



THE SCHOOL DISTRICT OF LEE COUNTY

Finance Advisory Committee

February 20, 2019

Meeting Minutes

Committee Members Present: Kenneth Boyd, Paul Cohen, Julie Martinez, David Moreland, MaryBeth Mouriz, Terence Phillips, Lance Pullen, John Shannon, Daryl Teblum, Jeff Werderman, Shawn Williams

Committee Members Absent: Shanelle Cruz, Ramie Hall, Jonathan Heiland, Raul Toledo

Board Member: Chris Patricca

Lee County School Personnel Present: Kelly Letcher, Angela Pruitt

Recording Secretary: Barb Gill

WELCOME

Paul Cohen welcomed everyone to the meeting at 4:01 p.m. He then introduced two of the three new Finance Advisory Committee members, Lance Pullen and Jeff Werderman.

APPROVAL OF MINUTES

A motion was made to approve the January minutes. The motion passed unanimously.

PUBLIC COMMENT (3 MINUTE LIMIT)

No public comment.

BOARD MEMBER'S REPORT

Chris Patricca started her report by informing the committee that the District currently went through the reaccreditation process. She added, "The oral report stated that we are highly effective!"

She then shared that she went to Washington, D.C. on behalf of the Florida School Boards Association for Advocacy. While speaking to Francis Rooney, he stated that the School District of Lee County is one of the best, if not the best, school district in the State of Florida. Mr. Rooney has been active in pushing career and technology education forward at the federal level.

Ms. Patricca then requested that the Finance Advisory Committee make a recommendation to the Board for a full efficiency audit of the Maintenance Department. (To clarify, the Gibson Report was a surface report of the District.)

The following motion was made, "In support of the Board, the Finance Advisory Committee recommends to move forward with a full efficiency audit of the Maintenance Department. The motion was seconded. After a lengthy discussion, the motion was voted upon and passed; 8 accepted, 2 opposed, and one person left the meeting prior to the vote.

**PRESENTATION BY ANGELA PRUITT
CHIEF HUMAN RESOURCE OFFICER**

Dr. Pruitt began by answering Ken Boyd's question on teacher turnover, attrition and pay scale compared to neighboring Districts. She stated that the District improved turnover by 2% last year, which equates to 100 teachers. She continued by saying that the Human Resource Division conducts exit and stay surveys, which include when teachers transfer to other schools within the District. Also, in May, the District conducts a *Climate Survey*, which asks teachers, "What is important at your school".

Dr. Pruitt then informed the Committee, "Over the last three years, on average, teachers have received a 3% raise." Overall, when looking at the state average, Lee County teachers are at the 55th percentile. The current proposal is to move them to the 65th percentile next year, with a goal of 75th percentile. We are in year three in moving our teachers to market rate.

The discussion then moved to ways the District is creating various efficiencies throughout the departments:

- Decentralized/On-line Hiring Process
- Electronic Personnel Action Form – "PAF"
- Expanding Digital Recruiting – Virtual Recruitment Fairs
- In-house College Courses

Shawn Williams then shared, "Out in the public, there is a concept that the District found extra funds and that it went to administrators and not teachers."

Chris Patricca explained, "The Board approves a budget, and within the budget it was approved to have market rate raises for Executive Directors and Cabinet Members." She further explained, "These raises were just not paid out until later in the year."

GOOD OF THE ORDER

The meeting was adjourned at 6:30 p.m. The next meeting is scheduled for March 20, 2019, in the Intervention Training Room, which is located in Room 01-0202, located right beside our regular meeting room, at 2855 Colonial Boulevard, Fort Myers, Florida.