



# Hernando School District

## School Board Workshop

### Minutes - Draft

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Tuesday, June 27, 2023

2:30 PM

District Office-Board Room  
919 N. Broad Street  
Brooksville, FL

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#### CALL TO ORDER

**Present:** Gus Guadagnino  
Susan Duval  
Mark Johnson  
Linda Prescott  
Shannon Rodriguez

*The Workshop was called to order at 2:34 P.M. Also present were Nancy Alfonso, School Board Attorney and John Stratton, Superintendent.*

#### PRESENTATIONS

1. [23-1473](#) Informational item on the contract for PACE Center for Girls of Hernando County

**Attachments:** [22-23 Hernando School Board Presentation](#)  
[Budget Sheet PACE](#)

*Sonsee Sanders, Director of Assessment and Accountability came forward to introduce this item. Mrs. Sanders introduced Xonjense Jacobs, Jennifer Fletcher and Summer Mitchel of the Pace Center for Girls.*

2. [23-1520](#) Transportation Management System Presentation

**Attachments:** [Transportation Management System 6.23](#)  
[No Financial Impact](#)  
[06-27-23 Workshop Handout item #23-1520](#)

*Ralph Leath, Director of Transportation came forward to present this item. After much discussion, everyone was reminded that this being presented as a pilot.*

*The Board recessed at 3:57 P.M. and reconvened at 4:03 P.M.*

3. [23-1536](#) Review and Tentative Approval of Job Descriptions

**Attachments:** [Job Descriptions Workshop Presentation June 27, 2023](#)  
[Associate Teacher Presentation](#)  
[Associate Teacher Substitute strike through](#)  
[Associate Teacher Substitute Job Description clean](#)  
[Coordinator of Retention - strikethrough](#)  
[Coordinator of Retention - Clean](#)  
[2022-2023 PTS Salary Schedule and Index - STRIKE](#)  
[2022-2023 PTS Salary Schedule and Index - CLEAN](#)  
[Budget Sheet Coordinator of Retention](#)  
[Supervisor of Recruitment - strikethrough](#)  
[Supervisor of Recruitment - Clean](#)  
[Budget Sheet Supervisor of Recruitment](#)  
[TOSA for Recruitment & Retention - strikethrough](#)  
[TOSA for Recruitment & Retention - Clean](#)  
[Budget Sheet TOSA \(2\)](#)  
[Human Resources Org Chart](#)  
[Assistant Director of Safe Schools - strikethrough](#)  
[Assistant Director of Safe Schools - clean](#)  
[Rule Compliance-Office of Safe Schools](#)  
[23-24 District-Based Administrator Placement Salary Range-STRIKE](#)  
[23-24 District-Based Administrator Placement Salary Range-CLEAN](#)  
[Budget Sheet Assistant Director of Safe Schools](#)  
[Staff Counsel - Strikethrough](#)  
[Staff Counsel - Clean](#)  
[Budget Sheet Staff Counsel](#)  
[Planner - STRIKE](#)  
[Planner - CLEAN](#)  
[Budget Sheet Planner](#)  
[Director of Communications - strikethrough](#)  
[Director of Communications - clean](#)  
[Budget Sheet Director of Communication](#)

*Matt Goldrick, Director of Human Resources; Ray Pinder, Executive Director of Business Services; and Lisa Becker, Assistant Superintendent of Business and Support Operations, came forward to present this item. Mr. Stratton provided an explanation of these job descriptions.*

*Mr. Johnson stated that he feels that the Retention, Recruitment and TOSA can be done by the same person. He also addressed his concerns with pulling a teacher out of the classroom. Ms. Duval stated that she would be in favor of a Coordinator of Retention position. The Supervisor of Recruitment job description might be a worthy goal, but does she does not agree with it at this time. She also stated that the TOSA was agreed upon within negotiations and these mentors will be working one-on-one with new teachers and those are the ones who need strong support. Mr. Johnson would like to see*

*a program evaluation performance (PEP) done on this program [BloomBoard]. After discussion, the consensus of the Board is to eliminate the Supervisor of Recruitment job description.*

*Ms. Duval stated that she does think that the Assistant Director of Safe Schools position is well warranted and needs to be approved. Mr. Guadagnino and Mrs. Prescott agreed. Mrs. Rodriguez questioned the education needed for the Director of Safe Schools position. She stated that she has reached out to Pasco County and spoke with the Chief who stated that he would not want to do the job alone for a district our size. Mrs. Rodriguez explained that she has only been here for the Fox Chapel situation and feels that it was not handled correctly and by bringing in a second person on, it will hopefully take some of the case load off of her [Jill Renihan].*

*Ms. Duval asked if the Staff Counsel position is at a cost savings. Mrs. Becker stated it will be a cost savings and she will do her best to provide a cost savings summary to Board Members by the meeting tonight. Ms. Duval stated that she does see the need for a staff counsel, however she is not giving up a school board attorney. Mr. Johnson questioned what would happen with the current attorneys being used (example, construction attorney). He also stated that he wants direct access to this staff attorney as long as there is no conflict with the school board.*

*When discussing the Planner job description, it was noted that there was an error on the org-chart with who reports to Jim Lipsey. Mr. Goldrick explained that there are three positions who report to Mr. Lipsey and that the line on the org-chart needs to be adjusted.*

*Mr. Stratton explained the need for the Director of Communications job description, which will align with the Director of Safe Schools position. This job is 24/7 and never ends. Mr. Johnson stated that because of the Fox Chapel fire alarm incident, he does not agree that she is performing at a director level. He feels he should have been notified before the parents. Mrs. Prescott disagreed with Mr. Johnson and does not feel that a student pulling a fire alarm is a grievous offense. Mrs. Rodriguez disagrees with Mrs. Prescott. Mrs. Rodriguez stated that Mrs. Jordan did not know the details of an issue within her own department. She stated that she has had first hand experience and does not think things are being handled on that level in that department like they should be. Ms. Duval stated that she is not opposed to this position, but not right now. She would like to offer up shifting four (4) responsibilities to the Assistant Director of Safe Schools job description:*

- 1. develop crisis communications plan and update as needed;*
- 2. provide timely notifications of schools safety matters or topics of concern related to the district's families, school board and executive staff*
- 3. supervise assigned staff to monitor and analyze social media activity ensuring that content is timely, accurate and supports the school districts strategic objectives*
- 4. directs the district's emergency communications team*

*Mr. Johnson and Mrs. Rodriguez agreed. Mr. Johnson did state that he thought one of the tasks should stay with the PIO (work closely with the Director of Safe Schools to*

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*develop a crisis communications plan). Mr. Stratton stated that the Board has asked to be updated in communications more than ever. He would like to speak with staff regarding the shifting of responsibilities.*

*Mr. Stratton explained other job descriptions that will be coming before them tonight from Sonsee Sanders.*

*Mr. Johnson stated that at one point the School Board Secretary and Superintendent Secretary were in a category of their own and now the schedule is crowded and would like to see them in category of their own. Mrs. Rodriguez agreed and stated that support staff gets lost in the shuffle. Mrs. Becker clarified that they were never on their own and in fact, they were moved up to that category. The Board would like more information.*

## **GENERAL COUNSEL**

## **ADDENDUM ITEMS**

## **GOOD OF THE ORDER/BOARD DISCUSSION**

### **School Board Comments**

## **ADJOURNMENT**

*The Workshop adjourned at 5:41 P.M.*

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**Superintendent**

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**Board Chair**

### **Mission Statement**

The Hernando County School District Collaborates with students, parents and other community stakeholders to effectively prepare all students for a successful transition into a diverse and changing world.

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