

03 13 2018 Work Session 12 30 PM

DISCUSSION ITEMS

Item 1

1. [12:30 - 1:00 PM Charter School Applicant Presentations](#)

Attachment: [Language Literacy & Academy for Learning Needs Assessment.pdf](#)

Attachment: [WS Summary Charter Applicant Presentation.pdf](#)

Attachment: [BEST CTE Vocational High School Needs Assessment.pdf](#)

Attachment: [Edward W. Bok Academy North Needs Assessment.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools introduced the 3 charter applicants:

Language Literacy for Learning (former Our Children's Winter Haven)

- Presenter: Dr. Tandria Callins
- Proposed Location: Winter Haven
- School Focus: ESE Center (Student's will either have an IEP or FSP or will need one)
- Student Population: Pre-K-12 (12 months to 8th grade -moderate disabilities and 12 months to 12 grade with severe/emotional disabilities)
- Year 1 Enrollment: 305

Mrs. Sellers questioned the income sources outlined in the budget; Tab 43, page 1.

Dr. Callins stated it would be revenue for therapy from Medicaid.

Mr. Harris asked if the principal reports to the Office of the Charter or the Board of Directors as reflected in her Organizational Chart. Dr. Callins responded she will be reporting to her BOD.

Best Career and Technical Vocational High School

- Presenter: Anthony Grant
- Proposed Location: Haines City (leasing 1711 E. Hinson Ave)
- School Focus: STEM, Workforce Readiness, and Career and Technical

Education

- Student Population: 9-12
- Year 1 Enrollment: 250

Mr. Harris questioned the Business Plan, Layout of Space and Needs Assessment. The facility address, 1711 E. Hinson Avenue, Haines City, is 3.8 miles from Ridge Career Technical College which would be a competitor based on the application but the proposed site is closer to Haines City High School. It seems you are aiming for the high school student. High school students do enroll at Ridge Career and there are plenty of seats available at the career college. Mr. Grant responded the plan was not designed to be competitive but to relieve over population at Haines City High School. They will be using Education beyond the Classroom curriculum and students will earn real-world status in areas such as Plumbing, Electrical, Marine Biology; areas not offered by Ridge. They will be leasing 200-300 computers.

Mrs. Sellers questioned funding identified for the cost of the site and renovations.

Mrs. Fields questioned what is different from what is offered by the District. Mr. Grant responded the students will be using Education beyond the Classroom. Ridge does offer something similar.

BOK North – High Performing Replication

- Presenter: Damien Moses
- Proposed Location: Lake Wales
- School Focus: STEAM
- Student Population: 6-8
- Year 1 Enrollment: 200

The application replicates high performing BOK Academy and will be housed at the First Baptist Church of Lake Wales.

Mrs. Sellers voiced two concerns: the Tier 1 and Tier 2 student language of the original BOK application is contained in this application and the Level 1 and 2's on this year's wait list. Will Lake Wales be accepting the Level 1 and 2 students currently on the waiting list? Will Lake Wales students be given priority of open seats? Mr. Moses confirmed priority will be given to Lake Wales students and the school will accept the Level 1 and 2 students.

Mr. Harris stated the original charter intent was to keep the local students in their local schools. He believes that has not happened; especially when you recruit students from surrounding communities. There are open seats at the McLaughlin Middle School.

Mr. Townsend asked if the intent is to keep the Tier 1 and Tier 2 admission process? Mr. Moses responded that they had worked through the problems with Ms. Brady and her staff. Mr. Townsend clarified this is a Tier 1 and Tier 2 pool issue not the Level 1 and Level 2 students. Mr. Moses stated they have changed the process. Mr. Townsend asked if BOK was going to keep the same demographics: 60% white; how

do you plan to meet the demographics? Mr. Moses responded they meet the demographics of the community they serve.

Ms. Reynolds asked for clarity in the enrollment process. She knows of students that have been selected that are from outside the community and whose parents do not work for the system. Will that be corrected in time to allow families who do live in Lake Wales to have access to the seats at BOK and BOK North? Mr. Moses responded that a system has been put in place to give priority to Lake Wales students.

Mr. Townsend asked if BOK North will be 60% white. Mr. Moses responded that without knowing who is applying he cannot answer. Mr. Townsend asked if Janie Howard Wilson Elementary is 30% white. Mr. Moses was not sure of the percentage.

Mrs. Cunningham commented with this being a replication of BOK, grade 6 with begin with 200 students rolling in a grade each year for 3 years. She asked if the First Baptist Church is to be the permanent facility. Mr. Moses responded there is talk to purchase a facility. Mrs. Cunningham asked what can you tell us that will assure us that you plan to be open minded in the enrollment of North, including replicating the demographics of the community as well as addressing the Level 1 and 2 students. Mr. Moses reported the Board and Dr. Jackson are overseeing the application process.

Mr. Wilson asked how do we ensure that you will represent the Lake Wales community with the BOK North. Mr. Moses responded that the current process has been reviewed by the Polk County Schools' charter office this past year to make sure it was handled correctly.

Mrs. Fields asked what is the relationship with McLaughlin. Will you be collaborating and partnering with their Arts program? Mr. Moses responded they have a good relationship with McLaughlin and will continue to share when possible.

Mr. Wilson asked how will you encourage families to apply. Mr. Moses stated they will be going to each school and inviting students and families to tour the BOK campuses.

Item 2

2. [1:00 - 2:00 PM 2017 Self-Insured Group Health Plan Annual Report \(F.S. 112.08\)](#)

Attachment: [2017 Annual Health Plan Presentation.pdf](#)

Attachment: [Polk County School Board Draft Exhibits 03.14.2018 c.pdf](#)

Minutes:

Joy Myers, Director of Risk Management, and Mike Perrone, CFO, reported on the district's self-funded health plan.

To certify the actuarial soundness of the plan:

- By State Statute, the plan has to be actuarially sound, with a surplus. The net assets of the plan as of December 31st each year are adequate to fully fund the outstanding claims liabilities.
- The rate structure appears adequate to support the projected claims and other expenses for the upcoming plan year.
- The plan must have at least sixty (60) days of anticipated claims in reserve (safe harbor).

The District's actuary cannot certify the plan if the surplus balance falls below zero (unable to pay expenses).

- Slide 4 shows claim expenses exceed revenue (premium funds).
- Slide 5 shows the impact of claims in excess of \$150,000; claims increased up to 21.4% - an 18 day impact for this past year.
- Slide 6 show revenue and expense by member type.

◦ Active Employee Premium	- \$574	Cost - \$508
◦ Spouse Premium	- \$423	Cost - \$787
◦ Child(ren)	- \$95/\$190/\$215	Cost - \$227
◦ Retiree	- \$535	Cost - \$952
◦ Employee Clinic	- \$20	Cost - \$34
- Slide 7 reflects the expense breakdown by claims.
- Plan Performance - beginning balance \$11,399,974 (surplus); ending balance (\$891,174) reflects expenses of \$113,090,235; loss of \$891,174.

Projected days from 2016 Filing - 27 days; however, actual Days in Reserve is (-3) and projections for 19-20 will be in the negative without an increase in premiums

Board contributions to the plan have been flat for the last 5-6 years. \$891,000 shortfall for this year.

Status/Next Steps:

- Plan unable to be certified as financially sound
- Submit letter to Office of Insurance Regulations to request extension
- Determine/negotiate strategies to cover future plan cost
 - Increase Board contributions
 - Increase dependent/retiree contributions
 - Negotiate Employee Premiums and Plan Design Changes

Mr. Townsend asked if there were sufficient funds to pay claims. Mr. Perrone reported the bills are being paid from General funds but we need to move forward with a plan to bring in more revenue or change the plan to cut expenses. We are in the process of negotiating with the Unions.

Mrs. Sellers noted that the Board will need to cover expenses because the plan cannot be changed until January, 2019. It has to be negotiated. She asked how this will affect our ending fund balance. Mr. Perrone reported that first

the \$891,000 shortfall will need to come from this year's fund balance; this is about 1/10th of a percent. We are projecting a 4.5% - 4.6% ending fund balance. A combination of actions need to take place: increase revenue through premiums or make plan changes that will lower the cost of the plan. We need to continue negotiations to get enough revenue or plan changes. In order for Wakely to certify the plan, an infusion of approximately \$17.2 million is needed for 2018. The next challenge will be to have a plan moving forward to address the projected shortfall of \$23 million for 2019.

Mrs. Cunningham stated we have got to raise the contributions during negotiations this year and show a percent increase every year. She would rather look at increasing revenue (Board and/or employee) rather than cutting services. Our clinics need to be held harmless. Mr. Perrone stated his first recommendation would be for the Board to find revenue through increased premiums (\$80 - \$100 monthly per employee) by July 1; changes to the plan will be expensive. The clinics are not the problem, they are a huge benefit.

Mr. Townsend would like to see a percent increase moving forward and asked for the timeline to see the plan and have a vote.

Mr. Perrone stated the extension request would be through June 30th so the Board would vote on the plan at the June meeting. Budget discussions will be on going and he will have a budget line item of revenue (either from the board, employees or a combination) so we can send it to the State.

Mrs. Fields asked if it is possible to have a mid-year report in the future to be made aware of the issues. Mr. Perrone said he can have a quarterly report/update.

Mrs. Fields suggested we gradually increase employee premiums.

INFORMATION ITEMS

BOARD AGENDA REVIEW

3. [2:00 - 3:00 PM School Security](#)

Minutes:

Sheriff Grady Judd stated that by law, it is the responsibility of the School Board to provide a safe learning environment for students and staff. Unfortunately, with today's society, that is hard to accomplish. Reducing the probabilities will help in the endeavor to keep everyone safe.

To be successful, any ongoing partnership program to protect our children needs 3 things: affordability, sustainability, and feasibility. Your Safe Schools Director, a SRO contracted employee, working in collaboration with district staff and the SO created layers of security to make our schools safer.

- Active shooter training: a full scale multi-agency exercise
- Rewrote the Critical Incident Response Plan
- Implemented Emergency Radio Direct Contact from the schools to our Communication Center
- Participated in the Principal Round Table discussions
- Staff training in safety plans, Critical Incident Response Plans, videos, power point training for active shooter/bomb threats and other emergency trainings
- Active Shooter videos/training for Middle and High Schools
- On line training video for school volunteers
- Updated Lock Down Drill policy
- Campus Visitor Control Checks
- See something; Say Something
- Domestic Violence and Gang Related training
- Developed the GRIP Program (Gang Resistant Intervention Program)

We already do many of the things outlined in the new law. Together, we have already layered in many safety procedures. The new law allows additional layers for the School Board to implement as applicable.

It creates a multi-agency assessment and services team at each school which must include law enforcement participation; creates community action / mental health teams, creates mobile suspicious reporting aps; designates a safety specialist position at each school, mandates active shooter drills, mandates a school resource officer or school safety officer or a guardian on every school campus. They are the last opportunity to keep students safe after all the other layers of trainings and services have failed.

The start up cost for public schools in the unincorporated area for 56 additional law enforcement officers is \$7,102,000. For year 2 cost is \$5,027,000. In the incorporated areas, should the cities wish to contract with the school district, an additional 44 officers would be needed at a cost the first year of \$5,596,000 and \$3.9 million in year 2. This equates to 100 new law enforcement officers for the public schools only at an initial cost of \$12.7 million and \$8.9 in year 2.

Now, add the charter schools into the equation - 29 more county wide positions at \$3.6 million year 1 and \$2.5 million in year 2. Now the cost is \$16 million year 1 and \$11.5 million year 2. This does not include the 71 private schools -- which would be another \$9 million.

To place one officer at every school in Polk County the cost is an approximate start cost of \$25 million year 1 and \$17.9 million reoccurring cost for all 200 school sites. Legislation does not provide sufficient funds to come close to this amount. However, the legislation did include the Guardian program as an affordable option. It is a collaboration of the School Board and Sheriff's Office and a staff volunteer program. The training cost per Guardian training- \$3,866.81. The district could select, evaluate, drug test, psychology test ,and train 32 Guardians for the cost of 1 SRO.

The Guardian Program is not to arm every teacher in a classroom. Guardians act only in the event of an active shooter.

Mrs. Fields questioned the budget proposed by Sheriff Judd. Sheriff Judd stated the first year cost covers recruiting, training, equipment; year 2 is reoccurring training. She asked if funding designated for Safe Schools can be used to off set the cost. Sheriff Judd respond it is his understanding \$97 million has been allocated nation wide for SROs; he doesn't know how much Florida is to receive. He heard there are approximately 4000 public schools without an SRO.

Mrs. Fields asked what percentage the district pays to fund our SROs. Sheriff Judd reported the district pays 75% of the cost.

Ms. Reynolds asked if there are sufficient SROs available to place in schools by August. Sheriff Judd said even if he had the personnel, the training wouldn't be complete by August. She inquired about the reoccurring training for the Guardians. Sheriff Judd stated this is online training provided quarterly. They would qualify once or twice a year (144 hours). A certified police officer must pass 80% or better in qualification scores. For the Guardians, it is 85% or better.

Mrs. Sellers reported the district is to receive \$3.4 million for additional school resource officers which is way less that what is needed. Our total safe schools allocation for next year is \$5.2 million. but she's not sure what other expenses this is to cover. Superintendent Byrd stated that we are to take care of the schools' resource officers first. Mr. Perrone commented that the district received \$1.8 million last year to cover the cost of SROs. The district subsidizing the remaining amount (\$1.9 million). Next year, with the increase, it should be \$5.2 million. Mrs. Sellers asked if the Guardians would be in uniform. Sheriff Judd will honor the District's request but would prefer they remain unknown. People in uniform become the obvious target. Sheriff Judd stated that should the District place SROs on campus, he suggests having Guardians there as well as their backup. Mrs. Sellers asked if the Guardian funding is different from the RO funding. Mrs. Byrd clarified that the Guardian dollars did not come to the District. She would like to discuss the possibility of using Guardians.

Mrs. Cunningham noted there isn't enough funding to place a resource officer at each school, whether they're public, private or charter. We need to continue with what we have in place and add additional persons (SROs or guardians) as possible. She would support a Guardian program under the supervision of the Sheriff's Department.

Mr. Townsend wished Sheriff Judd had discussed his plans with the Board before going public with his plan and working with the most anti-public school person in Tallahassee: Richard Cochran.

Mr. Harris asked about the cost and availability to have Guardians in place by August. Sheriff Judd responded approximately \$3,866 per person for a 4-week training (144 hours). It will be hard to have them selected, equipped, and fully trained by August.

Mrs. Fields asked where the weapon would be kept in the Guardian option. Sheriff Judd stated that could not to be made public - it would be a security issue.

Mrs. Fields could a Guardian take out a student that they've come to know? Sheriff Judd explained that would be a part of their training from the very beginning.

Mrs. Fields asked when can they draw their weapon? Sheriff Judd responded that is when someone is coming down the hallway with a weapon in hand. What are the possibilities that students will be caught in the cross fire? Sheriff Judd responded that is always a possibility whether it is a SRO, Guardian, or Police Officer from the street. If a person is shooting, the Guardian is to stop him. Typically, victims run from the shooter who is firing at them. The choice is do you not take action and let those in between the two get shot.

Mrs. Fields asked how will students/staff/responding officers know that the Guardian isn't the shooter. Sheriff Judd stated the School Resource Officer and any responding officers will know who is the good guy. There will be a clear reminder of who is the Guardian. Mrs. Fields stated she is not in support of having armed staff in our schools. She would like to see if the sales tax referendum can help fund SROs in our schools. Mr. Wilson asked for clarification on the law passed, did it say that classroom teachers would not be eligible for the program? Sheriff Judd responded that it is his understanding that a classroom teacher that has no other responsibilities should they want to be considered and they happen to be on the yearbook staff, that qualifies them. If they have another collateral duty that supposedly allows them, should they choose to do that. They may volunteer, but their boss will have to approve it as well.

Several Board Members voiced their appreciation to Sheriff Judd for providing information on the Guardian program.

Mrs. Fields asked what would be the district's liability. Joy Myers, Director of Risk Management, stated she has been discussing our professional liabilities should something occur. It is unknown at this time because the concept is so new. Sheriff Judd reported that if an event ever arises, everyone will be sued.

4. [3:00- 3:15 PM Review the March 13, 2017 School Board Agenda](#)

Attachment: [03 13 18 School Board Agenda.pdf](#)

Minutes:

Item C-27: Approve the February 27, 2018 Work Session Minutes

Mrs. Sellers noted an error under the Board Comment section in the projected increase amount; it should be \$0.47, not \$47.

OLD BUSINESS

5. [3:15 - 3:30 PM School Board Services' Direct Employees Contracts](#)

Attachment: [Contract Renewal Memo - Wes Carol.pdf](#)

Minutes:

Mr. Harris asked for the difference between FRS and the Senior Management Service

Class. Mr. Bridges responded the Florida Retirement System has several different classifications for membership. Polk County has only one position in the Senior Management class and that is the Superintendent. The law allows school boards to designate other positions to that class that has a different contribution rate.

Mr. Harris commented the second highest paid employee of the district should be the attorney. In reviewing the comparisons provided, Polk County hasn't practiced that process.

Mrs. Cunningham asked that information on the size of the districts given as examples be provided.

Mr. Townsend asked with whom will Wes and Carol negotiate their contract? Mr. Wilson said they will meet with him and the Board will vote on the contract after a discussion.

Mrs. Fields requested a time line be established to finish the negotiations soon. Mr. Townsend is ok discussing it at the next work session and provide direction from there.

NEW BUSINESS

6. [3:30 - 3:50 PM School Board Comments](#)

Minutes:

Mr. Townsend commented that with the series of incidents that have occurred recently, he would like an analysis of any systemic problems we have, if there are any, with the lack of training provided to our employees. In the recent death of the ESE bus student, it is unclear if training was provided or if they understood the training.

Ms. Reynolds distributed information on the recent Central Florida Public School Boards Coalition meeting that included bullets on the State budget and several different bills.

Mrs. Sellers stated there is a compression in the budget for those districts below the State average. They were given 25% more. We were one of those districts and we're still below the State average.

Meeting adjourned at 4:15 PM. Minutes were approved and attested this 24th day of April, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent