

09 04 2018 Work Session 2 00 PM

DISCUSSION ITEMS

ADMINISTRATION - SUPERINTENDENT'S OFFICE

1. [2:00 - 2:05 Policy Updates](#)

Attachment: [Neola policy Docs 9 4 18 Bd Mtg.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:

Wendy Dodge, Director of Governmental Affairs, provided information on the policy updates.

Business Services - General

2. [2:05 - 2:15 Presentation of FY2018-2019 Adopted Budget](#)

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 budget highlights for 2018-2019.

Based on the certified Polk County tax rolls, there was a \$3 billion increase from 2017-2018. We remain the 7th largest school district in Florida 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 level in the state, Polk County offers 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 districts.

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 an 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 any allowable purpose such as operating costs, salaries, retirements, and health insurance. This results in an additional \$3,359.43 to the district.

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. Payments to charter schools is increasing \$10,797,153 to a projected \$107,683,713 in 18-19, up from \$96,886,560 in actual transfers from 17-18.

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.

Mrs. Sellers asked if we knew the total number of student increase? Mr. Perrone responded that the 8th day count hasn't taken place at this time.

Mr. Townsend commented that the RLE is set by the State, with the required rollback, the amount is a loss of \$48 million for this year; a total of \$130 million since 2014-2015. Because of this loss of revenue based on new growth, the district is not benefiting from the growing tax base.

Mr. Harris suggested the overall budget presentation tonight include information the increase of student enrollment over last year's so the public sees where the additional funding is allocated.

Mrs. Fields also asked that the overall increase be explained and why the charter schools are receiving an increase.

Mr. Wilson asked if that the revenue loss amount based on the roll back rate be provided to all board members. Mr. Pitts referenced page 168 in the budget book that provided a detailed graphic on the property values.

Human Resource Services - Job Descriptions

3. [2:15 - 2:20 New Job Description - Technician, Budgetary Accountant, FEMA](#)

Attachment: [Agenda Item Details FEMA Budgetary Job Description 9 4 18 WS.docx.pdf](#)

Minutes:

Teddra Porteous, Associate Superintendent of Human Resources, provided information on the need to have a Budgetary Technician Accountant, with a beginning salary of \$28,000.

The position is funded through FEMA grant and the position will cease when the grant ends.

4. [2:20 - 2:30 AFSCME](#)

Minutes:

Mike Perrone and Teddra Porteous provided a brief overview on AFSCME's contract negotiations.

All AFSCME employees will receive a 1.5% COLA increase; those not at the top pay level will receive one level increase plus the 1.5% COLA; those at the top will receive the 1.5% COLA and a .5% additional salary increase.

Additionally, we reduced the first 3 step levels: starting salary for bus drivers will be \$13.20 plus the 1.5% COLA. Training pay will begin at \$10 an hour.

Mrs. Byrd announced that PEA is requesting a special board meeting following the September 18th Work Session to address their negotiations.

Teaching and Learning - Curriculum - General

5. [2:30 - 2:45 Teaching & Learning Academic Program Updates](#)

Minutes:

- Dr. Michael Akes, Associate Superintendent and CAO, provided updates on the Instructional areas of FOCUS for 2018-2019.

Since we are now a "B" district, we need to focus on improving to an "A" district. Working to make good schools great and great schools greater.

Standards Based Instruction

- address some of the root causes
- look at to how we teach
- insuring on-ace standards based instruction
- teaching to the depth of the standards (LSI-Marzano)
- learning targets and task alignment (LSI-Marzano)
- week at a glance for all tested subject updates
- building block courses -maps, week-at-a-glance, quarterlies
- quarterlies required for schools with a "D" or "C"
- encourage schools with "B" or "A"
- distributive leadership

Literacy

- primary grades Reading
- promoting informational text in all classes
- intensive reading classes
- connecting Intensive Reading classes to Science and Social Studies
- reading endorsement
- ELA defined writing expectations in K-12
- writing exemplars in maps
- district writing cadre
- expand and strengthen PreK and VPK

Social Studies

- standards based instruction
- connecting social studies and intensive reading
- civics ramped up focus
- building block courses
- quarterly meetings

Science

- standards based instruction
- balance of foundational instruction and inquiry
- building block courses
- connecting science and intensive reading
- quarterly meetings

Mathematics

- fluency, K, 1, and 2
- identify grade level expectations and practices
- mathematics certification: 5-9 and 7-12
- quarterly meetings
- textbook adoption

Supplemental Programs

- strengthen the instructional components - STAR
- Istation: reading, math, reading-Spanish
- Imagine Math
- Achieve 3000

Differentiated School Support

- Intensive support for our schools with a school grade of D or low C
- Supporting our schools with a grade of A, B, and C with after school PD opportunities
 - moving the gears - MTSS
 - distributive leadership

Strengthen School based instructional Coach Support

- Implementing a coaching groework
- tasks
 - PLC (Professional learning Communities)

Unify/Performance Matters

FOCUS

Close the Achievement Gap for our Students with Disabilities

Close the Achievement Gap for our Students in need of ESOL Support

AVID (Advancement Via Individual Determination)

- secondary students in the middle; reading level in a high 2 or low 3
- teachers students organizational strategies
- instructional strategies
- student tutorials
- encourages students to think and dream beyond high school

SAOs (Student Achievement Objectives)

- Staff identify areas within their classes or program that they would like to concentrate on in order to see improvement.

Meeting the needs of students who score Level 4 or 5

- academic competitions
- acceleration
 - Elementary students taking middle school courses; middle school students and high school courses; high school students taking technical or college courses.

- AP Participation
 - increase participation
 - insuring equity in access

Graduation Rate

- school day SAT and ACT
- concordance score school support
- using FOCUS to identify students needing support
- increasing credited recovery efforts
- reduced retentions

Acceleration

- review the health of the current CTE programs and academies
- number of students in the programs
- numbers of students who participate in CTSOs
- percent of students who take and pass the industry certifications
- percent of students in programs who go into high wage high demand careers
- AP/IB/AICE/DE (AICE - advanced International Certificate of Education)

Strengthening our Teaching Force / Strengthening our Leadership Force

Our way of work is shifting. We are moving from turning around struggling schools to working to make good schools great and great schools greater.

Mrs. Fields asked how do we ensure staff don't become overwhelmed. Dr. Akers responded that it is a buy-in by all. The new things being implemented have been reviewed by district staff to ensure the amount of stress at the school level is minimal. Being purposeful and thoughtful before we implement something new is crucial.

Mr. Townsend asked if the district is looking at the Algebra 1 and Civics expectations for next year. We were one of the largest gains within the state this year; next year, there will be a set back. How are we planning to prepare public for the change? Dr. Akers responded we had more middle school students take and pass the Algebra 1 and 1B. We are working hard to have every classroom mitigate civics into their curriculum.

Lake Wales Charter School Enrollment for BOK North and Lake Wales High School.

District Concern:

Lake Wales Charter Schools were created to serve the Lake Wales Community.

Over the years, there has been an increasing number of students who reside outside of Lake Wales enrolled in Lake Wales schools.

Beginning of 2018-2019 School Year

- 204 students returned to district
 - 138 students had scores not proficient in reading (67%)
 - 19% of students returned were students with disabilities
 - Total Lake Wales Charter Schools students with disabilities population is 9%
- BOK North Issues
 - In good faith, the district expected BOK North would open with a student population predominately from Lake Wales
 - Of the 198 enrolled, approximately 50% are not from Lake Wales or zoned for McLaughlin
 - Of the 106 students enrolled from district schools, 74% of those tested proficient
 - Robin Gibson and BOK North representatives assured the Board in writing that BOK North was created to serve students from Lake Wales. On April 9, 2018, Mr. Gibson wrote, "...if the Polk School Board grants the BOK North application, BOK North in turn will grant priority enrollment to Lake Wales area students at the school."
 - In addition, specific contract language was added to assure that the targeted population was from Lake Wales.

RECOMMENDATION

- Require a recruitment plan, approved by the Lake Wales Board of Directors and the School Board of Polk County, that demonstrates how Lake Wales students will be targeted and prioritized for enrollment. The plan will include dates for Open enrollment, Lottery Drawing, and Final student Enrollment. District staff will create a timeline for required school's report to district and communication to the Board.

Lake Wales High School

- Data show there are 24 newly enrolled students in Lake Wales that are zoned for District schools - they are not zoned for McLaughlin nor do they live in Lake Wales
- Lake Wales High is quickly reaching capacity and needs to focus on accepting students from their community until they reach full capacity.
- Current enrollment is 1543

District staff will continue to monitor Lake Wales High School enrollment

Ms. Reynolds asked of the ESE students returned, does it include gifted. Dr. Akers responded it doesn't.

Ms. Reynolds asked if BOK North has a waiting list. Mrs. Brady responded they have 12 non Lake Wales residents on the list. Ms. Reynolds noted that the district approved 120 students for LWHS because we were told they had a waiting list of that number. Now, we hear that 24 Lake Wales students were placed on the waiting list yet they enrolled non-residents.

Mr. Harris commented this may be families with children that have never been enrolled in a public school within the district; whether they recently moved to town or moved from private to public. He suggested a word change in the charter contract....guarantee to replace preference.

Mr. Townsend is disappointed with the data; we expressed a desire to collaborate with them in good faith.

Mrs. Cunningham would like to see the addresses of those students who were denied or removed from the charter schools. She agrees that stronger language needs to be placed in the contract.

Mrs. Fields said we need to give them an opportunity to prove themselves at their word. Attorney Gibson said the charter wanted to provide education to all Lake Wales residents.

Mr. Wilson is also disappointed. They looked him in the eye and promised to enroll their community. He wants them to look him in the eye and explain why they did not follow the intent of the conversation. We need a face-to-face with them.

Mrs. Sellers is concerned with the disparity toward the ESE students being denied access to their zoned school and forced to be bused to outside schools. It is a hardship for those families to be involved in school activities.

Mrs. Byrd will have staff arrange a meeting with the Lake Wales team to address these concerns and move forward.

INFORMATION ITEMS

Item 4

6. [2:45 - 2:55 Facilities Updates](#)

Attachment: [Radon Testing at Polk County Public Schools.pdf](#)

Attachment: [FY19-23 5 yr Facilities Master Plan \(0000002\).pdf](#)

Attachment: [Copy of School Construction Date.pdf](#)

Minutes:

The plan will be reviewed annually as needs change.

Several board members complimented Mrs. Usher and her staff for the detailed report. It will prove very helpful going forward.

Mrs. Fields asked that the plan for the old Davenport School be included.

Item 5

7. ~~2:55--3:10 EXECUTIVE SESSION~~

Teaching and Learning -CTA/Multiple Pathways - Charter

8. [New Beginnings High School Charter Modification for Employee Handbook](#)

Attachment: [WS Summary - Charter Modification for New Beginnings High School.pdf](#)

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

9. [Victory Ridge Academy Charter Contract Modification for Employee Handbook](#)

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

Attachment: [WS Summary - Charter Modification for Victory Ridge Academy.pdf](#)

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

10. [Lake Wales Charter Schools Contract Modification for Employee Handbook](#)

Attachment: [WS Summary - Charter Modification to the six Lake Wales Charter Schools.pdf](#)

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

11. [The Schools of McKeel Academy Charter Contract Modification for Employee Handbook](#)

Attachment: [WS Summary - Charter Modification for The Schools of McKeel Academy.pdf](#)

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

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

Teaching and Learning - Curriculum - General

12. [2018-2019 Uniform Statewide Assessment Calendar \(AAE\)](#)

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

BOARD AGENDA REVIEW

13. [3:10 - 3:20 Review the September 4, 2018 School Board Agenda](#)

Attachment: [09_04_2018_School_Board_Agenda.pdf](#)

Minutes:

R-44: FOCUS Student Information System Amendment

Mr. Townsend asked if there will be more amendments coming. Dr. Barrios responded this should get us through this school year.

R-55: AFSCME - backup is needed.

OLD BUSINESS

NEW BUSINESS

14. [3:20 - 3:30 School Board Member Comments](#)

Minutes:

Billy Townsend provided a YouTube video of the Commissioner of Education's response to a question regarding DOE's certification testing for teachers. He would like a one page summary of requirements for teacher's certification.

Ms. Reynolds invited the Board to the Winter Haven Pep rally tomorrow at the Winter Haven Chamber.

Mr. Wilson has been meeting with Mr. Bridges and Mrs. Matthews on their contracts.

The Sales Tax consultant has suggested BP funds (up to \$100K) be used to educate the public on sales tax initiative as opposed to using professional actors at one of our local high schools in need of facility upgrades. Using the entire amount to run the ads; 447 spots on all the major networks beginning middle of September through November.

Meeting adjourned at 4:20 PM. Minutes were approved and attested this 23rd day of October, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent