



---

10 25 2011 School Board Meeting

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 before 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 views of this, or any other speaker.

Call Meeting to Order

Acceptance of Agenda

1. [C-1 Accept Agenda of the October 25, 2011 School Board Meeting as Revised](#)

Attachment: [Redistricting Resolution 2011-2012 - 09.pdf](#)

Motions:

Motion to accept the agenda as revised. - PASS

Vote Results

Motion: Hazel Sellers

Second: Tim Harris

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Pledge of Allegiance

2. [Student Pledge- Shamona Joseph, Winston Elementary](#)

Special Recognitions

3. [C-3 National Red Ribbon Month Proclamation](#)

Attachment: [2011 National Red Ribbon Month.pdf](#)

Motions:

Motion to proclaim the month of October, 2011 as National Red Ribbon Month. - PASS

Vote Results

Motion: Hazel Sellers

Second: Dick Mullenax

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Lori Cunningham - Aye

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

Attachment: [2011 Polk County Family Week.pdf](#)

Motions:

Motion to proclaim November 12 - 19, 2011 as Polk County Family Week. - PASS

Vote Results

Motion: Debra Wright

Second: Dick Mullenax

Lori Cunningham - Aye

Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Frank O'Reilly	- Aye
Hazel Sellers	- Aye
Debra Wright	- Aye

Public Comments on Agenda Items

5. [SPEAKERS](#)

Approval of Minutes

6. [C-6 Minutes of the October 11, 2011 Work Session](#)

Attachment: [10 11 11 Work Session Minutes.pdf](#)

Motions:

Motion to approve the minutes of the October 11, 2011 Work Session. - PASS

Vote Results

Motion: Dick Mullenax

Second: Hazel Sellers

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Frank O'Reilly	- Aye
Hazel Sellers	- Aye
Debra Wright	- Aye

7. [C-7 Minutes of the October 11, 2011 School Board Meeting](#)

Attachment: [10 11 11 School Board Minutes.pdf](#)

Motions:

Motion to approve the minutes of the October 11, 2011 School Board Meeting. - PASS

Vote Results

Motion: Tim Harris

Second: Dick Mullenax

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Approval of Consent Agenda

8. [C-8 Approve Consent Agenda](#)

Motions:

Motion to approve the consent agenda. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

## New Administrator Announcements

### 9. [C-9 New Administrators](#)

Attachment: [Inwood Elem AP - L Neidringhaus.pdf](#)

Attachment: [Dension Middle APA - C Thomas.pdf](#)

Attachment: [Dundee Ridge Middle APA - E Gutierrez.pdf](#)

## Consent

### Business Services General Items

#### 10. [C-10 1st Quarter Fiscal Year Ending 2012 Disposition](#)

Attachment: [AGENDA-1st QTR-FY12.pdf](#)

Attachment: [1st Qtr FY12 Disposition Rpt.pdf](#)

#### 11. [C-11 Bid Recommendations](#)

Attachment: [Bid Rec 10-25-11.pdf](#)

### Business Services Budget Revisions

#### 12. [C-12 Budget Revision Request - DJJ Education Programs \(9352\)](#)

#### 13. [C-13 Resolutions to Amend District School Budget 2011-2012](#)

Attachment: [Summary 102511 for 093011.pdf](#)

### Business Services Grant Applications with Positions

#### 14. [C-14 Voluntary Public School Choice Continuation Grant](#)

Attachment: [BM VPSC Grant-Year 5 Budget 10.25.11.pdf](#)

### Business Services Contracts

#### 15. [C-15 TradeWinds Contract for Voluntary Public School Choice Grant Conference](#)

Attachment: [June 2012 - Rooms Contract.pdf](#)

Attachment: [BUDGET IMPACT ANALYSIS 2011-12.pdf](#)

#### 16. [C-16 Revised contract with Invo Healthcare Associates](#)

Attachment: [Invo Budget Impact 11-12 amendment of 10-25-11.pdf](#)

Attachment: [SOW Invo Healthcare 11-12 amended 10-25-11.pdf](#)

Attachment: [Polk County School District 9-28-11 decrease in OT hours.pdf](#)  
Attachment: [Invo 11-12 contract.pdf](#)

#### Business Services Donations - CASH

17. [C-17 \\$1,000 from the Wal-Mart Foundation, Inc. to Ridge Career Center](#)
18. [C-18 \\$1,000 from American Legion Post#3 to Bartow Middle School](#)  
Attachment: [American Legion Check0001.pdf](#)
19. [C-19 \\$3,000 from GEICO to Workforce Education](#)
20. [C-20 \\$1,500 from Boyer Building Corporation to Workforce Education](#)
21. [C-21 \\$10,000 from the Pinellas County School Board to Academic Competitions](#)
22. [C-22 \\$3,800 from the Jewett School of the Arts PTA to Jewett School of the Arts](#)
23. [C-22 \\$3,441 from the Jewett School of the Arts PTA to Jewett School of the Arts](#)
24. [C-24 \\$2,500 from Big Lots, Inc. to Carlton Palmore Elementary](#)
25. [-25 \\$4,000 from The Pepsi Bottling Group, Inc. to Fort Meade Middle Senior High](#)
26. [C-26 \\$1,500 from Rodda Construction, Inc. to Auburndale High School](#)

#### Facilities & Operations Contract Changes – Architectural Services

27. [C-27 Architectural Selection 2011/2012 Group #1 - Short Listing/Selection](#)  
Attachment: [certified negotiation-short listing & selection.pdf](#)

#### Facilities & Operations - Project Requests

28. [C-28 Project #P-01314 - Auburndale Central Elementary - Replace Soffit and Fascia](#)
29. [C-29 Project #P-01315 - Jewett Middle Academy - Replace Roof](#)
30. [C-30 Project #P-01316 - Highland City Elementary - Reroof Buildings 9, 10 and 14](#)

#### Human Resource Services General Items

31. [C-31 Substitute Handbook Update](#)  
Attachment: [Substitute Teacher Handbook 2011-13 Strike.pdf](#)  
Attachment: [Substitute Teacher Handbook - original.pdf](#)  
Attachment: [Substitute Teacher Handbook 2011-13 Final.pdf](#)  
Attachment: [Executive Summary Substitute Teacher Handbook 2011-12 10-25-11 BD.pdf](#)

Human Resource Services Recommendations

32. [C-32 Recommendations for Administrative and Instructional Personnel Actions](#)

Attachment: [Administrative and Instructional Recommendations Agenda 10-25-11.pdf](#)

Attachment: Administrative and Instructional Recommendations Agenda Term Suppt 10-25-11.pdf (Confidential Item)

Minutes:

\*\*\*Approved Personnel Recommendations

are recorded in

Supplemental Minutes Book

73-A-11, Pages 135 - 154.\*\*\*

33. [C-33 Recommendations for Non-Instructional Personnel Actions](#)

Attachment: [Non-Instructional Recommendations Agenda 10-25-11.pdf](#)

Attachment: Non-Instructional Recommendations Agenda Term Suppt 10-25-11.pdf (Confidential Item)

Minutes:

\*\*\*Approved Personnel Recommendations

are recorded in

Supplemental Minutes Book

73-A-11, Pages 135 - 154.\*\*\*

34. [C-34 Recommendations for Temporary Duty Assisgnments](#)

Attachment: [10-25-11 TDA.pdf](#)

Minutes:

\*\*\*Approved Personnel Recommendations

are recorded in

Supplemental Minutes Book

73-A-11, Pages 135 - 154.\*\*\*

Regular

Administration - Legal

35. [R-35 Resolution 2011/2012 - 09 - District School Board Member Residence Areas](#)

Attachment: [Redistricting Resolution 2011-2012 - 09.pdf](#)

Motions:

Motion to approve Resolution 2011/12-09,  
District School Board Member Residence Areas. - PASS

Vote Results

Motion: Hazel Sellers

Second: Tim Harris

Lori Cunningham - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Kay Fields - Aye

Tim Harris - Aye

Administration - Office of School Choice

36. [R-36 Request for Modification for Our Children's Academy](#)

Attachment: [BM Our Children's Academy Contract 10.25.11.pdf](#)

Motions:

Motion to approve a charter contract modification  
to increase projected enrollment for Our  
Children's Academy. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Lori Cunningham - Aye



Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Frank O'Reilly	- Aye
Hazel Sellers	- Aye
Debra Wright	- Aye

Facilities & Operations General Items – Property Management - Land

37. [R-37 Jewett School of the Arts - Acquisition - Hardaway Property](#)

Attachment: [10 25 2011 RESOLUTION 2011-2012-8.pdf](#)

Attachment: [10 25 2011 Aerial Exhibit.pdf](#)

Motions:	
Motion to approve Resolution 2011/2012-8 authorizing the acquisition of the Hardaway property.	- PASS
Vote Results	
Motion: Tim Harris	
Second: Dick Mullenax	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Frank O'Reilly	- Aye
Hazel Sellers	- Aye
Debra Wright	- Aye

Facilities & Operations Contract Changes - Property Management

38. [R-38 Dixieland Elementary - Dobbins Park Lease Agreement](#)

Attachment: [10 25 2011 Lease Agreement for Dobbins Park.pdf](#)

Attachment: [10 25 2011 Aerial Exhibit.pdf](#)

Motions:	
Motion to approve the lease agreement for Dobbins Park with the City of Lakeland.	- PASS

Vote Results

Motion: Hazel Sellers

Second: Dick Mullenax

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank OReilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Learning General Items

39. [R-39 Master Inservice Plan 2011](#)

Attachment: [Board Summary Approval MIP 11-12.pdf](#)

Attachment: [Master Inservice Plan 2011-2012 H.pdf](#)

Attachment: [PD Master Inservice Plan Component Update - 2011 rev..pdf](#)

Motions:

Motion to approve Polk County Public Schools  
Master Inservice Plan for the 2011-2012 school  
year. - PASS

Vote Results

Motion: Lori Cunningham

Second: Dick Mullenax

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank OReilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Public Hearing

To begin no earlier than 5:01 PM

40. [R-40 SPEAKERS](#)

Minutes:

Wes Bridges, School Board Attorney, related that since August 2010, District staff and the American Federation of State, County, and Municipal Employees (AFSCME ) have been bargaining issues of salary, step increases, and health benefits for bus drivers/custodians/bus attendants/food service employees without success. Two primary issues remain unresolved: salaries and health insurance.

Hector Ramos, AFSCME Regional Director, reported that 2010-11 records reflect a \$699 million budget for the district and an ending balance of \$44 million, yet management could not find \$490,000 for the lowest paid employees. The district's budget for 2011-12 is over \$675 million with an ending balance of over \$56 million. AFSCME requests that .2% be allocated for step increases and a small amount for those that have topped out at their step level.

Jose Farinas, Director of Employee Relations, reported that the 2010-2011 bargaining process began 14 months ago for approximately 2300 of the district's 12500 employees. On January 11, 2011 Impasse was filed by AFSCME. AFSCME chose not to consolidate with the Impasse filed by PEA and request a separate and different health plan for their employees. The District is asking for one health plan for ALL district employees beginning January 2012. AFSCME was offered the same plan as PEA but declined. Since the Special Magistrates' recommendation in May, 2011, changed circumstances and new information have allowed the district to offer a much improved health plan, however, it requires a monthly employee contribution of \$15.

Ray Charbonneau, AFSCME People's Chair, and Larry Milhorn, Treasurer, stated that 80% of those represented by the Union make less than \$12,000 annually. They requested an affordable health care plan with no premiums and a decent, livable wage for their members.

Don Wilson, Attorney for Superintendent, stated that AFSCME's rationale for their members to receive a salary increase is that their employees earn less and therefore deserve a better plan. He informed the Board that 70% of AFSCME's members are part time employees with full time benefits. PEA agreed to a reduced dollar reimbursement to receive a no-premium health plan; AFSCME declined the arrangement.

Jose Farinas stated the District's goal is to provide equitable settlements with all employees: (1) freeze salary increases for AFSCME's bargaining members as it is for PEA's; and (2) accept and impose the District's recommendation of one health insurance plan.

41. [R-41 Resolution of Impasse Issues with the American Federation of State, County and Municipal Employees](#)

Attachment: [5-28-11 Special Magistrate Squillace AFSCME Report 20p.pdf](#)

Attachment: [10-10-11 AFSCMEs Impasse Resolution to Board 17p.pdf](#)

Attachment: [10-25 District's Exec Summary and Attachments 1-2.pdf](#)

Minutes:

When asked by Mrs. Wright if both sides would continue negotiating a resolution, Mr. Ramos stated that AFSCME is not willing to meet unless management is willing to negotiate something other than PEA's settlement. Mr. Farinas reported that several different variations had been proposed on the health insurance issue but no settlements were reached.

Mrs. Sellers clarified that this pertains to last year's salary (2010-2011). We have received less money over the past five years. The School Board's main directive was to keep people employed. The Board has tried to treat all employee groups equally in salary and benefits.

Mr. Harris commented that the unassigned fund balance of \$5,949,642 is in excess of the Board's policy of 5%. He noted that AFSCME's request for \$490,000 is less than 10% of the \$6,000,000 excess. Several Board Members voiced concerns on offering an increase to one group over another and the need to be fair and equitable to all employees.

Motions:

Motion to accept and impose the Superintendent's recommendations as to salaries and longevity pay. - PASS

Vote Results

Motion: Frank O'Reilly

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Nay

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Nay

Motion Minutes:

Motions:

Accept and impose the Superintendent's recommendations as to the health insurance plan. - PASS

Vote Results

Motion: Frank O'Reilly

Second: Tim Harris

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

Motion Minutes:

Several Board Members voiced concern in offering a different health care plan to one group of employees over the other. PEA settled on a 40% premium reimbursement in order to have a health plan without monthly employee contributions.

When AFSCME was asked by Mrs. Cunningham if they would like to reconsider their decision, Mr. Blair stated they would not.

Mr. Harris and Mr. Mullenax commented that they were lobbied for multiple health plans by the different employee groups in the last negotiation cycle; the Board listened and directed staff to do so. The district was then penalized by the courts. It is not prudent for the district to go back through that process again.

Superintendent's Report

42. [Superintendent's Report](#)

Minutes:

Dr. Nickell announced that Karen Murray, English III Honors and Pre IB English teacher at

Haines City High School, was awarded the 'Beginning Teacher of the Year' Runner-Up Award from the Florida Council of Teachers of English (FCTE).

The Superintendent reminded everyone of Work Force Education's Expo on November 1st and 2nd at the Lakeland Center.

Our next work session will be held Tuesday, November 15, 2011 at 8:30 AM in the Superintendent's Conference Room followed by the School Board Meeting at 1:30 PM in the auditorium located at 1915 S. Floral Avenue, Bartow.

## Attorney's Report

### 43. [R-43 Attorney Fee Agreement](#)

Attachment: [Thomas Gonzalez Fee Agreement.pdf](#)

#### Motions:

Motion to approve attorney fee agreement with Tom Gonzalez. - PASS

#### Vote Results

Motion: Tim Harris

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Debra Wright - Aye

## Auditor's Report

## Board Members' Report

### 44. [Frank O'Reilly, District 1](#)

Minutes: No report.

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

Minutes: No report.

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

Minutes:

No report.

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

Minutes: No report.

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

Minutes: No report.

49. [Debra Wright, District 6](#)

Minutes: Mrs. Wright complimented the renovations made at Crystal Lake Middle School.

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

Minutes: No report.

#### Public Comments Addressing Items Not on Agenda

51. [SPEAKERS](#)

Minutes: None.

Adjournment

Meeting adjourned at 7:34 PM. Minutes were approved and attested this 15th day of November, 2011.

\_\_\_\_\_  
Kay Fields, Board Chair

\_\_\_\_\_  
Sherrie B. Nickell, Ed. D, Superintendent