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SCHOOL BOARD WORKSHOP
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BRITE Project Update

The BRITE Project staff, accompanied by IBM and KPMG consultants, came before the School Board to give an overview of the project and where are we today.

BRITE is a single, integrated business system that will standardize Broward's financial and administrative processes across the District through the Software Application Platform (SAP.) The business benefits are:

- Paychecks will be easier to understand and will have more detail.
- Eliminate pay in advance of work.
- Online job application.
- Tracking teacher certification in one database.
- Single source of information makes reporting more accurate and easier (i.e., grants).
- Eliminates maintaining separate financial records and the reconciliation process.
- Asset and inventory records are updated automatically.
- Work order status is available for schools or departments to review.

Consultants have been employed to review the BRITE Project and its implementation process to see how this School District compares to other businesses and school districts that have implemented this project. The review determined that this District is doing very well and is on target with the implementation timeline. There is a delay on the Human Resource/Payroll implementation. It was scheduled for January 29, 2008. Being such a critical implementation it was decided by the Board to wait and have continued testing to make absolutely sure there are no mistakes when it does go live on July 1, 2008. Lessons learned from other existing corporate implementation have been very helpful for use to keep the BRITE Project on schedule. Testing has gone very well and staff is confident that the go live date will be successful. Once the July 1, 2008, go live date occurs, there will be a phased deployment approach used for the rest of Wave I, such as Employee Self Service (ESS) Manager Self Service (MSS), HR Processing and Staff Development. Wave 2, Maintenance/Fixed Assets/Recruitment/Accounts Receivable, is postponed to allow the end-users and departments time to adjust to the new system and business processes and to fully focus on the HR/Payroll project.

Board Members have concerns regarding implementation costs, which may be over budget, and asked staff if they have estimated the financial support needed and properly prepared the budget.

There will be additional funding needed for implementation. The delay in the Human Resource/Payroll will cost approximately \$2.7 million. IBM support will remain until December and is included in the \$2.7 million. Staff also stated that there might be a need for future consultation support.

There will be additional funding needed for production support. BCPS in-house resources are gaining breadth in their respective areas but do not have the depth necessary for supporting a post go-live environment. This additional funding will covers consulting support for:

- SAP support pack implementation (required for Benefits Open Enrollment and W-2s.)
- Developing an interface from SAP to COMPASS for goods receipt of inventory items due to the Wave 2 postponement.
- Conducting SAP fiscal year-end close processes.
- IBM will provide critical support, with BCPS staff providing low to medium task level support.
- Assisting the District with troubleshooting system issues that may arise.

The cost of this production support is \$2.5 million; staff proficiency levels will be the key determining factor for any future funding requests.

The Board Members where updated on the status of the PC and MAC issue. There are certain personnel forms, IForm, which will not work on the MAC platform. Therefore, PC's will have to be placed at locations that need to perform this transaction. There will be a survey to see how many PC's are needed. At this time, it is thought that approximately 300 PC's are needed.

Strategies have been defined to limit risk and mitigate issues during the go live period such as:

- Communication to all end users to answer all questions and quickly resolve paycheck issues.
- Blackout period on personnel actions.
- BRITE Lites.
- Hot Labs.
- Payroll processors and HRIS department staff on site to answer questions.
- Help Desk.

Also there is a payroll contingency plan, which can run off cycle payroll, produce manual checks and use the old SAP system if necessary.

Payroll is the number one concern of the School Board and staff feels confident the new payroll system will be a success.

Policy 6000.1, Student Progression Plan – High School Grades in Middle Schools

Policy 6000.1 states: *The Forgiveness Rule for middle school students taking high school courses, earning a grade of “C”, “D”, or “F”, allows the replacement of the first grade with a grade of “C” or higher earned subsequently in the same or comparable course. Only the new grade shall be used in the calculation of the student’s grade point average.*

The State Statute 1003.428 states: . . . for a student in middle grades who takes any high school course for high school credit and earns a grade of “C”, “D”, or “F” or the equivalent of a grade of “C”, “D”, or “F” . . . the District forgiveness policy must allow the replacement of the grade with a “C” or higher or the equivalent of a grade of “C” or higher, earned subsequently in the same or comparable course. In all cases of grade forgiveness, only the new grade shall be used in the calculation of the student’s grade point average. Any course grade not replaced according to a district school board forgiveness policy shall be included in the calculation of the cumulative grade point average required for graduation.

Students who earn a “B+” or a “B” on a high school course taken in middle school do not have options for countering the impact on the GPA used for class rank.

Staff recommended using the latitude provided in State Statute to change local forgiveness in Policy 6000.1 for class rank determination.

Staff suggested allowing forgiveness of a “B+” or “B” in high school courses taken in middle school, but only for calculation of the class rank GPA.

The revised policy would read:

The Forgiveness Rule for middle school students taking high school courses, earning a grade of “C”, “D”, or “F”, allows the replacement of the first grade with a grade of “C” or higher earned subsequently in the same or comparable course. Only the new grade shall be used in the calculation of the student’s grade point average for graduation (STATE GPA). Tthe only exception to this is for a grade of “B+” or “B” earned in high school courses taken in middle school for class rank GPA calculation. Students may replace this first grade with a grade of “B” or higher earned subsequently in the same or comparable course to be used in the grade point average calculation for class rank purposes (District GPA) only. This only applies to high school courses taken and completed prior to the completion of 8th grade (i.e. the last day of school for students).

The next steps would be to revise the letter to parents with further detail on the impact of high school courses taken in middle school and would require a sign off sheet from the parent. Other information will be provided to parents, students and school personnel to assist in the understanding of this issue.

Previously, the middle school high school courses, when passed, were given a “P”, no grade. The state changed that process and the “P” was not allowed, grades were allowed. The state has their own GPA for graduation and these grades have to be counted. Removing the “P” has not helped students, and in some cases have actually hurt them. Staff is requested to go forward legislatively to see if the “P” can be put back or give students a choice of getting a “P” or a grade. “P” grades are used for other issues such as a student coming in from another country.

The School Board and staff want to make sure all students have the same opportunity and are on the same playing field.

The Board Members did agree with the recommended revision to Policy 6000.1 regarding the “B” & “B+” grades modification for forgiveness, which would help create a more level playing field.

Staff is requested to monitor this over the next year and bring back for further discussion with the Board. The complete presentation can be found on the eAgenda, June 10, 2008 workshop.

Environmental Stewardship Policy 7014

The Environmental Stewardship Policy 7014 has been developed to support the District Strategic Plan Goal #7, Environment Stewardship, by establishing an enforceable district-wide Environmental Strategic Plan that addresses and monitors sustainability, resource conservation, and the implementation of environmental practices district-wide.

The policy supports resource conservation as an economic, environmental, and social priority to be taught, practiced and implemented throughout the District. The District understands the profound impact that our actions have on our ecological systems and natural resources. It encourages effort, which will consistently prevent or eliminate damage to our environment, thereby, protecting the health and well being of our children and employees, both present and future.

The Clean Water Act, the Clean Air Act, and the National Environment Policy Act of 1969 help set the stage for this policy. Through education, training, and best management practices, viable information will be shared with all stakeholders.

The School Board will establish a District Environmental Oversight Committee (DEOC) to monitor objectives, recommend initiatives, and identify responsibility supporting the implementation of the Environmental Strategic Plan. The DEOC shall establish an Environmental Technical Advisory Committee (ETAC) to provide technical information status and timeliness; make recommendations on environmental strategies; educational programs and pilot projects; develop evaluation guidelines for the DEOC's approval and recommendation to the Board; and shall report to the DEOC on a quarterly basis.

This policy promotes environmental education and mandates responsible leadership in protection of our natural resources and the environment in which our children live and learn.

This school district will continue its environmental saving projects such as solar panels, solar lighting, energy saving projects and recycling, which have an economic, social, and moral benefit. It's doing what is right. Broward County is the leader in the State of Florida on developing an Environmental Stewardship Policy.

District Educational Facilities Plan

Staff came before the School Board with their recommendation for balancing the District Educational Facilities Plan. Due to the 0.25 millage swap, revenues are lower than funds needs for projects in the first year of the new plan 2008-09. Revenues are based on the capital millage being restored from 1.75 mills to 2.0 mills in 2009-10. The total revenues are \$512.6 million. The total projects need \$656.0 million. This leaves a difference of \$143.4 million needed to balance this budget.

Two options were presented to the Board Members.

Option 1 – Delay funding for High School “MMM” and Middle School “NN” until 2009-10 which totals to \$143.4 million.

Option 2 – Delay funding for remodeling replacements of several schools & roofs which have been on the books for several years totaling to 143.6 Million.

It was previously decided by the School Board and Superintendent that High School “MMM” would be delayed. The School Board Members want to wait for the Plant Survey, which is a review of the entire School District's construction needs and the boundaries comprehensive discussion, before they decide on Middle School “NN.” School Board Members said they would rather put off funding for a new high school and middle school than delay the many remodeling and replacement projects at existing schools throughout the district. Board Members did request that the design phase of Middle School “NN” go forward at this time.

Board Members continue to have many questions regarding increased funding and reductions on projects in the Five-Year Plan. Board Members have requested staff to return to the June 16th workshop with further information to help them understand changes that have or have not been made.

District Strategic Plan

The existing District Strategic Plan was revised by the School Board in their training sessions with Dr. Mathis held over the past year. The Strategic Plan contain 7 Goals:

1. Student Achievement.
2. Improve health and wellness of students and personnel.
3. Provide safe and secure environment.
4. Focus on best practices and quality efforts.
5. Recruit, develop and retain high performing faculty and personnel.
6. Build strong partnerships with family, business, community, and government.
7. Ensure innovative ecology and energy conservation programs.

The School Board Members directed staff to bring this plan forward to the June 17th School Board meeting for their approval. The complete District Strategic Plan can be found on the eAgenda June 10th workshop.

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