



11 10 2015 School Board Meeting 5 00 PM

Pledge of Allegiance

1. [C-1 Simon Scharff, Chain of Lakes Elementary](#)

Call Meeting to Order

Acceptance of Agenda

2. [C-2 Accept the Agenda for the November 10, 2015 School Board Meeting as REVISED](#)

Motions:

Motion to accept the Agenda for the November 10, 2015 School Board Meeting. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

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 Donor Recognition - Play It Forward, Beth Cummings](#)

Attachment: [11 10 15 script.pdf](#)

Public Comments on Agenda Items

4. [C-4 SPEAKERS](#)

Approval of Minutes

5. [C-5 Approve the Minutes of September 22, 2015 Work Session](#)

Attachment: [09 22 15 Work Session Minutes.pdf](#)

Motions:

Motion to approve the Minutes of the September 22, 2015 Work Session. - PASS

Vote Results

Motion: Kay Fields

Second: Hazel Sellers

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

6. [C-6 Approve the Minutes of October 6, 2015 School Board Meeting](#)

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

Motions:

Motion to approve the Minutes of the October 6, 2015 School Board Meeting. - PASS

Vote Results

Motion: Hazel Sellers

Second: Hunt Berryman

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

7. [C-7 Approve the Minutes of October 6, 2015 Work Session](#)

Attachment: [10 06 2015 Work Session Minutes.pdf](#)

Motions:

Motion to approve the Minutes of the October 6, 2015 Work Session. - 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

8. [C-8 Approve the Minutes of October 27, 2015 Special School Board Meeting](#)

Attachment: [10 27 2015 Special School Board Meeting Minutes.pdf](#)

Motions:

Motion to approve the Minutes of the October 27, 2015 Special School Board Meeting. - PASS

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

Oath of Office

Reorganization of the Board

9. [C-9 Election of Chairman](#)

Minutes:

Nominations for Chairman

Superintendent LeRoy opened the nominations.

Mrs. Cunningham nominated Hunt Berryman as Chairman.

Mr. Harris nominated Kay Fields as Chairman.

Votes in support of Mr. Berryman as Chairman were Districts 1, 2, and 6.

Votes in support of Kay Fields as Chairman were Districts 1, 2, 3, 4, 5, 6, and 7.

By roll call vote, Kay Fields will serve as Chairman.

10. [C-10 Election of Vice Chairman](#)

Minutes:

Nomination for Vice Chairman

Superintendent LeRoy opened the nominations.

Mrs. Sellers nominated Hunt Berryman as Vice Chairman.

There were no other nominations.

By roll call vote, Mr. Berryman will serve as Vice Chairman.

11. [C-11 Designation of Time, Date, and Place of School Board Meetings](#)

Minutes: Fourth Tuesday of each month Board Meetings 5:00 pm.

Motions:

Motion to hold monthly meetings of the School Board on the fourth Tuesday at 5:00 PM in the auditorium located at 1915 S. Floral Avenue and the Work Sessions be held in the Superintendent's Conference Room on the 2nd and 4th Tuesday of the month at 9:00 AM and 12:30 PM, respectively. - PASS

Vote Results

Motion: Dick Mullenax

Second: Lori Cunningham

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

12. [C-12 Resolution 2015/2016-06: Warrants Drawn Against School Funds](#)

Attachment: [Resolution 2015-2016 06 - Reorganization.pdf](#)

Minutes:

Lori Cunningham motion, Kay Fields second

Motions:

Motion to approve Resolution 2015/2016-06:
Warrants Drawn Against School Funds when
signed by the Chairman and Secretary to the
School Board. - 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

13. [C-13 Proceedings of School Board Meetings](#)

Minutes: Lori Cunningham motion Hunt Berryman second

Motions:

Motion to approve the proceedings of the School
Board Meetings be held in accordance with
Robert's Rules of Order, Revised, and Rules of the
Administrative Procedures Act. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

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

Approval of Consent Agenda

14. [C-14 Approve the Consent Agenda](#)

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

New Administrator Announcements

15. [C-15 New Administrators](#)

