



## THE SCHOOL BOARD OF LEE COUNTY

**School Board Workshop**  
**Monday, February 11, 2008 – 1:00 p.m.**  
**Board Annex Training Room “D”**

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### **Attending**

Jeanne S. Dozier, Chairman  
Jane E. Kuckel, Ph.D., Vice Chairman  
Robert D. Chilmonik, Member  
Steven K. Teuber, J.D., Member  
Elinor C. Scricca, Ph.D., Member

Robert Dodig, Staff Attorney  
Gregory Adkins, Chief Human Resources Officer  
Donna Lesansky, Office Manager  
June Halladay, Recorder

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### **I. Welcome/Call to Order**

Mrs. Jeannie Dozier, Board Chairman, called the workshop to order at 1:00 p.m.

### **II. Discussion: Compensation Package for Superintendent of Schools Position**

Mrs. Dozier thanked Dr. Adkins and his staff for the handout that had been supplied. It was determined that the task before the Board was to compile a compensation package for the position of superintendent for the Lee County School District.

Dr. Scricca made a statement to the Board that proposed a contract that would be offered to Dr. Browder with the following adjustments:

1. An extension to Dr. Browder's contract to a 5 year rollover contract at \$199,000 per year.
2. Amend contract that, in the case of a 3-2 vote, the Board could dismiss Dr. Browder without proving cause. In trade off, he would receive payment for the remainder of his contract.
3. Add a provision where the Board agrees to fund a deferred tax sheltered annuity or a deferred compensation plan for Dr. Browder at 20% of his current base salary.
4. Dr. Browder would be provided with lifetime health insurance.
5. This offer would be extended to Dr. Browder with the provision that he must reply no later than March 1, 2008.

Dr. Kuckel stated that she had figures for nationwide superintendent packages and for CEO's in the private sector. She added that it would take a minimum salary package of \$220,000 to hire a new superintendent and one half million dollars to hire someone from the private sector who deals with the same budget as the Lee County School District.

Mr. Chilmonik stated that he had figures comparing the compensation that Dr. Browder received per student compared to other Superintendents in the state, and that he would bring the information to the Board Meeting the next day. He also stated that he felt it was inappropriate to offer more money to Dr. Browder when the teachers in the District were making less than they deserve.

Mr. Teuber stated that he was opposed to offering the package to Dr. Browder. He stated that the purpose of today's meeting was to establish a baseline to offer a new Superintendent in case Dr. Browder left, and that it wasn't appropriate to offer it to Dr. Browder. He stated that the position is what they are looking at, not the person in it.

Mrs. Dozier stated that she would support a statewide search rather than a nationwide search. She stated that if the Board decided to offer a new package to Dr. Browder, she would only be willing to give him until February 26, 2008 (two weeks) to make his decision.

Mr. Robert Dodig pointed out that the Dr. Browder's employment contract already states that if he is dismissed without cause he will receive full payment for the remainder of his contract.

Dr. Adkins presented a paper with figures for thirteen Florida school districts' superintendent's cost per student. The average cost per pupil was stated to be \$3.21.

Four Board Members agreed to a proposed total compensation package range of \$210,000-\$250,000. Mr. Chilmonik stated that he could not give a range. Mrs. Dozier stated that since there was not total agreement, it would have to be taken to the Board Meeting for a vote.

Based upon the afternoon's discussion, Dr. Adkins and Mr. Dodig were directed to prepare three Attorney's Recommendations for tomorrow evening's Board Meeting:

- To establish a total compensation package with a range of \$210,000-\$250,000 for the position of superintendent;
- To offer the new compensation package to Dr. Browder and allow him until February 26, 2008, to reply to the offer; and
- To consider, in the event the latter recommendation fails, entering into negotiations with Dr. Browder should he approach the Board.

### **III. Good of the Order**

Dr Kuckel thanked Mrs. Dozier for the professional way that the meeting was handled and Dr. Adkins for the handouts.

Dr. Scricca thanked Mr. Dodig for his help in the meeting, and Dr. Adkins for his help in preparing the handouts.

### **IV. Adjournment**

Mrs. Dozier adjourned this Board Workshop of February 11, 2008, at 2: 50 p.m.

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*MINUTES BOOK NO. 44 - FY08*

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**Jeanne S. Dozier.**, Chairman

ATTEST:

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**Robert Dodig**, Staff Attorney

*An audio/visual tape of this meeting has been produced to provide a verbatim record of the proceedings. Members of the public may obtain a copy of the tape of any meeting by making a request for such through the Communications Department and paying the actual cost of copying the tape. Members of the public may view any Board meeting tape at the Communications Department at no cost. Anyone wishing to view a Board meeting tape should contact the Communications Department at 337-8327 to make such a request.*