy to see the additional hours for the Security Specialists and Campus Monitors. In regards to number 9, she said it was wonderful that the District was providing the shirts. She asked staff to provide a follow-up on what the color would be.
A vote was taken on these items.

2. Reopener Agreement of the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Federation of Public Employees (FOPE) (Secretarial/Clerical) (Adopted)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to adopt the amendments to the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Federation of Public Employees (FOPE) (Secretarial/ Clerical) for the 2018-2019 through 2020-2021 school years. Dr. Osgood was absent. (8-0 vote)

Agenda Items 1 through 3 were moved and discussed concurrently.

Staff presented the Reopener Agreement for the Collective Bargaining Agreements between SBBC and FOPE.

A vote was taken on these items.

3. Reopener Agreement of the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Federation of Public Employees (FOPE) (Food Service) (Adopted)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to adopt the amendments to the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Federation of Public Employees (FOPE) (Food Service) for the 2018-2019 through 2020-2021 school years. Dr. Osgood was absent. (8-0 vote)

Agenda Items 1 through 3 were moved and discussed concurrently.

Staff presented the Reopener Agreement for the Collective Bargaining Agreements between SBBC and FOPE.

A vote was taken on these items.

4. **MOU between The School Board of Broward County, Florida (SBBC) and FOPE (Maintenance, Facilities Service, Transportation and Security Specialists/Campus Monitors) effective July 1, 2019 to give a one-time only ten (10) additional days of sick leave to eligible employees, for the 2019-2020 school year**
(Adopted as Amended)

Motion was made by Mrs. Rupert, seconded by Mrs. Alhadeff and carried, to adopt the Memorandum of Understanding between The School Board of Broward County, Florida and the FOPE (Maintenance, Facilities Service, Transportation and Security Specialists/Campus Monitors) effective July 1, 2019 – June 30, 2020. **This motion was superseded by a Motion to Amend (page 3).** Dr. Osgood was absent. (8-0 vote)

Agenda Items 4 through 6 were moved concurrently.

Staff presented Memos of Understanding (MOU) between SBBC and FOPE.

No discussion was held and a vote was taken on these items.

Following a vote on Agenda Item 9, Items 4 through 8 were brought back to the table through a motion by Ms. Korn, seconded by Mrs. Rupert.

Motion to Amend (Carried)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to amend Items 4 through 8 by removing "will request will" from the Memorandum of Understanding (MOU) under Background, second bullet from the bottom under Release Time Criteria, to read, "Denied requests may result in a reduction of accrued leave time." Dr. Osgood was absent. (8-0 vote)

The Motion to Amend these items was approved by acclamation of the Board.

A second vote was taken on these items as amended. Dr. Osgood was absent. (8-0 vote)

5. **MOU between The School Board of Broward County, Florida (SBBC) and FOPE (Secretarial/Clerical) effective July 1, 2019 to give a one-time only ten (10) additional days of sick leave to eligible employees, for the 2019-2020 school year**
(Adopted as Amended)

Motion was made by Mrs. Rupert, seconded by Mrs. Alhadeff and carried, to adopt the Memorandum of Understanding between The School Board of Broward County, Florida and the FOPE (Secretarial/Clerical) effective July 1, 2019 – June 30, 2020. **This motion was superseded by a Motion to Amend (page 4).** Dr. Osgood was absent. (8-0 vote)

Agenda Items 4 through 6 were moved concurrently.

Staff presented Memos of Understanding (MOU) between SBBC and FOPE.

No discussion was held and a vote was taken on these items.

Following a vote on Agenda Item 9, Items 4 through 8 were brought back to the table through a motion by Ms. Korn, seconded by Mrs. Rupert.

Motion to Amend (Carried)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to amend Items 4-8 by removing "will request will" from the Memorandum of Understanding (MOU) under Background, second bullet from the bottom under Release Time Criteria, to read, "Denied requests may result in a reduction of accrued leave time." Dr. Osgood was absent. (8-0 vote)

The Motion to Amend on these items was approved by acclamation of the Board.

A second vote was taken these items as amended. Dr. Osgood was absent. (8-0 vote)

6. **MOU between The School Board of Broward County, Florida (SBBC) and FOPE (Food Service) effective July 1, 2019 to give a one-time only ten (10) additional days of sick leave to eligible employees, for the 2019-2020 school year**
(Adopted as Amended)

Motion was made by Mrs. Rupert, seconded by Mrs. Alhadeff and carried, to adopt the Memorandum of Understanding between The School Board of Broward County, Florida and the FOPE (Food Service) effective July 1, 2019 – June 30, 2020. **This motion was superseded by a Motion to Amend (page 4).** Dr. Osgood was absent. (8-0 vote)

Agenda Items 4 through 6 were moved concurrently.

Staff presented Memos of Understanding (MOU) between SBBC and FOPE.

No discussion was held and a vote was taken on these items.

Following a vote on Agenda Item 9, Items 4 through 8 were brought back to the table through a motion by Ms. Korn, seconded by Mrs. Rupert.

Motion to Amend (Carried)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to amend Items 4-8 by removing "will request will" from the Memorandum of Understanding (MOU) under Background, second bullet from the bottom under Release Time Criteria, to read, "Denied requests may result in a reduction of accrued leave time." Dr. Osgood was absent. (8-0 vote)

The Motion to Amend on these items was approved by acclamation of the Board.

A second vote was taken on these items as amended. Dr. Osgood was absent. (8-0 vote)

7. **MOU between The School Board of Broward County, Florida (SBBC) and the BTU-Education Professionals (BTU-EP) effective July 1, 2019 to give a one-time only ten (10) additional days of sick leave to eligible employees, for the 2019-2020 school year (Adopted as Amended)**

Motion was made by Ms. Korn, seconded by Mrs. Alhadeff and carried, to adopt the Memorandum of Understanding between The School Board of Broward County, Florida and the Broward Teachers Union-Education Professionals (BTU-EP) effective July 1, 2019 – June 30, 2020. **This motion was superseded by a Motion to Amend (page 5).** Dr. Osgood was absent. (8-0 vote)

Agenda Items 7 through 9 were moved and discussed concurrently.

Staff presented Memos of Understanding (MOU) between SBBC and BTU-EP, BTU-ESP, and BTU-TSP.

Motion to Separate (Carried)

Motion was made by Mrs. Rupert, seconded by Mrs. Bartleman and carried, to separate Item 9 from Items 7 and 8. Dr. Osgood was absent. (8-0 vote)

A vote was taken on the Motion to Separate.

No discussion was held on Agenda Items 7 and 8 and a vote was taken on these items.

A vote was taken on the separated Item 9.

Following a vote on Agenda Item 9, Items 4 through 8 were brought back to the table through a motion by Ms. Korn, seconded by Mrs. Rupert.

Motion to Amend (Carried)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to amend Items 4 through 8 by removing "will request will" from the Memorandum of Understanding (MOU) under Background, second bullet from the bottom under Release Time Criteria, to read, "Denied requests may result in a reduction of accrued leave time." Dr. Osgood was absent. (8-0 vote)

The Motion to Amend on these items was approved by acclamation of the Board.

A second vote was taken on these items as amended. Dr. Osgood was absent. (8-0 vote)

8. **MOU between The School Board of Broward County, Florida (SBBC) and the BTU-Education Support Professionals (BTU-ESP) effective July 1, 2019 to give a one-time only ten (10) additional days of sick leave to eligible employees, for the 2019-2020 school year** (Adopted as Amended)

Motion was made by Ms. Korn, seconded by Mrs. Alhadeff and carried, to adopt the Memorandum of Understanding between The School Board of Broward County, Florida and the Broward Teachers Union-Education Support Professionals (BTU-ESP) effective July 1, 2019 – June 30, 2020. **This motion was superseded by a Motion to Amend (page 6).** Dr. Osgood was absent. (8-0 vote)

Agenda Items 7 through 9 were moved and discussed concurrently.

Motion to Separate (Carried)

Motion was made by Mrs. Rupert, seconded by Mrs. Bartleman and carried, to separate Item 9 from Items 7 and 8. Dr. Osgood was absent. (8-0 vote)

A vote was taken on the Motion to Separate.

No discussion was held on Agenda Items 7 and 8 and a vote was taken on these items.

A vote was taken on the separated Item 9.

Following a vote on Agenda Item 9, Items 4 through 8 were brought back to the table through a motion by Ms. Korn, seconded by Mrs. Rupert.

Motion to Amend (Carried)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to amend Items 4-8 by removing "will request will" from the Memorandum of Understanding (MOU) under Background, second bullet from the bottom under Release Time Criteria, to read, "Denied requests may result in a reduction of accrued leave time." Dr. Osgood was absent. (8-0 vote)

The Motion to Amend on these items was approved by acclamation of the Board.

A second vote was taken on these items as amended. Dr. Osgood was absent. (8-0 vote)

9. **MOU between The School Board of Broward County, Florida (SBBC) and the BTU-Technical Support Professionals (BTU-TSP) effective July 1, 2019 to give a one-time only ten (10) additional days of sick leave to eligible employees, for the 2019-2020 school year** (Adopted as Amended)

Motion was made by Ms. Korn, seconded by Mrs. Alhadeff and carried, to adopt the Memorandum of Understanding between The School Board of Broward County, Florida and the Broward Teachers Union-Technical Support Professionals (BTU-TSP) effective July 1, 2019 - June 30, 2020. **This motion was superseded by a Motion to Amend (page 7).** Mrs. Rupert voted no. Dr. Osgood was absent. (7-1 vote)

Agenda Items 7 through 9 were moved and discussed concurrently.

Mrs. Rupert referred to Item 9, Article 11.E. in regards to employees coming to the District from the outside at a higher rate.

Mrs. Brinkworth informed her colleague that the reference was not in Item 9 but would be coming on the next G-3 Item per staff.

Motion to Separate (Carried)

Motion was made by Mrs. Rupert, seconded by Mrs. Bartleman and carried, to separate Item 9 from Items 7 and 8. Dr. Osgood was absent. (8-0 vote)

A vote was taken on the Motion to Separate.

A vote was taken on the remaining Items 7 and 8.

Mrs. Good asked for clarification as to what the Board was voting on for Item 9.

Ms. Myrick responded that Item 9 would provide an additional 10 days of sick leave to TSPs from MSD during the 2019-2020 school year that met the criteria.

Ms. Korn referred to the last page on all the MOUs under Background, second bullet from the bottom, and said it stated, "Denied requests will request will may result in a reduction of accrued time leave" and indicated it was a double negative and needed to be amended.

Motion to Amend (Carried)

Motion was made by Ms. Korn, seconded by Mrs. Good and carried, to amend Item 9 by removing "will request will" from the Memorandum of Understanding (MOU) under Background, second bullet from the bottom under Release Time Criteria, to read, "Denied requests may result in a reduction of accrued leave time." Dr. Osgood was absent. (8-0 vote)

A vote was taken on the Motion to Amend.

A vote was taken on Item 9 as amended.

10. Proposed New Job Description for the Specialist, Marketing and Strategic Communications Position (POSTPONED 05/21/19 RSBM) (Not Adopted)

Motion was made by Ms. Korn, seconded by Mrs. Good to adopt the Proposed New Job Description for the Specialist, Marketing and Strategic Communications Position. This was the final reading. Dr. Osgood was absent. (0-8 vote)

Agenda Items 10 and 12 were moved concurrently.

No discussion was held and a vote was taken on these items.

11. Proposed New Job Description for the Specialist, Marketing and Strategic Communications Position (Adopted)

Motion was made by Ms. Korn, seconded by Mrs. Rupert and carried, to adopt the Proposed New Job Description for the Specialist, Marketing and Strategic Communications Position. This was the final reading. Mrs. Bartleman voted no. Dr. Osgood was absent. (7-1 vote)

Mrs. Alhadeff referred to page 2 under the box and inquired as to why it showed a list that the Public Information Office was responsible for and wanted to know why it was a partial list.

Katherine Koch, Chief Public Information Officer (PIO), replied that other things could be added to the list at a future date.

Mrs. Alhadeff referred to page 3 under New Position Requested, in regards to the pay rate being changed from a 25 to a 22. She asked if that was dollars and if it was hourly.

Rose Hall, Director, Compensation & Human Resource Support Services, stated the numbers represented the pay grade.

Mrs. Rupert referred to page 2 of the Executive Summary, last bullet under Situation, and stated she thought the Crisis Communication Plan was already done after the tragedy.

Ms. Koch responded that there was a plan in place but she wanted to determine how it could be enhanced long-term.

Mrs. Rupert asked if the current plan was the same one in place when the tragedy happened.

Mr. Runcie replied that there had been many updates to the plan and processes. He said they consulted with other districts, including Columbine and Sandy Hook, and had secured crisis plans from other entities and incorporated some of those pieces. In addition, the new Chief of Safety, Security & Emergency Preparedness would be contributing to the planning and updates as well.

Mrs. Rupert commented that she needed to see that those changes had been made since the tragedy and requested a forum, such as a Closed Door session, to discuss those updates.

Mrs. Bartleman was concerned the crisis plan was not adequate.

Mr. Runcie indicated there had been a significant number of additional security measures and protocols in this District since the tragedy. He stated there had been modifications in ways to respond, as well as how to communicate with the community as to how to report information. He said what staff was referring to was that the formalization of this into a document had not yet been completed; it did not mean they were not working on steps to implement ways to prevent tragedies and the response to them. He said it was an unfair characterization of the work that had been done to suggest there was no real crisis communication and they had been working diligently on a daily basis since the tragedy.

A vote was taken on this item.

12. Proposed New Job Description for the Manager, Media and Community Relations Position (POSTPONED 05/21/19 RSBM) (Not Adopted)

Motion was made by Ms. Korn, seconded by Mrs. Good to adopt the Proposed New Job Description for the Manager, Media and Community Relations Position. This was the final reading. Dr. Osgood was absent. (0-8 vote)

Agenda Items 10 and 12 were moved concurrently.

No discussion was held and a vote was taken on these items.

13. Proposed New Job Description for the Manager, Media and Community Relations Position (Adopted)

Motion was made by Mrs. Rupert, seconded by Mrs. Good and carried, to adopt the Proposed New Job Description for the Manager, Media and Community Relations Position. This was the final reading. Mrs. Bartleman and Mrs. Rupert voted no. Dr. Osgood was absent. (6-2 vote)

Mrs. Rupert stated her comments before applied to this item as well. She referred to the Job Description, third bullet under Essential Performance Responsibilities, and indicated this position implied it would be tasked with the oversight from the Chief PIO with helping to develop this crisis communication piece.

Ms. Koch replied that was correct, that they would be tasked to responsibilities that fell under herself.

A vote was taken on this item.

In closing, Mrs. Brinkworth recognized and thanked those members in the audience from Moms Demand Action, who were present to support National Gun Violence Awareness Day. She said the week of June 1-7 was dedicated to "wear orange week" and she encouraged students and staff to wear orange to show their support.

Mrs. Good was glad that the Chair acknowledged that the group was here today and she expressed her appreciation of support as well.

Adjournment This meeting was adjourned at 10:51 a.m.

/dvn