

11 13 2012 Work Session

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New Business

1. [8:30 - 8:40 AM School Board Comments](#)

Minutes:

Mrs. Cunningham recognized Mrs. Fields and Mrs. Sellers for their ten years of service on the Board.

Mr. Mullenax discussed an email the Board received regarding the Drop Back In Academy. The email alleged employees were not being paid timely. Mrs. Woolcock said she has been in constant communication and is closely monitoring the situation. She has conducted unannounced on-site visits and employees did confirm the payroll issue. John Sullivan, Chief Operating Office of Alternatives Unlimited, stated that other Districts were not as prompt in payments as Polk County which contributed to this situation. He said the company is financially solvent. He said that Hurricane Sandy did impact their bank and was a factor - they are doing their best to make sure this never happens again. Mr. Bridges confirmed there are termination clauses in the contract. Mrs. Wright asked Mrs. Woolcock for an academic update. Mrs. Woolcock said that on her unannounced visits the students were engaged and working on projects. She has spoken to students and does see progress. Mrs. Wright said she did not see that during her visits last year. Mrs. Fields said she has a lot of confidence in Mrs. Woolcock and thinks we need to allow her to monitor the situation and advise the Board if action needs to be taken. Mrs. Sellers asked about the audited financial statement. Once completed the Board will be given access to the report. Mr. Mullenax and Mrs. Wright suggested coming up with a backup plan in case we need to handle this student population in-house.

Mrs. Fields inquired about the evaluation process for School Board Attorneys. Mrs. Sellers said a review and a new plan of action are needed. Mrs. Fields suggested Mrs. Sellers and Mr. John Murphy meet to develop a plan.

Mrs. Sellers said she was presented a RTTT MOU (Race to the Top Memorandum of Understanding) to sign, but she wanted consensus from the Board. Mr. Bridges suggested an amendment to the agenda authorizing Mrs. Sellers to sign the agreement.

Board Agenda Review

2. [8:40 - 9:00 AM Review the Agenda for the November 13, 2012 School Board meeting](#)

Attachment: [11 13 12 School Board Agenda.pdf](#)

Minutes:

Mrs. Fields questioned the use of fund balance to cover deficits. Mr. Grey said this was expected.

Dr. Freijo addressed the Board briefly regarding Project Pride. Mr. Harris said he thought there was a lack of interest. Dr. Freijo reported they recruited and had applications from well over 100 applicants and committed to funding 42 participants, which was the goal. Mrs. Wright stated some participants were not minorities. Dr. Freijo said all the participants are either men or minorities, which was the intent of the project.

Discussion

Item 3

3. [9:00 - 9:10 AM Annual Anti-Bullying Program](#)

Attachment: [School Board Anti-bullying training 12 - 13.pdf](#)

Minutes: Mrs. Woolcock reported that all schools have a bullying reporting system in place and all staff are trained every year. Mrs. Sellers asked how many students are using the on line reporting tool, Mrs. Woolcock said at least one per day.

Item 4

4. [9:10 - 9:40 AM Florida Retired School Employee Benefit Program](#)

Attachment: [IBC Retiree Health Initiative FRSEBP Plan Summary 10-22-12.pdf](#)

Attachment: [RETIREE HEALTH INIATIVE.11.13.12.pdf](#)

Minutes:

Director of Risk Management Joy Myers and John Robinson of RobinsonBush (our benefits consultant) provided information on a proposed benefit program for Florida retirees. The IBC (Independent Benefits Council) approached

RobinsonBush to be the consultant for a new retiree consortium. The IBC, formed in 2001, is made up of FSBA, FADSS and FASA. The IBC formed the Retiree Consortium. Duval County volunteered to be the host district, conduct the RFP process, and hire the 3rd Party Administrator. The Council will address the over 65 age group (this group is Medicare eligible) first; the goal is to eventually expand to the less than 65 non-Medicare eligible group. They are looking at two plans, a zero premium plan and a comprehensive plan. Supplemental plans will also be offered (dental, vision, pet insurance). Coverage will be portable - if someone moves out of Polk County they will have the option of what is available in their new location. Plans will be designed around an indemnity-type plan. Retirees can only be dropped for non-payment of premiums. Local control of benefits is a priority; we will have the ability to evaluate the service. The Consortium will be funded by each participating district - each district is paying \$1.00 per participant. The fees will be refunded to early adopters once expenses are re-cooped. A letter of commitment needs to be signed in order to move forward with participation. The letter of commitment allows us to name two members to the committee. On April 15, 2013, an agreement would be initiated (administration fees would be due at this time).

Mrs. Myers said our retirees would like for us to participate in the RFP process to see what is available. However, we do not want to sign the agreement or pay the fee up front. Mrs. Sellers is in favor of the letter of commitment to participate in the RFP process.

Mrs. Fields expressed concern over Escambia County having two representatives on the consortium. Mr. Mullenax asked about the meaning of "personal assistance" that will be available. Mr. Robinson said there would be an 800 number and a local retiree selected to be the personal assistant. Mr. O'Reilly complimented Mrs. Myers on her level of knowledge about the options available. Mr. Bridges asked who would sign the letter of commitment, Mrs. Myers said it would be the Superintendent.

Item 5

5. [9:40 - 9:50 AM BREAK](#)

Item 6

6. [9:50 - 10:10 AM Investment Process Review](#)

Attachment: [BasicsOfInvesting_draftv10 5-yr chart.pdf](#)

Minutes: Steve Alexander and Scott Stitche from PFM (our Financial Advisers) presented an overview of our investment process. Mr. Alexander highlighted three objectives: safety, liquidity and yield.

Item 7

7. [10:10 - 10:25 AM 2013 \(DRAFT\) PCSB Legislative Priorities](#)

Attachment: [2013 PCSB Leg Platform - First Draft.pdf](#)

Minutes:

Wendy Dodge, our Legislative Liaison, provided a review of the proposed legislative priorities. Mrs. Sellers expressed concern over the ESE testing requirements. Mrs. Woolcock said we are looking at changing the assessment test. Mr. Harris questioned the numbering of priorities. He suggested local control be moved to the top. This did not receive consensus from other Board Members. Mrs. Wright suggested adding teacher evaluation (specific to school based administrators and teachers) and advanced degrees under local control. She asked if this would be presented before the Legislative Delegation. Adding "Reinstate and provide adequate funding for capital outlay needs" to the priorities was suggested. Mr. O'Reilly said he saw no mention of the disparity (inequality) between charter schools vs public schools. He said we need a level playing field, he wants class size to be calculated at the school level as it is for charter schools.

Item 8

8. [10:25 - 10:35 AM New Job Description for Senior Coordinator, Teen Parent Programs Childcare Services](#)

Attachment: [New Job Description for Sr Coord Teen Parent Programs Childcare Services 11-13-12 WS.pdf](#)

Minutes: Mrs Fields asked if there is a person losing their job. Mrs. Woolcock said no, she has gone through the upgrade process to combine two positions as the employee is currently doing two jobs.

Item 9

9. [10:35 - 10:45 AM Revised Job Descriptions for AFSCME and Non-Union Positions](#)

Attachment: [Revised AFSCME and Non-Union Job Descriptions 11-13-12 WS.pdf](#)

Minutes: Denny Dunn, Assistant Superintendent of Human Resources, presented 42 job descriptions. It has been that past practice that every cosmetic change is brought before the Board. He stated that Hillsborough and Orange Counties do not submit changes to the Board unless there is a salary differential, change is certification requirement, etc. All other changes would be approved at the Assistant Superintendent level. He said he has received support from NEOLA on this proposed change.

Item 10

10. [10:45 - 11:00 AM 2011-12 Polk Education Foundation Audit](#)

Attachment: [PEF 2011-12 Audit.pdf](#)

Attachment: [PEF 2011-12 Audit 114 Letter.pdf](#)
Attachment: [2011-12 PEF End of Year Rpt.pdf](#)

Minutes: Susan Copeland presented the Polk Education Foundation audit.

Information

Item 11

11. [School Advisory Council \(SAC\) Membership for 2012-13](#)

Attachment: [2012 All Districts SAC.pdf](#)

Minutes: Mrs. Fields expressed concern over the lack of diversity on SAC Committees.

Item 12

12. [School Improvement Plans for 2012-13](#)

Attachment: [All DJJ Briefs.pdf](#)

Attachment: [All DJJ SIPs.pdf](#)

Attachment: [2012 All Districts SIP Brief.pdf](#)

Attachment: [All Title I Charters.pdf](#)

Minutes:

Item 13

13. [Head Start Grant Monthly Reports](#)

Attachment: [12HSA BUDGET REPORT BOARD MEETING 09-30-2012.pdf](#)

Attachment: [Board Executive Summary September 2012.pdf](#)

Minutes:

Adjournment

Meeting adjourned at 11:57AM. Minutes were approved and attested this December 11, 2012.

Hazel Sellers, Board Chair

John A. Stewart, Ed.D., Superintendent