



Meeting Minutes Duval County Public Schools

November 16, 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 Hershey. 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 9:11 a.m.

Items to be Discussed

1. DRAFT AGENDA REVIEW - DECEMBER 7, 2021

APPROVAL OF SY2021-SY2028 GEAR UP AGREEMENTS

Board Member Jones acknowledged that the 1st year program had done well and inquired about the outcome for the program starting in the 3rd year. Dr. Pamela Davis, Director of Gear UP, shared information about the initial onboarding conversation capacity to support a grant that had already been received. She also stated that all partners were bringing in new teams to implement them and there is a new youth initiative which works to ensure that students are familiar with pathways, and that there is no cost to the district. Dr. Davis spoke about the Mayor Youth Initiative, which connects with employers to assist with internships. The program assists with introducing possible careers or majors after graduating from high school. Dr. Davis mentioned that the activities should be full blown by March.

APPROVAL OF AGREEMENT WITH READ USA, INC

Board Member Pearson acknowledged her excitement about the approval of the Agreement with Read USA, INC as it allows high school students to tutor. She inquired about how students would be selected and how she could inform her schools about applying.

Paula Renfro, Chief Officer of Academic Services shared that they were working with the schools closest to the Elementary Schools and getting the word out to the students.

Board Member Joyce questioned if the Elementary and Secondary School Emergency Relief Fund (ESSER) III funds, which would be used to fund the program had been received. Dr. Greene stated the District was notified that funds would be received. She explained that the process for receiving the ESSER III funds was different than ESSER I and ESSER II. She added that there is a webinar involved and once the webinar has been completed, the funds would be available. Board Member Joyce questioned if this item is approved today and whether, for some reason, funding has not come through, is there other funding available to cover. Dr. Greene confirmed there was another funding source.

AGREEMENT FOR SERVICES WITH ELEVATE K-12

Board Member Dr. Coker questioned how schools are selected and if there was assurance that the students were patched into focus for data purposes to see the outcome. Vicki Schultz, Assistant Superintendent of Human Resources shared that all schools with a secondary math vacancy were invited. Jim Culbert, Chief Officer of Technology Services and Corey Wright, Assistant Superintendent of Accountability and Assessment were included in the process, which they will be looking into expansion of other content areas based upon success.

Board Member Jones questioned the cost per semester. Ms. Schultz stated that payment was being done based on the period, so it varied for A/B days. The average cost for a teacher in the second semester including benefits is \$35,800 now and could elevate based upon the number of periods that are purchased. So, it could go up from \$39,600 to \$45,000. She added that schools had been innovative by asking teachers to work their planning periods and paying them the hourly rate to cover some of the vacancies. With regards to the substitute pay, she went a little high in her estimate of \$12,000 for the entire semester if they have a bachelor's degree. She also mentioned that most substitutes have an AA degree.

Board Member Pearson wanted to know more about Elevate 12. Ms. Schultz explained there would be one teacher assigned to that one classroom; teachers would be pulled from other states, so some would work from home; they meet the certification requirements; they will complete the grades; they will not be doing another class at the same time; and the District will not be paying for their planning period, only the time they are instructing.

Board Member Joyce expressed concern about not having long-term subs in classrooms. What does it look like having a different person managing (inaudible).

Ms. Schultz responded that she had spoken with the principals and that most of these classrooms already have a long-term substitute; or the schools have identified teachers ready to cover; and they will be paid the substitute rate during their planning period.

Board Member Joyce questioned when they observe the classrooms, will this process look the same and whether it matches what the DCPS curriculum offers.

Kenon Langbacke, Elevate K-12 Representative explained about the process and the curriculum. He added that all lessons are recorded and available after hours.

Vice-Chairman Willie questioned if the costs of \$35,000 per semester was for a teacher from the District. Ms. Schultz verified it is the average costs with benefits. Vice-Chairman Willie then wanted to know if the amount was the teacher's salary or if that is being paid to Elevate and teachers paid a different salary. Ms. Schultz stated that the District pays Elevate and Elevate pays the teachers.

Vice-Chairman Willie inquired about the number of classes a teacher could teach. Dr. Greene stated that the teachers will only teach one class per period, but could have multiple periods. Vice-Chairman Willie

stated that he is interested in looking at the pay schedule on the teachers' side and what they are actually paid.

Chair Andersen expressed her interest as to how this program will work virtually.

Dr. Greene stated this was not the first choice, but the District cannot find math teachers. Chairman Andersen stated this is across the state of Florida, not just in Duval County.

APPROVAL OF THE DUVAL TEACHERS UNITED (DTU) SALARY PROVISIONS FOR THE TEACHER CONTRACT

Vice Chairman Willie stated that teachers received an increase in 2020 and in 2021 and it appears they will receive another one this year. He inquired about the base salary and any bonuses. Ms. Schultz explained the following:

- New beginning teachers' salary is now \$47,500 and currently working with the Union to see if what changes can be made for next year.
- The \$1500 supplement for the veteran teachers provided in 2020-2021 school year has been incorporated into the new salary schedule.
- Change in the Grandfather Step.
- Performance Pay.
- Request for the hourly rate for Psychologist and OT/PT to be reviewed.
- How the law affects the one-year contract.

Chair Andersen inquired how the Florida Assessment of Student Thinking (F.A.S.T.) was playing in this particular performance pay. Dr. Greene stated that F.A.S.T. would not make any difference. Additional comment was made (inaudible).

APPROVAL OF THE DUVAL TEACHERS UNITED (DTU) SALARY PROVISIONS FOR THE UNITED OFFICE PERSONNEL OF DUVAL (UOPD) CONTRACT

Board Member Pearson inquired about the retention of staff with the starting salary now being raised to \$15.00. Dr. Greene stated that she felt it would assist staff in these positions, but everyone else is raising their entry level salaries as well. Ms. Shultz added that some have retracted letters of resignations due to the upcoming increase. The high end of the scale will now start at \$15.00, which is about a \$4.00 increase, everyone else's; about a \$1.00 increase.

Board Member Jones She also mentioned about other negotiations still taking place.

ULTRA GRANT - EVALUATION AND CONSULTANT CONTRACTS

Board Member Dr. Coker (inaudible). Mr. Culbert spoke about a lab located at Springfield Middle School. Just started having classes; ESE students are being served; 100 elementary school teachers have signed up for a one-day field trip; teachers participate with the class and are taught how to use; spurs on students who have an interest in IT and pursue something in middle school. Mr. Culbert provided an open invitation for the Board to visit and see what is taking place, the old lab for the Challenger Center no longer existing. Ms. Renfro explained about the new program that is taking place.

VOICE OVER INTERNET PROTOCOL (VOIP) TELEPHONES

Vice Chairman Willie inquired about the possibility of reimbursement being continued? Mr. Culbert stated that a heads-up would be provided when funding will not be received. He added that there is no indication of defunding.

Board Member Joyce departed at 9:50 a.m.

CASUALTY CLAIMS PROGRAM ADMINISTRATION SERVICES

Chair Andersen made an inquiry (inaudible).

Motion to Recess at 10:00 a.m.

Motioned: Warren A. Jones

Second: Dr. Kelly Coker.

Reconvened at 11:54 a.m.

DECLARE BRENTWOOD ELEMENTARY NO.15 AS SURPLUS PROPERTY UNSUITABLE AND UNNECESSARY FOR EDUCATIONAL PURPOSES

Board Member Pearson made an inquiry (inaudible). Dr. Greene stated that before anything could be done with the facility, it had to be declared a surplus.

Vice-Chairman Willie expressed his thoughts about the plans for Brentwood and then requested for Mr. Soares to provide an update regarding this item. Mr. Soares provided an update as requested (inaudible).

Board Member Pearson inquired if any signs that say 'school' would be taken down. Mr. Soares responded (inaudible).

Board Member Jones made a comment (inaudible).

STUDENT TRANSPORTATION SERVICES, GSA CONTRACT AMENDMENTS

Vice-Chairman Willie mentioned about the lack of drivers due to COVID and inquired about how this is working with the current situation. Mr. Soares mentioned about the things that are being done to recruit and hire bus drivers. There was additional conversation (inaudible).

Public Comment

No public comment.

Adjournment

1. ADJOURNMENT

Motion:

That the Duval County School Board move to adjourn the meeting at 12:10 p.m.

Motion: Cindy Pearson

Second: Darryl Willie

CRH

Superintendent

Chairman