



05 10 2016 Special School Board Meeting 1 00 PM

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Pledge of Allegiance

Call Meeting to Order

Acceptance of Agenda

1. [Accept the Agenda of the May 10, 2016 Special School Board Meeting](#)

Motions:

Accept the Agenda for the May 10, 2016 Special School Board Meeting. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Special Recognitions

Public Comments on Agenda Items

2. [SPEAKERS](#)

Minutes:

Kevin Kayden, Community Member

Mr. Kayden questioned the motives of the Board Members stating they were more interested in approving a contract for the new Superintendent than in providing a contract for teachers.

Marianne Capozziello, President of the Polk Education Association

Ms. Capozziello explained a great deal of work has gone into the collective bargaining agreements for Teachers, Educational Support and Paraeducators that the Board Members will vote on at this meeting. The ratification vote will be on May 23. The Board is voting on this item prior to ratification because that is the only way to facilitate the pay changes in the May paychecks. She responded to the previous speaker commenting the state micromanagement of school districts is part of the problem. She discussed the opportunity for bargaining this summer so there will be ratification at the beginning of the school year instead of the end. She also commented on the step increase changes, retroactive pay, and performance pay guidelines.

Brian Warren, Director of Human Resource Services, provided a brief summary of the collectively bargained agreements the Board will vote on.

Mr. Berryman asked for clarification as to whether or not all steps received an increase. Mr. Warren explained the it is important to accurately interpret the salary schedule because no position will experience a decrease however everyone effected is advancing a step and this appears as a decrease between the years at the same level. Mrs. Capozziello commented the steps were at a higher level and had to be reduced to even out the increase between pay levels at the top. All teachers will receive an increase in pay, however, some positions at this level are going to receive less than what they anticipated. Many of the balancing steps were applied because of state mandates.

Mrs. Fields asked what the total financial impact will be for this endeavor. Mr. Warren commented the total additional cost across for all three bargaining groups is \$12,586,524. Mrs. Capozziello commented this amount is particularly noteworthy because the originally proposed amount was \$3 million.

John Murphy, Counsel for the Board, explained the motion to approve the collective bargaining agreements is subject to ratification by members of the Union on May 23,

2016.

Mrs. Fields added, on behalf of the Board, thanks to the Superintendent and the team for working very hard with Mrs. Capozziello and her organization to reach this agreement. She stated the District will continue the process and keep trying to do better.

Approval of Minutes

Approval of Consent Agenda

New Administrator Announcements

Consent

Regular

Human Resource Services General Items

3. [Collective Bargaining Agreement Changes Reached with the Polk Education Association](#)

Attachment: [Teacher 2of2 Agreements Evaluation Art 15 and Manual 243p.pdf](#)

Attachment: [Teacher 1of2 Tentative Agreements 32p.pdf](#)

Attachment: [Paraeducator Tentative Agreements 19p.pdf](#)

Attachment: [5-10-16 Budget Impact 15-16 PEA Contract Changes.pdf](#)

Attachment: [5-10-16 Exec Summary 15-16 PEA Contract Changes.pdf](#)

Attachment: [Educ Support Personnel Tentative Agreements 16p.pdf](#)

Motions:

Recommend approval of the attached collectively bargained language that includes 2015-2016 salaries for Teachers, Paraeducators and Educational Support (clerical) Personnel represented by PEA. - PASS

Vote Results

Motion: Dick Mullenax

Second: Lynn Wilson

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers	- Aye
Lynn Wilson	- Aye

Public Hearing

Superintendent's Report

4. [Superintendent's Report](#)

Minutes:

Superintendent Byrd updated the community on some very exciting information in the Polk County School District.

Jessica Solano, third grade teacher at Highlands Grove Elementary and the Polk County Teacher of the Year, has been selected as a finalist for the State Teacher of the Year for Florida.

It is the time of the year that the District celebrates the Senior High School students through various awards and scholarship presentations. She shared highlights of two recent events: the Silver Garland Awards and Superintendent's Scholars. This year there were over 800 students that were recognized for having a 3.8 grade point average (GPA) or higher. Our school district is fortunate to have many students pursuing post secondary education opportunities.

The Superintendent congratulated and thanked the parents, students, and teachers for a wonderful year.

Attorney's Report

Auditor's Report

Board Members' Report

Public Comments Addressing Items Not on Agenda

5. [SPEAKERS](#)

Minutes:

Larry Millhorn, President of American Federation of State, County and Municipal Employees (AFSCME), congratulated Ms. Capozziello and the Polk Education Association (PEA) on successful negotiations resulting in today's collective bargaining

agreements. He reminded the Board that the AFSCME negotiations will be soon and he is hopeful that his group will be as successful as PEA was.

Adjournment

Meeting adjourned at 1:20 pm. Minutes were approved and attested this 24th day of May, 2016.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent