

05 11 2010 Work Session

New Business

1. [8:30 - 8:40 AM Board Comments](#)

Minutes:

Chairman Fields announced that in order to arrange time for staff to vote during the August election, she would like input on how to proceed with the School Board meetings scheduled for August 10th: change the times of the meetings, change the day of the meeting, or have only one meeting during August. By consensus it was decided to have one meeting on August 17: Work Session at 12:30 PM and School Board Meeting at 5:00 PM.

Nancy Woolcock announced that the district received official notice from the Department Of Education that we met all the 'Meets' indicators as required which allows us to use ARRA funds to staff schools psychologists, social workers, and LEAs for another year.

Wes Bridges provided information on the amount of funds the district has disbursed to charter schools in correlation to our 5% service fee. Mr. O'Reilly asked if the district will be sending a letter asking the Governor to veto HB5101. Dr. McKinzie reported that the Central Florida Public School Board Coalition is requesting members to do so. Concerns include:

- Changes percent of tax collections from 95% to 96% for public school funding, knowing individual counties historically do not collect the 95% . This falsely raises the amount the budget is based on and will result in a proration to school districts next year, AFTER the November elections. Districts were already prorated \$90 million THIS year due to drop in property tax value/ collections using the lower 95% level.
- Exempts charter schools from complying with the Class Size Reduction Constitutional Amendment by statutorily freezing them at the school wide average level.
- Cuts in half administrative fees collected by district's to cover cost incurred for

- services they are required by statute to provide to charter schools.
- Reduces administrative fee for Early Learning Coalition for administering VPK programs
 - In addition to requiring the count for class size reduction compliance to be taken in October, 2010, it requires School Boards to hold public hearings on their strategies to comply. It also changes the penalty for school districts not meeting the class size reduction amendment cap by taking their CSR operational allocation dollars and 1/2 the base student allocation for each student over the cap in each classroom and reallocates this funding to school districts in full compliance. Charter Schools also receive this funding.
 - Continues current policy of freezing board member salaries to that of first year teachers.
 - Requires 80% of funding for IB and other programs that generate bonus funding be spent on the program and specifies how it can be spent.
 - Changes the funding formula for transporting disabled students to one to be set by Legislature.
 - Continues requirement for voter referendum for the .25 critical needs millage levy.

Consensus was to do both; join with Coalition and send our own letter.

Dr McKinzie voiced several concerns with legislation violating the constitution: taking one county's property tax funds and giving to another; charter schools are considered public schools yet they are not required to meet the same constitutional requirements of regular public schools.

Wes will prepare the letter for School Board's signature. He will try to get a copy of Volusia's letter.

Board Agenda Review

2. [8:40 - 9:00 AM Review Agenda of May 11, 2010](#)

Attachment: [05 11 10 School Board Agenda.pdf](#)

Minutes:

Item C14: Polk County District School Board Audit for the Fiscal Year ended June 30, 2010.

Mr. Harris asked that it be moved to the regular agenda for a separate vote.

3. [9:00 - 9:10 AM BREAK](#)

Discussion

Item 4

4. [9:10 - 10:00 AM 2010-2011 Staffing Plan, Organizational Charts and Job Descriptions](#)

Attachment: [Visio-School Based Operations SY11 Staffing Plan Pg13.pdf](#)

Attachment: [2010-2011 Staffing Plan, Org Charts, Cost Sheets and Job Descriptions 5-11-10 WS.pdf](#)

Attachment: [HR Exec Summary for Amendment to 5-11-10 WS.pdf](#)

Minutes:

Ron Ciranna, Assistant Superintendent of Human Resource Services, Judy Butler, and Linda Searcy presented the proposed staffing plan. Changes to the plan includes major reconstruction within the Business Services Division; realigning a position in Human Resources and not filling an upcoming vacant position nets a savings of approximately \$111,000; and eliminating a position in the Office of Magnet, Choice and Charter and replacing it with a clerk position.

Mrs. Sellers asked for a list of changes to the organizational charts. Mr. Ciranna and Judy will provide it to all board members.

Mr. Harris voiced concerns on the Retirement position elimination and relying strictly on the employee to gather information from Tallahassee does not seem appropriate. Mr. Ciranna stated that the Analyst position that Laura McCabe filled was originally established to work in conjunction with Sharon Bower's retirement position. She will continue in that capacity; perhaps not to the extent that Sharon has been, 100% coverage, but believes it will be sufficient. Mrs. Fields asked that Mr. Harris' concern be reviewed and monitored to ensure that the level of services be maintained. Mr. Ciranna responded that it would be for one year; if after that time it was decided to fund the Retirement position; he would adjust the Analyst position downward accordingly.

Mark stated that the budget is still under construction and he is looking at various areas' reductions. It is a living, breathing document and subject to change.

Item 5

5. [10:00 - 10:10 AM Budget Update](#)

Attachment: [May 2010 Budget Discussion Update.pdf](#)

Minutes:

Mark Grey stated that many of the bills attached to the Florida Retirement System were voted down except for one that included a rate increase of employers' contributions to employees' retirement plan from 9.85% to 10.9% for next year. Because of the district's history in resolving

older Workman's Compensation cases, we can decrease the reserve funds and use those dollars to offset the increase of FRS contribution, if the Governor does not veto it. Other ideas to save an additional \$11 million needed for the budget:

- changes to Teen Parent Program at Traviss Career Center (\$700,000)
- direct .25 mill to operating funds
- reduce department budget by an additional \$2.5 million
- reduce contingency fund by \$1.5 million (leaves \$6 million in the account)

Mrs. Sellers asked if the .25 mill is designated for the operating budget, what happens to the \$750 health card that we planned for staff this year. Mark stated that a unfair labor practice involving health insurance still needs resolution. Depending on the resolution, we would continue to honor that offer.

Mrs. Sellers suggested replacing the two year .25 mill with a .5 mill for the maximum allowed (4 years). Mr. Harris suggested a 1 mill maximum because with the decrease in property values, the majority of our property owners will not see an increase in their tax bill. Mr. Grey reported that the most current estimated information from Tallahassee reflects a 12.5% reduction in taxable property value.

Item 6

6. [10:10 - 10:25 AM 2010 Legislative Review](#)

Minutes:

Wendy Dodge, Legislative Liaison, provided the School Board with a summary of the HB 5101 Conforming Bill.

Senate Bill 2: Class size amendment adjustment

Senate Bill 4: New Graduation requirements

- Civics education bill
- Two scholarship voucher bills - funded through tax exempts for large corporations; increase in tax on oil and gas, beer, wine and liquor (total amount collected is to double every three years): Corporate Income Scholarship voucher and McKay Scholarship voucher

Mr. O'Reilly stated there should be repercussions for legislators pushing specialized items through at the last minute without being transparent. There needs to be a way to remove them from office when they abuse their position.

Item 7

7. [10:25 - 10:35 AM Salary Raises for Non-union Personnel - Foodservice Managers](#)

Attachment: [Salary Raises for Non-union Foodservice Managers 5-11-10 WS.pdf](#)

Minutes:

This will affect 118 individuals.

Mrs. Sellers asked if everyone receive a raise as long as their salary was in the range. Mr. Ciranna concurred. During the last work session he reported that 8 individuals were notified they would not receive an increase because their salary was already outside of the range. Those that were just below the range, received an increase that brought them to the top of their range but did not exceed it.

Item 8

8. [10:35 - 10:45 AM New Job Description for Analyst, Equity and Compliance in the Human Resource Services Division](#)

Attachment: [New Job Description for Analyst, Equity and Compliance 5-11-10 WS.pdf](#)

Item 9

9. [10:45 - 11:05 AM Discussion of New RTTT Memorandum of Understanding-MOU](#)

Attachment: [MOU-Polk.pdf](#)

Attachment: [RTT District Allocations - original Round 2.pdf](#)

Minutes:

Dr. McKinzie reported that the Governor's Task Force created to address the second run of the Race To The Top Grant application devised a MOU for school districts. This is a four year grant providing the school district \$13,208,000 over the four year period beginning in September. The changes made to the MOU make it more advantageous for us and the signed document has to be back to the DOE by May 25th. Before, the language did not include a phase in approach nor clarify what happens if the money runs out; there is not a pay back as long as money is spent as intended. Staff development will be paid mainly by DOE. Another change was to the Great Teachers and Leaders requirement where student growth will be measured upon the performance of students on state-required assessments and, for content areas and grade levels not assessed on state-required assessments,

the LEA will use state assessments or district-selected assessments that are aligned to state standards. DOE will provide assessments on core subjects. There has been discussion in various District Coalitions to develop common assessments among the member districts.

Still unanswered are the models to measure student growth. Originally, we were told that we would receive models, we haven't received any to date. Next year is a planning year and we can phase in the evaluation system for principal and teachers. Teacher evaluations will need to go through negotiations.

Dr. McKinzie and Dr. Nickell has discussed the MOU with Marianne Capozziello, President of Polk Education Association. Marianne will have a side-by-side comparison sheet on Senate Bill 6, the first RTTT and the 2nd RTTT. One of her concerns is what happens at the end of the four year grant with the funding for Pay for Performance. Dr. McKinzie agreed that there has to be a funding area to sustain Pay for Performance.

Mrs. Sellers voiced an interest in knowing more about the teacher assessments and being a part of its development. One challenge will be developing assessments for iterant staff: school psychologists, social workers, and traveling music teachers. Dr. McKinzie pointed out that it states that the LEA may scale up the compensation system beginning with a cohort of schools, such as those that are considered persistently low-performing, as long as by the end of the grant, the compensation system applies district-wide.

It is the Superintendent's recommendation that the School Board sign the MOU.

Information

Item 10

10. [Women and Minority Business Enterprise Update](#)

Attachment: [WMBE Summary 1-01-10 - 3-31-10.pdf](#)

Attachment: [WMBE Report 5-11-10.pdf](#)

Attachment: [RTS Save the Date 2011.pdf](#)

Adjournment

Meeting adjourned at 11:15 AM. Minutes were approved and attested this 25th day of May, 2010.

Kay Fields, Board Chair

Gail F. McKinzie, Ph. D., Superintendent