

10 06 2015 Work Session 12 30 PM

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A. New Business

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

Minutes:

Mr. Mullenax spoke about the Annual Board Retreat. Late February to early March is the standard timeframe for this event. Dates and times will be discussed at the next School Board Work Session once the Board Members have consulted their calendars for availability. He asked the Board Members for their input on the Superintendent's upcoming evaluation. This was scheduled based on school grades and test data being released; however, this year the time frame for grade release will not be conducive to the completion of the Superintendent's evaluation on the currently scheduled date.

Mrs. Fields stated under similar circumstances in the past, the Board has performed the evaluation using all applicable information with the exception of the data.

Mrs. Sellers commented on the differentiation between the various parts of the evaluation. In the past, there has been some confusion about this. Her opinion is there is not enough reviewable information to complete the Superintendent's evaluation at the prescribed time.

Mrs. Cunningham suggested a timeline could be put in place in order to establish a firm date for receipt of testing data. After that date, the Board would proceed with the evaluation regardless of the quantity of information received. She commented that in the past, the Superintendent has provided guidance as to the various aspects of the data received in order to apply that information to her evaluation.

Superintendent LeRoy reminded the Board Members the Florida Department of Education (FDOE) has already begun to release scores for the Florida Standards Assessment (FSA) such as T-scores showing percentages of growth. She added that the State will soon be adding cut scores and commented on the negative impact those will have on

achievement levels. Changing cut scores will be a hindrance that must be addressed as the School District tries to move to the next level. At this time the anticipated date of release may be January or February, 2016.

Mrs. Sellers discussed the differentiation between proficiency last year versus this year in school grading by the new cut scores. She commented on the confusion surrounding the change in what is considered to be proficient. She asked if this was due to results indicating false proficiency. She stated she did not understand how a student in third grade last year could be considered proficient and this year that no longer be the case. She commented on the huge impact decisions like this make on children's lives and inquired what research led to this sort of a change and who is defining proficiency.

Superintendent LeRoy discussed the gap between proficiency based on our State assessment and where the National assessment of educational progress falls. Officials in Tallahassee are making strides to narrow this gap. The only way to narrow this gap is to raise the bar of the State assessment. There will be difficulties here because it only monitors certain grades and it is random.

Mr. Berryman discussed following through with the Superintendent's evaluation applying the limited test data provided at the already established time, if the scores are not going to be released until the March or April time frame.

Mrs. Fields asked for an anticipated date the Board would receive the evaluation tool.

Mr. Mullenax commented on the negative reviews of Florida's assessment processes that were published in The Washington Post. The article was centered around Legislators taking an assessment tool that had potential and destroying it. The rest of the Nation now has Florida in the spotlight to see how it handles the situation. He stated he would like to see a one year extension added to the Superintendent's contract, and this could be discussed at this meeting or at a later meeting, dependent on the amount of data that could be applied to make this decision. He asked for Board Member opinions on how to proceed with this matter and the general feeling of the process involved.

Wes Bridges, Counsel for the Board, verified a contract extension for the Superintendent is a legal possibility if she agrees to it; however, the contract was already amended in 2014 for three years.

Mr. Berryman and Mrs. Fields discussed waiting on the results of the Superintendent's evaluation to discuss a contract extension and at that time, consideration should be given to more than one year.

Mr. Berryman discussed the possibility of having a Work Session on October 27 prior to the Special Finance Meeting which begins at 11:30 am. The Master Board Training will follow in the afternoon on that date.

Mrs. LeRoy commented that an additional meeting would be at the discretion of the Board.

## B. Board Agenda Review

### 2. [12:45 - 1:00 PM Review the October 6, 2015 School Board Agenda](#)

Attachment: [10 06 2015 School Board Meeting Agenda.pdf](#)

Minutes:

Item C-9: Approve the Minutes of September 8, 2015 Work Session

Mr. Berryman requested a revision to reflect the fund balance policy discussion be added to 09 08 15 Work Session minutes.

Mike Perrone, Chief Financial Officer, discussed waiting for the closing of the current year and then allow the ending fund balance to be augmented by one half percent increments until seven percent is reached. The anticipated date for this information to be brought before the Board will be July or August 2016.

Mr. Berryman asked if this fund balance information would be reflected in the budgeting process for 2016-2017 and also that Mr. Perrone's comments regarding fund balance to be reflected in the minutes.

Mr. Perrone stated in regard to the budgeting process, he would have to plan on this being the case in terms of what the District is going to spend. By that time, there should be a firm understanding of our revenue because of the early budgeting session. It will be taken into consideration as an estimation of what is accrued and spent so the increase can be applied the following year.

Item C-12: Disposal of Computer Networking Devices

Mrs. Sellers commented the book value for this item is nearly \$500,000 and asked if there is any way to recover those funds or if there is any other use for these devices.

Pennie Zuercher, Director of Accounting, stated these items are mainly networking devices that were installed during projects, remodels, or new construction and are a part of the overall cost of the building. The money has already been expended and this is just an accounting transaction. These have been written off of the balance sheet as an asset, so there really is nothing to recover. This was over a longer period of time because they were a part of building improvements. This is normally done over 20-30 years which accounts for the inflated sum of money. These items were being depreciated based on the building that they were installed in and have been replaced or upgraded. Since it is no longer in use, the entire book value must be written off.

Mr. Wilson asked if this means there is no salvage value or is there a way to reconcile this cost by selling said devices.

Mrs. Zuercher explained that this equipment is still embedded in the building, and the cost of removal would outweigh any money that might be recovered.

Item C-13: Resolutions to Amend District School Budget 2014-2015 (June

2015)

Mr. Berryman inquired about the \$6.9 million negative revenue adjustment due to miscalculation. He asked if this is a normal amount or was this an anomaly this year.

Jason Pitts, Director of Finance, commented this dollar amount is due to McKay Scholarships. It is revenue that is in the Florida Education Finance Program (FEFP) but is never really received. It is included in the budget, but that is a normal adjustment that is made at the end of every year.

Mr. Berryman asked if the student count calculation outweighs the McKay and does it have a negative effect on student count at the end.

Mr. Perrone stated that it would be reflected positively, but this offsets the calculation and it would be prorated, therefore the number of additional students you add will determine if an actual increase is seen.

Mrs. Sellers asked if proration for every student results in a new figure and if so, how much less is that than the original figure.

Mr. Perrone stated the actual figure will be researched and he will bring that back to her. He explained this is statewide. When the state and local student population is up, the base student allocation that you began with changes and they give you the revenue based on that change. He added this appears to be the same this year, so we will again be prorated.

#### Item C-14: Carl D Perkins Secondary DJJ Grant

Mr. Berryman requested a list of business partners in the community that are interacting with the grant.

Mr. Berryman commented all of the grant contract start dates are prior to the approval date. His opinion is they should be approved first. Some of these are already being operated under without prior approval. He also asked if these grants require a signature.

Superintendent LeRoy explained that the various departments in the District wait until after the money is approved by and received from the State before bringing the information forward. Some of the grants are non-competitive or continuations and we wait until we receive the money annually before addressing it with the Board.

#### Item C-16: 21st Century Community Learning Centers Grant

Mrs. Fields requested an update on the 21st Century program to be discussed at the November Work Session.

#### Item C-29: Pre-Qualified Vendors List

Mrs. Fields requested an update from Mr. Rivers regarding what names have been added to the list.

Mr. Rivers explained that the list is color coded, and the new vendors are highlighted in yellow and those on annual renewal are highlighted in green.

Mrs. Fields asked how the relationship is progressing with the Blackmon-Roberts Group and the efforts to increase minority vendors.

Mr. Rivers explained there are not many construction and sub-contractors that qualify or have the financial background, therefore this is a work in progress despite the efforts of local Chambers of Commerce.

Mrs. Fields would like an update which shows the progress from the beginning to where we are currently.

Item C-33: 2015-2016 Salary Schedules for Non-Union PT, District Admin and SB Admin

Mrs. Sellers requested this item be moved to the Regular Agenda so that someone could discuss the salary schedule information at the Board Meeting. The Superintendent asked Brian Warren, Acting Senior Director of Human Resources, to discuss this information as well as Item R-47: AFSME 2015-2016 Collective Bargaining Agreement.

Item C-43: 2015-2016 Assessment Calendar

Mr. Harris requested a hard copy of the assessment calendar be provided to the Board.

Mr. Mullenax stated, in the interest of transparency, items on the Regular Agenda will now be addressed briefly by staff members who are affiliated with the department affected at Board Meetings. This is an evaluatory period; we will regroup to decide if this is a procedure we would like to continue.

Mrs. Cunningham asked if this will be the policy for all Regular Agenda items. She added there are only a few items to be discussed at today's Board Meeting, but there have been meetings when there have been as many as fifteen items.

Mr. Mullenax commented that for future Board Meetings, if there are a multitude of Regular Agenda items, the Superintendent will decide which of those shall be publicly addressed by staff members.

Item R-45: Griffin Elementary - Naming of the Computer Lab

Mr. Wilson stated the renaming of facilities is a rather significant event. He commented the members of the Advisory Council who made the recommendation or voted on it are unknown. He would feel more comfortable if the Board were made aware of who these individuals are.

Mrs. Fields stated it is her understanding that the people involved in this undertaking are members of the Student Activities Committee (SAC). The SAC Committee members from Griffin Elementary would be those individuals in this instance.

Mr. Mullenax and Mr. Wilson agreed they would also like to know the voting ratio of those

who were for and against the motion.

Mrs. Cunningham and Mrs. Fields referred the Board to the SAC Meeting Minutes that are attached to the item on the agenda. They reflect who voted and the tally.

Mrs. Sellers stated the common practice in her district is for the school to contact her with this type of information before the SAC meeting convenes to verify they are following proper protocol. The Board Member is usually quite involved.

Mrs. Fields and Mr. Mullenax agreed that this is the standard operating procedure in their districts as well.

#### Item R-46: Maynard Traviss Utility Easement for Health Clinic

This item will be discussed at the School Board Meeting by Greg Rivers, Associate Superintendent of Facilities and Operations.

#### Item R-48 Superintendent Recommendations for Charter Applications

This item will be discussed at the School Board Meeting by Superintendent LeRoy.

Mr. Berryman asked if the seven charter recommendations would be voted on individually.

Mr. Mullenax stated that today's Board Meeting Agenda is already structured for seven individual votes.

#### Item R-49: 2015-2016 Student Progression Plan and R-50: Proposed Policy Modifications

These items will be discussed at the School Board Meeting by Jacqueline Bowen, Chief Academic Officer.

#### Item R-51: Conflict of Interest Waiver for Holland & Knight

Wes Bridges, Counsel for the Board, commented the waiver had been erroneously omitted from the attachments. The purpose of the document is to acknowledge representatives from Holland & Knight are currently interacting parties with the banks that are going to be performing our refinance transactions. This procedure is a matter of routine where our organization executes a waiver as well as the banking institutions, Wells Fargo and Bank of America, in the process of a Certificate of Participation (COP) Refinance.

Mr. Bridges commented on the Discovery Academy Charter Application and the outstanding appeal against this organization. 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.

### 3. [1:00 - 1:10 PM BREAK](#)

## C. Information

### Business Services - General

#### 4. [Medicare-eligible Retiree Annual Health Insurance Premiums](#)

Attachment: [FSRBC RETIREE HEALTH PREMIUMS.pdf](#)

#### Minutes:

Joy Myers, Director of Risk Management, discussed the change in the retiree health insurance premiums. Medicare and insurance companies interact to determine the premiums. When United Healthcare and the Florida School Retiree Benefits Consortium (FSRBC) were questioned about the drastic increase, the response was utilization of this program across the State of Florida. Only about seventy people are enrolled in this program in Polk County Schools and will incur an increase of approximately 40% on their premiums. This is compared to approximately 1,700 people in Polk County Schools who are enrolled in the Medicare Advantage Plans with Blue Cross who will incur a very small increase. It is anticipated that some of the people that currently have plans with United Healthcare may move back to Medicare Advantage because of the lower cost.

## D. Discussion

### Item 5

#### 5. [1:10-1:40 PM 2015 FSA Test Results](#)

#### Minutes:

Superintendent LeRoy presented information via PowerPoint to make the recently released Florida Standards Assessment (FSA) data easier to comprehend. 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.

Statewide if the cut scores are adopted, as applied to 2014 versus 2015 in grades 4-8, indications show a lower number of students will be level three and a higher number of students will be level ones and twos. An educator panel and a reactor panel (of community members and others) created a standard setting to determine where the cut scores would be for the various levels. The Commissioner of Education compromised on these standards and brought forward a set of cut scores across the state; however, there are members of the State Board of Education that believe her cut scores are too liberal and should be more rigorous. If the cut scores they are advocating are adopted, they will be even more rigorous, which might result in double digit deficiency drops in terms of

proficiency levels of students across the State of Florida.

Mr. Berryman asked what the theory was behind this need for more rigor and if it was because the standards were considered higher.

Superintendent LeRoy's response was the standards and the test are more rigorous, as in the English Language Assessment combining of Reading and Writing, but they are also raising the bar which will have a more magnified effect on the number of student who are and are not proficient.

Mr. Mullenax discussed the impact these changes are having on children's lives, as well as parents and teachers. He stated the purpose is supposed to be the support and welfare of children. He discussed the questionable motives of the Board of Education and asked what the criteria was to be a part of that organization.

Superintendent LeRoy discussed the procedure for becoming a member of the Board of Education. They are appointed by the Governor and there is a set of criteria based on community leadership representing the State of Florida. The current Chairman of the Board of Education is Gary Chartran, a very prominent business leader in the Jacksonville area. She stated it is her opinion their intent is to move us forward globally. International comparison shows the United States is not performing on as competitive a level as it once did, therefore they are making the standards more rigorous. The point of concern is the pace at which they are pushing the accountability. Accountability in and of itself is not the issue.

Because 2014-2015 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.

Mrs. Fields asked what the logic is behind no learning gains.

The Superintendent explained there is nothing to compare the current progress to, since this is the first year for the test.

Mr. Berryman's opinion is that higher expectations are a good thing; however, the test should be valid and reliable and the State should pause on grading for this year.

Mr. Wilson asked what may have caused the math score to be so underinflated. The Superintendent commented that it may have been due to 8th grade predilection to take advanced level math courses.



6. [1:40-2:00 PM Florida Educational Equity Act Annual Update 2014-2015](#)

Attachment: [Equity Update 10-6-15WS.pdf](#)

Minutes:

Carol Wynn Green, Equity Analyst, discussed the Equity Act or more commonly known as the Equity Report. This update is required because of federal laws which mandate that our programs and activities are distributed in an equitable manner without discrimination. The annual report is required by the Equal Education Authority.

Part 1 is procedural. It deals with policies which govern the individual areas. Materials are distributed which explain to the public that we have non-discrimination policies in place. There are no changes in this section at this time; however there will be the addition of pregnancy as a protected class reflected in the next report of policy changes.

Part 2 is regarding incomplete or pending items. This area contains a monitoring work plan. In 2013-2014 there were none. An example in this part was given by Superintendent LeRoy, Algebra I is no longer required to be monitored in terms of discriminatory evidence; however, it is still monitored in the Strategic Plan.

Part 3 is evaluation of methods and strategies. It is required that minority enrollment is monitored in advanced courses including three specific areas. Five years of data are provided for other areas, but only two years of data have been provided regarding Advanced Placement and Dual Enrollment. Racial indicators are monitored specifically for evidence of black male enrollment. The data indicates the participation of white males is significantly higher in other areas but there is a discernible gap where other races are concerned in regard to enrollment. Methods and strategies are required each year to attempt to increase enrollment. When the previous report was given, the Superintendent requested more measurable goals in regard to this area to increase participation.

The Superintendent discussed the addition of the Advanced International Certificate of Education (AICE) program which was not available previously but now is active at Winter Haven High School. She discussed the gap between the various racial groups is the same as displayed in previous reports. This indicates a great deal more work needs to be done in terms of the high schools in access. A safety net of sorts should be created to allow for a broader range of access by students to not only increase enrollment but also encourage success. This information is also tracked in our strategic plan. It is also very important to begin preparing these students early so that they are adequately prepared to be successful in these areas in middle and high school.

Jacqueline Bowen, Chief Academic Officer, discussed the form sent to Equity and Compliance that has predefined areas where data must be collected. The data can be deceptive in its apparent visual lack of significant growth. Efforts are being made departmentally in areas such as Acceleration and Innovation to show positive movement as well as adapting strategies to ensure movement in the right direction. At this point the larger focus is on providing wrap-around services for students instead of on teacher pedagogy. The student enrollment may be there, but lack of significant movement is not as visually apparent.

Mrs. Sellers asked about the dual enrollment data as to location at high school campuses and does that indicate the students are still required to travel. She

cited poverty as a factor in hardship that would deter this type of advanced study.

The Superintendent stated this is determined on a school by school basis and whether or not there are qualified educators on staff at that location to facilitate the desired courses.

Mrs. Bowen commented on efforts that are being made to inform educators with Master's degrees as to what is required to become credentialed in order to teach advanced education courses and therefore provide more onsite options for students in their zoned school. Multiple department heads will be meeting to encourage use of more teachers in this capacity.

Superintendent LeRoy discussed the innovative ways the District is looking at utilizing qualified teachers part time at various sites to encourage a broader menu of offerings.

Part 4 is regarding gender equity in athletics. Information must be gathered for all sports teams in the District including their competition schedules. This section was created to determine whether female students are being afforded the same opportunities as male students. The reason for this is females are the more underrepresented of the sexes in regard to athletics.

Mrs. Sellers asked if there was an acceptable percentage.

Mrs. Wynn-Green stated that 5% of school enrollment is the desired range. Male participation is within range, while the female participation is not.

Part 5 is regarding employment equity compliance. This requires the use of the EEO5 report to show employment statistics surrounding race and sex.

The Superintendent reminded the Board that the information being provided is based on the mandated reporting date which is in the fall of the reporting year, which in this instance is 2014.

Mrs. Wynn-Green discussed the gap that still exists in many of the diverse areas and the various means of recruiting that the District is initiating to try to combat this issue. Wages and other incentives are being used in an effort to increase the minority employee base in Polk County.

Brian Warren, Acting Senior Director of Human Resources, added there were bonuses and incentives given in the year this data was provided and referenced a \$500 critical staff bonus as one example. Also, two additional bi-lingual employees have been added to the Human Resources Department in an effort to assist the Hispanic recruitment measures. Staff have also been working with Community Colleges to make contact with graduates and develop a referral program. In addition, a summer program has been developed to work with new recruits who have been hired from Puerto Rico to aid in finding housing for those families and get the teachers acquainted and comfortable in their new school environments. Schools also receive regular notices of employees that are ready and have been vetted that could assist in efforts to fulfill diversity action plans at their locations.

Part 6 is regarding single gender classrooms. We have none at this time.

Part 7 is regarding pregnancy and parenting teens. Traviss Career Center, Ridge Career Center, and Haines City High School currently have facilities that are very successful, some are at 80% capacity or above. Pregnant students may remain at their home school and these programs are entirely voluntarily. An additional

location has recently been established at Kathleen High School. Details will be forthcoming in the next report.

Mr. Harris asked if there is any reporting required for athletic equity to reflect the demographics in the community.

Mrs. Wynn-Green responded that there is no requirement regarding these demographics at this time.

## Item 7

### 7. [2:00-2:15 PM 2015-2016 Student Progression Plan](#)

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

Attachment: [2015 2016 SPP PCSB FINAL.pdf](#)

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

#### Minutes:

Jacqueline Bowen, Chief Academic Officer, stated the summary of changes to the 2015-2016 Student Progression Plan are a result of Legislative and Statute changes received from Tallahassee to align with the expectations of the Department of Education. 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 to more clearly define criteria for early graduation. She also addressed some confusion about graduation requirements in regard to the wording in the document, in particular the Acceleration Bill and Acceleration Option (18 credits). It was determined the language should be changed to provide better clarity for schools. It is not an early graduation option. There are 24 required credits associated with a standard diploma beginning with the ninth grade cohort year based on state assessments and those criteria. If a student is in their senior year, they can elect to take the 18 credit acceleration option if they have not acquired the 24 credits but have fulfilled all of the other requirements. Ultimately, the only way to actually graduate early is to complete the required 24 credits prior to their normal twelfth grade year.

Wes Bridges, Counsel to the Board, suggested the phrase, "This is not an early graduation program," as a means to deter the confusion associated with the acceleration option. It does not change the substance of the policy because it merely clarifies the language. He will exit the meeting and assist Ms. Bowen and her staff in making that change in time to present it to the School Board for the afternoon School Board Meeting.

Mrs. Sellers commented on the confusing language regarding early graduation.

Mr. Harris asked how this relates to the community recess request.

Superintendent LeRoy discussed the recent petition started at Valleyview Elementary to add recess to the daily school schedule, in addition to the 150 minute physical education requirement. She commented on the parent responsible for the initiation of the petition and that this parent intended to speak at the Board Meeting with the anticipation of having a public discussion at that time. The Superintendent explained she will be bringing this to discussion at the next School Board Work Session. She also plans to schedule a parent meeting in the community to address this issue.

Mrs. Cunningham stated she would prefer not to vote on the Student Progression Plan until the language has been edited for clarity.

#### Item 8

##### 8. [2:15-2:25 PM Presentation for Online Math Support](#)

#### Minutes:

Superintendent LeRoy commented on data that was recently run to reflect seniors in every possible scenario that would result in a Certificate of Completion as opposed to a Standard Diploma. Some of the statistics were based on class credits, grade point average, and passing score on the state assessments. The results indicated many seniors have not passed the End of Course exams, and have not participated in Summer Learning or taken all possible retakes. Action is being taken to dramatically decrease Certificates of Completion.

Joseph McNaughton, Senior Director of K-12 Math, has created an online tutorial in Intensive Math (specifically seniors although it is applicable in multiple grades). The online tutorial incorporates webinars, quizzes, animation and videos as a means to reinforce what has been taught with classroom instruction and curriculum materials.

Mrs. Sellers asked if there is a way to create a mandatory course that seniors must participate in if they have not successfully passed the end of course exams.

Mr. McNaughton spoke about a meeting that was convened with the Regional Assistant Superintendent of High Schools, Principals, and the Teaching and Learning Department to develop and implement an action plan. He also commented that the current Intensive Math Course is a mandatory course for students who fall into this category.

#### Item 9

##### 9. [2:25 - 2:30 PM Naming of New K-8 School](#)

Minutes:

Greg Rivers, Associate Superintendent of Facilities and Operations, provided a breakdown of results from the naming committee for the name of the new K-8 school. The top three finalists and how they scored are:

- Citrus Ridge--40 points
- Cross Roads--28 points
- Pioneer Ridge--22 points

There were seventeen members who indicated their preference with a point system, ranking them first, second or third. This is strictly a recommendation. School Board Policy mandates the choice is ultimately up to the Board for final determination.

Mr. Berryman asked what the results were from the online poll.

Mr. Rivers stated the online information was difficult to narrow down to individual votes because it became largely comment based. The statistics that were pulled from the online poll were presented to the committee.

Mrs. Cunningham was one of the participating committee members and commented many people chose Citrus Ridge as the favored name choice, but thought the "Community School" tag line should be removed. The committee felt the name was too similar to Polk County School District's existing Ridge Community High School; therefore, they determined the tag line "A Civics Academy" might be more appropriate.

Mr. Wilson asked if the committee has brought this forward as a recommendation of three names or are they merely addressing the poll results and recommending only the top selection.

Mrs. Cunningham stated it is her opinion that "Citrus Ridge, A Civics Academy" is the committee's recommendation for school name.

Mr. Harris encouraged the group to consider names that do not replicate current institutions in our school district.

Mr. Mullenax commented that a clear majority vote is not indicated in these results.

Mr. Rivers asked if the Board would prefer a re-vote between the top two selections.

Mr. Wilson stated in his opinion the current results reflect a clear choice by the committee.

Mrs. Cunningham commented the selections were not narrowed down further because it may have been perceived as unfair to the community. The three

choices that were brought forth to the committee were therefore determined to be the three that should be brought before the Board for the final vote.

Mr. Berryman asked when the school name would be voted on.

Mr. Rivers stated this item will be brought to the Board as an agenda item for the November 10, 2015 School Board Meeting. He asked for clarification from the Board as to the content of that agenda item. He asked if they would vote on the top (single) recommendation of Citrus Ridge, or would they vote from the three top recommendations?

Mrs. Fields commented her agreement that there is value in avoiding the selection of a school name that is so similar to existing schools.

Mrs. Cunningham elaborated on the process that went into the selection of the name. The name Citrus Ridge stood out for its historical value and for its impact on early settlers in this area.

Mrs. Sellers commented the name duplication is not as glaring since it is not the school's first name.

#### Item 10

##### 10. [2:30-2:40 PM Interlocal Agreement with Polk County](#)

Attachment: [Sidewalks Interlocal Agreement Final.pdf](#)

Minutes:

Greg Rivers, Associate Superintendent of Facilities and Operations, discussed the request that has been made by the Polk County Board of County Commissioners to access up to \$250,000 per year of our collected educational system impact fees for sidewalks that are within 2 miles of a new or existing school. At the January 2014, School Board Meeting, Mr. Mullenax commented that he and Polk County Commissioner George Lindsey had a conversation regarding this information and we are only now receiving the drawn up document that has been anticipated since that time.

Mr. Wilson asked if we will have any input on the placement of sidewalks if we enter into this agreement.

Mr. Rivers stated we currently participate in a sidewalk committee; however we will not have final authority, as these sidewalks are off site, not on school property. The reason this document was initiated is the County was looking for financial assistance in order to fulfill community needs for sidewalks that they could not afford to implement.

Mr. Berryman asked if the Legislative bill passed that would require cities and counties to make this happen.

Mrs. Sellers asked if there might be any conflict in the community regarding appropriate usage of impact fees.

Mr. Rivers stated the original ordinance in May 2007, addresses growth necessitated capital improvements both onsite and offsite, incidentals associated with construction of educational facilities, or growth necessitated improvements.

Mrs. Cunningham stated she is concerned about a blanket agreement containing such a large sum of money. She asked if it would be possible to arrange with the County for site-by-site indications of where sidewalks are intended to be constructed.

Mr. Berryman stated his interpretation of the Interlocal Agreement is that there will be some foreknowledge as to where the work will be performed and there is accountability that the money must be used for this purpose.

Mr. Rivers commented the document does not say specifically that there will be any notification of case by case instances where this money would be utilized. The reciprocal is true, however, for our usage of impact fees. He stated new documents would have to be drawn up by the County to specifically address each sidewalk addition if the Board wants notification on a case-by-case basis.

Mr. Wilson and Mr. Berryman agreed the School District should have a representative on a selection committee to determine how the money is spent.

Mrs. Sellers asked if there is any guarantee that the County will match our dollar amount and is this the only amount they are going to spend on sidewalks in the County.

Mr. Rivers said there is no indication of the County matching any funds. The County merely asks that this amount be set aside for the intended purpose.

Rob Davis, Senior Director of Support Services, stated the School District does have representation on the Sidewalk Committee. The \$250,000 is only a very small portion of the dollar amounts that are invested in these projects annually. Areas are assessed and prioritized then brought before the Board of County Commissioners.

Mr. Harris asked if there are any law enforcement agencies involved in this committee who provide crossing guards to the School District.

Mr. Davis said there is a representative from the Sheriff's Office, but he is unsure of whether the municipalities have representation.

Mr. Wilson asked Mr. Rivers his thoughts on this agreement. He is recommending we approve this measure based on safety concerns and the District's extensive need for sidewalks.

Mrs. Cunningham asked if the list of prioritized locations could be provided to

the Board Members for information only. She commented the safety of the students comes first, but she wants to ensure there is equity across the county.

## Item 11

### 11. [2:40-2:50 PM AFSCME 2015-2016 Collective Bargaining Agreement Changes](#)

Attachment: [1 10-6 WS-Bd Exec Sum AFSCME 14-15 Collective Bargaining Changes.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: [3 10-6 WS-Bd AFSCME Custodial-Maintenance-Veh Svcs Agreements 28p.pdf](#)

Minutes:

Brian Warren, Acting Senior Director of Human Resources, discussed the recommended changes to the American Federation of State, County, and Municipal Employees (AFSCME) Collective Bargaining Agreement for 2015-2016.

Summary points:

Bus Drivers/Bus Attendants (618 employees represented)

- All active, eligible employees will advance one level on their respective restructured salary schedules and will be retroactive back to July 1.
- Inservice pay was previously based on salary step one hourly rate of \$11.24. This will be changed to the employees current hourly rate.
- The field trip procedures manual was revised.

Custodial Maintenance/Vehicle Services (916 employees represented)

- All active, eligible employees will advance one level on their respective restructured salary schedules and will be retroactive back to July 1.
- Some warehousing and custodial classification levels were changed.
- Custodial salary schedules will be restructured with the addition of two new levels, each with an average increase of 3.5%.

School Nutrition Assistant (803 employees represented)

- All active, eligible employees will advance one level on their respective restructured salary schedules and will be retroactive back to July 1.
- Hourly rate of pay will be \$10 (previously \$8.05 per hour) and the new



- top level hourly rate of pay will be \$13.60 (previously \$13.12 per hour).
- Salary steps were compressed from 20 steps to 14.

Some additional items discussed were:

- Work schedule pilot program for student orientation.
- More electronic accessibility for increased job opportunities as opposed to previous hard copy distribution of vacancies.

Mr. Berryman reminded the Board that school nutrition groups are funded through the federal school nutrition fund, not the general fund.

Superintendent LeRoy commented that this group did receive a raise last year, despite media reports to the contrary.

Mrs. Fields stated this process has taken a great deal of time and effort and the Board was in full support of this action.

Item 12

12. [2:50-2:55 PM Create Job Description for Sr. Analyst-IT, ERP \(Enterprise Resource Planning\) Systems](#)

Attachment: [Sr. Analyst IT-ERP-10-6-15WS.pdf](#)

Item 13

13. [2:55-3:00 PM Create new Job Description for School-Based Assistant Principal II](#)

Attachment: [APII JD 10-6-15WS.pdf](#)

Minutes:

Superintendent LeRoy commented on a question that was raised about this position. The School-Based Assistant Principal II positions will not be taking the place of Deans, although schools will have the option of choosing between the two positions at their sites.

Item 14

14. [3:00-3:05 PM Create New Job Description, Senior Manager Instructional Technology Program Implementation](#)

Attachment: [Board package Sr Manager ITPI.pdf](#)

Item 15

15. [3:05-3:10 PM Create New Job Description - Director, Multiple Pathways & Special Projects](#)

Attachment: [Board Package for Director MP.pdf](#)

Minutes:

Mr. Berryman asked if this position was part of the original budget.

Superintendent LeRoy stated it was not part of the original budget but is a part of a compression of their organizational structure.

Brian Warren, Acting Senior Director of Human Resources, explained that although this particular position was not a part of the original budget, it will cause no additional cost to be incurred by the School District.

Item 16

16. [3:10 PM Executive Session](#)

E. Adjournment

Meeting adjourned for Executive Session at 3:15 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