

05 13 2014 Work Session 8 30 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. [8:30 - 8:40 AM Board Member Comments](#)

Attachment: [Superintendent's Evaluation Form for Board Members 2014.pdf](#)

Attachment: [Superintendent's Evaluation Form - 2014.pdf](#)

Attachment: [Superintendent's Evaluation Compiled Form - 2014.pdf](#)

Minutes:

Mr. Berryman reported that the County Commission's Impact Fee RFP Committee selected a Texas firm to review impact fee schedules across the board, including the School District's. The review should be complete by January, 2015. The Commission is establishing a committee to guide the process and he feels a district staff member should serve on the committee. If the School Board agrees, he will speak to the Commission. Mr. Harris asked that the historical numbers be provided as to what is collected now compared to before the drop in the economy. Superintendent LeRoy commented she will speak to Jim Freeman, County Manager, when they meet next week.

Mr. Berryman stated that the Central Florida School Boards Coalition is asking members to review a power point on Carson Scholars. Mr. Mullenax suggested the Board Members provide their thoughts on the program to Mr. Berryman before the June conference.

Mr. Berryman distributed copies of Seminole County's Pay for Performance survey.

Mrs. Sellers reported she received a response from Congressman Ross' staff on her letter voicing concern that the District's general funds are being used to support the Affordable Health Care Act: \$64 per employee and each dependent. It is their belief the \$64 fee should be paid by the employee, not the district; and have asked for more information as to why the district is bearing the cost.

Mrs. Wright asked for consensus to receive information on the effectiveness of the health fair program; is it benefiting us or not? Does the Wellness Program influence the health

care of our employees? Mrs. Cunningham reported that she was not able to participate because of conflicting Board activities. She suggested that one fair be held in the Fall and one in the Spring. Mr. Harris thought that was a good idea for our staff but not sure if it meets the vendors' schedule. Having the fairs in the Fall might be more successful with the enthusiasm of returning to school. He believes the Wellness team has been highly successful and the data will support it. You invest money in the program now to avoid higher recurring costs later on. Mrs. LeRoy will see if the fairs can be held in the Fall and Spring and will have the data provided to the Board. Mrs. Sellers suggested some type of incentive (compensatory time, if not dollars) to encourage employees to take advantage of the health screenings.

Mr. Berryman spoke on the FEP information provided by Wendy Dodge, Legislative Liaison. He would like to see a comparison to see where we gained or lost dollars. Mr. Perrone will provide the information to all the board members.

Marty Young, Director of Human Capital Management, provided a brief overview on the electronic version of the Superintendent's Evaluation Document. Mr. Harris asked if the version could assist with Pay for Performance measurements. Mr. Young thought it could be tied to the performance. Mrs. Cunningham asked when Pay for Performance would be discussed. Mr. Mullenax responded that it would be after achievement data has been received.

2. [8:40 - 9:00 AM Superintendent's Contract](#)

Attachment: [LeRoy-Superintendent Contract DRAFT May 2014.pdf](#)

Minutes:

Wes Bridges, School Board Attorney, provided information on the revised contract with the Superintendent that addresses the evaluation timeline and other minor changes. The Board had requested changes be made to reflect the evaluation process and he included changes requested by the Superintendent. It remains a three (3) year contract from the new approval date.

1. Compensation:

- Open up opportunities for tax sheltered annuities
- Allow Superintendent to participate in remuneration incentives: performance-based educational leadership and professional development similar to that offered in State Statute for elected superintendents. Superintendent LeRoy stated that FADSS (Florida Association of District School Superintendents) offers a year-long leadership program similar to FSBA's Master Board (Florida School Boards Association) training for school board members. The annual supplement (\$3000-\$7500) is set by State Statute based on the test score and final project.

2. Evaluation

- For this year only (2013-2014), the process would be split
- Items not tied to measurable outcomes of Strategic Plan in June (Qualitative)
- Items tied to Strategic Plan in December (Quantitative)

- Following years' evaluations will be held in December

Mr. Berryman asked when the Pay for Performance will be discussed. Mr. Mullenax would like to see it discussed and implemented in December. Mrs. Wright and Mrs. Fields would prefer to have all the data in before considering performance pay. Mrs. Cunningham and Mr. Harris would like to see it keep moving forward.

Consensus reached to vote on the Superintendent's Revised Contract on May 27, 2014.

B. Board Agenda Review

3. [9:00 - 9:15 AM Review the Agenda for the May 13, 2014 School Board Meeting](#)

Attachment: [05 13 14 School Board Agenda.pdf](#)

Minutes:

C-9: 3rd Quarter Disposition Fiscal Year Ending 2014

Mrs. Sellers asked if the missing laptops are from theft. Mr. Perrone will see if there are theft reports associated with missing laptops. Superintendent LeRoy stated that some may be due to staff transfers and the lack of corresponding paperwork.

C-35: Project C-00298 - Four Corners Area - New School and C-36: Project C00299 - HOrizons Elementary -22 Classroom Addition

Mr. Berryman requested these be moved to the regular agenda and would like to know the total cost of the projects.

Greg Rivers, Associate Superintendent of Operations, reported that with the limited resources of the District, it is a challenge to address overcrowding and growth and provide the best benefits for students. A new K-8 school will be placed in the northeast area of the district to address the overcrowding at Loughman Oaks, Horizons, Eastside and Alta Vista Elementaries. By delaying the purchase of furniture and fixtures (approximately \$4 million) not needed immediately in the project will allow us to use that portion of the budget to build a new 22-classroom wing at Horizons. The Horizons project can be open by August 2015. The completed date for the new school (a three-year project) is August 2017.

Mrs. LeRoy commented she is also adding 5th grade seats (by auditions) at Davenport School of the Arts for August 2014.

Mr. Rivers stated that new portables will be placed at Horizons over the summer to help with the new growth in the Eastside area. Horizons, as one of our newer schools, has the core facilities in place (cafeteria, media, etc.) to accommodate the extra students.

Mr. Harris stated that site acquisition is the key issue. He remembered that construction of Palmetto Elementary was accelerated because the land was donated and the County

accelerated the permit process. Everyone worked together to address the need.

Mrs. LeRoy commented she would like to have staff visit 1400-seat K-8 schools in the State.

Mr. Bridges notes that the process is now complicated by the concurrency statute which states that the various municipalities and county offices are to be included in the decision process.

4. [9:15 - 9:25 AM BREAK](#)

Minutes:

Superintendent LeRoy reported that, compared to the State average, our students did not do well on the FCAT retakes. Students who do not pass the Reading portion don't receive a diploma; they receive a 'Certificate of Completion'. We will offer those students PERT or ACT testing opportunities over the summer. She will also contact Volusia's superintendent; they outscored the State in every area.

Mrs. Fields asked for the total number of 12th grade students that did not pass the retake and the number of students who have met the graduation requirements but did pass the FCAT.

Mrs. Wright would like to know how many students that did not pass the test were retained, including the other options (ACT/SAT/Pert) and who provides the funding for the ACT.

Mrs. LeRoy provided a copy of her letter to Governor Scott in support of HB 5601, pertaining to PECO dollars (Public Education Capital Outlay).

C. Information

Item 5

5. [Revised Paraeducator, ESOL Job Description](#)

Attachment: [Revise Paraeducator, ESOL Job Description 5-13-14 WS.pdf](#)

Item 6

6. [Proposed revision of Job Descriptions for Technology and Support Services Departments](#)

Attachment: [Revised Job Descriptions for Technology and Support Services 5-](#)

[13-14 WS-.pdf](#)

Minutes:

Item 7

7. [9:25 - 9:55 AM EXECUTIVE SESSION](#)

D. Discussion

Item 8

8. [9:55 - 10:15 AM Kelly Services Update](#)

Attachment: [Polk 45 day School Board Review 042514.pdf](#)

Minutes:

Martin Young, Director of Human Capital Management, and Debra Baldwin of Kelly Services provided an update of the substitute fill rate.

The overall fill rate in all positions (teacher and paraprofessional) is 95.1%; an increase of 11.4% from October. Fill rate for teachers is 97%. In August, 2014, Kelly Services will initiate a substitute mentor program using retired teachers.

Mr. Harris suggested the Substitute of the Month (Teacher, Paraprofessional, Secretary) be posted on our website (along with their picture).

Mrs. Wright requested that the next presentation include a cost comparison for the year.

Mrs. Fields has heard that quality substitutes are not provided. Mrs. Baldwin stated that if three schools score the substitute as low performing, they are removed from the program.

Mr. Berryman asked if the work load of staff has been affected. Mr. Young believes his staff's work load has slowly diminished;

Mrs. Wright thought the three things the program was to provide were: effective delivery in the classroom; quality services; and a cost savings in time and dollars. She hopes the next presentation would include this data. She didn't hear Mr. Berryman's question answered and would like to know if this service has benefited the district and schools.

Mrs. Sellers believes we will spend more dollars because we have a higher fill rate. The schools are no longer combining classrooms or having paras cover the class. The savings will be in the educational process.

Mrs. Baldwin announced that Hillsborough County will be contracting with

them in Fall, Sumter County signed their contract last week. Hernando County's Board is reviewing the contract now.

Mr. Young, reported that principals at several of our special needs schools have requested to continue using their paras, and, he agrees; it is in the students' best interest to use people they know and feel comfortable with.

Next update will be in September.

Item 9

9. [10:15 - 10:25 AM Transportation Cost Savings Measures](#)

Attachment: [Transportation Savings Update 3-20-14.pdf](#)

Minutes:

Rob Davis, Director of Support Services, provided a financial update on the Transportation Department. The department reduced costs by \$582,014.72 through:

- combined school bus routes reduced miles covered
- reduced number of choice and magnet bus stops
- reduced the number of courtesy rides under 2 miles (1500)
- reduced labor cost (maintenance/repairs of buses)
- eliminated 10 bus driver positions through the reduced routes
- reduced per day costs from \$11,080.51 to \$7,705.32 - a savings of \$3,375.19

However, the goal to reduce the overall costs for substitute drivers and attendants will not be achieved because of long term medical situations, and resignations/retirements.

Mrs. Sellers commented that several surrounding districts do not provide transportation to Magnet/Choice schools or students under 2 miles.

Mrs. LeRoy mentioned other services being considered are dedicated buses for audition purposes; increasing hours of bus drivers from 25 to 30 by adding other responsibilities. She stated the 'Read While You Roll' program is a huge success. Mini-libraries were set up at the service centers to circulate new books.

Mr. Harris suggested returning bike racks to school sites might encourage students to ride to their bikes to school. Health benefits there as well.

Item 10

10. [10:25 - 10:35 AM PTM Revisions & Follow Up for Charter School Maximum Enrollment 14/15](#)

Attachment: [Magnolia Montessori Middle PTM 14.15 work session 5.13.14.pdf](#)

Attachment: [Polk Pre Collegiate PTM 14.15 work session 5.13.14.pdf](#)

Attachment: [PSC Lakeland Gateway PTM 14.15 work session 5.13.14.pdf](#)

Attachment: [Compass Charter PTM 14.15 work session 5.13.14.pdf](#)

Attachment: [Projected Enrollment follow up w.s. 5.13.14.pdf](#)

Attachment: [Lake Wales High School PTM 14.15 work session 5.13.14.pdf](#)

Minutes:

Brian Warren, Director of Charter Schools, reported that after the last work session he met with the five schools noted by the Board regarding their projected increase in PTM. The result was a reduction of 32 seats (approximately \$199,000 remaining in our budget).

Mr. Harris commented that Berkley's racial percentage continues to conflict with their contract. It should be compared to their surrounding schools: Auburndale and Tenoroc, not Winter Haven High School.

Item 11

11. [10:35 - 10:40 AM Our Children's Middle Academy Request to Dissolve Charter](#)

Attachment: [Our Children's Middle Dissolve charter ws 5.13.14.pdf](#)

Minutes:

Item 12

12. [10:40 - 10:50 AM Our Children's Academy Fourth Modification - Request to add grades 7 & 8](#)

Attachment: [Our Children's Fourth Modification - add 7 & 8.pdf](#)

Minutes: Mr. Warren reported the school wishes to add Grades 7-9 currently served by the Middle Academy which is due to be dissolved. Internal process to improve proficiency and not conflict with the students. The Board of Our Children's Academy is reviewing their facility options.

Item 13

~~13. 10:50 - 11:00 AM New Position and New Job Description for Summer Learning Program Assistant~~

~~Attachment: Summer Learning Program Assistant Job Description 5-13-14~~

WS.pdf

Item 14

14. ~~11:00 – 11:10 AM New Position and Job Description for Athletic Director~~

~~Attachment: New Position and New Job Description Athletic Director.pdf~~

Item 15

15. [11:10 - 11:20 AM Create Intervention Teacher Job Description](#)

Attachment: [Intervention Teacher Job Description.pdf](#)

Minutes: Mrs. LeRoy reported this position will replace the former Title 1 Facilitator who mostly processed paperwork for Title 1 compliance. The Interventionist will be in front of students 70% of the time supporting achievement and 30% of the time in other roles as assigned by the administration.

E. Adjournment

Meeting adjourned at 11:38 AM. Minutes were approved and attested this 27th of May, 2014.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent