



THE SCHOOL BOARD OF LEE COUNTY

Compliance Advisory Committee

Dr. James A. Adams Public Education Center

Monday, December 12, 2005

6:00 p.m.

Committee Members Present: Dr. Timothy Butts, Mr. Jack Eikenberg (Chairman), Mr. Marvin Goetz, Mr. Gary Griffin, Mr. James Hebner, Ms. Lynne Lampila, Mr. Orin Oppermann

Committee Members Absent: Mr. Ken Caserio, Ms. Arlene Franklin (Vice-Chairman), Ms. Karin Grant, Mr. Charles Gutekunst, Mr. Richard Young

Board Liaison Present: Dr. Jane Kuckel

School District Personnel Present: Mrs. Greta S. Campbell, Mr. James Buckley

Guests: Ms. Susan Strong, Director of Insurance & Benefits Management

Recording Secretary: Mrs. Lisa Meo

Welcome and Opening Remarks

The Chairman opened the meeting at 6:05 p.m., welcomed everyone, and made the following reports:

- Dr. Jane Kuckel, the Committee's new Board Liaison, will join the meeting late due to a previous engagement.
- Introduced Mr. James Buckley, the District's acting Chief Financial Officer. Mr. Buckley is retired from Manatee County School District and was the Lee County School District's Director of Budget before that.
- Announced that Dr. Browder has recently been appointed to the State of Florida's Sterling Quality Council. This will bring the Quality issue to the forefront and aligns with the Committee's plans and discussions.
- Handed out an article from the November 2005 issue of *Stanford Business* entitled "Most Teachers Want to Return to Their Roots." The article discusses new research indicating that most new teachers seek their first jobs "...in School Districts near to where they grew up," which emphasizes the need to "grow our own" rather than recruit from outside.
- Asked Members if they would like to tour one of the Sterling Quality demonstration schools, to which they responded in the affirmative. (The Committee Secretary was directed to look into how this could be arranged and/or having a Principal of one of the schools come to a future meeting).

Auditor Selection Committee

Mrs. Campbell explained that, pursuant to Florida law, the District's financial audit is conducted every third year by the State of Florida Auditor General's Office and, in the two intervening years, by an independent Certified Public Accounting Firm. The Auditor General conducted the audit for Fiscal Year 2005 and it is now time to form a Committee to assist the District in choosing an independent auditor to conduct the audits for the next two fiscal years (2006 and 2007). She explained that the Auditor Selection Committee will establish criteria for the Requests for Proposals that will go out to certified public accounting firms, evaluate the proposals that are submitted, and rank and recommend no fewer than three firms to perform the required services. She asked for two volunteers from the Compliance Committee to

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serve on the Auditor Selection Committee and Mr. James Hebner and Mr. Orin Oppermann volunteered.

Public Comment (Agenda Items only)

None

Board Member Comments

None (Dr. Kuckel was not present during this portion of the meeting)

Approval of Minutes

(Oct. 10, 2005 and Nov. 14, 2005)

The Minutes of the October 10, 2005 and November 14, 2005 meetings were unanimously approved as written.

Health Insurance Management and Operations

Ms. Susan Strong, Director of Insurance & Benefits Management, gave a presentation on the District's health insurance. She explained how the different plans and benefit packages are chosen, the District's plans for a Wellness Program, how the District handles fraudulent/false claims, and the possibility of the District joining a county-wide insurance consortium with other State agencies. Discussions centered on the cost factors of self-insured vs. fully insured (less expensive to be fully insured) and reserves set aside for covering claims; plans for hiring a new Coordinator for an Employee Wellness Program (job description has been Board approved); and the feasibility of joining the county-wide consortium (there are no savings to be had with a group our size.)

Note: Dr. Kuckel joined the meeting during the last half of this discussion.

Directional Discussion

The Chairman took a moment and had the members introduce themselves to Dr. Kuckel. After the introductions, he offered a brief history of the Committee's struggle for direction and asked her opinion. Dr. Kuckel stated that the Committee's focus should be to ensure the District runs efficiently and effectively, spends its money wisely, and implements quality management practices. She suggested the Committee's approach could be "what can the District do better?"

After this, the Committee continued its ongoing discussion to find direction and meaningful focus. Mr. Hebner took some time to further analyze the relationship between the OPAGGA recommendations and the Strategic Plan. After sharing data he had compiled, it was clear that, in the final analysis, the two don't really line up. He concluded that the area to focus on is growth and stated the Strategic Plan does not reflect that.

Following Mr. Hebner's presentation, the Chairman stated that the question is: "What are the District's real needs?" Should the Committee focus on the obvious needs (growth) or look for the not-so-obvious (the soft "underbelly")? What can the Committee focus on and make an impact? He stated it is time to choose three or four areas and get to work, at which point he asked for suggestions.

Mr. Hebner stated that the facts should dictate the real strategic needs. In his view, there is a desperate need for qualified instructional staff. The District needs to encourage tuition reimbursement and higher education at universities to foster teacher development (teach the teachers how to deliver instruction).

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Ms. Lampila stated the District needs to network with colleges. Also, the Committee should look into what is actually happening with the Strategic Plan – how is it working? Is it being implemented?

Mr. Goetz stated the District needed to ensure we have qualified substitute teachers and provide incentives for long-term substitutes.

Mr. Griffin stated he would like to keep the future Work Comp Benefits presentation on the agenda (it had been suggested that the Committee discontinue having various staff present different areas of District business) and follow up until the Committee is satisfied. He would like to add Quality Sterling schools to the agenda and feels it's important to follow up on the OPAGGA vs. Strategic Plan question.

Future Meeting Dates

The Chairman announced that the next three meeting dates are January 9, 2006; February 13, 2006; and March 13, 2006.

Public Comment (Open)

None

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Mr. Griffin requested that the meetings stay at or under two hours in duration.

Mrs. Lampila requested a list of lawsuits and their outcomes for the Committee's review.

Next Meeting Date

The next meeting of the Compliance Advisory Committee is scheduled for **Monday, January 9, 2005**, at 6:00 p.m. in the Superintendent's Conference Room on the third floor of the Dr. James A. Adams Public Education Center, 2055 Central Avenue, Fort Myers, Florida.

Adjournment

The Chairman asked for a Motion to Adjourn. The motion was made by Mr. Goetz, seconded by Mr. Hebner, and carried 7-0. The meeting adjourned at 8:27p.m.

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