April 12, 2023, Policy Handbook Review Committee Meeting

Dr. Kelly Coker, Chairman
Ms. Cindy Pearson, Vice-Chairman
Ms. April A. Carney
Ms. Lori Hershey
Mr. Warren A. Jones
Ms. Charlotte D. Joyce
Mr. Darryl Willie
Dr. Diana Greene, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present except Board Member Darryl Willie . Dr. Diana Greene, Superintendent was not in attendance. Mr. Ray Poole, Office of General Counsel, was also present.

Call Meeting to Order

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

Items to be Discussed

1. BOARD POLICY 5.08, BATHROOMS, LOCKER ROOMS AND OVERNIGHT TRIPS (DRAFT)

Policy and Compliance Director, Tashonia Grant explained the new policy.

Board Member Joyce arrived at 10:08 a.m.
Board Members Jones and Pearson arrived at 10:34 a.m.

Discussion involved:

- State law has no new requirements that require the district to have a policy. The State Board of Education has a new rule that became effective November 2022. It requires certain things if a district does have a policy pertaining to restrooms. This policy was created at the request of a Board Member.
- Students do need accommodation, so this honors and respects the rights and decisions of parents and students.
- Parents are informed when it comes to overnight trips.
- This policy adds a layer of peace of mind for parents.
- This is the current case law as the district knows it.
- Language currently exists in the Student Support Guide.
- Currently tracking House Bill 1521.
- The departments and teams involved in creating the language for the Student Support Guide were named.

- Differences in the conversations regarding the policy and the guide. Two conversations, but similar topics.
- Consider an audit as to what that would look like for single-gender restrooms in schools, including the new schools being built. Chairman Dr. Coker will have a conversation with Chief of Operations, Pauls Soares, about this topic.

2. BOARD POLICY 8.591, NAMING OR RENAMING FACILITIES (DRAFT)

Director of Policy and Compliance, Tashonia Grant explained the policy.

Discussion involved:

- Board Member Joyce explained about bringing the policy to the Board for discussion, working with Office of General Counsel, Ray Poole, to create the policy.
- Thoughts were shared about 'C' under General Considerations' in the policy, specifically....'someone whose viewpoints, opinions and/or reputation is inconsistent with the mission and vision of the Duval County School Board'.
- Policy is being made for future Board Members.
- Suggestion to use the mission of the Duval County School Board.
- The committee will make the determination regarding the contributions as a fail-safe.
- The strategic plan has a review of the mission and vision for the District. Whomever is selected to have a facility named after them, should align with the District's mission and vision.
- There are seven members on the committee who would not allow someone to be selected that does not have the mission and vision of the District.
- There is a history of naming a school after people that doesn't reflect the mission and vision of the District. Would like to prevent that from happening.
- The Office of General Counsel completed all the research for the language for the policy.
- The process should not be so complicated, since this is not about the naming or renaming of a school.
- 'Name Proposals' in the second draft policy is complicated. Board Member Joyce would prefer to use the language she suggested in her original draft.
- Language from the original draft was read and then a suggestion for change was made.
- Board Member Hershey expressed her thoughts about introducing a policy, working with legal counsel, and not being kept in the loop about changes being made by the Office of Policy and Compliance. Chairman Dr. Coker stated that she did make the request at the last meeting. Mr. Poole accepted the blame for the situation because he was aware of the changes.
- A request for copies of the original draft was made.

Moved onto the other policies while waiting for the copies of the original policy to be brought over.

Returned to working on BP 8.591 at 11:10 a.m.

- An explanation of who is allowed to present a proposal was given as noted in the original draft.
- Request for a medium so that principals do not have to constantly go before the committee regarding the renaming or naming of a facility.
- An explanation as to the suggested changes to 'Name Proposals' made by the Office of Policy and Compliance.
- Who the proposals are given to.
- The Chair would convene the Facility Naming Committee.
- Naming and renaming is not something that happens every day.

- Brief explanation of the process of how the Facility Naming Committee would handle a proposal.
- What is considered geographical was explained.
- Under 'General Considerations', H and I are reasonable.
- Under 'Name Proposals', consider striking 3, 4, and 5.
- A new suggestion was made for 1 through 3 regarding who a proposal could be submitted to.
- Supporting documentation is needed for review.
- A proposal can be submitted to a School Board Member, Superintendent, or a Principal, or all three.
- A need to reconsider allowing a Principal to submit to a Board Member once a proposal is turned down by the Superintendent.
- When a proposal is received, it automatically goes to the Chairman and the Chairman convenes a committee.
- Explanation on reasons for denying a proposal.
- Add Board Member to section B under Name Proposals.
- The intent for sections A, B, and C under Name Proposals was explained.
- Process for opposition against a name choice.
- Does the naming of a field or auditorium carry weight?
- Make more effort to let the community know that something is happening to allow for input.
- A recap of the changes was done.
- Public comment will be included.
- When does the clock start for the five years?
- Move forward with what has been done and bring it back later.
- Clarification regarding naming rights. Strike language for now and discuss when policy is brought back.

3. BOARD POLICY 6.80 PROFESSIONAL ETHICS

Chairman Dr. Coker stated why she wanted Board Policies 6.80 and 6.84 to be reviewed together at the request of Board Member Hershey.

Discussion involved:

- The need to make sure that the policy aligns with state statute and what the Board expects to happen.
- Nothing is seen that needs to be changed in the policy.
- Did the district do as stated in the policy?
- Is there any part of the policy that needs adjustment?
- The time limit for reporting. The state statute says that 'as soon as the district is aware of inappropriate behavior between an adult and a student.'
- There is a 30-day notification to the Florida Department of Education, but there is reporting that is to be done immediately per the state statute.
- There needs to be an investigation.
- Those with a teaching certificate are mandatory reporters.
- Could a piece of the policy be missing or a procedural piece?
- Need for Human Resource/Professional Standards to do a presentation regarding the process.
- Evident that the policy may not have been followed or adhered to as the Board would like. The Board's first job is to protect the students.
- Currently working with the Office of General Counsel to determine how to do the investigation based on what has occurred.
- Keep these policies on for the next Board Policy so that it stays and work with the Board to have a

presentation at the next Workshop, remembering that there is an investigation going on.
- Mr. Poole shared section 39.201 of the Florida statute that requires immediate report.
- There is a policy about texting students. Should it be under 6.84 also.
- A red-flag system should be considered. There are platforms that can be purchased.
- Consider reporting to someone else in addition to the principal, as a double-layer of protection. Suggested reporting to the Assistant Principal.
- Take a look at any policy that interacts along with 6.80 and 6.84.
- Consider having the policy meetings every month instead of every other month.
- Mr. Poole provided the explanation of Subsequent Remedial Measure.
- Staff has been requested to pull any other policy that is related to the Douglas Anderson case.
- The last sentence of Board Policy 6.84 was read for emphasis.
- All policies related to Professional Standards and communication with students will be brought back to the next Policy Review Meeting.
- Staff pull the policies in one week and email the Board Members.
- Chairman Dr. Coker shared the process she completed when rewriting Board Policy Chapter 2.

Break at 11:01 a.m.
Resumed at 11:10 a.m.

4. BOARD POLICY 6.84, FRATERNIZATION WITH STUDENTS

A conversation regarding this policy took place with Board Policy 6.80.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 11:52 a.m.

GC

Superintendent

Chairman