



THE SCHOOL DISTRICT OF LEE COUNTY

Finance Advisory Committee

March 14, 2018

Meeting Minutes

Committee Members Present: Kenneth Boyd, Paul Cohen, Ramie Hall, Julie Martinez, Todd Maurer, David Moreland, Ramsey Quartey, Terry Rabicoff, Randy Scott, Terrance Siler, John Steakley, Daryl Teblum, William Tubb, Shawn Williams

Committee Members Absent:

Board Member: unavailable

Lee County School Personnel Present: Kelly Letcher, Dr. Angela Pruitt

Recording Secretary: Barb Gill

WELCOME

Mr. Paul Cohen welcomed everyone to the meeting, which began at 4:03 p.m.

APPROVAL OF MINUTES

A motion was made by Paul Cohen to approve the February minutes. The motion was seconded and passed unanimously.

PUBLIC COMMENT (3 MINUTE LIMIT)

N/A

BOARD MEMBER'S REPORT

N/A

PRESENTATION BY DR. ANGELA PRUITT

Dr. Angela Pruitt, Chief Human Resource Officer for the School District, began by listing the various departments which she oversees:

- Compensation & Labor Relations
- Insurance & Benefits Management
- Professional Standards & Equity
- Staffing & Talent Management
- Leadership Professional Development & Recruitment

Dr. Pruitt then explained that the District's Human Resources Department handles hiring to retirement. She then continued by presenting to the committee the departments strategic goals.

VISION 2020

Goal 3

Annual Targets - Retentions

Target 1: The percentage of turnover for instructional personnel will decrease by 2.6% per year as measured by the turnover report.

Target 2: The retention rate of instructional personnel average years 1- 5 will increase from TBD to TBD by the year 2020, as measured by the School District of Lee County Annual Retention Report.

Annual Targets - Recruitment

Target 3: The percentage of unfilled positions on the first day of school will decrease by .08% per year until 2019, as measured by the Annual Hiring report.

Target 4: The percentage of connects to offers for instructional personnel will increase by 5 percentage points per year.

Annual Targets - Wellness

Target 5: The percent of participants attending Health Screenings will increase 5% per year.

Dr. Pruitt provided a breakdown for the Teacher Retention Issue:

- 0-2 years district experience: 2.9 times more likely to leave
- Temporary certificate: 2.7 times more likely to leave
- Late hire: 1.29 times more likely to leave
- Title I School: 1.29 times more likely to leave

She then explained that the necessary components which every school should provide every teacher are the following:

- Clearly communicated expectations
- Adequate support by the administration
- Provide camaraderie and team spirit with colleagues
- Provide evaluations and observations to support growth

Dr. Pruitt continued by stating that moving forward, the Human Resources Division plans to:

- Continue to evaluate available data
- Increase monitoring of Benchmarking information
- Continue to engage in continuous improvement
- Increase use of Project Management principles
- Work to include all divisions in our work
- Collaborate with other districts and large businesses

One last item discussed was teacher's pay and how it is now tied to performance with the following:

- State Scores – how the students performed
- District Student Goals
- Final Performance from Administrator
 - Highly Effective

- Effective
- Needs Improvement
- Ineffective

By using this performance schedule, it allows teacher to receive more money.

FAC UPDATES

Mrs. Kelly Letcher updated the committee on past FAC:

- Naming Rights – No movement since the last update.
- Efficiency Study/Operational Audit – the Auditors are requesting more information once again. The District is pushing for the end of April to receive the report. After receiving the report, an area will be selected to concentrate on.
- Sales Tax – Continuing to inform the public.
- Hurricane Irma Update – FEMA is conducting site visits to be completed by the end of Spring Break.

GOOD OF THE ORDER

The meeting was adjourned at 5:25 p.m. The next meeting is scheduled for **April 18, 2018**, at 4:00 p.m., in the Student Services Conference Room located in Room 01-0002 at 2855 Colonial Boulevard, Fort Myers, Florida.