

06 11 2013 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.

New Business

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

Minutes: Mrs. Fields asked if additional meetings were needed for the month of July. Consensus was reached to have items (if needed) submitted to the July 23rd Budget meeting.

Board Agenda Review

2. [8:40 - 9:00 AM Review the June 11, 2013 School Board Agenda](#)

Minutes:

C-9: Step Up Academy Requests to Relinquish Charters

Mrs. Fields asked if the Step Up Academies would have the resources needed to succeed. Mrs. LeRoy reported that everything possible will be provided to support the teachers with professional development and resources to help students succeed. Mrs. Wright requested a summary report of the schools that house the programs.

C-11: Community Eligibility Options Pilot

Mrs. Sellers asked if there was a formula for community eligibility. Audra Curts, Senior Director of Finance, reported this is a federal pilot program where all students at identified schools (high numbers of low-income students) receive free breakfast and lunch. When asked how this would be presented to the public, Audra responded that the focus is on all

students of high poverty areas receiving the free meals.

C-55: 2013-2014 School Year District Administrator Reappointment Recommendations

Mrs. Fields noted that the backup up had not been updated; specifically the positions of the Director of Governmental Affairs and the Senior Director of Magnet, Choice and Charter. Mrs. LeRoy responded that she will be presenting revised organizational charts in July but reappointments had to be addressed by June 30th. Mrs. Fields asked for transparency in the process; all board members should be provided the same information.

The Superintendent stated that the Director of Governmental Affairs position has been reappointed because having a voice in Tallahassee is important at this time but there will be parameters and deliverables attached to the position.

C-72: Frontline Technologies (AESOP) Contract

Mrs. Sellers asked if the AESOP contract was necessary if we are looking at other options for substitutes. Mr. Dunn reported that discussions with Kelly Services is ongoing and if it is successful, AESOP will be canceled and the funds will be diverted to the new vendor.

R-68: Renewal of Full Time Virtual Instruction with K12 Florida, LLC

Mr. Harris questioned the use of the company after a recent news article on their business practices. Donna Nicolodi, Director of Virtual Programs, responded there are only three options for elementary level: National Digital Network, Florida Virtual's Connection Academy Partnership, and K12 Florida, LLC. Staff is looking at the other two elementary options and at expanding our elementary program utilizing our own teachers. Mrs. Nicolodi hopes to bring a proposal in July using our own curriculum and our own teachers.

R-76: Purchase of SpringBoard English Language Arts.

Mrs. LeRoy explained the removal of the mathematics portion of the SpringBoard purchase. She believes there are better research-based materials aligned with Common Core available.

Item R-78: Charter Contracts and Renewals

Mrs. Wright would like to see a matrix prepared of each charter renewal. She asked if school grades would affect the contracts. Mrs. Bridges responded that if a school loses its high-performing status, we can reopen contract conversations but it is a multi-year process. Mrs. Wright asked for the information in writing because there might be some situations coming.

C-12: Excess Workers' Compensation and General Liability Renewal

Mr. Berryman asked if we are carrying more coverage than necessary. Joy Myers, Director of Risk Management, responded there would be a small savings not to have the coverage but it is not worth the risk; Sovereign Immunity does not protect us if we have a severe catastrophic claim.

R-76: Springboard Purchase

Mrs. Fields would like a review of the data to determine whether or not we, as a whole, intend to support SpringBoard. Mrs. LeRoy responded that all curriculum data will be reviewed and presented to the Board. She was familiar with SpringBoard Mathematics program in Duval County and that it had not realized the achievement desired.

Discussion

Item 3

3. [9:00 - 9:30 AM Budget Update](#)

Minutes:

Superintendent LeRoy noted that the goal is to meet the 3% State requirement and work toward the Board's policy of 5%. Currently, it would take approximately \$25 million to meet the 5% requirement.

Audra Curts, Senior Director of Finance, reviewed the fund balance projection. She believes the revenue projections are low; it could be \$6.5 million higher than anticipated.

- Increase in projected fund balance (\$6,551,137)
- Charge Indirect costs (utilities) back to Food Service for the 2012-2013 school year (\$1,716,273)
- Amend the RTTT grant to cover excess dual enrollment materials (\$255,623)
- Superintendent's Cabinet Reorganization (\$294,608)
- Elimination of Catapult Contract (\$2.5 million)
- A review of all categorical
- Return Workers Compensation rates to 2012-13 level (\$2,010,000)

Ms. Curts reported that we will begin the 2013 school year with a 6% Fund Balance but believes it will drop below 3% before the end of the 2013-2014 year.

Other areas that will be reviewed to reach goal of 5% fund balance:

- Reappointments and attrition
- Aggressive substitute and co-teaching usage for class size
- Itinerant staff for Art, Music and Physical Education to cover multiple locations
- Alternative staffing for media centers
- Review expenditures and funding sources for repurposing

- Maximizing teacher utilization (small class sizes)
- Review non-school vacancies (vacancy review)
- Secondary Schools to have master schedule for 2014-2015
- Review union and non-union contract lengths
- Review staffing formulas for unit allocations
- Elimination of overtime and compensatory time as much as possible (case by case review)
- Instructional material funds will be distributed through a centralized office

Mrs. Wright commented on the issue of the SAP program not working. Audra confirmed that this was LCI (Local Capital Improvement) funds and was not expended.

Item 4

4. [9:30 - 9:45 AM Emergency Reorganization of Superintendent's Cabinet](#)

Attachment: [Exec Summary ExecCabinet June 07 2013.pdf](#)

Attachment: [Visio-Cabinet LeRoy 6 10 13 Dunn.pdf](#)

Attachment: [ExecCabinet 06072013.pdf](#)

Minutes:

Denny Dunn, Assistant Superintendent of Human Resource Services, provided information on the reorganization of the Superintendent's Cabinet. The recommendations coincide with the FADSS report (Florida Association of District School Superintendents). Funding for the changes comes from local, Title I, and SAI (Supplemental Academic Instruction) funds.

- Remove 1 Regional Senior Director position (vacant as of July 1, 2013)
- Upgrade 4 Regional Senior Director positions to Regional Assistant Superintendent positions (to be shared with Title I schools at Elementary, Middle, and Senior/Combo levels)
- Add 3 new positions: Senior Director Math, Senior Director Reading (funded 100% SAI dollars) and Deputy Superintendent (funded 100% locally).

Mrs. LeRoy stated that her goal is to have her cabinet in place by July 1st. That would be holding to her commitment to the Board during the her interview for the superintendent position.

Mr. Harris asked if the schools' Title I and SAI funding is being reduced to fund the new and revised positions. Superintendent Leroy responded that Title I Part A is due June 30th but there are multiple 'buckets' in Title I before they do a school-wide allocation and after the school allocation is set. Her plan is to move the district from a very school-wide allocation heavy model to a more stream lined look at other components (PreK, Parent Involvement, Superintendent's Summer Academy and other district-supported parts of Title I) as opposed to just buying personnel or materials to be more efficient. She

will be overlaying, across the district, a turnaround model on top of the four regions which will provide additional support to the lowest performing schools. The work is a legitimate expense for Title I.

Mrs. Fields asked if locations at school sites have been identified for the Regional Assistant Superintendents' offices. Superintendent reported that they need to be out in their regions. Ann Tankson and David Lewis have been looking for potential locations.

Item 5

5. [9:45 - 10:00 AM BREAK](#)

Item 6

6. [10:00 - 10:20 AM 2013-2014 Code of Student Conduct](#)

Attachment: [BUDGET IMPACT ANALYSIS 2012-13 Code of Student Conduct.pdf](#)

Attachment: [2013-2014 Code of Conduct final draft.pdf](#)

Attachment: [CODE OF STUDENT CONDUCT CHANGES 13 14.pdf](#)

Attachment: [Code strike through version 2013.pdf](#)

Minutes:

Nancy Woolcock, Assistant Superintendent of Learning Support, provided an update on the proposed changes to the Code of Student Conduct. The focus of the committee was to

- clean up the code
- align it with progressive discipline
- include a model intervention teaching behaviors

Mrs. Fields asked if the responsibility of discipline belongs with the principal or SRO. Mrs. Woolcock responded that SRO verbiage has been removed; it is the responsibility of the principal and training will be held prior to the beginning of school.

Item 7

7. [10:20 - 10:35 AM Polk Education Association Collective Bargaining Agreement Changes](#)

Attachment: [Teacher Tentative Agreements and MOU 257pp 6-11-13 WS.pdf](#)

Attachment: [Paraeducator Tentative Agreement and MOU 3pp 6-11-13 WS.pdf](#)

Attachment: [Exec Sum Teacher Eval TAs-Para PG 6-11-13 WS.pdf](#)

Minutes:

Jose Farinas, Director of Employee Relations, and Marianne Capozziello,

President of the Polk Education Association, reported that through collaboration on both sides a one year agreement was reached. The learning gains assessment tool and proviso language continue to be a concern.

Information

Item 8

8. [Investment Report for Quarter Ending March 31, 2013](#)

Attachment: [POLKSD_3Q13_COMPLETE.pdf](#)

Minutes:

Mr. Mullenax asked that we track how the money is spent and invested. Mrs. Cunningham would like the presentation to be in an easier reader format. Ms. Curts responded that the format is used state wide but she can restructure it.

Item 9

9. [McLaughlin Middle School and Fine Arts Academy Name Change](#)

Attachment: [McLaughlin Middle School May 31 Rebranding Minutes.pdf](#)

Minutes:

Mr. Harris voiced concerned that the district spent millions of dollars several years ago to have a second School of the Arts on the east side of the county. The intent was to have Davenport School of the Arts transition to a K-12 facility. McLaughlin was designed to be an arts integration model but this name change request appears to make it a replicate of Harrison and Davenport School of The Arts. He does not believe we have the population or funding to establish three schools of the arts. The Lake Wales site is not large enough to be a 6-12 facility.

Mrs. Wright read from minutes of a meeting held in Lake Wales where she referred to the school model to be similar to that of Harrison's. Financially that is not possible at this time. She stated that the name change request is from the SAC committee. It is set up as an arts integration project.

David Lewis, Assistant Superintendent of Learning, commented that the original intent of the Fine Arts Department was for McLaughlin to be an arts integration model with a continuum K-12 of students from Spook Hill Elementary and McLaughlin Middle. He shared background information that when Harrison was being designed a surveys of the community and feasibility studies were done up front because of the need for commitment of programming and resources. There are large districts across the nation (i.e. Dallas, Texas) that cannot support more than one merit-based fine arts

school. The idea was to provide Lake Wales with an arts-focused school but not to the extent and scope of a Harrison which has intensified programming, and facilities (including theaters, working stages, etc.).

After much discussion a consensus was reached to revisit the name request and the facility/ program issue. Superintendent LeRoy requested that all departments and persons involved in the process be a part of the process in the future.

Item 10

10. [Monthly Financial Statements as of April 30, 2013](#)

Attachment: [April 2013 Financial Package.pdf](#)

Minutes:

Mr. Berryman would like the Monthly Financial Statement and the Investment Reports be discussed in the near future. Mrs. Fields suggested that a discussion be held on June 19th for a consensus on how the reports are to be submitted and how often. Mrs. Sellers would like to see a beginning and ending fund balance each month.

Mrs. LeRoy reported she would like it to be as transparent as possible for the Board and community.

Item 11

11. [RTTT District Evaluation Systems Monitoring Grant](#)

Attachment: [District Evaluation Systems Monitoring 2013-14 Budget Impact.pdf](#)

Attachment: [District Evaluation Systems Monitoring 2013-2014 School Board Summary.pdf](#)

Minutes:

Adjournment

Meeting adjourned at 11:30 AM. Minutes were approved and attested this 13th day of August, 2013.

Hazel Sellers, Board Chair

Kathryn M. LeRoy, Superintendent