

August 17, 2021, Committee Meeting

Ms. Elizabeth Andersen, Chair
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. Rita Mairs, Office of General Counsel, were also present.

Call Meeting to Order

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

Items to be Discussed

1. DRAFT AGENDA REVIEW - SEPTEMBER 7, 2021

APPROVAL OF THE MENTAL HEALTH ALLOCATION PLAN

Director of Mental and Behavior Support, Katrina Taylor, joined the discussion.

- Students can be referred to this program from anyone at the school, i.e., principal, assistant principal, teacher, and counselor or from a parent or guardian.
- Students can only participate in two sessions without parental consent.
- Parental consent is required and prior to the referral being submitted for a social worker, parents must be notified and can give verbal consent.
- If a parent chooses to say no, the school counselor engages with the family in a group session and continues to advocate for mental health services on behalf of the student.

JACKSONVILLE TEACHER RESIDENCY

Chief Academic Officer Paula Renfro joined the discussion.

- The program is unique from other programs and courses of study.
- This is a 1-year internship.
- Recruitment efforts to encourage the students by having a yearlong internship versus a semester.
- Having the yearlong internship, taking classes and being in the classroom, has been shown to increase retention rates.

- Last year, there were 22 residents - 8 in the master's program and 14 in the Undergraduate program.
- In the beginning, this program was just for master's students but has been expanded to Undergraduate students.
- Higher priority and Title I schools are targeted for this program.

SIGN LANGUAGE INTERPRETING SERVICES

- Schools can access services through the ESE (Exceptional Student Education) department. It can be very challenging if someone just shows up that needs the service unless the school already has an interpreter.
- There are 4 companies that the District will enter contract with for these services. Previous outcomes state that 1 company had difficulty with meeting the District's needs; however, they are still listed as a possibility as the District would like to ensure that all options are available.

APPROVAL OF CONTRACT AMENDMENT WITH ESS SOUTHEAST, LLC FOR SUBSTITUTE TEACHING SERVICES

Assistant Superintendent of Human Resources, Victoria Schultz, joined the discussion.

- Board Member Hershey noted that she had received many complaints about this company and their inability to fill spots.
 - Ms. Schultz responded that she is on the board with the Florida negotiators and explained that all of them are also having similar problems. Many of them are getting to a 50% fill rate. Currently, a substitute teacher with an associate degree is only making about \$9 an hour. If you go to any other vendor right now, you could be making closer to \$12 or up to \$15 an hour. This will allow the District to be in compliance with minimum wage which will become effective in September.
 - Once new minimum wage becomes effective, it'll increase the pay of a substitute teacher with an Associate's to \$12. While the pay will be slightly more attractive, Ms. Schultz believes there will still be difficulties with filling vacancies.
- With the State of Florida passing the \$15 minimum wage, the hourly rates for substitutes will have to continue to increase each year.
- Contract will have to be brought back to the Board for approval every year because of increasing hourly rates until the District reaches the \$15 an hour by the state's deadline.

MINIMUM QUALIFICATIONS - DIRECTOR, ARTS - ACADEMIC SERVICES

Deputy Superintendent Dr. Dana Kriznar and Ms. Renfro joined the discussion.

- This position would be responsible for arts at all schools - dedicated magnets and neighborhood schools.
- Recommendation for the change in minimum qualifications is because all other content supervisors are directors, and this is the only position still labeled as supervisor.
- There is someone currently performing this job description and the supervisor position will be eliminated.
- All Summer Rise programs have an art component so this position will be involved.

MEMORANDUMS OF UNDERSTANDING (MOU) WITH DUVAL TEACHERS UNITED (DTU), NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630, LIUNA, AFL-CIO, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION 177 (IBEW) AND AFSCME FLORIDA COUNCIL 79 AFFILIATED WITH THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL

EMPLOYEES AFL-CIO (AFSCME)

Ms. Schultz joined the discussion.

- This MOU will provide two possible opportunities if an employee is exposed to COVID and is showing symptoms and needs to get tested:
 - Give the employee leave for the rest of the day to go get a COVID test at a District testing location.
 - The employee is given leave for the next day to wait for the results of the test.
- If the same scenario happens again, the employee will be granted those leave opportunities again.
- Only eligible during the school year.
- Currently, if an employee tests positive, they would need to use their own personal or sick leave.
- If the Department of Health indicates an employee has been exposed and have a stay-at-home order, first few days the District will allow employee to come get tested. Once the results come back, whether it's positive or negative, that employee must stay home for the 10 days if unvaccinated. If an individual is vaccinated and not experiencing any symptoms, they do not need to quarantine, regardless of test result.

ADOPTION OF FINAL BUDGET RESOLUTIONS 2020-2021

- How does the budget align with the strategic plan?
Literacy is made a priority 1
 - This year, the District is starting a third-grade project for students who have the potential of scoring a level 1 or 2 for literacy and focusing on whether it's one-on-one tutoring or a more strategic focus instruction program.
 - Vast majority of large elementary schools are successful in FSA; however, there may still be several students who are not proficient. Because of this, the District is developing an intensive, accelerated program for those potential students at a large elementary school. The vast majority are not Title I schools. This, as well as the tutoring is an investment well over \$10 million focusing specifically on third grade literacy.
 - This budget also addresses other areas such as ensuring that the District has the necessary programs in place for Career & Technical Education (CTE) and every position created, the District tried to make sure the schools are the number one priority.
- FEFP (Florida Education Finance Program) is based on survey. The next survey is survey 2 which happens in October. What the Board is approving is based on the projected FTE (Full-time Equivalent) and in October when survey 2 comes out, that determines what adjustments the State makes to the District's budget. Based on a letter sent from the state at the end of the last school year, if enrollment is over what the State indicated with our projections, the District is going to have to fund that overage through CARES dollars. If enrollment is below that number, unlike last year when the District was held harmless, the District will have to make those cuts and be able to absorb those cuts.
 - Last year, when the District was held harmless, the executive order allowed for remote learning. Duval HomeRoom cannot come back because the Executive Order that allowed it has expired. There is not an option from the Department of Education to allow the District to fund or count students who would be learning at home through a Duval HomeRoom should the District desire to offer.

SCHOOL DISTRICT FIVE YEAR CAPITAL PLAN 2021/2022 - 2024/2025

Vice Chair Willie decided to hold his questions until the presentation at the Workshop immediately following

this meeting.

SUMMARY AUDIT REPORT - INTERNAL AUDITING

Board Member Joyce decided to hold her questions until the presentation at the Workshop immediately following this meeting.

DUVAL COUNTY PUBLIC SCHOOLS TECHNOLOGY PLAN 2021 - 2022

- Board Member Pearson explained that she has had many people, teachers, and parents, tell her that FOCUS is difficult to use for parents. Additionally, she is being told that it is even harder for parents who do not speak English as their first language.
 - Ms. Pearson also brought up that a lot of the enrollment forms found online have not been translated into as many languages as they were available in paper copy. School staff are using Google Translate on their phones to try and help parents enroll their students in school. It's taking 60-70 minutes per enrollment.
 - Dr. Greene advised that these issues would need to go to Mr. Corey Wright, Assistant Superintendent of Accountability and Assessment. He was not in attendance, but the information will be passed along to him for response.
 - There are tutorials available for parents to navigate FOCUS.

DCPS SMART PRINT - COPIERS AND MANAGED PRINT SERVICES

Chief Information Officer Jim Culbert joined the discussion.

- Mr. Culbert and his team discovered that throughout the District, many times the type of copier and the number of copiers that a school has is based on outside funding such as business partners and PTA. It was apparent that in different areas of the city, one school may have a strong PTA has several copy machines while other smaller elementary schools may have 1 copy machine.
- This contract would level the playing field for all the schools so that copy machines are distributed based on enrollment numbers and the District would cover maintenance costs, toner, and lease agreement. Schools would only be responsible for the paper.
- As far as the print release printers that are already at the schools, the schools would be responsible for the toner.
- The District is not preventing partners from purchasing extra equipment for schools such as copiers and printers, however, they are discouraging it for multiple reasons.

NEW RUTLEDGE H. PEARSON ELEMENTARY SCHOOL (K-5) SELECTION OF THE CONSTRUCTION MANAGEMENT AT RISK FIRM - RFQ NO. 25-21/TW

Assistant Superintendent of Operations, Paul Soares, joined the discussion.

- Based on the request for qualifications, majority of the construction management firms are based in Florida. There is a preference in the system that awards firms from Florida and that is the extent of the preference for local firms. Beyond that, it's going to be based on qualifications.
- Ajax has built several of the District's schools.
- Timeline will be briefed during the Master Facility Plan presentation at the Board Workshop immediately following this meeting.
- Set asides of up to 20% for contracts for participation from Office of Economic Opportunity firms.

AGREEMENT FOR SERVICES WITH THE UCHICAGO IMPACT LLC.

- Board Member Joyce requested answers to the following questions before the Board meeting:

- How many questions are on the survey for parents, teachers, and students?
 - Who is the survey offered to?
 - What is the completion data for each school?
- Dr. Greene added that 50% of students and teachers must respond to the survey and 20% of parents.

Public Comment

The following speakers spoke in favor of a mask mandate in schools:

- Chad Gardner
- Clara Sowers
- Mike Ludwick
- Agata Gardner
- Megan Schutte
- Dr. Nancy Staats
- Dr. Jennifer Cowart

Not present when name called:

- Keith Eggleston

Other topics:

- Tim Sloan
Spoke on the notification process of a positive COVID case in a classroom.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 10:40 a.m.

KPG

Superintendent

Chairman