



# Duval County Public Schools

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October 18, 2016, Board Workshop and Committee Meeting

Ms. Ashley Smith Juarez, Chairman  
Ms. Paula D. Wright, Vice-Chairman  
Ms. Becki Couch  
Ms. Cheryl Grymes  
Dr. Constance S. Hall  
Mr. Scott Shine  
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief of Legal Services, were also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes: The meeting was called to order at 9:05 a.m.

Items To Be Discussed

[DRAFT AGENDA - NOVEMBER 1, 2016](#)

Minutes:

The Superintendent reviewed the November 1, 2016, Draft Agenda with the Board. Discussion included the following:

Approval of Contracts for ATOSS

- Funds from the city fully fund the ATOSS program at St. Paul's

Missionary Baptist Church and the remaining funds go to the District to offset the cost of the two sites at Frank H. Peterson Academies of Technology and Southside Middle School.

- Board Member Hall requested the breakdown of the cost to fund the ATOSS program at St. Paul's Missionary Baptist Church and the distribution of the remaining funds at Frank H. Peterson Academies of Technology and Southside Middle School.
- Board Member Hall requested the transitioning process once a student leaves the ATOSS program and enters back into mainstream.
- The Superintendent will forward the breakdown of the cost to fund the ATOSS sites and the transitioning process back into mainstream to the Board.

Vice-Chairman Wright arrived at 9:09 a.m.

- Board Member Grymes requested the cost to run the sites.
- Board Member Couch requested the information on the amount of staff at each site.
- The Superintendent will forward the information to the Board.
- The Superintendent will follow-up on the process for student work and email for the ATOSS staff.
- Currently 121 students have been referred to the three ATOSS sites and 85 attended. Last year, during the same time frame, 223 students were referred to the five sites and 137 attended.
- The Superintendent will follow-up with staff who are on-site when there are no students attending ATOSS.
- The Superintendent will include the city funds that are extended to October in the cost breakdown.
- St. Paul's Missionary Baptist Church has programs to target and address the population to minimize the statistics that exist. One of the programs they have is Save our Sons (SOS).
- The Superintendent will inform the Board on how the three sites use some of the same strategies to work through problem solving.
- The Superintendent will not give a recommendation to fund the St. Paul's Missionary Baptist site if Jacksonville Journey stops funding.

International Baccalaureate (IB) Annual and Examination Fees

- Board Member Hall expressed concern with the number of students passing at Terry Parker and Ed White High School. She encouraged the Board to look beyond approving fees but look at what the fees are funding and the discrepancies that exist.
- The Superintendent stated the challenges is building programs in schools where the first challenge is recruiting students who want to go to a magnet program within a comprehensive school. The second challenge is recruiting and retaining teachers that are trained and willing to stay at the school for a long period of time. The Superintendent thinks teachers want to teach IB but the challenge is them agreeing to stay. He feels if we invest in them there should be reciprocity that they invest in us over a long period of time.

- Pearl Roziers, Assistant Superintendent, School Choice and Pupil Assignment, stated she will forward the Board how many students applied for the IB program at Terry Parker, Ed White and Wolfson's High School IB program. She shared with the Board that there was a showcase for the IB schools held at Englewood High School for over 2000 students who met the criteria for the IB program. The first application to come in for the IB program was from Terry Parker High School.
- Kelly Coker-Daniels, Assistant Superintendent, Accountability and Assessment, stated there is a coordinator that works with schools. There is approximately one each at the school depending on the duties, some duties are shared.
- The Superintendent stated teachers offer opportunities for students to come after school or on weekends for additional support.

Board Member Grymes left at 9:38 a.m.

- Board Member Couch would like to see more direction and intentional support for the IB and Advanced International Certificate of Education (AICE) programs. The Superintendent will work with staff on how to come up with a plan to offer more support to the programs.

Board Member Grymes returned at 9:41 a.m.

- Vice-Chairman Wright shared how Dr. Girardeau, former district employee, held training yearly for all teachers under the High School Acceleration Office. The office offered professional development, recruitment started from elementary through high school for students and parent nights. The office was dissolved under the Superintendent's leadership. Vice-Chairman Wright asked the Superintendent to share the data with the Board regarding the passing rate outside of Paxon and Stanton High School when the office existed.
- The Superintendent has owned the significant turnovers in teachers with the program. He has hired a new principal who he thinks can recruit and retain teachers and revamped programs so more high performing students will attend the school.
- Board Member Shine asked if there had been any changes to the test. Dr. Coker-Daniels stated her division will be doing an analysis of the scores and running a report. She believes there could have been some shifts with the test once viewing the data.
- Board Member Shine stated there is a difference in population of students and some factors that are related to dedicated magnets. Are there differences with the students going into IB programs and should we be having these programs in non-dedicated magnets. He stated if we are going to fix something we need to know what's broken and, if anything is broken to fix it. Board Member Shine has concerns about the learning style in terms of grades and where do the students go after the program if they did not pass the test.
- Board Member Shine clarified his statement regarding the difference

in population of students by stating the students who go to an academic magnet have a very high level of achievement and come from a family that is very motivated in the process. Is there something different academically or in student motivation.

- The requirements are the same for all the programs. Invitations are sent to students who scored a Level 3 or higher and maintain a 3.0 grade point average during their 7th grade school year.
- Students who attend any IB programs apply and elect to be part of the program.
- Chairman Smith Juarez stated attention needs to be paid when numbers are declining.

#### AICE Annual Examination Fees

- Board Member Hall stated the results is not in the students, it is the adults. We need to address the data, have high expectations for all students, put strategies in place, address the expectations and move forward.
- Vice-Chairman Wright expressed her concern about the data and wants excellence for all students. She had concerns about the illusion that parents are not being concerned across the city and not supportive of their students across the district.

Meeting was recessed at 10:19 a.m.

Meeting reconvened at 10:42 a.m.

- Board Member Couch would like more support in order to help students pass the test for the IB programs.

#### Annual Appropriation for Comprehensive Web-Based Data Management for ESE, ELL, ETI, and Medicaid

- The Superintendent has met with staff several times with the challenges of Family Educational Rights and Privacy Act (FERPA) regarding the Community Eligibility Provision (CEP) process.

#### Charter School Contract for Renaissance Charter School, Inc. D/B/A Duval Charter School at Coastal

- Board Member Couch wanted clarification that all of the Partially Mets during the application process have been addressed. Karen Chastain, Chief of Legal Services, stated the items have been addressed and revised.
- The changes have been outlined in a binder within the contract. Karen Chastain will go over the items with Board Member Couch.
- The Regional Director requested by the Board is in place. The charter school has assigned the Regional Director to several areas with a direct line of communication for Duval County. They are interviewing a principal and are waiting for the completion of the paperwork to put that person in place as the Regional Director for Duval County prior to

the school opening.

#### First Amendment to the Somerset Academy, Inc. (Somerset Preparatory Academy) Contract Modifying the July 1, 2013, Charter Agreement to State a Change in Grade Levels

- Pearl Roziars stated the school had 3 academies-an elementary, middle, and high school. The high school voluntarily closed because of school grades. They are making a physical consolidation to combine all their resources.
- Their current enrollment is 528 in middle school.
- The Superintendent stated two F or three D grades in a row would allow the school district to recommend termination.

#### Approval of 2016-2017 District and School Improvement Plans

- Board Member Hall requested the School Improvement Plan (SIP) be dropped in the share drive by Board Member district. The Superintendent will make sure it is placed on the share drive.
- The SIP's speak to subgroup performance but is not defined in the achievement gap.
- Board Member Couch requested a link or data be added directing parents to the assessment data moving forward.
- Board Member Grymes wanted clarification on making sure the School Advisory Council (SAC) are doing what they are required to do.
- The Superintendent stated, if the principal has a problem with the SAC, the district will send a representative.

#### Worker's Compensation Claim Settlement - Ida Williams

- Sonita Young, Assistant Superintendent, Human Resources, stated the injury occurred in 2009. She fell causing an injury to her shoulder, there is total permanent disability. The settlement is completely medical related to cover future expenses and insignificant attorney fees.

#### Summary Financial Audit Report - Internal Auditing

- This audit is internal and is conducted at individual schools.
- The Superintendent will provide a detailed report to the Board showing schools of concern and Latrell Edwards, Chief Financial Officer, Michelle Begley, Board Internal Auditor, will be able to answer any questions.

#### 2016-2017 District Calendar Modification

- The Superintendent wanted clarification on the three recommended make-up days, January 5, 6 and April 13, 2017, in order to communicate to the public via social media, Duval Connect and messages to Principals.
- DTU did survey their teachers and this is one of the top choices the

teachers selected.

Vice-Chairman Wright shared the details of her conversation with the Superintendent to include a passage on student impact on the process of agenda items so there is a connection of how students are impacted.

## PUBLIC COMMENT

Minutes: There were no public comments at this meeting.

## RECESS RESOLUTION

Attachment: [Recess Resoultion.pdf](#)

Minutes:

- Constituents came before the Policy Review Committee with their concerns and submitted suggestions on what they would like to see as a policy for recess.
- During the Policy Review Committee, there was conversation about creating a policy, but the Florida School Board Association (FSBA) is in the process of reviewing a draft as well as the legislature.
- The Committee opted to draft a resolution as a team with the Superintendent to send a message that recess is valuable.
- The Committee decided to wait on creating a policy until the State legislative session occurs.
- The Superintendent does not want to mandate recess.
- The Committee wants to take an opportunity to talk to our delegation to support a policy and then move forward with a policy at the will of the Board.
- Board Member Couch will be hearing conversations from other districts and what they are doing and will bring feedback back to the Board.
- The resolution will be placed on the November 1, 2016, Regular Board Meeting agenda. The wording in the last paragraph will be changed to "encourage" in place of "support".

## CAPITAL PLAN

Attachment: [Boundary Changes - Updated Costs 10-17-2016.pdf](#)

Attachment: [Select Educational Facilities Laws, Rules, and Policies - Update 10-17-2016.pdf](#)

Attachment: [Five Year Capital Plan.pdf](#)

Attachment: [2016-2017 Five Year Capital Plan Draft V8 Oct 4 2016.pdf](#)

Attachment: [2015-2016 Five Year Capital Plan-Sept 2015 Board Agenda Item 8-28-2015.pdf](#)

Attachment: [2016-17 Overhead Projection 10.13.16.pdf](#)

Attachment: [Administrative Overhead.pdf](#)

Minutes:

Michelle Begley, Board Internal Auditor, reviewed material presented to the Board regarding the 2016-2017 Five-Year Capital Plan (see attached). Highlights of the discussion included the following:

- The two items that were deferred were the 5-year Work Plan and the 5-year Capital Plan. Ms. Begley explained to the Board that State statutes and laws govern the preparation, approval and adoption of the plans.
- The report shows movement of money from general fund expenditures into capital. Ms. Begley explained that there is concern whether advertisements of the capital funding complies with State statutes which has generated questions from the state auditors. Ads to the public must be very specific to the project for transparency reasons. The ad can be amended if priorities change. There is concern that ads are not specific enough to comply with State statutes. In regards to the District-Wide Capital Improvement Projects, Ms. Begley asked staff what specific projects the \$3,000,000 covers. A vague answer was given that it was for future projects. Although this is not a new practice, percentages for allocating overhead were unusually high which has drawn some concerns.
- There was discussion of how boundary change expenditures are being documented and how possible future transfers would affect those funds. Latrell Edwards, Chief Financial Officer, suggested working with Ms. Begley to ensure the documentation shows proper transparency.
- Ms. Begley noted there are multiple line items in the amount of \$3,000,000 which can add to confusion. Discussion followed as to how to structure these items in a way that would bring clarity. Ms. Edwards and the Superintendent don't anticipate the need to use any of the \$3,000,000 transfer for the boundary changes. Ms. Begley stressed that if that is the case, the ad indicating the money would be used for that needs to be amended to reflect that change.
- Vice-Chairman Wright had questions and concerns about an additional \$1,000,000 that was spent after expenditures were approved at Andrew Jackson High School and wonders why it wasn't brought back before the Board. Dr. Vitti explained that the \$1,000,000 was incorporated in multiple charts he sent to the Board and believed costs at the school were discussed. Board Member Couch is concerned about receiving information in that form and not being given a chance to discuss those additional expenditures as a Board, given that it may have had an impact on the Board's original

vote on the item at the beginning. She prefers that the Board be given all information about items up front in an item's original recommendation.

- Dr. Hall noted that when she meets and works collaboratively with Ms. Begley, many of her questions are answered that allows her to avoid using time at the Board table. Likewise, she suggests the Superintendent and staff do the same to save time in Board discussions later down the road.
- While Chairman Smith Juarez agrees with amending the ads, she is deeply concerned that the District will need to "clean-up" after the way property taxes have been spent on boundary changes. The District cannot go back and reverse those expenditures. She prefers a more proactive approach in the communication of boundary change expenditures. In light of the fact that the expenditures involve property tax money, the public can be very wary of how government offices handle those monies. Her frustration is that there seems to be a pattern of crucial information not being present at the conception stage of many agenda items. When the information is later revealed or discovered, she feels as though they are put into a reactive rather than a proactive position concerning the matter.

#### LEGISLATIVE PLAN

Attachment: [Agenda for Legislative Agenda.pdf](#)

Attachment: [Draft 2017 Legislative Agenda.pdf](#)

Minutes:

Board Member Couch presented the Board with the FSBA 2017 Federal Platform and FSBA 2017 Legislative Platform (see attached). The list needs to be narrowed down to five.

Board Members will give feedback to Lisa Loehnert, Board Administrative Assistant, by the end of the week and she will compile and forward to Board Member Couch

#### MEDIATION SERVICES

Minutes:

Vice-Chairman Wright informed the Board at this time only two responses have been received, one from Dr. Thomas J. Geismar, Ed.D. and the other from Center for Reform of School Systems (CRSS). Dr. Geismar stated he is no longer certified at this time.

There is an organization looking to put together a Superintendent and former Board Member team but it requires time to select the right team and may be presented later.



Over a year ago, there was an opportunity to attend the certified Board training through the Florida School Board Association (FSBA). It was a missed opportunity and could have helped the entire team, Superintendent and Board, on working together effectively. A possibility would be to sign-up for the Master Board Training through FSBA once the new Board Members come on and use the opportunity as a resource to help come together as a Board but everyone has to be willing to be there and that was the problem last year. It would create a start for the team building process.

Board Member Grymes stated she has been pleased with what CRSS has provided. She believes they have a lot of knowledge related to School Boards.

Board Member Shine felt the proposals are good but not what the Board needs. He stated we should find people and recruit them, someone who has been in this situation and had to negotiate and bring parties with different perspectives together. The Board should take some chances, think outside the box and try something different. Board Member Shine also has some concerns with the \$22,000 proposal for CRSS.

Vice-Chairman Wright stated the Board is not seeing each other as individuals and should spend time together away from the table and do team building.

Chairman Smith Juarez stated she has had conversations with FSBA and possible consultants to assist and asked about Master Board training. It is only offered every two years during election years. She agrees that going to Master Board training first is good first step. After that, evaluate what additional development, mediation or support maybe needed moving forward.

The consensus of the Board is to do Master Board Training.

Board Member Hall expressed if there are current issues that need to be resolved before new Board Members are on board. Everyone needs to be on the same page and understand all the different communities by having patience and understanding that there is diversity. Discussion has been had about teachers having sensitivity training but the training needs to start with the Board.

Chairman Smith Juarez stated she has had conversation with OneJax and they organize Project Breakthrough training. Nancy Bronner and Brenda Priestly Jackson, former Board Members, were very open to do the training on the Board's timetable. Chairman Smith Juarez and Board Member Grymes are interested in doing the training.

Board Member Grymes stated Dr. Jarik Conrad from the Consortium for Research on Emotional Intelligence in organizations started the program he has and could be beneficial as well.

The consensus of the Board is to get legal input on the Capital Plan, to try other options before mediation training and to move forward with the Capital Plan.

The Superintendent stated Master Board Training will be a good option and he would like to participate with the Board. He does think there is an opportunity for mediation prior to the training. There needs to be a separate conversation and process for Board members to speak to one another and for the Superintendent to speak individually to Board Members to clear the air and to discuss issues.

Board Member Couch agrees with the Superintendent that there needs to be discussion with the Board and the Superintendent. She stated one on ones are not helpful because conversations have been repeated that were one on one and causes a lack of trust in one on one conversations. She would prefer the conversations to be with others around so there is no miscommunication of what was said. She is open to having someone through CRSS or an entity the district has used to do mediation. Master Board Training will not be until January or March and the Board needs to do something now.

Board Member Grymes agreed with Board Member Couch and there is a lack of trust and something should be scheduled sooner.

Vice-Chairman Wright stated the Board can look into OneJax, Dr. Jarik Conrad or Dr. Williams who does Courageous Conversations. There has not been any professional development for the Board and Superintendent in two years. She will follow-up with the options mentioned and bring back to the Board.

The Superintendent will share with the Board who will be presenting at the Council of Great City of Schools.

## GOVERNANCE

Minutes:

Vice-Chairman Wright and Board Member Grymes left at 2:52 p.m.

Board Member Hall requested not to be formally acknowledged during the November Regular Board Meeting. She will say a few remarks but wants to keep the focus on the work that needs to be done in District 5. Chairman Smith Juarez will honor her request.

Special Board Meeting on Mediation Services, there is a pending item scheduled for a vote in terms of authorizing mediation.

There will be a Board Workshop scheduled for Achievement Gap.

The Superintendent is prepared for the discussion on the Strategic Plan.

Board Development will be rescheduled with CRSS to review core beliefs, commitments and the Theory of Action that has now been adopted and the management oversight policy based on previous Board Development session. The Board will present them to the Superintendent in order for the Strategic Plan to be crafted to mirror the expectation of the Board based on policy. The Board will give feedback to the Superintendent on the draft of the Strategic Plan.

Board Member Couch met with Board Member-elect Jones and presented him with the book, "What School Boards Can Do". He was also presented with some information for new Board Members so he can be prepared.

Board Member Couch stated with the street committee there has been discussion with some Board Members about the selling of the School Board building. The Superintendent stated he has not spoken to anyone about the selling of the School Board building. There was a Chat with the Supe recently and it came up with staff. Board Member Couch stated if it were being discussed, Board Members would be in support if they are kept in the discussions and presented information as the process is started. The Superintendent stated he is open to explore the idea if it is financially efficient and he would make the recommendation to the Board and the Board would make the final decision.

Board Member Couch would like to have public discussion on the Chairman, Vice-Chairman position coming up in November. Chairman Smith Juarez will add it to the November workshop prior to the Organizational meeting for discussion. Board Member-elect Jones and the Board Member-elect for District 7 will be invited to the discussion but can not speak on the issue.

Board Member Couch would like mediation to happen quickly but in the interim avoid public negativity towards each other, it can be unhealthy. Chairman Smith Juarez will make the commitment to find the mechanism to work together as Board.

Board Member Shine will meet with Bill Killingsworth to discuss vision planning in November. There is a joint planning task force that meets every year to discuss ordinances with charter schools.

Chairman Smith Juarez had concerns in regards to the discussion about agenda items, directives and things that are generated by the Board and are incomplete when not executed. The discussion was not settled and will be presented for discussion at a later date.

The Impasse Hearing needs to be scheduled. Board Members will give two options of availability.

Chairman Smith Juarez would like to have a conversation in regards to the process for entry into Seaside Charter preschool and J. Allen Axson Elementary for kindergarten. The Superintendent stated it has been

addressed before and will forward the information to the Board.

[ACHIEVEMENT GAP](#)

Attachment: [Agenda for Achievement Gap.pdf](#)

Attachment: [Achievement Gap PPT.pdf](#)

Minutes: This topic was not discussed.

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting adjourned at 3:37 p.m.

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Superintendent

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Chairman