



11 18 2014 School Board Meeting 5 00 PM

Pledge of Allegiance

1. [C-1 Angeliz Nolasco, Alta Vista Elementary](#)

Call Meeting to Order

Acceptance of Agenda

2. [C-2 Accept the November 18, 2014 School Board Agenda as Revised](#)

Attachment: [Non-Instructional Recommendations Agenda 11-18-14.pdf](#)  
Attachment: [Summary 111814 for 063014 CORRECTED.pdf](#)  
Attachment: [RESOLUTION NO 2014 15-06 Revised - Nov 18 Bd Mtg.pdf](#)

Motions:

Motion to accept the agenda as revised. - PASS

Vote Results

Motion: Tim Harris

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Debra Wright - Not Present

## Special Recognitions

### 3. [C-3 Tobacco Free Schools Proclamation](#)

Attachment: [2014 Tobacco Free Schools-signed.pdf](#)

#### Motions:

Motion to proclaim November, 2014 as Tobacco-Free Schools Month. - PASS

#### Vote Results

Motion: Lori Cunningham

Second: Hunt Berryman

Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

### 4. [C-4 ESE Fall Conference Sponsor](#)

### 5. [C-5 Polk Education Foundation Donor](#)

## Public Comments on Agenda Items

### 6. [C-6 SPEAKERS](#)

#### Minutes:

Marianne Capozziello, president of the Polk Education Association, spoke in support of Resolution 2014/2015-06, addressing the Florida Standards Assessments.

Approval of Minutes

7. [C-7 Approve the Amended Minutes of the September 9, 2014 School Board Meeting](#)

Attachment: [09 9 2014 Amended School Board Minutes.pdf](#)

Motions:

Motion to approve the amended minutes of September 9, 2014. - PASS

Vote Results

Motion: Hazel Sellers

Second: Kay Fields

Tim Harris - Aye

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Debra Wright - Not Present

8. [C-8 Approve Minutes of the October 28, 2014 Work Session](#)

Attachment: [October 28 2014 Work Session Minutes.pdf](#)

Motions:

Motion to approve the minutes of the October 28, 2014 Work Session. - PASS

Vote Results

Motion: Kay Fields

Second: Hunt Berryman

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

9. [C-9 Approve Minutes of the October 28, 2014 School Board Meeting](#)

Attachment: [10 28 14 School Board Minutes.pdf](#)

Motions:

Motion to approve the minutes of the October 28, 2014 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
Debra Wright	- Not Present

Oath of Office

10. [C-10 Hazel Sellers, District 3](#)
11. [C-11 Kay Fields, District 5](#)
12. [C-12 Lynn Wilson, District 6](#)
13. [C-13 Tim Harris, District 7](#)

Reorganization of the Board

14. [C-14 Election of Board Chair](#)

Minutes:

Mrs. Fields nominated Dick Mullenax as Chairman; seconded by Tim Harris.

There were no other nominations. By roll call vote, Mr. Mullenax will serve as Chairman.

15. [C-15 Election of Vice Chair of the Board](#)

Minutes:

Mrs. Cunningham nominated Hunt Berryman as Vice Chairman; Second by Mr. Wilson.

There were no other nominations. By roll vote vote, Mr. Berryman will serve as Vice Chairman.

16. [C-16 Designation of Time, Date and Place of School Board Meetings](#)

Motions:

Motion to hold meetings of the School Board on the second and fourth Tuesday of each month at 1:30PM and 5:00PM, respectively; with these meetings being held in the School Board Auditorium at the Administrative Offices in Bartow, Florida. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

17. [C-17 Resolution 2014/2015-05: Warrants Drawn Against School Funds](#)

Attachment: [Resolution 05 11-18-14 - Reorganization.pdf](#)

Motions:

Recommend approval of Resolution 2014/2015-05, Warrants drawn against School Board Funds.	- PASS
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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
Debra Wright	- Not Present

18. [C-18 Proceedings of School Board Meetings](#)

Motions:

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

Motion: Kay Fields

Second: Dick Mullenax

Hunt Berryman	- Aye
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Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

19. [C-19 Appointment to FSBA Legislative Committee](#)

Minutes:

Mrs. Fields nominated Dick Mullenax as the School Board's Liaison to the Florida School Boards Association's Legislative Committee; nomination was seconded by Mrs. Sellers. There were no other nominations. Mr. Mullenax will serve as the Liaison to the FSBA's Legislative Committee.

Mrs. Cunningham nominated Hazel Sellers as the School Board's Alternate Liaison to the Florida School Boards Association's Legislative Committee. Nomination was seconded by Mrs. Fields. There were no other nominations. Mrs. Sellers will serve as the Alternate to the FSBA's Legislative Committee.

Approval of Consent Agenda

20. [C-20 Approve Consent Agenda](#)

Motions:	
Motion to approve the consent agenda.	- 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
Debra Wright	- Not Present

New Administrator Announcements

21. [C-21 New Administrators](#)

Attachment: [Jason Pitts Biography 2.pdf](#)

Consent

Business Services General Items

22. [C-22 Bid Recommendations](#)

Attachment: [Bid Rec 11-18-14.pdf](#)

23. [C-23 Health Plan Stop Loss Renewal 1-01-15/12-31-15](#)

Business Services Budget Revisions

24. [C-24 Corrected Resolution to Amend District School Budget 2013–2014 \(June 2014\)](#)

Attachment: [Summary 111814 for 063014 CORRECTED.pdf](#)

Business Services Grant Applications

25. [C-25 Professional Development for Digital Learning Grant \\$74,980.27](#)

Attachment: [DLG\\_School Board Summary-BIA.pdf](#)

Business Services Grant Applications with Positions

26. [C-26 Title I 2014-15 School Improvement Continuation Grant, 1003\(a\), \\$1,586,900.00](#)

Attachment: [BIA-School Improvement Grant 2014-2015.pdf](#)

Attachment: [Job Desc-School based Coach #10152.pdf](#)

Attachment: [Visio-Page 11 Teaching and Learning Federal Programs SY15 Original BA 8.12.14.pdf](#)

Attachment: [Sch Imp Init Grant 1003\(a\) Positions 2014-15.pdf](#)

Attachment: [Wk Sess-Sch Bd Summary 2014-15 Sch Imp Init Grant 1003a](#)



[10.28.14 & 11.18.14.pdf](#)

Attachment: [WEBPolk13-14TeacherSalaries11-12-13Bd.pdf](#)

27. [C-27 21st Century Community Learning Centers Continuation Grant \\$352,044](#)

Attachment: [21st CCLC Continuation Grant School Board Summary 14-15.pdf](#)

Attachment: [21st CCLC Budget Impact 2014-15.pdf](#)

28. [C-28 Career Technical Education Assessments; \\$4.35 million](#)

Attachment: [Visio-Page 7 Teaching and Learning Accountability SY15 WS 11 18 14.pdf](#)

Attachment: [Tech Budget Acct CTE\[1\].pdf](#)

Attachment: [CTE Assessment Grant board summary.pdf](#)

Attachment: [Nonunion AdminSalRanges201410-16-14.pdf](#)

Attachment: [CTE Assessment Grant Budget Impact.pdf](#)

#### Business Services Contracts

29. [C-29 Invo HealthCare Associates; ESE; \\$146,280.00](#)

Attachment: [STATEMENT OF WORK.pdf](#)

Attachment: [Polk County School District OT-PTA 14-15.pdf](#)

Attachment: [October 22.pdf](#)

Attachment: [Invo Budget Impact 13-14.pdf](#)

30. [C-30 SRG Technology \(New and Novice Principal Academy\); Teaching and Learning; \\$197,345.00](#)

Attachment: [SRGT-POLK COUNTY PUBLIC SCHOOLS PROF SVCS AGREEMENT 10312014 V2.pdf](#)

Attachment: [Budget Impact Analysis SRG Novice Principal Academy.pdf](#)

31. [C-31 Education Directions, LLC; Teaching and Learning, \\$250,000.00](#)

Attachment: [BI - Education Directions LLC Principal Mentorship.pdf](#)

Attachment: [Education Directions LLC contrac.pdf](#)

#### Business Services Donations

32. [C-32 \\$5569 Donation from Highlands Grove PTO to Highlands Grove Elementary](#)

33. [C-33 \\$3800 Donation from Highlands Grove PTO to Highlands Grove Elementary](#)

34. [C-34 \\$500 Donation from State Farm Companies Foundation to Auburndale Central Elementary](#)

35. [C-35 \\$500 Donation from Subway at Shoppes to Mulberry Senior High](#)

36. [C-36 \\$1000 Donation from Ben Hill Griffin, Inc. to Roosevelt Academy](#)

37. [C-37 \\$4,000 Donation from Polk Education Foundation \(Duke Energy\) to Horizons Elementary](#)

Attachment: [Duke Energy STEM App Ziegenfus Horizons.pdf](#)

38. [C-38 \\$2500 Donation from the Needle Work Guild To Summerlin Academy](#)

39. [C-39 \\$500 Donation from American Legion Post 3 to Bartow Middle School](#)

40. [C-40 \\$5,000 Donation from David P. Lyons to Tenoroc High School](#)

Attachment: [Mr. Lyons Donation.pdf](#)

41. [C-41 \\$932.80 Donation from Frostproof Elementary PTO to Frostproof Elementary](#)

42. [C-42 \\$3,415 Donation from Polk Education Foundation \(Duke Energy\) to Frostproof Elementary](#)

43. [C-43 \\$1273.38 Donation from Central Florida Foundation to Floral Avenue Elementary](#)

44. [C-44 \\$750 Donation from Susan Donahue to Alturas Elementary](#)

45. [C-45 \\$500 Donation from Thomas Cashel to Roosevelt Academy](#)

46. [C-46 \\$500 Donation from Hungry Howies to Mulberry High School](#)

47. [C-47 \\$2000 Donation from Consortium of FI Education Foundations to Winston Academy](#)

Attachment: [Grant for STEM Music.pdf](#)

48. [C-48 \\$2000 Donation from Polk Education Foundation and Business Partnerships Grant to Griffin Elementary](#)

Attachment: [STeAMing Up Polk Schools Grant p 1.pdf](#)

Attachment: [STeAMing Up Polk Schools Grant p 2.pdf](#)

49. [C-49 \\$500 Donation from Saddle Creek Logistics Services to Tenoroc High](#)

Attachment: [Saddle Creek Donation.pdf](#)

50. [C-50 \\$500 Donation from Bartow Kiwanis Club Inc. to Fort Meade Middle Senior High](#)

51. [C-51 \\$3000 Donation from Florida's Natural Growers Foundation to Roosevelt Academy](#)

52. [C-52 \\$1395 Donation from Harrison's Parents' Association to Harrison School for the Arts](#)

Business Services Purchasing Items for Curriculum

53. [C-53 Agile Minds Educational Holdings, Inc. Purchase of Intensified Algebra Text Licenses and Materials, \\$48,920.00](#)

Attachment: [BUDGET IMPACT ANALYSIS - Agile Mind.pdf](#)

Attachment: [Agile Mind Polk add 450 IA students.pdf](#)

Attachment: [Agile Mind - Polk County 250 additional IA books..pdf](#)

#### Facilities & Operations General Items – Construction Services

54. [C-54 Project #P-01550 - Winter Haven Senior - Upgrade Auditorium Roof](#)

55. [C-55 Project #P-01551 - Carlton Palmore Elementary - HVAC in Media Center - Upgrade/Replace](#)

56. [C-56 Project #P-01537 - Lake Alfred Elementary - Re-Roof Building 2](#)

Attachment: [p01537.pdf](#)

#### Human Resource Services General Items

57. [C-57 Revisions to Existing Salary Grades and Positions](#)

Attachment: [FADSS - Restructuring Salary& Pos. 11 18 14 BD.pdf](#)

#### Human Resource Services Recommendations

58. [C-58 Recommendations for Administrative and Instructional Personnel Actions](#)

Attachment: Administrative and Instructional Recommendations Term Suppt 11-18-14.pdf (Confidential Item)

Attachment: [Administrative and Instructional Recommendations Agenda 11-18-14 BD.pdf](#)

Minutes:

\*\*\*Approved Personnel Recommendations

are Recorded in

Supplemental Minutes Book 76-A-14, Pages 146 - 194.\*\*\*

59. [C-59 Recommendations for Non-Instructional Personnel Actions](#)

Attachment: Non-Instructional Recommendations Term Suppt Docs 11-18-14.pdf (Confidential Item)

Attachment: [Non-Instructional Recommendations Agenda 11-18-14.pdf](#)

Minutes:

\*\*\*Approved Personnel Recommendations

are Recorded in

Supplemental Minutes Book 76-A-14, Pages 146 - 194.\*\*\*

60. [C-60 Recommendations for Temporary Duty Assignments](#)

Attachment: [TDA 11-18-14 a.pdf](#)

Minutes:

\*\*\*Approved Personnel Recommendations

are Recorded in

Supplemental Minutes Book 76-A-14, Pages 146 - 194.\*\*\*

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

61. [C-61 Create New Position and Job Description for Curriculum Specialist, Accelerated Programs](#)

Attachment: [Curriculum Specialist Accel. Programs.pdf](#)

Regular

Administration - School Board

62. [R-62 Resolution No. 2014/15-06 addressing Florida Standards Assessment](#)

Attachment: [RESOLUTION NO 2014 15-06 Revised - Nov 18 Bd Mtg.pdf](#)

Motions:

Motion to approve Resolution No. 2014/15-06  
addressing Florida Standards Assessment. - PASS

Vote Results	
Motion: Hazel Sellers	
Second: Lori Cunningham	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

63. [R-63 Resolution 2014/2015-07: Recognition of 1994 Passage of African American History Required Instruction Florida Statute](#)

Attachment: [Resolution 2014-15 07 - African American History.pdf](#)

Motions:	
Motion to approve Resolution 2014/2015-07: Recognition of 1994 Passage of African American History Required Instruction Florida Statute.	
	- PASS
Vote Results	
Motion: Dick Mullenax	
Second: Hazel Sellers	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

Business Services Contracts

64. [R-64 Polk County Sheriff's Office, Safe Schools: \\$1,470,000](#)

- Attachment: [School Board MOU November 2014.pdf](#)
- Attachment: [School Board MOU Exhibit A.pdf](#)
- Attachment: [BUDGET IMPACT ANALYSIS PCSO COPS Program.pdf](#)
- Attachment: [SRO STATEMENT OF WORK PSCO COPS Program.pdf](#)

Motions:	
Motion to approve agreement with the Polk County Sheriff's Office to provide 8 additional School Resource Deputies.	- PASS
Vote Results	
Motion: Hunt Berryman	
Second: Tim Harris	
Tim Harris	- Aye
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

Motion Minutes:

Mrs. Fields voiced concern that the district is responsible for the salaries of the eight (8) individuals after the third year. She requested that updates be provided to ensure the services are effective prior to the end of the third year.

Mrs. LeRoy agreed and suggested there be outcomes within the Strategic Plan addressing this proposal.

65. [R-65 Charles A Dana Center Professional Leadership, Teaching and Learning, \\$410,000](#)

- Attachment: [UT DANA CENTER BUDGET IMPACT ANALYSIS 2014-15.pdf](#)
- Attachment: [Dana Center Contract.pdf](#)

Motions:	
Motion to approve the Charles A. Dana Center contract.	- PASS

Vote Results	
Motion: Hazel Sellers	
Second: Kay Fields	
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present
Hunt Berryman	- Aye
Lori Cunningham	- Aye

66. [R-66 Criterion Education LLC \(NISL Program\): Teaching and Learning. \\$529,200](#)

Attachment: [Criterion Education LLC- NISL #612 v2.pdf](#)

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

Motions:	
Motion to approve the Criterion Education LLC (NISL Program) contract.	- PASS
Vote Results	
Motion: Kay Fields	
Second: Tim Harris	
Hunt Berryman	- Aye
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present

Facilities & Operations General Items – Administration

67. [R-67: Approval of Ranking by Site Selection Committee](#)

Attachment: [11-3-14 School Site selection document combined.pdf](#)

Motions:

Motion to approve the Site Selection Committee's ranking of possible sites for the construction of Four Corners K-8. - PASS

Vote Results

Motion: Tim Harris

Second: Hazel Sellers

Hunt Berryman - Aye

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Dick Mullenax - Aye

Hazel Sellers - Aye

Lynn Wilson - Aye

Debra Wright - Not Present

Motion Minutes:

Mrs. Cunningham and Mrs. Sellers voiced their appreciation of staff and community members that assisted with this project.

Public Hearing

Superintendent's Report

68. [Superintendent's Report](#)

Minutes:

Superintendent LeRoy announced there is one meeting of the School Board during the month of December. The work session will be held at 8:30 AM in the Superintendent's Conference Room followed by the School Board meeting at 1:30 PM held in the auditorium located at 1915 S. Floral Avenue.

Superintendent LeRoy commented on the recent live shooter drill held at Jewett Middle School in Winter Haven recently. She stated that she has never requested an 'active shooter drill' be performed with students present and officers with weapons in their hands. Last month, Captain Loyd Stewart with the School District's Department of Safe



Schools requested that school resource officers and school resource deputies provide training to all staff on routine lockdown procedures. They were asked to work with school administration to observe and evaluate the outcome. The drill was meant to familiarize students and staff with various safety procedures. Routine lockdown drills are held to address a variety of circumstances - from bad weather and dangerous conditions near a school to live shooter events. Drills do not require officers or deputies to have weapons in their hands. Over the past month, lockdown drills were conducted at more than 80 schools without incident.

Jewett Middle Academy's administration exhibited a lack of good judgment and did not have a clear understanding of how the drill should be conducted. The principal has been suspended today pending the outcome of the internal investigation and the Department of Safe Schools is also conducting a thorough review of what took place.

Neither Captain Stewart or the Superintendent were aware that officers had weapons in their hands until after the drill was conducted. Drills are meant to better prepare students and staff for emergency situations; not to cause fright or anxiety. We very much regret the stress and worry that any student, parent, or staff experienced.

In an effort to provide greater clarity, key points have been stressed to school administrators for future drills:

- At the onset of the drill, the school administrator should announce: "This is a drill."
- At the onset of the drill, a message should be sent to parents informing them of the lockdown drill taking place
- Staff will be assigned to answer phones and let callers know there is no threat to the campus; that this is a drill. A staff member should be at the school's entrance to let visitors know that a drill is taking place and they cannot enter until it is done.

The Polk County School District remains committed to providing a safe learning environment for our students.

Attorney's Report

Auditor's Report

69. [R-69 Audit Committee Nominees](#)

Attachment: [Audit Committee Nominees 2014.pdf](#)

Motions:

Motion to approve the three Audit Committee nominees: Darlene Eanett, Priscilla Boren, and - PASS

Brent Parrish.

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Dick Mullenax	- Aye
Hazel Sellers	- Aye
Lynn Wilson	- Aye
Debra Wright	- Not Present
Hunt Berryman	- Aye

Board Members' Report

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

Minutes:

Mr. Berryman appreciated the information provided by Superintendent LeRoy on the recent drill at Jewett Academy. He attended the WE-3 event which was a huge success.

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

Minutes:

Mrs. Cunningham congratulated Hazel Sellers, Kay Fields, Tim Harris, and Lynn Wilson on their recent elections.

She attended the Harrison School of the Performing Arts' production of Westside Story and Davenport School of the Arts' production of the Night at the Wax Museum.

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

Minutes:

Mrs. Sellers praised the professional talents of the students at Davenport School of the Arts and Harrison School of the Performing Arts.

She, too, attended the WE3 Expo and voiced her appreciation of the staff for their outstanding efforts.

Mrs. Sellers voiced her appreciation of Sheila Phelps over the past 13 years.

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

Minutes:

Mr. Mullenax expressed his appreciation of the School Board members for re-electing him as their Board Chair.

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

Minutes:

Mrs. Fields had a wonderful time at the WE3 Expo; it is an excellent opportunity for students and parents to see all the wonderful career opportunities available.

She commended the Deputy Superintendent and the Regional Assistant Superintendents for their progress reports during the work session.

Mrs. Fields voiced best wishes on a happy retirement to Sheila Phelps.

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

Minutes:

Mr. Wilson voiced his appreciation to the School Board and Superintendent for making his transition so easy.

He attended the All County Chorus Concert at Florida Southern College. The talented performances were truly inspirational.

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

Minutes:

Mr. Harris voiced a fond farewell to Sheila Phelps, School Board Internal Auditor and wished her a happy retirement.

Mr. Harris presented Dick Mullenax a plaque in recognition of his past service as Board Chair.

#### Public Comments Addressing Items Not on Agenda

##### 77. [SPEAKERS](#)

Minutes:

Victor Chandler spoke on the process used to calculate salary increases for teachers that discriminates against women.

#### Adjournment

Meeting adjourned at 6:38 PM. Minutes were approved and attested this 9th day of December, 2014.

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Dick Mullenax, Board Chair

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Kathryn M. LeRoy, Superintendent