

06 14 2011 Work Session

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New Business

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

Minutes:

Frank O'Reilly was absent from today's meetings.

Debra Wright voiced her perceptions of inadequacies in the district: time, communication, distrust, academics, success, and finances.

Kay Fields agreed with her on several points: communication and academics.

Hazel Sellers and Dick Mullenax disagreed.

Hazel Sellers commented that it had been a Board decision to meet less. She recalled that the Superintendent has met with her six (6) times recently (for at least an hour each time) and there are seven (7) board members. It is hard to make a \$60 million budget cut and not feel the pain. When she visits schools, she sees students actively engaged in reading and writing activities yet it is not reflected in our test scores. It is very frustrating to all of us. She feels the District Office is doing the best possible.

Mr. Mullenax stated Dr. Nickell should be given a chance to succeed. She inherited the current staff and budget issues. She communicates with him throughout the week. However, she should not be held accountable for information (correct or incorrect) that is reported in the newspaper. He would agree to more work sessions.

Dr. Nickell responded that she thought she had been meeting with the Board Members but is willing to meet and communicate more often. She will schedule more work sessions if that is the desire of the Board.

Board Agenda Review

2. [8:40 - 8:50 AM Review Agenda of June 14, 2011 School Board Meeting.](#)

Attachment: [06 14 11 School Board Agenda.pdf](#)

Minutes:

C-13 School Fee Request, Career and Adult Education.

Mrs. Fields asked if this was an increase and if so, how much. John Small, Senior Director of Work Force Education stated it was an increase of 10% which is still below surrounding counties.

C-17 CollegeBoard contract.

Mrs. Fields questioned why the contract was coming for approval when it began in March. Rebecca Braaten, Director of Academic Rigor, stated she misplaced the contract and submitted it as soon as it came to her attention.

C 41: Donation of 35 Chrome notebook computers.

Mrs. Fields asked who would be receiving the computers? Abdu Taguri, Assistant Superintendent of Information Services and Technology, replied that the donor, Google APS, requested they be provided to 3 or 4 schools at each educational level where Google APS is used the most.

C-57: Foreign Exchange Organizations.

Mr. Mullenax asked how organizations are selected? David Lewis, Associate Superintendent of Learning, reported that there is a rigorous process to ensure the integrity of the program.

Staffing and Budget update provided by Assistant Superintendents Denny Dunn and Mark Grey.

Mr. Dunn stated that all of the initially displaced Professional Services Contract teachers have been repurposed or placed at other sites. Of the 98 Annual Contract teachers on the Permit to Rehire list, 92 have been placed.

There were 174 paraprofessionals displaced and only 40 openings available. All vacant clerical positions have been frozen for those paraprofessionals that qualify. Paraprofessionals with 30 or more college hours may apply to substitute and may qualify for unemployment on those days not worked.

Mrs. Fields voiced concern that this will adversely affect the current substitutes who have

come to rely on the District for their income. Mr. Dunn reported that there is a high rate of substitute turnovers.

Mrs. Wright inquired about plans to meet next year's cuts. She would like to see everybody employed as much as possible. Mr. Dunn stated the budget constraints for this year, as it relates to employment, have been met; next year it may not be possible to maintain current staffing. We are looking at schedule changes (which will affect instructional positions) and retirees. The philosophy will be to continue the 'discipline of academics'; however, another cut of \$17 million will have a more drastic outcome.

Mrs. Wright commented the District cannot maintain the current staffing next year; Broward County laid off 1400 teachers this year.

Mark Grey reported that the Polk County School Board will lose \$57.7 million in funding this year. Polk County Public Schools is 53rd (out of 67 counties) in the state in per student funding; we receive \$128 less than the state average. That's a loss of \$12.1 million based on state average.

Since 2007, the District has seen a reduction of revenue in excess of \$126 million (\$100 million in operating and \$26 million in capital outlay dollars). This year alone, our local economy will see a reduction of over \$30 million.

Employee FRS contributions by the District reducing from 10.77% for all regular employees to 4.91% next year; a significant savings to school district of \$19.9 million. The FRS two year rate bill passed by the Legislature for the employer's contributions for 2012-13 increased by almost 2%.

Mr. Harris commented that Governor Scott proposed reducing local governments' expenditures to FRS by claiming that FRS was financially unstable. If FRS governmental members are now required to contribute 3% and in order to make FRS financially stable, the overall rate contributed must increase or the number of participants must decrease. With the current contribution of 3% by employees and the employers' contribution decreasing, FRS will be more financially unstable. Mr. Grey concurred. He stated the question to ask and data to review is what is actuarially sound for a pension plan and where are we today. He believes the current actuarial percentage of funding for FRS is greater than what is needed to be considered actuarially sound. The conclusion is if you contribute fewer dollars next year than this year; someone must be using the dollars for some other purpose.

Other impacts:

- Health insurance contribution needed by December 31, 2011 of \$6 million (there are no reserves in current plan). Union contract negotiations are on-going.
- Legislature reduced service fees for specific charter schools from 5% to 2% but require same level of services.
- Increase in diesel fuel costs. An additional \$1.25 million is needed if prices remain where they are today.

To meet the budget short fall, one area being discussed is employee furloughs. Management has the right to enact furloughs but there is a requirement to negotiate the

impact with both unions. Ms. Fields asked what happens if the unions don't agree; Dr. Nickell reported that it will place us at an impasse.

It is anticipated that no furloughs would affect paraprofessionals, bus drivers, bus attendants, food service workers, custodians, or any employees that have a reduction in work days already.

Furloughs are based on same percentage of salary reduction by three different groups:

12 month employees - Administration and professional technical employees making greater than \$76,770 will have a 10-day furlough (3.85% salary reduction).

11 month employees (216 days) and 10 month employee (196 days).

Mrs. Wright would like to see same data with dollar amounts based on individual salaries rather than the percentages.

Mrs. Fields understands the need for furloughs and hopes the Union will see that as well.

Discussion

Item 3

3. [8:50 - 9:20 AM School Board Services Budget](#)

Attachment: [Salary Sheet 2011-12 Staffing Plan.pdf](#)

Attachment: [School Board Services #2.pdf](#)

Minutes:

Mrs. Fields asked for Board consensus on their departmental reductions: Options 1, 2 or 3. Consensus to support Option 2.

Consensus also received for a monthly salary reduction of \$216 for each board member.

Item 4

4. [9:20 - 9:40 AM 2011-2012 Code of Student Conduct](#)

Attachment: [2011-2012CoC with strikethrough DRAFT 6-2-11.pdf](#)

Attachment: [Code Changes for 2011-2012.pdf](#)

Attachment: [BUDGET IMPACT ANALYSIS Code of Student Conduct 2011-2012.pdf](#)

Minutes:

Moved to a special work session scheduled for 9:30 AM June 22, 2011.

Item 5

5. [9:40 - 10:00 AM Polk County School Board Policy Manual Changes](#)

Attachment: [Work Session Summary 061411.pdf](#)

Attachment: [ProposedPolicyChangesWS061411.pdf](#)

Minutes: Moved to a special work session scheduled for 9:30 AM June 22, 2011.

Item 6

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

Item 7

7. [10:10 - 10:30 AM Legislative Update](#)

Minutes:

Wendy Dodge, Legislative Liaison, gave brief reports on several bills passed at the last legislative session.

- Allocation of \$48 million - ensures each virtual school receives \$4800.
- Career Education's weighted funds reduced
- Only charter schools to receive PECO
- Professional Service Contracts no longer exist after July 1.
- End of Year course areas and Civics' End Of Year exam required for promotion
- Education Accountability
- McKay Bill expanded
- Charter Schools - higher performing identifications and LEA designations.
- FRS- July 1, employees pay 3%; reduced DROP interest rate to 1.5%; COLA stops until 2016. New hires: become vested after 8 years; increase years of service from 30 to 33, and retirement age from 62 to 65.

Information

Item 8

8. [2011-2012 Organizational Charts](#)

Attachment: [2011 Org Charts.pdf](#)

Minutes:

Item 9

9. [2011-12 Recommendations for District Office Administrators](#)

Attachment: [2011-12 District Administrators Reappointments.pdf](#)

Item 10

10. [2011-12 Recommendations for School Based Administrators](#)

Attachment: [2 2011-2012 Reappointments for School Administrators 6-14-11 WS.pdf](#)

Adjournment

Work Session adjourned at 11:40 AM. Minutes were approved and attested this 28th day of June, 2011.

Kay Fields, Board Chair

Sherrie B. Nickell, Ed. D, Superintendent