

08 11 2015 Work Session 12 30 PM

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A. New Business

1. [12:30 - 12:50 School Board Comments](#)

Minutes:

Mr. Berryman spoke to the Board regarding the Central Florida Public School Boards Monthly Coalition Meeting at Edgewater High School in Orlando with Wendy Dodge, Polk County Schools Government Liaison. Other liaisons provided updates regarding legislative matters. A special session has convened and are working with Congressional Districts and later State Districts with committee meetings beginning on September 16. Other topics of discussion included the FHSAA bill proposal and testing updates were addressed. Mr. Berryman also discussed Seminole County's correspondence to the Commissioner of Education in an effort to replace FSA testing. The Coalition has been asked to join in this push toward the SAT as a form of norm referenced testing. The School Board has not been asked to make an immediate decision on their position in this matter. Seminole County has done a good deal of research into areas that might be improved if the State should discontinue FSA testing in favor of SAT. Orange County has moved to NWEA, and is mapping Kindergarten through Second Grade, as opposed to SAT. A discussion of paper versus computerized testing resulted in a decision to approach the legislature about additional technology funds. Mrs. Sellers responded by inquiring as to the position of other districts in the Coalition regarding this matter. Mr. Berryman explained that the only district that has signed on with Seminole County in this matter is Manatee County. Mr. Mullenax stated that he is uncertain whether ACT or SAT is the answer. He would like additional data before making an informed decision to support Seminole County. At this time, no movement will be made on this matter.

Mr. Berryman discussed a prior School Board meeting where Mr. Don Bridges approached the School Board about the need for athletic trainers. Mr. Berryman feels this may be a valid area that should be investigated. Mrs. LeRoy responded that she believed there was only a single previous proposal and that was quite expensive which was why they had asked for additional research into multiple means.

Mr. Mullenax requested an update on the previously addressed loss of school psychologist

positions. Mrs. LeRoy explained that those positions were all on probationary contracts. Discussions have taken place with the ESE department regarding the possible shift of responsibilities to ESE support facilitator roles. Ms. Bowen explained that the positions were at a regional level facilitating counseling and further information will be gained from Mr. Warren in Human Resources. These were established positions and will add an additional layer to the behavior counseling. Position offers will be made to those effected individuals first. Mr. Mullenax asked to be included in the progress in this area. Mrs. Sellers inquired as to the number of actual positions. Ms. Bowen explained that there are three, but there needed to be additional discussions with Human Resources and the Polk Education Association regarding the proposal. Mrs. LeRoy further explained that the intent is to streamline responsibilities to prevent redundancy and overlap. Mr. Wilson expressed question and concerns around the Psychologist positions and their connection to the grant as to why the loss of positions occurred. There were positions that were in the original grant that were created to serve ESE positions and because that was not the case, the positions had to be transferred to the operating budget. Mrs. LeRoy explained that these positions will be streamlined and given specific job duties instead of broad based job descriptions that previously included academic interventions. Mr. Wilson inquired as to the disposition of these individuals. Mrs. LeRoy added that there were originally four positions in question, three that are going to be addressed with the current proposal and one position that was not reappointed due to performance issues.

Mr. Berryman stated that at a future work session, he would be interested in addressing:

- Certificate of Completion recipients walking the stage for graduation
- High School start times
- High School uniform proposal

Mrs. LeRoy recommended addressing the Certificate of Completion at the next meeting in an effort to reinforce the importance to students.

B. Board Agenda Review

2. [12:50 - 1:05 PM Review Agenda of August 11, 2015, School Board Meeting](#)

Attachment: [08 11 15 School Board Meeting Revised.pdf](#)

Minutes:

C-20 2015 District Staffing Plan

Mrs. Sellers requested that employee names be added to the district staffing plan. It is her opinion that it is too difficult to see the big picture without names available to associate with the positions. Mrs. LeRoy explained that Human Resources will send organizational charts to individual department heads to identify the personnel. Mrs. Sellers would prefer to see the names added before being submitted for approval. Mr. Perrone and Mr. Warren explained it could be delayed until the September meeting. Mr. Harris expressed his concern that the board has requested this be addressed earlier and questioned the delay. Mrs. LeRoy explained it must all be keyed in by hand. Mrs. Sellers did not want delay the vote. She believes seeing names attached makes it clearer to understand. The names do not have to be permanently added but feels they should be there when the Board approves the plan (once a year). Mr. Berryman would like to have the names on the chart because it is good business and the public likes to know where responsibilities

lie. Mr. Wilson asked if there is an update in SAP that can integrate this function. Mr. Warren commented that the program used for this function is a separate system that is being accessed for this function requiring manual entry for every area. The Board came to then consensus that they would vote on the staffing plan on this date but staff will provide the Board with organizational charts with positions and personnel identified.

C-25 2015-2016 Student Dues and Fees

Mrs. Cunningham asked if these dues and fees are consistent with last year's fees.

Mrs. Sellers and Carol Matthews discussed the schools collecting the appropriate taxes. There was some differentiation of specific services and how the cost is determined.

R-26 Beth Ingram Therapy Services Inc., Learning Support, \$846,000

Mr. Berryman inquired as to the possibility of these services being provided in-house. Mrs. LeRoy explained that the ESE budget is being evaluated for efficiency to ensure the best services for our students. Mrs. Sellers added this could be attributed to the inability to recruit and retain staff in this field due to salary Superintendent LeRoy stated a consultant will be utilized to research and give future recommendations in this area

R-28 Polk State Lakeland Gateway to College Charter High School

Mr. Wilson explained that he will recuse himself from this vote which is properly documented.

3. [1:05 - 1:15 PM BREAK](#)

Minutes:

Mike Perrone, Chief Financial Officer, and Jason Pitts, Director of Budget, addressed the School Board regarding changes to the 2015-2016 budget information. Mr. Perrone explained that the final draft will be voted on September 8th. Changes include the addition of the BP oil settlement transfer and that the ending fund balance becomes 4.47% estimated in June 2016. Mrs. Cunningham asked for clarification as to where will \$8.4 million be allocated. Mr. Pitts indicated it would be received by Mr. Rivers' area. Mrs. Sellers commented on the effect of lapse in striving for 5% ending fund balance. Mr. Berryman inquired as to what would be required to inflate this percentage. Mrs. LeRoy discussed various avenues that are being looked at such as different returns on investment and will be assembling a committee to determine how we can achieve this in a more efficient way. Mr. Berryman inquired about a financial advisory committee that had been previously discussed. Mr. Perrone is working with Carol Matthews, Internal Auditor, to possibly re-task the audit committee to investigate this. Mr. Berryman suggested the possibility of another work session prior to September 8th and the level of comfort of the other School Board Members regarding this matter.

Mrs. LeRoy discussed the \$10,000 Gates Foundation planning grant that Polk County School District has received. On October 23, we will be submitting a proposal to the state for \$2.5 million and the determination process has begun to ascertain who this partnership will be with. Some possibilities are: Denver, Boston, Chicago and others as well as the Teach for America program. Mrs. Sellers inquired as to whether this would be our charter. Mrs. LeRoy explained that the school will be a collaboration with a non-profit charter organization. A list of priority schools is being looked at for location.

Mr. Harris commented that in looking over the Charter applications several of the Charter Schools did not have management staff that completed proper governance training and also there was a trend in some schools that had many "pending". Mrs. Brady explained many of them had since provided updated information, but some would need to be visited in order to determine compliance. Mr. Mullenax commented that he thought there was a deadline associated with this process. Brian Warren, former Director of Charter Schools, expressed that past precedent was that organizations have up until the first day of school.

C. Information

Item 4

4. [Charter School Readiness to Open for the 2015-2016](#)

Attachment: [2015-2016 Pre-Opening Checklist.pdf](#)

Attachment: [WS Summary Charter School Readiness 8 11 15.pdf](#)

Minutes:

Item 5

5. [Audit Plan 2015-16](#)

Attachment: [AUDIT PLAN 2015-16.pdf](#)

Minutes:

Item 6

6. [Proposed Draft 2016 PCPS Legislative Agenda](#)

Attachment: [2016 PCPS Platform Outline Draft.pdf](#)

Minutes:

Mrs. LeRoy requested the Board Members prioritize items they would feel should be addressed in the PCPS Platform Outline Draft. Mr. Berryman's priorities were technological support and early learning. Mr. Mullenax discussed his opinion that items should be addressed with legislators individually as well as in group meeting with the County Commission Office. He expressed that their interests should be condensed to only a few priority items and only those items specific to Polk County. Mrs. Sellers spoke about her concern that Polk County FEFP has been hard hit, and that although it was intended to equal education across the state it is slowly becoming unbalanced. She discussed lack of funding for the lowest 300 schools. Mr. Harris suggested backup documentation should be provided in order to aid clarity for these newer legislators with no educational background. Mr. Berryman suggested that we should invite new or inexperienced legislators to our venue in order to avoid any lapse in translation. Wendy Dodge, Government Liaison, will reach out to Matti Friedt, Director

or Pre-K Programs, and Tina Barrios, Assistant Superintendent, Information Systems and Technology, for any problematic areas to be addressed.

D. Discussion

Item 7

7. [1:15 - 1:35 PM Demo of Communication Tools](#)

Minutes:

Communication demonstrations were presented by Michael Gathwright. IRIS is a streamlined process to get information to School Board Members. Mrs. Cunningham inquired about timeout issues. Mrs. Sellers was interested in attachments capability. Mr. Wilson discussed the ability to access one drive/share point access. Mrs. LeRoy discussed the ability to place priority stamps on issues. The School Board Members requested additional follow up with Jason Carroll to see about a link to agenda questions. In addition, help documentation will be provided including screen shots.

STARS is a school readiness tool or survey which allows users to see at a glance where each school is in the preparedness process (either red, yellow, or green) with the ultimate goal being all green. There are over 100 categories indicating all areas of school readiness with individual schools/departments completing those in their specific area.

Let's Talk is a tracking and response system in an effort to be proactive in communication with stakeholders. It is presented in a basic email style interface that will be published by divisions, schools, or offices to track customer service. This program should be ready and online prior to start of school.

Item 8

8. [1:35 -2:15 PM Charter School Data](#)

Minutes:

Due to time constraints Mrs. LeRoy and the School Board Members determined that this information would be covered as the first item on the next work session agenda. Mr. Berryman suggested that an additional work session be added to the School Board calendar on August 25, beginning at 10:00 AM.

Item 9

9. [2:15 - 3:45 PM Charter School Applicant Presentations](#)

Attachment: [Copy of 2015 Chart of Potential Applicants.pdf](#)

Attachment: [BridgePrep Academy Executive Summary.pdf](#)

Attachment: [JSMA Needs Assessment.pdf](#)
Attachment: [MontessoriOfWinterHaven Needs Assessment.pdf](#)
Attachment: [Our Childrens Academy Needs Assessment.pdf](#)
Attachment: [LakelandInstituteForLearning Executive Summary.pdf](#)
Attachment: [MontessoriOfWinterHaven Executive Summary.pdf](#)
Attachment: [New Beginnings High School Executive Summary.pdf](#)
Attachment: [Our Childrens Academy Executive Summary.pdf](#)
Attachment: [Our Childrens Prep Executive Summary.pdf](#)
Attachment: [DHS Needs Assessment.pdf](#)
Attachment: [BridgePrep Academy Needs Assessment.pdf](#)
Attachment: [DHS Executive Summary.pdf](#)
Attachment: [JSMA Executive Summary.pdf](#)
Attachment: [LakelandInstituteForLearning Needs Assessment.pdf](#)
Attachment: [New Beginnings High School Needs Assessment.pdf](#)
Attachment: [WS Summary 8 11 15.pdf](#)

Minutes:

Charter School Applicant's gave presentations covering each school's focus and target populations.

Discovery High School of Lake Alfred

- Focus will be on individualized guidance and a personalized environment for grades 9-12.
- Target population will be serving students pursuing college and career readiness for the entire Polk County population.

Mr. Berryman asked the representative if this is this the same board as Discovery Academy? Mrs. Fulks responded that yes, it is.

Lakeland Institute for Learning

- Focus will be on language based learning in a clinical laboratory school and is reading centered.
- Target population will be ESE and ELL students in grades 4-8 with the eventual goal of mainstreaming students who have attained grade level proficiency.

Mr. Berryman inquired if this was currently a private school that intends to transition to charter. Mrs. Buckner responded that they are but they will integrate totally into a charter. He also asked what the methodology was of accommodating Grades 3-9. Mrs. Buckner's response was it is an effort to move forward and grow slowly as they determine student needs. They intend to bring them back up to grade level to become successful.

Montessori of Winter Haven

- Focus will be on students in need of guidance to maximize their potential, utilizing multi age classrooms comprised of 3 year group increments, with 2-3 hour learning session cycles.
- Target population will be grades K-8 with expansion ability.

New Beginnings High School West

- Focus will be on students who have dropped out up to three years previous in

an effort to assist them to be successful citizens.

- Target population will be between the ages of 16-21 in grades 6-12, specifically students who live on the West side of the County such as Mulberry and Lakeland.

Mr. Berryman asked what this will do to the student population and the budget of the current campus. Ms. Wright responded that they are working to market the East side of the county to replenish the population.

Mrs. Cunningham complimented the existing New Beginnings site and asked if there was a facility in mind? Ms. Wright responded that although they do not have a specific location in mind, they are looking at the downtown Lakeland area.

Our Children's Academy of Lake Wales

- Focus will be on exceptional needs students using a combined educational and therapeutic approach in a co-teach environment with teachers and health care professionals with the mission of possible reintegration into the public school system.
- Target population will be 12 months up to 12th grade.

Mr. Wilson asked if there would be students coming from other counties. If so, will the FTE come directly to us? Mr. Whittaker responded that FTE would come directly to Polk County.

Mr. Berryman asked approximately how many students are enrolled now. What will the ultimate population be? Mr. Whittaker's response was only 8 or 9 students with the ultimate goal of only have a few units. When are they going to break ground? Mr. Whittaker responded that they are waiting on engineering information in order to determine this date. Mr. Harris asked what grade levels would be served? He also pointed out that the handout differs from presentation. Mr. Whittaker and Mrs. Brady responded that application was rewritten after the handout was created to include Pre-Kindergarten through 12th grade.

Our Children's Prep School, Inc. of Winter Haven

- Focus will be on ESE students, high and low incident.
- Target population will be early intervention, 12 months to Pre-Kindergarten as well as K-8.

Mr. Wilson inquired about the current success rate with budgetary constraints and would this use a similar program to our children's academy? Mrs. Comkowycz responded that the model used at Our Children's Academy is the model that will be used at this facility.

Mr. Berryman asked if the students stay on a McKay scholarship or become FTE? This is a Pre-K through 8th grade and a brand new charter and those students would be a part of that and students will be able to continue to use the McKay in 9th through 12th grade as well. Mr. Mullenax asked if their current classification was private school. Mrs. Comkowycz responded that it is a McKay private school and a 501c3 facility.

10. [3:45-3:50 Proposed Purchase of Property in Haines City](#)

Attachment: [Exhibit A.pdf](#)

Attachment: [Agreement for Sale and Purchase July 30 final signing version.pdf](#)

Minutes:

Mr. Rivers reported the land owner of the land adjacent to Boone Middle and across the street from Haines City High School has notified the District of their intent to sell the property. His belief is that it would be a good investment and would allow for additional schools to be built since current facilities are already overcrowded and are seeing significant growth.

Mr. Berryman inquired as to where we are with impact fees. Mr. Rivers projected \$7.5 million will be collected although it may be higher. Everything previously banked had to be expended on the new K-8 school and the collections for 2015-2016 would go toward furnishing that school. He stated the PECO allocation is projected to be \$2.1 million which was higher than the previous projection. This will be shown on the capital plan which will be provided to the School Board Members upon completion.

Item 11

11. [3:50 Executive Session](#)

E. Adjournment

Meeting adjourned for Executive Session at 3:50 PM. Minutes were approved and attested this 8th day of September 2015.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent