



Meeting Minutes Duval County Public Schools

January 12, 2021, Special Board Meeting

Ms. Elizabeth Andersen, Chairman
Mr. Darryl Willie, Vice-Chairman
Dr. Kelly Coker
Ms. Lori Hershey
Mr. Warren A. Jones
Ms. Charlotte D. Joyce
Ms. Cindy Pearson
Dr. Diana Greene, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Dr. Diana Greene, Superintendent, and Ms. Karen Chastain, Office of General Counsel, were also present.

Call Meeting to Order

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

Approval of Agenda

APPROVAL OF THE JANUARY 12, 2021, AGENDA

Motion:

That the Duval County School Board approve the January 12, 2021 agenda as submitted on January 8, 2021.

Vote Results:

Motion: Darryl Willie

Second: Warren A. Jones

PASSED 7 - 0

Aye:

Lori Hershey

Warren A. Jones

Charlotte Joyce

Elizabeth Andersen
Darryl Willie
Kelly Coker
Cindy Pearson

Nay:
None

Public Comment

There was no public comment.

Topics to be Discussed

1. SETTLEMENT WITH THE DUVAL TEACHERS UNITED (DTU) FOR THE TEACHER CONTRACT

Motion:

1. That the Duval County School Board approve the contract language modifications to be incorporated into the 2020-2023 Collective Bargaining Agreement with Duval Teachers United (DTU).

2. That the Duval County School Board approve the contract salary provisions and the attached salary schedules for the Duval Teachers United (DTU) Teacher unit for 2020-2021 school year.

Vote Results:

Motion: Warren A. Jones

Second: Lori Hershey

PASSED 7 - 0

Aye:

Lori Hershey
Warren A. Jones
Charlotte Joyce
Elizabeth Andersen
Darryl Willie
Kelly Coker
Cindy Pearson

Nay:
None

Discussions that took place:

Vice Chair Darryl Willie inquired of Superintendent Dr. Diana Greene about a letter that she had received regarding salary negotiations. Dr. Greene spoke about the letter she received from Duval Teachers United

(DTU), requesting to go back to the bargaining table to negotiate salaries for the veteran teachers.

Chairwoman Elizabeth Andersen requested for DTU President Terrie Brady to explain the purpose of the letter. Ms. Brady stated that the contract could be approved as it is now and then DTU would go back to negotiate and close the gap between the beginning teachers and the veteran teachers for the inequities. She also mentioned that the money is only good for one year and that DTU would be going back to the table in March or early April once it was determined what Legislature was going to do.

Board Member Cindy Pearson wanted to know when the increase would be effective. Dr. Greene stated that the salary is retroactive to July 2020.

Per the request of Board Member Warren A. Jones, Dr. Greene explained about the Legislature passing the Governor's request to increase the beginning teacher salary to at least \$47,500 or as far as the District's dollars could take it. 80% of the funding that the District received was required to go towards the request of the Governor and 20% to the eligible employees in that group. The District added over \$3 million dollars to give every teacher that was beyond the beginning teacher a step or 2% increase, whichever was higher. Those dollars were not a part of what came from the Legislature.

Mr. Jones expressed that he hopes moving forward that a way could be found to eliminate the inequities of veteran teachers.

Board Member Charlotte Joyce wanted to know the follow-up process regarding salary negotiations for the veteran teachers involved. Dr. Greene stated that once she receives a letter requesting to return to the bargaining table, that is when it would take place and it must be separate from what was on the agenda to be approved. She also mentioned that the District had to get additional information from the Department of Education (D.O.E.) regarding funding.

Ms. Joyce wanted to state for the record that she is good with the contract but wants there to be negotiations for the veteran teachers.

Ms. Andersen touched on the previous conversations that were had regarding the salaries of teachers and other personnel. She also mentioned about the part of the Legislative Platform that the Board has committed to go to the Delegation Members and State leaders regarding the need to maintain, at minimum, the categorical funding because the District needs to be able to support their teachers.

Mr. Willie has requested that at a later time seeing if D.O.E. would reopen the option of being able to select Grandfather vs Performance Pay.

Ms. Andersen requested for Office of General Counsel Karen Chastain to explain how the board members' salaries are set and what their options are.

Board Member Lori Hershey mentioned about how a few years ago two of the board members had a pay cut due to the change in the language by the State. She also reminded board members about being careful with conversations regarding negotiations which will come before the Board for future.

Ms. Andersen mentioned that the salary scale that Ms. Hershey was referring to sets board members salary at \$46,582 for this year and the base salary is \$45,891, which is the lessor of the two and that is what will be

set for the Board. The board members also have an option for this school year not to accept the increase.

2. SETTLEMENT WITH JACKSONVILLE SUPERVISORS ASSOCIATION, INC.

Motion:

That the Duval County School Board approve the attached language modifications and salary provisions to be incorporated into the 2019-2022 Bargaining Agreement with Jacksonville Supervisors Association, Inc. (JSA)

Vote Results:

Motion: Lori Hershey

Second: Darryl Willie

PASSED 7 - 0

Aye:

Lori Hershey

Warren A. Jones

Charlotte Joyce

Elizabeth Andersen

Darryl Willie

Kelly Coker

Cindy Pearson

Nay:

None

Adjournment

1. ADJOURNMENT

Motion:

That the Duval County School Board move to adjourn the meeting at 9:26 a.m.

Vote Results:

Motion: Charlotte Joyce

Second: Lori Hershey

PASSED 7 - 0

Aye:

None

Nay:

None

GC

Superintendent

Chairman