

12 09 2014 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.

A. New Business

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

Minutes:

Mr. Mullenax requested dates in January or February for a retreat. Andrea Messina with the Florida School Boards Association is available to act as moderator. Board members are to submit topics to their Executive Assistant, Pat McManus.

- Utilization of schools
- Sales tax initiative
- Academics

By consensus, the retreat is scheduled for February 20 and 21st (Friday and Saturday). The place has not been determined. After a brief discussion, it was agreed to apply for Master Board training in Kissimmee on May 6 and 7. Superintendent LeRoy will secure the funding.

Mrs. Fields commented that it is time to begin work on the renewal of the sales tax referendum and believes a board member should be on the Sales Tax Committee. It was agreed Mrs. Fields will serve on the Committee with Mr. Berryman as the alternate.

B. Board Agenda Review

2. [8:40 - 8:55 AM Review the Agenda for the December 9, 2014 School Board Meeting](#)

Attachment: [Jacquie Bowen Associate Superintendent CAO.pdf](#)

Minutes:

C-52 New K-8 Architect

Mr. Berryman inquired about the cost savings. Greg Rivers, Associate Superintendent of Facilities and Operations, responded that there are savings of over a million dollars in the design fees and an estimated \$5 million will be saved through the construction of a three-story facility.

R-60 Purchase of Buses

Rob Davis, Senior Director of Support Services, provided information on the proposed purchase. While the initial cost of propane buses is higher (\$9067) than a traditional bus, after taking into consideration the life of the bus (15-19 years) there is a cost savings of approximately \$7,708.40. After rebates, the cost of a gallon of propane will drop from \$1.79 to \$1.29. He stated that the higher price of the bus is therefore reduced to \$4533.00. The propane gets less miles per gallon but it costs less than diesel. He commented he is purchasing buses from different major manufacturers to determine which is the best fit for our district.

Mrs. Cunningham inquired about the financing stream discussed several months ago. Mr. Davis reported that it was decided not to go for financing due to the uncertainty of LCI dollars. Mr. Rivers stated the capital plan is being updated and it will provide information as to age of the fleet, by year, including the white fleet. It may be determined not to purchase buses next year because of the LCI concerns.

Mr. Davis reported that negotiations are being held with the Board Of County Commission and Sheriff's Department for a joint fueling station with propane and gas on the east side of the county.

3. [8:55 - 9:05 AM BREAK](#)

C. Information

Item 4

4. [Engagement Letters for Carr, Riggs & Ingram for Auburndale HS, Davenport SOA & Mulberry Middle Construction Projects](#)

Attachment: [Combined Engagement Letters for AHS, Davenport SOA, MMS.pdf](#)

Attachment: [Copy of Costs spreadsheet Auburndale HS, Mulberry MS, and Davenport SOA.pdf](#)

Item 5

5. [2013-2014 Polk Education Foundation Audit](#)

Attachment: [2013-14 PEF End of Year Rpt.pdf](#)

Attachment: [PEF 114 Finals.pdf](#)

Attachment: [PEF Finals.pdf](#)

D. Discussion

Item 6

6. [9:05 - 9:20 AM June 30, 2014 Audit Report and Comprehensive Annual Financial Report](#)

Attachment: [CAFR - Agenda Item.pdf](#)

Minutes:

Jim Burdick with Cherry Bekaert, LLP provided a review of the audit and audit results. He noted the firm issued unmodified opinions that the basic financial statements of the School Board are free from materials misstatement and fairly presented in all material respects. This is the highest level of assurance an independent CPA is allowed to give.

Item 7

7. [9:20 - 9:40 AM Head Start Services Summary and Board Training 2014-15](#)

Attachment: [Head Start Board Training Presentation 2014.pdf](#)

Attachment: [Comparison chart CLASS 2014 Monitoring.pdf](#)

Attachment: [2014-15 HS Public Policy Updates.pdf](#)

Minutes:

Matti Friedt, Director of PreSchool Programs, reported on the Head Start program and provided the required board training to the governance board (school board members).

Mrs. Sellers asked if Head Start students are tracked through grade 3 to see how well they are prepared. Mrs. LeRoy reported that it can be done on a longitudinal basis.

Item 8

8. [9:40 - 10:00 AM 2014 Wellness Programs Update](#)

Attachment: [Wellness Board Present Dec 9.pdf](#)

Minutes:

Joy Myers, Director of Risk Management and her staff, reported on the different aspects of the Wellness Department:

- Health clinic - Haines City site since June 2012
- Return on investment - clinic and clinic build out
- \$975,000 savings to employees who utilize the Haines City Clinic through cost avoidance and prescription co-payments
- \$201,520 savings to employees using the BCBS Health Clinic through cost avoidance
- Net savings to health plan and employees - \$4.2 million over the past two years.
- Mobile clinic should be available in 2015 to provide diabetes education, blood pressure checks, physicals, lab tests, cancer skin tests; etc. (identical to services provided through the clinics)
- Health Fair participants: (2009) 1,186; (2010 with \$ incentive) 2,655; (2011) 3,454; (2012) 2,300; (2013) 2,300; (2014) 2,200

Item 9

9. [10:00 - 10:25 AM Policy Update Recommendations](#)

Attachment: [po1430.08 new Professional leave.pdf](#)

Attachment: [po4430.04. Support staff personal leave w changes.pdf](#)

Attachment: [po4430.09 support jury w changes.pdf](#)

Attachment: [po1430.04 New Personal Leave.pdf](#)

Attachment: [4430 support staff w changes.pdf](#)

Attachment: [po7250_1 naming bldgs.pdf](#)

Attachment: [NEOLA po9270 Home Education policy pas draft.pdf](#)

Attachment: [Summary of Policies Recommended for Update 12-9-14.pdf](#)

Attachment: [po3430 teacher Leaves w changes.pdf](#)

Attachment: [po1430.03 sick leave w changes.pdf](#)

Attachment: [po1430.09 jury duty new policy.pdf](#)

Attachment: [po1430.06 new vacation policy.pdf](#)

Attachment: [po3430.08 teacher prof w changes.pdf](#)

Attachment: [po3430.09 teacher jury w changes.pdf](#)

Attachment: [po3430.04 pers leave w changes.pdf](#)

Attachment: [po1430.0 new military leave7.pdf](#)

Minutes:

Wendy Dodge, Legislative Liaison, provided updates on the recommended

policy changes.

Mrs. Cunningham questioned the changes to Policy 7250: Naming of Buildings. Greg Rivers, Associate Superintendent of Facilities and Operations, responded that the initial policy addressed the process for naming a new school. Changes were needed because the majority of our requests are to name a building, a room, or an athletic field.

Consensus reached to allow the living to be recognized, remove references to the Board of Education, and remove the donation of land option.

It was noted that Policy 4430 was incomplete. Wendy will ensure the correct version is provided for the January 20th public hearing.

Mr. Harris inquired about the purpose of earning fraction of sick days: 19 1/2 and 16 1/4. This will be researched and reported back to the Board.

Mr. Wilson questioned the changes to the Home Education Policy. Mrs. Woolcock reported the changes will streamline the process for families.

Item 10

10. [10:25 - 10:55 AM Florida Educational Equity Act Annual Update 2013-2014](#)

Attachment: [Executive Summary Dec 9 2014 Work Session Equity Update.pdf](#)

Attachment: [Florida Educational Equity Act Annual Update 2013-2014.pdf](#)

Minutes:

Mrs. LeRoy commented this is an annual requirement to ensure equitable opportunities for all students based on gender and ethnicity.

Mr. Harris commented that it's been years since he has seen a staff recruitment diversity report as it relates to student diversity. Mrs. LeRoy responded that the information was provided through the Strategic Plan's benchmarks and goals. There has been some success but a lot more is needed before we mirror our communities. Human Resources will present a report at a work session in January.

Mrs. Fields suggested the Equity Update be discussed at the upcoming retreat. Consensus was to add it to the retreat agenda; hard copies of the report will be provided.

Item 11

11. [10:55 - 11:00 AM Create new positions and Job Descriptions-Senior Technician, Construction Contracts Administrator and Senior Coordinator, Support Services](#)

Attachment: [Sr. Tech Const & Sr. Coord, Suppt Svcs. 12 9 14 WS.pdf](#)

Minutes:

Superintendent LeRoy reported that these changes will reduce costs by combining duties of retired employees to existing staff.

Item 12

12. [11:00 11:15 AM Request from the IBC \(Independent Benefits Consortium\)](#)

Attachment: [IBC Letters to Polk Leadership.pdf](#)

Attachment: [DRAFT Fiscal Agent Agreement- 2014-15- Polk.pdf](#)

Attachment: [FSBA Presentation 12-3-14 rev.pdf](#)

Minutes:

Last year, Polk County served as lead district for a retirement benefit package RFP for the IBC Retiree Consortium. Now the Consortium needs a district to be the Fiscal Agent to open bank accounts, collect participation fees from member districts, and other fees associated with the program. There is a draft agreement but more negotiations are needed to prevent the taxpayers of Polk County from subsidizing the administrative duties of the Consortium and the agreement will be renegotiated each year as needed.

Mr. Perrone reported that these fiscal duties will be a part of the annual audit and any employees hired will be processed through the Board as usual. The Consortium has guaranteed that if the work becomes burdensome to our employees, the IBC will reimburse the District for associated costs.

Member districts are Brevard, Duval, Escambia, Miami-Dade, and Polk. Orange County will join in October 2015.

To establish bank accounts by January 1st, this will be an emergency item for today's Board Meeting.

Item 13

13. [11:15 AM Executive Session](#)

E. Adjournment

Meeting adjourned at 11:25 AM for the Executive Session. Minutes were approved and attested this 20th day of January, 2015.

Dick Mullenax, Board Chair

Kathryn M. LeRoy, Superintendent