

1 22 2013 Work Session 1230 PM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

New Business

1. [12:30 PM - 12:45 PM School Board Comments](#)

Minutes:

Mrs. Wright said due to the letter each Board Member received from Boswell & Dunlap, she would like to have the figures re-examined.

Mr. Mullenax expressed concern about the 2011-2012 Internal Accounts Audit. It appears the same issues occur every year. Mrs. Sellers said the Superintendent is aware of the issues and thinks we may be seeing some changes due to a new administrative procedure.

Mrs. Fields asked for clarification on where we stand in regards to the FADSS report. The Superintendent said many of the items FADSS identified are common sense. He is moving forward with acting on their suggestions. It was agreed to make time for a discussion at the next Work Session. Mrs. Wright said the Board had also deferred their discussion on the Attorney's evaluation, she would like to know when that will be discussed. Ms. McManus said this item will be on the February 19th Work Session Agenda.

Mr. Berryman said priorities were set and one of the items was to resolve the perceived issue between Harrison and Lakeland High School. He feels progress has been made. He asked for this item to be added to tonight's agenda as an emergency item. The Superintendent also complimented staff on their efforts and said the item would be on tonight's agenda.

Mr. Berryman would also like to see an item brought forth regarding impact fees. The Superintendent said the County Manager had contacted him regarding a joint meeting with one of the main topics being a moratorium on impact fees.

Mrs. Wright distributed a list of all vendors/contracts, stating the prior list that was shared did not have all vendors on it.

Board Agenda Review

2. [12:45 - 1:15 PM Review School Board Agenda of January 22, 2013](#)

Attachment: [01 22 13 School Board Agenda.pdf](#)

Minutes:

Mr. Berryman pulled C15 & C17 for discussion. He asked what happens to obsolete equipment. Mr. Grey said there is approximately \$6,800 in obsolete equipment, permission is granted to dispose of these items by the Board.

Regarding C17 - Mr. Berryman believes we should give as much business as possible to Polk County vendors. In his opinion current policies do not give enough preference to Polk County vendors. The Superintendent said he will bring this up at a staff meeting and will ensure policies are being followed.

Both items will be moved back to consent.

C-54 - Clarification was asked for regarding continuing contracts. Mr. Rivers said we have six firms under contract and they are used on a rotating basis.

R-82 - Our new Mission Statement - Mr. Berryman said we need to add an action statement for clarity, he suggested "to provide quality education for all students." The Superintendent agreed and asked for the word "high" to be added to read "to provide high quality education for all students."

Attorney Bridges announced he has the contract ready for the Superintendent search.

Discussion

Item 3

3. [1:15 - 1:30 PM FSBA Superintendent Search Contract](#)

Attachment: [Supt Search Contract PDF.pdf](#)

Minutes: Attorney Bridges said on Friday an amendment was requested regarding guarantee language. The language was added and the new contract will be on tonight's agenda.

Item 4

4. [1:30 - 1:40 PM BREAK](#)

Item 5

5. [1:40 - 1:55 PM Building A Healthier Polk Initiative](#)

Attachment: [Building a Healthier Polk 1 8 12 presentation final \(2\).pdf](#)

Minutes:

Debbie Zimmerman and Nat West said Building a Healthier Polk was designed to address the obesity issue in Polk County. Six strategies were developed. The goal is to reduce the obesity rate of 37.6% to the state average of 26.2%. All Board Members expressed support. Mrs. Cunningham will bring forward the proclamation this evening.

Item 6

6. [1:55 - 2:15 PM Group Health Plan Update](#)

Attachment: [2013 Health Care Reform FTE.pdf](#)

Minutes:

Jan Bush of RobinsonBush, our benefits consultant, began with a Health Plan Performance review. She said the current trend is 5.5%. We have seen an \$896K net gain, which is better than expected. Mr. Berryman asked for information on administrative fees. Ms. Bush said 91 cents out of each dollar goes to pay claims, which is better than average. Mrs. Sellers asked about services provided by Blue Cross that are not included in the administrative fees. Mrs. Myers will compile a list of what is provided that is not charged for in the fees.

To maintain our current reserve balance of \$2M (which equates to nine days) we would need to increase the Board funding of \$503.61 per employee by 10%. To increase our reserve balance to \$4.5M (or twenty days) we would need an 18% increase. To reach the suggested 60 day reserve balance of \$13.6M by the end of this year would require a 45% increase (which would be an increase of \$226 per employee per month for a total monthly Board contribution of \$730 per employee). Mrs. Sellers asked what the auditors would like to see us at next year. Ms. Bush said they just want reasonable assurance of our ability to pay large claims as they arise. Mrs. Fields said the Auditor General just wanted to know if we had a plan in place. Mrs. Cunningham wants staff to put a plan in place within the next month and present it to the Board for consideration. Mrs. Phelps said the Auditor General suggested we put this in a policy.

Mrs. Myers provided the Board with a status update on the Weight Management Program, stating it has been before the Superintendent's Insurance Committee for some time. She said the item was discussed and

tabled at the December meeting and then again at the January meeting. She reiterated that the program is a pilot program and reviewed the Weight Watchers and Take Shape for Life non-surgical options. She said slots for the surgical option will be limited to twenty. The cost of the entire pilot program is estimated to be \$272,500. Mrs. Myers said sometimes we have to spend money to make a positive impact on our health care costs. Mr. Mullenax asked why the item was tabled. Mrs. Myers said it was due to recent budget reduction discussions and concerns from the union on the impact it would have to employee premiums.

Mrs. Myers said approximately 630 flu shots have been administered to employees free of charge.

Item 7

7. [2:15 PM - 3:15 PM Budget Update](#)

Attachment: [Budget Reduction Suggestions - January 22 2013.pdf](#)

Minutes:

The Superintendent said that he and Audra Curts had had a conversation about lapse. Lapse is created when positions go unfilled. This presents an ongoing fluctuation in the budget.

Mr. Grey updated the Board on highlighted changes to the 2013-2014 Budget Reduction Suggestions which were presented at the last Work Session.

Aramark has offered to reduce their contract by \$.5M. The Superintendent thanked AFSCME union leaders for working with him to accomplish the goals at hand. The reduction in courier services will be phased in over time.

Items 4 & 5 are being revised by Rob Davis.

Item 15 - To reduce the work schedule for all 12 month employees by one day would result in a \$319K savings.

Item 18 - A reduction in paid non-driving time from 90 to 60 minutes would result in a \$730K savings.

Item 19B - Removed as it would have violated the Affordable Health Care Act.

Item 19 - Increase benefits eligibility to 30 hours per week (currently at 18.75) would result in a \$1.2M savings.

Items 20 & 21 - Potential savings of \$400K and \$1.2M to charge a portion of garbage, electricity and water expenses to the Food Service Program. Last year the program generated a surplus of \$1.8M.

Item 22 - The elimination of cell phone allowances would

save approximately \$121K.

Mr. Berryman asked if anything positive came from the meeting with Citrus Connection, Mr. Davis said yes.

Mr. Harris asked for update on Item 14. The Superintendent said we are looking to reduce not completely eliminate (magnet/choice program transportation). Mr. Harris asked who Mr. Grey spoke with to determine the feasibility of Items 10 & 11 (elimination of maintenance and school supplies warehouses), Mr. Grey said he spoke with the Director over that area (Scott Clanton) and the employees at the warehouses. There will be some impact to school secretaries who would have to determine which vendor to order from if unable to order from the school supplies warehouse. Mr. Rivers addressed the Maintenance Warehouse issue. He said that currently we are not doing enough prior planning. Doing so would eliminate the "need" to go to the maintenance warehouse. Mr. Harris asked if the warehousing is eliminated, how the building would be used. Mr. Gery said the entire warehouse system would not be eliminated and that it has not been decided what would be done with those two locations. Selling the Lake Hamilton warehouse is a possibility which needs to be considered. Mrs. Fields asked if this list was final. The Superintendent said no, items could still be added or removed. She asked how many jobs would be impacted by the proposed changes. The Superintendent said the largest number would be in teaching positions but that the number of openings we have would be enough to absorb all of those effected.

The Superintendent would like to see a countywide facilities usage study. He would like to see the east area studied as Poinciana is a goal given to him by the Board.

Mr. Harris asked the Superintendent if he is still considering Dr. Hamilton's recommendations. He said he is not.

Item 8

8. [3:15 - 3:30 PM Proposal for Information Technology Staff SG 18-21 Bonus](#)

Attachment: [IT Staff SG 18-21 Bonus 1-22-13 WS.pdf](#)

Minutes:

Mr. Dunn said in the FADSS report there is a perception that District Office staff is poorly compensated. He presented a plan to give selected IST staff members a \$1,500 bonus.

The Superintendent said Accountants could be considered in the future.

Mrs. Wright questioned the timeliness of this request. She feels strongly that this puts one department above others. In light of current budget reduction discussions, she will not be supporting this request.

Mr. Harris said he was shocked the amount of the bonus was not higher. He questioned whether or not \$1,500 was enough of an incentive for employees to stay.

Mrs. Fields agreed with Mrs. Wright, she feels if we do for one group we should do for all.

Mrs. Cunningham also agrees this is not the right time but is looking at this as an opportunity to "stop the bleeding." She said it is important to look at other groups as well. She will support this request only if other groups are considered also.

The Superintendent said this \$1,500 bonus is a small token of our appreciation. He promised to look at any other group that brings a specific skill set to the District and further recommendations could be brought forth.

He said he has heard no directive to remove any items from the list so budget cutting discussions will continue through March and April.

Information

Item 9

9. [2011-12 Comprehensive Annual Financial Report \(CAFR\) and Audit Reports](#)

Attachment: [2011-12 Comprehensive Annual Financial Report \(CAFR\).pdf](#)

Attachment: [Final 2011-12 CAFR w Cover.pdf](#)

Attachment: [2013-071 - Operational Audit.pdf](#)

Item 10

10. [November 2012 Monthly Financial Statements](#)

Attachment: [Nov 2012 Financial Package.pdf](#)

Item 11

11. [Organizational Chart Change to Move Professional Development to Human Resource Services](#)

Attachment: [Org Chart Change to Move PD to HR 1-22-13 WS.pdf](#)

Item 12

12. [2012-2013 Interlocal Agreement between Osceola County and Polk County for New Dimensions High School](#)

Attachment: [WS Interlocal Agreement 1.22.13.pdf](#)

Minutes:

Item 13

13. [McKeel Academy 2012-2015 Instructional Best Practices in Grades 6-12 Dissemination Grant](#)

Attachment: [McKeel Board Summary.pdf](#)

Attachment: [McKeel BUDGET IMPACT ANALYSIS 2012-13.pdf](#)

Item 14

14. [Lake Region Step Up Academy Request to Delay Opening](#)

Attachment: [WS Lake Region SUA Request to Delay 1.22.13.pdf](#)

Item 15

15. [Tenoroc Step Up Academy Request to Delay Opening](#)

Attachment: [WS TSUA Request to Delay 1.22.13.pdf](#)

Adjournment

Hazel Sellers, Board Chair

John A. Stewart, Ed.D., Superintendent