



01 24 2017 School Board Meeting 5 00 PM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting. A voluntary invocation may be offered before the opening of the School Board meeting by a private citizen. The views or beliefs expressed in the invocation have not been reviewed nor approved by the School Board, and the Board is not allowed, by law, to endorse the religious beliefs or view of this, or any other speaker.

Pledge of Allegiance

1. [C-1 Izabella Simmons, Combee Elementary](#)

Call Meeting to Order

Acceptance of Agenda

2. [C-2 Accept the Agenda for the January 24, 2017 School Board Meeting as REVISED](#)

Motions:	
Motion to accept the agenda as REVISED.	- PASS
Vote Results	
Motion: Lori Cunningham	
Second: Hazel Sellers	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye

Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Special Recognitions

- 3. [C-3 VSA \(Very Special Arts\) Student of the Month](#)

- 4. [C-4 Black History Month Proclamation](#)

Attachment: [2017 Black History Month.pdf](#)

Motions:	
Motion to proclaim February 2017 as Black History Month.	- PASS
Vote Results	
Motion: Hazel Sellers	
Second: Lynn Wilson	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

- 5. [C-5 Martin Luther King, Jr. Essay Challenge Winners](#)

Attachment: [MLK Essay Winners.pdf](#)

- 6. [C-6 Donor Recognition - Teacher and Employee of the Year Sponsors](#)

Public Comments on Agenda Items

- 7. [C-7 SPEAKERS](#)

Approval of Minutes

8. [C-8 Approve Minutes of the December 13, 2016 Work Session](#)

Attachment: [12 13 2016 Work Session Minutes.pdf](#)

Motions:

Motion to approve the minutes of the December 13, 2016 Work Session. - PASS

Vote Results

Motion: Billy Townsend

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

9. [C-9 Approve Minutes of the December 13, 2016 School Board Meeting](#)

Attachment: [12 13 2016 School Board Meeting Minutes.pdf](#)

Motions:

Motion to approve the minutes of the December 13, 2016 School Board Meeting. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend	- Aye
Lynn Wilson	- Aye

10. [C-10 Approve Minutes of the December 13, 2016 Grievance Hearing](#)

Attachment: [12 13 2016 Grievance Hearing Minutes.pdf](#)

Motions:	
Motion to approve the minutes of the December 13, 2016 Grievance Hearing.	- PASS
Vote Results	
Motion: Sara Beth Reynolds	
Second: Lynn Wilson	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

11. [C-11 Approve Minutes of the December 13, 2016 Special School Board Meeting](#)

Attachment: [12 13 2016 Special School Board Meeting Minutes.pdf](#)

Motions:	
Motion to approve the minutes of the December 13, 2016 Special School Board Meeting.	- PASS
Vote Results	
Motion: Billy Townsend	
Second: Sara Beth Reynolds	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye

Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Approval of Consent Agenda

12. [C-12 Approve the Consent Agenda](#)

Motions:	
Motion to approve the Consent Agenda items.	- PASS
Vote Results	
Motion: Tim Harris	
Second: Lynn Wilson	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

New Administrator Announcements

13. [C-13 New Administrators](#)

Consent

Business Services General Items

14. [R-75 Bid Recommendation for Fence, Installed and Fence Repair- \\$325,000](#)

Attachment: [Bid # 022-MHH-1113 Budget Impact Analysis.pdf](#)

Business Services Budget Revisions

15. [C-14 Resolutions to Amend District School Budget for September 2016](#)

Attachment: [Septmber Packet to Board.pdf](#)

16. [C-15 Resolutions to Amend District School Budget for October 2016](#)

Attachment: [October Budget Amends Board Packet.pdf](#)

17. [C-16 Resolutions to Amend District School Budget for November 2016](#)

Attachment: [November 2017 Board Packet.pdf](#)

Business Services Contracts

18. [R-78 Amended Educational Based Services Contract, Student Support Services, \\$53,972.24 \(\\$603,752.24\)](#)

Attachment: [EBS Amendment 2017.pdf](#)

Attachment: [EBS budget Impact 2017.pdf](#)

19. [C-17 Amended INVO Healthcare Associates Contract, Student Support Services, \\$60,622.00 \(\\$139,162.00\)](#)

Attachment: [INVO Amendment 2017.pdf](#)

Attachment: [INVO Budget Analysis 2017.pdf](#)

Business Services Donations - CASH

20. [C-18 \\$500.00 Donation from Jarrett Gordon Ford to Haines City High School](#)

21. [C-19 \\$500.00 Donation from Marcia Welch to Haines City High School](#)

22. [C-20 \\$600.00 Donation from Skate World to Lincoln Avenue Academy](#)

23. [C-21 \\$900.00 Donation from Publix Super Markets Charities to North Lakeland Elementary.](#)

Attachment: [Publix Donation.pdf](#)

24. [C-22 \\$500.00 Donation from Mrs. Whitehead to Alturas Elementary](#)

25. [C-23 \\$1570.00 Donation from PEF to Lake Alfred Elementary](#)

26. [C-24 \\$1,950.00 Donation from AICHe to Spook Hill Elementary](#)

27. [C-25 \\$1,750.00 Donation from Walmart to Lake Gibson Middle School](#)

28. [C-26 \\$7,762.25 Donation from Tracy & Clerenda McGrady to Auburndale High School](#)

29. [C-27 \\$500.00 Donation from Bob Leary and Sons, Inc. to Haines City High](#)
30. [C-28 \\$1,500.00 Donation from WalMart Stores Inc. to Auburndale High School](#)
31. [C-29 \\$500.00 Donation from Crystal Sharp to Tenoroc High School](#)
32. [C-30 \\$3,000.00 Donation From Frostproof Little League to Frostproof Mid/Sr](#)
33. [C-31 \\$650.00 Donation from Woodmen of the World to Dixieland Elementary](#)
34. [C-32 \\$500.00 Donation from Polk Education Foundation to Auburndale High School](#)
35. [C-33 \\$858.28 Donation from Duke Energy to Roosevelt Academy](#)
36. [C-34 \\$500.00 Donation from the Sikes Elementary PTA to Sikes Elementary](#)
37. [C-35 \\$500.00 Donation from Southern Homes of Polk County, Inc. to Horizons Elementary](#)
38. [C-36 \\$5,000.00 Donation from Denis L. Fontaine Foundation, Inc. to Lakeland High School](#)
39. [C-37 \\$5,000.00 Donation from Denis Fontaine Foundation, Inc. to GJHS](#)
40. [C-38 \\$2,500.00 Donation from Bilal Powell to Kathleen High School](#)
41. [C-39 \\$5,000.00 Donation from The Denis L. Fontaine Foundation Inc. to Kathleen High School](#)
42. [C-40 \\$2,000.00 Donation from Frontier Communications to Kathleen High School](#)
43. [C-41 \\$1,000.00 Donation from Publix Super Markets Charities, Inc. to Fort Meade Middle Senior High School](#)
44. [C-42 \\$8,450.00 Donation from Mosaic Fertilizer LLC to Fort Meade Middle Senior High School](#)
45. [C-43 \\$1,000.00 Donation from Sweet Water Bingo Society to Eastside Elementary](#)
46. [C-44 \\$943.50 Donation from BookTix, LLC to Ridge Community High School](#)
47. [C-45 \\$2,500.00 Donation from Cutrale Citrus Juices to Walter Caldwell Elementary](#)
48. [C-46 \\$1,000.00 Donation from City of Mulberry to Kingsford Elementary](#)
49. [C-47 \\$1,014.09 Donation from Polk State College Foundation to Kingsford Elementary](#)
50. [C-48 \\$1,000.00 Donation from Mulberry Middle School PTSA to Mulberry Middle School](#)

Attachment: [Official Receipt.pdf](#)

51. [C-49 \\$500.00 Donation from Horace Mann to Lena Vista Elementary](#)
52. [C-50 \\$1,000.00 Donation from Lena Vista PTO to Lena Vista Elementary](#)
53. [C-51 \\$1,200.00 Donation from Lena Vista PTO to Lena Vista Elementary](#)
54. [C-52 \\$20,000.00 Donation from Andrew and Maria McCutchen to Fort Meade Middle Senior High](#)
55. [C-53 \\$1,000.00 Donation from Genn Youth: NFL Play 360 FitnessGram to Daniel Jenkins Academy](#)
56. [C-54 \\$1,304.80 Donation from BookTix to Ridge Community High](#)
57. [C-55 \\$2,500.00 Donation from Cutrale Citrus Juices USA INC to Lena Vista Elementary](#)
58. [C-56 \\$813.00 Donation from Lake Alfred Ministerial Association to Lake Alfred-Addair Middle School](#)
59. [C-57 \\$2,500 Donation from Cutrale Citrus Juices USA, Inc. to BOSWELL ELEM.](#)
60. [C-58 \\$500.00 Donation from Orlando City Soccer Foundation INC to Tenoroc High School](#)
61. [C-59 \\$659.50 Donation from Box Tops for Education to Lincoln Avenue Academy](#)
62. [C-60 \\$1,000.00 Donation from Walmart to Garden Grove Elementary](#)
63. [C-61 \\$5,000.00 Donation from Lowe's Toolbox for Education to North Lakeland Elementary](#)
64. [C-62 \\$500.00 Donation from Ridge Home Renovation and Repair LLC, McLaughlin Middle School](#)
65. [C-63 \\$3,000.00 Donation from Gilbert Bowen to Roosevelt Academy](#)
66. [C-64 \\$500.00 Donation from Clays Creek LLC, to McLaughlin Middle School](#)
67. [C-65 \\$2,000.00 Donation from Cheryl Beebe Romano to Lake Gibson High School](#)
68. [C-66 \\$5,000.00 Donation from Bilal M. Powell to Lake Gibson High School](#)
69. [C-67 \\$2,500.00 Donation from the Bilal Foundation, Inc. to Lake Gibson High School](#)
70. [C-68 \\$500.00 Donation from Carol and Barney Barnett Fund \(GiveWell Community Foundation\) to Lake Gibson High School](#)

71. [C-69 \\$500.00 Donation from KCHM Architects to Lake Gibson High](#)

Business Services Purchasing Items for Curriculum

72. [C-70 News 2 You/Unique Learning System, Learning Support, \\$108,566.08](#)

Attachment: [n2y_SoleSource_2016-2017.pdf](#)

Attachment: [News 2 You and ULS - Budget-Impact-Analysis-2016-17.pdf](#)

Attachment: [News 2 You.pdf](#)

Facilities & Operations General Items – Construction Services

73. [R-81 Various Projects - Confirmation Approval on Contracts and Contract Changes Under \\$250,000](#)

Attachment: [Oct - Dec 2016 - Quarterly Project Report.pdf](#)

74. [R-83 Project C-00302 - Fort Meade Middle/Senior - Upgrade/Replace Chiller & AHU Equipment](#)

Attachment: [Public Records Addendum.pdf](#)

Attachment: [C302 - FT MEADE SR CMCONTRACT.pdf](#)

75. [R-84 P-01694 - Rochelle School of the Arts - Cooler/Freezer Upgrade/Replace](#)

Attachment: [Public Records Addendum.pdf](#)

Attachment: [P-01694 - Rochelle SOA - CM Contract.pdf](#)

76. [R-85 P-01695 - Blake Academy - Cooler/Freezer Upgrade/Replace](#)

Attachment: [P-01695 - Blake Acad - CM Contract.pdf](#)

Attachment: [Public Records Addendum.pdf](#)

77. [R-86 P-01696 - Jewett Middle Academy - Cooler/Freezer Upgrade/Replace](#)

Attachment: [P-01696 - Jewett Middle - CM Contract.pdf](#)

Attachment: [Public Records Addendum.pdf](#)

78. [R-87 P-01697 - Lake Region Senior - Cooler/Freezer Upgrade/Replace](#)

Attachment: [P-01697 - Lk Region Sr - CM Contract.pdf](#)

Attachment: [Public Records Addendum.pdf](#)

79. [R-88 P-01699 - Jewett Middle Academy - Add A/C to Kitchen](#)

Attachment: [P-01699 - Jewett Middle Acad - CM Contract.pdf](#)

Attachment: [Public Records Addendum.pdf](#)

80. [R-89 P-01700 - Lake Region Senior - Add A/C to Kitchen](#)

Attachment: [P-01700 - Lk Region Sr - CM Contract.pdf](#)
Attachment: [Public Records Addendum.pdf](#)

Facilities & Operations General Items - Planning and Concurrency

81. [C-71 DOE Required Project Priority List for CO&DS Funding](#)

Attachment: [PPL 31 for CODS Funding 2016-17.pdf](#)

