

10 23 2018 Work Session 12 30 PM

DISCUSSION ITEMS

Item 1

1. [12:30 - 12:45 PM Policy Updates](#)

Attachment: [Staff Policy Rec Docs Oct 23 18 Wk Session.pdf](#)

Attachment: [Neola policy Docs oct 23 18 wk session.pdf](#)

Minutes:

Wendy Dodge, Director of Legislative Affairs, provided updates on Staff and NEOLA recommended policy updates.

Staff Recommended:

Mrs. Sellers asked if the Board would set aside the current volunteer policy until the new recommendation is approved. Mr. Wilson clarified that the \$25 filing fee for volunteers will continue until the new policy is in effect.

Mrs. Fields asked if the sexual offender criminal background statute is removed, does that give us the flexibility to address individual situations. Ms. Dodge stated that removing the statute makes it more restrictive than State Statute.

Item 2

2. [12:45 - 12:55 PM Draft 2019 Legislative Platform](#)

Attachment: [Leg Platform Draft for 10 23 work session.pdf](#)

Minutes:

Wendy Dodge, Director of Legislative Affairs, reviewed the proposed Legislative Platform.

Mr. Townsend suggested adding more to the list. Mrs. Fields asked how our list compares to that of the Central Florida Public School Boards Coalition. Ms. Dodge noted that the Coalition hasn't finalized their list. Mrs. Fields stated that teacher certification needs to be a top priority. Mr. Wilson suggested placing it at the top of the list.

Item 3

3. [12:55 - 1:10 PM KRONOS Contract Update](#)

Attachment: [Florida School Districts Using Piggyback Agreements.pdf](#)

Minutes:

Mike Perrone provided information of other districts piggybacking on the current KRONOS contract.

Mr. Townsend will not support; he would like the function identified that needs to be improved and then go out for a RFP. This will eventually be a big contract. Functions should drive the spending; not vendors.

Mr. Wilson suggested looking at a 'beefed up' RFQ process.

Mr. Bridges stated that the term 'piggyback' means that another district has already gone through the legal steps and through a fully competitive process as required by Statute. Mrs. Sellers suggested contacting other districts to see how it's working for them.

Miss Reynolds will support but would also like to see information on which districts are utilizing the entity and have an RFP upfront.

Item 4

4. [1:10 - 1:30 PM Amendment to 2015B COPS, Finance.](#)

Attachment: [Resolution - Corporation - REDLINE.pdf](#)

Attachment: [First Amendment to 2015B STA.pdf](#)

Attachment: [Resolution - School Board - REDLINE.pdf](#)

Minutes:

Mike Perrone, CFO, and Michael Weiner, Holland and Knight, reviewed the 2015B COPS Swap. The district was offered a 1, 2, or 3 year extension by the Bank of America. We would like to accept the one year option and plan to do a RFP with in the coming year for new financing.

This will be an amendment to extend for an additional year the 2015 Certificates of Participation. The extension will also change the interest rate

which will not be known until the actual swap date.

Item 5

5. [1:30 - 1:45 PM FLDOE FSSAT Report 2018-2019](#)

Minutes:

Rob Davis, Assistant Superintendent of Support Services, and Mike Wiggins, Director of District Safety, reported on the school security risk assessment and the district assessment. The school security assessment is an online tool for each school site. All schools and departments in the district respond to questions on what is considered to be a best practice for those specific areas. The School Safety Specialist will provide recommendations to the School Board regarding the assessment. These mandates are a requirement of Senate Bill 7026. The second recommendation is to upgrade surveillance equipment and other safety equipment in schools.

Mr. Davis stated that this is confidential information and is not subject to Public Records Release.

Mr. Wiggins commented that the assessment reports go to DOE and help with grant funding.

Item 6

6. [1:45 - 2:00 PM TOP Schools Update](#)

Minutes:

Superintendent Byrd, Dr. Michael Akers, and Pat Barnes, Regional Assistant Superintendent, provided information on the state requirements for two turnaround schools: Walter Caldwell and McLaughlin Middle School. Both schools are 3 points from a 'C'.

Changes:

- Assurance that we will have an External Operator (EO) with a proven track record
- Assurance the leadership and leadership team will have a successful record to remain
- Assure that instructional personnel that receive an unSAT or NI will not be staffed at the school

Selection Process:

- Re-assign students to another higher performing school and monitor them for two years
- Close the school and reopen as one or more charters with a demonstrated track record of turning low performing schools around
- Or, contract with an External Operator that has a demonstrated track record of effectiveness to operate the school.

Mrs. Byrd recommends Educational Directions who is currently working with the district at other school sites and has been successful these past two years. Educational Directions has agreed to allow the district to cancel the contract once the school receives a grade of a "C" . We were not locked into the price. The level of support is designed to meet the needs of each school. For the first year, the cost is \$325,000 should the school not achieve a "C" or higher, and \$75,000 should the school increase their grade and only require support.

Mrs. Cunningham requested a copy of the power point and inquired about Lake Wales' charter proposal for McLaughlin Middle. Mr. Wilson responded that the charter group would like the district to turn the McLaughlin school over to them and in return they would enroll all students living in their community and would not enroll out-of-zone students into the Lake Wales schools. They are specifically asking for the district to consider amending the EO contract in the future to consider them as an external operator should the schools not achieve a higher grade. He commented that it has been expressed to the group several times that it is the superintendent's responsibility to do everything in her power to provide the resources to make McLaughlin successful. Any recommendation to release the school to the charter group would have to come from the Superintendent.

Mrs. Cunningham stated that she has been in contact with the charter group and has had meetings with several members of the Lake Wales Board of Trustees. She asked for clarification that there hasn't been a discussion with our administration and the charter trustees to move forward with their proposal. She asked if the EO contract can be amended in the future to include the charter's proposal.

Dr. Akes commented that from a legal stand point there are only 3 ways McLaughlin Middle could become a charter school.

1. Contract with a charter school provider that has a proven track record
 - o Carolyn Bridges, Senior Director of Acceleration and Innovation, added that the state option is to contract with a high performing charter that has a record of turning around schools. While some of the Lake Wales schools have been very successful (such as BOK Academy); others schools within the charter system fluctuate up and down a letter grade or remain flat. She compared that to the Jefferson School District when they were going through the charter school process. Their RFP had to identify high performing charter school organization/ management companies with a track record of turning around schools with

similar populations that had 53 - 66% of the schools an 'A' or 'B' and had moved those schools with those populations.

Mrs. Byrd added that there are 3 options outlined by the State; those are the three we are reviewing. Even if the Board wanted to consider the charter proposal, it would have to go before the State Board for approval.

Mrs. Cunningham asked if there is anyway to get out of the contract with Educational Directions if we choose to go another path before the letter grades come out? Mrs. Byrd clarified that her recommendation tonight is to move forward with the EO option to meet the November 1st state selection deadline. There is no contract before the Board for approval at this time. We can move in and out of this contract as needed but it has to go before the State Board for approval.

Mr. Townsend stated the issue is that Lake Wales is not qualified to be the External Operator. When you convert a school to charter, you change a lot of underlying structures such as who goes where.

Mrs. Byrd reiterated that both of these schools are 3 points away from a 'C'. We are committed to providing them the support needed to move to the 'C'. We will help them get over the threshold.

Mrs. Fields asked if there is a list of approved charter school management committees that are External Operators. Carolyn Bridges responded there is not a list; there is a guidance provided in the DA Turnaround process.

Mrs. Fields suggested an indepth discussion on charter schools and the process established conversion charters. Mrs. Byrd clarified that the turnaround option does not include a conversion charter. Conversion is where parents and staff take a vote on making the decision to convert to charter.

Mr. Wilson agreed the Board needs a better understanding on the charter process should the Board decide to move the school to the Lake Wales charter system. He is concerned that the students are caught in the middle.

INFORMATION ITEMS

Item 7

7. [Quarterly Report - Recommendations approved by the Superintendent](#)

Attachment: [Quarterly Report 7-1-2018 9-30-2018.pdf](#)

Item 8

8. [Head Start Services Report](#)

Attachment: [18HSA - Head Start Financial report as of 06-30-2018.pdf](#)

Attachment: [HS Summary Report.pdf](#)

BOARD AGENDA REVIEW

9. [2:00 - 2:10 PM Review the October 23, 2018 School Board Agenda](#)

Attachment: [10 23 18 School Board Agenda.pdf](#)

Minutes:

Item C-15: Bid Recommendations

Mr. Wilson stated the KRONOS attachment will be removed and submitted for a separate vote.

C-7 through C-12: MINUTES:

Mr. Wilson requested item 2 on the September 9, 2018 Work Session minutes be corrected to remove 'the district' when reporting a \$3 billion tax base increase.

Mr. Wilson asked that his comments on page 5 of the September 18, 2018 Special School Board meeting minutes be corrected to reflect PECO funds not TECO Funds.

R-71: Navigator contract

Mrs. Sellers is concerned that the school still has an opportunity to locate somewhere other than the needed area. She would like stronger language; such as they have to locate in the NE area. Mrs. Bridges responded that the charter would have to come back to the Board for approval. This is standard contract language. Mrs. Bridges will try to contact them and if they agree to the change, it will be removed from tonight's agenda.

R-65 - Resolution 2018-2019/08

Mrs. Cunningham asked why we didn't go out for bid if we knew it was coming up. Mr. Perrone responded that the bank notified us about 2 months ago and we didn't have time for an RFP. A SWAP analysis was done by a branch of PFM. Mrs. Cunningham asked if there will be a SWAP advisor position coming forward. Mr. Perrone stated it will be requested before the end of the year if the 1/2 cent sales tax is approved by the voters.

Wes Bridges, School Board Attorney, advised the Board of an upcoming law suit in Federal Court as a result of storm damage from Hurricane Irma. He will be asking approval to file a response in the Civil Court and announced the need to hold an Attorney / Client session. We should be in State Court not Federal Court.

OLD BUSINESS

10. [2:10 - 2:40 PM Strategic Planning Retreat September 2018 Update](#)

Attachment: [PCSB Strategic Planning Retreat Schedule.pdf](#)

Minutes:

Dr. Tom Freijo reviewed the Superintendent's evaluation.

Mr. Wilson would like to bring to a renewal contract and salary increase to the November 13th Work Session and School Board meetings.

Mrs. Cunningham requested a salary comparison of like-sized districts.

NEW BUSINESS

11. [2:40 - 3:00 PM Aramark Focus Part 1 of 2](#)

Attachment: [Aramark Agreement.pdf](#)

Attachment: [Public Records Contracts for Services.pdf](#)

Minutes:

In response to inquiries from Mr. Townsend, Angela Usher, Assistant Superintendent of Facilities and Operations, reported on the that square footage coverage for custodians.

- What is DOE's requirement for custodian?
 - DOE's requirement is 19,000 gross (17,000 net); Polk County's is 24,000 net. That was changed in 2012 from 22,000 due to the recession when Facilities budget was to be reduced by almost \$3 million. Several of school districts also increased the square footage requirement at that time.
- What is the difference between gross and net?
 - Gross includes lockers and other areas that aren't cleaned but are a part of the square footage; net is the cleanable areas.

Mr. Townsend has a concern that a large high school (Ridge Community) has only 1 day custodian. Mrs. Usher stated she has been meeting with the custodial group since April where this was brought up. She has been working with the Director of Custodial to correct it in phases. Her focus is on the high growth schools.

He asked if there has been an increase of workers' comp cases. She responded no.

Mr. Townsend asked how discipline is handled. Mrs. Usher responded they are governed by our policies and handled by HR. The six Aramark staff employees are governed by Aramark and she meets with the company twice a year to review their evaluations.

He asked if sales tax revenue would be able to purchase maintenance equipment. Mrs. Usher responded that it is in the contract that Aramark purchases the equipment, we maintain it. She doesn't believe the district can use sales tax dollars for equipment; it has to be capital projects.

He would like to see the schedule to phase in a reduction of square footage.

Mrs. Sellers asked if our square footage is compared to national standards. Mrs. Usher stated we, and other districts, do compare to the national standards, which is between 28,000- 31,000 square feet.

Ms. Reynolds would like quarterly or periodic updates.

Mrs. Fields inquired about the survey. Mrs. Usher reported it has been delayed until after the negotiation, it will be revisited after the beginning of the year.

12. [Board Comments](#)

Minutes:

Ms. Reynolds asked if there is an update on the federal relief dollars received from last year's hurricane. She had heard at a recent Central Florida Public School Boards Coalition meeting that the State is keeping 68% of Polk's portion, do we know why? Mr. Perrone responded that the State says they are reimbursing themselves for FTE dollars they gave us for those students. Mr. Townsend asked how does that affect us? Mr. Perrone reported we would have received \$5 million; now it is \$2.5 million. Ms. Reynolds commented that the State is keeping \$47 million of the FEMA funds and disbursing \$46 million to the 67 school districts.

Mrs. Sellers announced that the Bartow Leadership Day is November 8. It will probably be held at Bartow High or Bartow Middle at 3:30 PM. The time and place aren't fixed at this time. Susan will contact the Board as soon as it is confirmed.

Mr. Townsend spoke on the issues our schools within schools are having with FOCUS: Bartow Senior/Summerlin and Harrison/Lakeland Senior. He would like a report on the top issues staff is working to fix or are unable to fix.

Mr. Wilson continues to work with employment contracts for Carol Matthews and Wes Bridges. There are a number of complexities that require additional effort.

There will be a special school board meeting at 11:30 AM on Nov 13 to address a Human Resource issue.

Mrs. Cunningham shared a video supporting the 1/2 sales tax which she will send to Public Relations to post. Mr. Wilson stated the sales tax renewal is very critical for the district.

Meeting adjourned at 3:00 PM. Minutes were approved and attested this 13th day of November, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent