



09 04 2018 School Board Meeting 5 00 PM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting. A voluntary invocation may be offered before the opening of the School Board meeting by a private citizen. The views or beliefs expressed in the invocation have not been reviewed nor approved by the School Board, and the Board is not allowed, by law, to endorse the religious beliefs or view of this, or any other speaker.

Pledge of Allegiance

1. [C-1 Laelani Gray, Eastside Elementary](#)

Call Meeting to Order

Acceptance of Agenda

2. [C-2 Accept the September 4, 2018 School Board Agenda as Revised](#)

Motions:

Motion to accept the September 4, 2018 School Board Agenda as revised. - PASS

Vote Results

Motion: Kay Fields

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Special Recognitions

3. [C-3 Polk Vision Strive 4 Less Than Five](#)
4. ~~C-4 Play it Forward Donation - Beth Cummings~~
5. [C-5 2018 Excellence in Educational Leadership Award](#)

Attachment: [Cheryl's Scan.pdf](#)

Public Comments on Agenda Items

6. [C-6 SPEAKERS](#)

Minutes:

Larry Milhorn, President of AFSCME, spoke in support of the AFSCME Negotiations moving forward.

Margie Patterson voiced appreciation of the Board listening to the concerns and struggles of the bus drivers and bus attendants; and, for addressing the high school diploma / GED requirement.

Marianne Capozziello, President of PEA, appreciated the collaboration of the negotiation teams this year.

Approval of Minutes

7. ~~C-7 Approve Minutes of the August 21, 2018 Work Session~~
8. ~~C-8 Approve Minutes of the August 21, 2018 School Board Meeting~~

Approval of Consent Agenda

9. [C-9 Approve the Consent Agenda](#)

Motions:

Motion to approve the consent agenda. - PASS

Vote Results

Motion: Hazel Sellers

Second: Billy Townsend

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

New Administrator Announcements

10. [C-10 New Administrators](#)

Attachment: [Johnnie Jackson Bio.pdf](#)

Consent

Business Services General Items

11. [C-11 4th Quarter Disposition Report](#)

Attachment: [4th Qtr FY18 Disposition Rpt.pdf](#)

Attachment: [4th Qtr FY18 Disposition Summary.pdf](#)

12. [C-12 2017-2018 Annual Financial Report \(AFR\)](#)

Attachment: [Index Page for ESE 145.pdf](#)

Attachment: [Index Page for ESE 348.pdf](#)

Business Services Contracts

13. [C-14 Confirmation Approval of GMP For P-01840 Lakeland Senior, \\$179,707](#)
Attachment: [P-01840 Exhib K.pdf](#)
14. [C-15 Confirmation Approval of GMP for P-01842 – Winter Haven Senior, \\$148,855](#)
Attachment: [P-01842 Exhibit K.pdf](#)
15. [C-16 2017-18 Engagement Letter-Carr, Riggs & Ingram-Internal Audit-\\$104,650](#)
Attachment: [Engagment Letter - Polk County Schools.pdf](#)
Attachment: [Public Records Addendum.pdf](#)
Attachment: [Budget-Impact-Analysis-2018-19.pdf](#)

Business Services Donations - CASH

16. [C-17 \\$600.00 Donation from Hampton Helping Hands to Auburndale Central Elementary](#)
17. [C-18 \\$500.00 Donation from Lake Wales Kiwanis Foundation to McLaughlin Middle School](#)
18. [C-19 \\$3,000.00 Donation from Schwab Charitable to Snively Elementary](#)
19. [C-20 \\$3,518.00 Donation from Highlands Grove Elem. PTO to Highlands Grove Elem.](#)
20. [C-21 \\$700.00 Donation from ASD.com, Inc.to Horizons Elementary](#)
21. [C-22 \\$500.00 Donation from Mosaic to Elementary School Counselors](#)
22. [C-23 \\$1,000.00 Donation from Auburndale Professional Group to Auburndale High School](#)
23. [C-24 \\$500.00 Donation CIFERRI FAMILY FOUNDATION](#)
24. [C-25 \\$500.00 Donation CIFERRI FAMILY FOUNDATION](#)
25. [C-26 \\$500.00 Donation CIFERRI FAMILY FOUNDATION](#)
26. [C-27 \\$1,000.00 Donation from Herff Jones](#)
27. [C-28 \\$2,707.06 Donation From Candace Johnson, President of the Miner Academic Committee to Fort Meade Middle Senior/High](#)
28. [C-29 \\$500 Donation from Polk County Workforce Development Board, Inc. to Kathleen High School](#)
29. [C-30 \\$500 Donation from Burnetti, P.A. Law Office to Kathleen High School](#)

Business Services Donations - NON CASH

- 30. [C-31 Non Cash Donation \(Wobble Stools\) from Manufacturer to Floral Avenue Elementary](#)
- 31. [C-32 Non Cash Donation \(color printer and ink\) to Floral Avenue Elementary](#)
- 32. [C-33 Non-Cash Donation \(Office Furniture\) to Valleyview Elementary](#)

Human Resource Services Recommendations

- 33. [C-34 Recommendations for Administrative and Instructional Personnel Actions](#)

Attachment: 9-4-18 Instructional Termination Support Docs Board Agenda Employee Relations.pdf (Confidential Item)
Attachment: [9-04-2018 Administrative and Instructional Board Agenda.pdf](#)

Minutes:

***Approved Personnel Recommendations
are recorded in
Supplemental Minutes Book
80 - A- 2008, Pages 86 - 114***

- 34. [C-35 Recommendations for Temporary Duty Assignments](#)

Attachment: [9-4-2018 TDA BM.pdf](#)

Minutes:

***Approved Personnel Recommendations
are recorded in
Supplemental Minutes Book
80 - A- 2008, Pages 86 - 114***

- 35. [C-36 Recommendation for Non Instructional Personnel Actions](#)

Attachment: [9-4-18 Non-Instructional Board Agenda.pdf](#)
Attachment: 9-4-18 CONFIDENTIAL Non-Instructional Termination Support Employee Relations REV.pdf (Confidential Item)

Minutes:

***Approved Personnel Recommendations

are recorded in
Supplemental Minutes Book
80 - A- 2008, Pages 86 - 114***

Human Resource Services Requests for Revised Job Descriptions

36. [C-37 Revised Job Descriptions for Bus Driver and Bus Driver, Substitute](#)

Attachment: [9-4-2018 Revised Job Descriptions for Bus Driver and bus Driver, Substitute BM.pdf](#)

Support Services General Items

37. [C-38 2018 White Fleet Purchase, \\$117,900.25](#)

Attachment: [2018 White Fleet Purchase Vendor info.pdf](#)

Attachment: [White Fleet Purchase 9 2018 Budget-Impact-Analysis-2018-19 \(revised 8-21-18\).pdf](#)

Attachment: [2018 White Fleet Purchase Summary .pdf](#)

Teaching and Learning - General

38. [C-39 2018-2019 Uniform Statewide Assessment Calendar \(AAE\)](#)

Attachment: [Polk_K12UniformAssessmentCalendar18-19_8.1.18.pdf](#)

Work Force - Charter School Division

39. [C-40 Victory Ridge Academy Charter Contract Modification for Employee Handbook](#)

Attachment: [Summary of Changes-Victory Ridge Academy.pdf](#)

Attachment: [Victory Ridge Academy Employee Handbook.pdf](#)

40. [C-41 New Beginnings High School Charter Contract Modification for Employee Handbook](#)

Attachment: [NBHS Employee Handbook Tracked Edits.pdf](#)

41. [C-42 The Schools of McKeel Academy Charter Contract Modification for Employee Handbook](#)

Attachment: [McKeel Schools Employee Handbook Charter.Tools.pdf](#)

Attachment: [Employee Handbook Summary of Changes 17-18.pdf](#)

42. [C-43 Lake Wales Charter Schools Contract Modification for Employee Handbook](#)

Attachment: [EMPLOYEE-HANDBOOK-2017-18 CHANGES IN RED.pdf](#)

Regular

Business Services Contracts

43. [C-13 Confirmation Approval of GMP for P-01841, Lake Wales Senior, \\$164,010](#)

Attachment: [P-01841 Exhibit K.pdf](#)

Motions:

Confirmation approval of Amendment No. 1 to Manhattan Construction Florida's contract for a Guaranteed Maximum Price of \$164,010.00 per their proposal dated August 7, 2018. - PASS

Vote Results

Motion: Lori Cunningham

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

44. [R-44 FOCUS Student Information System, IST - Amendment](#)

Attachment: [First Amendment to School Board of Polk County SIS K12 Product Schedule - Signed by Focus.pdf](#)

Motions:

Motion to approve amending FOCUS funds in the amount of \$39,000.00 for project management and training support. - PASS

Vote Results

Motion: Billy Townsend

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Motion Minutes: Mr. Townsend commented this is a small change order for additional training.

45. [R-45 Learning Resource Center of Polk County, Inc. \\$167,000](#)

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

Attachment: [2018-2019 PCSB Title I Contract 2\(signed by LRC\).pdf](#)

Motions:	
Motion to approve the agreement between The School Board of Polk County, Florida. Learning Resource Center Inc. for \$167,000.	- PASS
Vote Results	
Motion: Kay Fields	
Second: Sara Beth Reynolds	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

46. [R-46 Achieve 3000, Gause Academy, \\$12,454.20](#)

Attachment: [Achieve3000 quote - Gause Academy Polk \(003\).pdf](#)

Attachment: [180717 Gause](#)

[OnLine DPA for Achieve3000 Services PDF20180525.pdf](#)

Attachment: [180717 Gause Terms of Service _Achieve3000.pdf](#)

Motions:

Motion to approve purchase of Achieve 3000 for Gause Academy in the amount of \$12,454.20. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motion Minutes: Mr. Townsend asked why this purchase is necessary. Dr. Akes responded the original contract did not include Gause Academy and the school requested to use the program.

Facilities & Operations General Items – Administration

47. [R-47 Adoption of the FY 2019-FY 2023 CAPITAL PLAN and BUDGET](#)

Attachment: [FY19-23 5_yr Facilities Master Plan.pdf](#)

Motions:

Approval of 2019 –2023 Five Year Facilities Capital Plan and Budget. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motion Minutes:

Mrs. Fields voiced appreciation of the Facilities staff for creating a very informative document on the needs of our schools. It is a very useful document.

Mrs. Cunningham also voiced her appreciation for the work given to the details provided in the document.

Facilities & Operations General Items – Property Management - Land

48. [R-48 Mt. Tabor Road Property - Temporary Construction Easement Agreement between Lakeland Electric and PCSB](#)

Attachment: [Temp Con Easement - Lakeland Signatures.pdf](#)

Attachment: [Temporary Construction Easement Agreement-PCSB.pdf](#)

Attachment: [PCSB Exhibit.pdf](#)

Attachment: [Mt. Tabor Road Property - General Location Map.pdf](#)

Motions:

Motion to approve temporary construction easement to Lakeland Electric at the Mt. Tabor Road property. - PASS

Vote Results

Motion: Kay Fields

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Human Resource Services General Items

49. [E-55 AFSCME Salary Negotiations](#)

Attachment: [9-4-18 AFSCME 18-19 Signed Tentative Agreements 28p.pdf](#)

Attachment: [9-4-18 Executive Summary AFSCME 18-19 Salaries and Contract](#)

[Revisions.pdf](#)

Motions:

Motion to approve 2018 AFSCME Contract Negotiation. - PASS

Vote Results

Motion: Tim Harris

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motion Minutes:

Mrs. Fields asked if Human Resources could provide a summary of the salary changes.

Teddra Porteous, Associate Superintendent of Human Resources, reported that the District is collapsing Bus Driver salary levels 1, 2, 3; beginning bus driver salary will be \$13.40 per hour; which includes the 1.5% COLA Increase. Any bus driver or AFSCME personnel not at the highest level will receive an additional level increase, plus 1.5% COLA. Those at the highest pay scale will receive a .5% increase plus the 1.5% COLA increase.

Mrs. Cunningham asked how we compare with surrounding districts. Ms. Porteous responded that we are very much competitive. There are two that are higher than us.

Public Hearing

To begin no earlier than 5:01 PM

50. [R-51 SPEAKERS](#)

51. [R-52 2018-2019 School Board Policy Updates](#)

Attachment: [Staff Policy Docs Bd Mtg 9 4 18.pdf](#)

Attachment: [Staff Policy Recs Summary 9 4 18 Bd Mtg.pdf](#)

Attachment: [Neola policy Docs 9 4 18 Bd Mtg.pdf](#)
Attachment: [Neola Policy update summary 9 4 18 Bd Mtg.pdf](#)

Minutes: School Board Attorney, Wes Bridges, clarified that Policy No. 5121: Controlled Open Enrollment was removed from the agenda in error. It has been duly publicized and the Board will vote on this policy along with the others.

Motions:	
Motion to approve the 2018-19 School Board Policies as revised.	- PASS
Vote Results	
Motion: Kay Fields	
Second: Sara Beth Reynolds	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

52. [R-53 SPEAKERS](#)

53. [R-54 2018-19 FINAL Budget and Millage Rates](#)

Attachment: [Tentative Budget Combined 07.23.18.pdf](#)
Attachment: [Board Agenda Packet Adopted Budget Hearing 09.04.2018.pdf](#)

Minutes:

Mike Perrone, CFO, and Jason Pitts, Senior Director of Finance, provided information on the final budget for 2018-2019.

We remain the 7th largest school district in Florida and 28th largest in the nation based on student enrollment. However, on a per-student funding basis, Polk County ranks 64th of the 67 districts. Even though Polk receives the 4th lowest per student funding in the state, we continue to offer the 2nd highest starting salary for teachers and the 25th highest average salary for teachers. Polk's administrative costs rank the 4th lowest of all other school districts.

The certified Polk County tax roll for 2019 is \$38,033,220,559.00, based on

the July 1, 2018 taxable values. This a \$3 billion increase from 2017-2018. The Required Local Effort (RLE) decreased for the 5th year out of the past 7 years. The RLE is set by the Florida Board of Education and the School Board cannot change it. Our 2018 RLE decreased again this year by 0.263 mills. Homeowners with a assessed tax value of \$100,000 will see their school board tax decrease by \$26.30.

Polk County's base student allocation (BSA) is increasing this year by 3 cents from \$4,081.62 to \$4,081.65. This is the district's primary source of discretionary funds which can be used for allowable purposes such as operating costs, salaries, retirements, and health insurance. This results in a total increase to the district of \$3,359.43. Total per student funding is increasing \$181.95 per student. Of that, \$73.78 is from a one time funding compression allocation; \$31.87 is for the extra safe school requirement in the Marjorie Stoneman Douglas Act; \$22.97 is for the new allocation for the mental health which is also a requirement of the Stoneman Douglas Act; \$5.34 was an increase for instructional materials; \$4.31 was an increase for transportation allocation. Polk County is seeing the 2nd highest student population growth in the State.

The General Fund will see an increase of \$52,120,388 to \$887,259,861 in 2018-19. Of this, 87% will go towards instructional services. Of the \$52 million increase to the general fund, \$26 million is directly related to student growth. Payments to charter schools is increasing \$10,797,153 to a projected \$107,683,713 in 18-19; up from \$96,886,560.

The capital budget will see a decrease from \$191,922,444 in 17-18 to \$181,075,404 in 18-19 for a total reduction of \$11,847,040.

The current half cent sales tax referendum expires December 31, 2018. Voters will have an opportunity to continue this sales tax in November, 2018. We continue to receive poor funding from the State and continue to see increased mandates. With the Marjorie Stoneman Douglas Act, the State gave us an increase of \$3.3 million for safe schools and we will be spending an additional \$5 million to place school guardians and police officers in every school. Until the funding changes, we will continue to face challenges to meet the priorities.

However, even with the current challenges, we became a "B" school district.

Mr. Wilson commented that our highest point millage rate in the past was 7.586% and it's currently 6.251%, a difference of \$45-48 million a year due to the roll back which is mandated by the State of Florida.

Mrs. Fields asked if the Governor has additional funds for Safe Schools. Mr. Pitts responded there was approximately \$90 million allocated for the Marjorie Stoneman Douglas Act and approximately \$9 million was used by the school districts.

Mr. Perrone noted for the record to meet the TRIM notice requirements the rollback rate of 6.251 mills reflects an increase of the rollback rate of 1.94%.

Motions:

Motion to adopt the Required Local Effort Millage Rate of 4.003 mills. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motions:

Motion to adopt the Discretionary Operating millage of 0.748. - PASS

Vote Results

Motion: Sara Beth Reynolds

Second: Kay Fields

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motions:

Motion to adopt the Local Capital Improvement
(Capital Outlay) millage of 1.500. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Motions:

Motion to approve Resolution 2018/2019-03,
Determining Revenues and Millage Levied. - PASS

Vote Results

Motion: Kay Fields

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motions:

Motion to adopt Resolution 2018/2019-04

approving the Final Millage Rates and Final Budget for 2018-2019. - PASS

Vote Results

Motion: Tim Harris

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Motions:

Motion to adopt Resolution 2018/2019-05 approving Categorical Allocation Flexibility for Fiscal Year 2018-2019. - PASS

Vote Results

Motion: Sara Beth Reynolds

Second: Billy Townsend

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Superintendent's Report

54. [Superintendent's Report](#)

Minutes:

Late last month, Kathleen High School Alumnus and Pro Football Hall of Famer, Ray Lewis, was honored during an event at Kathleen High School. While here, Ray took the time to record a very special message for Florida's "Dads, Take your Child to School Day", which is September 26. We've provided this video to the Florida Department of Education, which will use it to promote "Dads, Take your Child to School Day" all month. We're very proud of Ray, and very proud to be able to share such an important message on a statewide level. And dads, male role models, and moms too, please take your child to school on September 26th. It will make a big difference for your little one!

The next work session will be held at 9:00 AM on Tuesday, September 18, 2018 in the Superintendent's Conference Room.

The School Board Retreat will be held at 9:00 AM on Tuesday, September 25, 2018 at the School District's Lakeland Clinic to discuss the goals of the Strategic Plan and the Superintendent's evaluation.

On October 9, 2018, the School Board will meet at 9:00 AM for the Regular Work Session to be held in the Superintendent's Conference Room.

On October 23, 2018, the School Board will hold a regular Work Session at 12:30 PM in the Superintendent's Conference Room followed by the 5:00 PM School Board meeting in the auditorium at 1915 S. Floral Avenue, Bartow, FL.

Attorney's Report

55. [Need for an Attorney Client Session](#)

Minutes:

School Board Attorney Wes Bridges announced there will be an Attorney / Client Session held during the September 19, 2018 Work Session.

Auditor's Report

Board Members' Report

56. [Billy Townsend, District 1](#)

Minutes:

Mr. Townsend shared a news journalist's video interview of the Commission of Education, Pam Stewart, addressing the teacher failure rate on the certification test.

57. [Lori Cunningham, District 2](#)

Minutes:

Mrs. Cunningham spoke on Facilities' 5-Year Capitol Improvement Plan which has valuable information to support the need of the half cent sales tax referendum.

She was also pleased with the Instructional presentation during the work session; we're taking steps now to keep the momentum moving forward to become an "A" district.

58. [Hazel Sellers, District 3](#)

Minutes: Mrs. Sellers spoke on the many partnerships of the Community School project initiative at Crystal Lake Elementary: Central Florida Health Care, United Way, Heartland for Children, and Southeastern University, coordinated by Polk Vision. Funding for many of the positions has been provided by the Clark Family Foundation and George Jenkins Foundation: Director, Health Coordinator, and Afterschool Coordinator.

59. [Sara Beth Reynolds, District 4](#)

Minutes: Ms. Reynolds saw the new Citrus Connection bus advertising our achievement of becoming a "B" district. Students ride the Citrus Connection bus for free.

60. [Kay Fields, District 5](#)

Minutes:

Mrs. Fields congratulated Johnny Jackson on his appointment as Principal of Kathleen High School. She commended everyone involved in the Ray Lewis Day celebration. It was an amazing day.

She congratulated Cheryl Joe for receiving the Excellence in Educational Leadership Award today.

Mrs. Fields attended the Polk Vision annual meeting where the buzz continues on our achieving a "B" grade from the state.

61. [Lynn Wilson, District 6](#)

Minutes: Mr. Wilson spoke on the mandates forced on school districts by the state.

62. [Tim Harris, District 7](#)

Minutes: Mr. Harris read portions of Policy No. 0124: Standards of Ethical Conduct.

Public Comments Addressing Items Not on Agenda

63. [SPEAKERS](#)

Minutes:

Jimmy Nelson, Lake Wales Charter Schools Chairman, requested they be allowed to see reports that are created regarding their enrollment issues.

Sarah Fortney, Stambaugh Middle School teacher, read a social post of an alternative school teacher who received a low score on her evaluation.

Larry Milhorn, President of AFSCME, thanked the Superintendent for allowing Angela Usher, Assistant Superintendent of Facilities, to assist with the discussion between the custodians and Aramark. AFSCME supports the district's goals to renew the 1/2 cent sales tax referendum.

Marianne Capozziello, President of PEA, stated the union supports the half cent sales tax referendum renewal.

Bishop Mincey voiced his appreciation of the superintendent and commented he prays for the needs of the district and our employees. He prays that the right people will be elected at the November election. God is in charge.

Adjournment

Meeting adjourned at 6:49 PM. Minutes were approved and attested this 23rd day of October, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent