



01 21 2020 Special Work Session 9 00 AM

DISCUSSION ITEMS

Item 1

1. [Property Purchase](#)

Attachment: [42 Acres - Stambaugh Middle.pdf](#)

Minutes:

Angela Usher, Assistant Superintendent, Facilities and Operations, discussed the possible land purchase of 42 acres, near Stambaugh Middle.

Item 2

2. [Governor's Proposal](#)

Minutes:

Wes Bridges, PCPS Attorney, addressed communication from the school board to the state concerning the Governors' proposal on setting the base teachers salary to \$47,500. Instead of using resolution, Chair requested to convert it into a letter to use individually by the board.

Item 3

3. [Best and Brightest Teacher and Principal Award Program](#)

Attachment: [1-14-20 WS-Best and Brightest Award Attachments.pdf](#)

Attachment: [1-14-20 WS Executive Summary Best & Brightest Awards.pdf](#)

Minutes:

Teddra Porteous, Associate Superintendent, Human Resources discussed how

the Best and Brightest Teacher and Principal Award Programs has changed since last year. Mrs. Porteous broke down each award and the amount per award. Teacher Recruitment Award up to \$4,000.00, Teacher Retention Award Highly Effective up to \$2,500 in 2018/2019, Effective \$1,000, Instructional Personnel Recognition Award \$5,000, Recruitment Award of which the Board needs to determine what to do with the money. Mrs. Porteous also stated that their goal is to have this in their March 31st paychecks.

The board agreed on Option #1

Item 4

4. [School Calendars for Students, Teachers and Paraeducators: Revised 2020-2021 and Tentative 2021-2022](#)

Attachment: [1-14-20 WS Executive Summary- School Calendars REVISED 2020-21 and TENTATIVE 2021-22.pdf](#)

Minutes:

Teddra Porteous, Associate Superintendent Human Resources, went over the updates to the 2020-2021 "tentative calendar". Mrs. Porteous met with the Calendar Committee and two updates were made. The first update was a Staff Development day on August 5th was changed to August 4th. Also, two Staff Development days (Early Release Days), Wednesday September 2nd and Wednesday November 4th were changed to Teacher Work Days.

Item 5

5. [IRIS Progress Update/Discussion](#)

Minutes:

Dr. Tina Barrios, Assistant Superintendent, Information & Systems Technology, discussed the current IRIS system and updates.

Mrs. Miller stated her concerns on turnaround time with IRIS and its use.

Mrs. Fields wanted clarification on who they are not allowed to email with questions. Mrs. Miller stated that staff is not allowed to communicate with board members.

Questions/Request for IRIS from the Board:

1. Can we expand the request?

2. Layout is not carried over the same style spreadsheet; looks as a paragraph. Dr. Barrios will go to the tech staff and bring it back to the board.

3. Can we respond back at least with a thank you or maybe be able to go back and reword the question.

Mrs. Cunningham asked for a way to respond or make a follow up.

Mrs. Fields we need to look back at the policy to see what the exact words are. Is it possible to have the follow up tab added.

Superintendent Byrd stated several people email her directly to ask permission to meet with individual staff members. IRIS was intended for board members who needed information items that go back out to the community and to keep duplicated request down.

Item 6

6. [Academies Expansion](#)

Minutes:

Steven Cochran, Senior Director, Career Pathways, Reba Coil, TRST Program Specialist, Laura Webster, TRST Program Specialist and Tamara Fields, TRST Program Specialist went over the key elements of a Career Academy and to answer Mr. Wilsons question on designing programs for students that are not abstract learners.

Mr. Cochran stated that he would love to see changes from the state that would allow us to focus strictly learning the skills that they are interested in. We need to reinforce these English and math skills through the academic classroom thru the vocational program.

Item 7

7. [Communication](#)

Minutes:

Superintendent Byrd apologized to the staff for the way the email went out last week regarding the Rally in Tally. It was not the intent to threaten anyone.

Mrs. Cunningham is very happy with the amount of staff who went and board members who were able to attend. She also thanked everyone who represented the district.

PEA asked if the January 28th, 2020 Board Meeting can be moved to a larger location to meet the needs of the amount of guests who will attend.

Mrs. Cunningham stated she supported the Superintendent whole heartedly and we should rally behind her.

Superintendent Byrd talked about staff numbers were less than 600 but after the break, the numbers kept growing. District staff helped in the schools, as well as 30 Deputy Sheriff's.

Mrs. Cunningham echoed that we need to rally behind our leader, Mrs. Byrd, to show our teachers that they need to do the same.

Mrs. Fields stated that no one is perfect. We need to put this behind us and move forward and focus on the good things in this District.

Ms. Reynolds supports Mrs. Byrd and she felt the best way she could show her support last Monday was to be in a classroom ensuring that no learning was missed out.

INFORMATION ITEMS

Item 9

8. [Polk Education Foundation 2018-19 Audit Report](#)

Attachment: [18-19 Final PEF Financial Statements.pdf](#)

Minutes: This is an information item that will be on the Board Agenda for next week.

BOARD AGENDA REVIEW

OLD BUSINESS

9. [School Board Services' Direct Employees Contract Discussion](#)

Attachment: [Bridges and Matthews.pdf](#)

Attachment: [Mrs. Matthews.pdf](#)

Attachment: [Mr. Bridges.pdf](#)

Minutes:

Ms. Cunningham discussed the contracts for Mr. Bridges and Ms. Matthews, which will be voted on next Tuesday; this is just a discussion.

Ms. Reynolds questioned that surrounding districts that are smaller have more inhouse lawyers than we do. Can we save money by hiring more in house than using outside sources.

Ms. Miller asked for clarification on what all Mr. Bridges handles and what work is out sourced.

Ms. Cunningham opened the discussion for Mrs. Matthews contract.

Ms. Fields talked about not supporting a pay raise for Mrs. Matthews. Other staff are not receiving a raise. Ms. Matthews explained she understood that board wanted her to get surrounding county salaries. There were still questions about the request of a raise for Mrs. Matthews. Mrs. Cunningham requested that board members get with Mrs. Matthews and have their questions answered.

Mrs. Cunningham asked for Mr. Bridges to share with the board at an upcoming meeting as to what his office provides the district. Mrs. Fields requested Mr. Bridges add to his report the tasks Mr. Murphy provides as well.

NEW BUSINESS

10. [BOARD COMMENTS](#)

Minutes:

Ms. Fortney wanted to know how to proceed with naming the clinic after Marianne Capozziello. In addition she asked about the follow up with Emily Rogers.

Mr. Hill gave an update on Emily Rogers and the sessions that have been held. He advised that Emily Rogers plans to come and meet with the board later this year.

Ms. Fortney asked Mrs. Porteous about looking at other districts and incentives to keep the absenteeism down amongst staff.

Mrs. Miller would like Achievement Academy added to the next agenda.

Ms. Fortney talked about a "no opt-out" for mental health lessons. Parent must write a note stating they were keeping their child home as they did not agree with the lesson.

Mr. Bridges talked about House Bill 7069.

Lori Cunningham, Board Chair

Jacqueline M. Byrd, Superintendent