Facilities & Operations Contract Changes – Construction Services

82. [R-90 P-01693 - Bartow Elementary Academy - Cooler/Freezer Upgrade/Replace](#)

Attachment: [P-01693 - Bartow Elem Acad - CM Contract.pdf](#)
Attachment: [Public Records Addendum.pdf](#)

Facilities & Operations - Project Requests

83. [R-91 P-01729 -Philip O'Brien Elementary - Upgrade/Replace Roof Buildings 3 & 5](#)
84. [R-92 Project P-01730 - Southwest Elementary - Upgrade/Replace Roof, Bldg 11](#)

Human Resource Services Recommendations

85. [C-72 Recommendations for Administrative and Instructional Personnel Actions](#)

Attachment: [Administrative and Instructional Recommendations Agenda 1-24-17.pdf](#)
Attachment: Administrative and Instructional Recommendations Term Suppt 1-24-17.pdf (Confidential Item)

Minutes:

Approved Personnel Recommendations
are Recorded in the Supplemental Minutes Book
78-A-16, Pages 439-537.

86. [C-73 Recommendations for Non Instructional Personnel Actions](#)

Attachment: [Non-Instructional Recommendations Agenda 1-24-17.pdf](#)
Attachment: Non-Instructional Recommendations Term Suppt Docs 1-24-17.pdf (Confidential Item)

Minutes:

Approved Personnel Recommendations
are Recorded in the Supplemental Minutes Book
78-A-16, Pages 439-537.

87. [C-74 Recommendations for Temporary Duty Assignments](#)

Attachment: [TDA 1-24-17BM.pdf](#)

Minutes:

Approved Personnel Recommendations
are Recorded in the Supplemental Minutes Book
78-A-16, Pages 439-537.

Regular

Business Services Contracts

88. [R-76 Contract with Highlands Youth Academy, DJJ Department, \\$499,464.00
Estimated FTE](#)

Attachment: [16-17 Highland Youth Academy Contact.pdf](#)

Attachment: [Highlands Youth Academy letter.pdf](#)

Attachment: [15-16 Highlands Youth Academy Contract with Changes.pdf](#)

Attachment: [State 6A-6.05281.pdf](#)

Attachment: [State 1003.51.pdf](#)

Motions:

Motion to approve contract for services
with Highlands Youth Academy, DJJ Department, - PASS
90% FTE= \$499,464.00.

Vote Results

Motion: Tim Harris

Second: Billy Townsend

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

89. [R-77 Contract with PACE Center for Girls, DJJ Department, \\$369,048.40 estimated FTE](#)

- Attachment: [15-16 PACE Contract with Changes.pdf](#)
- Attachment: [State 1003.51.pdf](#)
- Attachment: [16-17 PACE contract for approval.pdf](#)
- Attachment: [Public Records Notice.pdf](#)
- Attachment: [State 6A-6.05281.pdf](#)

Motions:

Motion to approve contract for services PACE Center for Girls, DJJ Department, 95% of FTE = \$369,048.40.	- PASS
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Vote Results

Motion: Lori Cunningham

Second: Sara Beth Reynolds

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Facilities & Operations General Items – Administration

90. [R-79 Request to Name Gymnasium at Mulberry Senior High School](#)

- Attachment: [Board Policy 7250.pdf](#)
- Attachment: [Mulberry Senior.pdf](#)

Motions:

Motion to approve naming Mulberry Senior High's Building 2 (Gymnasium) in honor of Collins Smith. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

91. [R-80 Bartow Senior High School Masterplan - Phase 1](#)

Attachment: [16035_BHS Phase I Construction2.pdf](#)

Motions:

Motion to approve creating a project to design and construction phase 1 of the Masterplan concept. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lynn Wilson

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Facilities & Operations General Items – Construction Services

92. [R-82 P-01711 - Employee Health Clinic \(Lakeland\) - Remodel](#)

Attachment: [P-01711 Health Clinic - Exhibit K.pdf](#)

Attachment: [Public Records Addendum.pdf](#)

Motions:

Confirmation approval of Amendment 1 to SEMCO Construction's contract for a Guaranteed Maximum Price of \$133,722.00, per their proposal dated December 15, 2016. - PASS

Vote Results

Motion: Tim Harris

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Support Services General Items

93. [R-93 Bus Purchase for 2016/17 SY, \\$4,294,470.00](#)

Attachment: [January 2017 Bus Burchase.pdf](#)

Attachment: [Thomas 77 Passenger Buses PO text 2016-2017.pdf](#)

Attachment: [Budget-Impact-Analysis-2016-17 School Bus purchase.pdf](#)

Motions:

Motion to approve purchase of 39 new school buses, comprised of 12 lift buses and 27 standard seat buses at a cost of \$4,294,470. - PASS

Vote Results

Motion: Lynn Wilson

Second: Tim Harris

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

94. [R-94 White Fleet Purchase 2016/17 SY, \\$490,254.32](#)

- Attachment: [2016.17 White Fleet Quotes.pdf](#)
- Attachment: [January 2017 White Fleet Order.pdf](#)
- Attachment: [Budget-Impact-Analysis-2016-17 White Fleet purchase.pdf](#)

Motions:

Motion to approve purchase of 20 new White Fleet vehicles to fill needs within current District fleet at a cost of \$490,254.32.	- PASS
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Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Public Hearing

Superintendent's Report

95. [Superintendent's Comments](#)

Minutes:

The Superintendent announced the upcoming Board Meetings:

A Special School Board Meeting will be held Tuesday, February 14, at 9:00 am, immediately followed by the Work Session held in the Superintendent's Conference Room.

A Work Session will be held Tuesday, February 28, at 12:30 pm, in the Superintendent's Conference Room, followed by the 5:00 pm School Board Meeting held in the School Board Auditorium.

These meetings will be located at 1915 South Floral Avenue, Bartow, Florida.

Attorney's Report

96. [Attorney's Report](#)

Minutes:

Mr. Bridges discussed the need to schedule a future Attorney-Client meeting with the School Board Members. A public notice will be created to announce this meeting. He also elaborated on the policy/statute which governs this process.

Auditor's Report

Board Members' Report

97. [Billy Townsend, District 1](#)

Minutes:

Mr. Townsend commented on district administered exams. He asked that Dr. Michael Akes, Chief Academic Officer, elaborate on action being taken to decrease these assessments.

Dr. Akes discussed future efforts to reduce district-required testing and moving toward formative assessments. He stated no timeline has been established and that updated information will be presented to the School Board at a future work session.

Mr. Townsend also commended Jessica Gautier, a teacher at Wendell Watson Elementary, for her work on the production of The Jungle Book. He stated it was a collaborative effort of Wendell Watson Elementary, Lake Gibson Middle, and Lake Gibson High Schools.

98. [Lori Cunningham, District 2](#)

Minutes:

Mrs. Cunningham congratulated Lois Horn-Diaz for being named the 2017 Polk County Teacher of the Year and Maureen English for being selected as the 2017 Polk County School Related Employee of the Year. She commended Susan Copeland and Superintendent Byrd for the successful event and added her gratitude for the incorporation of students in the evenings activities.

She also commented on her recent attendance to the Annual Haines City Chamber of Commerce Banquet where Sharon Knowles, Principal of Bethune Academy, was named Volunteer of the Year.

99. [Hazel Sellers, District 3](#)

Minutes:

Mrs. Sellers commented on the recent meeting the School Board Members participated in with local legislators. She stated she is thankful that the legislators listened to the challenges the School District is experiencing such as declining funding, evaluations, testing, poverty challenges, and other issues.

She extended her appreciation to Community Leader Ed Shoemaker, Superintendent Jacqueline Byrd, and Deputy Superintendent John Small for their work on the Community Partnership Schools initiative.

Mrs. Sellers also commented on the support that is provided by Jenni Wilson, a local citizen, who attends most work sessions and school board meetings. Her encouragement and prayers are appreciated.

100. [Sara Beth Reynolds, District 4](#)

Minutes:

Ms. Reynolds commented on her attendance at pre-Christmas events at Jewett School of the Arts that highlighted the accomplishments of the lower grade levels.

She also commended the coordinators of the Teacher and School Related Employee of the Year Awards Banquet for integrating the participation of students in the program.

She also congratulated the students at Lake Region High School for their achievements in the iMAG program, including the successful marketing project and their work on the logo for the Central Florida Public School Board's Coalition.

101. [Kay Fields, District 5](#)

Minutes: Mrs. Fields elaborated on the protocol for public comments at School Board meetings.

102. [Lynn Wilson, District 6](#)

Minutes:

Mr. Wilson also congratulated the winners and commended the coordinators of the Teacher of the Year/School Related Employee of the Year event.

He also commented on the recent meeting with local legislators. He stated it was productive and may result in meaningful changes in assessments and testing.

103. [Tim Harris, District 7](#)

Minutes: No report.

Public Comments Addressing Items Not on Agenda

104. [SPEAKERS](#)

Minutes:

Wes Bridges, Counsel for the Board, discussed details related to salary negotiations and how that process may result in an impasse. He elaborated on policies and restrictions for public participation at School Board Meetings, including the three minute time limitation per speaker and the pre-registration requirement.

Marianne Capozziello, President of the Polk Education Association (PEA), discussed various

areas of frustration being experienced by teachers and support staff members; such as, pay raises, salary steps, evaluations, performance pay, and pay for advanced degrees.

Larry Milhorn, President of the American Federation of School, County, and Municipal Employees (AFSCME), commented that the method of notification declaring the impasse was inconsiderate. He also stated that the AFSCME union had other items to negotiate above and beyond salary increases.

Joe Randazzo, a teacher at Haines City High, discussed the definition of meaningful negotiation. He also commented that the School District has a teacher retention problem and the School Board is not fulfilling its fiduciary responsibility.

Lauren Azurin, a student at Haines City International Baccalaureate East, commented wage increases are needed for teachers because many invest their time before and after school to help students succeed.

Jaylen Baxter, a student at Haines City International Baccalaureate East, stated teachers are fighting for a small wage increase to avoid taking second jobs. He commented this would produce a trickle-down effect to enhance student performance.

Kevin Kayden, a resident of unincorporated Polk County, stated he was asked to represent several teachers and speak to the School Board because they were afraid of retaliation. He commented that teachers spend their own money to ensure students have what they need.

L.D. Wilcox, a former employee of the Polk County School District, commented on the need for teacher salary increases and the necessity for the School Board to repair this situation.

Chris Olson, an itinerant teacher, discussed the national cost of living increase and how it impacts him and other teachers. He commented on the important role the teachers play in the School Board's strategic goals to increase graduation rates and elevate the letter grade of the School District.

Tim Tillman, a teacher at Ridge Community Senior, commented on the value of teachers that go above and beyond just teaching in the classroom to identify student health crises, reach out to young people that are deemed unreachable, offer stability, and open minority students' hearts.

Jason Thomas, a teacher at Ridge Community Senior, commented on work that is done outside of the approved contract time; such as, supporting students, mentoring, and possessing the student-first mentality, all to increase the educational outcome for students.

Sarah Fortney, a teacher at Stambaugh Middle, discussed character values shared by employees and the School Board and the importance of employee engagement. She encouraged the Board to support the students, teachers, and staff members by doing the right thing.

Cassie Gibson, a teacher at Haines City International Baccalaureate East, discussed her

continued frustration with the ClassWallet program as the method of using teacher lead funds.

Colleen Huddleston, a teacher at Ridge Community Senior, explained the love of students motivates teachers but added it is important for them to be able to pay their bills without having to seek additional employment. She also discussed the work that is done after contracted hours to take care of duties that could not be fulfilled during instructional time.

Rhea McKinney, President of Polk Education Association Retirees (PEAR), commented on the School Board's lack of respect for the learning process as well as the lack of respect for the District's front line employees. He also stated it is the failure of management to not come to the bargaining table with a meaningful and responsible attitude to negotiate which is the result of the employment of the law firm Alan, Norton, and Blue.

Renette Hurley, a para-educator at Sandhill Elementary, commented it is difficult to make a living when her income for the year is so low. She reminded the Board that single parents are trying to make a living on this salary.

Christy McCullough, a teacher at Winter Haven High School, described her teaching history with the School District in various capacities and elaborated on her academic expertise in sought-after areas such as physics.

Mr. Bridges explained the next step in the impasse process is mediation.

Mr. Townsend commented on the contract negotiations and the recent meetings with legislators. He also discussed the method used to declare impasse and on the negotiations that have transpired between the School Board and various groups.

Mrs. Fields expressed her hopes that this situation can be resolved and commented the impasse was not the intended result of the School Board. She also stated the students are the highest priority and shared her appreciation to everyone for the work they do for the students.

Adjournment

Meeting adjourned at 7:22 PM. Minutes were approved and attested this 28th day of February, 2017.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent