

11 12 2013 Work Session 8 30 AM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

New Business

1. [8:30 - 8:45 AM School Board Comments](#)

Minutes:

Mrs. Wright shared that the School Board of Polk County is one of five national recipients of the USHER Foundation's New Look Program which will provide a ROCK n ROLL instructional element at several of our schools. Superintendent LeRoy had approached the Foundation for support of an academy to address the business side of the entertainment industry scheduled for McLaughlin Middle School in Lake Wales. The district will have 500 Career and Technical licenses available through the 4-year program which begins in the 8th grade. Mrs. LeRoy commented that others schools will be involved as well. The amount received was \$159,000.

The other recipients were: Los Angeles, California; Milwaukee, Wisconsin; Decab, Georgia; and Wake, North Carolina.

Mr. Berryman reported on a meeting he attended with Jerry Ford (Ford and Associates) and Mike Perrone, Associate Superintendent and Chief Financial Officer, to look at refinancing two pieces of our bond portfolio which may save us \$2.3 million through the changes in rates over the next several years.

Mr. Berryman encouraged the Board Members to support the United Way campaign with their donations.

Board Agenda Review

2. [8:45 - 9:00 AM Review November 12, 2013 School Board Agenda](#)

Attachment: [11 12 2013 School Board Agenda.pdf](#)

Minutes:

C-5: Minutes of the October 23, 2013 Work Session

Mr. Berryman requested the work session minutes be reviewed. He believes his comments were to bring the School Board attorney's contract forward for a vote, not to terminate it.

C-43: Class Size Flexibility

Mr. Berryman commented that there is class size flexibility allowed now for Choice Schools due to legislative changes.

Ann Tankson, Associate Superintendent of Teaching and Learning, stated that the District did meet the legislative requirements of class size on October 18th. There are other opportunities to help several of our charter schools meet the requirements. The Department of Education has not provided information in writing holding the District harmless if Charter Schools do not meet the class size requirements.

Mr. Harris asked if classroom limits changed to school wide after the October 18th date. Mrs. Tankson responded that the maximum per classroom increased: for K-3 it is 18 plus 3 (21); Grades 4-8 becomes 22 plus 5 (27,) and grades 9-12 becomes 25 plus 5 (30).

Mrs. Wright would like the district to get the information out to parents as soon as possible and become more proactive in educating the public on the changes.

Mr. Mullenax cautioned about adding more students to a teacher's already full class load, especially in the elementary grades. A teacher's effectiveness in providing a quality education is hampered and they are the ones held accountable.

Mr. Berryman reiterated that Schools of Choice are now able to use the school average going forward. Mrs. Tankson responded that we are looking at the process for next year; we contacted the Department of Education to see if that would be an option this year but they would not provide a response. We are looking at all high schools, all out-of-zone transfers, and at the students enrolled in the academies to identify the choice options district wide.

Superintendent LeRoy commented that it was Pasco County that used the district-wide choice option; we are waiting to see their outcome.

R-45 Contract for School Board Attorney

Mr. Berryman commented on his perception of a conflict of interest because the General Counsel's spouse is employed by the District. He believes the office of General Counsel should be held to a higher level of integrity and loyalty. However with that said, he believes the contract should be approved today but, in January, have a discussion to bring in a professional to present best practices of other districts. To have a comparison

of other districts as to the structure of their legal departments, their expenditures, and their employment contracts.

Mr. Mullenax doesn't feel that would be beneficial because 67 districts do things 67 different ways; no contracts are alike. We are the largest school district that only has one in-house attorney.

Mrs. Wright commented that she reviewed the school board policy that addresses employment and supervision of family members and it does not align to the concerns of Mr. Berryman. Mrs. Fields commented that if the nepotism policy doesn't address Board Members and their relatives, it should be considered as well. Mrs. Wright concurred.

R-47 - Personnel Agreement with Sheriff's Department

Mrs. Fields stated she has voiced her concerns with the Superintendent and Mr. Rivers (Associate Superintendent of Operations). This is a new process for the District: we are to pay \$122,000 for a position that reports to and is supervised by the Sheriff's Department, not a School District Administrator. How would we handle conflicts with discipline procedures? She understands that the discipline duties are to be removed from this position but she remains concerned. Mr. Rivers clarified that the Discipline office will establish protocols for principals with examples and directions on where they go for assistance: SRO or Discipline Office. The contract is clear and specific and the conversation with the Sheriff's office is that they do not want to be in the discipline arena. As to the concern of the person being under the supervision of the SD yet funded by the district, it is in our best interest to contract these services this first year. One advantage is the availability of a current certified law enforcement officer. They will be up to date on the issues of the county. Secondly, if we do not see the benefit of the program, we can terminate the contract at any time or simply not renew the contract at the end of the year.

Mrs. Fields asked who resolves conflicts between the position and our supervisory staff. Mr. Rivers stated that the contract specifies the person is.... to provide school safety and security leadership and to execute the policies and programs herein authorized by the School Board.

If there is a conflict in carrying out the mission of the School Board, the District will handle the conflict.

Mrs. Fields asked if the position is needed because Mr. Bondurant is being reassigned and we need someone with the skills and knowledge to direct us as it relates to a safe environment for students and schools. Mr. Rivers replied that Mr. Bondurant will be much more involved in the review of school/bus safety tapes and other school safety issues. Mrs. Fields asked if there will be a separate section to handle bullying. Mr. Rivers responded that Nancy Woolcock, Assistant Superintendent of Learning Support, will be heavily involved in developing a protocol for schools to address bullying situations.

Mr. Berryman believes it brings expertise to the district. He inquired about the budget impact. Mr. Rivers stated that there were four (4) budgeted positions within Support Services that are not going to be filled to carry the costs. He stated that another advantage is having a certified law enforcement officer perform safety inspections of our

school sites.

Mrs. Wright stated that the issue is to see that protocols and procedures are followed.

R-50: Public Hearing on Proposed Policies

Mr. Berryman inquired on the process to be followed if a Board Member or a member of the public has changes for a policy.

Mrs. Sellers clarified that if you feel it is a major issue, the Board can set aside the proposed policy and the existing policy would remain in effect. You can take your concerns to the Superintendent; her staff would present a revised version at a work session prior to a public adoption.

Mr. Bridges responded that NEOLA will bring periodic changes throughout the year. The first change is scheduled for January 2014.

3. 9:00 - 9:10 AM BREAK

Discussion

Item 4

4. 9:10 - 9:20 AM Update on Strategic Plan Public Comments

Attachment: [Strategic Plan version 11 9 13.pdf](#)

Minutes:

Mrs. Cunningham inquired if any negative comments were received thru the website. Superintendent LeRoy stated that there were over 80 responses. Most all comments were very positive and gave constructive feedback. The majority of the comments were about the "how" and action steps to reach the goals, increasing community support, increasing professional development, and increasing safety. The Superintendent will email the Board Members the 14-page document.

Mr. Berryman said he had the privilege of visiting Nashville and was very impressed with their process. He is excited to move ahead with Alignment Polk.

Mrs. Cunningham reported that the Northeast Regional Chamber of Commerce (Haines City area) held a breakfast for the Leadership Polk group where a lot of the discussions focused on how we could move forward. The members were so excited and wanted to sign up then.

Mrs. Sellers reported that Polk County Commissioner Melonie Bell has scheduled a meeting with several community leaders on Monday, November

18, to begin formulating the process.

Mr. Harris commented this is a great opportunity for us and it is long overdue. He thought this might be taking the efforts of Polk Vision and growing it even larger. Mrs. LeRoy reported that Polk Vision has been and will be a part of the conversation on Monday. This will take their facilitation to the next level of action and action steps.

Mrs. LeRoy announced that she met with the Concerned Citizen group last week to address some of their concerns around disaggregation of data by subgroups. She assured them that, behind the scenes, we disaggregate all of the data as we track each of the goals.

Item 5

5. [9:20 - 10:20 AM Dundee and Winston Awarded Magnet Grant Presentation](#)

Attachment: [MAPS Grant Rezoning.pdf](#)

Minutes:

Carolyn Bridges, Senior Director of Magnet, Choice and Federal Programs, provided an overview of the EduStem project. EduStem will involve five schools (4 are in the grant: Dundee Ridge, Jewett School of the Arts, Lincoln Academy, and Winston Elementary). After it was learned that Polk County was in the finals, a discussion with the Superintendent supported amending the application to include Dundee Elementary. This will allow us to move students out of the Poinciana area to Dundee Elementary. Initially the grant included converting Dundee Ridge to a K-8 magnet featuring STEM-Infused Primary Years and Middle Years International Baccalaureate program. The DOE Project Director indicated he supported the concept but amendments would not be considered until after November 20, 2013. While we don't have an absolute approval from DOE, we are proceeding with the proposal.

Our grant proposal was the only application fully funded: Year 1 - \$3,997,000; Year 2 - \$3,999,961 and Year 3- \$3,930,544.

The grant review team was most favorable on the concept of the FAB LAB (a fabrication laboratory to be located at Dundee Ridge, a demonstration lab at Lawton Chiles that will work with Dundee, one at Jewett School of the Arts, and an elementary appropriate fabrication lab at Dundee Elementary.

- Dundee Elementary will become a K-4, Primary Years International Baccalaureate Programme: enhanced technology projects, 3-D graphic, probes, iMovies, hydroponics, foreign language
- Dundee Ridge Middle will become a 5-8 Middle Years International Baccalaureate Programme: foreign language, graphic arts with Fab Lab, The Farm, hydroponics
- Jewett School of the Arts becomes a K-8 STEAM (Science Technology Engineering Arts Math) school: technology-based experiences which

- enhance the arts and technology
- Lincoln Avenue Academy will incorporate the Primary Years IB program to revise existing STEM curriculum: 3-D graphic modeling, probes, iMovies, hydroponics, foreign language
- Winston School of Engineering becomes a K-4 (not PreK or 5th grade) STEM school: class gardens, strawberry hydroponics, technology labs using iPADS, probeware, engineering elementary projects.

This program will provide a seamless K-12 IB program on both sides of the district for those students who wish to participate.

Mr. Harris asked if parents were notified that this will involve rezoning not only for the five schools associated with the grant but for the surrounding schools that will be impacted.

Mrs. Bridges replied that at the initial parent presentation meeting it was mentioned that rezoning might be a possibility. Approximately 10-12 people attended the rezoning meeting held at Winston. Mr. Mullenax commented that he met with Brenda Taguri, Senior Coordinator, Demographics, and then discussed the plan with several principals that will be affected; they are comfortable with the plans.

Mrs. Wright stated she also met with Mrs. Taguri but has concern regarding the number of different schools Winston students will be transferred to, students who do not get into the program, and the distances they will have to travel to the next school. She is also concerned that siblings are not guaranteed a seat.

Mrs. Bridges reported that Kindergarten siblings haven't been enrolled yet; that will take place in January during open enrollment. This information was part of the power point and parents were provided a hard copy of the power point; and, an application was sent home with every child at every grade level. There is an absolute priority for siblings at Winston up to 50% of the seats; then the lottery takes place. In a K-5 school that usually eliminates the problem. If there is a kindergarten-aged sibling at home, parents were asked to provide the name and date of birth on the back of the application to aid in the count.

Mrs. Wright asked the Superintendent to communicate the information to the Winston parents again. Mrs. Bridges stated if the family did not submit the application during the two week open enrollment period, they will become a part of the January lottery.

Mrs. Wright and Mr. Berryman felt the families should be given a second opportunity for the priority seats. Mrs. LeRoy stated that she was disappointed more of the currently enrolled students did not apply, it was a school-wide opportunity.

Mrs. Cunningham is concerned about the 5th grade students moving to a middle school setting. She will wait to hear comments at the rezoning public

hearing.

Greg Rivers, Associate Superintendent of Operations, and Brenda Taguri, Senior Coordinator, Demographics, provided information on proposed rezoning for those students who did not reply for Winston:

- Desegregation spot zone in their area has been reassigned to Churchwell Elementary
- For students that did not apply to remain at Winston: Kathleen Elementary zone is the least distance away (4 miles); Medulla zone is the furthest away (11 miles); Socrum's greatest distance away is 9.5 miles
- Jesse Keen is closed because of capacity issues.
- Winston will no longer have a zone

Mrs. Fields asked about the longest length of time on a bus. Rob Davis provided an approximate time of an hour to an hour and 20 minutes at the most.

The highest number of students to be bussed out of Winston to one of the seven areas is 36 students to Dr. N.E. Roberts; the least number is 11 students to Medulla Elementary.

Mrs. Cunningham asked if transportation will be provided for the students who apply in January. Mr. Davis responded transportation will be handled just as it is for all other magnet schools.

Mrs. Fields asked about the ethnicity of those students not choosing to remain at Winston. Mrs. Taguri didn't have the actual number but reported it was a good mix on those who replied to stay and those that elected to attend other schools.

- Dundee Elementary and Poinciana area Schools

Superintendent LeRoy reported that she has attended several meetings in the Poinciana community and heard their concerns. There had been promises and prior commitments of a middle school. The grant will now make this possible. The plan is to open Lake Marion Creek as a middle school (Gr 5-8) in August with an acceleration curriculum for early high school/early college programs.

Students displaced at Dundee Elementary (those who did not re-enroll for the Magnet program) will be reassigned to Alta Vista, Elbert, or Sandhill Elementary.

Elementary-aged students at Lake Marion Creek will be rezoned to Laurel Elementary. A few will be assigned to Palmetto but there is limited space available. The 5th graders at Laurel and Palmetto will be assigned to Lake Marion Creek Middle.

Those students who did not want to remain at Dundee Ridge Middle will be

assigned to Denison, McLaughlin, Boone, or Lake Marion Creek.

Mrs. LeRoy stated that by reconfiguring these schools it removes them from the Turnaround option (which is a positive move).

Mrs. Wright asked what is the bus time for Poinciana students that choose not to attend the Magnet school. Rob reports that it will be more convenient for most students.

Mrs. Cunningham asked when public hearings will be scheduled.

Mrs. LeRoy reported the plan is to have Winston's first rezoning hearing in December and the final hearing at the last meeting in January, 2014.

Item 6

6. [10:20 -10:30 AM Collective Bargaining Agreement Changes Reached with the Polk Education Association](#)

Attachment: [PEA PARA Agreements 11-12-13 WS-BD.pdf](#)

Attachment: [PEA ESP Agreements 11-12-13 WS-BD.pdf](#)

Attachment: [11-12-13 Exec Summary PEA Agreements.pdf](#)

Attachment: [PEA TEACHER Agreements 11-12-13 WS-BD.pdf](#)

Minutes:

Denny Dunn, Associate Superintendent of Human Resources, Jose Farinas, Director of Employee Relations, and Marianne Capozziello, President of Polk Education Association, spoke on the positive negotiation results.

Ms. Capozziello reported this was the largest turnout she has seen in a long time. It was very well received by everyone.

Item 7

7. [10:30 - 10:45 AM Head Start Community and Self Assessment Overview](#)

Attachment: [2013 HS Self Assessment Report.pdf](#)

Attachment: [2012-13 Head Start Program Community Assessment Report \(2\).pdf](#)

Minutes:

Matti Friedt, Director of PreSchool Programs, commented the Head Start Grant requires the submission of an annual self-assessment and a formal comprehensive community assessment every three years. The intent is to

provide guidance for strategic planning and program changes and improvement.

Dr. Paul Rendulic, PerforMetrics of Florida, provided a brief review on the two assessments.

Mrs. Friedt reminded the School Board that PreK students are non-FTE earning students but space is needed at our school sites for them. She asked the Board to remember these students when discussing reconfiguring and rezoning schools.

Item 8

8. [10:45 - 11:00 AM Annual School Board Anti-bullying Training](#)

Attachment: [School Board Anti-bullying training 13-14.pdf](#)

Minutes:

Nancy Woolcock, Associate Superintendent of Learning Support provided training on Anti-bullying:

- Bullying - is repetitive action by a person or group of persons
- Reporting mechanism:
 - Boxes at schools, bulletin boards, online reporting
 - 90 school days after the incident occurs to report the incident;
 - 10 school days to complete investigation after the report has been filed.
- Preliminary Determination Form
 - FL DOE is using the form as an example to give other districts
- Action plan for the Victim
- Action Plan for the Bully
- Training to students and staff
- Additional Resources are available online

Mr. Harris felt it was a positive move to allow students the opportunity to report at the school or on line. The reporting boxes at schools are not conveniently located to be anonymous.

Information

Item 9

9. [Head Start Services Summary](#)

Attachment: [Board Executive Summary September.pdf](#)

Attachment: [13HSA Budget Report Board Mtg 09-30-2013.pdf](#)

Minutes:

Mrs. Cunningham commented that early investment in PreK programs would be a part of the upcoming discussions with Alignment Polk. She would like to know the total cost if every child on the waiting lists were placed in a program.

Item 10

10. [RECESS for Attorney Client Session](#)

Minutes:

At approximately 9:35 AM, Mr. Bridges asked that all persons other than the Superintendent, Board Members and the Court reporter, please exit the room and announced that the Attorney Client Session will begin.

The Work Session reconvened at 9:50 AM.

Item 11

11. [Substitute Management System](#)

Attachment: [Substitute Management 11-12-13 WS Information.pdf](#)

Minutes:

Denny Dunn, Associate Superintendent of Human Resources, and members of his staff provided an update on the Substitute Management System.

Mrs. Wright asked who would invoice Kelly Services? Individual schools or someone in Human Resource.

- o Response: That will be a decision for staff to address. Invoices can be handled by individual schools, Personnel, or Business Services.

Mrs. Wright voiced concern that Paraprofessionals will lose the additional pay they had been receiving when taking responsibility for a class (\$20 a day); last month's billable hours of extra pay to Paras was \$7010; if Substitutes had been used it would have been \$30,000. Mrs. Wright believes the program needs to be reviewed further or implement a 6-month pilot for the outlining areas before fully implementing.

Mr. Dunn responded on the use of paraprofessional rather than a substitute. He noted that when paras are used in the classroom, their own duties go uncovered. Mrs. Wright reiterated again the need to hold further discussions before going forward.

Mrs. Sellers stated she would like to see the program go forward. She supports

going with a 6 month pilot.

Marty Young, Director of Human Capital, reported that the contract has a 30-day out offer. An analysis report can be provided after a 45-day period to see if it should be continued.

The contract will be amended to reflect a 6 month period.

Item 12

12. [Draft 2014 Legislative Platform](#)

Attachment: [Platform Items for Nov 12 Work Session.pdf](#)

Minutes:

Wendy Dodge, Director of Government Affairs, provided a draft of a new format to use when presenting the platform to the Delegation. Superintendent LeRoy explained that it is much easier for the Delegates if we provide the challenges, some background information, and also rewrite the statute using strike out and new language indicators.

The Board was reminded of the December 16th Polk County Legislative Delegation meeting coordinated by Melonie Bell, Board of County Commissioners. She has scheduled us one hour with the Delegation.

Adjournment

Meeting adjourned at 11:45 AM. Minutes were approved and attested this 10th day of December, 2013.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent