

12 13 2016 Work Session 12 30 PM

## NEW BUSINESS

### 1. [12:30 - 1:00 PM BOARD COMMENTS](#)

Minutes:

#### Discussion Regarding Employment Agreements

John Murphy, Counsel for the School Board, discussed the legalities associated with the notice of resignation as well as the withdrawal of such by Wes Bridges as attorney for the School Board. If the Board Members do not intend to renew Mr. Bridges' employment contract, Mr. Murphy must be notified before January 1, 2017. If the Board chooses not to renew Mr. Bridges' contract, he would continue to work until June 30, 2019. If the Board chooses to take no action, Mr. Bridges' contract will continue until June 30, 2020.

Mrs. Fields discussed the media attention this topic received. She then opened the floor to the Board Members for additional discussion about this matter.

Mr. Townsend expressed his objection to automatically renewing contracts. He discussed the need for increased accountability and requested that future renewals identify the date the contract ends in the memo.

Mr. Wilson expressed his desire to add a clause to this contract that would support termination based on convenience. He also discussed the need to reevaluate the culture of the School District and move forward to adapt to a changing environment.

Mrs. Sellers commented on the knowledge and experience that Mr. Bridges has provided to the School Board. She stated the changes being proposed require more research, discussion, and thought.

Mrs. Cunningham discussed media reports and community feedback she has received regarding this issue. She commented the inciting incident was the notification of resignation and suggested further discussion. She asked for clarification of the protocol for taking action to make changes to the contract. Mr. Murphy explained action of this nature must take place at a School Board Meeting.

Mrs. Fields commented the changes to Mr. Bridges' contract that have been identified would also impact Carol Matthews, Internal Auditor, since her employment terms are the same.

Mr. Harris stated the contract language allows for amendment with mutual agreement of the parties. He advised the other Board Members that they have the flexibility to direct the Chairperson to participate in negotiations with both parties to determine if modification to the contracts is possible.

Mrs. Fields stated she does not support discussion of non-renewal. She requested the direction and consensus from the other Board Members whether or not they desire to pursue further discussion or action to Mr. Bridges

and Mrs. Matthews contracts at the School Board Meeting scheduled this afternoon.

The following Board Members wish to add this item to the Board Meeting Agenda:

- Mr. Wilson
- Mr. Townsend

The following Board Members do not wish to add this item to the Board Meeting Agenda:

- Mrs. Fields
- Mrs. Sellers
- Ms. Reynolds
- Mrs. Cunningham
- Mr. Harris

Mrs. Fields explained that, based on consensus, this item will not be a part of today's Board Meeting agenda. She also stated future discussions will be held in 2017 to identify any potential contract changes. She commented she will take the lead in this endeavor with Mr. Bridges and Mrs. Matthews.

#### School Board Member Committee Assignments

Central Florida Public School Boards Coalition (CFPSBC)

- Ms. Reynolds volunteered to represent the Board on the CFPSBC.
- Mr. Townsend agreed to serve as the alternate.

Florida School Boards Association Legislative Committee

- Mrs. Sellers will continue to represent the Board as the primary.
- Mrs. Cunningham is the alternate.

Florida School Boards Association Board of Directors

- Mrs. Sellers is the primary representative.
- Mrs. Cunningham volunteered to be the alternate.

Value Adjustment Board

- Mr. Wilson volunteered to be the primary representative.
- Mr. Townsend will serve as the alternate.

Polk Vision Board of Directors

- Mrs. Fields agreed to represent the School Board.

Central Florida Leadership Congress

- Mrs. Fields agreed to represent the School Board.

2. [1:00 - 1:20 PM Review the December 13, 2016 School Board Agenda](#)

Attachment: [12 13 2016 School Board Agenda.pdf](#)

Minutes:

Item C-35 Truenorthlogic (Performance Matters), IST, \$217,833

Mr. Townsend flagged item C-35 to the regular agenda.

Dr. Barrios explained this is a revision to an existing contract. It will allow a new data reporting platform to replace the Item Bank and Test Platform (IBTP) and will give the teachers a data dashboard/scorecard with a drilldown option to make faster decisions. User testing has not taken place and it has not been implemented for teachers yet.

Item R-45 Amending Contract with Educational Directions, Teaching and Learning, \$275,000

Mr. Wilson discussed the amendment to the Educational Directions contract. There is language in the contract regarding interaction with teachers. He has spoken with teachers in three of the schools that are directly impacted by the consulting group and they have not had any interaction with the group. In the future, he would like another consultant to be considered in this role.

3. [1:20 - 1:30 PM BREAK](#)

DISCUSSION ITEMS

Item 4

4. [1:30 - 1:50 PM Financial Statements for Periods Ending September 30, 2016 and October 31, 2016](#)

Attachment: [October 2016 complete financial package.pdf](#)

Attachment: [September 2016 complete financial package.pdf](#)

Minutes:

Mike Perrone, Chief Financial Officer, and Jason Pitts, Director of Budget, presented the financial statements for periods ending September 30 and October 31, 2016. Polk County has gone down in projected student enrollment which will result in a loss of approximately \$3.5 million according to the third calculation. The current student population is approximately 99,000 including charter schools. Students with exceptionalities are calculated differently for Full Time Equivalent (FTE) funding. Funds transfers in the statement are attributed to Local Capital Improvement (LCI) funds that are used primarily for maintenance, repair, renovation, and projects which is consistent with the fund balance that was identified when the budget was created. In addition, lapse has been calculated as a part of the monetary figures presented. The District has 88% of the market share, excluding charter schools.

Item 5

5. [1:50 - 2:10 PM School Improvement Plan for Janie Howard Wilson Elementary Charter School](#)

Attachment: [JanieHoward\\_SIP 2015-2016 Letter.pdf](#)

Attachment: [6A-1.099827.pdf](#)

Attachment: [SIP 2016-17 531-Lake Wales 1401-Janie Howard Wilson School.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools, introduced the presenters to discuss the School Improvement Plan for Janie Howard Wilson Elementary Charter School, Barbara Jones, Principal, and April Barnhart. The Polk County School District is the sponsor of the Lake Wales charter schools.

Mr. Harris commented the documentation identifying minorities and free and reduced lunches appears to be inaccurate. Barbara Jones and Melissa Brady explained this information is state populated and the correct data was not provided when this report was created. The correct information is available on the Florida Department of Education website and will be updated.

Mr. Townsend asked for information about the Boys of Grit program. Ms. Barnhart explained it is a character education/leadership program. She also explained the academies offered have an environmental focus with hands-on learning. Students select this educational route on an elective basis.

Mrs. Brady commented this School Improvement Plan has been through the process of review with goals that indicate the potential for positive student performance change.

#### Item 6

##### 6. [2:10 - 2:25 PM Proposed 2017 PCPS Legislative Platform](#)

Attachment: [Polk County Schools Funding Inequity data.pdf](#)

Attachment: [2017 PCPS Platform Outline Draft.pdf](#)

Minutes:

Wendy Dodge, Government Affairs Liaison, discussed the proposed 2017 Polk County Public Schools Legislative Platform. She explained the document is arranged by area instead of priority. She commented Polk has been identified as one of the ten lowest funded districts and that other counties have requested a District Cost Differential (DCD) study but those requests have gone nowhere. She discussed one alternative to address Polk's large population of students in poverty might be to request more compression for a poverty index.

Mrs. Cunningham suggested the Board Chair discuss the District's critical need for funding at the upcoming legislative delegation meeting.

Mr. Townsend asked why there is no local operations equivalent to the Local Capital Outlay (LCI) fund that would allow for taxable dollars to benefit teacher salaries. Ms. Dodge explained other counties have implemented this concept but it requires voter support and it is a non-recurring source of funds.

Mr. Harris presented dates for upcoming events that are pertinent to the School Board Members:

- March 25-27 is the National School Board Conference in Denver, Colorado.
- March 29-31 are the legislative days in Tallahassee

The group adjourned temporarily to attend the attorney and client session, but will reconvene prior to the School Board meeting.

#### Item 7

##### 7. [2:25 - 3:00 PM NEOLA Policy Updates](#)

Attachment: [Neola Updates Docs 12 13 16 wk session.pdf](#)

Attachment: [Neola Updates Summary 12 13 16 wk session.pdf](#)

INFORMATION ITEMS

Item 8

8. [Polk Education Foundation 2015-16 Audit](#)

Attachment: [2016 PEF Audited FS.pdf](#)

Item 9

9. [ATTORNEY - CLIENT SESSION](#)

Minutes: Wes Bridges, Counsel for the Board, explained the Statutes surrounding Attorney-Client Sessions. The meeting adjourned at 3:01 pm and reconvened at 3:50 pm.

Meeting adjourned at 4:00 pm. Minutes were approved and attested this 24th day of January, 2017.

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Kay Fields, Board Chair

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Jacqueline M. Byrd, Superintendent