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10 06 2015 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 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 Jasmine Barnett, Alturas Elementary](#)

Call Meeting to Order

Acceptance of Agenda

2. [C-2 Accept the Agenda for the October 6, 2015 School Board Meeting as REVISED](#)

Motions:

Motion to accept the Agenda for the October 6, 2015, School Board Meeting. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hunt Berryman

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Special Recognitions

3. [C-3 Proclamation - 5-2-1-0 in 2015 Healthy Living Campaign](#)

Attachment: [5-2-1-0 in 2015 Healthy Living Campaign.pdf](#)

Motions:	
Motion to proclaim October 6, 2015 as the Kick-off of the "5-2-1-0 in 2015" Healthy Living Campaign Day.	- PASS
Vote Results	
Motion: Hunt Berryman	
Second: Hazel Sellers	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

4. [C-4 Proclamation - Polk County Family Week](#)

Attachment: [2015 Family Week.pdf](#)

Motions:	
Motion to designate November 14-20, 2015 as Polk County Family Week.	- PASS
Vote Results	
Motion: Lori Cunningham	
Second: Kay Fields	

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

5. [C-5 Proclamation - National Red Ribbon Month](#)

Attachment: [2015 National Red Ribbon Month.pdf](#)

Motions:	
Motion to designate October 2015 as National Red Ribbon Month.	- PASS
Vote Results	
Motion: Hazel Sellers	
Second: Lori Cunningham	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Public Comments on Agenda Items

6. [C-6 SPEAKERS](#)

Minutes:

Dr. Barbara Ehren, Professor at the University of Central Florida, spoke in support of Our Children's Prep. She stated this organization is very unique because it integrates therapeutic services with curriculum. She asked that the Board Members consider

approving the charter application for Our Children's Prep.

Mr. Bryan Sherwin, a Member of the Provisional Board of Our Children's Prep, discussed some inconsistencies that were identified during the charter application process for that organization. He stated they understand there were a few errors in their budget presentation but the school has amassed \$1 million and has documented in excess of \$900,000 fund balance. Their board is staffed with business and finance people and they realize they must be able to mitigate risk. Much consideration has been given and they are prepared to do whatever it takes to get the school off the ground. He asked that the Board Members consider approving the charter application for Our Children's Prep.

Sharon Comkowycz, representing the Provisional Board Chair for Our Children's Prep, discussed the clerical inconsistencies in the charter application. She stated recent documentation received by their staff was not intended as additional information but merely intended as supporting documentation for the Board. She reiterated that Our Children's Prep is a unique and innovative model and she hopes the Board decides to embrace this concept because it would be a benefit to the children.

Larry Milhorn, President of the American Federation of State, County, and Municipal Employees (AFSCME) Local 2227, thanked the Superintendent and the Board for the opportunity to promote and increase salaries for those employee areas covered under the AFSCME Union and also for the time and consideration given to the negotiations required. He stated this is a small step but things are moving in the right direction.

## Approval of Minutes

### 7. [C-7 Approve the Minutes of August 25, 2015 Special Work Session](#)

Attachment: [08 25 2015 Special Work Session Minutes.pdf](#)

#### Motions:

Motion to approve the Minutes of August 25, 2015 Special Work Session. - PASS

#### Vote Results

Motion: Kay Fields

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

8. [C-8 Approve the Minutes of September 8, 2015 School Board Meeting](#)

Attachment: [09 08 15 School Board Meeting Minutes.pdf](#)

Motions:

Motion to approve the minutes of the September 8, 2015 School Board Meeting.	- PASS
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Vote Results

Motion: Hazel Sellers

Second: Tim Harris

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

9. [C-9 Approve the Minutes of September 8, 2015 Work Session](#)

Attachment: [09 08 15 Work Session Minutes.pdf](#)

Motions:

Motion to approve the minutes of the September 8, 2015 Work Session.	- PASS
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Vote Results

Motion: Hazel Sellers

Second: Kay Fields

Lynn Wilson	- Aye
Lori Cunningham	- Aye

Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Hunt Berryman	- Aye

Approval of Consent Agenda

10. [C-10 Approve the Consent Agenda](#)

Motions:	
Motion to approve items under the Consent Agenda.	- PASS
Vote Results	
Motion: Tim Harris	
Second: Lynn Wilson	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

New Administrator Announcements

11. [C-11 New Administrators](#)

- Attachment: [AP - Denison Middle - Constance Smith \(2\).pdf](#)
- Attachment: [AP - DJJ Learning Support - Corey Miller.pdf](#)

Consent

## Business Services General Items

12. [C-12 Disposal of Computer Networking Devices that have been Replaced, Upgraded or are no longer Utilized](#)

Attachment: [Networking Bldg Asset Deact.pdf](#)

## Business Services Budget Revisions

13. [C-13 Resolutions to Amend District School Budget 2014 – 2015 \(June 2015\)](#)

Attachment: [Summary 100615 for 063015.pdf](#)

Attachment: [FM Detail 060115 063015.pdf](#)

## Business Services Grant Applications

14. [C-14 Carl D Perkins Secondary DJJ Grant \\$64,400](#)

Attachment: [Perkins DJJ 2015-16 Board Summary.pdf](#)

## Business Services Grant Applications with Positions

15. [C-15 Continuation Grant: Farmworker Career Development Program \\$402,654](#)

Attachment: [Farmworkers Bd Summ added 10 1515-16.pdf](#)

Attachment: [Technician Farmworker Program Assistance.pdf](#)

Attachment: [Salary schedule. Technician Migrant Program.pdf](#)

Attachment: [Visio-Chart 12 Teaching and Learning Multiple Pathways SY16  
\\_Farmworkers\\_BM 10 06 15.pdf](#)

16. [C-16 21st Century Community Learning Centers Grant \\$210,980](#)

Attachment: [21st CCLC LAW and Garner Budget Impact 2015-2016.pdf](#)

Attachment: [21st CCLC LAW and Garner School Board Summary 15-  
1692315.pdf](#)

Attachment: [21st Century Program Coordinator92315.pdf](#)

Attachment: [Coordinator Salary Scale92315.pdf](#)

Attachment: [Visio-Chart 12b Assistant Superintendent Multiple Pathways 21st  
Century SY16 Rev WS 9 8 15 BM 10 6 15.pdf](#)

Attachment: [Technician Grants.92315pdf.pdf](#)

Attachment: [Technician Salary Scale 92315.pdf](#)

17. [C-17 Continuation Grant: Title X, Education for Homeless Children and Youth Program, \\$375,000](#)

Attachment: [Hearth-Homeless Board Summary 2015.pdf](#)

Attachment: [Hearth-Homeless Budget Impact Analysis 2015.pdf](#)

18. [C-18 Continuation Grant: Academic Tournaments, \\$132, 738](#)

Attachment: [Budget Impact Analysis Academic Tourney 2015-16.pdf](#)  
Attachment: [Academic Tourney Board Summary 15-16.pdf](#)

19. [C-19 Title I 2015-16 School Improvement Initiative Grant, 1003\(a\), \\$1,018,916](#)

Attachment: [Positions-Sch Imp Init Grant 1003\(a\) 2015-16.pdf](#)  
Attachment: [Sch Bd Summary 2015-16 Sch Imp Init Grant 1003a 10.6.15.pdf](#)  
Attachment: [BIA-School Improvement Grant 2015-2016.pdf](#)  
Attachment: [Job Desc-School based Coach #10152.pdf](#)  
Attachment: [Chart 11 Teaching and Learning Federal Programs SY16 Original WS 07.28.15 Rev 08.5.15 BM 08.11.15.pdf](#)  
Attachment: [TeacherSalarySchedule Amended 4-28-15.pdf](#)

Business Services Contracts

20. [C-20 Amendment to Contract with Educational Based Services \(EBS\), Increase of \\$72,240](#)

Attachment: [Amendment for EBS signed.pdf](#)

21. [C-21 Contract with Seminole County for Medicaid Administrative Claiming, Learning Support](#)

Attachment: [Medicaid Admin Claiming20150826180815.pdf](#)

Business Services Donations - CASH

22. [C-22 \\$1,234.00 Donation from the Scott Lake Elementary PTO to Scott Lake Elementary](#)

23. [C-23 \\$500.00 Donation from The Needlework Guild of America to Bartow Middle School](#)

24. [C-24 \\$500.00 Donation from The Ironman Foundation, Inc. to Bethune Academy](#)

25. [C-25 \\$517.00 Donation from the Bethune Academy PTA to Bethune Academy](#)

Attachment: [PTA Donation 001.pdf](#)

26. [C-26 \\$500.00 Donation from Peterson & Myers, PA to George Jenkins High School](#)

27. [C-27 \\$650.00 Donation from IPC Florida to Oscar J. Pope Elementary](#)

Facilities & Operations General Items – Construction Services

28. [C-28 Project #P-01597 – Stephens Elementary – Upgrade/Replace HVAC in Building 1](#)

Attachment: [p1597 - Exhibit K-GMP.pdf](#)



29. [C-29 Pre-Qualified Vendor List](#)

Attachment: [Copy of Vendor List Updated- board 10-6-15.pdf](#)

Facilities & Operations General Items - Planning and Concurrency

30. [C-30 DOE Required Project Priority List for CODS Funding](#)

Attachment: [PPL for Roofing Projects October 2015.pdf](#)

Facilities & Operations - Project Requests

31. [C-31 Project #P-01629 - Traviss Career Center - Upgrade/Replace Roof on Building 2](#)

32. [C-32 Project #P-01628 - Southwest Middle - Upgrade/Replace Roof on Buildings 5 & 6](#)

Human Resource Services Recommendations

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

Attachment: [Administrative and Instructional Recommendations Agenda 10-6-15 Replaced 10215.pdf](#)

Attachment: Non-Instructional Recommendations Term Suppt Docs 10-6-15.pdf (Confidential Item)

Minutes:

\*\*\*\*

Approved Personnel Recommendations  
are Recorded in Supplemental Minutes Book  
77-A-15, Pages 81-107.

\*\*\*\*

34. [C-35 Recommendations for Non Instructional Personnel Actions](#)

Attachment: [Non-Instructional Recommendations Agenda 10-6-15.pdf](#)

Attachment: Non-Instructional Recommendations Term Suppt Docs 10-6-15.pdf (Confidential Item)

Minutes:

\*\*\*\*

Approved Personnel Recommendations

are Recorded in Supplemental Minutes Book

77-A-15, Pages 81-107.

\*\*\*\*

35. [C-36 Recommendations for Temporary Duty Assignments](#)

Attachment: [TDA 10-6-15 BM.pdf](#)

Minutes:

\*\*\*\*

Approved Personnel Recommendations

are Recorded in Supplemental Minutes Book

77-A-15, Pages 81-107.

\*\*\*\*

Human Resource Services Requests for Revised Job Descriptions

36. [C-37 Revise Job Description for Analyst, Preventive Health Promotion & Evaluation](#)

Attachment: [Revise JD-Analyst, Preventive Health Promotion & Evaluation 10-6-15 BM.pdf](#)

37. [C-38 Change Title, Salary Grd., and JD - Technicians - Take Stock in Children](#)

Attachment: [Take Stock in Children JD, Title, Salary Revision 10-6-15 BM.pdf](#)

Human Resource Services Requests for New Positions and/or Job Descriptions

38. [C-39 Create new Job Description for Analyst, Charter Office](#)

Attachment: [Analyst, Charter Office 10-6-15 BM.pdf](#)

Human Resource Services Annual Items

39. [C-40 Annual Contracts for School Based & District Level Administrators](#)

Attachment: [School Based Administrator & District Administrators Contract Renewal 10-6-15BM.pdf](#)

Support Services General Items

40. [C-41 Cannibalization of buses 9602, 9607, 9814 and 9850](#)

Support Services Field Trip Requests

41. [C-42 Out of State Field Trips Requests](#)

Attachment: [Out of State Field Trips.10.6.2015.pdf](#)

Teaching and Learning - General

42. [C-43 2015-2016 Assessment Calendar](#)

Attachment: [PolkAssessmentCalendarDRAFT.pdf](#)

Regular

Business Services Contracts

43. [R-44 Amendment to Contract with Beth Ingram Therapy Services, Inc., Learning Support, Decrease of \\$72,240](#)

Attachment: [Beth Ingram Contract Amendment 2015-16.pdf](#)

Minutes: Jacqueline Bowen, Chief Academic Officer, stated a modification had to be made to the Beth Ingram contract. For several years this organization has provided the Polk County School District with the Speech and Language Pathologists that were needed. Due to a gap that remained unfulfilled this year, this contract had to be decreased so that a contract with a different organization, Educational Based Services Health Care, could be increased.

Motions:

Recommend approval of amendment to contract with Beth Ingram Therapy Services, Inc. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Facilities & Operations General Items – Administration

44. [R-45 Griffin Elementary - Naming of the Computer Lab](#)

Attachment: [Email.pdf](#)

Attachment: [Griffin SAC Meeting Minutes.pdf](#)

Minutes:

Greg Rivers, Associate Superintendent of Facilities and Operations, presented the recommendation as a representative of the Griffin Elementary Staff, School Advisory Council, Principal Terry Strong, and Board Member Kay Fields to name the computer lab at the school after the former Principal Terry Broadnax.

Mrs. Fields commented that Terry Broadnax, who passed away approximately a year ago, was an instrumental part of the School District and was active in many areas of the county. She stated she feels it is appropriate that the Computer Lab be named after Mrs. Broadnax.

Motions:

Recommend approval to name the Computer Lab at Griffin Elementary in honor of Terry Broadnax. - PASS

Vote Results

Motion: Kay Fields

Second: Lori Cunningham

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Facilities & Operations General Items – Property Management

45. [R-46 Maynard Traviss Utility Easement for Health Clinic](#)

Attachment: [15 10 06 Utility Easement Health Clinic.pdf](#)

Minutes: Greg Rivers, Associate Superintendent of Facilities and Operations,

explained the easement will provide the electrical power required to serve the District's new Employee Health Clinic which is currently under construction. The tentative completion date for the clinic is in December with intended opening in January. The new clinic location will be greatly expanded over that of the Haines City location. It will not only be larger, but it will be equipped to accommodate a larger range of needs, such as Workers' Compensation-related injuries, Employment Physicals, etc.

Motions:

Recommend grant of utility easement to Lakeland Electric - PASS

Vote Results

Motion: Tim Harris

Second: Lynn Wilson

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Human Resource Services General Items

46. [C-33 2015-2016 Salary Schedules for Non-Union PT, District Admin and SB Admin](#)

Attachment: [Revised 2015-2016 salary schedules SBA 10-6-15BD v2.pdf](#)

Attachment: [FINAL REVISED for 2015-16 Copy of Nonunion Admin Sal Ranges 2014 for 3 1 15.pdf](#)

Minutes:

Brian Warren, Acting Senior Director of Human Resources, discussed the changes for various positions in an effort to level the salary schedules. These changes were discussed at the School Board Work Session on September 22, 2015, and reflect 49 salary steps for non-union professional technical positions, 30 salary steps for district administrators, school-based principals, assistant principals and 43 salary steps for food service managers. These changes will reflect a 1% pay increase for all non- union professional technical staff, district office, and school based administrators, including newly hired employees. Staff members in professional technical positions who meet the criteria of one year in service will receive two salary steps on his or her pay

grade equal to a 3% pay increase.

Motions:	
Recommend approval	- PASS
Vote Results	
Motion: Hazel Sellers	
Second: Kay Fields	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

#### Human Resource Services Annual Items

47. [R-47 AFSCME 2015-2016 Collective Bargaining Agreement Changes](#)

Attachment: [3 10-6 WS-Bd AFSCME Custodial-Maintenance-Veh Svcs Agreements 28p.pdf](#)

Attachment: [2 10-6 WS-Bd AFSCME Bus Driver-Attendant Tentative Agreements 61p.pdf](#)

Attachment: [4 10-6 WS-Bd AFSCME School Nutrition Assistant Agreements 12p.pdf](#)

Attachment: [1 10-6 WS-Bd Exec Sum AFSCME 14-15 Collective Bargaining Changes.pdf](#)

#### Minutes:

Brian Warren, Acting Senior Director of Human Resources, discussed the ratification of the Collective Bargaining Agreement Changes reached between the Polk County School District and American Federation of State, County, and Municipal Employees (AFSCME). The collective bargaining changes for Bus Drivers and Bus Attendants will be a respective cost of \$630,468, and were ratified August 29, 2015. The collective bargaining changes for School Nutrition Assistants will be a respective cost of \$1,226, 979, and were ratified August 29, 2015. The collective bargaining changes for Custodial Maintenance, Vehicle Services will be a respective cost of \$1,090, 301, and were ratified September 26, 2015.

Mrs. Sellers thanked the District and the Union for their cooperative efforts.

Mr. Berryman commented that \$1.2 million for School Nutrition Positions are paid by Federal Funds.

Mr. Mullenax commented we are not able to pay these individuals what they deserve, but this is a step in the right direction.

Motions:	
Recommend approval of the 2015-2016 Collective Bargaining Agreement.	- PASS
Vote Results	
Motion: Hazel Sellers	
Second: Kay Fields	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Kay Fields	- Aye

Work Force - Charter School Division

48. [R-48 Superintendent's Recommendations for Charter Applications Received August 1, 2015](#)

- Attachment: [Joint Services POLK FINALEvaluation.pdf](#)
- Attachment: [Montessori POLK FINAL Evaluation .pdf](#)
- Attachment: [Discovery POLK FINAL Evaluation .pdf](#)
- Attachment: [Lakeland POLK FINAL Evaluation .pdf](#)
- Attachment: [Our Children's Academy POLK FINAL Evaluation.pdf](#)
- Attachment: [BridgePrep FINAL POLK Evaluation doc.pdf](#)
- Attachment: [Our Children's Prep POLK FINAL Evaluation.pdf](#)

Minutes:

Superintendent LeRoy commented on the extensive work done on the seven charter applications and the cooperative efforts of the evaluation committee and an outside consultant.

The Superintendent's recommendations were to approve the applications of:

- Discovery High School
- Montessori of Winter Haven
- Our Children's Academy in Lake Wales

The Superintendent's recommendations were to deny the applications of:

- Bridge Prep Academy
- Joint Service Military Academy
- Lakeland Institute for Learning
- Our Children's Prep in Winter Haven

Discovery High School:

Mr. Harris commented in regard to Discovery High School, that from a business perspective it would not be feasible to accommodate a charter school in the North area of the county when there are so many open seats in the existing public schools in that area. Because of this, he plans to vote against this charter application.

Mr. Berryman commented on Discovery High School in regard to the denial of their application last year, but this year they have corrected those deficiencies in their application. Because of this, he plans to vote in favor of approving this charter application.

Mrs. Fields stated she was not aware there were schools with empty seats.

Mr. Harris explained there are three schools in the north end of Polk County, including Tenoroc High School, that do not have full enrollment. Adding another school in that area will only create additional problems with schools that are under-capacity.

Mr. Mullenax commented he voted against this charter application last year for several reasons; however, he believes the inconsistencies have been corrected and he plans to vote in favor of approving this charter application.

Montessori of Winter Haven:

Mr. Mullenax commented the representatives from Montessori of Winter Haven have put forth a great deal of effort to ensure their charter application was free of errors or omissions.

New Beginnings High School:

Mrs. Fields commended New Beginnings High School for recognizing their inconsistencies and withdrawing their application. She stated she looks forward to them correcting their deficiencies and reapplying in the future.



## Our Children's Prep of Winter Haven:

Mr. Wilson commended the Charter Review Committee for reviewing and vetting all of the charter applications and the Multiple Pathways team for facilitating the process. He reflected on his years spent teaching and discussed the correlation between students performing well in school and being successful in society. This model has been very successful in the Lake Wales community and has been of tremendous value and benefit to that area as well. He commented this application was not as fully developed as it should have been and it is unfortunate that the application was not successful in conveying its worth to the Charter Review Committee. He stated it is his opinion that this organization would be a valuable addition to Polk County and the citizens of Winter Haven and would be very successful. Because of this, he plans to vote in favor of their application.

Mrs. Sellers stated there are processes in place for a reason, and although Our Children's Prep would be an asset to Polk County, these processes must be adhered to. She commented that everyone must be treated fairly and equitably and held to the same standard. She encouraged this organization to follow up to remove any deficiencies in their application and apply again next year. Although revisions were sent to the Board, they were received after the deadline and per State Statute they are no longer acceptable. Because of their insufficiencies, she plans to vote against their application this year.

Mr. Berryman encouraged Our Children's Prep to return next year and resubmit their application after working with the District to alleviate deficiencies that were encountered this year. He commended them on their staff and organization; however, he plans to vote against their application at this time.

Mrs. Fields commented Our Children's Prep has great value and would fill a tremendous need in the community. She reflected on similar issues Montessori School encountered last year with their application but they followed through by coordinating with School District Staff to alleviate those issues. She encouraged Our Children's Prep to work with the School District and reapply next year. She plans to vote against this application.

Mrs. Cunningham stated that Our Children's Prep is run by a great group of individuals and is a system that has already been proven in the Lake Wales community. Although there is a great need for the services they provide, there is a process that must be followed. The application had a few strengths but there were quite a few application concerns that were not limited to just miscalculation errors on the budgeting side. Some of these concerns were: discrepancies in target student population, curriculum issues, financial concerns, and no identification of core subject areas. She plans to vote against this application.

Mr. Harris asked Legal Counsel if there was State Statute that deals with private schools applying to be a charter school.

Wes Bridges, Counsel for the Board, commented that a private school is not eligible to apply to be a charter school. In this instance, Our Children's Prep identified themselves as a McKay school, but only public and private schools can offer this. The existing school appears to be a private school; however, it has been suggested the private school will continue to operate alongside the charter if the application is approved. This does raise some question as to their intentions and the conflict with Statute.

Mr. Bridges commented to the Board that he will work with Melissa Brady, Director of Charter Schools, to ensure the letters indicating denial are sent to the entities within the ten-day statutory limit.

Mr. Berryman discussed with Counsel the approval of Discovery Academy's charter application and how this effects the pending litigation with this organization. He stated it might be financially prudent to consider dropping that appeal.

Mr. Bridges stated this will be addressed at length in the Attorney's Report.

Motions:

Motion to approve the Superintendent's recommendation to approve the application of Discovery High School. - PASS

Vote Results

Motion: Lynn Wilson

Second: Hunt Berryman

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Tim Harris - Nay

Motions:

Motion to approve the Superintendent's recommendation to approve the application of - PASS

Montessori of Winter Haven.

Vote Results

Motion: Hunt Berryman

Second: Tim Harris

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Motions:

Motion to approve the Superintendent's recommendation to approve the application of Our Children's Academy - Lake Wales. - PASS

Vote Results

Motion: Lori Cunningham

Second: Lynn Wilson

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Motions:

Motion to approve the Superintendent's recommendation to deny the application of - PASS

Bridgeprep Academy.

Vote Results

Motion: Hunt Berryman

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Motions:

Motion to approve the Superintendent's recommendation to deny the application of Joint Service Military Academy. - PASS

Vote Results

Motion: Kay Fields

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Motions:

Motion to approve the Superintendent's recommendation to deny the application of - PASS

Lakeland Institute for Learning.

Vote Results

Motion: Kay Fields

Second: Hunt Berryman

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

Motions:

Motion to approve the Superintendent's recommendation to deny the application of Our Children's Prep - Winter Haven. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hunt Berryman

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Nay

Public Hearing

To begin no earlier than 5:01 PM

49. [SPEAKERS](#)

50. [R-49 2015-2016 Student Progression Plan](#)

Attachment: [2015 2016 SPP PCSB FINAL Draft 10-6-15v2.pdf](#)

Attachment: [Executive Summary of Changes.pdf](#)

Attachment: [2014 2015 SPP PCSB with Markup.pdf](#)

Minutes:

Jacqueline Bowen, Chief Academic Officer, discussed the submitted summary of changes to the 2015-2016 Student Progression Plan. The changes are a result of Legislative and Statute changes received from Tallahassee to align with the expectations of the Department of Education in June 2015. Some of the changes include, but are not limited to, information about homeless students, immunizations, providing clarity regarding parental custody rights for school admissions, and grade placement requirements. Additional changes included departmental corrections or changes to reflect the identification of current Board Members. The last major changes are regarding graduation requirements to provide greater clarity in the expectations for parents and schools as well as more clearly define criteria for early graduation.

Mrs. Fields commented on the opportunity for the public to provide input before the Board regarding the Student Progression Plan. Mr. Mullenax opened the floor for the any public comments, but there were none.

Motions:

Motion to approve the 2015-2016 Student Progression Plan. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lynn Wilson

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

51. [R-50 Final Hearing on Proposed Policy Modifications](#)

Attachment: [Staff Policy Recs Summary x.pdf](#)  
Attachment: [Neola Policy Updates Summary.pdf](#)

Minutes:

Superintendent LeRoy spoke about the staff-recommended updates contained in the proposed policy modifications that were presented at the previous work session. Many of the changes are based on Statutory language revisions.

Mr. Mullenax opened the floor for discussion from any public entities or Board Members regarding this item.

Wes Bridges, Counsel for the Board, discussed the many hours that have gone into the preparation of these modifications. The Board Members have shown interest in having policies broken up into smaller pieces and brought before the Board more often. That is currently being developed. He complimented the work effort of staff members, in particular Wendy Dodge, Government Liaison, and the Northeast Ohio Learning Associates (NEOLA) organization for the assembly of such a comprehensive policy manual.

Motions:

Recommend approval of proposed policy modifications. - PASS

Vote Results

Motion: Lynn Wilson

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Superintendent's Report

52. [Superintendent's Report](#)

Minutes:

The Superintendent shared a presentation regarding test results recently released for the Florida Standards Assessment. She commented that Polk County students have made learning gains in most areas including Math in all testing levels, and English. In Math, Polk County School District's state rankings have improved as many as eleven steps. In English, Polk County School District's state rankings have improved as many as twelve steps. She also explained the development of cut scores.

The Florida Standards Assessment (FSA) is on a different scale and new achievement levels have not been approved. A percentile rank tells you what percent of other students in the state of Florida earned the same or lower score on the test. A T-score is another way of reporting percentile rank. The mean T-score, or midpoint T-score, is 50. This means that a student who earns a T-score of 50 scored better than half of the students in the state who took the test and scored lower than half of the students in the state who took the test. However, comparisons such as district rankings and estimated 2013-14 equivalent achievement levels are possible. Rankings for 2014 were based on mean scale score. Rankings for 2015 were based on mean T-score. Polk was compared to all districts in the state and 10 contiguous districts.

The Florida Department of Education (FLDOE) released quartiles; however, inferences based on quartiles are difficult to make because we do not have that information from prior years. Quartiles contain students scoring in multiple achievement levels. Achievement Levels for the FSA have not been approved.

Final 14-15 achievement levels are expected to be more difficult than 13-14 levels. Recommended cut scores for achievement levels will be presented to the State Board of Education for adoption in December. Because 2014-15 is the first year of FSA administration, learning gains are not being measured this year. In prior years, learning gains allowed school districts to show progress being made by students, even if the student did not achieve an on-grade-level/proficient score (achievement level 3). As more information is made available, it will be shared with the public.

Superintendent LeRoy expressed her appreciation to teachers and staff as well as leadership teams as this work is done in every classroom across Polk County. She also stated that the results indicate we are moving in the right direction.

There is one meeting of the School Board during the months of November, December, and January.

The next work session will be at 12:30 PM on Tuesday, November 10, 2015 in the Superintendent's Conference Room followed by the School Board Meeting at 5:00 PM in the auditorium located at 1915 S. Floral Avenue, Bartow.

## Attorney's Report

53. [R-51 Conflict of Interest Waiver for Holland & Knight](#)

Attachment: [Holland and Knight.pdf](#)



Minutes:

Wes Bridges, Counsel for the School Board, discussed the District's upcoming preparation for bond refinancing. Holland & Knight will facilitate this transaction and the respective purchasers of these items will be Bank of America and Wells Fargo. Mr. Bridges shared his opinion that a conflict of interest on the part of Holland & Knight presents a low probability of occurrence based on our established relationship with their organization.

Motions:

Motion to approve Conflict of Interest Waiver related to Bank of America, N.A. and Wells Fargo Bank, National Association for Holland & Knight. - PASS

Vote Results

Motion: Lynn Wilson

Second: Lori Cunningham

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye

54. [E-60 Request to Withdraw Discovery Academy's 2014 Charter Appeal](#)

Minutes:

Wes Bridges, Counsel for the School Board, discussed the outstanding appeal that was filed by the School Board pertaining to the application of Discovery Academy in 2014. The School Board denied the application but Discovery Academy appealed this decision to the State Board of Education which issued an order overturning the Polk County School Board's decision. The School District elected to take an appeal asserting the State Board of Education substituted its judgment improperly for that of the School Board/ The Board had the right to deny the application based on good cause. The School Board voted this evening to approve the Discovery Academy application. Mr. Bridges suggested the Board consider withdrawing the appeal and ask the court to dismiss it if the school is in agreement to negotiate a contract pursuant to the new application in writing.

Mr. Wilson stated this is a gesture of good will on the School Board's part and is a wise thing to do.

Motions:

Motion to authorize the attorney to communicate with the school and, should they agree to negotiate a contract on the new application, authorize the attorney to withdraw the appeal and ask the court to dismiss it. - PASS

Vote Results

Motion: Lynn Wilson

Second: Hazel Sellers

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Auditor's Report

55. [R-52 Audit Committee Nominee](#)

Attachment: [Audit Committee Nominee-10-6-15 revised docx.pdf](#)

Minutes:

Carol Matthews, Internal Auditor, requested School Board approval of Rebecca Ellen McCarter, who was nominated by Mrs. Cunningham for the School Board Audit Committee. She is Vice President and Office Manager of the Citizen's Bank and Trust in the Haines City Office. She has been with that organization since 2007 and has forty-six years of banking experience. She is very active in the Haines City Chamber of Commerce as well as other community organizations. Her three year term will begin with School Board approval.

Mr. Wilson commented this is an excellent choice.

Motions:

Motion to approve an Audit Committee nominee. - PASS

Vote Results

Motion: Lori Cunningham

Second: Lynn Wilson

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Board Members' Report

56. [Hunt Berryman, District 1](#)

Minutes:

Mr. Berryman reminded everyone there is a Special Board Meeting of the Financing Corporation on October 27, at 11:30 am, in the Superintendent's Conference Room located at 1915 South Floral Avenue, Bartow.

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

Minutes:

No report.

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

Minutes:

Mrs. Sellers shared some upcoming local events:

- The Annual Cracker Storytelling Festival is in Homeland, Florida. It is a very informative and fun activity with a focus on Florida history. This year there will be forty-five student storytellers in addition to the adults. The event is held Friday, October 9, for school field trips and Saturday, October 10, for public admission. Adult admission is \$4.00 and admission for children is \$2.00.
- Invitation and reminder Upside Coalition, a part of InnerAct Alliance will be hosting its 6th Annual Prevention Summit, Monday, October 19, at the Lake Eva Banquet Hall in Haines City, 8 am to 5 pm. School employees and law enforcement personnel are admitted free. Public admission is \$25.00. Some of the topics they will address are:
  - Bullying
  - Gang Activities
  - Drug Addiction and Prevention
  - Crime Prevention
  - Healthy Living and Behaviors

59. [Dick Mullenax, District 4](#)

Minutes:

Mr. Mullenax commented the Stepping Out for Education event sponsored by the Polk Education Foundation (PEF) raised approximately \$70,000. He also stated this is a very enjoyable event and PEF has taken this idea and expounded on it to great ends.

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

Minutes:

Mrs. Fields attended the recent event to name the Kathleen High School Administrative Building in memory of Dr. Clint Wright on September 20. This was a well attended event by School Board Members, Community Leaders, and Polk County School District Staff Members as well as many appreciative family members of Dr. Wright. She commended the efforts of the Community Relations Department and their innovative use of advertising and social media to reach the public and enhance participation in this event that honors the legacy he left behind.

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

Minutes:

Mr. Wilson commented that all of the Board Items that are voted on are thoroughly vetted, discussed, and debated during the School Board Work Sessions which are open to the public.

He also commented on his recent attendance at Stepping Out for Education sponsored by the Polk Education Foundation. This was a very enjoyable and well attended event.

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

Minutes:

No report.

Public Comments Addressing Items Not on Agenda

63. [SPEAKERS](#)

Minutes:

Amanda Lipham, who is a parent of a Valleyview Elementary School student, discussed the petition for school recess that she initiated. She has amassed over 2,000 signatures of individuals advocating 20 minutes of recess daily. It is her opinion that recess would encourage enthusiasm for education and diminish frustration for students.

Cynthia Tann, a former Polk County School District teacher, stated daily unstructured outdoor breaks are important to expend energy. It promotes better focus in the classroom and better cognitive performance. Recess promotes health and social development as well.

Christy Shinifield, a Middle School Science Teacher and parent, stated research shows recess allows for better social skills and promotes cognitive skills.

Jeff Shinifield commented on the benefits recess time could afford teachers. Recess gives them an opportunity to recharge during the course of the day.

Dr. Wendy Bradshaw, an Exceptional Student Education (ESE) teacher at R. Bruce Wagoner Elementary, produced documentation regarding recess benefits during the school day. She also commented that unstructured physical play spent with peers allows for common ground and promotes socialization. She also discussed research that indicates recess is internationally recognized.

Lee Putnam, former Physical Education (P.E.) instructor in Polk County, stated recess allows students an opportunity to excel in something that is not mentally taxing which may in fact be their strong suit.

Kimberly Noble, parent of a student attending Southwest Elementary, stated she had communicated last year via email with the School Board. The responses she received referenced state mandated curriculum time requirements for each subject as justification for lack of recess. She commented she has received an email from the State Board of Education that she feels is contradictory to this, which states only Language Arts has a mandated time requirement. She referenced School Board Policies and By-laws relating to physical education.

Jennifer Saban, joined by her child, referenced daily P.E. and daily recess for Kindergartners who attend Lincoln Academy Magnet School. It is her opinion that all students in all grades should have those opportunities.

Superintendent LeRoy discussed her plan to schedule a school-based meeting where this issue can be discussed with parents in an effort to promote best practices. She also presented some information gathered from a recent survey which shows 79% of Polk County elementary schools offer recess, some of which are daily. This has been a school based decision. She also commented on Florida Department of Education requirements that mandate 300+ minutes of uninterrupted instructional time for reading and writing, but instructional time is addressed in other instructional areas as well. We are also required to offer 150 minutes of P.E. This issue will be brought to a work session for discussion.

Mrs. Fields commented the School Board is open to discussion and she hopes this will be researched and addressed equitably.

Marianne Capozziello, President of the Polk Education Association (PEA), thanked the parents that took the time to come forward with their concerns. She also discussed:

- Legal ramifications and legal options associated with the test validation.
- How the Florida Standards Assessment (FSA) will effect not only the district grade but teacher evaluations and performance pay.
- No meaningful salary negotiations have been accomplished for teacher salaries.

Victor Chandler, of Eagle Lake, discussed teacher pay increases and presented a financial projection that illustrates teacher pay steps.

L.D. Wilcox stated we must place the well being of the children first and we cannot lead from behind. Concepts such as nepotism and buddyism must be abolished. The students deserve the best possible education.

Addison Brown stated discipline is an orderly structure that will help students be more receptive to learning. Civil citations are methods of conflict resolution created to deter young people from incarceration.

Keith Ward, Vice President of the Lakeland Branch of NAACP, discussed methods to invoke change. He then discussed the benefits associated with unstructured free time and

play time.

Mrs. Fields discussed methods of information sharing, such as Board Meetings and attendance at Work Sessions. These are some examples of how change takes place in the School District. It is important to bring issues to the Board and allow time for the information to be absorbed and discussed. The ultimate goal is the best interest of the students. She stated the process of civil citation should be researched and a future work session item should address the benefits of this practice.

Superintendent LeRoy commented that civil citations must be discussed with law enforcement and the State Attorney's Office.

Mr. Mullenax commented the subject of civil citations has been discussed in the past but it is a process with multiple agencies involved. He also explained how School Board Work Session items for discussion are initiated.

Mr. Berryman agreed it is important to encourage dialogue from the public. He also commented on the importance of public attendance and participation in Board Meetings in order to invoke change. He discussed the approachability of all Board Members and commented on the Superintendent's consistent efforts to be transparent in all aspects.

Mrs. Sellers expressed her foreknowledge of the recess petition because it originated in her district. The Sunshine Laws forbid discussions between Board Members outside of structured meetings, therefore she could not bring this to their attention prior to the Board Meeting. She commended the School District for its quick response to public concerns.

Mr. Harris discussed his admiration of parents and community members for coming out to support subjects they feel passionate about. He commented on the need to form an alliance with parents and address issues with the Legislature in an effort to remove some of the pressure placed on students.

## Adjournment

Meeting adjourned at 7:20 PM. Minutes were approved and attested this 10th day of November, 2015.

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Dick Mullenax, Board Chair

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Kathryn M. LeRoy, Superintendent