



E-AGENDA MANAGER

## Duval County Public Schools

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December 7, 2016, Special Board Meeting - Impasse Hearing

Ms. Paula D. Wright, Chairman  
Ms. Ashley Smith Juarez, Vice-Chairman  
Ms. Becki Couch  
Ms. Cheryl Grymes  
Ms. Lori Hershey  
Mr. Warren A. Jones  
Mr. Scott Shine  
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS SPECIAL MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present except Vice-Chairman Ashley Smith Juarez. Board Member Couch participated telephonically. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief Officer of Legal Services, were also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 9:09 a.m.

Items To Be Discussed

[BOARD MEMBER PARTICIPATION VIA INTERACTIVE VIDEO AND/OR TELEPHONE SYSTEMS](#)

Minutes:

Motions:

That the Duval County School Board

Approve the Participation of Board Member Becki Couch via Interactive Video and/or Telephone Systems.	- PASS
Vote Results	
Motion: Cheryl Grymes	
Second: Warren Jones	
Rebecca Couch	- Not Present
Cheryl Grymes	- Aye
Lori Hershey	- Aye
Warren Jones	- Aye
Ashley Juarez	- Not Present
Scott Shine	- Aye
Paula Wright	- Aye

[APPROVAL OF DECEMBER 7, 2016, AGENDA](#)

Motions:	
That the Duval County School Board approve the December 7, 2016, agenda.	- PASS
Vote Results	
Motion: Cheryl Grymes	
Second: Warren Jones	
Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Lori Hershey	- Aye
Warren Jones	- Aye
Ashley Juarez	- Not Present
Scott Shine	- Aye
Paula Wright	- Aye

[IMPASSE HEARING RE: FRATERNAL ORDER OF POLICE \(FOP\) LODGE 5-30 V. DUVAL COUNTY SCHOOL BOARD](#)

Minutes:

Present:

Mr. Derrel Q. Chatmon, Senior Assistant General Counsel, Office of General Council

Ms. Wendy E. Byndloss, Assistant General Counsel, Office of General Counsel

Mr. Phil Vogelsang, Attorney, Fraternal Order of Police

This Impasse Hearing between the Duval County Public Schools and Fraternal Order of Police (FOP) was heard due to the inability of both parties to arrive at an agreement in a wage increase for the School Resource Officers working in the schools. Each side requested additional time for their presentations. The Board agreed to allow one hour for each side to present their cases which was done through PowerPoint presentations (see attached).

After each side presented their arguments, the Board deliberated. Board Member Grymes asked Mr. Chatmon if they could ask Dr. Vitti for his opinion. Mr. Chatmon indicated it would be inappropriate since they have now heard both arguments. Board Members Hershey, Couch and Shine asked for clarification on the certification and training requirements laid out by the district in their presentation. Training is required after they are hired at no cost to the employee. Training is done during normal work hours.

Motions:

That the Duval County School Board accept the motion for Judicial Notice for the current copy of the Collective Bargaining Agreement with the Fraternal Order of Police, Lodge 5-30. - PASS

Vote Results

Motion: Lori Hershey

Second: Warren Jones

Rebecca Couch - Aye

Cheryl Grymes - Aye

Lori Hershey - Aye

Warren Jones - Aye

Ashley Juarez	- Not Present
Scott Shine	- Aye
Paula Wright	- Aye

Motions:

That the Duval County School Board approve the extension of time from 30 minutes to 1 hour for each party to present its case in the Impasse Hearing.	- PASS
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Vote Results

Motion: Scott Shine	
Second: Cheryl Grymes	
Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Lori Hershey	- Aye
Warren Jones	- Aye
Ashley Juarez	- Not Present
Scott Shine	- Aye
Paula Wright	- Aye

Motions:

That the Duval County School Board approve the motion to define "current employees" as those employed as of December 7, 2016.	- PASS
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Vote Results

Motion: Warren Jones	
Second: Scott Shine	
Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Lori Hershey	- Aye

Warren Jones	- Aye
Ashley Juarez	- Not Present
Scott Shine	- Aye
Paula Wright	- Aye

Motions:	
That the Duval County School Board approve all current employees (defined as those employed as of December 7, 2016) will receive a 1.4% increase commencing July 1, 2015, and a \$500 one time bonus for emergency response operation team training.	- PASS
Vote Results	
Motion: Rebecca Couch	
Second: Scott Shine	
Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Lori Hershey	- Aye
Warren Jones	- Aye
Ashley Juarez	- Not Present
Scott Shine	- Aye
Paula Wright	- Aye

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting was adjourned at 12:31 p.m. at which time Board Member Couch disconnected telephonically.

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Superintendent

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Chairman