

May 24 2016 Work Session 12 30 PM

NEW BUSINESS

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

Minutes:

Mr. Harris commented on recent issues generated by gender identity concerns and directives that were outlined in correspondence from the Department of Justice (DOJ).

Mrs. Fields asked Wes Bridges, Legal Counsel for the Board, how these directives will effect the District and how this information is reflected in the School Board policies.

Mr. Bridges commented the Polk County School District provides unbiased accommodations for all students. It is his opinion the Polk County School District should not take any action at this time.

Mr. Berryman asked if the government may take action against school districts that do not alter current policies to reflect the new directives and, if so, what course of action should be taken. He also commented the Department of Justice letter gives the appearance of being coercive.

Mr. Bridges stated there are grant funds being withheld and it is his opinion this is being done as a means to force the School District into compliance. He also commented another related development was regarding a policy that was developed to adhere to directives from the Office of Civil Rights (OCR). It was withdrawn from today's Board Meeting agenda because of compliance concerns.

Mrs. Sellers asked why the School District should suffer repercussions if there are policies in place that are so very similar to other counties. The district has programs that are counting on that money and there will be problems if it is not received. Mr. Bridges reiterated this is a form of leverage being used to compel compliance on the gender identity issue. Mrs. Sellers asked if Congressmen should be contacted. Mr. Bridges commented that as individual citizens he would encourage that, however, he would not recommend this action for the Board.

Superintendent Byrd commented on the School District's established policies regarding this area of concern, that were drafted by North East Ohio Learning Associates (NEOLA). Wendy Dodge, Government Affairs Liaison, is investigating this matter further.

Mr. Mullenax stated there have been no identified discrepancies with the policies the Polk County School District has in place to date, therefore, he sees no need to make changes at this time. He commented additional investigation should be done into how much federal funding is received.

Mr. Harris commented that if federal funds are withheld the restrictions that accompanied those funds would be removed. Mr. Bridges stated school districts may take extreme measures and decide to become non-compliant if the government withholds funds. He encouraged the Board to allow the action to be made and avoid the School

District becoming embroiled in a very expensive lawsuit.

Mr. Berryman stated it will take a considerable amount of time before the courts reach a decision. He asked what action would be involved in order to comply with the directives. He also asked which of our NEOLA adopted policies was being questioned. Mr. Bridges stated it is language that is embedded in multiple areas of the District's policies. OCR and DOJ are doing this in an effort to force school districts to comply with the recent directive. OCR will have the same concerns with the other districts that share the same language.

Mrs. Sellers asked for clarification that there is funding being withheld from the Polk County School District. \$3.2 million in grants are being specifically withheld until policy corrections are made to comply to OCR satisfaction. The corresponding resolutions were already signed but the funds are not being released.

Mr. Harris stated the School District is not compelled to take any action. Mr. Bridges stated if the funding agencies do not release the money, the School District is not required to comply.

Mrs. Fields discussed the upcoming School Board Retreat. Dr. Tom Frejio, Consultant to the Board, has made a proposal to get reorganized with the strategic plan by revisiting roles and responsibilities of School Board Members and key district staff. She stated the Retreat needs to be a 9am-3pm workshop. She reviewed the various areas Mr. Frejio would like to discuss regarding the goals. The cost estimate is \$6,650 for services to be provided by the Consultant at the Retreat. The confirmed date is Monday, June 27.

BOARD AGENDA REVIEW

2. [12:45 - 1:00 PM Review the Agenda of the May 24, 2016 School Board Meeting as REVISED](#)

Attachment: [5 24 16 School Board Meeting Agenda.pdf](#)

Minutes:

Item C-58 Vehicle Purchase for Workforce Education, \$40,629.15

Mr. Berryman stated he did not think it was necessary to bring this item to the Board due to the financial impact being under \$250,000.

Item R-61 Nominees for Sales Tax Oversight Committee

Mr. Harris commented the Board Members need to be mindful that duties are distributed equally amongst the group.

Item R-67 Insurance Renewal for Student Accident Coverage-KidGuard Group Protector Plan, \$574,728.00

Mr. Mullenax asked why there are only 100,000 students covered by this policy. Mrs. Myers responded it is because charter school students are not included.

R-69 Winter Haven Senior - Naming of English Building

Mr. Mullenax will make the motion and comments. He will also ask the Principal to come to the podium to speak.

R-70 District Staffing Plan

Mrs. Fields asked if the District Staffing Plan and School Staffing Plans are normally brought together. Mr. Perrone, Chief Financial Officer, stated bringing both of these items forth at the same time would be a great deal of information for the Board to absorb at once, therefore they are brought separately.

DISCUSSION ITEMS

Item 3

3. [1:00-2:00 PM Preliminary Budget Discussion for FY16-17](#)

Attachment: [Board Budget presentation 05 24 16.pdf](#)

Minutes:

Mike Perrone, Chief Financial Officer, introduced the Preliminary Budget Discussion. He was joined by Jason Pitts, Director of Accounting.

The student based allocation went up because of the cost differential, the district will lose \$10+ per student in state funding, which is per capita of almost \$1 million. The result will be \$13.9 million overall increase in funding, estimated \$6.5 million of this amount is flexible (discretionary).

Mrs. Sellers stated with the addition of a new school, there will be a need for more funding to pay for teachers and also new students throughout the district (1,200). She stated the state funding does not appear to be enough to cover these changes. Mr. Perrone stated the money to staff the school would be approximately \$3-\$5 million at the new school. Mr. Mullenax explained the new school will not be staffed by all new teachers, some of the teachers are existing personnel that are transferring and the same is true for the students.

Mr. Wilson asked what the salary increases were that were just ratified. Mr. Perrone that was \$12.5 million but that information has been covered in the scenarios section of the budget discussion.

Mr. Pitts discussed the Local Capital Improvement (LCI) fund. In past years, \$8.4 million has been transferred out of the LCI fund to cover maintenance salaries into the general fund. Last year, the Board elected not to move those funds, so it has remained a part of the LCI fund.

Rob Davis, Associate Superintendent of Operations, stated LCI funds have not been spent, and projects have been delayed because the money was not in the calculation. There are \$53 million worth of needs in this year alone and \$23 million in funds to do projects. Every fund in LCI could be spent in school maintenance and still need more money.

Mr. Pitts stated the funds were not appropriated and assigned to projects because of previous talk of future loss of funding and then a shift in administrative responsibilities. There will be scenarios proposed with additional options for these dollars.

Mr. Mullenax stated it was his intent that the money should be spent, not just sit there, he would like to know why the money is still unused. He stated the money should not just be sitting in an account when the District has so many needs out there.

Mrs. Fields is also unsure why the money has not been appropriated.

Mrs. Sellers understands there are critical needs and unplanned crisis expenditures should be planned

for. There should be funds set aside for those but there are critical needs that must be addressed soon.

Mrs. Fields stated the same discussion was held last year. If the money is in the budget, it needs to be utilized to the best of our ability.

Mr. Wilson stated there are two separate issues carryover and transfer. Mr. Perrone said there are three issues. Mr. Pitts explained there are three issues at hand:

- The \$8.4 million (LCI) from last year that remains unappropriated.
- The new \$8.4 million from this year.
- The \$7.89 million carryover.

Mrs. Sellers recommends prioritizing and spending these funds on the critical needs projects ASAP, possibly over the summer.

Mr. Wilson agrees the \$8.4 million should be spent.

Mr. Harris asked Mr. Davis if the financial needs he indicated was the replacement buses. Mr. Davis stated it includes roofs, chillers, etc. Chillers can cost as much as \$9 million (ex. Lake Gibson).

Mr. Pitts discussed the five scenarios.

Mr. Berryman identified an area that he could not make the numbers work.

Mr. Harris commented the fund balance discussions that were held in previous years indicated the future budgets would show a minimum fund balance and growing, not multiple scenarios that did not meet the minimum fund balance but are in fact less than the 7%.

Mr. Perrone explained if the House, Senate, and Governor's budget had come in, he feels confident these discussions would not be necessary right now. The dilemma trying to meet a 5, 6, or 7 fund balance when there is no new money and nearly \$20 million in new cost.

Mr. Harris commented that in regard to salary increases he feels the District committed too much and too early without the revenue coming in. Mr. Pitts stated the estimate this year will be a \$6.6 fund balance, however the concern will be for future years because the revenue is less.

Mr. Mullenax asked why a budget is created for money we think we are going to get when we know we are not going to get it.

Mr. Perrone asked if the Board consensus is to leave the \$8.4 in LCI money or move it to the general fund for maintenance and salaries. Mrs. Fields asked what the logic was last year when they decided to do that. Mr. Perrone explained there was a need in the capital fund at that time.

Mr. Berryman commented the \$8.4 million was historically used to shore up pay for maintenance salaries. He feels the District should spend the \$8.4 million that is sitting there. Going forward, he said due to the tight budget, the Board should see it both ways.

Mr. Wilson commented when this was discussed before there was better projected revenue (significantly better). He stated the District should reevaluate now because of the budget concerns. Recurring costs are not discussed based on how it will be funded with new revenue, this is part of the problem, and he encouraged the Board to have those conversations as they move forward. He also commented he is concerned at the awkwardness of discussing the District Staffing Plan and School Staffing Plan outside of the budget discussion.

Mr. Mullenax asked if the policy states we are to have 5% in reserve funds where is that indicated in the scenarios. Mr. Pitts explained the difference between budgeted and actual. The actual fund balance will be 6.6%. Mr. Mullenax stated if you want a reserve balance it should be removed and put elsewhere so it is not to be touched unless there is an emergency. He commented he has reviewed the economic budget forecast for the state he and it does not look promising for the next few years.

The District has still not discussed medical costs.

Mr. Perrone commented they will return with different scenarios: such as, \$8.4 million coming back to general, staying in LCI, and a split between multiple options.

Mrs. Sellers concerned about capital projects. It is hard to make these decisions without knowing the identified needs. Mr. Perrone stated Mr. Davis can provide a list of the identified Capital Use needs.

Mr. Berryman asked if the salary increase will be brought back as part of the scenarios and also wondered if some cost cutting measures could be identified. He also asked if lapse will be budgeted in the front end or the back end.

Mr. Pitts explained the state policy on actual dollars per year (3% state mandated) if everything stays the same, 1.1% with lapse actual would be 3.2%. Mr. Perrone stated the lapse is what ensures we meet the minimum every year because the budget banks on not paying 100% of all positions 100% of the year.

Mrs. Cunningham commented every time the Board gets to this point in the year the discussion always turns to cost cutting. There are myriads of opportunities other counties are utilizing to increase revenue streams. She would like the Board to discuss this at the Retreat.

Mrs. Fields stated the Board would like him to return with a scenario that has at least a 5% year end fund balance including the health piece, to fully fund the plan.

Mr. Mullenax asked if the District continues to come back with a goal of a 5% fund balance, how are they ever going to make it to 7% fund balance. He commented they should set some goals and timelines. Mr. Perrone explained three branches of government projected the revenue of the School District to receive \$20+ million (\$140 per student) and then lowered it.

Mr. Harris commented that logically the fund balance should end at the floor of where it will begin next year. The fund balance will never grow, if it continues to be backed up below where it ended last year.

Mr. Perrone commented a portion of the fund balance is budgeted out for salaries knowing it will not be spent. He added if the budget brought forth reflected the anticipated \$20 million increase, the capital transfer would not be part of today's discussion and expenses would be approximately \$13-\$14 million of that \$20 million.

Mrs. Sellers stated there was no discussion that the District would not receive the promised money when the Board was in Tallahassee. She feels the money was pulled out from under the District.

Mr. Wilson stated the simplest method is to wait until the amount being received is confirmed and create the budget at that time.

Item 4

4. [2:00 - 2:45 PM 2016-2017 School Staffing Plan](#)

Attachment: [School Staffing Plan Presentation 5 24 16 WS.pdf](#)

Minutes:

Mike Perrone, Chief Financial Officer, explained the only enhancements in the proposed school staffing plan are the new school/new program information. Brian Warren, Senior Director of Human Resource Services, was joined by Paula Dull, Director of Personnel, to discuss the specifics of the School Staffing Plan as outlined in the attached document. The entire document was not reviewed, only the changes to the previous year's school staffing plan were reviewed.

Mr. Berryman stated he did not see any teacher allocations on the cost sheet for Citrus Ridge. Mrs. Dull explained the majority of units on the cost sheet, as well as the staffing plan for Citrus Ridge: A Civics Academy (K-8), came from the reorganization of the five schools. There were a few positions above and beyond what was transferred, however, it is anticipated there will be additional funding from Full Time Equivalent (FTE) students coming from Osceola County.

Mr. Warren commented that there was a concern for staff members being displaced during the reorganization, however, not only have those positions been placed but the majority of volunteers that asked to be transferred as well.

Mrs. Cunningham asked when the staff members will be notified whether or not a transfer has been approved to Citrus Ridge. Mr. Warren and Mrs. Dull explained teacher transfers were notified then educational support personnel and finally paraprofessionals will be notified. Mrs. Cunningham also commented she has a school in her district that has 1,400 elementary students (Horizons) and she would like to know if anyone has looked at the opportunity for there to be a second Assistant Principal (AP). Mrs. Dull explained that Horizons Ele. already has a second AP which was gained when the school capacity reached 1,100. There is no plan to remove that second AP slot at this time even though they have been staffed at 993, because the school is fluctuating with the shift in population.

Mr. Harris asked if the application process has changed in regard to teachers with experience having the opportunity to apply first for transfers. Mr. Warren and Mrs. Dull explained the process is volunteerism, then least senior positions, then seniority. Mr. Harris reiterated it is a volunteer process and if the slots are not filled with volunteers then the positions are filled involuntarily with the least senior positions.

Mr. Wilson asked about the apparent reduction of paraprofessional positions. Jacqueline Bowen, Chief Academic Officer, explained that over time ESE paraprofessionals are added due to student specific needs, or students that enter a school needing additional support. What has been done in the school staffing plan is a rebalance of positions due to movement of student specific paraprofessionals, students going from lower to higher level grades, and also alignment with Title I to ensure the funds were not supplanting staff. Mr. Wilson asked what happens to the paraprofessionals that are displaced. Mr. Warren and Mrs. Dull explained every effort is made to find positions for displaced employees, including geographic location, etc. Also, ESE is one area that positions are always being added above and beyond the staffing plan therefore the number of vacant units should absorb all of the para displacements without layoff. There will be no reflection of savings in the budget because many of them are federally funded.

Mrs. Sellers stated the allocated number of teachers at Citrus Ridge is for an estimated number of students. At this time every indication is the student population will be over that number. Are teacher units going to be available to cover the increased number of students? Mrs. Dull stated they do not anticipate any issues. The Principal has been made aware they will provide what she needs to staff the school.

Mrs. Cunningham asked about discussion in the schools about the addition of testing coordinators. Mr. Perrone explained that was a part of the scenarios of school enhancements in middle and high schools but has not been presented yet. It will be discussed on June 14 at the Work Session.

Mr. Berryman discussed the formula for high schools for guidance counselors, but how does that apply to college and career coaches. He would like to know if they have been added to the budget as part of the enhancements. Ms. Bowen stated those are a part of the district staffing plan at no cost because it is grant funded.

Item 5

5. [2:45-2:55 PM BREAK](#)

Item 6

6. [2:55 - 3:10 PM Amendment of Swap Confirmation \(2015B\)](#)

Attachment: [Revised Resolution PCSB.pdf](#)

Minutes:

Mike Perrone, Chief Financial Officer, explained the review of the Citibank 2015B Swap. Citibank is taking advantage of the ability granted to either party on the anniversary date to terminate the swap within one year. This has no financial impact, it is merely a renegotiation of the time frame for either party to exercise the option to terminate. This is currently seven years, however it would be broken down into 2- three year periods for Citibank to look at the market and make additional determinations. This item is primarily for information because the option has already been exercised by Citibank and the District is not in a position to pay off the debt.

Item 7

7. [3:10 - 3:20 PM New Beginnings High School Projected Enrollment Request](#)

Attachment: [NBHS Memo Re Increased Enrollment.pdf](#)

Attachment: [WS-Summary-Projected Enrollment with Satellites NBHS.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools, was joined by John Small, Deputy Superintendent, to discuss the New Beginnings High School projected enrollment request.

Mrs. Fields asked why this information was not addressed at the previous work session.

Two separate populations 1) students who received Certificate of Completion but can only be served until they are 20 and 2) students for whatever reason left and returned and can receive services at New Beg until age 24

Mrs. Cunningham support

Mr. Berryman asked if it is possible the school can enroll an additional 600 students. Mr. Small verified it is possible. Mr. Harris asked if this number is the opening enrollment or projected enrollment.

Mr. Wilson Agenda item question

Success rate how many graduate.

Mrs. Brady stated it is difficult to gauge the success rate of these students based on graduation. Students are advanced in age (some early twenties) and the participation and circumstances that the students are a product of is a success.

Measurable objective

Jacqueline Bowen, Chief Academic Officer, traditional formula would not work on this model.

Mr. Mullenax asked how many years it took for New Beginnings to reach an enrollment of 500 students. Given the number of years it took for them to reach 500, what makes them think they can enroll another 600 when they open.

Accountability perspective

Mrs. Fields keeping track of REAL academy students who may leave and go to New Beginnings.

Academic graduation plan and recruitment plans

Mr. Small outcomes students they are recruiting are not attending any schools

Mr. Harris impact on enrollment at adult schools.

Mr. Wilson great opportunity to partner the school district with this school.

Item 8

8. [3:20 - 3:30 PM Ridgeview Request to Add Modular Buildings to Campus](#)

Attachment: [WS-Summary-Ridgeview Modification 5.24.16.pdf](#)

Attachment: [Proposal for the PCSB to Allow Ridgeview Academy to Locate Six Modular Buildings on Ridgeview Campus 5-10-16.pdf](#)

Minutes:

Melissa Brady, Director of Charter Schools, was joined by John Small, Deputy Superintendent, to discuss the request to add modular buildings to the Ridgeview Global Campus.

Mr. Mullenax expressed his concern that this has been an ongoing pattern of behavior and sets a precedent for other charter schools

Mr. Small explained that Ridgeview is a high performing charter that has purchased their own land with plans to build a new school. This year they are adding grade seven so their sixth grade students can roll up. The additional portables are not to be used add to their enrollment.

Mr. Berryman once they build the new facility

Mrs. Cunningham

Mr. Wilson asked if there are concerns there may be ulterior motives for this action.

Mrs. Fields explained the assurance has been provided in writing, therefore it is up to staff members to ensure that it is carried out as agreed upon.

Item 9

9. [3:30 - 3:35 PM Instructional Materials Purchases not to exceed \\$2,700,000](#)

Attachment: [Instructional Materials Agenda Item Details ALL.pdf](#)

Minutes:

Mr. Harris asked for the rationale of not transferring materials from current schools.

Jacqueline Bowen, Chief Academic Officer, explained the challenges of identifying complete sets of instructional materials from existing supply items.

INFORMATION ITEMS

Item 10

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

Attachment: [16HSA - Head Start Financial Report as of 03-31-2016.pdf](#)

Attachment: [May Board Executive Summary.pdf](#)

Item 11

11. [Financial Statements for Period ending March 31, 2016](#)

Attachment: [Mar 2016 Financial Analysis all.pdf](#)

Attachment: [Mar 16 Board Memo.pdf](#)

Item 12

12. [Winter Haven Senior - Naming of English Building](#)

Attachment: [Request to Rename Building.pdf](#)

Meeting adjourned at 3:45 pm. Meeting minutes were approved and attested to this 28th day of June, 2016.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent