



Meeting Minutes Duval County Public Schools

March 23, 2021, Committee 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 except Board Member Jones. 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 9:02 a.m.

Items to be Discussed

1. DRAFT AGENDA REVIEW - APRIL 6, 2021

AGREEMENT FOR EDUCATIONAL MANAGEMENT SERVICES

- Board Member Coker requested a chart listing what other districts or comparable schools the company has done business with and what the outcomes were
- Continuing services because we did not receive school grade last year
- Cost of external operators
- Cost of operators can be expensive because of services offered. For instance, some operators want to hire their own teachers

APPLICATION FOR RENEWAL OF CHARTER SCHOOL CONTRACT (CHARTER) - BISCAYNE MYCROSCHOOL, INC., (FORMERLY KNOWN AS FLORIDA HIGH SCHOOL FOR ACCELERATED LEARNING - GREATER JACKSONVILLE, INC.), DOING BUSINESS AS BISCAYNE HIGH SCHOOL
Eugene Hays, Director of School Choice, joined the discussion on this item. Topics discussed included:

- Graduation rates for Biscayne last year were low, although there was no testing done. Testing is not the only requirement for graduation. Students must also meet the 24 credit requirement, have at least

a 2.0 GPA, and passing score for high school Algebra I, 10th grade ELA, etc. Biscayne is a school for students who are struggling so the low graduation rate may have been due to students not meeting the GPA requirements or not having all the required credits.

- Application with Biscayne does not set a hard graduation rate because the students that are brought in are variant because they are drop out prevention
- Biscayne has to measure their students each year and part of the new model contract that the state has provided, requires the school to submit baseline data and to set an annual goal each year based on the students coming in and based on their current incoming baseline. The school would then work with the School Choice office to set a reachable goal.
- In the model contract, there are some options available to monitor the school on an annual basis but because of the variance of the students and their incoming levels or how far behind they may be, they did not specify a target graduation rate
- For drop out prevention schools statewide, the average graduation rate is about 22%
- Graduation rate at Biscayne is a part of the District's graduation rate
- New model contract does not have the option for high school graduation rate within the contract and state legislation has changed where we can't really add that option
- Karen Chastain, Office of General Counsel, confirmed that the state model contract does not provide for this and while she may be able to negotiate these terms with the charter school, the concern would be down the road trying to enforce that change
- Bridge to Success is comparable to Biscayne
- Marine Science Center also takes students who may have trouble graduating at a traditional high school and it has had very successful graduation rates

APPROVAL OF CONTRACT WITH TPG CULTURAL EXCHANGE SERVICES, LLC.

Vickie Schultz, Assistant Superintendent of Human Resources, joined the discussion on this item. Topics discussed included:

- COVID did have an impact this year on recruiting teachers from other countries. The District did not add any teachers from this contract this school year but it has opened up and they'll be able to come moving forward.
- The District currently has 2 contracts for international teachers - 1 with Educational Partners International, LLC (EPI) and this one with TPG. TPG is a contract for only 20 teachers but is concentrated on ESE specifically
- Financial differences between EPI and TPG:
 - TPG charges about \$1,000 less per teacher per year
 - TPG offers an on-site person, a retired teacher from another country that lives locally and offers support. In addition to visiting the schools and offering support, she welcomes the teachers into her home to host collaboration meetings and best practices. It has been very supportive of these ESE teachers.

APPROVAL OF NON-BARGAINING UNIT SALARY SCHEDULES FOR 2020-2021

Ms. Schultz joined the discussion on this item. Topics discussed included:

- Salary increase is for those employees currently not in a bargaining unit
- About 1,380 employees
- 2% increase to base salary for principals
- 3% increase to base salary for assistant principals
- 2% increase for district administrative staff which includes technical managers

- Exempt, non-clerical personnel will receive a step increase and a one time payment of \$500.00
- Part-time teachers will receive increase of \$1.00/hour

APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH DUVAL TEACHERS UNITED (DTU) FOR THE CONVERSION OF TEACHERS FROM THE GRANDFATHER SALARY SCHEDULE TO THE PERFORMANCE PAY SALARY SCHEDULE

Ms. Schultz joined the discussion on this item. Topics discussed included:

- Multiple requests received from teachers to re-open the window for teacher to move from the grandfathered salary schedule to the performance based salary schedule
- With the grandfather salary schedule, there is a set amount for each step for the increase.
- For those on the performance salary schedule, a highly effective performance rating would result in essentially a \$2,001 increase yearly and an effective would be an increase of \$1,000.50
- If on the performance salary schedule, the contract then changes to an annual contract and can be non re-appointed at the end of the year for not performing well
- Once a teacher moves to the performance salary schedule, they are unable to move back to the grandfather salary schedule at a later date
- This opportunity would open after Board approval. Teachers will be notified and will have until May 30th to notify Human Resources of their desire to change
- Duval Teachers United (DTU) sent out a chart to all members with the pros and cons for both salary schedules

ADOPTION OF BUDGET RESOLUTIONS – FEBRUARY 2021

Michelle Begley, Chief Financial Officer, joined the discussion on this item. Topics discussed included:

- CARES Fund Resolution
 - When the budget was initially built for 2021, did not have clear guidance from the Department of Education (D.O.E.) how to handle reimbursing ourselves from what we spent in General Funds that would have been in our CARES application
 - Clarification was not received until after the budget was built
 - Replenishing funds from General Funds to CARES is a correction of how we accounted for the funds and what it should be
 - D.O.E. allowed us to go back and reimburse ourselves for last year
 - \$10 million of reimbursement from last year and then the balance of the fund this year

BOND COUNSEL SERVICES

Ms. Begley joined the discussion on this item. Topics discussed included:

- Board Member Joyce requested that the Financial Impact section of the agenda item be more simplified with showing the funding source
- Fee schedule on pages 262 and 263 not filled in
 - Ms. Chastain explained to the Board that the District attached the Request for Proposal (RFP) in the agenda item which isn't usually done. With this RFP, the District created a blank format.
 - The completed contract has been provided and the last two pages provide the detailed financial information.
 - Contract term, if approved, is May 1, 2021 through February 28, 2024 with three potential

automatic renewals

FINANCIAL ADVISOR SERVICES

Ms. Begley joined the discussion on this item. Topics discussed included:

- Only one bid was received and there was question as to why the District would not receive more than one bid
- There are some situations where there is only one firm to respond to posted RFP
- Ms. Chastain looked back at the expired contract which was competitively solicited for bids and the incumbent was the only proposer at that time, as well.
- The state rule states if a district puts out a competitive bid process and only receives one bid, they can move forward

GAGGLE SAFETY MANAGEMENT SERVICES RENEWAL

- Gaggle will be needed with or without Duval Homeroom
- Students will still be engaged through Microsoft Teams so it's important to be able to track what is being said through comments and information being exchanged

LEASED LIT OR LEASED DARK FIBER WIDE AREA NETWORK (WAN)

Jim Culbert, Chief Informational Officer, joined the discussion on this item. Topics discussed included:

- E-rate filing deadline is March 25th and then there is a 2-week window for file submission
- If agenda item is not passed at the April 6th Board meeting, it may cause the District to lose a year of possible funding
- Differences between leased lit fiber and leased dark fiber
- Complexity of a 10-year lease contract

PHASE III DOCUMENTS APPROVAL - CAMPUS IMPROVEMENTS, NORTHWESTERN LEGENDS ELEMENTARY SCHOOL #124, DCPS PROJECT NUMBER M-89510.

Paul Soares, Assistant Superintendent of Operations, joined the discussion on this item. Topics discussed included:

- For certain schools, Dr. Greene advised that the District can provide all phase documents at one time, however, for other schools they are unable to do so
- Northwestern Legends was put into phases because at the time the District was looking at transitioning, there was only so much built into the budget for that year and had to build into the budget for the next year
- Other projects may have to come into phases because they cross years
- Once dashboard is up and running, it'll be a lot easier to see all of the projects and their statuses including financial information (what has been spent and what is anticipated to be spent)
- SREF and possible adjustments that can be made which do not compromise safety, i.e. reduction of square footage and best use of space
- EMCS is environmental management control system which assists with low utility costs

AWARD - CUSTODIAL SERVICES MANAGEMENT, RFP NO. 13-21/TW

Mr. Soares joined the discussion on this item. Topics discussed included:

- The District encourages the new vendor to hire the employees of the old vendor but it is not a guarantee nor is it an automatic process
- This contract is 3 years with four 1-year renewals

- Where it states that the contract was renewed 3 times, it was renewed 3 times as a 1-year contract
- Criteria for renewal:
 - District looks at principal report cards, surveys and feedback from the schools, performance of vendor
 - Previous vendor was not eligible for renewal due to significant problems hiring workforce
- Penalties for not fulfilling performance guarantees of the contract

TREE TRIMMING AND REMOVAL, OEO SHELTERED MARKET - AWARD

- Clarification on financial impact of this item, total amount is \$330,000

SURPLUS PROPERTY RETIREMENT REPORT

Mr. Soares joined the discussion on this item. Topics discussed included:

- Definition of an unlocatable item is that you can't find the item. It depends on how old and where the items could have transferred to. With a District this large, it is a concern but not unusual.
- For checked out items that are unreturned, legally, the District cannot hold diplomas hostage but the schools work very hard to get the items and any fines collected
- How to calculate the value of a laptop
- Process of equipment refresh

Public Comment

There was no public comment.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 10:37 a.m.

KPG

Superintendent

Chairman