

06 28 2011 Work Session

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

New Business

1. [12:30 - 12:40 PM School Board Comments](#)

Minutes:

Mr. Harris commented that he appreciates the communication style of Superintendent Sherrie Nickell. She has exhibited a willingness to respond to Board Members both individually and collectively. It is imperative that the Board work together as a cohesive group even if we disagree occasionally.

Mrs. Sellers stated Board Members will become passionate and frustrated but we need to direct those energies into finding solutions. She is very impressed on how hard Dr. Nickell is working on behalf of the school district.

Mrs. Fields commented that each Board Member has different needs but should be working as a team for the betterment of the District. The job of a Board Member is to hold the Superintendent accountable. A Board Member should not be unprofessional or unkind to staff; and if it happens, Dr. Nickell should notify the Board Member or Board Members.

Mr. Mullenax stated that his role as a Board Member has evolved over the past 2 1/2 years from a newly elected member into a member of a group. Now while we as School Board Members try to fulfill our constitutional role of making policy decisions and getting a balanced budget in place we have a member who goes off on tangents: attacking staff, certain school board members, and berating the Superintendent. To be one of seven, demands that we work together. He accepts the vote of the Board and will continue to asks a lot of questions. He commended Dr. Nickell who inherited the financial situation and has been working very hard and very long with cohorts and experts from all over the state on the budget.

Mrs. Wright commented that because of the Sunshine Law restrictions, she will make her comments public. She believes the Polk County Schools should become transparent. She recently read a white paper on waste and waste reduction. Mrs. Wright voiced her frustrations and named areas of concern that she had observed: lack of policy and procedure manual for board members, dissatisfied employees, unclear goals, absences, wasted talents, parents not involved, and furloughs.

Mrs. Sellers reported that furloughs have to be bargained and she believes, once that happens, the Board will be provided more information. District staff develop the details, not Board members.

Mr. O'Reilly spoke in support of Dr. Nickell and her supervision of the district. She and her staff should be serving the Principals, staff, and students of the District. Her job is to present to the Board a balanced budget; we look at it and bring suggestions. If you don't want an area or program to be cut, you should have an alternative suggestion in a like amount. If a Board Member wants to criticize staff or the superintendent, schedule time with her; don't do it in a public forum. We have challenges that we can overcome, but we need to do it together.

Mrs. Cunningham agreed with Mr. O'Reilly and commended Dr. Nickell for her high professionalism, dedication to the job, and work ethics second to none. Dr. Nickell should be given the opportunity to be the superintendent without the interference of any board member. She reminded the Board that their duties are to set policy and approve a balanced budget.

Mr. Dunn provided an employee repurposing update:

- 486 employees were moved from annual contract to Professional Services Contract. If anyone who was qualified for a PSC by June 30th was overlooked, we can make the change in July.

Mrs. Cunningham proposed changing to a single vote on all the policies during the Public Hearing rather than individual votes. Attorney Bridges reported that a single vote is possible.

Mr. Bridges announced that today is the deadline to file exceptions or rejections to the Special Magistrate's Report and Recommendation and our Impasse Hearing with PEA. Once either party rejects any portion of the recommendation and report there is an insulated period (cone of silence) during which we can not have Executive Sessions or conversations on the topic with either party.

During the insulated period, the Superintendent and the School Board may not meet in Executive Session regarding the pending impasse issues. In the event that either party believes that a compromise position will resolve the impasse, the School Board must request permission from the Union to schedule the Executive Session.

Board Agenda Review

2. [12:40 - 12:55 PM Review Agenda of June 28, 2011 School Board Meeting.](#)

Attachment: [06 28 11 School Board Agenda.pdf](#)

Minutes:

C-10: Resolutions to Amend District School Budget

After a discussion on Financial Statements, Mrs. Wright and Mr. Grey agreed to meet to answer her questions to review the financial reports.

E-11 Alternatives Unlimited

Mrs. Fields had questions on the number of students currently enrolled in the program, graduated, dropped out, and how many times were law enforcement called to the different sites.

Jerome Corbett and John Sullivan of Alternatives Unlimited reported that 770 were enrolled at the end of the school year, 115 graduated either through GED or standard diploma. The other information was not readily available and would be provided to all the Board Members.

Dr. Nickell stated that Mr. Corbett can provide the data requested and resubmit the contract until the Board feels comfortable with going forward.

Additional information requested: progress and academic achievements on the students; listing of standard diplomas by sites, attendance profiles, comparison data on same programs in and out of the state and outcome reports of students after they left the program.

Mr. Corbett reiterated that the program is to provide another opportunity to students who have dropped out of the system.

It is suggested, and Mr. Sullivan agreed, to extend the current contract for 30 days.

R:45 - Organizational Charts

Mrs. Cunningham voiced her support of the charts as they are today but believes we are organizational chart heavy.

Dr. Nickell agreed and feels that we need to look at benchmarks, state average data, and see how surrounding districts run with like circumstances. Staff is already looking at cost saving measures in preparation of another shortfall for the 2012-2013 School year.

R46- Mrs. Wright will abstain from voting on this item.

Discussion

Item 3

3. [12:55 - 1:10 PM Polk County School Board Policy Manual Changes](#)

Attachment: [WorkSessionPolicyChanges062811.pdf](#)

Item 4

4. [1:10 - 1:20 PM School Naming Policy Update](#)

Attachment: [6005.pdf](#)

Attachment: [SamplePolicies&Legislation.pdf](#)

Attachment: [ComparisonSchoolNamingPolicies.pdf](#)

Minutes:

Item 5

5. [BREAK](#)

Item 6

6. [1:20 - 1:40 PM District School Board Member Residence Areas](#)

Attachment: [District 2010 Current Polk County School Board Information.pdf](#)

Attachment: [Redistricting Memo 3-3-11.pdf](#)

Attachment: [FL Statute 1001.36.pdf](#)

Attachment: [Resolution 2001-2002-15.pdf](#)

Attachment: [2010 census data may 13 2011.pdf](#)

Attachment: [2010 census data with school locations.pdf](#)

Minutes:

Several Board members would like to have a discussion on selling naming rights of schools as provided in backup material from Palm Beach and Miami-Dade Counties. Others thought it was a good suggestion, but prefer to stay with current practice. Concerns were that it gives the appearance you can buy the name of a school or building.

Consensus: Remove item 4, incorporate remaining suggestions into current

policy and bring back to Board for review.

School Districting

Mr. Bridges asked if the Board wished to develop new districts or edit the current maps to equalize current population in each area.

Board Members suggested it be kept as simple as possible.

Mr. Helton reported that conversion charters were included in the member district information.

Item 7

[7. 1:40 - 1:45 PM NEW Grant: RTTT - Assessments for Hard-to-Measure Content Areas Project C](#)

Attachment: [Business Services SY12 Chart A Proposed 06 15.pdf](#)

Attachment: [BUDGET IMPACT ANALYSIS Project C 2011-12.pdf](#)

Attachment: [Hard to Assess Perform Arts School Board Summary Project C.pdf](#)

Attachment: [Coordinator RTTT Performing Arts Assessment.pdf](#)

Attachment: [2010-2011Non-UnionSalaryRanges.pdf](#)

Attachment: [Analyst Budget.pdf](#)

Minutes:

Item 8

[8. 1:45 - 1:50 PM NEW Grant: RTTT- Assessments for Hard-to-Measure Content Areas \(Performing Arts\) Project D](#)

Attachment: [Learning Fine Arts SY12 Proposed 06 15.pdf](#)

Attachment: [Business Services SY12 Chart A Proposed 06 15.pdf](#)

Attachment: [BUDGET IMPACT ANALYSIS Project D 2011-12.pdf](#)

Attachment: [Analyst Budget.pdf](#)

Attachment: [Hard to Assess Perform Arts School Board Summary Project D.pdf](#)

Attachment: [Coordinator RTTT Performing Arts Assessment.pdf](#)

Attachment: [2010-2011Non-UnionSalaryRanges.pdf](#)

Item 9

[9. 1:50 - 1:55 PM NEW Grant: RTTT - Increasing Diversity in Florida's Educator Workforce](#)

Attachment: [Business Services SY12 Chart A Proposed 06 15.pdf](#)

Attachment: [Workforce Diversity Budget Impact.pdf](#)

Attachment: [Workforce Diversity School Board Summary \(2\).pdf](#)

Attachment: [Analyst Budget.pdf](#)

Attachment: [2010-2011Non-UnionSalaryRanges.pdf](#)

Minutes: One grant to be issued nation-wide.

Information

Item 10

10. [School Board of Polk County Medical Plan Administrative Services Only \(ASO\)](#)

Attachment: [Board Summary.pdf](#)

Minutes:

Mark Grey, Joy Myers, and Kathy Gordon from Cyber Consultants (developed the RFP) were present to answer any questions.

The original RFP was challenged by one of the bid proposers. To avoid any challenges, no one who worked on the first RFP worked on the second process.

Item 11

11. [Continuation: Dollar General Literacy Foundation Grant](#)

Attachment: [Dollar General Literacy Foundation Grant.pdf](#)

Item 12

12. [Continuation: PERKINS POST-SECONDARY GRANT, \\$189,371](#)

Attachment: [Perkins Postsecondary BdSumm 2011-2012.pdf](#)

Attachment: [2010-2011Non-UnionSalaryRanges.pdf](#)

Attachment: [JD Barnett Analyst Technical Support Facilitator.pdf](#)

Attachment: [Perkins Postsecondary Budget Impact Analysis 2011-2012.pdf](#)

Attachment: [JD Whaley Analyst Technical Support Facilitator.pdf](#)

Attachment: [ORG CHART 2010 Workforce Ed.pdf](#)

Item 13

13. [Continuation: PERKINS SECONDARY GRANT, \\$975,860](#)

Attachment: [WE ORGANIZATIONAL CHART.pdf](#)

Attachment: [10-12TEACHERContract2-23-10.pdf](#)

Attachment: [2010-2011Non-UnionSalaryRanges.pdf](#)

Attachment: [JD Wiggs Teacher Resource Specialist Trainer Alternative](#)

[Certification.pdf](#)

Attachment: [JD Barnett Analyst Technical Support Facilitator.pdf](#)

Attachment: [Perkins Secondary School Board Summary 2011-2012.pdf](#)

Attachment: [Perkins Secondary Budget Impact Analysis 2011-2012.pdf](#)

Attachment: [JD Whaley Analyst Technical Support Facilitator.pdf](#)

Attachment: [JD Woodard Teacher Resource Specialist Trainer Alternative Certification.pdf](#)

Item 14

14. [Continuation: Farmworker Jobs and Education Program Grant Application](#)

Attachment: [Special conditions.pdf](#)

Attachment: [Farmworker Program Continuation Grant.pdf](#)

Adjournment

The Work Session adjourned at 3:10 PM. Minutes were approved and attested this 26th day of July, 2011.

Kay Fields, Board Chair

Sherrie B. Nickell, Ed. D, Superintendent