

02 24 2015 Work Session 12 30 PM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

A. New Business

1. [12:30 - 12:40 PM School Board Comments](#)

Minutes:

Mr. Wilson asked if there was an estimate for the rezoning consultant. Superintendent LeRoy responded that there is no estimate at this time but the plan is to have a consultant present possible deliverables and answer questions of the Board at a work session, then return with a proposal. It could possibly be a year-long collaborative effort between the School Board, community, and district staff.

Mr. Berryman will see if Bruce Barceló, the consultant used for the last sales tax initiative, is able to attend the March 10th Work Session to discuss a possible political survey. There would be no cost to the district.

B. Board Agenda Review

2. [12:40 - 1:00 PM Review February 24, 2015 School Board Agenda](#)

Attachment: [02 24 2015 School Board Agenda.pdf](#)

Minutes:

C-11: Resolutions to Amend District 2014-2015 School Budget

Mr. Berryman questioned the per person Obamacare Reinsurance fees; information he has heard at the Central Florida Public School Boards Coalition implies that self-insured agents do not have to pay those fees. Mr. Perrone will research the information and report back

on his findings.

Mrs. Sellers reported that a letter from the Federal Government states that we are to provide insurance for each child in the family even though we only charge employees for two. She stated she wrote a letter to Representative Dennis Ross against the requirement.

C-13: ClassLinks Launchpad Purchase

Mr. Wilson asked if this is a reoccurring expense. Dr. Barrios responded that it will be. The company gave us a reduced cost of \$2 per student sign on (student and staff). Superintendent LeRoy informed the Board that legislation requires us to have a single sign on application and this company will help us meet that requirement.

C-5: Approve Minutes of the February 10, 2015 School Board Meeting.

Mr. Wilson noted that Christie Bassett's name is spelled incorrectly under his Board Report. Mrs. LeRoy noted that it will be corrected before the School Board Meeting.

3. [1:00 - 1:10 PM Break](#)

Minutes:

Superintendent Leroy announced that Governor Scott signed an Executive Order earlier today suspending testing for Grade 11 Florida Standards Assessment for English Language Arts. He is also requesting legislation to eliminate PERT (Post-secondary Education Readiness Test) as a state mandate for 11th Graders; eliminate the current progress monitoring requirements (Differentiated Accountability requirements); eliminate local final exams in courses that are also state-wide standardized tests (no end of course exam for Algebra 1, Algebra II, Geometry, US History, Biology, and Civics); and, districts are not to test students for the sole purpose to evaluate teachers (hopefully this will return teacher evaluation back to local control).

C. Information

Item 4

4. [December 2014 Monthly Financial Statements](#)

Attachment: [Dec 2014 Financial Package.pdf](#)

Minutes:

Mr. Wilson asked about the total revenue budget of \$681,125,354 listed on page 7; Pennie Zuercher, Director of Accounting, responded that was the original budget but it does not include transfers in. Most of the transfers are from Capital.

Item 5

5. [Revise Multiple Paraeducator Job Descriptions to Mirror Statutory Requirements](#)

Attachment: [Exec Summ Para Ed Revisions 2 24 15.pdf](#)

Minutes:

Mr. Wilson asked if anyone will be displaced. Mrs. LeRoy confirmed that no one will be displaced.

D. Discussion

Item 6

6. [1:10 - 1:25 AM Present Budget Impact Analysis for Assessment, Accountability and Evaluation](#)

Attachment: [AAE Cost Savings 2-24-15 WS.pdf](#)

Minutes:

The Superintendent reported that unfilled positions were collapsed to allow other departments with critical needs to use the funds.

Mr. Berryman asked where the value is by adding four new people to a different department. Mrs. LeRoy responded that no staff were available to shift to this area; these were positions in Facilities and Operations that have gone unfilled for several years. The Assessment, Accountability & Evaluation Department has been understaffed for quite some time and their requirements have increased significantly. The value will be a reliable and valid assessment system; teachers will have the confidence (now that we are moving to performance pay) as they are evaluated that we have good, reliable, and valid assessments; accountability is a huge area because of the increase of schools identified in the Differentiated Accountability status; and through the teacher and district staff evaluation requirements.

Item 7

7. [1:25 - 1:35 PM Create Job Description: Senior Director, Florida School Retiree Benefits Consortium](#)

Attachment: [Sr Director Ben Corstium 2-24-15 WS \(3\).pdf](#)

Minutes:

Mrs. Sellers and Mrs. Fields asked if the person will be an employee of the District or the Consortium. Mr. Warren will confirm with Finance and Payroll and report back to the Superintendent and School Board. It will be determined by how the person is paid; their evaluation will be through the Consortium.

Item 8

8. [1:35 - 1:45 PM Revision of Salary Schedule Guidelines-Non Union Employees and District/School-Based Administrators](#)

Attachment: [Promotion Guidelines Non Union 2-24-15 WS.pdf](#)

Minutes:

Brian Warren, Acting Senior Director of Human Resources, summarized the need to revise the current procedures for promotions of Non-Union Employees and District/School-Based Administrators.

The revised language brings the employee in at the base level (step 1) and guarantees a 5% minimum increase. The Superintendent has the purview to intervene in the administrative appointments and placements. The revisions will affect very few employees: single digit numbers.

Mrs. LeRoy reported that the goal is to encourage individuals to grow into leadership positions.

Item 9

9. [1:45 - 2:00 PM New and Revised Public Relations and Strategic Partnership Positions](#)

Attachment: [Reorg- Public Relations 2-24-15 WS.pdf](#)

Minutes:

Superintendent LeRoy clarified that the positions will be cost neutral and there remains a savings of \$7,266.00 from the collapsed positions in Facilities and Operations.

These positions were discussed at the February 20th Retreat.

10. ~~1:45 - 2:00 PM Create New Positions and Job Descriptions for Federal Programs Dept. Reorg.~~

Attachment: [Sr. Dir Fed Prgm & Reorg 2-24-15 WS.pdf](#)

Minutes:

Item 10

11. [2:00 - 2:30 PM Impact Fee Report](#)

Attachment: [Polk County Comprehensive Impact Fee Study - Draft dated February 2015.pdf](#)

Attachment: [Comprehensive Impact Fee Study - February 2015 Draft.pdf](#)

Minutes:

Greg Rivers, Associate Superintendent of Facilities and Operations, summarized the main objectives of the Impact Fee Report which includes a comparative student generation rates table, an updated impact fee schedule, and a comparative of county fees of other school districts.

A comparative student generation rate is the number of students in the district divided by number of homes of that type (single family, multi-family, mobile home, etc.) Since the 2010 study, there has been a significant increase in the generation rates for the multi-family and mobile home permits; an increase of 60% in the multi-family homes. Which means that for every multi-family home, it generates .276 students per unit; for the mobile home, it generates .346 students per unit. The increase in rates led to the proposed impact fee increase.

The cost per student station to construct a school generates the impact fee cost. The report provided is a draft from the Board of County Commissioners; a final should be provided in August.

Mrs. Fields commented that the County Commission has the final say on the impact fee. Mr. Rivers stated that the county is assessing 40.5% of the current 2010 adopted rates. During 2011-2014, 80% of the building permits issued were single family, 16% multi-family, and 4% mobile home. Mr. Berryman asked if the 16% were in permits or units. Mr. Rivers will report back to the Board.

Mr. Harris pointed out that Table 143 shows that compared to the counties included in the study, Polk County has the lowest percentage of impact fees collected: Pasco -91%, Osceola- 62%, Orange- 73%, Lake- 72%, Manatee- 50%, Hillsborough- 87%, and Polk is at 25%.

Mr. Rivers provided the school impact fees collected by the same districts: Hillsborough-109% Manatee- 0%, Lake- 75%, Orange- 100%, Osceola-

83%, Pasco- 100%. and Polk- 41%.

Mrs. Cunningham thought the document would be a good talking point with the County Commission and Legislators.

Mr. Rivers will see when the BOCC needs the School Board's recommendation.

Item 11

12. [2:30 - 3:00 PM Attorney/Client Session](#)

Minutes:

The Work Session recessed for the Attorney/Client Session at 2:43 PM and reconvened at 2:55 PM.

Item 12

13. [3:00 - 3:30 PM Executive Session](#)

Minutes:

Superintendent LeRoy recessed for an Executive Session at 1:45 PM.

The Work Session reconvened at 2:43 PM and was recessed for the Attorney/Client Session.

The Work Session was reconvened at 2:55 PM.

E. Adjournment

The Work Session adjourned at 4:15 PM. Minutes were approved and attested this 10th day of March, 2015.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent