

05 26 2015 Work Session 8 30 AM

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A. New Business

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

Minutes:

Mr. Mullenax spoke on the upcoming retirement of their Executive Assistant, Pat McManus, effective September 3, 2015. Her last day in the office will be July 2, 2015. He had discussions with the Superintendent on a lateral transfer of JoAnne Clanton, Executive Secretary to the Superintendent to fill the vacancy. Mrs. Sellers, Mr. Harris, and Mrs. Fields agreed. Mrs. Cunningham and Mr. Berryman suggested the position be open for bid. Mrs. Sellers commented she would prefer to have someone with the historical knowledge and experience and reminded everyone of the time needed to advertise, interview, and train. She would support the lateral transfer.

Mr. Harris commented that the Superintendent has the authority to appoint people to certain positions rather than advertise and the Board has the same option with this position.

Mr. Mullenax asked that today's Board Meeting agenda be amended to approve a lateral transfer of JoAnne Clanton from the Superintendent's Office to Executive Assistant to the School Board to fill the position vacated by Mrs. McManus.

B. Board Agenda Review

2. [8:45 - 9:10 AM Review the May 26 2015 School Board Agenda](#)

Attachment: [05 26 2015 School Board Agenda.pdf](#)

Minutes:

C-13 Digital Learning Support Grant

Mr. Berryman questioned the March start date. Superintendent LeRoy reported that the Department of Education notified school districts of additional dollars available from the Race to the Top Grant. This is money coming to the District.

C-16 thru 18: Contracts with Steve Bouzianis, John Reichert, and Walter Carr

Mr. Berryman noted the retroactive start date of the three contracts.

C-32 - En Pointe Renewal of Microsoft licenses \$1,277,505.47

Mr. Berryman requested the item be moved to the Regular agenda due to the amount.

C-50 Charter School Projected Enrollment for 2015

Mr. Wilson requested the Polk State College Collegiate High School be submitted for a separate vote.

R-54 Insurance Renewal for Student Accident Coverage - KidGuard

Mr. Berryman asked if money would be saved if we were self-insured.

Joy Myers, Director of Risk Management, reported the insurance purchased is not part of the general liability. Student accident insurance is purchased for all students to cover those in poverty with accidents such as broken teeth and arms. It also benefits those families with insurance because there is no deductible; ambulance. It helps the district by reducing the general liability claims in law suits. If the claim is over \$25,000, the District is not obligated. Mr. Berryman inquired about the loss experience amount and asked if the vote should be delayed until that amount is known. Mrs. Myers has asked the vendor for the loss amount and will provide it to all Board Members and the Superintendent as soon as she has received it; however, the plan ends June 4. Summer school students would not be covered. She will try to have the information before today's board meeting. Another option would be to renew for one year rather than two.

Mrs. Sellers asked if this change will affect the 24-hr coverage our families have as an option to purchase. Mrs. Myers reported there might be a consequence because the price is so low, \$3.19 per year per student; she'll check with the company.

Mr. Mullenax would like to see it renewed for one year until these questions can be answered. Mrs. Fields agreed.

The item will be amended before the vote later today.

R-56 Charter School Projected Enrollment for 2015

Mr. Berryman commented he understood staff would be providing additional information to the Board before a vote was held. Superintendent LeRoy responded the information will be presented during the work session.

Board Comments

Mr. Berryman asked that all items above \$250,000 be submitted as Regular agenda items.

Mr. Wilson asked what the current amount is that the Superintendent can approve. Superintendent LeRoy responded the amount is \$50,000 which is far below other districts of our size. She believes in those districts all items over \$200,000 - \$250,000 automatically fall under the Regular Agenda. (Grants included)

School Board Attorney Wes Bridges reported that the limit can be increased but it will require a policy change through a public hearing. Mrs. Cunningham stated the last time the amount was increased it was through a Board vote, then the policy was updated. Mr. Bridges will review the requirements and get back to the Board as quickly as possible.

Mr. Wilson would like to see any item above the Superintendent's approval limit be submitted as regular item. Mr. Bridges commented it is the Board's decision to set the amount for items to be submitted for separate vote.

After a brief discussion on the number of contracts that might appear for individual votes, Mrs. Cunningham suggested new contracts over the amount be submitted as Regular items. Mr. Wilson suggested renewal contracts could be set at a higher amount; Mrs. Sellers suggested \$500,000.

Consensus: Items over \$250,000 and renewals over \$500,000 will be submitted for separate votes. School Board Attorney Wes Bridges will return with a policy change increasing the Superintendent's authority amount to \$250,000.

3. [9:10 - 9:20 AM BREAK](#)

C. Information

Item 4

4. [Revise Remaining Job Descriptions of Non-union Positions to Reflect New Salary Grades](#)

Attachment: [FADSS Revised JD 5.26.15 WS.pdf](#)

Minutes:

Mrs. LeRoy reported the intent is to ensure individuals within the same pay grade have comparable minimum requirements. Mr. Mullenax questioned downgrading the years of experience and number of degrees to make sure we are not lowering the standards of what we expect. Superintendent LeRoy responded with an example where some Pay Grade 15's might require a Masters Degree and others with similar titles require a Bachelors Degree. There are concerns about qualifications of some positions being too extensive to hire qualified persons at that salary grade. The Superintendent commented the item is not time sensitive and could be postponed, allowing staff time to address Board Member questions. She will revisit the recommendations with Human Resources and her Cabinet and show how they relate to the FADSS report.

Mr. Harris commented that the number of applicants is fewer because baby boomers are exiting the work force.

Mrs. Sellers asked if the positions could be grouped by the salary grade and/or the purpose for the revision.

Mrs. LeRoy will have a summary provided with the different salary grades grouped and an explanation provided as to the intent of the revision.

Mr. Wilson stated that he would prefer to see the minimum requirements increased; individuals currently in those positions could be grandfathered.

D. Discussion

Item 5

5. [9:20 - 9:30 AM Digital Learning Support Grant, Information Services, \\$579,202.28](#)

Attachment: [Digital Learning Support GRant.pdf](#)

Minutes:

Dr. Tina Barrios, Assistant Superintendent of Information Services and Technology, reported the District received a late notice from the Department of Education that there were RTTT funds available. The grant will assist us reach the goals of the digital classroom plans and ensure that we are better able to meet the state-wide testing and assessment requirements.

Associate Superintendent and CAO Jacqueline Bowen participated in the discussion through Skype.

Item 6

6. [Charter School Achievement Information](#)

Minutes:

Mr. Mullenax clarified that if the Board votes to deny their requests, a corrective actions will be provided and if the changes are not addressed, the Board could vote to revoke their charter contracts. Melissa Brady, Director of Charter Schools, said that was correct.

Mrs. Fields requested that, in the future, the achievement/racial data be provided when charter schools request additional seats.

It was noted that Lakeland Montessori withdrew their request for an increase and will be moved to the Consent agenda.

Mr. Mullenax spoke on Chain of Lakes Collegiate High School 's increase request based on space available at the college campus and asked when and how they would reach their capacity. John Small, Assistant Superintendent of Multiple Pathways, reported an enrollment cap could be addressed during contract negotiation. He stated that the District will be competing with them as more of our early college programs and dual enrollment opportunities are established in the eastern side of the County.

Superintendent LeRoy spoke on the attrition rate of students being withdrawn from charter schools about a month or so before graduation and enrolled back into public schools, which affects our graduation rate. This withdrawal information will be a part of the achievement data to be provided to the Board.

Mr. Harris spoke on the need to have enrollment caps a part of all charter contracts. It would help both the Charter School and the District with their enrollment plans and flow of FTE dollars.

Mr. Berryman asked if there was contract language that holds charters to a racial balance. Mrs. Brady reported the racial percentages no longer exists, it is now based on the reflective numbers of the community served.

Mr. Harris noted that both the 9th grade Pre-Collegiate and its sister school have the highest percentage of white students. Superintendent LeRoy stated that the 4% minority enrollment at the charter school are all in the 10th grade; the 9th grade is all white. This is a concern. Mr. Small reported that staff had met with the school in the Fall with the same concern. Their response is that the lottery pool reflects their enrollment. He has advised them to actively recruit minority students. Berkley Elementary has the highest ratio in the white student population of all the charter schools listed.

Mr. Wilson stated the school should develop their own corrective action to meet the charter requirement.

Mr. Berryman asked on the achievements of Compass Charter. Mr. Small reported it is an alternative school that has been declining in student success. Mrs. LeRoy stated that students have been entering the program as Level 1s and exiting at the same level.

Mr. Mullenax would like staff to review the charter school lottery enrollment system to ensure it is used appropriately. If the lottery is being used correctly, how do some schools seem to enroll only Level 5's? Mrs. LeRoy stated the data being prepared will include student achievement levels on state assessments.

Mr. Berryman asked for clarification on the process for those charter requests that may be denied. Mr. Bridges reported if it is a high performing school, they have a right to increase their enrollment by State Statute. If is not a high performing charter school, the Statute states that they set their enrollment in conjunction with the local School Board through a contract amendment. If it is denied, they can request an administrative hearing before an administrative law judge.

Mrs. Brady stated there is a recommendation to deny for:

- Compass Middle Charter - for declining performance
- Lakeland Montessori - withdrew their request
- Polk Pre-Collegiate - racial imbalance and requesting corrective action.

7. [9:30 - 10:30 AM Ridgeview Land Request](#)

Minutes:

Mr. Mullenax stated the question is do we want to sell the land or not.

Mrs. Fields asked what is the recommendation of staff? Mr. Rivers responded that staff recommends denying the request:

- Financially - it is not a good decision at this time for the District
- Timing - Our K-8 Middle School is on track and moving forward for an opening in August 2016. Doesn't appear to be a pressing issue at this time.
- Need - Once the school opens we will know if more seats are necessary
- Setting a precedent externally - discuss the idea with the Central Florida Public School Boards Coalition (CFPSBC) or Florida Association of District School Superintendents (FADSS)
- Setting a precedent internally - the space they're requesting was originally designated as a play field; other conversion charters could ask

to expand on their play fields as well.

- Concerns on how a conversion charter can add capacity as a start-up

He provided an example of the financial impact of the new K-8 using one student per class at each grade level: an average of 6 classes per grade level (9 grade levels) would equate to a loss of \$375,000 in student funding per year. The district would have the same overhead expenses with less revenue.

Mrs. Sellers voiced concern with having a separate start up charter on the same site as a conversion charter. This could cause lots of problems down the road. What happens if we want to add another elementary wing on this site; there wouldn't be space to do so.

Mrs. Cunningham agreed with Mrs. Sellers and stated that Ralph Frier informed her they will be moving forward with a different piece of property. She will support allowing portables to be used to house the 6th grade students.

Mr. Wilson asked if the district would consider selling the current facility and land to the charter. Mr. Rivers responded that it would an interesting possibility.

Mr. Berryman suggested that the sale option be placed for a vote on June 23rd Board agenda with an amount.

Mr. Harris asked if a middle school can be placed on 5 acres. Mr. Bridges reminded the Board that the State overruled our denial of Berkley Middle Academy's application based on lack of space. The State uses a different requirement or mandate for regular public schools.

Mr. Mullenax voiced concerned the District will be setting a precedent.

Item 7

8. [10:30 - 11:00 AM OPPAGA Report](#)

Minutes:

Of the 207 questions that were sent to the District, 23 were responded to as 'In Progress' or No' and five were 'No'.

Mr. Harris stated that question 7-C could be a yes response if we had a set of construction documents stored off site. Captain Wright responded that the District does not have 'to-scale' blue prints for schools 25 years or older.

Item 8

9. [11:00 - 11:30 AM Executive Session](#)

Minutes:

The Work Session concluded at 11:04 AM for an Executive Session.

E. Adjournment

The meeting adjourned for the Executive Session at 11:04 AM. The minutes were approved and attested this 23rd day of June, 2015.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent