

April 26 2016 Work Session 12 30 PM

NEW BUSINESS

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

Minutes:

Mr. Harris

Mr. Harris commented about correspondence he has received regarding the loss of migrant advocate positions in the migrant program.

Jacqueline Bowen, Chief Academic Officer, explained there is a proposal that those positions be repurposed, not necessarily eliminated, due to the State's review, as well as alignment with the migrant grant components. The positions will be reallocated and brought to the Board in the upcoming District Staffing Plan. The focus for these success coaches will be to support successful progression of those students through graduation.

Mrs. Sellers asked if this change was due to State regulations. She has also received feedback from the community who felt this change was a step backward.

Ms. Bowen explained the job duties were aligned with expectation; however, they were not clearly articulated. The work that was occurring may not have been aligned with the components allowable in the grant. This change will provide support that is justifiable and needed.

Mr. Harris explained as a precaution there are often people in the field who have not had an opportunity to see the grant they are working under. He said it is important for administration to follow through in order to avoid misinterpretation.

Ms. Bowen stated there have been several meetings with the migrant advocate teachers but the new proposed plan that has been put in the staffing model has not been shared with everyone because it is not fully developed. She stated because of this there may be unnecessary fear, but no employees are going to be displaced.

Marianne Capozziello, President of the Polk Education Association (PEA), stated there are staff members that have been told they are being displaced. Ms. Bowen stated that has not been addressed at her level. She will follow up on this issue.

Superintendent Byrd agreed that those working under the grant must understand the parameters of the grant and what they are responsible for.

Mr. Berryman

Mr. Berryman attended the Polk Vision Board Meeting with the Superintendent recently. He informed the Board

Members that the Director of Polk Vision, Sara Roberts is resigning. He stated the Polk Vision staff would like to make a presentation to the Board to explain what has transpired this first year. He stated that as a funding partner he thinks this is a good idea and suggested this take place during a work session or retreat.

Mr. Berryman stated he has hopes that soon there will be a budget work session or a special board meeting. He commented on the current state of discretionary funds. The Superintendent will be coordinating with Mike Perrone, Chief Financial Officer, to look at dates for a meeting.

Mr. Mullenax stated an organizational change such as what is occurring in the Polk Vision organization often creates a shift in commitment. He would like to have an update of information to determine the commitment to the alignment initiative.

Mr. Wilson asked if Polk Schools have a financial commitment besides the Align Polk Initiative.

Mr. Berryman stated the commitment is to the Align Polk Initiative for a total of \$100,000 for 3 years.

BOARD AGENDA REVIEW

2. [12:45-1:00 PM Review the Agenda for the April 26, 2016 School Board Meeting as REVISED](#)

Attachment: [04 26 2016 School Board Meeting Agenda as REVISED 04 25 2016.pdf](#)

Minutes:

Item C-47 New Financial Mathematics Course--

Mr. Mullenax stated this is a course designed for students who are not college bound who are required to take a fourth math credit in order to graduate. He is supportive of this course creation.

Item R-48 Contract for Jacqueline Byrd--

Mr. Berryman discussed his concerns with Item 17 of the Contract. He explained it allows the Superintendent to give six months notice to the Board but there is no mention of the School Board have the reciprocal option. Wes Bridges, Counsel for the Board, stated this contract is a little different in that it is being set up for a single year, where previously it has been 3 years. The consensus of the Board is to leave the language as it is.

Item R-51 Bid Recommendation for Networking Equipment (ERATE)

Mr. Berryman asked for clarification as to what exactly ERATE is.

Wes Bridges, Counsel for the Board, explained it is a federal program that subsidizes technology.

Resolution 2015/2016-18

Mr. Bridges explained in regard to the Resolution being adopted by the Board, the content ensures there are no obstacles going forward and no lengthy resolution phases. There is no need for mediation because it is strictly a judicial review of the law.

Mrs. Sellers commented the nature of this action sounds like a lawsuit even though it is not. Mr. Bridges stated a declaratory action merely allows a judge to determine how the statute should be read and interpreted. Mrs. Sellers asked if the judge's decision is the end of the process. Mr. Bridges stated once the judge states his interpretation that will be the conclusion.

Mr. Mullenax asked if there is a time line for this process. Mr. Bridges explained a scheduling conference will be held later this week. Mr. Bridges stated he will express to all participants the need to move forward without delay.

DISCUSSION ITEMS

Item 3

3. [1:00-1:15 PM Safety Shoe Initiative Update](#)

Attachment: [Survey Results 2016.pdf](#)

Attachment: [PPE Requirements-Other Govt Programs_UPDATED.pdf](#)

Attachment: [Budget Impact Analysis 2015-16.pdf](#)

Minutes:

Joy Myers, Director of Risk Management, discussed feedback that has been received from surveys conducted by her team as well as face to face meetings with staff. She thanked Mr. Harris for suggesting the Risk Management team visit the maintenance sites. One concern that has been brought forward by staff members is problems with the safety shoes in regard to the weight of the shoe. In an effort to alleviate the weight of the shoes, one initiative that has been identified is a Kevlar insert that is light weight and puncture resistant. They visited nine shops and discussed with the staff that this was a pilot program. There was discussion on what could have been done to make this a smoother transition. Positive feedback has been received regarding the "shoe mobile" program. Mrs. Myers also visited the warehouse. She stated there is not a way to regulate the temperature in that area nor a way to improve the cross ventilation. Uniforms were previously discussed as one of the phases of the safety initiative. To that end, moisture-wicking shorts and shirts have been identified that would cost about \$5,200 for eleven uniforms including cleaning for one year. This would provide relief from the heat and moisture as well as provide a safer uniform alternative. The employees that were present for the meetings were excited about the opportunity.

Mr. Wilson encouraged the team to determine employee preference when it comes to material type. The Risk Management team met with employees as a group and provided catalogs for all to have an opportunity to see.

Mrs. Cunningham stated moisture wicking clothing is normally made out of 100% polyester and would not require dry cleaning or pressing. Mrs. Myers explained the cleaning cost was for the washing of the garments.

Mr. Berryman thanked Mrs. Myers for the follow up and additional survey information. He asked if there was any data indicating the return on investment or decrease in workers compensation claims since the safety shoe initiative had begun. Mrs. Myers commented the accumulated workers compensation savings have been invested in the pilot shoe program. There has been a significant reduction in slips, trips, and falls.

Mr. Harris asked if there has been any research into purchasing and installing industrial fans or a new patented cooling system that provides insulation specifically for warehouses. Rob Davis, Associate Superintendent of Operations, commented there are challenges such as narrow aisles and a Drexel that must go down the aisles and allow turning. The stacking of supplies causes a hindrance to ventilation. He will investigate the insulated cooling system.

Mr. Mullenax stated the \$500,000 saved in workers compensation should be applauded but does that

fund balance have to stay in that account or can it be moved somewhere else. Mike Perrone, Chief Financial Officer, stated money that originated in the general fund can be put back into the general fund. Mrs. Myers stated there has not been any money transferred into the workers compensation fund from the general fund for two fiscal years because of the money that has been saved. Mr. Mullenax commented this appears to be an ongoing program, not a one time expenditure, and he feels there may be a more appropriate use for \$500,000. Mr. Perrone added removing the cleaning costs will increase savings. Mrs. Myers stated she does not have enough data with this program in the maintenance area to determine future expenditures.

Mrs. Sellers stated the employees impacted are some of the lowest paid and purchasing high quality work shoes can be difficult for them. Mrs. Myers explained this program began with custodial/food service. The shoes were \$40-\$60 and the District paid the entire amount. The plan for the maintenance program proposes the issuance of a voucher in the amount of \$115. Costs above and beyond that would be the employee's responsibility. They consider this an investment in the employees.

Mr. Mullenax said he still has concerns with the survey. He feels there should be a narrative. He commented there were 274 responses and he would like to know the size of the entire pool of employees. He would like to know how many people were met with. Mrs. Myers commented it was 274 out of 440.

Mr. Mullenax asked if the 34% surveyed that wanted tennis shoes were departmentalized. Mrs. Myers commented a safety tennis shoe has been identified. The attendees were all maintenance workers.

Mrs. Cunningham commented it is prudent to continue on with this program. It says the District cares about you and it is important that you are being safe. Cleaning the uniforms is an extreme measure and that option should be removed. The safety shoe initiative is important.

Item 4

4. [1:15-1:25 PM Proposed 2017-2018 School Calendar](#)

Attachment: [2017-2018 school calendar - English - FINAL B WS 4-26 \(2\).pdf](#)

Attachment: [2017-2018 school calendar - English - FINAL A WS 4-26.pdf](#)

Attachment: [Committee Survey Results - 2018-2018 Winter Break Options.pdf](#)

Attachment: [Absenteeism Rates - Winter Break Options.pdf](#)

Minutes:

Brian Warren, Acting Senior Director of Human Resource Services, presented the proposed 2017-2018 School Calendar.

Mr. Harris commented his preference is Option A, however, following are some of his concerns:

- Graduations continue until May 30 and school is dismissed on May 25.
- The teacher work day is the Tuesday after Memorial Day.

Superintendent Byrd stated graduations have not been locked in for 2018, therefore the graduation date range could be moved back a number of days.

Marianne Capozziello, President of the Polk Education Association (PEA), stated she has received concerns from teachers. She commented changing the last day prior to the holiday break to Thursday, December 21, 2017, would allow teachers' last day to be Friday, May 25, 2018 which is one day after student release for the summer.

Item 5

5. [1:25-1:35 PM Charter School Projected Enrollment for 2016-2017](#)

Attachment: [Projected Enrollment Worksheet for WS 04.26.16.pdf](#)

Attachment: [WS-Summary-Projected Enrollment 4.26.16.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools, presented the projected enrollment for charter schools for 2016-2017 school year. Seven schools have requested increased enrollment, three of which are high performing. These facilities are ineligible to increase their enrollment without School Board approval.

Mr. Berryman discussed his concerns about capacity issues, Ridgeview Global was one such location. John Small, Deputy Superintendent, updated the Board on this location. They have purchased 15 acres of land to the west of their campus and a middle school building is being designed. They are on target although they will not have the new facility finished in time for school to begin. Rob Davis, Associate Superintendent of Operations, and the Facilities Department have agreed to add 5 additional portables to carry the additional student enrollment until the building is finished.

Mr. Mullenax asked how many portables would be on campus with this addition. Mr. Small said they will have 10.

Mr. Harris stated the addition of another 135 students will bring the enrollment of Ridgeview Global up to 1,125. He asked what the capacity is at the school the District is building a mile away. Mr. Small did not have the amount to refer to but there is a great deal of construction in progress in that area. Mr. Harris stated these schools will be in direct competition with each other. He also asked if there is enough demand in that market to fully enroll both schools. One last question was if anyone has done a study of the impact on the Charter School that is shared with three other counties, Four Corners. He stated there appears to be extreme competition happening and not enough students.

Mrs. Cunningham commented that Kathy Conely, Principal of Citrus Ridge, has mentioned that the enrollment prediction is overwhelming. Mr. Harris asked if any of the students are coming from across the county line in Osceola. Mrs. Cunningham stated based on feedback from the community she does not think there will be a gap in enrollment in the schools in that area.

Mr. Mullenax discussed his concerns regarding capacity at Lake Wales High School and Lakeland Montessori, he thinks the increased enrollment should be denied until it can be proven they have the students to fill those seats. Mrs. Brady discussed similar issues that were experienced in the last two years.

Mr. Berryman asked for additional information regarding Lakeland Montessori's finance plan. Mrs. Brady stated the school is historically well over fund balance.

Mrs. Sellers discussed Lake Wales High School is a different model than other Charter schools because they are a community high school. She asked what the repercussions are if the school goes over their quota of allowable students. Mr. Small commented this location should be handled a bit differently because the alternatives are extreme, such as bussing them to Bartow.

Mrs. Cunningham commented it is important for that school to be able to accept any student that is zoned for their school. She thinks the 55 students they are asking for is acceptable. Mr. Mullenax commented on the initial concept of this charter school. It was to serve the Lake Wales community and he wonders how many students attend the school that are not zoned for Lake Wales High School. He said Bok Academy is experiencing similar issues. Mr. Small commented the Charter Schools staff could return at a later meeting to provide additional numbers. Mr. Mullenax commented he would be more agreeable to increased numbers if these schools were serving the communities they were designed for. Mrs. Cunningham commented the addition of the International Baccalaureate program at Lake Wales is attractive to many students.

Mr. Wilson commented it is a community school but the School Board is their sponsor and he is supportive of what is needed as far as enrollment caps.

Superintendent Byrd asked for a consensus on the individual schools

Lake Wales High School increase of 55:

- The Board consensus is in favor. Mr. Mullenax stated Lake Wales High School appears to be continually bending the rules. It is his opinion if they are not going to abide by the contract they should discard it.

Lakeland Montessori increase of 15:

- The Board consensus is opposed. Mr. Wilson stated there is no demonstrated need.

Magnolia Montessori Academy increase of 8:

- The Board consensus is in favor contingent on appropriate building capacity. Mr. Small stated this group has made remarkable strides with their students. The brought the grade from an F to an A with the same students by implementing intensive after school programs. Mrs. Sellers asked if there is a free and reduced lunch program. Mrs. Brady stated lunches come from South McKeel Academy. Students who are unable to pay for lunch the school pays for it. The Superintendent asked Mrs. Brady to verify where the additional classrooms are located at this facility when they return with the other information.

New Beginnings High School increase of 42:

- The Board consensus is in favor. Mrs. Fields stated she was surprised the increase was not for more students. Mrs. Brady explained this request was made prior to the renewal of their contract because of a statutory deadline. There may be a future agenda item brought forward to discuss another increase in enrollment. Mr. Harris commented the impact of these increases will be a \$2.2 million diversion from the traditional public schools to charter schools.

Item 6

6. [1:35-1:45 PM Renewal Charter Contract for New Beginnings High School](#)

Attachment: [NBHS Contract 4 22 2016 District Final.pdf](#)

Attachment: [WS Summary - Renewal Charter Contract for NBHS 4 26 16 EDITED.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools, discussed the renewal contract for New Beginnings High School.

Mrs. Cunningham asked what happens on day ten if the school is below 75% enrollment. Mrs. Brady stated it will likely be below 75% but no action will be taken.

Mrs. Sellers commented on the new language in the contract. Mrs. Brady explained charter school contracts that are up for renewal in the future will reflect this language.

Mr. Wilson commented on the funding language that is required for new charter schools and this is not a new charter school. Deputy Superintendent John Small stated the state went to a standard contract for everyone.

Mrs. Fields commented on the new proposed satellite facility in Lakeland. She stated this is an amazing addition. Mr. Berryman stated this is a location that was needed in the area. Mrs. Brady added they are planning on opening for the 2016-2017 school year in downtown Lakeland.

Mr. Small stated some of the alternative solutions looking forward are partnering with the two technical colleges to co-locate to provide opportunities for these students who are the neediest part of our communities.

Mr. Wilson asked if these students are allowed to participate in the existing agreement with the Citrus Connection. Mr. Small commented they are not. Mr. Berryman stated it could be added to the agreement but it would cost money.

Mrs. Cunningham commended Ms. Wright and added her wishes for much success in this endeavor. Mr. Mullenax also added kudos to this organization who has recruited an exceptional Board of Directors.

Mr. Harris stated he is opposed to the 15 year contract. It is not in the best interest of the community at large. Mr. Small explained if the school has any future plan of expansion a 15 year contract would help secure financing. Mrs. Cunningham stated Ridgeview Global experienced similar issues when it came to securing funding. She is not in favor of reducing the number of years requested. Mr. Berryman and Mrs. Sellers are not in favor of reducing the number of requested years. Mrs. Sellers added any time the charter does not meet the requirements the contract can be cancelled. Mr. Wilson is not in favor of reducing the number of years applied for and stated this is a valuable program and discontinuation of contract is an option.

Superintendent Byrd commented this group has been very collaborative with the School District and that will be continued in order to ensure both parties are upholding their end of the contract.

Item 7

7. [1:45-2:00 PM Compass Middle Charter School Corrective Action Plan for Student Performance](#)

Attachment: [CAP Tracking Sheet Compass.pdf](#)

Attachment: [Compass Charter CAP without Appendices 2015-2016.pdf](#)

Attachment: [ALL Corrective Action Assessment Forms Compass.pdf](#)

Attachment: [WS-Compass CAP 04.26.16 Summary.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools, presented information pertaining to the Corrective Action Plan for Compass Middle Charter School.

Follow up data should be available in July.

The 8th grade appears to have made significant gains. This may be attributed to the fact that these students have been at the school for the last two years.

Item 8

8. [2:00 PM Executive Session](#)

INFORMATION ITEMS

Item 9

9. [2016-17 Fine Arts and World Language Instructional Materials Adoption](#)

Attachment: [Budget Impact Analysis 2016-17 Instructional Materials Adoption.pdf](#)

Attachment: [World Languages Summary 2016-17 Instructional Materials.pdf](#)

Attachment: [Fine Arts Textbook Compilation 2016.pdf](#)
Attachment: [Instructional Materials Agenda Item Details.pdf](#)

Item 10

10. [Monthly Financial Package for February 2016](#)

Attachment: [Final package to Board.pdf](#)

Item 11

11. [Quarterly Report- Bid Recommendations](#)

Attachment: [Quarterly Reports-Bid Recommendations approved by the Superintendent.pdf](#)

Item 12

12. [Head Start Grant Services Report](#)

Attachment: [Cumulative Enrollment Status Report \(3-18-2016\).pdf](#)
Attachment: [16HSA - Head Start Financial Report as of 01-31-2016.pdf](#)
Attachment: [15HSA - Head Start Financial Report as of 02-29-2016.pdf](#)

Meeting adjourned at 3:15 pm. Minutes were approved and attested this 24th day of May, 2016.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent