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## Juvenile Welfare Board Meeting : 1983 : 01 : 18 : Minutes

Juvenile Welfare Board of Pinellas County.

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## JUVENILE WELFARE BOARD

Work Session - January 18, 1983

PRESENT: Mrs. Mary Wyatt Allen, Chairman; Mrs. Mary Frances Byrkit, Vice Chairman; Dr. Calvin D. Harris, Secretary; Mrs. Helen W. Herman; Judge Jack A. Page; Dr. Scott Rose; and Mrs. Jo Ann Welch. Also present: Dr. Frank Osanka, Executive Director; Mrs. Mary Laura Broadwater, Executive Secretary; and Mr. Terry A. Smiljanich, Attorney at Law.

Mrs. Allen opened the meeting with prayer.

Mrs. Allen stated that this was a meeting called for the purpose of addressing personnel matters relating to Dr. Osanka; therefore, the Board may not take action on any other matter.

Mrs. Allen announced that Mrs. Byrkit had accepted the chairmanship of a subcommittee on the computer needs of the Juvenile Welfare Board and has placed on the calendar a meeting for Monday, January 24, 1983, at 7:30 p.m. to discuss the following: (1) computer needs of the Juvenile Welfare Board for the next 10 years; (2) the practicability of offering computer services, which would be direct services to child-serving agencies; (3) feasible ways of protecting the autonomy, if this service is to be offered; (4) investigation of software packages; and (5) preparation of possible request for proposals. Mrs. Allen asked that Dr. Harris, Dr. Rose and Judge Page work with Mrs. Byrkit. Mrs. Allen stated that the above is not to imply any dissatisfaction with the Erst study, but, rather, the need for the Board to educate itself and make recommendations on this very important matter.

The second subcommittee will be chaired by Mrs. Allen and is to wrap up the autonomy issue. Mrs. Allen asked Mrs. Herman and Mrs. Welch to work with her on this matter. The subcommittee will meet with representatives of the three agencies. Mrs. Allen instructed staff that this issue has top priority.

Mrs. Allen explained that at this meeting the Board will discuss items of controversy mentioned in the press recently. She expressed belief that there are four courses of action open to the Board: (1) to maintain the status quo; (2) to ask for Dr. Osanka's resignation and negotiate severance pay; (3) suspend Dr. Osanka with pay and initiate termination according to contract; and (4) re-negotiate a contract with Dr. Osanka, assigning new duties outside of the position of Executive Director.

Mrs. Allen asked Mrs. Byrkit to read into the record a proposal which she had worked up for tonight. (Attached as addendum to minutes.)

Mrs. Allen declared a five-minute recess so that the Board could read the above proposal.

Mrs. Herman proposed a fifth course of action in relation to items of controversy mentioned in the press: to suspend with pay, and give the Board attorney an opportunity to investigate all avenues that the Board would have and report back.

Mr. Smiljanich stated that should the Board then determine and decide to terminate for cause under the terms of the contract, there are certain procedures that would have to be followed. There would have to be notice given to Dr. Osanka with a list of charges, there would have to be an opportunity within a reasonable period of time (the contract specifies between 30 and 60 days) for him to appear before the Board and respond to those specific charges and have an opportunity to be heard on those matters, and then the Board, at that point, could take whatever final action they so desired.

To : All JWB Board members, Attorney Smiljanich, Dr. O'Sanka and attorney and press.

From: Board Member Mary Eyrkit

Because I believe that events of this month and past employment history unknown to the Board concerning the Executive Director have placed this Board in a politically and administratively difficult position, I have tried to ascertain my public responsibility as a member of this Board.

My clear duty is to consider the best possible outcome of this situation for the Children of Pinellas.

My clear duty is to respond accountably to the irreparably damaged professional leadership of the Executive director.

My clear duty as a Board member is to protect to the best of my ability the positively held public image of JWB Board and staff; and to protect any expenditure of monies made available through the millage so generously given by that Public.

With duty in mind, I would like to propose the following for discussion by the Board.

I propose that the Board and Dr. OSanka mutually re-negotiate the existing 2 year contract held by Dr. OSanka.

This new contract to cover the eight months beginning January 20, 1983 and ending September 20, 1983.

This newly negotiated contract will be for specific consultant services in the following broad areas.

1. Program Planning (12 Weeks)

JWB is currently and actively planning a program approach to meet the many and varied needs of the severely Emotionally Disturbed Children in our Community.

We are currently at the needs assessment status with a steering committee in place.

The direct consultant responsibilities would be broadly defined as follows:

- A. Conduct analysis, state findings, Formulate recommendations based on needs survey data

(over)

- B. Program Planning, ie, objectives, methodological approaches, staffing model, possible other funders and appropriate strategies for program coordination with existing services.
- C. Presentation of RFP for Board Approval

2. Administration:

Present to the Board a (draft) framework of JWB reorganization as specified in the original contract. (due date, March 20 )

3. Training:

Such professional training and workshops planned by the acting Director and Training Consultant with approval of the Board.

These training activities to be focused on Dr. Osanka's area of expertise, ie:

Child Pornography, Sexual Assault Therapeutic Counseling Approaches, Child Abuse and Neglect.

Consultant Osanka will be housed at the up-county JWB office with clerical support not to exceed 10 hours per week.

Reports are to be made to the Board at the request of the Board and Chairman through JWB's Acting Director.

( alternating Board days or a mutually agreed timetable )

Payment for such services will be made monthly at the current rate in accordance with the 1982-83 budget so long as contract is honored.

This re-negotiated contract should be refined and agreed to so as to be presented to a special meeting of the Board ( or empowered officers ) by January 20, 1983 at 7:30 p.m.

announce such a meeting for the benefit of the press and compliance with the sunshine law should this proposal find favor.

Respectfully submitted,



Mr. Ken Deacon, attorney for Dr. Osanka, spoke in behalf of Dr. Osanka and stated that in order to find cause the cause must be a cause that arose out of and happened during Dr. Osanka's employment as the Executive Director of the Juvenile Welfare Board.

Dr. Osanka stated that he would be amenable to terminating by mutual agreement - the honoring by the Board of twenty-four months of obligation.

Mr. Smiljanich made it clear that the Board would be dealing with the terms and clauses of this contract between the Juvenile Welfare Board and Dr. Osanka, and any further discussions or proceedings will be directed toward whether or not the Board feels that the conduct that it has before it is sufficient to make a determination on the contract. That will be the issue for the Board to decide.

Mrs. Allen declared a brief recess to allow Dr. Osanka to confer with his attorney as to his response to the proposal by Mrs. Byrkit.

Dr. Osanka asked his counsel, Mr. Deacon, to summarize his position as to the proposal made by Mrs. Byrkit, which was that this proposal is not in the best interest of Dr. Osanka. Mr. Deacon stated that Dr. Osanka would like to continue as the Executive Director. If that is not possible, Mr. Deacon suggested that he and Mr. Smiljanich earnestly negotiate a mutual termination of contract.

Mrs. Herman withdrew her proposed fifth course of action.

MOTION        Dr. Rose moved, and Dr. Harris seconded a motion which carried unanimously for  
Special        the Board to set a special meeting (Tuesday, February 1, 1983, 7:30 p.m.), by  
Meeting        which time, if there is opinion of cause that would affect the contract, it can  
be laid out. Mr. Smiljanich can then proceed, and the Board can draw some conclusions.

Dr. Osanka and Mr. Deacon thanked the Board for their fairness in the deliberations.

Mrs. Allen declared the meeting adjourned.




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Calvin D. Harris, Ed.D., Secretary