January 11, 2022, Board Workshop

Mr. Darryl Willie, Chairman
Dr. Kelly Coker, Vice-Chairman
Ms. Elizabeth Andersen
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. Ms. Rita Mairs, Office of General Counsel, were also present. Dr. Diana Greene, Superintendent, joined via conference call.

Call Meeting to Order
The meeting was called to order at 9:07 a.m.

Items to be Discussed

1. BOARD COMMITTEES POLICY

Brian McDuffie, Executive Director of Policy and Compliance, shared with the Board changes that were made to policy 2.35 (see attached) based upon the requested changes from the November 2021 meeting.

Questions from the Board Members followed such as:
- The language in paragraph 2, "Standing Board Committees: the following are the standing committees of the Board", the language was repetitive, so it was revised.
- The change in paragraph (b) as to who the Chairperson of the committee would be.

Mr. McDuffie continued discussing changes that were made to the policy, focusing on the following items:
- Paragraph (c) - Audit Advisory Committee,
- Paragraph (d) - Employee Evaluation Committee,
- Paragraph (e) - Policy Review Committee.
- All changes were implemented based upon the last Policy Review meeting.

Chairman Willie inquired about the Employee Evaluation and Policy Review Committees.
- Mr. McDuffie responded that the committees were new additions and were added based upon the Office of General Counsel.

2. AUDIT ADVISORY COMMITTEE POLICY

Mr. McDuffie shared with the Board that, upon recommendation from the Board's Internal Auditor, the definition of Audit Professionals had been expanded. He also explained changes made to Policy 2.38 (see attached).

Questions/Comments from the Board Members followed such as:

- Is the Chairperson of the Auditor Selection Committeea supposed to be a voting member.
- It was confirmed that the Board Member would be a non-voting member and the change would be reflected in Policy 2.38 (III).
- Policy, whether 2.35 or 2.38, should be made really clear to reflect that the designee is another School Board Member to avoid any confusion.

Ms. Mairs inquired of Mr. McDuffie if there is no possibility that the Audit Committee Chair would not be a School Board Member.

- Mr. McDuffie explained that because of how Policy 2.35 was written, the Chairman of the Board selects the Chairperson for the Audit Advisory Committee.
- Rita Mairs, Office of General Counsel, suggested that the language be changed to make the policy clear to ensure the Board Member on the Audit Advisory Committee is not a Board Member.
- Mr. McDuffie recalled the requested changes to show that the ex officio member in policy 2.38 (III) would serve as a non-voting member and shared with the Board the remaining phrases of that paragraph that would be deleted.
- Mr. McDuffie clarified the duties of the designee for the Board and he suggested adding language to cover different cases, such as if the Chairperson of the Auditor Selection Committee is not able to be present.
- Changes made to paragraph IV of Policy 2.38 were discussed, which were made to give options to the predecessor with respect to making new appointments once they are in office.

Board Member Hershey arrived at 9:34 a.m.

- Inquiries were made about the "Notwithstanding anything to the contrary above, any School Board Member may vacate/replace their or the School Board Member's predecessor's appointment, so long as the Committee Member has served at least a two (2) year term" language under the Terms of Service.
- Mr. McDuffie explained that he was trying to address the desire of the Board for the individual to be able to serve 2 years.
- Suggestions were made that the current language be replaced with language that would coincide with the Board Members' term so the Board Member has someone he or she can recommend and support in the position.
- An inquiry was made about the language included in the vacancies paragraph under IV- Terms of Service.
- Include a scenario with a first-year unique term that is short for all initial appointees.

Mr. McDuffie referred the Board to the last sentence of the first paragraph of the IV Terms of Service section.

- Board Member Andersen stated that this would cause an off cycle from the Board Member elections, so she suggested getting on an even-yearly cycle.

Mr. McDuffie inquired of the Board if the initial term needed to be longer instead of shorter.

- The Board agreed and Board Member Andersen added that even if someone had to be moved, they may have a longer initial term.

Ms. Mairs shared with the Board that they may be overcomplicating things as she does not feel those non-board members serving on the committee needs a term. She also suggested to the Board that since volunteers are not Board Members they should take a fresh look at the policy so that it could be simplified.

- Board Member Pearson suggested under terms IV- Terms of Service- that on line 2 at the end of the sentence the wording be added "at the pleasure of the appointing Board Member." She also stated that the length of commitment needs to be stated in the policy for the person being appointed to ensure the individual knows what they are volunteering for.

Ms. Mairs asked Chairman Willie for time to get a draft completed.

- Chairman Willie suggested to workshop this section and move forward.
- The Board was encouraged to think about what they are asking people to do when filling the appointee position and she suggested that the Board is clear as to what needs to be done and the number of meetings that would need to be held.
- Board Member Joyce requested to go back to paragraph V as she suggested the language be changed so that it is consistent.
- Board Member Andersen inquired if the person appointed by Board Members should come from our district.

The Board recessed at 10:02 a.m.
The meeting resumed at 10:11 a.m.

3. STRATEGIC PLAN MID-YEAR OPERATIONAL (HIGHLY EFFECTIVE EDUCATORS, FISCAL TRANSPARENCY)

Ms. Victoria Schultz, Assistant Superintendent of Human Resources, shared an Achieve '26 Strategic Priorities PowerPoint presentation with the Board (see attachment). Ms. Schultz continued with her presentation, sharing a video from Ms. Augena Sapp, Principal of Gregory Drive Elementary School, which covered things that she has done to relieve the stressors that educators at Gregory Drive have been experiencing.

- Writes notes to the teachers to let them know how much they are appreciated.
- Takes time to value the person.

Discussion involved:

- The parent academy should recruit parents and utilize any scholarships available to assist with parents becoming teachers.
- The district starts to recruit their very own students and highlight Paraprofessional positions as these students are already halfway to teaching.
- The January pay adjustment retroactive back to July.
- Board Members Pearson and Jones requested information about teaching to give to people for recruitment purposes. Ms. Schultz shared that she had a Flyer that she could send to them.
- The district anticipating concerns from the more tenured teachers as the announcement was released about the pay adjustment.
- Ms. Schultz stated that they have addressed the tenured teachers and they have been notified about receiving compensation based upon the prior year.
- Interventionists are assigned to students and coaches are assigned to teachers.
- Looking at a long-term salary structure.
- High school and middle school students on block scheduling, which causes middle school teachers to lose planning time. Block scheduling needs to be revisited.

- Board Member Jones thanked Ms. Schultz for all of her work and creativity. He suggested that the scheduling issues be used as a way to recruit teachers.
- Chairman Willie asked for clarity on the flexible transfer window. Ms. Schultz shared she would like to move the clause that teachers have to stay at a school for 3 years. She wants to see the transfer window be opened to everyone during the summer.
- People who have left the district and not trying to return:
  - Working on getting people back into the system that have left in the past 3 years.
  - Focus on Paras, UOPD, and teachers.
- Board Member Joyce inquired about the transfer policy for Paras.
- Board Member Andersen inquired about the surplus process, stating that when staff are surplused later in the summer it is difficult for them to fill positions and wishes to see conversations be held earlier to avoid this type of issue. Ms. Schultz stated the transfer window is earlier and those positions that become vacant earlier are possibly because of promotions.

Paul Soares, Assistant Superintendent of Chief Operations, shared a PowerPoint Presentation with the Board on Operations (see attached).
Discussion involved:

- Board Member Hershey inquired about the actual annual intake. Mr. Soares responded that the allocation received is through June 30th.
- Michelle Begley, Chief Financial Officer, stated that for the current year the district is receiving between about $8-$8.5 million a month, which translates into $96 million a year, and the district collects about $3.5 million from outside vendors in sales tax. She stated that translates into $100-$110 million a year.
- Charter schools are given 13% - 15% of the funds.
- Board Member Hershey inquired of Mr. Soares about the need for this sales tax and the original purpose for this requirement and how this revenue has allowed the maintenance back log gap to be closed. She suggested that the public be made aware of the major issues that the 1/2 cent sales tax revenue has taken care of.
- Vice-Chairman Dr. Coker thanked Mr. Soares for all of his work. She referenced the revenue from the 1/2 cent sales tax revenue and referenced the advancement of data study. She stated the district is going at a higher trajectory than expected and inquired as to what the thoughts are concerning advancing that study.
- Mr. Soares mentioned that when dealing with Charter Schools no one knows where charter schools will be 3 or 4 years from now. He explained that Charter Schools can pop up anywhere, so to project that into a 10-year model is difficult. However, the District looks at the overall growth and also takes into consideration how much of the funding is coming from private schools. Utilizing the enrollment allows frequent updates.
- Board Member Dr. Coker shared her concerns about student allocation for traditional and charter schools.
- Board Member Jones thanked Mr. Soares as well for his work. He inquired about how the need of replacing a roof versus repairing a roof is balanced.
- Mr. Soares stated that there is a list that includes 44 replacement schools and whatever is needed to keep the schools in operation, that is what is done. If the roof is supposed to be replaced in 8-10 years, then the roof would not be replaced. It would be repaired. If the roof has most of the lifetime then it would be replaced. The key systems such as air conditioning or plumbing have to be repaired to ensure it does not stop schools from operating.
- Board Member Jones continued the discussion, asking about the safety and security components.
- Mr. Soares explained all schools will receive safety and security projects for the first 3 years, including the replacement schools.

- Board Member Jones inquired about anticipation of the cost of labor and materials returning to normal. Mr. Soares stated it is anticipated for the latter part of the year, but he also explained that commodity prices may decrease but labor probably will not.
- Mr. Soares shared with the Board as it relates to the creation of the master facility plan that is based upon a 5-year forecast, but as soon as you move to the next year, the backlog goes up. The reduction happens when schools are zeroed out once the schools are closed. However, the backlog will reduce but will not be at zero because the master facility plan does not take the backlog to zero as there is new backlog created throughout.
- Vice-Chairman Dr. Coker expressed that the dashboard is amazing and has made things transparent. She inquired if the district could place a future operations project for everyone to view on the website.
- Board Member Pearson inquired about Rutledge H. Pearson Elementary School being the prototype and whether there would be an opportunity to customize some of the spaces to accommodate the programs at the school . Mr. Soares stated the district has envisioned at least 2 prototypes and he shared information about the contract design.

4. PROGRESS MONITORING (PMA 2 AND BLENDED LEARNING)

Corey Wright, Assistant Superintendent of Accountability and Assessment, Paula Renfro, Chief Academic Officer, and Scott Schneider, Chief of Schools, shared a PowerPoint presentation entitled PMA2 & Achieve (see attached).

Dr. Diana Greene arrived at 11:53 a.m.

Discussion involved:

- Is Achieve 3000 doing what it's meant to do and does it help students with the informational text.
- Reviewing the reading data.
- How the English Language Arts (ELA) data was reviewed and areas of growth.
- Vice-Chairman Dr. Coker thanked Mr. Schneider for his work and inquired about how they were balancing the culture with the need and not having more people resign.
- The Algebra I requirement, and accelerated path.
- The immigrant and ESOL students' data.
- Language barriers for immigrant and ESOL students.
- Investments to ensure students are classroom ready.
- Effectiveness of teacher mentors

Dr. Greene shared with the Board that there is an increase in ESOL and immigrant students, but the district has a partnership to assist with helping them. They focus on helping the students learn English in their first year of being in the country, as well as assisting them with getting all the resources that they need to succeed. Mr. Schneider added that face to face in brick and mortar is what helps to impact the students and get them the resources they need.

Board Member Andersen shared insight from her school visits where she encouraged the district to not overpressure the staff and students but instead make sure they are seen and respected.

Board Member Joyce inquired how many teachers are rated highly effective in the district and the school location. She requested to have that information sent to her.

5. GOVERNANCE

Vice-Chairman Dr. Coker shared information about the redistrict committee meeting with the city, and how she met with City Council Brenda Priestly-Jackson along with Dr. Greene and others from the district. She also mentioned the following:

- Have office staff to send out calendar invites for all upcoming meetings, with the next meeting being January 27, 2022, at Ed White High School.
- The meetings would be ran by the City of Jacksonville.
- The City of Jacksonville is requesting the Chairman or Vice-Chairman of the Board to be on the diocese.
- The maps would be covered, and she thanked Ms. Sonita Young, Chief of Staff, for her support.

Adjournment

1. ADJOURNMENT

Motion:
That the Duval County School Board move to adjourn the meeting at 12:27 p.m.

Vote Results:
Motion: Cindy Pearson
Second: Elizabeth Andersen

PASSED – 7- 0

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

Nay:
None

MA

Superintendent

Chairman