



## Duval County Public Schools

---

May 10, 2011, Board Workshop

Ms. W. C. Gentry, Chairman  
Ms. Betty Burney, Vice-Chairman  
Ms. Martha Barrett  
Ms. Ms. Becki Couch  
Ms. Mr. Tommy Hazouri  
Mr. Mr. Fred "Fel" Lee  
Mr. Ms. Paula D. Wright  
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS WORKSHOP OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Mr. Ed Pratt-Dannals, Superintendent, and Ms. Karen Chastain, Assistant General Counsel, Office of General Counsel, were also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 10:25 a.m.

Items To Be Discussed

[1. BOARD - SUPERINTENDENT GOVERNANCE](#)

Minutes:

The following topics were discussed:

- Chairman Gentry indicated that Wally Lee with the Chamber of Commerce was working with him to secure a location for the upcoming Board Retreat.
- Superintendent Pratt-Dannals shared that he would be addressing the budget today during the Workshop and would need input as staff goes forward with the proposed cuts.
- The Chairman stated that the Board has had a lot to deal with over the past several months and that it was important to maintain professional governance. He was concerned about the Board losing its harmony and asked that everyone recommit themselves to maintain that harmony. He reminded the Board that they operated under Roberts Rules of Order and shared some of the excerpts regarding meeting conduct.
- The Chairman asked that members review the Regular Board Meeting agendas prior to the Workshops and be ready to ask questions. He also asked that members let the Superintendent know if they changed their mind about a particular item prior to the Regular meetings. Vice-Chairman Burney thanked the Chairman for his input, however, shared that sometimes information is not received until the last minute in order to make a final decision. Board Member Hazouri asked that the Superintendent also let Board members know if he changes his mind on a topic. The Superintendent recommitted himself to working closer with the Board on these matters.
- Chairman Gentry asked that Vice-Chairman Burney facilitate the upcoming Retreat.
- The FSBA Master Board program was discussed and it was decided to proceed with participating in the upcoming session. The form was signed by all and will be submitted to FSBA for the beginning dates of September 22-23, 2011.

The Superintendent shared the following governance items:

- The Superintendent shared information on various school consolidation scenarios. A copy is attached to the Minutes. He asked that Board members review the information and get back with any comments they may have. Board members requested the following information:
  - Board Member Hazouri requested the cost Savings - overhead and operating.
  - Vice-Chairman Burney would like to have a meeting immediately since four of the schools on the list are on the Northside.
  - Vice-Chairman Burney requested a list of all elementary schools that are overcrowded - with numbers.
  - Board Member Wright requested information on what percentage of students were out of district in the elementary schools.
  - Board Member Hazouri requested a list of Charter Schools that are near the schools on this list that could impact the school attendance - current Charters and those which have been approved.
  - Board Member Wright asked how the schools on the list were decided on, and indicated that she would like to see the entire list.
  - Board Member Wright requested information on current and potential growth for the next 5 years in the City.
- The Superintendent shared that he is in the process of engaging the community around James Weldon Johnson to help ensure an effective use for the building.

One suggestion was to use it as an overage facility. He is also talking to staff at Edward Waters College for a program to recruit black males into the education field.

- The Superintendent will attend the May 17, 2011, meeting of the DOE Board regarding our Intervene schools. Board Member Wright has agreed to be the Board Member liaison with the Duval Partners group.

Board Members shared the following:

- Board Member Couch has been visiting her schools and is concerned about coaches in K-8 only doing site visits for middle and not elementary, and 6-12 only doing high and not middle. She mentioned Westview K-8 and Baldwin. The Superintendent will check on this concern. She also shared her concerns about no input being received on the school level and accountability at the District level. Some good teachers feel they are being singled out because they do not fit the mold of the Principal and they are being non-reappointed. The Superintendent will report back to the Board in the next 1-2 months on this topic. Board Member Wright shared that while Darnell-Cookman is receiving the support they need, she does believe we need more coaching staff on the Academic Services side. She indicated that Matthew Gilbert was in need of an instructional coach.
- Board Member Wright asked about the EMO for the Intervene Schools, and would like to see the document before it is sent to Tallahassee. The Superintendent indicated that the draft should be ready next week, and that he will bring it to the May 18, 2011, Board Workshop. She also suggested that the Superintendent meet with the Board and share his ideas and plans before he goes to Duval Partners with the information. Vice-Chairman Burney asked that the following be provided for the discussion:
  - What it would cost for the EMO for 1, 2, 3, or 4 schools.
  - Clarity on what the group will be doing - in writing.
- Vice-Chairman Burney asked when the Superintendent would talk to the Board about the writing scores.

## 2. DIRECT APPOINTMENTS

Minutes:

The Superintendent provided the Board with an overview of the process. A copy is attached to the Minutes. He indicated that he will not use direct appointment for any position of Director and below. He shared that this process has been used for the past month, since concerns had first been expressed by the Board. The following points were made:

- Board Member Wright expressed her concerns with the equity of direct appointments.
- Board Member Wright requested a list of direct appointments approved by the Cabinet; is there consideration on the number of levels a person can advance -

i.e., a Specialist to a Supervisor.

Speakers:

Mr. W. C. Gentry, Board Chairman

Mr. Ed Pratt-Dannals, Superintendent

Ms. Vicki Reynolds, Chief Human Resource Services Officer

Ms. Paula D. Wright, Board Member

3. BUDGET REVIEW/PLAN UPDATE

Minutes:

The Board discussed the following regarding the budget for the coming year. A copy of the handouts are attached to the Minutes. The Superintendent shared that if the Board says no to an item, something else will have to be designated to take its place. Chairman Gentry asked each Board member to share what was important to them after the presentations. Mr. Mike Perrone, Chief Financial Officer, reviewed the information provided with the Board.

- Budget Reduction Strategies
  - Item 1 - Textbooks - all OK
  - Item 1 - ESE Resources - Board members asked if quality would still be there; impact on students; impact on teachers; staff will review special circumstances; decision was to come back to this on May 18th
  - Item 3 - Magnet Transportation - Provide Board with list of schools impacted; decision - all OK
  - Item 4 - Middle School Extracurricular Supplements & Item 13 - Staff Supplements - Try and engage community for help with this cut; this will impact student scholarships; guidelines need to be clear that male and female programs would be impacted the same; look to marketing firms to help with advertising space;
  - Item 5 - Furloughs - would like to see language that if we furlough employees we would reimburse employees to original level if we get additional dollars; cost of furlough days for 12 month employees is \$500,000 - rest of dollars saved is for 10 month employees; no consensus yet
  - Item 6 - Custodial - Employees impacted should be informed of what is happening; asked about incentives to be offered; promise made by past Board should be upheld; Board members Hazouri, Lee, Gentry, and Couch support if there is a chance to negotiate; Board members Burney, Wright, and Barrett oppose.
  - Item 7 - District Level Reductions & Item 8 - Additional District Level Reductions - The Superintendent will provide the Board with more specifics and show what the impact would be to the District; need more information on these items; general consensus to move forward with additional information provided before final decision.

- Item 9 - BSA - provide Board with recurring savings; concern is that we will start with the lowest hanging fruit on district staffing cuts; need more information on virtual schools
  - Item 10 - Reduction of art, music, and PE - no on this item for now.
- Board Member Hazouri asked that we look at the reading program dollars and provide Board with information on what new money is being allocated to this initiative, along with how the funds will be used.
- Functional Review:
  - IR01 - important test - what is impact if cut - are there alternatives - provide cost per school.
  - ST03 - high school principals have reviewed and can make it work.
  - OP02 - will we continue Challenge Day - not on list - would like to discuss.
  - ST01 - can we add SE03 to list of middle school issues - move to athletic list.
  - IR06 - no to this - remove from list.
  - Everything so far is in Academics area - need to look at Operations side.
  - Look at teachers being surplusped before we hire new teachers.
  - Look at professional development.
  - Look at \$5 million for fund balance.

Speakers:

Mr. W. C. Gentry, Board Chairman  
 Mr. Ed Pratt-Dannals, Superintendent  
 Mr. Mike Perrone, Chief Financial Officer  
 Ms. Betty Burney, Board Vice-Chairman  
 Ms. Martha Barrett, Board Member  
 Ms. Becki Couch, Board Member  
 Ms. Paula D. Wright, Board Member  
 Mr. Fred "Fel" Lee, Board Member  
 Mr. Tommy Hazouri, Board Member  
 Ms. Pat Willis, Deputy Superintendent  
 Mr. Doug Ayars, Chief Operating Officer

4. READING INITIATIVE

Minutes:

Staff provided the Board with an update on the Reading Initiative. A copy of the handouts are attached to the Minutes. Points made included:

- Provide Board with overview of costs involved.
- Review letters being sent to parents to make sure they are reader friendly.
- Develop 10-15 minute PowerPoint to use when speaking to groups - for staff and Board use.

Speakers:

Mr. W. C. Gentry, Board Chairman  
Mr. Ed Pratt-Dannals, Superintendent  
Ms. Jill Johnson, Director, Communications  
Ms. Jeannie Ballentine, Reading  
Mr. Fred "Fel" Lee, Board Member  
Ms. Betty Burney, Board Vice-Chairman  
Ms. Paula D. Wright, Board Member

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Workshop at 5:41 p.m.

BSC

We Agree on this

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chairman