- Attachment: [Director - IT-Christie DeVane.pdf](#)
- Attachment: [AP - Lincoln Academy - Dru Gainey.pdf](#)
- Attachment: [Director - IT-Diane Rivera.pdf](#)

Consent

Business Services General Items

16. [C-16 1st Quarter Disposition Report](#)

Attachment: [1st Qtr FY16 Disposition Rpt.pdf](#)

Attachment: [1st Qtr FY16 Disposition Summary.pdf](#)

Business Services Contracts

17. [C-17 Amended Agreement for Head Start to Correct Error in Lease Amount](#)

Attachment: [15 11 10 Amended Headstart Lease Agreement Wilfred Smith Resource Center - Red Line.pdf](#)

Business Services Donations

18. [C-18 \\$1,222.00 Donation from All Saints' Academy to Snively Elementary](#)

19. [C-19 \\$1,000.00 Donation from the Walmart Foundation, Inc. to Spessard Holland Elementary](#)

20. [C-20 \\$5,000.00 Donation from the Regal Automotive Group to Harrison School for the Arts](#)

21. [C-21 \\$1,000.00 Donation from the Cleveland Court PTO to Cleveland Court Elementary](#)

22. [C-22 \\$800.00 Donation from the Polk Education Foundation to Union Academy](#)

23. [C-23 \\$500.00 Donation from the City of Lakeland to George Jenkins High School](#)

24. [C-24 \\$1,650.00 Donation from Bright House Networks, LLC to Winter Haven High School](#)

25. [C-25 \\$1,000.00 Donation from the Walmart Foundation, Inc. to Winter Haven High School](#)

26. [C-26 \\$500.00 Donation from Publix Super Markets Charities, Inc. to Auburndale High School](#)

27. [C-27 \\$1,270.80 Donation from the Jewett Middle Academy PTA to Jewett Middle Academy](#)

28. [C-28 \\$800.00 Donation from the Polk Education Foundation to Oscar J. Pope Elementary](#)

29. [C-29 \\$500.00 Donation from the State Farm Companies Foundation to Bethune Academy](#)
30. [C-30 \\$500.00 Donation from Toni Peterson to Crystal Lake Elementary School](#)
31. [C-31 \\$10,000.00 Donation from the Lincoln Avenue Academy PTO to Lincoln Avenue Academy](#)
32. [C-32 \\$1,500.00 Donation from the Walmart Foundation, Inc. to Lake Gibson Middle School](#)
33. [C-33 \\$1,000.00 Donation from the Cypress Gardens Lions Club to Karen M. Siegel Academy](#)
34. [C-34 \\$2,500.00 Donation from Mosaic to Harrison School for the Arts](#)
35. [C-35 \\$3,925.56 Donation from the Harrison's Parents' Association to Harrison School for the Arts](#)
36. [C-36 \\$1,000.00 Donation from Business Partner to Sandhill Elementary](#)
37. [C-37 \\$500.00 Donation from Gosh Gourmet Oriental & Sushi House \(owner Phuong Ly is a Lincoln parent\)](#)
38. [C-38 \\$500.00 Donation from Regal Automotive Group to Auburndale High School](#)
39. [C-39 \\$850.00 Donation from the Bright House Sports Network to Ridge Community High School](#)
40. [C-40 \\$500.00 Donation from Mulberry Title to R. Bruce Wagner Elementary](#)
41. [C-41 \\$4,765.19 Donation from HGE PTO to Highlands Grove Elementary](#)
42. [C-42 \\$3,500.00 Donation from Duke Energy through Polk Education Foundation to Frostproof Elementary](#)
43. [C-43 \\$3,500.00 Donation from PEF Duke Energy Grant to Bethune Academy](#)
44. [C-44 \\$638.00 Donation from KMS for FFA Jackets](#)
45. [C-45 \\$800.00 Donation from Melody Lenhart to Winter Haven High School](#)
46. [C-46 \\$2,500.00 Donation from Duke Energy Grant to Eastside Elementary](#)
47. [C-47 \\$500.00 Donation from Magnolia Machine Company to Auburndale High School](#)
48. [C-48 \\$500.00 Donation from Kent Hovious Painting, Inc. to Auburndale High School](#)
49. [C-49 \\$7,000.00 Donation from Mosaic Fertilizer LLC to Fort Meade Middle Senior High](#)

50. [C-50 \\$500.00 Donation from Daniel and Marcia Welch to Auburndale High School](#)
51. [C-51 \\$500.00 Donation from Florida Section SME to Lewis Anna Woodbury](#)
52. [C-52 \\$500.00 Donation from Publix Super Markets Charities to Valleyview Elementary](#)

Attachment: [Publix Charities Donation - Gent Inst.pdf](#)

Business Services Donations - NON CASH (Technology Related)

53. [C-53 Donation of Electronic Drawing Plotter, ink cartridges and paper](#)

Facilities & Operations General Items – Administration

54. [C-54 Demolition of One Portable](#)

Attachment: [Portable Demo List 9-30-15.pdf](#)

55. [C-55 Demolition of Portables](#)

Attachment: [December 2015 Portable Demos.pdf](#)

Facilities & Operations General Items – Construction Services

56. [C-56 Construction Management-at-Risk Services for Continuing Contract](#)

Attachment: [CC - CM.pdf](#)

57. [C-57 Architectural and Engineering Services for Continuing Contract Services](#)

Attachment: [CC - Structural.pdf](#)

Attachment: [CC - Civil.pdf](#)

Attachment: [CC - MEP.pdf](#)

Attachment: [CC - Architectural.pdf](#)

58. [C-58 Various Projects - Contracts and Contract Changes under \\$250,000](#)

Attachment: [July - September 2015 - Quarterly Project Report.pdf](#)

59. [C-59 Pre-Qualified Vendor List](#)

Attachment: [Copy of Vendor List Updated Bd 11-10-15.pdf](#)

Facilities & Operations General Items - Planning and Concurrency

60. [C-60 Polk County Local Mitigation Strategy - Resolution 2015/2016-05](#)

Attachment: [FDEM LMSAPALetter Polk 8 7 15.pdf](#)

Attachment: [15 11 10 Local Mitigation Resolution.pdf](#)

Attachment: [Polk LMS Aug 2015.pdf](#)

Facilities & Operations General Items – Property Management (Land)

61. [C-61 Required DOE Plant Survey for Disposition of Property - Survey 4.2](#)

Attachment: [DOE Spot Survey 4.2 - Disposition of Property.pdf](#)

Facilities & Operations - Project Requests

62. [C-62 Project P-01642 - Lk. Region Sr. - Upgrade/Replace HVAC Systems](#)

Human Resource Services Recommendations

63. [C-63 Recommendations for Administrative and Instructional Personnel Actions](#)

Attachment: [Administrative and Instructional Recommendations Agenda 11-10-15.pdf](#)

Attachment: Administrative and Instructional Recommendations Term Suppt 11-10-15.pdf (Confidential Item)

Minutes:

Approved Personnel Recommendations

are recorded in the Supplemental Minutes Book

77-A-15, Pages 108-253.

64. [C-64 Recommendations for Non Instructional Personnel Actions](#)

Attachment: [Non-Instructional Recommendations Agenda 11-10-15.pdf](#)

Attachment: Non-Instructional Recommendations Term Suppt Docs 11-10-15.pdf (Confidential Item)

Minutes:

Approved Personnel Recommendations

are recorded in the Supplemental Minutes Book

77-A-15, Pages 108-253.

65. [C-65 Recommendations for Temporary Duty Assignments](#)

Attachment: [TDA 11-10-15 BM V2.pdf](#)

Minutes:

Approved Personnel Recommendations
are recorded in the Supplemental Minutes Book

77-A-15, Pages 108-253.

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

66. [C-66 Create Job Description for Sr Analyst - IT, ERP](#)

Attachment: [Sr Analyst ERP-11-10-15 BM.pdf](#)

67. [C-67 Create Job Description for Senior Manager, Instructional Technology Program Implementation](#)

Attachment: [Board package Sr Manager ITPI 11-10-15BM.pdf](#)

68. [C-68 Create New Position and Job Description for Director, Multiple Pathways and Special Projects](#)

Attachment: [Director MP-Board Package 11-10-15 BM.pdf](#)

Human Resource Services Annual Items

69. [C-69 Florida Educational Equity Act Annual Update 2014-2015](#)

Attachment: [Florida Annual Equity Updated 11-10-15 BM.pdf](#)

70. [C-70 Create Job Description for School-Based Assistant Principal II](#)

Attachment: [APII - JD - Board Package - 11-10-15 BM.pdf](#)

Teaching and Learning General Items

71. [C-71 Master Inservice Plan 2015-2016](#)

Attachment: [Master Inservice Plan Component Preparation Template April 2014.pdf](#)

Attachment: [Master Inservice Plan 2015.2016.pdf](#)

Attachment: [MIP Master List.pdf](#)

72. [C-72 2015-2016 Class Size Flexibility](#)

Attachment: [class size Flexibility 2015-16.pdf](#)

Support Services Field Trip Requests

73. [C-73 Out of State Field Trip Requests](#)

Attachment: [Out of State Field Trips.11.10.2015.pdf](#)

Regular

Administration General Items

74. [R-74 Recommendation to Name New School Citrus Ridge: A Civics Academy](#)

Attachment: [Citrus Ridge.pdf](#)

Minutes:

Mrs. Cunningham presented a brief narrative on the process of selecting the recommended school name for the new K-8 school located in the northeast area of the county. The Educational Facilities Naming Committee was comprised of approximately thirty community members from the northeast section of Polk County. They met and developed a list of potential school names based on the area and its heritage. Once the list was narrowed down to four possible selections, the School District posted these to the website, www.polk-fl.net, and asked for community input on those choices over the next several weeks. Results were gathered and the committee reconvened and determined the name Citrus Ridge: A Civics Academy was the most popular selection to be presented to the Board.

Mr. Mullenax thanked the members of the community for their participation and for the time and effort involved in this selection process

Motions:

Recommend approval of the name Citrus Ridge: A Civics Academy for the new K-8 school in the Four Corners area. - PASS

Vote Results

Motion: Lori Cunningham

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

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

Business Services General Items

75. [R-75 Bid Recommendation for Classroom and Office Supplies-Stock](#)

Motions:

Confirmation of Superintendent's approval per previous Board authorization for the Superintendent to approve bid awards as needed between School Board meetings during the months when there is only one School Board meeting during 2015-2016.

Classroom and Office Supplies-Stock, Bid File Number 019-SRW-0916:

AFP Industries, Inc. (South Miami, FL)-Items 16,17

Canadian HIP Industries (Montreal, CAN)-Items 5, 24-27, 29, 61, 76, 88

DGS Educational Products (Delray Beach, FL)-Item 11

Pyramid School Products (Tampa, FL)-Items 1-3, 6, 9, 12-15, 18-23, 30, 31, 34, 35, 37-44, 50, 52, 53, 59, 63-68, 73, 74, 77, 85-87

School Specialty (Greenville, WI) - Items 7, 8, 70

Smith Office and Computer Supply (Hollywood, FL) - Items 71, 72, 79-84

Standard Stationary Supply Co. (Wheeling, IL) - Items 4, 10, 28, 32, 36, 49, 51, 54-58, 60, 62, 69, 75, 78

No award. No acceptable bids received. Quotes will be obtained as necessary for items 33, 45-48

Vote Results

Motion: Hazel Sellers

Second: Tim Harris

-
PASS

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

Public Hearing

Superintendent's Report

76. [Superintendent's Report](#)

Minutes:

Superintendent LeRoy addressed the teachers of Polk County and discussed the frustration that has been endured with needs for additional support. Following is the statement the Superintendent made:

As we come to the close of the first quarter of the school year, I want to congratulate our teachers on the amazing examples of learning that are occurring daily in our classrooms across the district. Your commitment to our students is both exemplary and inspiring. Thank you for your dedication in providing every opportunity to every student.

This school year began with the introduction of new accountability measures as well as new district-created assessment tools. These actions resulted in placing a higher priority on district staff to provide greater support of classroom instruction through guidance and additional resources.

There's benefit in understanding the background on the creation and expected use of each district-created assessment so that the various assessments provide the highest possible educational outcomes for all students.

The use of formative assessments, or other diagnostic efforts within classrooms, provides information that should be used to improve classroom practices and student instructional outcomes. A recent review of how formative assessments have been utilized indicates that our teachers are struggling to balance instructional time with testing time. Understood. I, along with many other superintendents across the state, also struggle with this dilemma.

To that end the district is committed to increasing teacher directed instructional time and has the district has removed over 150 assessments for optional use only. Additionally, resources continue to be created and provided to teachers, such as direct linked lessons, video tutorials, and increase professional development with site based support.

I think that we can all agree that monitoring student progress toward proficiency is important for our students; however, together we need to voice our concerns of the overzealous

accountability system in Florida.

We have made some progress on the accountability front with a 5% cap, more flexibility in the teacher evaluation system and the ability to use multiple measures. We must continue to address our concerns with our legislature.

Status of PEA Negotiations

Negotiations with our bargaining groups is a process. Since March 25, 2015 District staff have met on eight (8) occasions to negotiate the 2015-2016 school year with the Polk Education Association. The next session is scheduled for November 18. Several bargaining subcommittees meet frequently to discuss the Teacher Evaluation System (8 meetings), as well as network manager and various clerical job duties.

Discussions continue regarding salaries for the three groups, however Tentative Agreement has been reached on many issues affecting Teachers, Para-educators and Educational Support (clerical) Personnel, such as salary overpayments and underpayments, the 2016 Health Plan, and monthly meetings between the school's union representative and the principal.

This school year the Teacher Performance Pay Salary Schedule must be implemented as provided in 1012.22, *Florida Statutes*. Teachers on Annual Contract as of July 1, 2014, and all Probationary Contract teachers will be placed on the Performance Pay Schedule. There will be a cost to transition all of these teachers from the current Grandfathered Salary Schedule to the new Performance Pay Schedule.

Great progress and strides are being made as the District continues to negotiate with the Polk Education Association (PEA). Last year the District received the largest, historical, pay raise for educators in Polk, \$12.8 million, which made beginning Polk teachers the second highest paid in Central Florida.

Attorney's Report

77. [Attorney's Report](#)

Minutes: No report.

Auditor's Report

78. [Auditor's Report](#)

Minutes: No report.

Board Members' Report

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

Minutes:

Mr. Berryman commented on the upcoming recognition of Veterans Day. He asked that everyone pause and remember why we honor veterans, those who have served and those who continue to serve in order for us to enjoy our freedom

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

Minutes:

Mrs. Cunningham discussed the Veterans Day Ceremony she attended at Ridge Community. She offered a thank you to the 750 Cadets who participated in the recognition of Veterans Day. She stated many veterans from around the county attended. The band also performed musical pieces as a tribute to each branch of the military.

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

Minutes: No report.

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

Minutes:

Mr. Mullenax thanked the Board Members for their support as he served as Chairman for the last two years. He stated he has enjoyed the journey of serving in that position despite challenges and any success he has had was because of the support he received from the other Board Members.

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

Minutes:

Mrs. Fields thanked the Board Members for their confidence in her as she enters the role of Chairman of the School Board. She stated she will be steadfast and try to do what is best in the interest of the schools, the District, and the students. She then presented Mr. Mullenax with a plaque commemorating his year as School Board Chairman and commented he had done an awesome job while in that position. She extended her thanks for all of his hard work and effort to keep the Board on task over the last 2 years.

She also stated it is understandable that everyone has their own opinion, everyone is to be respected, and everything should be done in decency and in order. Even when parties do not agree on an issue, they should listen and be respectful. Earlier in the meeting, three new administrators were introduced before the Board. The behavior from individuals outside in response to the teachers' concerns inside the meeting created such a disturbance attendees of the meeting could not hear the statements that these administrators made as they introduced their families, etc. Mrs. Fields asked the Superintendent to invite these three administrators: Christie DeVane, Director of School Technology Services; Diane Rivera, Director of Software Development; and Dru Gainey, Assistant Principal of Lincoln Avenue Academy to the next Board Meeting for a proper introduction.

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

Minutes: No report.

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

Minutes: No report.

Public Comments Addressing Items Not on Agenda

86. [SPEAKERS](#)

Attachment: [Board Meeting Speaker w Topics.pdf](#)

Minutes:

L.D. Wilcox commented that fifty years ago he participated in a group such as those assembled today. Good teachers must be respected and compensated appropriately. He taught for more than thirty years. We cannot afford to lose anymore students in Polk County to the prison system. Keeping good teachers is a step in the right direction to prevent this.

Marianne Capozziello stated many teachers and support staff are in attendance at the meeting because they want the administration to know how concerned they are with how this year is unfolding. Many were not able to attend the meeting because of after-school obligations such as tutoring, parent nights, etc. and the teachers honor their commitments. They are experiencing high levels of stress due to unreasonable pressure put on them for

testing, lack of discipline, workloads, training, meetings, etc. This stress is also due to a belief that the Board is reneging on their contractual agreements. She stated the teachers feel as though they must beg every year for resolution to their salaries. A Stress Survey was completed and out of 2,703 teachers that responded, 15 % said they are considering early retirement, 19% said they are considering looking to other Counties and States for employment, 37% said they are beginning to look for jobs outside of the education field, 71% are planning on leaving the students of Polk County behind. She commented there are still unfilled positions and are losing teachers on a weekly basis and asked what the District will do if those numbers come to fruition. She stated the teachers and support staff are the backbone of the organization.

Ray McKinney is a retired teacher, former chairman of the district salary and compensation committee as well as former chief negotiator for PEA, and is currently the President of PEA Retired. He stated they support the teachers and the school system. He commented that Mr. Berryman attended their last meeting to share the concerns of the Board before the State Legislature and shared the Central Florida Coalition concerns and that of the Superintendent's Association. They are actively engaged in support of issues and asked for the Board to support forward movement of Salary and Benefits negotiations. He said he understands the frustration, but management has yearly drug its feet since the 1990's, when it came to negotiations for salary and benefits. Encouraged the Board to push for passage of the salary increase before Thanksgiving especially since this should have been accomplished before school started.

Graciela Dickson, a teacher Lake Region High School, asked the Board to take into consideration the financial hardships that teachers are experiencing and the hours that are invested but are not compensated. She stated the inadequate salary has forced her to work multiple jobs and has prevented her from saving money toward her retirement.

Tom Lentz, a teacher at Ridge Community High School, is a veteran of the Marine Corps and stated more work and more stress should equal more pay. He stated he has worked twelve years and feels as though he is disrespected because he is forced to perform repetitive work that does not contribute to student learning. He referenced mundane tasks and training procedures especially in Temporary Duty Assignment policies. Evaluations effect his ability to do his job and his salary effect his livelihood.

Jason Argo, a teacher at Mulberry High School, discussed the Stress Survey results and the frustration surrounding electronic testing. Some specific instances he gave as examples were: too many tests without adequate instruction time; tests that may require additional training on equipment for lower grades that is not taken into consideration; non-user friendly interfaces for recording data; not enough classroom support while the tests are being administered; and inadequate computers and other technological equipment.

Susan Cameron is the Vice President of PEA and a teacher Denison Middle School. She commented on computer based testing and stress factors related to lack of adequate support for student discipline She said the State does not recognize the Collective Bargaining Agreement stipulations in Polk County, in part because other counties have not adopted the same agreements. She asked why Polk County teachers should be forced to accept a contract based on what other counties have. She stated our County should be setting the bar.

Lorinda Utter, Itinerant teacher at Inwood Elementary School and the secretary treasurer and part of the bargaining team. She stated what is happening is disrespectful to the contract and the employees. The teacher work environment is the student's learning environment. She commented that some of the biggest stress factors are lesson plans and curriculum maps. She said even seasoned teachers are considering leaving. Some of the tests are administered before the material has been covered. She also referenced testing windows and lack of access to adequate facilities for testing. She asked the Board to direct bargaining staff to come to table with a reasonable offer.

Bernard Wells, Staffing Specialist for Exceptional Student Education (ESE), discussed the massive amounts of time spent on compliance for Individual Education Plans (IEP's) etc.. The means of support that were utilized in the past including cluster paraprofessionals have been greatly reduced despite the paperwork and meetings continuing on. The responsibility now rests on the school to try to accommodate teachers as they attend meetings as well as compensate for the instructional time that is sacrificed by the teachers/students.

Chris Olson, an itinerant teacher, received a Master's Degree but when he returned he was told it was of no value because it was out of field. He discussed inconsistent policies especially discipline. He commented there are no teachers that work the 7.75 hours per day that they get paid for. Instead, they put in 60-70 hours of labor is expected weekly with no additional compensation. He stated the expectations for teachers is increasing although their salary is not.

Deborah Taylor has been a teacher since 1982 and is now in the Deferred Retirement Out Plan (DROP). She stated work time has increased over the years. It is as many as 70 or 80 hours of mandatory work per week and many teachers are concerned with how this affects their personal lives, marriages, and lack of quality time with family. She has had to sacrifice time with her own family and may "drop" before she completes DROP. She also commented the District should not have to pay someone a lot of money to tell administrators that students need recess.

Amanda McCalister is teacher at Ridge Community High School and a member of the teacher evaluation team since it began in 2011. She stated in her teacher tenure she has seen changes in Board Members and in Superintendents (i.e. management) which has resulted in changes to the work teachers do. Leadership means communicating and getting the job done sometimes at personal sacrifice. She asked the Superintendent to fulfill the promises she made when she came to Polk Co. by bargaining fairly, communicating in good faith, and empowering teachers to be educational leaders. She asked the Board Members to hold management accountable and hold negotiations to a standard.

Dr. Wendy Bradshaw, a former Polk County teacher, discussed the climate of fear surrounding teachers. If they question the integrity of policies or appropriateness of materials, they are afraid of malicious reassignment, poor evaluations, etc. She commented teachers should be able to teach without removing autonomy. Many teachers are leaving and no one asks why now that the exit survey has been removed. Teachers do not feel as though their voices are heard unless they post it to Facebook.

Lacey Langston is a teacher in the Polk County School District. She is concerned with the well being of the students. She commented her hope is that the Board will keep an open

heart and mind as they expect teachers to do and advocate for the students. She referenced the IPTP test that reflect inaccurate, poor performance measurements for students that already have a grasp of the concepts being evaluated.

Christine Moore, spoke as an advocate for her friends that work in the school system and her children who are students. She feels the stress the teachers are experiencing is reflected in the students when they come home. She commented on a climate of fear that is being experienced by teachers. Students come home and spend hours after school trying to grasp concepts that teachers are not given ample time to adequately instruct in the classroom.

Keith Hoard is the First Vice President of the Lakeland Branch of the NAACP. He offered his appreciation to Superintendent LeRoy and the School Board and acknowledged their efforts for trying to do the right thing. He commented on the countless hours invested by the teachers and the unbelievable stress they endure and time constraints they placed under.

Laura Webster, teacher at Bartow HS/Summerlin, encouraged the Board Members to visit the schools not just when there are celebrations and ceremonies, but come when there are testing days. She stated the teachers and others who have attended the meeting are not just interested in asking for more money, it is much larger than that, they want to effectively teach the students without all of the other barriers.

Lori Davis, teacher at Chain of Lakes Elementary, commented teachers do so much more than educate. The teachers also lend a sense of safety and security and even empowerment for students that is often lacking at home. They give students reassurance. Give teachers the opportunity to express themselves.

Mrs. Fields addressed the group and commented the Board Members and Superintendent appreciate all the teachers do and the administration shares the same concerns for the students. She stated they are very pleased with the turnout of individuals who have come to the meeting to voice their concerns; however, she asked the attendees do so in an orderly and respectful way. She commented she has made extensive notes in order to follow up on the issues that are being shared by the teachers.

Mrs. Sellers stated the Board Members acknowledge the teachers are on the front line. She explained many of the mandates are above the School Board level but regardless they are continuing fight for change. She encouraged parents to advocate with their Legislators for change. She thanked the teachers for what they do and commented the District Office employees are here to serve them so that they can better serve the students.

Mr. Harris discussed his appreciation to the individuals who have attended the meeting and said he felt encouraged by their willingness to show their passion and love for the job. He stated he understands their concerns and frustration because he also spent many hours of preparation in his own classroom above and beyond his workday when he was a teacher. He discussed the frustration that was felt when he attended the State Board of Education meeting. Many attendees at that meeting shared passionate pleas for the same issues the teachers are currently voicing but those were echoed by an equal number of pleas from those who advocated for even more testing. Unfortunately, he felt that many of the comments fell on deaf ears. He encouraged the attendees to join with the Board to fight for change in Tallahassee and Washington, D.C. in an effort to remove the stress from

the students which will in turn remove it from the teachers, so that they might return to the joy of learning.

Mr. Wilson stated his expectation for this evening's meeting would be pleas for larger salaries and contract negotiations; however, what he has heard has been much deeper. He commented that the concerns shared were what he needed to hear because it has encouraged him and helped him focus on the needs of the District. He thanked the teachers for their courage in sharing their stories with the Board.

Mr. Mullenax discussed his previous experiences in the fifteen years he spent as a teacher. His children and grandchildren have attended Polk County Public Schools and his wife has been a teacher for more than forty years. He has seen and heard first-hand through her shared experiences some of the same issues the teachers in attendance at the meeting have discussed. He is encouraged by the attendees coming to protect their passion; however, he explained their concerns must be exerted in the proper direction. He urged teachers to involve parents in the process and encourage parent groups to take some initiative and share their concerns with their Legislators. He asked the staff members in attendance to work with the School Board as strides are being made to alleviate their concerns and continue to provide the best education they can to the students of Polk County. He challenged the audience to join a free organization online, Fund Education Now, a group initiated by mothers in Orlando to advocate for Legislative issues effecting education.

Mr. Berryman explained that although he is a businessman, he comes from a family of educators including his spouse. This has given him the ability to understand some of the trials and frustrations the teachers have shared. He commented this evening's meeting and sharing of information has brought the Board Members, Teachers, Educational Support Personnel, etc. together as a community because everyone in attendance has the wellbeing of the children at heart. He stated to the group that a meeting was held earlier in the day determine the next steps to move negotiations forward. He explained these issues are a part of a larger Legislative process that begins on the Federal, then State, then Local levels. Everyone must work together and try to do a better job of communicating. He referenced the Superintendent's recent efforts to address testing from the District perspective. He commented our District is administering 2.9 hours of testing which is below the State mandate of no more than five hours of testing.

Mrs. Cunningham thanked the group for taking the time to attend the meeting and speak to the Board about their concerns. She commented on the amazing job they do with the students every day. She encouraged everyone to remember we are on the same team because ultimately we are effecting the most important thing in our lives which are our children, the next generation that is going to take over in the stead of their elders. She stated their issues have been heard loud and clear. Her husband is a teacher in the school system and she has also seen first hand the frustration that is being experienced. She explained that many of the issues at hand are out of the Board's realm of control and are to a large extent mandates from Tallahassee She challenged everyone to work together and asked the audience to understand that negotiations are a process but they continue forward because the Board cares. She felt it was important for the process to be broken down for the teachers and that they try to understand the Board Members are making every effort to try to improve the circumstances for every staff member that touches Polk County students' lives. She stated it is not an easy task and many hours are invested working with a finite amount of money in an effort to equitably distribute funds.

She reiterated how important the teachers are and that their complaints did not fall on deaf ears. She also commented the Board Members and Superintendent are of the shared belief the teachers should be paid appropriately and it should be retroactive.

Mrs. Fields thanked Ms. Capozziello for the information that was shared regarding the thoughts of the teachers. She commented that stress is being experienced by many in the District including the administrators and District Office staff. She stated movement will continue to be made in the negotiation process until something positive happens.

Adjournment

Meeting adjourned at 6:53 PM. Minutes were approved and attested this 8th day of December, 2015.

Kay Fields, Board Chair

Kathryn M. LeRoy, Superintendent