

05 28 2013 Work Session 12 30 PM

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## New Business

1. [12:30 - 12:40 PM Board Comments](#)

### Minutes:

Debra Wright expressed her opinion regarding items that were presented to the Salary Classification Committee. She requested an RFP for a salary study to look at the professional technical salary schedule. Mrs. Wright was under the impression that grant funded positions were phased out when the grant ended. This is in conflict with items discussed at the Salary Classification Committee Meeting. David Lewis, Associate Superintendent, clarified that the positions being discussed were funded through local funds until approximately 4-5 years ago when during a budget crisis it was decided to move the positions under a grant in an effort to save local dollars. That grant (APIP) has now ended resulting in the positions again requiring local funding. Dr. Stewart responded that the Salary Classification Committee has been in place since the 80s and the process works. Denny Dunn, Assistant Superintendent of Human Resources, provided the Board with the definition of "hold harmless."

Several Board Members would like to continue the salary discussion with Mr. Dunn. Mr. Dunn will check into the cost of a salary study and report back to the Board.

Hazel Sellers reported that the Association of School Based Administrators (ASBA) donated \$1,000 toward a reception for Mrs. LeRoy to be held on June 11, 2013 from 4:00 - 6:00 PM at the Jim Miles Professional Development Center.

Board Agenda Review

2. [12:40 - 1:00 PM Review Agenda of May 28, 2013](#)

Attachment: [05 28 13 School Board Agenda.pdf](#)

Minutes:

C-61 Recommendations for Administrative and Instructional Personnel

Tim Harris noted that the Haines City IB is not listed separately as Bartow IB, Summerlin, Lakeland High School and Harrison. Mr. Dunn believes this was just an oversight but will double check.

E 67 Contract with Superintendent Kathryn LeRoy

Wes Bridges, General Counsel, outlined three minor changes to be made to Mrs. LeRoy's contract. A 30-day clause was added regarding termination without cause, the definition of misconduct was added and a numbering issue was addressed.

Discussion ensued regarding the timing for an evaluation of the Superintendent on academic performance.

R-69 Document Approval Authorization for Superintendent

Tim Harris suggested we avoid naming the specific months and simply grant the Superintendent approval to sign documents as needed between School Board meetings during months when there is only one meeting. Consensus was reached to move forward with his suggestion.

Discussion

Item 3

3. [1:00 - 1:30 PM 2013-2014 Staffing Plan and Organizational Charts](#)

Attachment: [2013-2014 Staffing Plan and Organizational Charts 5-28-13 WS.pdf](#)

Minutes:

Paula Dull, Senior Manager of Staffing, provided the Board with a review of substantial changes.

Hunt Berryman asked for organizational charts that include the names of persons occupying the positions. Paula Dull will provide the documents.

Debra Wright suggested that the job description of a grant funded position state that if the grant ends the position will be eliminated. Dr. Stewart agreed.

Item 4

4. [1:30 - 1:45 PM Budget Update](#)

Attachment: [LEGAL Board Work Session 052813 Budget Update.pdf](#)

Minutes:

Audra Curts, Acting Assistant Superintendent of Business Services, presented the Board with the original tentative budget, which included a workers' compensation rate increase as well as a health insurance Board premium increase to \$594.00 per employee per month.

Discussion occurred related to ending fund balance at June 30, 2014 potentially dropping to an estimated 1.06% (the state requires a minimum of 3%; Board policy requires a minimum of 5%). Ms. Curts explained miscellaneous revenues are anticipated to decline, additional costs are being projected for terminal pay/cashouts and other areas, and health insurance waivers were not as high as originally estimated. This resulted in higher shortfall and less fund balance. In addition, fuel reserves and dual enrollment costs were not included in the original tentative budget.

Two additional scenarios were presented for review - Option A included no workers' compensation rate increase and a health insurance Board premium increase only to \$569 per employee per month. Option B included no workers' compensation rate increase and a health insurance Board premium increase only to \$544 per employee per month.

Ms. Curts recommended Option A plus additional cuts would still be necessary to reach a minimum fund balance acceptable to the Board. She also recommended continued negotiation with the district's unions to implement employee contributions to the health plan for all groups (AFSCME represented employees already have a contribution of \$15 per employee per month).

Mrs. Sellers recommended not moving away from the original tentative budget workers' compensation rate increase nor the health insurance Board premium increase.

Mr. Berryman suggested a Special Work Session on the budget.

Item 5

5. [1:45 - 2:00 PM Update on the Mass Transit \(COLTS\) Program](#)

Attachment: [COLTS Program.pdf](#)

Minutes:

Rob Davis, Senior Director of Support Services, reported that the COLTS (Community of Learning Transportation Services) Program was presented to

him by Tom Phillips, Executive Director of the Mass Transit Authority/Citrus Connection. The program would provide 3rd through 12th grade students universal access six days per week, 13 hours per day, 12 months per year to the entire Polk Transit network. Mr. Davis suggests if we proceed with this program, we limit access to middle and high school students only.

Item 6

6. [2:00 - 2:10 PM BREAK](#)

Item 7

7. [2:10 - 2:20 PM Charter Contract and Renewals](#)

Attachment: [Charter Contracts WS 5.28.13.pdf](#)

Minutes: Carolyn Bridges, Senior Director of Magnet, Choice & Charter Schools, reviewed the length of contract renewals being offered to each charter school. Most are due to State Statutes.

Item 8

8. [2:20 - 2:30 PM Head Start - Sequestration](#)

Attachment: [Board Executive Summary April and Sequestration.pdf](#)

Attachment: [12HSA BUDGET Report 2012FY Final.pdf](#)

Attachment: [13HSA Sequestration Budget Revision - Summary Totals 052813.pdf](#)

Minutes: Matti Friedt, Director of PreSchool Programs, reported that due to sequestration from the federal government, the Head Start Program will lose funding for 51 children. This equates to \$386,070 or 5.27%.

Item 9

9. [2:30 - 3:00 PM Polk County Schools District Strategic Plan 2013-14 through 2016-17](#)

Attachment: [Strategic Plan 2013-14 - 2016-17.pdf](#)

Minutes:

David Lewis, Associate Superintendent and Wilma Ferrer, Senior Director of Assessment, Accountability & Evaluation, thanked Strategic Planning Committee Members for their hard work. Mrs. Ferrer distributed the Strategic Plan Goals and Objectives 2013-14 through 2016-17 brochure.

Hunt Berryman asked to have our goal of being an "A" District be added to the plan. Consensus was not reached.

Information

Item 10

10. [Step Up Academy Requests to Relinquish Charters](#)

Attachment: [Step Up Closure WS 5.28.13.pdf](#)

Adjournment

Meeting adjourned at 3:45 PM. Minutes were approved and attested this 11th day of June, 2013.

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Hazel Sellers, Board Chair

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Kathryn M. LeRoy, Superintendent