

09 18 2018 Work Session 9 00 AM

DISCUSSION ITEMS

Item 1

1. [9:00 - 9:10 AM New Grant: Immediate Aid to Restart School Operations Grant, \\$2,578,493](#)

Attachment: [Restart Budget Impact 2018-2019.pdf](#)

Attachment: [Restart Board Summary 2018-2019.pdf](#)

Minutes:

Maria Longa, Senior Director of Federal Programs, and Mike Perrone, Associate Superintendent and CFO, provided information on a new federal grant through FEMA (\$2,578,493) to assist districts in reopening schools after natural disasters such as hurricanes.

Mrs. Sellers asked if there are any restrictions. Dr. Longa stated you aren't able to supplant or double dip. Mr. Perrone stated the first priority is to submit items that aren't normally reimbursable by FEMA.

Ms. Reynolds commented that at a recent Central Florida Public School Boards Coalition meeting she heard that the state received federal FEMA dollars that was to be distributed to school districts; however, it looks like the State is withholding about 68% of Polk's allocation.

Mrs. Fields asked if there is a percentage for private and charter. Dr. Longa responded that the charter/private schools are included but had to include their information in the application.

Item 2

2. [9:10 - 9:30 AM 2018-2019 PEA Salaries and Contract Language Changes](#)

Attachment: [9-18-18 Teacher Tentative Agreements 37p.pdf](#)

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

[Revisions.pdf](#)

Attachment: [9-18-18 Educational Support Personnel Tentative Agreements 15p.pdf](#)

Attachment: [9-18-18 Paraeducator Tentative Agreements 21p.pdf](#)

Minutes:

Mike Perrone, CFO, and Teddra Porteous, Associate Superintendent of Human Resources, reported on the PEA Salary and Contract negotiations.

Mrs. Porteous announced that PEA has tentatively agreed to accept the District's salary proposal of a \$300 Cost of Living Adjustment and 2 levels for Effective staff and 3 levels for Highly Effective staff. Grandfathered staff will receive \$599 plus the COLA increase. PEA will have their ratification vote on October 2nd.

Mrs. Fields stated the district needs to begin showing health insurance as a benefit; provide calculations of the employee premium paid by the district. This reflects the starting salary as quite a bit more.

Mrs. Porteous reported staff have been working with the Public Relations department to create a flyer for recruiting purposes that reflects what Mrs. Fields is speaking on: the starting salary and benefits.

Marianne Capozziello, President of PEA, commented that the employer-paid health premium is a very important attractor and retainer benefit.

Ms. Reynolds asked if a summary of bullets on the changes can be provided to the general public and staff. Mrs. Capozziello responded that PEA is responsible for informing staff of the changes. She is getting the message out and has explained the \$40 clinic charge was misunderstood - there is no charge for employees to use the district's clinics. She will share the information with Rachel Pleasant and have it placed on our website.

Mr. Wilson spoke in regards to PECO funding. State funding has diminished from \$32 million annually to less than \$2 million. Then, we have the rollback rate which also cuts into our budget another \$50 million per year. While property values increase, the rollback rate prevents us from benefiting. Our Lottery funds reduced another \$30 million. This is approximately \$110 million cuts a year from the state. On top of that, the state requires us to provide more services through unfunded mandates. We, as a community, need to pull together and send a message to Tallahassee that this is unreasonable. It's one thing to keep a hold the line on taxes but another to cut taxes while requiring more and more services.

Item 3

3. [9:30 - 10:00 AM 2019 AFSCME Health Plan](#)

Attachment: [9-18-18 AFSCME Executive Summary - Health Plan 2019 and](#)

[Bereavement Leave.pdf](#)

Minutes:

The Health Plan for AFSCME and PEA have been successful negotiated.

Mrs. Fields is pleased that our employees will not be charged a premium for health coverage.

Item 4

4. [10:30 - 11:00 AM EXECUTIVE SESSION](#)

Minutes:

begin at 10:00 AM and adjourned at 12:00 PM

INFORMATION ITEMS

Item 5

5. [Head Start Administration Continuation Grant, Preschool Programs, \\$7,922,290.](#)

Attachment: [Compendium of Required Certifications and Assurances - OHS.pdf](#)

Attachment: [2019HSA SF-424.pdf](#)

Attachment: [Head Start Job Descriptions.pdf](#)

Attachment: [2019 funding letter.pdf](#)

Attachment: [2019 Head Start BUDGET IMPACT ANALYSIS.pdf](#)

Attachment: [Head Start Board Summary 9-18-18.pdf](#)

Minutes:

Matti Friedt, Director of Federal Programs, reported there are no new positions but the numbers do include new cost of living increases to bring the salaries current.

We have 942 children attending Head Start with 472 on a waiting list.

BOARD AGENDA REVIEW

OLD BUSINESS

NEW BUSINESS

6. [11:00 - 11:30 AM ATTORNEY CLIENT SESSION](#)

Minutes:

School Board Attorney Wes Bridges announced that the Attorney Client session has been cancelled.

7. [11:30 - 11:50 AM SCHOOL BOARD COMMENTS](#)

Minutes:

Mrs. Sellers attended the State Board Meeting for the Florida School Board Association where medical marijuana was discussed. Volusia County has a medical need student that needs the medicine but a federal law prevents the contraband from being on school property and staff cannot administer it. FSBA is encouraging school boards to establish a policy to protect employees and provide guidelines to parents why the school is not able to administer the drug.

Wes Bridges, School Board Attorney, clarified that the drug cannot be received nor stored by a school; the parent is able to administer to their child but not staff. We are also looking at a similar policy for employees that have a need for medical marijuana.

Mrs. Sellers stated Amendment 1 is another attempt to remove local control from county governments. Amendment 5 requires a super majority from the legislature to raise taxes.

Mrs. Sellers also spoke on a new cooperative purchasing agreement which has gone national to include other governmental agencies. It has been endorsed by the FSBA and is free to join. FSBA would receive a % of items purchased.

Ms. Reynolds attended the Central Florida Public School Boards Coalition where Pasco County announced they have started a Citizen Academy, similar to Seminole and Orange have for years. It is also very similar to our Leadership Winter Haven and Leadership Polk, but it is for education.

On December 8th, the Florida Supreme Court is hearing the education funding lawsuit filed several years ago.

Another discussion at the Coalition was on the Federal Relief dollars distributed to the State. Florida is keeping \$47 million and dispersing \$46 million. Most districts are receiving 50% of their needs.

Mrs. Fields stated she was approached by a community coach regarding our Volunteer Policy. She would like a work session discussion on the policy. The concern is that violations from years ago prevents parents from going on field trips or volunteering at school.

Mr. Wilson stated FSBA's 73rd annual joint conference is scheduled for November 27-30, 2018. Contact Susan if you wish to attend.

Ashley Troutman is the Chair of the 1/2 Sales Tax Oversight Committee. Mr. Wilson

provided dates of upcoming presentations should anyone wish to attend.

Ms. Reynolds reminded everyone that the Lip Sync competition will be held October 10, 2018. Deputy Superintendent John Hill will be one of her backup dancers. Ms. Reynolds announced that Winter Haven High School's principal, Gina Williams, is also competing.

8. [11:50 - 12:00 PM Volunteer Application Fee](#)

Attachment: [PCPS Volunteer Flyer.pdf](#)

Minutes:

Rachel Pleasant, Senior Director of Public Relations, and Jeanette Crowley, Senior Coordinator, spoke on the application fee increase for volunteer background checks.

The Volunteer program was previously managed in Genesis with a processing fee of \$25 for each application. Of the \$25 fee, \$24 goes to the Florida Department of Law Enforcement (FDLE) for the level 1 background check and the remaining \$1 goes toward the expense of the volunteer handbook and badge. The total expense for these two items is a greater than \$1 and is absorbed by the district.

With Genesis being replaced by FOCUS, the district is moving the application process to the RAPTOR system currently being used by schools for visitor sign-ins. Safe Schools and the Legal department supported the move to RAPTOR because it checks a sexual offender database, a national background check, a social security number verification, address verification, a multiple alias check, and a terror watch list check. Also, it is a web-based program that will allow Safe Schools to identify who is on the campus should there be a critical incident.

However, RAPTOR did not offer the FDLE level 1 background check which is required by School Board policy; adding this to their program raised the fee from \$25 to \$39. The district does not make any money off the increase, however, it is costing us approximately \$1.85 to publish the manual and badge. With approximately 1000 people moving into Polk County each month, it is important to implement the new background checks on people coming onto our campuses. The increased fee can be burden for families and staff is trying to be proactive by communicating the increase as often as possible. If parents enroll before November 1, it will be at the \$25 rate. We are also looking for financial assistance from outside donors.

Mrs. Cunningham believes this detailed information should be provided to parents and the public to help them understand the reason for the \$15 increase.

Several Board Members suggested reaching out to United Way or foundations such as the GiveWell Foundation or PTAs or PTOs.

Mrs. Fields asked how many volunteers were enrolled last year and what was the total costs for their background checks. She would prefer volunteers not be charged a fee.

Ms. Pleasant reported that the district processed 2,433 at a cost of approximately \$50,000. She also noted that the Board's policy states that the expense is placed on the

volunteer. Several Board Members responded that the policy can be amended.

Mr. Townsend asked how many of the proposed enhancements are imposed by law and how many are our requirements. Ms. Pleasant stated the FDLE is our policy and the state statute requires the national background check for sexual offender.

Mr. Townsend proposed several questions: What do we get out of FDLE that we don't get out of RAPTOR? What's the overlap? If we don't do FDLE, are we in violation of the law? Ms. Reynolds responded she's not sure but first the board's policy would need to be revised.

Mr. Townsend asked if Title 1 funds can be used. Ms. Pleasant responded that it has been included in grant application but we haven't heard if the grant has been awarded. He asked if this can be added to our legislative requests for the State to help fund volunteer applications.

Mr. Harris suggested allowing the Volunteer program to be named after the sponsoring partner. He also suggested providing the financial value the volunteers bring to the district thru their hours.

Ms. Reynolds requested their Administrative Assistant add this topic to the next work session for an update.

Meeting adjourned at 12:00 PM. Minutes were approved and attested this 13rd day of November, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent