

11 15 2016 Work Session 12 30 PM

NEW BUSINESS

1. [12:30 - 12:45 PM School Board Comments](#)

Minutes:

Mr. Mullenax reported on his attendance of the Central Florida Public School Boards Coalition (CFPSBC) meeting where the group discussed challenges being experienced by other School Districts such as those in Polk County. Ethics training was delivered for those that needed it to remain in compliance with State Statute. Budget was the primary topic of discussion with extra focus on the diminished funding for public schools for the next two years. He asked the Superintendent to have staff members provide student transfer information for both in-county out-of-zone and also out-of-county out-of-zone to the Coalition. This practice causes increased burdens on other counties that may not be observing the same practices in regard to time lines and requirements. Two very important ethical areas discussed were social media (don't use it) and electronic devices and blogs (don't put anything in writing). In addition, the sunshine law constraints were also discussed.

Mr. Wilson commended Superintendent Byrd for the hard work performed to champion the Turnaround Option Program (TOP) schools and the students of Polk County at the State Board of Education meeting. He said there is a great deal to be said about Mrs. Byrd's character.

Mrs. Cunningham commented on the advantages associated with proactivity to make provisions for the "next 8" schools that have the potential to become TOP schools next year.

Mrs. Fields commented there will be additional expenditures brought before the Board in order to support the TOP schools as part of the pre-requisites the State Board stated were stipulations of agreement to approve the Turnaround plans that were presented.

Mr. Berryman commented on his recent trip with Deputy Superintendent John Small to Evans High School in Orange County. They discussed the innovative approach to the wrap-around school concept.

Mr. Berryman encouraged his fellow Board Members to determine a replacement to serve on the groups he was appointed to in a timely manner. Some of the groups will soon be holding mandatory attendance meetings. The committees he currently serves on are:

- Polk Vision
- Florida School Boards Association (FSBA)
- Value Adjustment Board
- Central Florida Leadership Conference

Mrs. Fields asked the other School Board Members for a consensus to approve the most recent draft of the manual. A consensus was reached to approve the new School Board Members' Manual.

Mr. Wilson stated the new School Board Members' Manual is a valuable tool. He encouraged the New Board Members to attend a school board orientation delivered by the Florida School Boards Association (FSBA).

BOARD AGENDA REVIEW

2. [12:45 - 1:00 PM Review the November 15, 2016 School Board Agenda](#)

Attachment: [11 15 16 Board Agenda.pdf](#)

Minutes:

Item C-10 Embry-Riddle Aeronautical University, Workforce Education, \$5,673.00 --

Mr. Wilson would like to know how dual enrollment fees are calculated. Is it a set fee or are they negotiated? Deputy Superintendent John Small commented, in this particular instance, the Chairman of the Board of the Central Florida Aerospace Academy and Board Member of Polk State College will be reimbursing those fees. There will be no cost to the School District, but generally this is a negotiated fee. Since the legislature changed the law regarding the collection of fees for dual enrollment at public institutions, some private institutions are cheaper making it more competitive.

Item R-62 Final Order of Termination Hearing -- Kristen Turner

and

Item R-63 Final Order of Termination Hearing -- Brenda Young

Mrs. Fields voiced concerns about Items R-62 and R-63. She stated she did not recall terminations ever being on the agenda for discussion or open for the public. She has discussed the best way to handle these items with Wes Bridges, Counsel for the Board.

Mr. Bridges stated it has been done but it has been a long time ago. These items are a result of the individuals' filing exceptions to the Recommended Orders of Hearing Officers. Each side, by agreement, is allowed 10 minutes to present their case. The Board assumes a quasi-judicial role and will make a decision based solely on the record that is already before them. No new evidence will be added. Mr. Bridges stated these proceedings have always been open to the public, however, there may have been previous occasions that they were scheduled to take place on separate meeting rather than the Board Meeting.

Mrs. Cunningham stated she is unsure why this is scheduled to take place during a Board Meeting instead of separately. Mr. Bridges stated this is not an uncommon practice for School Boards to have this as a part of the Board Meeting agenda.

Mr. Berryman asked if these items should be held in a closed door meeting. Mr. Bridges stated there are no provisions made for these items that would allow them to take place in anything other than a public meeting (per Sunshine Laws). Because of Public Notice requirements, Mr. Bridges stated it is his recommendation that these terminations be held as scheduled or, if there are no time constraints, they could be rescheduled for a separate meeting.

DISCUSSION ITEMS

Item 3

3. [1:00 - 1:20 PM Strategic Plan Update](#)

Attachment: [Strat Plan PPT School Board Update 11-15-16.pdf](#)

Minutes:

Superintendent Jacqueline Byrd, Deputy Superintendent John Small, and Dr. Tom Freijo, Strategic Planning Consultant presented the Strategic Plan update.

Mr. Berryman asked what the measurables will be to support the goals. Dr. Freijo commented that strategic planning is a complex thing and variations are evidenced across many school districts. The goals are very specific and measurable and it will be evident whether it was or was not met and also what worked, what did not, and to what extent it was successful.

Mr. Berryman also commented the final principle identified in the Strategic Plan might be more appropriately changed to "include the public". He also suggested the addition of "Vision" in the identified principles.

Mrs. Cunningham commented the Strategic Plan is a living breathing document for any organization that must be constantly reviewed and revised as you move forward. She asked when the Strategic Plan will be delivered to the Board. Dr. Freijo commented the kickoff for implementation will be December 15. The Dissemination Plan and the Evaluation Monitoring Plan will be delivered at the end of January. There was a delay in the planning process as the District worked to meet the requirements mandated by the State Board of Education for Turnaround Schools.

Mrs. Sellers enquired about the data for comparable districts and getting the public school demographics for each of those districts. Dr. Freijo explained there were some suggestions to look at other dimensions, however that did not change the selection.

Mr. Mullenax asked if the Strategic Plan will be quantifiable numerically. Dr. Freijo responded it will be quantifiable numerically.

The Superintendent stated she will provide an executive summary of the Strategic Plan to the Board.

Item 4

4. [1:20 - 1: 50 PM Policy Updates](#)

Attachment: [Neola Policy Docs Nov 15 2016 wk session.pdf](#)

Minutes:

Wendy Dodge, Government Affairs Liaison, presented the policy updates to the Board.

Mr. Harris asked for clarification regarding the policy update pertaining to Physical Education (PE). In his opinion, three of the four items offer exemptions while it appears that the last item takes away the exemption. Ms. Dodge commented these are all statutory exemptions to taking PE in high school. She also explained that the last item refers to the personal fitness portion of the course which is the academic component.

Mr. Harris also asked why "sex" is interjected into the school nutrition policies. Ms. Dodge explained this is non-discriminatory language and must be added in order to remain compliant with current

federal regulations that were adopted in 2014. It is a requirement in order to meet federal requirements and continue to receive federal funds for school nutrition (which is the only school nutrition funds that are received). Mr. Harris commented the District should wait to make this change until it is mandatory.

Mr. Harris commented on the strike through in the language regarding lunches being provided for senior volunteers. He stated this appears to be a gesture of thanks. Jenna Kacsmarzsky, Director of School Nutrition, stated this was a suggestion from NEOLA that the Department elected not to implement due to additional costs that would be incurred.

Mrs. Fields asked what the cost would be to provide lunches for volunteers. Ms. Kacsmarzsky commented it is \$3.10 per meal and there is no estimate of how many senior volunteers are in the District.

Mrs. Cunningham stated this practice may continue, but it would not be a policy. School administrators may be providing these lunches through alternate resources.

Mrs. Sellers stated it is not necessary to put this in policy. There are other resources that schools may be using to take care of these costs such as PTO's and PTA's. She also commended Ms. Dodge for the background work and knowledge of the material she demonstrates in the policies that she brings regularly to the Board.

Mr. Mullenax also commended Ms. Dodge for bringing the policy updates to the Board on a routine basis because it has expedited the process.

Mr. Wilson added his thanks to Ms. Dodge for the regular policy updates she has been providing the Board.

Item 5

5. [1:50 - 2:05 PM 2016 - 2021 Capital Plan](#)

Attachment: [16 11 15 Operations Work Plan xx - 2016-2017.pdf](#)

Minutes:

Rob Davis, Interim Associate Superintendent of Operations, presented the details of the Capital Plan.

Mr. Wilson asked what will happen if the Sales Tax Referendum is not renewed. Mr. Mullenax commented it was reported by the Central Florida Public School Boards Coalition (CFPSBC) that the half cent sales tax initiatives were renewed. If it is not renewed, the District would lose millions of dollars per year.

Mr. Berryman commented a public relations campaign should be initiated to encourage the public to renew the Sales Tax Referendum.

Mr. Davis commented on the new practice of adding signage to projects which states the project was paid for with sales tax dollars.

Mr. Harris asked if any Districts in the State received Public Education Capital Outlay (PECO) funds during the indicated time frame that Polk received none. Mr. Davis was uncertain if any others had received funds. Mr. Harris commented traditional public schools received no funding while charter schools did.

Mrs. Cunningham commented it is only a matter of time before the School District will desperately need a high school in the North East area of the county. The land has already been purchased. Homes are being constructed quickly in that area. She also commented on innovative marketing ideas that might generate revenue.

Mr. Mullenax commented on two schools that have been at the top of the Five Year Plan consistently, Garner Elementary and Mulberry High, that are not on the list today. Mr. Davis commented they are still a part of the plan but they have been provided in the compiled set of materials that were provided to the School Board Members.

Mr. Harris asked if there is any way to relocate Mulberry High School somewhere other than on top of a dump.

Mrs. Sellers commented the District owns land near Mulberry High School but it is unstable and extensive work would be needed to make it habitable.

Mr. Mullenax commented that the District is in possession of a good deal of land that has already been bought and paid for.

Mr. Berryman commented the District has additional land that could be sold or repurposed such as the excess land around Tenoroc High School. There are nearly 1,600 stations that can come from impact fees over the next few year. He also encouraged the Board Members to make the reinstatement of the millage rate a top priority on the legislative platform.

Mrs. Sellers asked how much a 22 classroom wing would cost. Mr. Davis explained the cost would be approximately \$8.5 million.

Item 6

6. [2:05 - 2:30 PM School Concurrency](#)

Attachment: [Defining School Concurrency revised 11-15-16.pdf](#)

Minutes:

Pam Luce, Senior Coordinator of Facilities, Planning, delivered the presentation regarding school concurrency. She was joined by Rob Davis, Interim Associate Superintendent of Operations, and Tom Deardorff, Executive Director of Polk Transportation Planning Organization.

Mr. Berryman commended the group for the detailed presentation. He asked how the redistricting project may mitigate the recurring concurrency problems. Mr. Davis commented it will depend on how the group determines the boundary lines. DeJong Richter representatives are the consulting firm working on this information and will be returning soon to discuss this further.

Mrs. Cunningham asked about the provision of additional student stations through renovation of existing buildings. She and Mr. Davis have discussed options to utilize Haines City High. She asked if a plan were put together for that particular school, is there a limited window of opportunity. Mr. Deardorff commented the time frame is if there is a committed project in the five year capital improvement plan in the first three years, you can rely on that for concurrency. Ultimately, the answer is it must occur within three years.

Mrs. Fields asked how many developers have been identified in the mitigation options. Mrs. Luce responded there are seven. She also stated that Polk County has been working diligently to identify which developments have already been built out so they can be removed from the equation to avoid an overlap of information that will skew the student count.

Mrs. Fields commented that in previous years there were annual concurrency meetings that covered this information. Mr. Deardorff commented there is an annual school summit that discusses school concurrency and utilization rates; however, school concurrency has been placed on a shelf while the economy experienced an economic downturn. The County and the School District are working to increase communication with the municipalities to insure everything that is partially vested or built

out are accounted for.

Mrs. Sellers asked if the District will know ahead of time before it needs to rezone (example the new apartment complex in Highlands City) in order to meet the needs. Mrs. Luce commented in instances such as this, the plans for this development were long since submitted therefore, the seats at Highland City Elementary, Bartow Middle, and Bartow High were already reserved. Also, she asked if the "seats" are really available as the mitigation reservation suggests or should rezoning be considered. Mrs. Luce commented multi-family units are held to a different calculation than single family units. As enrollment increases, possibly attributed to the construction of other developments, they may assume those reserved seats and that may cause a conflict. This is data analysis which is being monitored and the Facilities Department will keep the School Board informed.

Mrs. Fields asked what the Facilities Department is doing in regard to concurrency when two integral staff members have been lost in this area. Mr. Davis commended Mrs. Luce for assuming the extra workload and many hours which is really uncharted territory for the Facilities Department. Mr. Deardorff commented on certificates of concurrency which are limited to 18 months and the challenge that creates.

Mr. Mullenax asked if any consideration has been given to the new open enrollment statutes that will go into effect next year. He used Citrus Ridge as an example of what happens when a new schools are constructed. Students that leave to attend out-of-zone or out-of-county locations often return when a new school is built and there is no way to project that. He commented the Board of County Commissioners (BoCC) has stated that impact fees will not go any higher because it slows down development but that has not proven to be the case. He commented there is no way to know when the increase in impact fees would be a benefit to the School District.

Mr. Berryman commented that in January 2017 the rate will increase to \$5,200 or 50% of the consultant study. The BoCC has indicated the rate will be looked at again in one to two years and the opportunity may arise for an increase.

Mr. Mullenax commented the District is looking for a source of revenue and this may be one means of accomplishing that.

Mr. Lynn Wilson commented current impact fees apply to homes that are being built. It is a set amount and is not proportional to the size of the home. He said he has had discussions with county commissioners and has suggested that impact fees could be attached to the real estate itself and could be paid over a thirty year period of time as part of a real estate tax bill.

Mr. Don Wilson, Counsel for the Board, commented there may be options available to the District but it is necessary to communicate with developers to identify ways to resolve issues with concurrency. Developers understand the urgency associated with this matter because of the impact it may have on their ability to sell homes.

Mr. Lynn Wilson stated he has heard comments that if these concerns had been brought to light, this could have been part of negotiations earlier. Now, contracts are in place and if they do not go through, the ones that will suffer are those doing performing jobs such as plumbing, electricians, etc.

Mr. Berryman stated he has had conversations with developers and he believes they are also ready to come to the table to work toward resolutions to this situation as well.

INFORMATION ITEMS

Item 7

7. [Verizon Project Lead The Way Grant Application \\$40,000](#)

Attachment: [Verizon-PLTW Grant Announcement \(2016-2017\).pdf](#)

Attachment: [Lake Alfred Addair Middle School VERIZON GATEWAY-ICS Grant Agreement 2016.pdf](#)

Attachment: [Verizon PLTW Grant Lake Alfred-Addair Budget-Impact-Analysis-2016-17.pdf](#)

Attachment: [Verizon PLTW Grant Lake Marion Creek Budget-Impact-Analysis-2016-17.pdf](#)

Attachment: [Verizon Project Lead The Way Board Summary 16-17.pdf](#)
Attachment: [Lake Marion VERIZON GATEWAY-ICS Grant Agreement 2016.pdf](#)

Item 8

8. [Executive Session](#)

Meeting adjourned at 3:15 PM. Minutes were approved and attested this 13th day of December, 2016.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent