

03-13-07 Regular School Board Meeting

Call Meeting to Order

Acceptance of Agenda

1. [Accept Regular Agenda of March 13, 2007](#)

Motions:

Motion to accept agenda - PASS

Vote Results

Motion: Kay Fields
Second: Brenda Reddout

Lori Cunningham - Aye
Kay Fields - Aye
Tim Harris - Aye
Margaret Lofton - Aye
Frank O'Reilly - Aye
Brenda Reddout - Aye
Hazel Sellers - Aye

Invocation

2. [Hazel Sellers, School Board Member District 3](#)

Pledge of Allegiance

3. [Eva Richardson, 4th grader, Gibbons Street Elementary](#)

Special Recognitions

4. [Florida Innovative Principal of the Year Award](#)

Minutes:

Abdu Taguri, Assistant Superintendent of Information Systems and Technology, announced the Florida Innovative Principal of the Year Award Winner: Evelyn Hollen, Principal, Lincoln Avenue Academy.

In addition, Mrs. Hollen has been nominated for the the 2007 International Society for Technology In Education Outstanding Leader Award.

5. [PTA County Council Award](#)

Minutes:

Tammy Coker, President of the Polk County Council of PTA introduced the schools who received membership awards at the State Conference.

Bartow Elementary Academy - Trish Pheiffer Elementary - Kim Swartz	Caldwell
Carlton Palmore Elementary - Sue Arnst Elementary - Elizabeth Prokuski	Cleveland Court
Crystal Lake Elementary - Carol Hague Elementary - Vicki Cuerva	Highland City
Lake Shipp Elementary - Donna Lincolns Wagner Elementary - Mary Brown	R. Bruce
Padgett Elementary - Brandy Mahan Studies Academy - Mellissa Dougan	Ridgeview Global
Roosevelt Academy - Edie Chambers - Angela Sullivan	Sikes Elementary
Southwest Middle - Beverly Davis Elementary - Kurt Dickie	Wendall Watson

Public Comments on Agenda Items

6. [Public Speakers](#)

Approval of Minutes

7. [C-8 Approve Minutes of Special School Board Meeting of February 27, 2007](#)

Attachment: [02 27 07 School Board Minutes.pdf](#)

Motions:

Motion to approve minutes as presented - PASS

Vote Results

Motion: Tim Harris

Second: Kay Fields

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Frank O'Reilly - Aye

Brenda Reddout - Aye

Hazel Sellers - Aye

Approval of Consent Agenda

8. [C-9 Approve March 13, 2007 Consent Agenda](#)

Motions:

Motion to approve consent agenda. - PASS

Vote Results

Motion: Hazel Sellers

Second: Lori Cunningham

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Frank O'Reilly - Aye

Brenda Reddout - Aye

Hazel Sellers - Aye

New Administrator Announcements

9. [C-10 Phyllis Parker, Assistant Principal at Loughman Oaks Elementary](#)
Attachment: [Loughman Oaks AP.doc](#)

10. [C-11 Sybille Oldham, Assistant Principal at Blake Academy](#)
Attachment: [Blake Academy AP.doc](#)

Consent

Administration - Office of School Choice

11. [C- 12 Berkley Accelerated Middle School Renewal](#)
Attachment: [CRC for Berkley Accelerated Middle School.doc](#)
Attachment: [BAMS Business Plan.doc](#)
Attachment: [BM Summary-3.13.07.doc](#)
Attachment: [BAMS Business Plan Cover.doc](#)

12. [C-13 Lakeland Montessori Schoolhouse Renewal](#)
Attachment: [BM Summary-3.13.07.doc](#)
Attachment: [LMS Response to CRC 2.8.07.doc](#)
Attachment: [CRC for Lakeland Montessori Schoolhouse.doc](#)
Attachment: [LMS Response to CRC cover 2.8.07.doc](#)

13. [C-14 PCC Collegiate High School Renewal](#)
Attachment: [CRC for PCC Collegiate High School.doc](#)
Attachment: [BM Summary-3.13.07.doc](#)
Attachment: [PCC LL Response to CRC 2.8.07.msg](#)

14. [C-15 STAR Charter School Renewal](#)
Attachment: [CRC for STAR Charter School.doc](#)
Attachment: [STAR Response to CRC cert 2.8.07.doc](#)
Attachment: [STAR Response to CRC finance 2.8.07.doc.pdf](#)
Attachment: [STAR Response to CRC 2.8.07.doc](#)

Attachment: [BM Summary-3.13.07.doc](#)

Business Services General Items

15. [C-16 Remove Surplus/Outdated Printing Equipment](#)

16. [C-17 Bid Recommendations for March 13, 2007 Board Meeting](#)
Attachment: [Bid Rec 3-13-07.doc](#)

17. [C-18 January 2007 Monthly Financial Statements](#)
Attachment: [Jan 2007 Mon Fin Stmt Cover Memo.doc](#)
Attachment: [Jan 2007 Monthly Financial Stmt.pdf](#)

Business Services Budget Revisions

18. [C-19 Budget Revision Request - Pupil Accounting](#)

Business Services Grant Applications

19. [C-20 Department of Education Voluntary Public School Choice Mentee District Grant](#)
Attachment: [VPSC 3.doc](#)
Attachment: [VPSC 2.doc](#)
Attachment: [VPSC Mentee 1.doc](#)
Attachment: [VPSC 4.doc](#)

Business Services Contracts

20. [C-21 CSA, SAP Public Services Inc., \\$30,360, Systems Applications](#)
Attachment: [BUDGET IMPACT ANALYSIS.doc](#)
Attachment: [STATEMENT OF WORK.doc](#)
Attachment: [Statement of Work \(SOW\) for School Board of Polk County \(Licensee \) Sales and Distribution \(Project.msg](#)
Attachment: [Consultative Services Agreement.doc](#)

21. [C-22 Contract with Learning-Focused Solutions, Title I Corrective Action Schools 2006-07](#)
Attachment: [Contract LFS Additional Sessions Added -Corrective Action Schs 06-07.doc](#)
Attachment: [Sole Source Ltr Learning-Focused Solutions.pdf](#)
Attachment: [Sch Bd Summary Contract Learning-Focused Solutions, Corrective Action Schs 06-07.doc](#)
Attachment: [BIA- Contract Learning-Focused Solutions Corrective Action Schs 06-07.doc](#)
Attachment: [Contract Learning-Focused Solutions Corrective Action Schs 06-07.pdf](#)

Business Services Donations

22. [C-23 \\$500.00 Donation from Heart of Florida Regional Medical Center to Alta Vista Elementary](#)
Attachment: [Acceptance of Donations Science.doc](#)

23. [C-24 \\$4,000 Donation from Cleveland Court PTA to Cleveland Court Elementary](#)
Attachment: [Acceptance of Donations \\$4,000 PTA.doc](#)

24. [C-25 \\$1600.00 Donation from Auburndale Civitan Club To WHHS](#)
Attachment: [WHHS donation.doc](#)

25. [C-26 \\$1,000 Donation from Wal-Mart to Dundee Elementary](#)
Attachment: [Acceptance of Donationsstacypack \(3\).doc](#)

26. [C-27 \\$500.00 Donation from Heart of Florida Regional Medical Center to Dundee Elementary School](#)
Attachment: [Acceptance of DonationHeartof FLMedCtr.doc](#)

27. [C-28 \\$500.00 Donation from Heart of Florida Hosptial](#)
Attachment: [Acceptance of Donation.doc](#)

Business Services Purchasing Items for Support Services

28. [C-29 New Bus Purchase](#)

Facilities & Operations General Items – Architectural Services

29. [C-30 New Prototype Elementary School](#)

30. [C-31 Project #C-00178 Elementary School "B" \(Hwy 98 S/E.F. Griffin Road, Highland City\)](#)

31. [C-32 Project #C-00229 Ridgeview Global Studies Academy - 8 Classroom Addition](#)

32. [C-33 Project #C-00218 Sandhill Elementary - 8 Classroom Addition \(EHPA\)](#)

33. [C-34 Project #C-00219 Socrum Elementary - 8 Classroom Addition](#)

34. [C-35 Project #C-00217 R. Bruce Wagner Elementary - 8 Classroom Addition](#)

35. [C-36 Project #C-00199 Ridge Career Center - New Medical Arts Facility](#)

Facilities & Operations General Items – Construction Services

36. [C-37 Project #C-00162 - Southwest Elementary - 8 Classroom Addition](#)

37. [C-38 Project #C-00221 - Auburndale Senior - Remodel Auditorium/Fire Sprinkler](#)

38. [C-39 Project #C-00226 - Lake Shipp Elementary - Classroom Renovations/Remodeling](#)

39. [C-40 Previously Approved Change Orders](#)

40. [C-41 Project #C-00208 - McLaughlin Middle - Remodel](#)

41. [C-42 Project #R-00856 - Frostproof Middle/Senior - Repair Drainage/Bus Lane](#)

Attachment: [bidtabR856.doc](#)

42. [C-43 Project #R-01075 - Lake Wales Senior - Resurface Existing Track](#)

Attachment: [bidtabR1075.doc](#)

43. [C-44 Project #R-00933 - Lake Region Senior - Replacement Egress Windows](#)

Attachment: [bidtabR933.doc](#)

44. [C-45 Crystal Lake Elementary - New Driveway](#)

Facilities & Operations General Items – Property Management

45. [C-46 School Site Ranking for Elementary "C" - Southwest Lakeland](#)

Attachment: [Elementary C Sites.doc](#)

Attachment: [Site Selection Report for Elementary School C.pdf](#)

Facilities & Operations General Items – Property Management (Land)

46. [C-47 Blanket Easements to City of Lakeland](#)

Attachment: [City of Lakeland Blanket Easement.doc](#)

Facilities & Operations Contract Changes – Construction Services

47. [C-48 Project #C-00127 - Griffin Elementary - Cafeteria/Kitchen Remodel](#)

48. [C-49 Project #R-01048 - Fort Meade Middle/Senior - Replace Roof on Building No. 2 \(Classroom Building\)](#)

49. [C-50 Previously Approved Change Orders](#)
Attachment: [dpocontractchanges.xls](#)

50. [C-51 Previously Approved Change Orders](#)
Attachment: [regularcontractchanges.xls](#)

Facilities & Operations School Improvement Project Requests

51. [C-52 Project #P-0114 - Bartow Senior - Landscape Soccer Field](#)

Human Resource Services Recommendations

52. [C-53 Recommendations for Administrative and Instructional Personnel](#)

Attachment: Termination Support-Instructional
3-13-07.pdf (Confidential Item)
Attachment: [INSTRUCTIONAL AGENDA 03-13-07.pdf](#)

Minutes:

***Approved personnel recommendations are recorded in
Supplemental Book 68 A 07 pages 462 - 495.***

53. [C-54 Recommendations for Non-Instructional Personnel](#)
Attachment: [NON-INSTRUCTIONAL AGENDA 3-13-07.pdf](#)
Attachment: Termination Support Non-Instructional
3-13-07.pdf (Confidential Item)

Minutes:

***Approved personnel recommendations are recorded in
Supplemental Book 68 A 07 pages 462 - 495.***

54. [C-55 Recommendations for Temporary Duty Assignments](#)
Attachment: [TDA 3-13-2007.pdf](#)

Minutes:

***Approved personnel recommendations are recorded in
Supplemental Book 68 A 07 pages 462 - 495.***

Regular

Human Resource Services Requests for Revised Job Descriptions

55. [C-56 Revised Job Description for Assistant Superintendent,
Human Resource Services](#)
Attachment: [Assistant Supt, HRS 3-13-07 Bd.pdf](#)

Motions:

Motion to approve Revised Job Description for the position of Assistant Superintendent, Human Resource Services as discussed at the February 27, 2007 Work Session. - PASS

Vote Results

Motion: Frank O'Reilly
Second: Hazel Sellers

Lori Cunningham - Aye
Kay Fields - Aye
Tim Harris - Aye
Margaret Lofton - Aye
Frank O'Reilly - Aye
Brenda Reddout - Nay
Hazel Sellers - Aye

Motion Minutes:

Dr. Reddout voiced concern that the qualifications listed in the job description differed from the 10-12 years of Human Resource Management recommended by our consulting agency, Deloitte. Dr. Reddout distributed copies of other corporate job descriptions of similar managing positions that require the same amount of experience we are asking for an Assistant Superintendent of Human Resources at less the salary. She felt that our standards have been lowered and that job descriptions should be written to meet the needs of our \$1 billion district of 11,000 employees and not to meet the qualifications of a specific person.

Dr. McKinzie commented that there are two facets included in the job description. The changes will broaden the range of applicants not only within the organization but also allow applicants from outside educational organizations. She had discussed with Deloitte the inclusion of the Professional Human Resource certifications. As an Assistant Superintendent of Human Resources, it would be helpful for the applicant to bring experience in Human Resources and an understanding of the educational setting. Looking at other educational organizations around the State, a person in this position often has this type of certification when coming from the traditional educational background.

Mr. Harris asked if there were plans to change the focus, direction or alignment of the department with a new Assistant Superintendent. The superintendent responded that one of the questions of the applicants will be how they have organized, aligned and serviced customers in their current or previous positions. She is not looking to make any organizational changes within the department.

Mrs. Fields commented she would trust that the Superintendent would review all applicants and place the best person in the position.

Mrs. Cunningham commented that the Superintendent has a proven track record of leadership ability in our district and a keen knowledge of a sense awareness when talking with applicants. She has done a

superior job in placing persons throughout the district. What is being added to the job description is a 'minimum' set of qualifications. Should someone apply with more experience, they would have equal ability to vie for this job as any other candidate. Dr. McKinzie's record stands for itself.

Dr. Reddout responded that the people said they wanted a standard set when they voted for an appointed superintendent. The Board set the standard when the job description of Superintendent was developed. We asked for highly qualified individuals. A job description should meet the needs of the district regardless of who is serving as superintendent. We hired persons far more competent than ourselves to look at job descriptions and make recommendations. They gave us a recommendation with more experience and higher qualifications and we are not abiding by that recommendation.

Frank O'Reilly Called For the Question.

Public Hearing

Superintendent's Report

56. [C-57 Superintendent's Report](#)

Minutes:

Dr. McKinzie voiced her appreciation of all those that helped with FCAT preparations and testing.

The Superintendent announced she serves on a Pre-K through 20 articulation committee task force. The committee meets monthly in Tallahassee and includes University personnel, Presidents of Community Colleges and members of K-12 education. We are working on articulation between community colleges and high schools, as well as preparation of our students to be successful in 4-year colleges and in programs at career centers and community colleges. The committee is called 'Go Higher, Florida Task Force'.

The next scheduled work session will be held 8:30 a.m. Tuesday, April 10, 2007 in the Superintendent's Conference Room.

The next regular meeting of the School Board will be held at 1:30 PM Tuesday, April 10, 2007 in the School Board Auditorium, 1915 S. Floral Avenue, Bartow.

Attorney's Report

57. [C-58 Request Authority for Public Hearing](#)

Attachment: [Draft 4 - Bok Academy from PCSB 2.28.07.doc](#)

Motions:

Authority to advertise a public hearing for April 24, 2007 to consider BOK Academy's Charter Contract. - PASS

Vote Results

Motion: Lori Cunningham
Second: Kay Fields

Lori Cunningham - Aye
Kay Fields - Aye
Tim Harris - Aye
Margaret Lofton - Aye
Frank O'Reilly - Aye
Brenda Reddout - Aye
Hazel Sellers - Aye

58. [C-59 Attorney's Report](#)

Minutes: No report.

Auditor's Report

Board Members' Report

59. [Frank O'Reilly, School Board Member District 1](#)

Minutes: Congratulated Debbie Zimmerman and her staff, volunteers, vendors and sponsors for the success of the Health Fair this past weekend. Approximately 1900 employees and their families participated in the health screening. Through the Wellness program, Mrs. Zimmerman has saved the district thousands of dollars.

60. [Lori Cunningham, School Board Member District 2](#)

Minutes:

Attended the Dr. Joseph Ashbey Wilshire Foundation annual scholarship banquet. The foundation's vision is to "encourage, foster and motivate youth to make their educational dreams of becoming medical doctors a reality". Congratulations to

Amber Shepard (2005 Lake Wales High School graduate) who received a scholarship from the Foundation to pursue a medical career as a pediatric physician. Ms. Shepard currently attends the University of South Florida majoring in Bio-medical Science with a minor in Public Health and Bio-medical physics.

61. [Hazel Sellers, School Board Member District 3](#)

Minutes: No report.

62. [Dr. Brenda Reddout, School Board Member District 4](#)

Minutes:

Dr. Reddout asked for a reconsideration of the vote taken at the February 27, 2007 School Board meeting on the STAR plan or approve a Resolution taking a solid stand against the STAR plan as configured by the State.

Motions:

Motion to send a letter to our Legislative Delegation, State Education Department, Students, Parents and most importantly, our Teachers that we do not support the STAR Plan as currently configured and sent to the State and that we would support a Pay for Performance Plan that is more closely alligned to the values and beliefs of this school district. - PASS

Vote Results

Motion: Brenda Reddout
Second: Hazel Sellers

Lori Cunningham - Aye
Kay Fields - Aye
Tim Harris - Aye
Margaret Lofton - Aye
Frank O'Reilly - Aye
Brenda Reddout - Aye
Hazel Sellers - Aye

Motion Minutes:

Wes Bridges, School Board Attorney, stated that rather than have the Board vote on something they have not seen, he would prepare a draft resolution for the School Board to consider at the next School Board meeting. A discussion followed from the Board on when the resolution should be drafted and submitted for vote.

Dr. McKinzie suggested that a letter be drafted by the Board to be circulated for

signatures and sent to the Legislature.

63. [Kay Fields, School Board Member District 5](#)

Minutes:

Visited Bill Duncan Excell Center and was impressed with what she saw happening there and is anxious to see their end of the year results.

Through the Give Kids a Smile program during Dental Awareness Month, 43 students received free dental services at Traviss Career Center. The Polk Health Care and Polk County Dental Association partnered with Traviss' Dental Assistant Program to provide the free dental clinic.

64. [Tim Harris, School Board Member District 7](#)

Minutes: No report.

65. [Margaret Lofton, School Board Chairman, District 6](#)

Minutes:

Will be traveling to Tallahassee at the end of the month along with other Board Members and the Superintendent to speak with Legislators on various concerns.

Thanked the Polk County Delegation for their great representation in Tallahassee.

Mrs. Lofton asked Board Members to provide her with language to be included in the letter to the Legislature.

Public Comments Addressing Items Not on Agenda

66. [Tami Hughes - Parent](#)

Minutes:

[Tami Hughes](#), Parent, reported that her son has been out of school for 37 days and she has not heard from anyone since the last school board meeting.

Marianne Capozziello, President of Polk Education Association, commented that the new revised STAR Plan does not address base pay, it still needs to be addressed.

Adjournment

The meeting adjourned at 2:58 PM. Minutes were approved and attested this _____ day of April, 2007.

Margaret A. Lofton, Chairman

Gail F. McKinzie, Ph.D., Superintendent