

03 19 2019 Work Session 12 30 PM

DISCUSSION ITEMS

Item 1

1. [12:30 - 12:50 PM 2019-2020 Budget Update](#)

Minutes:

Mike Perrone, Associate Superintendent of Business Services and CFO, and Jason Pitts, Senior Director of Finance, presented an update on the Governor's revenue budget.

Mr. Pitts reported that the Governor's budget shows we are to receive \$17.9 million in new revenue. However, this includes \$14.8 million for the Best and Brightest which has not been a part of our budget in the past. In actuality, we stand to receive \$3.1 million as new revenue.

Mr. Perrone commented that to return to a 4% fund balance, the district will need to cut approximately \$42 million from our budget.

Item 2

2. [12:50 - 1:15 PM Polk County Public Schools Health Plan – 2018 Plan Year–Annual State Filing – F.S. 112.08](#)

Attachment: [2018 Actuarial Review.pdf](#)

Attachment: [Polk County School Board 5-Year 3.6.2019 3.pdf](#)

Attachment: [Polk County School Board Draft Exhibits 03.06.2019.pdf](#)

Minutes:

Mike Perrone, Associate Superintendent and CFO, and Allison Poole and Jan Bush of Robinson & Bush provided an overview of the district's health plan.

Ms. Poole stated the district is required to file its 2018 Annual State report by the end of March 2019. Once these documents are filed, we will be notified if we are in compliance or not. If we are not in compliance, additional measures are taken. The district is required to keep reserve funds available to pay 60 days of claims.

Ms. Bush reported the plan is operating well but the gap between expenses and revenue is trending below average and it continues to get larger. In 2018, the Board transferred \$5.8 million to support the plan. Medical claims are driving the plan. In 2013, there were 26 individual claims in excess of \$150,000. In 2018, there 67 individual claims in excess of \$150,000; totaling \$16 million. She reported that active employees are funded at \$614 per month and the claims expense for that employee tier is \$532. Spouses are funded at \$594 per month and the claims expense is just below \$1000. The children's tier is also being subsidized. The retirees that are not Medicare eligible are the most expensive at \$1000.

In 2015, the Fund Balance reflected a \$810,000 loss: the plan was spending more money than what it was taking in to cover the expenses. Year after year it has compounded itself with claim expenses rising and no new revenue. In 2018, the district ended the year with a \$12.3 million loss and depleted the Fund Balance reserve; there are no days in reserve. A transfer of \$5.8 million was made in June to help offset expenses.

We are projecting to end this year with a loss of \$13 million and if no changes are made to the 2020/21 plan, the district's fund balance will show a negative \$23 million. She emphasized to the Board that not making changes to the plan is not an option.

Mr. Perrone informed the Board that a 5-year commitment is needed to increase premiums. The rates will be as such:

- 2019: \$732.00 2020: \$802.00 2021: \$878.00 2022: \$962.00 2023: \$1053.00

We will not see a positive balance until the year 2023. Our filing with the State will include the 5-year commitment and we'll provide a quarterly or semiannual report to affirm our commitment. We will allocate \$9 million the first year toward the plan.

Mr. Townsend stated that this is a failure of the previous Board and management.

Mrs. Cunningham replied that actions were taken at the time with the information provided and negotiations with the unions. We must work together and make the best decisions for our employees.

Mrs. Fields stated that health insurance is a negotiated item. We have no control over claims. This impacts raises and other things that we do for our employees but if the union is not willing to work on adding

employee contributions, it will place us in a precarious situation.

Mr. Wilson feels they did take the matter seriously and looked at a lot of data. From his perspective, he anticipated what was going to happen in the future. We spoke about raises for the teachers and he thought the district would receive sufficient FTE funding. The solution has to be funding from the State.

Ms. Fortney stated it looks like the employee is to pony up quite a bit. She also noted that generic prescriptions increased from \$8 to \$20.

Mr. Wilson stated we have to get the message to State Legislators that if they want quality education they have to fund it.

Ms. Reynolds shared that the Senate released their education appropriation numbers which includes \$2.2 billion for public schools, which is \$1.1 billion over the current year. A \$350 per student increase.

Mr. Townsend mentioned that several other counties have been successful in passing a sales tax referendum to cover costs such as this.

Item 3

- ~~3. 1:15 - 1:30 PM Water Walker Investment Discussion~~

Item 4

4. [1:30 - 1:40 PM IRIS Request Program](#)

Attachment: [IRIS Demo Flowchart Available #1.pdf](#)

Attachment: [IRIS Demo Flowchart Available #2.pdf](#)

Minutes:

Jason Karol, Senior Manager of Web Services, demonstrated the proposed IRIS program to be used by Board Members for information requests.

Mrs. Cunningham asked if all email requests have to go thru IRIS. Mrs. Byrd said yes, this system keeps track of all requests. It will email a receipt with a ticket number.

Mrs. Miller asked if there is a way to show a sense of urgency in the request. Dr. Barrios stated that the facilitator will determine that factor.

Ms. Fortney asked if the constituent's information will be kept anonymous.

Dr. Barrios responded that the program can be modified to keep the constituent's information anonymous when requested.

Item 5

5. [1:40 - 2:00 PM Career and Technical Education & Multiple Pathways](#)

Attachment: [CTE Program Academy Review.1819.pdf](#)

Minutes:

Dr. Michael Akes, Associate Superintendent, Chief Academic Officer and Steve Cochran, Acting Senior Director of Multiple Pathways provided an overview of the Career and Technical Education & Multiple Pathways program.

Mr. Cochran explained that CTE courses lead to high wage and high demand jobs in our county. These programs consist of a course that leads a student to an industry certification, a technical college, or a four-year college. Our Career Academies are more enhanced programs of study. The overall goal of a career academy is to increase achievement by engaging students in their career study and provide them with a consistent and clear path towards a career.

There are a total of 119 academies, 78 at the high schools and 41 pre-academies and 23 accredited academies and 43% of high school students are involved in academies.

Mr. Cochran informed the Board that district officials visited the Academies of Nashville several years ago and brought their strategies to Polk County. This year we hosted our first visit.

Mrs. Fields asked how we compare nationwide. Mr. Cochran stated that we are 2nd to Nashville in accredited and certified academies; but, once we complete our five year plan, we could be No. 1.

Ms. Fortney would like to know if we have information on successes at the adult schools? Mr. Cochran will gather this information. She also asked if the farmworks/migrant population increased or decreased last year? Mr. Cochran will get information on this question as well.

Item 6

6. [2:00 - 2:05 PM Head Start Services Report](#)

Attachment: [HS SR Goal report mid year.pdf](#)

Attachment: [19HSA - Head Start Financial report as of 01-31-2019.pdf](#)

Attachment: [Board Executive Summary Report March 2019.pdf](#)

Attachment: [ACF CLASS Report.pdf](#)

Minutes:

Dr. Michael Akes, Associate Superintendent Chief Academic Officer, and Matti Friedt, Director of PreSchool Programs provided an overview of the Federal Audit and stated that two of three portions of the audit were completed in January.

Mattie Friedt stated that the second part of the audit happened in February. The Policy Council met with three board members. She stated that it went really well and all the goals that were stated have moved on in growth.

Mrs. Fields participated in the audit interviews and the auditors were very complimentary of Mrs. Freidt and her team. A video should be created with the parents of the Head Start children to tell their stories.

INFORMATION ITEMS

Business Services - General

7. [Financial Statements for the period ending January 31, 2019.](#)

Attachment: [January 2019 Board Financial Packet.pdf](#)

Minutes:

Learning Support - General

8. [2018-19 Student Progression Plan Amendment](#)

Attachment: [Executive Change Summary Amendment Page 19 of SPP 18-19.pdf](#)

Attachment: [2018 -19 Student Progression Plan Amendment.pdf](#)

Minutes:

Dr. Akes reported the new ESSA law requires every ESOL student to be tested.

Mr. Wilson stated that there is a concern in the community about practice tests in preparation for State Standards and using those tests for grading.

Dr. Michael Akes believes 'practice test' is being misunderstand. For example, a teacher may give an assessment after a unit of instruction that aligns with the Standards. If it is presented in the same format as the state standards, it could appear that she is giving a practice test. He believes she is aligning the test to the state standards. If a teacher pulls a question from a bank of assessments that align with her instruction, you might feel she is teaching to the test. He believes the teacher is aligning her instruction and assessment with the state assessment. Staff will review each concern on a case-by-case basis. He is not a proponent of practice tests or shutting down a school for workbooks of practice tests.

Dr. Akes also explained that the SPP has guidelines for elementary grading and grading practices. However, according to state statute, the grading responsibility belongs to the teacher.

BOARD AGENDA REVIEW

9. [2:05 - 2:15 PM Review the March 19, 2019 School Board Agenda](#)

Attachment: [03 19 2019 School Board Agenda Revised.pdf](#)

Minutes:

Item C-22: New Cafeteria Pavilion for Stambaugh Middle School

Ms. Fortney asked if fans could be provided along with the lights in the pavilion. Mrs. Usher responded she will add it to the scope of work.

Items C-45 - C47: Human Resource Recommendations

Mr. Townsend requested the Human Resource Recommendations be placed on the "Regular" agenda going forward. He would like the actual spreadsheets to analyze and sort information instead of a PDF.

Mrs. Byrd stated items can be amended at anytime before the meeting. Mr. Townsend said the spreadsheets can be provided after the board meeting.

Emergency Items - LEGAL

School Board Attorney Wes Bridges stated that he and attorneys Nichols and Stidham met with the Florida Division of Emergency Management regarding our FEMA claims for Hurricane Irma. Superintendent Byrd entered into a contract with Complete Contracting to provide cost estimates on storm damage in the district. We had been told that Lake Wales High School would be ineligible for reimbursement because the damage estimates did not meet FEMA's threshold of \$3,100. Complete Contracting reviewed Lake Wales High School first and identified \$2.5 million attributed to Hurricane Irma damage. They have toured 9 campuses and identified \$25 million in hurricane damages. He requested the Board authorize the Superintendent to expand their scope of services.

Mrs. Cunningham asked what is the opinion of staff? Mrs. Usher stated her staff doesn't have the specialized equipment to identify roof damage thoroughly as Complete Contracting.

Consensus was given to move forward increasing contract with Complete Contracting.

OLD BUSINESS

NEW BUSINESS

10. [Board Protocols](#)

Minutes:

This item moved to a future date.

11. [Lake Wales High School Cooperative](#)

Attachment: [Content for Townsend agenda items.pdf](#)

Attachment: [Lake Wales Cooperative.pdf](#)

Minutes:

Superintendent Byrd asked that this item be tabled until after the school year. The topic has come up over the last two years about this time which is right at testing time. Teachers are stressed enough at this time. We have to hear from the community too.

Mrs. Fields agreed we need to hear from the community.

Mr. Townsend requested a meeting with DOE's head of Choice, our staff and their staff to discuss a language that would allow 'last resort status' for any charter. We need to develop model language with DOE that allows us to impose zoning on a charter school. The plan that was presented earlier creates a permanent divide in competition. His suggestion would keep McLaughlin as a fully run district school and imposes serious geographical restrictions on Lake Wales which they said they would consider or adopt. He would like this to be held during the summer.

Mrs. Byrd would like "schools of last resort" to be defined. Mr. Townsend referenced the situation in Jefferson County which has one school. If they do not apply to Lake Wales schools, we have to transport to a public school which is costly for the district. Adam Miller, DOE's Head of Charter, doesn't see why Lake Wales High School can't be made the 'school of last resort'. They have to go there.

Mrs. Cunningham asked if it was like a zoned school and Mr. Townsend replied "yes".

Mr. Wilson stated this shouldn't concern the teachers because they would remain school board employees. We are not trying to turn McLaughlin into a charter school. It would be a similar set up as Kathleen High School and Aerospace Academy.

He stated that this would be moved to a later agenda.

12. [Proposed School Board Resolution: Oversight & Safety of Voucher Schools](#)

Minutes:

Mr. Townsend commented he has created a resolution concerning vouchers. He became aware that the vast majority of schools that take Step Up For Student scholarships (vouchers) are not under any type of oversight. They are not subject to the Marjorie

Stoneman Douglas rules; they're not subject to any rules.

Ms. Reynolds stated that Senate Bill 1444 is currently being heard in sub committee to establish oversight. This will allow DOE to do an investigation anytime they received a complaint within a designated time period. Mrs. Miller (through phone conferencing) noted that the number of staff they have provided in the bill is not sufficient to handle the number of private schools statewide.

Superintendent Byrd clarified that the school being discussed, Kingdom Prep, is a private school and is not governed by this School Board or her staff.

13. [Proposed School Board Resolution: Teacher Pay](#)

Attachment: [Proposed Resolution Teacher Pay.pdf](#)

Meeting adjourned at 4:15 PM. Minutes were approved and attested this 14th day of May.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent