



04 12 2016 Work Session 9 00 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. [9:00 - 9:20 AM School Board Comments](#)

Minutes:

Central Florida School Boards Coalition

Mr. Mullenax commented on his attendance at the Central Florida School Boards Coalition meeting on Monday, April 11. This month's meeting was very well attended by area Superintendents.

Some of the highlighted topics of discussion were:

- Legislative items
- Career Academies
- Special Education

Each School District provides a one page document of information pertinent to agenda items to share amongst each other to compare and contrast policies and procedures. These will be made available electronically for those who are interested.

Mrs. Sellers asked what the Special Education topics were. Superintendent Byrd responded the discussions centered around recent developments, best practices, and potential collaborations to ensure consistency. The Polk County School District, Exceptional Student Education staff will collaborate more as directives are handed down by the state.

Sales Tax Referendum Meeting

Mr. Berryman commented on the recent Sales Tax Referendum meeting. Participants

discussed the Sales Tax renewal initiative. There were conversations regarding when the District will move forward with the initiatives. The community is interested in helping in any way they can. Some discussion was had in regard to "marketing" the District, as well as current issues in the district both educationally and fiscally.

C. Wesley Bridges, Counsel for the Board, commented on the progress of the legal filing to determine the Sales Tax Election specifics against Polk County. The outline of the plan has been completed pending filing for judicial review. Drew Crawford, additional Counsel for the Board, has met with the County's attorney. Once an answer is received a request will be made from the judge to move this forward as quickly as possible. The answer should be received momentarily.

National School Boards Association Conference

Mr. Berryman commented that both he and Mr. Harris attended the National School Boards Association Conference in Boston, MA that ended on April 11.

Mr. Berryman discussed some of the key topics that were addressed such as:

- The Every Student Succeeds Act (ESSA)--state control.
- Districts and the Florida School Boards Association (FSBA)--increased engagement with the Department of Education (DOE).
- Evidence was demonstrated that proves the Polk County School District is ahead of the curve in many regards.
- The Budgeting process (He directed this comment to Mike Perrone, Chief Financial Officer, regarding innovative examples in Lake and Miami-Dade counties).
- Leadership development and leadership institutes for aspiring administrators.
- Poverty initiatives and support for students and families.
- Blended learning (There was a direct reference at the NSBA conference about the Polk County Academies).
- Innovation and autonomy to increase student achievement, mastery and creativity.
- Testing and Standardization--Advocacy and accountability without more testing.

Mr. Harris discussed the NSBA conference as well. He commented on a mobile app available that allowed you to calendar breakout sessions you wished to attend. By doing so, he was able to visualize the many areas he was interested in attending, but it also made it clear that it was impossible for one person to be in all of those places at once. He commented the School District has historically not attended this level of conference. There are so many events and topics covered that allowing only one or two Board Members to attend precludes the ability to adequately absorb enough of the innovative programs and information to bring it all back. The next NSBA conference will be March 25-27, 2017 in Denver, Colorado. He encourages everyone who is able and available to attend. There are sessions geared toward all areas of interest, including facilities, technology, assessment, etc. There are thousands of attendees at this conference which exposes you to what other people are doing. He also commented about the innovative education initiatives to ensure mastery without increasing seat time.

Mrs. Fields commented the reason for lack of attendance in the past has been a lack of available funds.

Sales Tax Committee

Mr. Wilson notified the Board that Mr. Terry Pittman has resigned from the Sales Tax Committee.

B. Board Agenda Review

C. Information

Item 2

2. [Investment Report as of January 31, 2016](#)

Attachment: [Investment Report as of 1-31-16.pdf](#)

Minutes:

Item 3

3. [21st Century Community Learning Centers Grant Applications \\$198,000 and \\$115,500](#)

Attachment: [21st CCLC Budget Impact Analysis Project 1 Snively Wahneta 2016-17.pdf](#)

Attachment: [21st CCLC Budget Impact Analysis Project 2 Spook Hill 2016-17.pdf](#)

Attachment: [21st CCLC Executive Summary Project 1.pdf](#)

Attachment: [21st CCLC Executive Summary Project 2.pdf](#)

