



Meeting Minutes Duval County Public Schools

February 15, 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. Dr. Diana Greene, Superintendent, and Mr. Ray Poole, Office of General Counsel, were also present.

Call Meeting to Order

This meeting was called to order at 10:06 a.m.

Items to be Discussed

1. EXECUTIVE UPDATE - DISTRICT STAFFING, ARTS, AND ATHLETICS UPDATE

Dr. Diana Greene, Superintendent, presented a PowerPoint Presentation on Teacher Crisis, Student Experiences. Dr. Greene and Victoria Schultz, Assistant Superintendent, Human Resources joined discussion on the following topics:

- District employees are being sent to the classroom as substitutes due to vacancies which are now at over 466.
- Educators are being recruited by corporations because their broad set of skills and abilities are attractive to their needs.
- Value of experienced teachers, paraprofessionals and principals in the outcome of student achievement.
- Decrease in the number of people going into the field of Teaching. University of North Florida has less than 200 freshmen through seniors enrolled in their current program. That number will not fill half of our vacancies.
- Collapsed teacher pay schedule - as new teachers are making the same as a teacher who has been in the classroom for 15 years.
- Positions paying more than our Paraprofessionals rate of \$15.00. Paraprofessional vacancies are now at over 300.
- Numerous items for Arts & Athletics do not have a funding source. These are funded by Parent Teacher Association (PTA) and Booster Clubs, which are struggling to keep funded.
- Every year since 2008, the state has rolled back millage for school districts. This proposed amount

would not equal what would have been if the state had not rolled this back. 20 other districts have successfully moved forward with the millage referendum.

- Explanation of what one millage referendum could do.
- Funds would be treated as a supplement as millage is for a 4-year time period, with the opportunity to take back before the community every 4 years. Would be used to help correct the inequity of teacher's salaries to help assist with retaining more experienced teachers.
- Board members requested information on the bottom line loss of millage for the last 10 years and the revenue that would have been generated if not changed.
- There are other districts that take the referendum back every 4 years and it is believed that if the District is a good steward of this funding and it improves our student achievements and experiences, that the community will stand behind the district and support it.
- Principal turnover.
- Data from exit interviews for teachers and data of teachers for each of the buckets from page 7 - Years of experience.
- Application process for teachers explained.
- Board member Joyce requested a list of vacancies by school.
- Supplements were explained as being a dollar amount that counts towards retirement, but are temporary.
- The separation report of 02/10/2022 showed that 60% of those leaving the district have a highly effective or effective rating.
- It was stated that the estimated cost of the 1 millage increase on an median home price of \$263,000.00 would be \$17.75 per month.
- Present a correlation of what this cost would include, such as better pay for teachers, staff, security officers, retaining staff for the large number of vacancies as well as the fact that the District is listed as "good steward" of public funds, reduction of the millage rate since 2008, national teacher shortage and sending our own district personnel out to support the vacancies and these funds would not be used for board member or superintendent's salaries.
- Categoricals have additional funding sources, where the arts, which are rated number 2 on the American Rescue Plan, and athletics do not have specific categorical dollars for funding. The number of people using the sports facilities now, compared to what was used 20 years ago, gives students a better experience.
- Appreciation was expressed to Dr. Greene for her continued support of the teachers.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 12:00 p.m.

CRH

Superintendent

Chairman