

04 12 2011 Work Session

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

New Business

1. [10:00 - 10:15 AM School Board Comments](#)

Minutes:

Mrs. Wright arrived at 10:38 AM.

Mrs. Fields requested three topics for the next Master Board Training: Consensus was: Key Works of School Board, Centers of Leadership, and Power Through Policy. Possible meeting dates will be sent to board members.

Mrs. Fields discussed a request from the Central Florida Public School Boards Coalition to support a resolution requesting Legislators to appropriately fund education. Consensus received to vote on Resolution (2009/10-25) at the School Board meeting later today.

Wes Bridges, School Board Attorney, discussed an opportunity to join a class action suit filed against BP Oil for the loss tourist revenue that resulted in a reduction in school budgets across the state. There is no risk to join. If the suit is successful, the law firm will receive a 20% contingency fee dividend among the plaintiffs. Consensus given to proceed.

Board Agenda Review

2. [10:15 - 10:30 AM Review April 12, 2011 School Board Agenda](#)

Attachment: [04 12 11 School Board Agenda.pdf](#)

Minutes:

Abdu Taguri, Assistant Superintendent of Information Systems and Technology, provided a brief report on the recent FTE Audit which reflected a loss of approximately \$100,000. In 2007-08, the audit reported a loss of approximately \$500,000. It is the goal of the district to have a zero loss. Losses result from student absenteeism and data reporting errors in class scheduling and teacher certification.

3. [BREAK](#)

Discussion

Item 4

4. [10:30 - 10:50 AM 2011-2012 Staffing Plan](#)

Attachment: [ExecSummary Substant Changes 2011-12.pdf](#)

Attachment: [Draft Overall Cost for SY12Rev3 31 11.pdf](#)

Attachment: [11-12 Staffing Plan 04 12 11WkSess.pdf](#)

Minutes:

Assistant Superintendents Mark Grey and Denny Dunn along with Paula Dull, Senior Manager, Staffing, presented the proposed 2011-2012 Staffing Plan.

The district faces several funding issues, among those are the end of stimulus funding and Governor Scott's plan to reduce the State's budget. Each reduction affects schools and the level of services we provide them. Staff reviewed plans of other school districts and used Hillsborough's as a guide. Employees will be repurposed, if possible (placed in different positions). Should the School Board request a reduction or change to the plan, other areas will need to be identified for like amounts to offset the request.

Paula Dull distributed revised draft cost savings and organizational sheets that highlighted division line item changes.

Mark Grey, Assistant Superintendent of Business Services, reported on the 2011-2012 proposed budgets of the House and Senate.

- Governor Scott's budget reflects a 10% reduction for us - approximately \$62 million less funding (total gross funding) along with two 'savings' for districts in Education Jobs Fund dollars and FRS - Employee Contribution. Ed job funds for Polk County are approximately \$19,018,403 (\$2 million will go to charter schools). The Governor also reports the FRS per employee 5% contribution as a 'savings' to School Districts. Our current contribution rate of 10.77% would need to be

reduced by 5% for it to be a savings. However, in the Governor's budget, Polk County's contribution increased to 14.77% (\$14.1 million)- not a 'savings' at all.

- Our Medical Plan lost \$6.5 million this plan year (ending December 31, 2010) and it is expected to have a \$10 million loss for the 2011-12 year if no changes are made to the three options.
- The total net reduction for us in the Governor's budget is \$34,648,049.00. The Governor has said he will veto any budget of the House and Senate if he feels they have not cut sufficiently. The House and Senate can override his veto if there is sufficient support.

The Senate's budget reduction for Polk is \$39,511,534; the House's is \$42,612,466. They both have the employer retirement contribution reduced to 6.16% (a 3% savings) with increases to begin in July 1, 2011: unfunded actuarial liability - 0.25% added to the 6.16% for the lower end employees and on July 1, 2012, it is increased an additional 2.06%. For county officers: the unfunded actuarial liability increases .42% in 2011 to 20.7% in 2012; Senior Management will see .05% in 2011 and 10% in July 2012. The unfunded actuarial liability will go away if and when the plan is fully funded.

- Education Jobs Fund money will also affect the budget of 2012-13. The funds are only available for 2011-2012.

Loss of Positions: There were approximately 161 unfunded district positions before the start of 2011 - 2012 staffing plan. Unfunded means the job exists but there is no money to hire anyone; the position has not been eliminated. Vacant locally funded positions will remain unfunded; ARRA positions will be cut.

Nancy Woolcock, Assistant Superintendent of Learning Support, reported that IDEA ARRA dollars funded the majority of LEA facilitators, social workers, and school psychologists. We were notified that IDEA will be level funded for next year. That means 35 school psychologists will go back to local funds and 11 positions will be absorbed by the IDEA Grant as well as the LEA school facilitators. Many of the federally-funded positions will be eliminated and staff will be repurposed if they have the appropriate certification.

- Other federal funding for next year is unknown at this time: Title I, II, III, Head Start, etc.

With the adoption of the staffing plan, there will be 300 less district office employees to provide services to schools. Work orders and other services will be delayed immensely. Fred Murphy, Assistant Superintendent of Facilities and Operations, stated that cuts to special programs should be considered: Choice transportation (Harrison, IB, Summerlin, etc). This area would create a savings of \$1 million if Choice transportation was eliminated.

Mr. Grey provided information on district staff positions compared to the Florida average and that of the Hillsborough School District. Polk County is

significantly below the state average and slightly below Hillsborough County: Polk-2.63, State- 3.35, Hillsborough- 2.81. One finding is that the State lists administrators by the title 'Director' or above. However, Hillsborough has more unreported positions under the Senior Manager category that earn a higher salary than our Director positions.

- Mr. Mullenax would like to consider retaining the 12 month elementary secretary positions. Board members were reminded that if a change is made (retaining the 12-month elementary secretary positions at a cost of \$254,000) another area should be identified to locate like funds.

At 12:20 PM Consensus given to recess the work session until after the School Board Meeting later today.

Meeting reconvened at 3:42 PM

Mr. Grey clarified items on the draft cost savings sheet by division:

- Business Services - As staff retire, some will not be replaced; vacant positions may remain vacant, and several people will be displaced. There are no repurposed positions in Business Services. There remains an additional \$212,000 to be reduced in the Business Services' budget.
- Facilities and Operations - Additional cuts were made in the operational funds as well as many positions will remain vacant as staff retire. Unfunded positions mean a delay in the level of services throughout the district.
 - Mrs. Wright asked where a reduction in the white fleet would appear. Mark Grey stated it is in the Operational budget of each division.

Mr. Harris questioned the reduction of 83 custodial positions. Fred Murphy stated that approximately 39 positions will be eliminated after the number of retirees is known. As staff retire, some positions may be combined with other 2-hour, 4-hour, or 6-hour positions. The buildings will continue to be cleaned at the same quality but not as quickly as before.

- Human Resource Services - Also has vacancies that will remain empty; as staff retire, many positions will remain vacant or someone maybe placed in them at a lower rate of pay than the person that left.
- Information Systems -Some vacancies are eliminated; two positions will move to grant funds (Race to Top); and there is a reduction in the operational budget.
- Learning - Staff retiring and changes in work schedules (12 month position to 10 month position); eliminating positions and consolidating / combining positions.
- Learning Support - Displacing paraprofessionals; consolidating BEST Sites (will be only for expelled students in grades K-5, moving it to a centrally located elementary school that is far under capacity.) Staff will be repurposed, if possible.
- School-Based Operations - Associate Superintendent is retiring,

operational budget is reduced.

- Mrs. Cunningham voiced concern that the position of the Associate Superintendent of School-Based Operations will remain vacant after Dr. Tonjes retires. Are there plans to restructure? Dr. Nickell stated she didn't feel it would be appropriate to treat her department any differently than others. She met with district level administrators to learn their strengths and weaknesses and she may reassign some of the duties and responsibilities where possible. It was felt that Dr. Nickell can place someone in the position at a later date, if and when she feels it is necessary.

Mrs. Fields voiced the same concern with the combined work load of David Lewis as the Associate Superintendent of Learning, Senior Director of High Schools, and Senior Director of Fine Arts.

- Superintendent's Office - Includes the office of the School Board, Legal, Internal Auditing, Community Relations, Polk Education Foundation, Legislative Liaison, and Diversity. The School Board's percentage for budget reductions would be \$78,205.82; Legal, \$50,601.11; and Internal Auditing, \$56,198.74.
- Support Services - elimination of Magnet/Choice Transportation would save \$983,127. It is not required by law to provide for Choice students. It is felt that approximately 15 bus attendants will either resign or retire. This would affect the sustainability of several programs (Summerlin and Harrison).
- Expect a huge increase in the fuel budget for statutory required busing.

Wes Bridges advised the Board to be very careful with eliminating the Choice transportation because of the millions of grant funds attached to our Choice programs and its affect on the minority enrollment. Dr. Nickell stated that if the Board chooses to remove the item to remember than a different area will need to be identified to replace the million dollars.

Mr. O'Reilly asked if there is any latitude in transporting to particular schools: IB/Harrison's. Mrs. Sellers suggested that services be cut for future students, perhaps as of July 1, no new students would be provided transportation for academies/IB/Harrison.

Mrs. Wright suggested a review of the salaries for district staff.

Mr. Mullenax requested the Choice Transportation cut be deleted (\$983,127 - Transportation for Choice Students) and replaced with 'TBD'. Dr. Nickell agreed to do so but stated a like amount has to be found elsewhere. Mrs. Cunningham and Mr. O'Reilly suggested staff identify other programs for reductions.

Mrs. Fields noted that top salaried district staff assumed the duties and responsibilities of employees that retired or are no longer with us. Fred Murphy, Assistant Superintendent of Support Services, assumed the duties of the Assistant Superintendent of Facilities and Operations; David Lewis,

Associate Superintendent of Learning assumed the duties of the Senior Director of Fine Arts and the Senior Director of High Schools.

Consensus is to support staffing plan as it is today.

Meeting adjourned at 5:20 PM

Information

Item 5

5. [Charter School Projected Enrollment for 2011-2012](#)

Attachment: [WS 2011-2012 Enrollment 3 22 11.pdf](#)

Item 6

6. [Update on Teacher Insight](#)

Attachment: [Executive Summary Teacher Insight Update 4-12-11 WS.pdf](#)

Item 7

7. [Update on Para Pro Examination Information](#)

Attachment: [Exec Summary Para Pro Exam 4-12-11 WS Information Agenda.pdf](#)

Adjournment

The Work Session recessed at 12:20 PM, reconvened at 3:42 PM and adjourned at 5:20 PM. Minutes were approved and attested this 26th of April, 2011.

Kay Fields, Board Chair

Sherrie B. Nickell, Ed. D, Superintendent