Item 4

4. [21st Century Community Learning Centers Grant Application \\$59,400](#)

Attachment: [21st CCLC Budget Impact Analysis Project 3 McLaughlin Middle 2016-17.pdf](#)

Attachment: [21st CCLC Executive Summary Project 3.pdf](#)

Attachment: [2014-2015 New Look Marketing Brochure.pdf](#)

Item 5

5. [21st Century Community Learning Centers Grant Application \\$317,035](#)

Attachment: [21st CCLC Executive Summary Project 4.pdf](#)

Attachment: [21st CCLC Budget Impact Analysis Project 4 Kathleen High 2016-17.pdf](#)

D. Discussion

Item 6

6. [9:20 - 11:00 AM Superintendent Search \(Continuation\)](#)

Attachment: [Community Forum Request to Speak Form.pdf](#)

Attachment: [Polk Survey Draft 3.pdf](#)

Attachment: [Superintendent Search Website Portal.pdf](#)

Attachment: [Timeline DRAFT #4 \(Polk\).pdf](#)

Attachment: [Community Forum Input Form.pdf](#)

Minutes:

Dr. Bill Vogel and Mr. John Reichert, consultants with the Florida School Boards Association (FSBA), discussed the next steps in the upcoming Superintendent Search.

Mrs. Fields requested Mr. Reichert provide some clarity regarding the Citizen Advisory Committee. She was uncertain of the flow and responsibilities of the group and requested something more tangible. She discussed some concerns she had of the dead time between July and September, therefore she requested two timelines be developed that might start earlier than September. Starting earlier would allow additional time to interview, hire, and possibly have someone in place before the elections. In addition, she also commented one of the meeting dates that has been proposed is May 19 which is the graduation date for the District Exceptional Student Education Centers.

Mr. Reichert explained April 13 is the date to open the online portal if the FSBA team gains Board Consensus at today's meeting. April 18 would be the beginning date for the online survey. Dr. Vogel explained the connections between the survey and the strategic plan. The document became quite lengthy, so it has been tweaked a bit to avoid repetition. He also explained different methods that could be used to display the results visually.

Mr. Harris commented he has been approached multiple times in the community about the Board taking a different direction for the Superintendent Search, namely hiring Mrs. Byrd as the Superintendent immediately based on her performance over the last two and one half years. He added if community members are reaching out to him, he thinks they are or should be doing the same with the other Board Members as well.

Mr. Mullenax commented he has approached two different community members in his District in regards to serving on the upcoming Superintendent Search Committees. He said both of these individuals, who are highly respected members of the Winter Haven community, shared the exact same sentiments with him that were shared with Mr. Harris by community members

in his District. He said they stated to him Mrs. Byrd should be given a chance and the time being invested in the search could be put to better use.

Mr. Wilson stated he has received many similar comments from community leaders as well. He suggested if Mrs. Byrd were interested, perhaps her contract could be extended to one year on a trial basis and see what the community feels at that point in time.

Mrs. Sellers commented she also has heard nothing but wonderful things about Mrs. Byrd. She said she has also heard people say they want a local person to be selected for the position. She said she does not think the public wants a search to be performed and they are very pleased with the leadership team. She has also been told the community is pleased that John Small has been selected to be the Deputy Superintendent.

Mrs. Cunningham commented she contacted six or eight community members in her district with the intent to narrow that to two members to serve on the committee. She has received many favorable comments about Mrs. Byrd not only from the business community, but from staff members in the schools and the District Office. She stated Mrs. Byrd is gracious and presents herself in a dignified manner and has children at heart. She further remarked there were some business community leaders that mentioned David Lewis as a candidate for this position. She said the community does not want someone from outside of the School District's area because there are qualified people from within. She commented she does not know how the other Board Members feel about it, but David Lewis would be available to come back if the Board were to ask him. Two separate people have made contact with her by phone and by letter who suggested Mr. Lewis for the position, because they are interested in a candidate that has knowledge of the area, the school system, and the schools. Mrs. Cunningham commented that Mrs. Byrd is doing a terrific job, she supports Mrs. Byrd, she loves what she has heard from people that work with her at all levels and also what she has seen. She would support Mrs. Byrd being Superintendent if she feels that is something in her heart.

Mr. Harris commented he has heard the Board comments and the communities doing the same that they want the Superintendent to be local. He stated Mrs. Byrd has been with the School District for two and one half years and he has posed the question, "Do you consider her local?" The responses he has heard have been..."We know her. We are comfortable with her. She has been here two and one half years. We like her leadership style." He has reached out to Duval County and those that provided feedback to him indicated if they were given the power they would select her for the Superintendent position. He feels that Mrs. Byrd worked with individuals much longer in Duval than she has worked in Polk County so they should know.

Mrs. Fields stated one of the things everyone should be reminded of is Mrs. Byrd is definitely local. Mrs. Byrd and her husband have purchased a home here and she feels they consider this to be home. She stated there are some who have questioned whether or not she is a part of the community, but that is not true.

Mr. Berryman stated he believes everyone has heard very positive comments about Mrs. Byrd and commented on her calming influence and decision making. He commented the Board owes it to themselves, the students, the tax payers, and the community to put the best person in place either inside or outside. He said if it ever came down to a tie vote he would prefer the Board select someone from inside. He also stated he has no problem accepting Mr. Wilson's suggestion of offering Mrs. Byrd a one year contract. He has heard from the community suggesting John Small for Superintendent as well. He stated the important thing is putting the best person in place.

Mrs. Fields stated what the Board has chosen to do right now is apparently working. The schools have moved tremendously over the last year. A great deal of that credit has to be attributed to Kathryn LeRoy; however, credit must be given to her team including Mrs. Byrd. She said she has heard nothing but great things about Mrs. Byrd, Mr. Small, Ms. Bowen, and the entire team as well as the progress that has been made. She is very much in support of Mrs. Byrd being made the Superintendent on a permanent basis based upon her performance for the one year that Mr. Wilson has alluded to. It must be something that Mrs. Byrd is willing to do and feels passionate about doing. Mrs. Fields said she has been hearing the same things from the community that the other Board Members have heard; Mrs. Byrd is gracious, professional, she is an awesome woman, and she represents the District well. Mrs. Fields said she cannot think of a better person that could serve in that capacity than Mrs. Byrd. She stated it was a smart decision for Mrs. Byrd to hire Mr. Small as the Deputy Superintendent because they have a blend; they balance each other's areas of weakness. They work well together and the School District has a good thing going on here. She said if it was possible to wrap this search up, call it a day, and not have to proceed with the search she thinks it would be a great thing to do.

Mrs. Fields recessed the meeting for a break while Mrs. Byrd took some time to consider this proposal.

Mr. Berryman commented that this has been a very short notice discussion and out of courtesy for Mrs. Byrd, the Board should consider allowing her to think about it until the Board Meeting on April 26, unless she is ready to make a decision now.

Mrs. Byrd thanked the Board for their confidence in her and for allowing her to do the job she has been doing with the team she has to do it with. The team always works to the same end which is what is in the best interest of the children. She does not take this decision lightly and she wants her steps to be something that others can follow in. She communicated with her husband during the short recess. He is very supportive and as such, they live their life together as a unit. She said she has heard what the Board Members have said today as well as comments from Principals and Staff members. This is a time of consistency and rest as well as stabilization to move forward as we continue to work for the students. She graciously accepted the position of Superintendent for a trial period of one year.

Mr. Wilson asked for clarification that the term "Interim" will be removed from Mrs. Byrd's title and the pay will be commensurate with the permanent position of Superintendent. Mrs. Fields stated she and C. Wesley Bridges, Counsel for the Board, will meet with Mrs. Byrd about those specifics.

Mr. Mullenax asked if the Board will have a chance to evaluate the new Superintendent based on the Strategic Plan. Mr. Bridges stated that will be built into the contract. Mrs. Fields added now that the permanent position has been filled, the Board will have to revisit the plan to review and/or revise the Strategic Plan. Mr. Mullenax asked if that meant there would be another one half day retreat at some point in time. Mrs. Fields said she would begin looking at dates.

Item 7

7. [11:00 - 11:10 AM BREAK](#)

Item 8

8. [11:10 - 11:20 AM Policy Update resulting from Department of Education Agreement](#)

Attachment: [Policy Updates Summary April 12 2016 Work Session.pdf](#)

Minutes:

Mrs. Byrd discussed a confidential letter that was received from the Department of Education. Today's item is for the Board's review and then it will be sent to the Federal Department of Education. Once the language in this update satisfies compliance at that level it will be approved by them then brought back to the Board for policy adoption.

C. Wesley Bridges, Counsel for the Board, stated the particulars of the letter that are student specific will not be discussed, only what is being done with the policy in order to move forward.

Jacqueline Bowen, Chief Academic Officer, and Wendy Dodge, Government Affairs, discussed the policy updates.

Item 9

9. [11:20 - 11:50 AM Gang Resistance Intervention Program-Quarterly Report](#)

Minutes:

Captain Rick Wright, Director of Safe Schools, explained the Gang Resistance Intervention Program (GRIP) that was implemented in August 2015. To date, there is no other program commensurate to what has been created in Polk. The objective is to provide a gateway that will allow law enforcement to

capture and deliver juveniles for crimes they have committed. The Polk County Sheriff's Office (PCSO) has developed this program as an alternative.

The identification of students goes beyond those that are actively participating in gangs and encompasses all identifiable at-risk students that may be a part of the system. Each student has an individualized plan. This program seeks to be proactive whenever possible accompanied by consistent follow-up. The team members have developed an emotional connection to the students they serve and often put the needs of the children above their own. This is a labor intensive program and has received a great deal of community support.

The GRIP team is in the process of adopting additional features to this program: however, since there are no programs like it, developers have not been able to borrow from other models.

Mr. Berryman asked for more information about the grant. Major Lloyd Stewart, PCSO, commented the grant funds are for 3 years and the 4th year must be paid for independently.

Mrs. Fields commended the team for their passion in working with these students when they have little or no positive interaction at home.

Capt. Wright commented that as word circulates in the community their participation is growing. All too often law enforcement is painted negatively and programs like this allow an opportunity to show that there is so much more to their position than that.

Mrs. Cunningham shared her thanks for the team's service and for changing lives one child at a time. She stated this will positively impact the whole family unit.

Capt. Wright commented in programs such as this, you can only calculate your return on investment with the fulfillment of human interaction.

Mr. Harris commended the effort, intent, and expenditures of the team. He commented there is a need from the community for support to assist with hidden expenses that are incurred in the course of deputies going above and beyond like a "GRIP Boosters Club" type organization.

Capt. Wright commented there should be more interaction in the business community. Currently they work with organizations such as InnerAct Alliance and local churches, etc.

Mr. Mullenax commented there has not been any mention of female student participation in the program. Capt. Wright stated the majority of participants are male, however, there are female participants.

Mr. Wilson would like to see the GRIP budget in an effort to provide support or assistance to continue this program.

Mrs. Fields stated the Sheriff's Office should actively share this information with the public.

Mr. Berryman asked if there have been instances of the State Attorney's Office (SAO) dropping charges due to this intervention. Capt Wright stated discipline must be served, but there have been instances when the SAO has recommended individuals that might benefit from this sort of redirection.

John Small, Deputy Superintendent, commented young people who have become part of the judicial system often encounter challenges when trying to seek employment. He believes this program is a good segue to get the word out there and encourage business partners to give these students a chance.

Mr. Berryman suggested it might be beneficial to gain public exposure through not only various press venues, but by contacting the area chambers of commerce.

Item 10

10. [11:50 - 12:00 PM Property Insurance Renewal](#)

Attachment: [2016-17 Renewal presentation.pdf](#)

Attachment: [Budget Impact Analysis 2015-16.pdf](#)

Minutes:

The presentation was made by Joy Myers, Director of Risk Management, Erica Connick, Area Vice President of Arthur J. Gallagher Risk Management Services, Inc., and Nicole Hill, Analyst of Management and Risk.

Mr. Berryman asked how claims are filed. Ms. Connick explained it is on an individual basis depending on the specific schools that need to file claims.

The recommendation is to purchase a terrorism policy that will cover domestic or international acts of terrorism for property damage, which is standard in current property insurance policies today.

Mrs. Sellers asked what percentage of the School District is the \$50 million? Mrs. Myers explained this is \$50 million in coverage, but it will insure \$2.5 billion. The loss ratio has been reviewed and the model explains property and storm damage.

Mrs. Cunningham asked if staff is recommending the option that includes the terrorism and sabotage coverage for \$17,500. Mrs. Myers stated that is the recommendation.

Mr. Harris commented on past tornado damage in Haines City (Shelley Boone Middle) and there was discussion about Auburndale as well. He asked what the cost differential would be today.

Mr. Berryman asked when Federal Emergency Management Association (FEMA) steps in after catastrophic events. Mrs. Connick explained FEMA is activated once it is categorized as a disaster. Unfortunately, it is a lengthy process which can result in audits and potential repayments. Mrs. Myers added the last time the School District encountered damage that required FEMA assistance it took roughly ten years to close out all paperwork, etc.

Mr. Berryman asked if taking the 2 year option is the team's recommendation. He asked if it is possible theoretically if the School District could get a lower rate if they waited until next year. Mrs. Connick said it is possible, but the rate could also go up. That is the risk you take.

Mrs. Sellers asked why the amount is being left the same instead of adding the extra \$10 million of coverage. She also asked what the additional coverage will cost. Mrs. Myers explained conversations were held and it was determined the extra budget dollars might be useful somewhere else. The extra coverage would cost approximately \$150,000 taking the total from \$1.9 million to just exceeding \$2 million.

Mike Perrone, Chief Financial Officer, stated there is not a firm recommendation one way or another right now. The proposed policy options have been in an effort to maintain savings, that is why the \$50 million has been proposed. Mrs. Myers explained this will not come before the Board for a vote until the April 26 School Board Meeting.

Mrs. Cunningham and Mr. Mullenax are comfortable with accepting the current proposal as is.

C. Wesley Bridges, Counsel for the Board, commented if a catastrophic event occurs it is important to remember that our District will not be the only one effected therefore if there is a declaration of disaster others will also pursue that pot of funds.

Mrs. Sellers asked if there would be an opportunity to increase in one year's time if the market were softer. She stated if the extra \$10 million is not agreeable today, she would like it to be revisited next year as a potential increase.

Mrs. Sellers asked what the cost of a Middle School is.

The Superintendent received the Board consensus that they will accept the \$50 million policy and will revisit the extra \$10 million.

Mr. Berryman asked if the fees for Gallagher Services are incorporated in the policy. Mrs. Connick replied they are not. They are part of a separate contract which is \$185,000 per year and an additional \$15,000 for appraisals.

Item 11

11. [12:00 - 12:10 PM School Board Approval for a new Financial Mathematics course](#)

Attachment: [Financial Mathematics spreadsheet.pdf](#)

Attachment: [0078732-submission-form-regular2014.pdf](#)

Minutes:

Jacqueline Bowen, Chief Academic Officer, explained at the state and national level there are limited options for required math courses. Adoption of this course would incorporate economic standards with real world assimilation. Joseph McNaughton, Senior Director of K-12 Math, has spearheaded the creation of this course.

Mrs. Sellers stated she is very much in favor of this course adoption and that this is how math should be taught.

Mr. Mullenax asked if this is an optional math course. Ms. Bowen explained there is now a required 4th component for Math and English,. Some of the Math options include: Math for College Readiness, Algebra I and II, Geometry, Statistics, Calculus. This would be considered a level 2 course that would allow students more options.

Item 12

12. [12:00 - 12:10 PM Notification of Public Hearing on May 24th](#)

Minutes:

C. Wesley Bridges, Counsel for the Board, explained there will be a Notice of Public Hearing added to the Board Meeting on April 26. It will be properly noticed; however, Mr. Bridges typically attains the approval of the Board but there is no meeting prior for him to do so.

Item 13

13. [12:10 PM Executive Session](#)

E. Adjournment

Meeting adjourned at 11:30 am minutes were approved and attested this 26th day of April, 2016.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent