

08 21 2018 Work Session 2 00 PM

DISCUSSION ITEMS

Item 1

1. [2:00 - 2:15 PM Social Sentinel Service Media Threat Alert Program](#)

Attachment: [Budget-Impact-Analysis-2018-19 Social Sentinel.pdf](#)

Attachment: [Social Sentinel Order Form Terms of Use Polk County Schools \(FL\) 8.6.18 V2 \(1\).pdf](#)

Minutes:

Mike Wiggins, Director of School Specialists, provided information on the Social Sentinel program. This software will assess threats and safety issues posted on social media that may affect our schools or staff. It will not target individuals or groups of individuals.

Mrs. Byrd added that when she met with FSU's School Security, Chief Perry, he said they were able to save two lives in the past year through the use of the Social Sentinel software.

Mr. Wiggins stated it is an annual contract which can be cancelled with a 30-day notice. The annual fee will remain the same for the next three years.

Mrs. Sellers asked if the program would be able to alert bullying on social media. Mr. Wiggins responded that if the parameters are modified to look for cyber bullying and there is a public post, the district would be notified. It looks for key words or phrases. There would be no extra cost for the modification.

Item 2

2. [2:15 - 2:25 PM Revised Job Descriptions for Bus Driver and Bus Driver, Substitute](#)

Attachment: [8-21-18 WS Revised JD for Bus Driver and Bus Driver Substitute.pdf](#)

Minutes:

Teddra Porteous, Associate Superintendent of Human Resources, spoke on the revised job descriptions for bus drivers and stated that the education requirement has been changed to GEDs and/or high school diploma preferred.

Mrs. Cunningham stated that the hourly rate needs to be raised as well.

Mrs. Field asked about the starting salary for bus drivers. Mrs. Porteous reported substitutes receive \$10 per hour during their training (usually a 5-week period); then they can go to \$12.18 an hour. She agrees with Mrs. Cunningham about increasing salaries for bus drivers.

Item 3

3. [2:25 - 2:40 PM Naming of Kathleen High School's Locker and Weight Room](#)

Attachment: [Minutes of SAC Meeting 4-25-18.pdf](#)

Attachment: [Kathleen High School SAC Committee.pdf](#)

Minutes:

Ernest Joe, Senior Director of Diversity and Acting Principal at Kathleen High School, presented a request to name Kathleen High School's locker room to honor Ray Lewis. Mr. Lewis attended Kathleen High School and is a NFL Hall of Famer. He has provided scholarships for youth in the Kathleen area and has been a large supporter of the community.

Mrs. Fields stated that she is very proud of Mr. Lewis and supports the request.

Item 4

4. [2:40 - 2:55 EXECUTIVE SESSION](#)

INFORMATION ITEMS

Item 3

5. [Investment Report as of 6/30/18](#)

Attachment: [Summ of Invest For Board 6-30-18.pdf](#)

Minutes:

Mrs. Cunningham asked where we are in hiring the Financial Advisor?

Mr. Perrone responded that during Impasse, the item was placed on hold. He will reintroduce the position after the 1/2 cent sales tax initiative.

BOARD AGENDA REVIEW

6. [2:55 - 3:05 PM Review the August 21, 2018 School Board Agenda](#)

Attachment: [08 21 2018 School Board Agenda.pdf](#)

Minutes:

APPROVAL OF THE MINUTES

Mrs. Fields and Mr. Wilson asked if their requests to correct the minutes had been made. Mrs. Byrd affirmed the changes had been made.

ITEM R-36: Amended Aramark Contract

School Board Attorney Wes Bridges clarified the change was for Aramark to provide additional services at no cost to the District.

Mr. Townsend requested a work session discussion on the contract. Mr. Wilson asked their Executive Assistant, Susan Worthington, to note his request.

Mrs. Fields asked for a report on the survey that was to take place with custodial staff regarding Aramark.

Angela Usher, Assistant Superintendent of Facilities, reported that Aramark has been meeting with staff and managers on a regular basis. They have also held sensitivity training with their staff. The survey results will be available soon.

R-37: Performance Matters

Mr. Wilson stated he discussed this automatically renewing 5-year contract with Superintendent Byrd and Mr. Perrone. What he learned is that it takes a long time to implement new programs and teachers prefer stability in products over constant changes. The 5-year contract benefits the district more than the company. He is satisfied with what he learned.

Mrs. Cunningham suggested that 6-months before the 5-year renewal date, staff review the need to renew.

Mr. Townsend asked that if the contract has a specific renewal notification date, the 6 months start before that date.

R-38: Quit Claim Deed from City of Lakeland

Mr. Bridges clarified that the city was returning unused property we had previously deeded to them for a project. This 8000 square foot of land will assist Lincoln Academy's traffic flow issue.

R-41: 2018-2019 Staffing Plan and Organizational Charts

Mrs. Fields asked if there was any savings realized with the changes to the Staffing Plan.

Mrs. Porteous, Associate Superintendent of Human Resources, responded that the district will see a savings of approximately \$117,000 on the district's portion of the staffing plan.

OLD BUSINESS

NEW BUSINESS

7. [3:05 - 3:20 PM Board Docs](#)

Minutes:

Mrs. Byrd informed the Board that we've had an issue implementing BoardDocs. The program is not able to process contracts as we have been through our Business Services Contracts agenda. The program has been sold and we're not sure if they are able to meet our needs. However, the developers of our current program, eAgenda, has an upgrade, AgendaPlus, that we are reviewing at this time.

Mr. Harris asked how other districts process contracts. Mrs. Byrd responded they do not process them as we do nor do they have the number of author and approvers as we allow.

Mrs. Byrd would like AgendaPlus to provide a presentation.

Mr. Wilson asked if the fees we've paid to BoardDocs will transfer over to the new company if they are able to meet our needs. Mrs. Byrd will check.

Mrs. Cunningham would like to know which is the better program: BoardDocs or Agenda Plus; and what is the difference in cost.

Mrs. Byrd will ask BoardDocs and Agenda Plus to present at an upcoming work session.

8. [3:20 - 3:35 PM School Board Member Comments](#)

Minutes:

Mr. Townsend asked if we have a policy governing a misdemeanor conviction that imposes a suspension or inability to work for the district. He will meet with Human Resources later.

Mr. Townsend voiced his pleasure at the State Attorney's investigation results on K-12. He thanked staff for being diligent in their financial responsibilities. He wants everyone to know that when he asks questions, it is to build a culture to protect our employees

from undue pressure. He asked for consensus that, in the future, any disputed billing over \$10,000 to be brought before the Board.

Mr. Wilson responded he understands Mr. Townsend's passion, however, this was a routine procedure; there was no pressure on staff. In his conversations with the State Attorney's office, they noted that our internal processes worked. If the Board wishes to do what Mr. Townsend suggested, then we can; however, he feels that it would be a huge burden on staff.

Mrs. Sellers stated that this is not the role of the Board, it is an Operations responsibility. Mrs. Byrd handled it. The Board is not to get involved in day-to-day operations. There were more problems dealing with the interference by the Board than the investigation itself. She agrees with Mr. Wilson, this will cause more problems for staff.

Mr. Harris stated that companies send quotes all of the time; they are not invoices. If there isn't a contract, an invoice doesn't get paid.

Mr. Townsend, stated for the record, that the investigators told him that Dr. Marc Hutek was a straight shooter throughout the whole deal.

Mr. Wilson presented an update on the 1/2 cent sales tax referendum. The Political Action Committee (PAA) needs help educating the public of our needs and in raising funds; any board member that can help raise funds would be greatly appreciated. Non-taxpayer funds can be used to educate the community on sales tax through media ads, etc. Mr. Perrone has said there are BP Oil funds available, approximately \$100,000.00 to help with the initiative.

Mrs. Cunningham asked what educational information would be purchased. Mr. Wilson replied he will ask for a budget from the Committee.

Mr. Wilson announced that donations can be made to www.greatpolkschools.com.

9. [3:35 - 3:55 PM Resolution 2018-2019/07 Opposing Amendment 8](#)

Attachment: [RESOLUTION 2018-2019-07 OPPOSING AMENDMENT 8.pdf](#)

Minutes:

Mr. Bridges provided information on Amendment 8 and the Board's decision to oppose the amendment. Mr. Wilson proposed the Board move forward with the Resolution to Oppose.

Meeting adjourned at 3:15 PM. Minutes were approved and attested this 23rd day of October, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent