



Meeting Minutes Duval County Public Schools

March 26, 2025, Policy Handbook Review Committee

Ms. Charlotte D. Joyce, Chairman
Ms. April A. Carney, Vice-Chairman
Mr. Reginald Blount
Ms. Melody A. Bolduc
Ms. Cindy Pearson
Mr. Anthony Ricardo
Mr. Darryl D. Willie
Dr. Christopher Bernier, Superintendent

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Dr. Christopher Bernier, Superintendent, and Mr. