

04 14 2015 Work Session 8 30 AM

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A. New Business

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

Minutes:

Mr. Wilson reported that each year the Polk State College Foundation awards scholarships to graduating 5th Graders throughout the County; he invited the Board Members and Superintendent to participate in the presentations. Mr. Mullenax requested he provide the information to their Administrative Assistant, Pat McManus, to coordinate.

Mr. Berryman attended the Excellence in Education Seminar in Chicago on Early Learning. It reinforced the importance of early learning. Mrs. LeRoy commented that the program addressed birth to age 3. It was amazing to learn what is being done around the nation. While we are doing great work with our Pre-K, she would like to increase the numbers and address the earlier ages. It connects to the alignment movement currently being implemented in the County. The Kellogg Foundation funded the trip for Mr. Berryman, Superintendent LeRoy, and Mattie Friedt, Director of Pre-School Programs.

Mr. Berryman reported that Superintendent LeRoy presented information on our summer learning programs and academies to the Central Florida Public School Boards Coalition; other discussions included

- Department of Transportation provided an overview on plans for I-4
- Legislations discussions -
 - Budget still a big concern
 - Accountability bill- (Superintendent LeRoy reported there are still questions; biggest concern as a school district is providing test through technology (most districts are not ready)
 - Open enrollment- Parent choice in-out of county, problem is how the State

defines capacity (thru Florida Inventory of School Houses (FISH) vs actual instructional seats available)

- o Teacher evaluations
- o FHSAS
- o Lowest 300 schools (Superintendent reported a power hour may be required in the summer programs; unanswered questions on who will fund, how to mandate attendance)
- o Pasco County joined the Coalition
- o Polk County has been invited to participate in the Ethics training at the end of the year in Orlando rather than at FSBA in Tampa (no charge)

Mr. Berryman requested a letter be sent to the County Commissioners thanking them for their support regarding impact fees.

Mr. Berryman commented that he received a request from a retiring teacher that will not receive the retroactive salary increase based on the present agreement. He asked if it was possible to meet their request. Superintendent LeRoy explained that a teacher who retired in March is not eligible based on past-practice. If a change is made, there needs to be clear and delineated parameters or it could cost the district millions because we have teachers on annual or provisional contracts that are released within the 97-day probationary period; perhaps consider retirees only.

Mr. Wilson was also contacted by the retiree and it seems he retired before the contract was agreed to; that could be a considering factor as well.

Mrs. LeRoy will bring this back for more discussion at the next Work Session. She will respond to the retiree and let him know of the Work Session discussion and date.

Mrs. Sellers requested the School Board Attorney research this option for retiring staff. Will there be any legal ramifications if we don't do the same for teachers that have quit and moved away? Wes will review the different scenarios.

Mrs. LeRoy asked if exit interviews are held with retiring employees where this information could be included. Joy Myers, Director of Risk Management, stated that her staff meets retirees and provides information on their insurance and FRS retirement options. She commented this could be a part Human Resources' new employee interview so they know up front what to expect before entering DROP (which determines their retirement date).

Mr. Mullenax commented the Board has worked hard for the last two years to provide a good salary for employees, especially teachers. It is a long, negotiated process. He was surprised to see emails and articles in the newspaper leading everyone to believe that it was a done deal...it's not until the Board votes on it. The messages placed stress on Board Members and staff. The increase will not be on the April paycheck as reported in the media; the emails and news articles were misleading.

Mr. Berryman interjected that there are 13,000 employees affected, not just 65,00 teachers.

2. [8:45 - 9:10 AM FSBA Master Board Curriculum Modules](#)

Minutes:

Module selections need to be made within a week and given to Pat McManus, School Board Executive Assistant who will submit them to the Florida School Boards Association.

B. Board Agenda Review

3. [9:10 - 9:20 AM Review the April 14 2015 School Board Agenda](#)

Attachment: [04 14 2015 School Board Agenda.pdf](#)

Minutes:

C-9 Building and Contents Property Insurance Renewal

Mr. Berryman moved this item to the Regular Agenda for a separate vote; we are lowering the windstorm deductible from 5% to 3% but at a cost of \$250,000. Should there be a hurricane or tornado, that percent reduction can be costly.

Mr. Harris asked if the Florida School Board Insurance Trust had been approached. Risk Management reported Polk County would be the largest member in the pool and none of the larger districts seem interested in joining the pool. It was noted that FEMA picks up any costs over \$50,000,000 (in total coverage) but it is a long process. If a building has been repaired in the past with FEMA dollars up to the amount previously, you are not eligible for that site.

Mrs. Cunningham requested clarification on the recommendation.

Mr. Rivers recommends keeping the 5% because of the building standards of school districts. Damage is usually brush and debris damage from trees and playground equipment.

This year bus coverage was added with a \$100,000 deductible if they are parked in designated areas; staff will have to address buses parked in designated areas.

Consensus by Board was to remain at 5%

R- 41 and R-42: Naming of Facilities

Mr. Wilson would like to see the names of those involved in the name selection listed in the SAC Committee minutes.

4. [9:20 - 9:30 AM BREAK](#)

Minutes:

C. Information

Item 5

5. [February 2015 Monthly Financial Statements](#)

Attachment: [Feb 2015 Financial Package.pdf](#)

Minutes:

Mr. Berryman voiced concern with the decrease in Capital in the current budget (page 18). Pennie Zuercher, Director of Accounting, reported the planned projects (including new school) will lower the amounts as there are no new funds coming in for Capital. Mr. Berryman asked if she sees it zeroing out this year or early next year. Mrs. Zuercher felt that might occur next year; it depends on project flow, savings, and timeliness. Mrs. LeRoy mentioned that she has asked Mr. Perrone to look at roll forward in those areas.

Mr. Rivers commented that there is approximately \$12,000,000 expected in sales tax for next year. The \$9.5 million Lake Gibson High School renovation project on today's agenda is coming from the sales tax revenue. Next year the large critical projects will be presented first so you'll see a quick draw down early in the fiscal year.

D. Discussion

Item 6

6. [9:30 - 9:40 AM Group Health Plan 2014 Annual Financial Report](#)

Attachment: [Polk County School Board Draft Exhibits 3 23 2015.pdf](#)

Attachment: [2014 Actuarial Board Presentation.pdf](#)

Attachment: [OIR Letter.pdf](#)

Attachment: [Projections Comparison.pdf](#)

Minutes:

Joy Myers, Director of Risk Management, shared information on the health

plan for the year 2014. The annual health plan has been submitted to the State and we have met the State requirements to date.

The State has changed emphasis from current year review and is looking more at the projections for the future. A sixty-day reserve is considered a safe harbor and requires a plan of action when a plan has less than 60 days in surplus.

- For 2015, if we don't make changes to benefits or contributions, the projection is at 47 Days (\$594 current contribution rate)
- For 2016, if no changes are made, the projection is at 9 days in surplus. To bring it back to a 60 day surplus the Board's contribution will be \$690.00 per employee
- For 2017, the plan will be below 0 surplus and the Actuary cannot sign off on the plan. Board contribution would be \$803 per employee per month. Projecting an \$11 million deficit and to reach the 60 days will be approximately \$28 million.

Option:

- 2016 - increase Board contribution to \$690
- 2017 - increase would trend upward to \$704

Joy reported there have been no changes to the premiums of dependents (spouse/child) since 2012; Board contributions were increased in 2013; revenue stayed the same but expenses increased. Mr. Perrone commented that because we were over the 60 days last year, we did not recommend increasing dependent coverage. Negotiations need to begin now, depending on the Board's direction.

Board discussion supported gradual realistic increases so everyone shares in the expenses. Mr. Berryman felt the health plan should not be a part of negotiations.

Mr. Berryman stated that the health plan should not be a part of the union contracts; they should all be the same.

Item 7

7. [9:40 - 10:15 AM District Presentation of Behavior Supports](#)

Attachment: [Behavior Work Session Power Point \(20150408\).pdf](#)

Minutes:

Staff reported on the results of the February 10, 2015 ESE Parent Advisory

Committee Meeting to address discipline issues. Topics discussed were

- Positive behavior support
 - 92 schools have been trained in PBS; it is a framework not a program. Multi-tiered, based on outcomes, not procedures; evidence-based interventions; progress monitoring, and problem-solving
- Effective behavior intervention
- Alternative education placements
- Partnerships with community
 - multi network for students with emotional behavior disabilities (SEDNET), Florida PBS project, Baycare Hospital Mental Health; Applied Behavior Analysis, Heartland, DOC & F; DJJ, Circuit Ten, Peace River, Tricare InnerAct Alliance, etc.

Florida is a national leader in the PBS program. The District received three grants to fund the program (\$5,638,750); Local Education Agency Award (LEA) - \$50,000 per year for two years; State Education Agency Award (SEA) - \$357,000 per year and Local Education Agency Climate Transformation - \$750,000 per year 5 years.

The Climate Transformation grant will be implemented at 6 schools: Haines City High School; Boone Middle, Alta Vista Elementary, Griffin Elementary, Garner Elementary and Westwood Middle to help improve their PBS over the next five years.

Mr. Maxwell stated that the six target schools are moving into the direction of full service schools to provide resources to families.

Mrs. LeRoy reported the intent of grant dollars is to build best practices to be shared across the district. Mrs. Woolcock responded that leadership cooperation at the schools is crucial.

Item 8

8. [10:15 - 10:45 AM Power Up Academy Update](#)

Minutes:

Presenters: Jacqueline Bowen, Associate Superintendent and CAO, Rob Davis, Senior Director of Support Services, and Jeanette Wallace, Senior Coordinator of Strategic Partnerships

- Polk Vision Alignment
- Read While You Roll
- Improving communication and community partnerships

- Extended learning opportunities and next steps

Polk Alignment's new pathways focus on a strategic alignment of people, resources, technologies, and outcomes to allow Polk County schools to enhance the initial launch of the Power Up Polk Literacy initiative and provide a broader forum for children to hear about the importance of literacy and witness our county adopt a culture of reading.

Advisory Council meeting at the Jim Miles Center on April 29.

Driving principals:

- academics
- community engagement
- professional development
- marketing/communications

Superintendent's "Significant Seven" Reading Strategies

- monthly key reading strategies
- target reading comprehension across all components
- seven explicit reading strategies selected based on multiple comprehension research
- strategies will be shared district and city-wide
- extensive professional development on each strategy for district teachers, support staff, and community partners.

Extended Summer Reading

- Power Up Polk and Required Summer Reading Camps
 - for students not proficient in reading
 - six week all-day program
 - high quality engaging curriculum
 - programs that remediate reading deficiencies
- Superintendent's AMP Academies
 - program for accelerating and maximizing achievement
 - six week all day program
 - high quality engaging curriculum
 - programs that accelerate/track progress

Item 9

9. ~~10:45 AM Executive Session~~

Item 10

10. [10:45 - 11:00 Budget Update](#)

Minutes:

Presenters: Mike Perrone, Associate Superintendent and CFO; Jason Pitts, Director of Budget. Both House and Senate Budgets are similar: approximately \$20 million in increased funding.

Senate - \$19,566,242 House - \$19,709,996

Mr. Berryman had several questions and concerns:

- Are we confident with the figures as they are; especially with the increases planned for salaries?
- What is the cost of the new raises to our budget and what about the other employees?
- Health Premiums increases? Maintenance shortfall?
- Fund balance policy going forward (increase from 5% to ?)
- Does the salary increases and the step increases comprise the total. MOU on incentive points for non-qualified teachers (Mr. Perrone reported the MOU had been withdrawn). Discussion with unions going forward, should be settled in July on any new year.

The Superintendent stated our concern is with the Low Income Pool funding and how it affects our budget.

Mr. Wilson agreed; it's hard to vote on a budget when you don't know what the final costs are going to be. Mrs. LeRoy commented all the questions should be addressed over the next few days before the Board vote. She asked that any Board Member who had questions on the Budget to send them to her Administrative Assistant JoAnne Clanton as soon as possible. She will compile them for Mike Perrone to respond back to the Board by Friday of this week.

Mr. Wilson would like to meet with Mr. Perrone this week to offer some reporting ideas to help in the 5% fund balance.

E. Adjournment

Meeting adjourned at 12:08 PM. Minutes were approved and attested this 28th day of April, 2015.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent