



E-AGENDA MANAGER

## Duval County Public Schools

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March 16, 2017, Board Workshop and Committee Meeting

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 MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present with the exception of Vice-Chairman Smith Juarez. 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 12:29 p.m.

Items To Be Discussed

### [CURRICULUM AUDIT - FINAL REPORT](#)

Attachment: [DCPS K-5 ELA Study Final Report v7.2.pdf](#)

Attachment: [ED DCPS K-5 ELA Curric Review Pres v2.2.pdf](#)

Minutes:

Frank DeSensi and Dr. Joe DeSensi from Educational Directions presented

a PowerPoint presentation and overview on the DCPS Curriculum Review (see attached). Discussion included the following:

- Phase I and II were completed the first of January 2017 with Phase III being completed within the last month.
- Mr. DeSensi had concerns with the school leadership teams thinking all their students would be successful and fewer than half the teachers believing that their students could be successful on the State test.
- Teachers are working hard and students are making the teachers do all the work. Teachers jump in and rescue students instead of the students working. Everyone is committed and wants to improve student performance but very few people agree on what that means.
- Dr. DeSensi stated the teachers may be better engaged if they were more informed with the "why" of the process and the best practices.
- Mr. DeSensi stated one concern was the District has a curriculum that is an output model but schools are operating on an input model. He recommended providing teachers with instructions and immediate into-life lessons, modeling and pairing new teachers with a mentor, marketing, and professional development with best practices. Board Member Shine compared the output model to coaching sports, teaching music, and art.
- All Title I schools should have a data room. Of the twelve Title I schools, only two of the schools observed had a data room.

Board Member Hershey arrived at 1:11 p.m.

- Board Member Couch asked during the observation process did they measure through methods, whether the teacher understood the data collection was to inform and drive their instruction. Dr. DeSensi stated that was outside of their scope but that would be great for next steps.
- Dr. DeSensi stated there has been a lot of information to process with less than a week for Board review. They are available if there are any questions.
- Board Member Couch asked in regards to the curriculum support for the different sub-groups. Mr. DeSensi stated some of that was outside of their scope. Some observations made by the observers in December were students were working on basic competency and not at the level of assessment.
- Mr. DeSensi suggested starting the teachers at the end of the year and define where the students need to be at the end of the year. Start mapping the students backwards until the beginning of the year and develop units and lessons forward.
- Board Member Shine stated we need to focus on student centric and most of the time we are teacher centric. He suggested a video where teachers cannot score the points in a sports concept.
- The Superintendent agreed with the conclusions of the report. He agrees that Tier 2 and 3 intervention needs to improve district-wide.
- Mr. DeSensi stated teachers were confident to speak their minds.
- Undetermined refers to items that did not show up in the artifacts

and therefore could not be given a score.

- Dr. DeSensi stated there has been a lot of information to process with less than a week for Board review. Michelle Begley, Board Internal Auditor, and Mason Davis, Director of Curriculum and Instruction, were valuable during this process and always available to assist. They will continue to be available if there are any questions regarding the presentation or if they would like to view any of the data collected.
- Chairman Wright agreed with Board Member Shine in terms of all the information received and will be contacting them to answer additional questions. The Board will continue to send questions and concerns through Ms. Begley and forward on to Educational Directions.

#### [DRAFT AGENDA - APRIL 4, 2017](#)

Minutes:

The Superintendent reviewed the April 4, 2017, Draft Agenda with the Board. Discussion included the following:

##### Centralized ID and Visitor Management

- General Revenue dollars would be used that are anticipated to carry forward next year.
- Laptops and stationary devices will be used to scan ID for students being tardy. Schools that currently have mobile devices will continue to use them until they transition over into the new system from the barcodes to the contactless cards.
- The initial cost is for the build-out of the infrastructure.
- The system will allow Speech Pathologists and District Coaches to check-in electronically. They are required to keep a log when going from school to school this will automate the process and have real-time data.

Board Member Grymes arrived at 1:53 p.m.

- Teachers will be able to do tardies through computers and is web-based.
- Students will not be prevented from riding the bus if they do not have their lanyard badge. The Superintendent stated they will need to work-out how many times a lanyard badge will be printed for free and when it will become a cost.
- Board Member Hershey expressed concerns about the lanyard badge and wanted to know if there is an App that can be used like "Here Comes the Bus" to monitor bus status. The Superintendent stated Apps are explored but we do not have the data system to say who or who is not on the bus. The best that can be done is a generic text message sent to parents that may have students on that bus. This would be easier at the elementary level but could be a nightmare at

- the secondary level and the message may not have real time data.
- The system will allow communication to parents quicker because they will be contacted through the portal system.
  - There will not be an increase in the maintenance plan unless there are enhancements added or problems that arise.
  - The system would be paid at the District-level for the initial cost through General Revenue. Monies currently used within school-level budgets. We could reduce the amount proportionately across all schools or it could be funded as a District initiative at the District-level budget. The initial cost will come from unspent funds from the 2016-2017 budget. The following year we will have to budget \$123,000 as a District-level initiative within technology.
  - The Superintendent does not believe the money has to come from the school-level budget but it could be an option in 2017-2018.

Amendment to the Agreement between Duval County Public Schools and Agape Interpreting Services, Inc.

- After the RFP process, the awarded vendors could not deliver on the scope of work. The Superintendent will follow-up on the details as to why they could not perform the work.
- The awarded vendors were not paid.
- Agape has been providing the services for all the students.
- The contract has been increased to cover the additional students they service once the two vendors could not perform the work.
- Board Member Couch stated the end date was missing. Karen Chastain, Chief of Legal Services, stated it can be added and will follow-up with the exact date.
- The Superintendent stated the District has always provided the services and will follow-up with who and how many vendors provided the service.
- Additional funding will come from budgeted amounts from the other two approved vendors that were not used.

Public Hearing and Vote: Adoption of District-Wide Grades K-5 Visual and Performing Arts Instructional Materials

- This will be for all elementary schools.

Adoption of Budget Resolutions February 28, 2017

Monthly Financial Statements

Approval of Project Priority List for Expenditure of Capital Outlay and Debt Service (CO&DS) Funds

- Board Member Shine stated as a compliance issue regarding the financial statements, suggested Michelle Begley, Board Internal Auditor, routinely look through the agenda items and give a statement.
- Chairman Wright stated it would be a standing procedure monthly.

- Ms. Begley will work with Latrell Edwards, Chief Financial Officer, and prepare a statement for the Board.

#### Amend Spot Survey for Ft. Caroline Middle School No. 238 Auditorium Building Addition

- Board Member Couch does not have an issue with an auditorium addition for Ft. Caroline Middle School, but expressed concerns with Baldwin High School being the only high school without an auditorium. She would like serious consideration on exploring the option for the high school which has not had any updates since the 1920's.
- The Superintendent agreed with Board Member Couch and will follow-up with a detailed plan.

#### Pre-qualification of Construction Contractors for Educational Projects

- Board Member Couch will abstain from the vote and file the necessary paperwork due to Hursey Construction Company.
- Don Nelson, Assistant Superintendent of Operations, stated companies are solicited and the qualification process includes facilities, maintenance, Minority Business Enterprise (MBE), Office of Equal Opportunity (OEO), the review of the applicants and accompany the applicants through the pre-qualification consideration. OEO and MBE are present to review each company.
- Board Member Jones would like to meet with Mr. Nelson and walk through the pre-qualification process for contracts.

#### Renewal - Non profit School Food Service - Food Service Management Company, RFP No. 01/14/LM

- Board Member Hershey asked if Chartwells is the only option and are they responsible for the kitchen with regards to maintenance, safety and compliance. There have been articles in the media referring to the conditions in the cafeteria. The Superintendent stated they are responsible but have to rely on the information they receive from the employees working in the cafeteria. They have been an active partner and have taken ownership with what did and did not happen in regards to discipline action with employees and problems that existed in schools.
- Mr. Nelson stated Chartwells has hired a third party company to conduct independent inspections. There will be additional inspections in the future beyond the Health Department inspections. They will be hiring a new internal Operations Officer to oversee the inspections.
- After this year, there is one more year remaining on the contract.

#### Public Hearing and Vote: Revisions to Chapter 6 Board Policies

- Board Member Shine had concerns with Policy 6.84. Ms. Chastain stated it should be Policy 6.90, she will make the corrections.

- Board Member Couch expressed concerns with Policy 6.75 that was discussed in the sub-committee meeting. The policy will take away the 5 days Principals receive for Spring Break which was given to them years ago instead of a pay raise. The Superintendent stated the policy would not go into effect until next year. Funding will not be taken out of the Principals salary and it is embedded in their salary.
- Principals would have to take accrued leave or work during Spring Break.
- Principals have received a salary increase for the last three years.
- Principals have not been formally informed because the Board has not taken action.
- The Superintendent stated if the Board is not comfortable then it does not have to be done. It is a recommendation to the Board as policy makers.
- Principals are given the five days but 12-month employees have to use accrued leave to take time off.
- Sonita Young, Assistant Superintendent Human Resources, stated 12-month employees who do not take leave during Spring Break have to be reassigned.
- Board Member Shine stated the goal is to increase the desires of more applicants wanting to be a Principal.
- Board Member Couch referenced an analysis she requested comparing the rate of pay increase and the average cost for the five days during spring break. For high schools, the pay increase is \$3,065.29 and \$2,154.41 for the five days. For middle schools, the pay increase is \$4,021.76 and \$1,928 for the five days. For elementary schools, the pay increase is \$5,000 and \$2,000 for the five days. She stated if this is something that is going to be done, the conversation should include a discussion on additional compensation.
- Board Member Shine suggested getting feedback from the Principals.
- The Superintendent made it clear the benefit becomes relevant when the Principal leaves the District and there is accrued leave that has not been used. He stated this is an equity problem and Principal salaries have become more competitive.
- Ms. Young stated if an administrator is not at the school, 12-month staff cannot work onsite and they have to contact Human Resources to be assigned to work offsite.
- The consensus of the Board is to pull the portion of Policy 6.57 from the Agenda item.

#### PUBLIC COMMENT

Minutes: There were no public comments at this meeting.

#### GOVERNANCE

Minutes:

### Millage Rate

Board Member Couch forwarded the Board an email regarding Senate Bill 376 and the request is to have the local District's share the millage rate with Charter Schools. Chairman Wright would like the Board to help the public understand the bill by utilizing Real Talk, create a chart that will show the potential financial loss, generate 1,000 letters, 5,000 emails, use the podcast to talk to Duval Legislative Delegation, Duval Connect to communicate with constituents, video message to organizations and make the community aware of the proposed bill.

Chairman Wright will forward the Board information and Board Members can add suggestions to create a media blitz. Board Member Shine suggested creating a resolution.

Board Member Couch stated her concern is the House does not want to raise taxes so there is a possibility to push two separate bills and one bill passes and give tax dollars to Charter schools and keeping the capital millage the same and one bill raising the millage a half mill and put it on a ballot or the bill could die. This would leave one bill that passes that does not have a tax increase.

Chairman Wright suggested an analysis from Carol Bracy from Ballard Partners. The Superintendent will follow-up with Ms. Bracy. Chairman Wright suggested Board Member Couch create a script for a message to constituents through Duval Connect with the Communication Department.

### Testing

Senate Bill 926 and House Bill 773 are being proposed to limit testing. The Bill will limit the District's ability for formative testing. The Bill is very popular but does not change anything. It will limit the District's testing and could cause a problem with iReady and Achieve testing. The Bill does not limit State testing. It will move the testing window to the last two weeks of school and the State will have to give results sooner. The Bill also charges the Department of Education (DOE) to study if the SAT and ACT are aligned with the FSA.

Senator Mumford's Bill does limit testing and eliminates some of the EOC and some of State testing. There are two competing Bills and one does not make changes and could hurt Districts.

Chairman Wright, Board Members Couch and Hershey will be in Tallahassee for the Day in the Legislature.

Board Member Shine will work with Karen Chastain, Chief of Legal Services, on the resolution.

### Infrastructure

Board Member Shine would like to see the District make a commitment to a comprehensive plan on the infrastructure. This would include school consolidation, maintenance, building new schools, transportation, daylight hours only, and closing the gap on where students walk to school. He suggested the administration take 6 months to create a plan and the Board taking 6 months to debate, find, and execute the plan. They would also need to discuss funding the plan.

Chairman Wright will add the topic - full infrastructure comprehensive plan - for full discussion.

#### Attorney Ryan Andrews

Attorney Ryan Andrews filed a complaint with the Office of General Counsel (OGC) with Policy 10.10 and violation. Board Member Shine stated the complaint has to do with the personnel file of a brother and sister. He will forward the complaint to the Board Members.

Chairman Wright spoke with OGC in regards to an external investigator being hired and finding out through the media. She informed OGC they need to contact all Board Members, including the Superintendent, beforehand.

#### Attorney General

Board Member Shine spoke to the Attorney General and was not aware that all meetings with the Duval Teachers United (DTU) are conducted and noticed in the Sunshine. Ms. Chastain stated there is a Board Member Request (BMR) for a memo from OGC and she is facilitating the request.

Board Member Shine stated there are upcoming grievances and they are Quasi Judicial and any conversations with parties are expert communications and have to be disclosed.

#### Advanced International Certificate of Education (AICE)

The Superintendent gave a brief update on AICE. There will be sessions with parents regarding the thought process for the program. This will be done throughout the county at possibly 4 locations. The Superintendent will provide the Board dates, times and locations of the sessions. Staff will capture feedback and pass onto the Board. The academic services plan is not due until August. There will be a workshop before August to review the feedback and to discuss possible changes for next year.

Board Member Hershey left at 3:37 p.m.

#### Teacher Incentive

Board Member Couch wanted clarification on a blog she read regarding Ed White High School teachers receiving extra pay. The Superintendent stated during the boundary change process there were conversations



about incentives to retain and recruit teachers. The District was unsuccessful with obtaining an agreement with Duval Teachers United (DTU) for Hyde Park and Hyde Grove Elementary but Ed White High School was the only school with an agreement offered and extended. The District used the VAM concept that was applied to the 36 original DTO and QEA schools to Ed White High School. A teacher could receive the \$10,000 incentive if they stayed at the district average in VAM. The Superintendent stated there was a belief from a conversation with one teacher that all teachers would receive an incentive if they stayed at Ed White High School, he stated the District does not do that.

The Superintendent stated District dollars were used for the incentive. Board Member Couch wanted clarification if this should have been bought before the Board. Ms. Chastain stated she would need more information based on the pay scale and if it is within the pay scale. If it was salary above the pay scale there maybe an issue. Board Member Couch stated it is above the pay scale. Board Member Couch stated this was done before the conversation and this is after the fact and has been implemented. She stated the conversation should have been had with the entire Board. Board Member Couch stated anytime District funds are going to be paid above the pay schedule should come before the Board for discussion and Board approval even if there is an MOU. She stated it may be borderline on State statute and there may be an issue. The Superintendent stated he was not aware and Human Resources would have said that. He stated you can not pay teachers anything without DTU approval, it was done through an MOU and it did not go back to the Board formally.

Board Member Couch and Chairman Wright stated they have concerns regarding the incentive. Chairman Wright will follow-up with Ms. Chastain for equity issues, how it impacts the budget and MOU's in terms of salary.

#### Kevin Holzendorf

Chairman Wright stated she was on a flight with Kevin Holzendorf from CISCO. He stated there is a meeting with the District staff next week regarding about the things they do. There is a K-12 department focusing on how they can merge IT in the classroom and make it more effective with training. Chairman Wright asked if they could adopt Northwestern Middle School in light of the new grant. They also discussed the E-Rate dollars and how to apply. He stated they have a grants department and are willing to work with the District to write the grants. Chairman Wright will forward the Board information regarding an upcoming meeting with him and the District. Mr. Holzendorf is interested in setting up video meeting rooms with students.

Chairman Wright wanted to commend Mr. Green, a teacher from Stanton High School, in regards to bringing students from various schools to have dialogue on different topics.

Adjournment

ADJOURNMENT

Minutes:

The meeting adjourned at 3:49 p.m.

NS

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Superintendent

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Chairman