Meeting Minutes
Duval County Public Schools

April 13, 2021, Board Workshop

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 9:03 a.m.

Items to be Discussed

1. JAX USA UPDATE

Superintendent Dr. Diana Greene introduced guest speakers from JAXUSA Partnership, President Aundra Wallace and Vice President, Talent Development Anna Lebesch.

Through a PowerPoint presentation, provided an update regarding The Jacksonville Region - Education Drives Economic Development (see attached in agenda).

Mr. Wallace explained:

- What JAXUSA is about
  - help students to understand there is a career path available for them
- JAXUSA Partners and Functions
- Decision Factors for Companies
- Announcements
- Population Growth

- Children in Poverty Under 18
- Unemployment
- Elevate Northeast Florida

Ms. Lebesch explained:
- Talent is the New Currency
    - preparing students for the industries that are coming into the region
- Primary Education
- Advancing Education & Workforce
- Career Pathway Campaign
- Free Application for Federal Student Aid (FAFSA)
- Career Academies and Programs
- Academies Workforce Development

2. CTE ACADEMY DEVELOPMENT PLAN

Assistant Superintendent of Accountability and Assessment Corey Wright continued with the PowerPoint presentation:

- Next Steps Discussion
    - Deepen Career Pathways Engagement
    - Program Alignment with Industries
    - FAFSA Completion Events
    - District Challenges
    - Other

Discussion involved:
- Board Member Cindy Pearson wanted to know about efforts being made to start at the middle school level. Mr. Wright responded:
    - there are several courses with electives for students of grades 6-8 to earn middle school certification
    - there has been an increased number of students taking the courses
    - teachers try to share the opportunities with students going into high school
    - all 8th grade students take a Core Entrance Inventory
        - course selection process is a chance to review programs related to the results of the Core Entrance Inventory
- Ms. Pearson also spoke about the VyStar Program
    - juniors/seniors and work over the summer
        - earn money
        - gain experience in this field
- Other programs offering work or internships:
    - Johnson & Johnson
    - Other smaller companies
    - DCPS IT Department hires students over the summer
- Career and Technical Education (CTE) program in place now, is going to expand and look a

little different
  - review of each program at each school to make sure aligned with CTE
    - no complete overhaul
    - local needs assessment done in conjunction with the Perkins Grant
    - the accreditation process helps structure the existing program
- Board Member Charlotte Joyce spoke about Cecil Field growing in Aviation and Aircraft
  - location of six programs focusing on manufacturing advanced aerospace aviation
  - is aviation and aircraft going to be expanded in DCPS?
- Cathy Barnes, Director of Accountability & Assessment, explained about the Aviation Program, other programs, and courses that are at Frank H. Peterson Academies of Technology that could be used for working at Cecil Field
- Ms. Joyce inquired if there will be an opportunity for industry partners to come into the schools to make sure coursework is aligned and that the students are doing what is needed for a job after graduation
- Mr. Wright explained that having a novice level program requires an advisory board in which industry partners are a part of.
- Inquiry was made on whether every CTE program would have a novice academy with an advisory board or all CTE programs will have an advisory board?
  - every CTE academy identified as a novice would have a board
  - the academy structure is only for high school
  - high school programs will develop the pathway to work
  - courses for middle school are not course progressive
  - having a program at the middle school level, are students aware of what high school they can attend?
- Board Member Lori Hershey spoke about continuation within a program (example: coding being offered at elementary schools, there needs to be coordination between middle and high schools to continue with coding)
  - CTE and School Choice coordinating to help make sure the pathways are clear for parents and students
  - alignment with programs and job demands will elevate the School District and build stronger partnerships with businesses
- Board Member Warren A. Jones spoke about:
  - City Council Member Brenda Priestly Jackson partnering with other to help with the CTE program
  - Miami's CTE program offers about 3,000 students an internship program
    - challenge that has come up is workers compensation
  - inquiry about DCPS looking into increasing internship programs for students 16 years old and up to be able to get experience
    - county or city pays the difference regarding workers compensation
- Board Member Dr. Kelly Coker spoke about:
  - internship is a challenge due to the age component
  - JAXUSA partnership doing teacher externships
    - data on the teacher externships
    - teachers go into the industry for summer
      - teachers get paid
      - teachers changed curriculum and approach based on what was seen in

the industry
- program stopped due to staff changes at JAXUSA

Mr. Wright's response:

- has been conversing with JAXUSA about development/re-development of externships
- has talked with potential partners about creating new opportunities
  - just finalized with Synergy an opportunity for a paid five-week summer externship for counselors and teachers

Dr. Coker mentioned that for the programs to stay up-to-date, teachers need to get back to the industry they came from and learn what is new out there. She wanted to know what trade areas are a struggle to fill. Ms. Barnes responded that getting and keeping teachers for the skill trades, health field areas, etc. is hard. Dr. Coker made inquiry about Frank H. Peterson having a summer camp program for middle school students. She mentioned about using it as a model and wanted to know about exposing other schools to the program. Ms. Barnes stated that nothing was done during the summer of 2020 due to COVID-19. However, they have been going through the Boys & Girls Club who has been bringing students to the schools (remainder of comment was inaudible).

Vice Chair Willie inquired about:

- Any chance of shifting to remote work? How does JAXUSA identify remote jobs?
- What level are the jobs coming into Jacksonville?

Mr. Wallace responded:

- remote work is new and does not have a handle on it yet
- recognizes that when promoting incentive packages, need to make sure that remote jobs are directly in the region the company is hiring for
- the job levels range from entry level and up
- wages probably will start in the range of near high $50s and the range of high $90s

Vice Chair Willie briefly spoke about:

- recruitment of teachers into the CTE program
- how to market to students early about jobs that are happening (inaudible)
- students do not have an incentive to come back (inaudible)

Chairwoman Andersen spoke about:

- working with adolescents who are struggling at school
- helping students understand that when they leave the K-12 education, it leads to job opportunity
- have career days to introduce opportunities to students starting at elementary school level
- opportunities to partner with afterschool programs
  - JAXUSA and YMCA can help
- JAXUSA financial barriers for the District:
  - limitations on the amount of funding received from the state per student for a six-period day
  - how do we get in more funding to help support students who want to enroll in dual

enrollment and into industry programs?

- getting more funding for students who want to get into special programs
- insurance and liability issues

Break at 10:34 a.m.

5. BOARD AUDITOR EVALUATION

The meeting reconvened at 10:46 a.m.

Each Board Member gave their comments regarding their informal meeting with Internal Board Auditor (IBA) Lenia Blades.

Board Member Lori Hershey:
1. She encouraged Ms. Blades to be an expert with the budget and alert the Board on things when necessary
2. A department of one, such as herself, still requires a lot of expertise.

Board Member Dr. Kelly Coker:
1. Use of the evaluation instrument is new to everyone.
2. There is a need for the IBA to be independent.
3. She thanked Ms. Schultz for her participation in the evaluation process

Board Member Charlotte Joyce:
1. Discussion of Part 1 helped clarify both party's expectations which proved to be very helpful.
2. Reiterated the importance of budget oversight
3. The Board is ultimately responsible for the budget, but they will rely heavily of the IBA.

Board Member Warren A. Jones:
1. Requirements from the Board are very different than what they were when Michelle Begley was the IBA.
2. One of her priorities should be to ensure the Board/District is in compliance with the State statutes; ensure all finding are addressed.
3. Appreciated the comprehensive risk assessment

Board Member Cindy Pearson:
1. Walking thru the evaluation tool instrument was helpful.
2. A department of one can be lonely so she encouraged Ms. Blades to lean on her resources and try to develop a team.
3. Ms. Blades' experience as an external auditor should be advantageous for the Board.

Vice Chair Darryl Willie:
1. Part 1 of the instrument seems somewhat subjective; important to calibrate it with the job description.
2. Important that Board Members with seven different styles of consuming information be centered on this before moving forward in conversation as a full Board.

Chairwoman Elizabeth Andersen:
1. The nature of her role being liaison between the District and Board; acknowledging occasional, but necessary, tension at times
2. Attending the subcommittee meetings for the evaluation instruments helped her understand the process better.
3. Jump starting this new job description for the IBA during a pandemic year has been challenging.
4. Part 2 is a bit cumbersome and hopes in time it can be honed to be more specific to what she will be doing.

Recessed at 11:00 a.m.

3. SCHOOL POLICE UPDATE

Reconvened at 11:17 a.m.

Through a PowerPoint presentation, School Police Chief Wayne Clark provided the Budget and Staffing Update for the School Police (see attached to agenda).

Dr. Greene provided a brief explanation regarding School Safety Assistants (SSA):
- must go through a rigorous process to be hired
- challenge to fill positions due to horrible failure rate
- pay for SSA is not good
- grant dollars that were allocated for Sheriff offices to train governments
    - applying for the grant dollars for the 2021/2022 school year

Chief Clark mentioned about the following:
- working with Human Resources Assistant Superintendent Vicki Schultz and the Union on negotiations regarding the plan for School Police
- requested for the Sheriff's assistance with possibly getting retired officers to work as a SSA in the elementary schools
- confident that many if not all the twenty positions will be filled by the beginning of the 2021/2022 school year
- working with the Marketing Team in the Communications Department

Chief Clark continued with the PowerPoint presentation.

Ms. Hershey mentioned about there being conversation at the state level about school districts not having a Police Department. She inquired about the status of that conversation and how that conversation will impact the program in the future if it comes out of the legislature? Dr. Greene stated that as of right now it is stagnated, has not heard anything yet.

Mr. Jones mentioned about:
- having a pathway for hiring officers

- students going into Law Enforcement become a SSA which leads to the pathway of being a Police Officer

Chairwoman Andersen inquired about the discrepancy in the costs for vehicles and equipment. Chief Clark stated the the laptop is a piece of equipment needed to do the job and is non-negotiable. Regarding the vehicle, it is an expected benefit which has been a benefit for so long, would be difficult to take away without compensation. Chairwoman Andersen mentioned about how the SSA gets the job done without a car and a tablet and wondered if there was wiggle room to cut the expense. Chief Clark stated that they are not looking to purchase vehicles for the positions at the elementary schools. He mentioned regarding negotiations with the Union, there has been a tentative agreement that the officers would be compensated because even if there was money, cars could not be purchased in time.

Vice Chair Willie inquired if a car is an option (inaudible). Chief Clark responded that the Office of Safe Schools would prefer a vehicle at each campus which is not possible. It is beneficial to have a vehicle at middle schools and high schools due to the many challenges. Elementary schools do not have a lot of challenges and the SSAs already drive their own vehicle to work, so things can be managed better without there being a marked vehicle out front of the school.

Chief Clark explained Alyssa's Law and discussion involved:

- ten approved vendors to choose from
- $2000/per school so DCPS receives $300 thousand
- explained process
- working with the Union on how this will impact employees

Chairwoman Andersen made an inquiry about the cost to be covered by the funding. Chief Clark stated that it depended on the solution that is selected. Some vendor solutions cost more than others.

Ms. Hershey mentioned about receiving dollars from the State and there being an ongoing expense. She made an inquiry about the maintenance costs. Chief Clark responded that there will be approved funding for five years based on approval of the legislature and that depending on the economy, there should be money every year for five years to cover the costs of Alyssa's Law. Ms. Hershey then inquired about the possibility of the District having to assume some of the cost in order to implement the new law after the five years. Chief Clark confirmed.

Chief Clark also explained the Florida Safe School Assessment (FSSAT) and the District Family Reunification Plan:

- if a school has a District priority need, it should be documented on the school's FSSAT form

Chairwoman Andersen wanted clarification regarding FSSAT. Chief Clark and Dr. Greene explained:

- if a school needs something and it is a District priority, it needs to be documented on the school's FSSAT plan
- if not on FSSAT plan, then the funds for FSSAT could not be used to take care of the school's needs and capital funds would be used instead

Dr. Greene expressed her concern about legislation regarding charter schools. If the charter schools cannot meet the requirements; have an officer, safety assistant, or guardian on their campus. then the district will be held liable. Anything involving the Marjory Stoneman Douglas Act, the charter schools must do the same thing that traditional schools are doing. If they cannot, the district will be held accountable. She explained that Chief Clark will have to constantly work with the charter schools to make sure they are in compliance.

Chief Clark also explained that as of right now, the Sheriff's Office goes to the charter schools because they are private property, and the School Police have no jurisdiction. If the new legislation is passed, charter schools will become the responsibility of the School Police.

Ms. Hershey requested clarification about the District already providing the charter schools with dollars to get the support they need? Dr. Greene confirmed that Safe School Dollars are provided to the charter schools.

Ms. Pearson mentioned about the legislation proposing other groups, like state universities, to sponsor charter schools which would make them independent of school districts. She inquired if the District would still be responsible for those charter schools if the legislation passed? Chief Clark stated that he had not heard anything about that. Chairwoman Andersen explained what she was familiar with regarding the legislation.

Chairwoman Andersen inquired about possibly being compensated for providing funds to offset the expense to the charter schools. Ms. Chastain commented that things are done based on how the statute is written. Ms. Hershey mentioned about the matter being a liability issue and feels that it is a good thing for all the Board Members to be aware of.

Mr. Jones mentioned about charter schools having no incentive because things are covered and there is no costs to the schools.

4. SCHOOL DESIGN UPDATE - RUTLEDGE PEARSON ELEMENTARY

Through a PowerPoint presentation, Chief of Operations Paul Soares explained the Rutledge Pearson Design Update (see attached to agenda).

Chairwoman Andersen requested that questions and answers be done during the presentation.

Discussion involved:

- The benefit of Option #1 on the Conceptual Plan Options
- Explanation regarding the Extended Learning Space
- Bathrooms for every classroom
    - concern about supervision
    - bathroom for each gender
    - 1 classroom for 22 students or 2 classrooms for 44 students per State Requirements for Educational Facilities (SREF)
    - storage placed more in the room instead of near the bathrooms

Ms. Hershey inquired if the Board, through legislation, has the ability to waive some SREF standards and not compromise any school safety? Ms. Chastain confirmed the question by reading an exert from FL Statute 1012.385 (School District Construction Flexibility)

Ms. Hershey mentioned:

- being in contact with other districts across the state and that some of them are tiptoeing into taking advantage of the legislation
- every single charter school is built to the same building code
- would not want to compromise the school safety especially anything designated as a hurricane shelter
- as dollars come in from the revenue that must be shared with charters, need to look at costs and take advantage of the legislation
    - information with SREF and information with non-SREF

Ms. Chastain mentioned that FSBA had been contacted as a resource along with some of her attorney peers at the State. Ms. Chastain has no documentation to show who has utilized the statute or not in this process. She had only heard that Orange County may have.

Dr. Coker mentioned:

- concern about the District not looking at other options
- parents choosing charter schools because they are being made to appeal to them
- toured a charter school that was flashy
- whatever the District needs to be competitive with is out there

Mr. Jones mentioned:

- not compromising the quality because of the charter schools which are privately owned
- schools being built now need to last another fifteen years
- whatever is done for this school needs to be done throughout the District
- people watching and comparing to see what is being done in some neighborhoods versus other neighborhoods

Ms. Hershey reiterated not being opposed to taking advantage of some of the legislative flexibilities (with SREF and non-SREF). She added that the 1/2 cent sales tax referendum was to right some injustices that were identified in the 60's.

Ms. Joyce inquired about getting other options, the costs savings for those options, and being able to build restrooms the traditional way.

Mr. Soares responded:

- explained about building to full SREF standards and the cost
- looked at SREF and where reductions could be made
- the difference between charter versus traditional and SREF versus non-SREF is square footage, which is where all the costs exist
- the current presentation is the less expensive version
- SREF has nothing to do with design of restrooms. Other people have provided input about

what they considered to be important.

Dr. Greene provided an explanation regarding the classroom design:

- 16 student desks in the classroom, need two more (rest of comment inaudible)
- technology in the classroom
- hard corners are required (explained the size requirement)
- District receives surprise visits from Department of Education (DOE) to verify if compliant with the Marjory Stoneman Douglas High School Public Safety Act
- restrooms and issues regarding students going out to restrooms

Vice Chair Willie inquired if there was a way to design the door where you do not see into the classroom? Dr. Greene responded that the law requires hard corners and furniture cannot block doors (rest of comment inaudible).

Mr. Soares continued with PowerPoint presentation (slightly inaudible). He mentioned that Jacobs Engineering provided the virtual tour of a media center that was shown.

Chairwoman Andersen inquired about accessibility to windows regarding safety and security. Mr. Soares explained that whichever side of the room faces the campus could have more windows and would have a protective layer that would still allow for light to come through.

Mr. Soares continued with PowerPoint presentation

Ms. Pearson mentioned about the cafeteria being a multipurpose room with a stage and kids eating lunch. She wanted to know how useful is the space if needed by the music teacher or for inclement weather days, and what does the Physical Education (PE) teacher do if the area is needed for indoor PE class due to inclement weather? Mr. Soares mentioned that this is a common set up in elementary schools. The other thing that could be done is to put an operable wall in between which can move, however; it is a design concern due to cost. Chairwoman Andersen commented about visiting elementary schools that use the wall Mr. Soares is referring to (slightly inaudible).

Mr. Soares continued with PowerPoint presentation (slightly inaudible).

Ms. Joyce inquired what the teacher planning space was and the size of the area. Mr. Soares explained that it is an area where teachers can go to do work and that the size is not just one large space but a compilation of multiple spaces throughout the school.

Mr. Soares continued with PowerPoint presentation (inaudible).

Part of the presentation had to do with the site plan:

- temporary boundaries change so as to complete entire project between August 2022 – May 2023
- take the students from Martin L. King Elementary School and Henry F. Kite Elementary School and move into Rutledge Pearson Elementary School for the 2023/2024 school year
- have temporary and permanent boundary changes at the same time which would cut cost and finish early

Mr. Jones agrees with the alternative site plan which will save on the cost. Mr. Soares calls it cost avoidance (rest of comment inaudible). Mr. Jones also noted that it is a better design location of the school on the site.

Vice Chair Willie mentioned:

- agreed with the suggestion for cutting costs
- suggested having a grand opening for the school
- inquired if the same phasing or protocol would be used with other projects on the timeline or if this was specific for Rutledge Pearson

Mr. Soares responded:

- was reluctant about this project due to not wanting to move the students
- saw a need to move forward after looking things over several times
- District has three more schools that also need to be done

Ms. Joyce inquired if there was going to be a track, football field, and basketball court at all new elementary schools because some of the schools in her district do not have any of those things. Mr. Soares explained that each school is unique. This campus is in portion of town that has a large hurricane shelter, so the cafeteria is going to be designed to be a hurricane shelter. It will also be subject to bids and how they come in. If it can be afforded, they can have it. As the other schools are looked at, there will be continued discussion (inaudible).

Ms. Pearson wanted to know that since the District is moving from group multi-stall restrooms to self-contained restrooms in the classrooms, would there be a restroom in the school for the public? Mr. Soares responded that the cafeteria would have restrooms if school were designated as a hurricane shelter (slightly inaudible).

Ms. Hershey thanked Mr. Soares for taking time to answer their questions.

Chairwoman Andersen also thanked Mr. Soares (slightly inaudible). She inquired of the other Board Members about being comfortable with the explanation of the SREF obligations that were made to reduce the cost savings or if there were additional feedback, information, (inaudible).

Dr. Coker stated that she had some additional questions and would do follow-up with Mr. Soares.

Mr. Jones thanked Mr. Soares and then inquired when would the District know if the school is designated as a hurricane shelter? Mr. Soares was not sure about the specific timeline, and he would have to reach out to make connection regarding the answer. He also noted that there is a standing deficit and there is a strong possibility that this school will be a hurricane shelter. Mr. Jones commented about the selling point for half-penny in the older neighborhoods was due to the deficit of hurricane shelters. He added that he made an inquiry about having access to redevelopment plot grant dollars to offset the initial cost and the use a federal grant to build a shelter due to a shortage in the neighborhood.

Vice Chair Willie inquired about the plans for the community to see what the new schools will look like. Mr. Soares responded that information is on the last slide which shows the timeline.

Chairwoman Andersen inquired if the phase option decision will come back around to the Board Members?

Dr. Greene responded that it would be coming back around to the Board Members in July. She then explained the process.

6. GOVERNANCE

Chairwoman Anderson spoke about the calendar for school renaming process. She presented to the Board about moving the Board's voting on all the schools to the Regular Board Meeting in June so as not to cause disruption with the process that would still be taking place in May.

The following Board Members agreed to move the voting of all schools to the Regular Board Meeting in June:
Ms. Hershey
Ms. Joyce
Mr. Jones
Vice Chair Willie

Ms. Pearson inquired if it has been considered to do one vote on nine schools or nine votes on nine schools? Chairwoman Anderson responded that it would be the individual schools. Ms. Pearson requested for her to come back around.

Chairwoman Andersen stated it would be best to move the voting on all the schools to June. She also noted that she had a conversation with Dr. Green and Ms. Chastain about the potential for a Special Board Meeting just for the voting of the school names. Chairwoman Andersen did not want to recommend due to various concerns. She also spoke about the Supervisor of Elections and all that he would be doing regarding the ballots, and that when the Superintendent is ready to present the recommendations, there would be a separate workshop before voting on recommendations.

Ms. Hershey mentioned about a conversation that took place at the Schultz Center regarding the amendment agreement to lease for the Schultz Center. She provided a summary regarding the amended agreement. Ms. Chastain provided the Board Members with a copy of the amended agreement to lease. Ms. Chastain provided additional information regarding the handout and the process.

Chairwoman Andersen inquired what the Board Members wanted to do. Vice Chair Willie stated it should be pushed through. Chairwoman Andersen asked Dr. Greene if she would be ready to bring the information back as an agenda item? Dr. Greene confirmed that she would be ready.

Chairwoman Andersen thanked Ms. Hershey and Ms. Chastain for their due diligence regarding the Schultz Center.

Dr. Coker extended an invitation to the upcoming Subcommittee Meeting. She mentioned that they will be reviewing the template for the Superintendent's evaluation. She added Dr. Greene’s completion of the 2019/2020 Professional Development as required; and that Ms. Chastain would make sure the information is placed in Dr. Greene's personnel file

Ms. Pearson spoke about Customer Service and congratulated District staff for efforts to notify parents and provide resourceful information.

Ms. Pearson also briefly spoke about the virtual conference sponsored by NSBA that Dr. Coker and she had participated in. She mentioned about a book that she found helpful for teachers, and it was suggested that she give it to Dr. Greene.

Vice Chair Willie and Mr. Jones had no comments for governance.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 1:36 p.m.

GC

Superintendent	Chairman