

03 11 2014 Work Session 8 30 AM

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

A. New Business

1. [8:30 - 8:45 AM Board Comments](#)

Minutes:

Mrs. Fields asked when a discussion will be held on salary increases for the two groups that have not been addressed. Mr. Mullenax responded that the Superintendent plans to have an Executive Session during the April 8th Work Session.

Mr. Berryman reported that he has been approached by the Assistant County Manager, Lea Ann Thomas, to serve on the Impact Fee Study Committee. Consensus given for him to represent the Board.

B. Board Agenda Review

2. [8:45 - 9:00 AM Review March 11 2014 School Board Agenda](#)

Attachment: [03 11 14 School Board Agenda.pdf](#)

Minutes:

C-27: Non-Cash Donation of SmartBoards for Wendell Watson

Mrs. Wright would like a quarterly report of donations to schools in her district.

C-28: Purchase of Agile Mind Intensified Algebra

Mr. Berryman asked if this was a replacement or a new program. Superintendent LeRoy

responded that this is new material. This research-based program (from University of Texas' Dana Center) will assist our level 1 and 2 students in passing the End Of Course exam. It is a 90-minute block of instruction for 180 days and is part of the adoption process.

#### C-49: New Positions Family Involvement Liaison

Mrs. Fields asked if these positions will work collaboratively with the Parent Engagement positions. Mrs. LeRoy reported the 7 Parent Engagement personnel that work with identified at-risk students may be asked to assist in the Resource Centers.

#### R-52 and R-53: Naming of Facilities

Mrs. Fields commented on the steps within the new policy; what would happen if a request is submitted and the honoree agreed but the board denies the request? Wes Bridges, School Board Attorney, suggested the policy be modified to meet the District's needs.

#### R-55: Public Hearing

Jackie Bowen, Senior Director of Curriculum, reported on the changes to the Pupil Progression Plan. As we no longer use the SBAR 4-1 number grading system, the language has been streamlined and is more parent friendly. This will bring us in alignment with the current A-F system being used.

### 3. [9:00 - 9:15 AM BREAK](#)

Minutes:

## C. Information

### Item 4

#### 4. [Quarterly Investment Report for Quarter Ending December 31, 2013](#)

Attachment: [POLK QuarterlyReport December 31 2013.pdf](#)

Minutes:

Pennie Zuercher, Director of Financial Reporting, reported that interest earned for the quarter was \$382,221.07 and positive earnings were \$206,272.21 for the period ending Dec 31, 2013.

Mr. Berryman disclosed he sits on the Board of Directors for the Bank of

Central Florida.

Item 5

5. [Polk Charter Needs Assessment](#)

Attachment: [Needs Assessment.pdf](#)

Minutes:

Mrs. LeRoy advised the Board that support for a state-wide charter contract template that removes local control from school boards seems to have momentum in Tallahassee. Every superintendent in attendance spoke against the template but legislation is going forward.

Mr. Harris asked what is the expectation of comprehensive content from the applicant. Mr. Warren responded that a demonstration of community support or need should be included, why they chose a specific location or what review or logic was used to choose the location. Mr. Harris stated if this state-wide template is approved there needs to be a political movement by parents to return local control to districts.

Mrs. Wright asked what would be the benefits of a state-wide contract? Mr. Warren responded that it has a political agenda; it will open the doors and make it a more fluid piece for management companies and for-profit organizations. Mr. Bridges said it continues to erode the discretion of the school board. It removes the negotiation and bargaining abilities of the superintendent and school board.

Item 6

6. [Charter School Improvement Plans \(SIPs\) for 2013-2014](#)

Attachment: [13.14 Hartridge Academy.pdf](#)

Attachment: [13.14 Lakeland Montessori Middle.pdf](#)

Attachment: [13.14 Our Children's.pdf](#)

Attachment: [School Improvement Plan ws 3.11.14.pdf](#)

Attachment: [13.14 Our Children's Middle.pdf](#)

Attachment: [13.14 Berkley Accelerated Middle.pdf](#)

Minutes:

Mrs. Fields commented that Our Children's Academy did not include the Free and Reduced percentages nor the minority percentages. Mr. Warren noted the omission and will report back to the board.

Mr. Harris commented Berkley Accelerated's Free and Reduced rate does not reflect the district's demographics nor the community's. Mr. Warren will review

the enrollment and application processes because they are to mirror the two. If they do not, the district will encourage a targeted recruitment plan be used.

#### Item 7

##### 7. [Contract Modifications for Lake Wales Area Charter Schools](#)

Attachment: [Babson Park modification ws 3.11.14.pdf](#)  
Attachment: [Hillcrest modification ws 3.11.14.pdf](#)  
Attachment: [Polk Avenue Elementary ws 3.11.14.pdf](#)  
Attachment: [Bok modification ws 3.11.14.pdf](#)  
Attachment: [JH Wilson modification ws 3.11.14.pdf](#)  
Attachment: [Lake Wales High School modification ws 3.11.14.pdf](#)

Minutes:

Mr. Mullenax clarified that this modification removes the Accountability Plan from the contracts.

Mr. Warren confirmed the purpose and reported that the Lake Wales Charter Schools were doing both the Accountability Plan and the School Improvement Plan, which was a duplication. SIP is required for Title I schools so we removed the Accountability Plan requirement.

#### D. Discussion

#### Item 8

##### 8. [9:15 - 10:00 AM Capital Work Plan 2014/15 - 2018/19](#)

Attachment: [1 Operations Work Plan.pdf](#)  
Attachment: [3a Operations Work Plan \(Vehicles Safety Equipment and Security Systems\).pdf](#)  
Attachment: [4 Operation Work Plan \(LCI - Technology By School\).pdf](#)  
Attachment: [5c Utilization Report by School.pdf](#)  
Attachment: [2 Deferred Maintenance by Project by School.pdf](#)  
Attachment: [5a Utilization by Zone Map.pdf](#)  
Attachment: [3b Operations Work Plan \(Bus White Fleet Age\).pdf](#)  
Attachment: [5b Utilization By Zone Report.pdf](#)

Minutes:

Greg Rivers, Associate Superintendent of Operations, provided information on the 5-year plan. Mrs. Wright requested the information be shared with the County Commission. Superintendent LeRoy said that it can be; it has been shared with the entire Legislative Delegation along with the Appropriation Chair (Broward) and Adam Putnam. She related that almost every school district in the state has the same issues. Mr. Rivers stated that the document

can be shared when we advise them of the impact fee needs requirement. Mrs. Wright feels it should be shared as soon as possible; they need to be aware of the facility needs of all our schools: these are 'needs' not 'wants'.

Mrs. Wright asked if there is a plan to address the funding issue. Mr. Rivers responded that he and the Superintendent took the information to Tallahassee. PECO (Public Education Capital Outlay) funds have been diverted by Tallahassee to only charter schools for the past few years. If we don't receive a huge influx of PECO dollars, the district needs to seek a sales tax referendum.

Mr. Harris commented that if we are successful with a referendum, the money needs to be handled differently rather than going for bonding. Mrs. Sellers, Mrs. Fields, and Mrs. Cunningham responded that previously the district's student population was growing faster than we could address and we were receiving PECO dollars. Circumstances changed; our property taxes dropped and the millage was decreased from 2% to 1.5%. If a school is at a point where there are needs to be addressed, alternative funding must be found.

Mr. Rivers stated that a study was done to consider reopening the old Davenport Elementary School. It would take approximately \$12,000,000 to bring it up to standard for 600 student stations. It would be more economical to spend \$20,000,000 for a new building and 1000 student stations.

Mrs. Wright asked if a discussion on student stations and related costs would take place during the retreat. Mr. Berryman suggested that a discussion to close schools be held during budget preparations. Mrs. Wright responded that, in the past, sufficient time has not been given to address personnel issues, financial issues, and budgets prior to the need to have them in place.

Mrs. LeRoy reported that Mr. Perrone will be providing budget presentations during the April work sessions. The House and Senate discussions guide our budget.

Mr. Rivers stated that he will begin the process to establish a new K-8 in the Four-Corners area.

Mr. Berryman commented the district should consider imposing a .50 mill to meet our local needs.

Mrs. Fields asked what kind of support are we receiving from our local representatives. Mrs. LeRoy responded they understand our needs but this is an election year and the Governor is opposed to any tax increases. They were receptive and appreciated receiving the data but are on the middle road in meeting our needs.

Item 9

9. [10:00 - 10:30 AM Revised District-Level Administrator and Professional Technical Employee Evaluation Systems](#)

Attachment: [Revised District-Level Administrator and Professional Technical Employee Evaluation Systems.pdf](#)

Minutes:

Marty Young, Director of Human Capital Management, reported that as part of the Race to the Top grant, the district is required to submit district and professional technical employee evaluation systems to the State by March 31st. Each component looks at student achievement. The document can be adjusted annually.

Mrs. LeRoy commented that if the district is to achieve the "A" status within the next five years as stated in the Strategic Plan, all evaluations, from teachers to the Superintendent, should be tied to their own specific areas.

Mrs. Fields asked how training will be provided to those affected. Mr. Young stated the training is being developed through Moodle and is not too different from what is being used for instructional and administrative evaluations. The process is to be in effect by the fall of 2014.

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Superintendent LeRoy reported that the FADSS' Human Resources Review is complete and will be discussed at the April 8th Work Session.

E. Adjournment

Meeting adjourned at 10:45 AM. Minutes were approved and attested this 8th day of April, 2014.

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Dick Mullenax, Board Chair

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Kathryn M. LeRoy, Superintendent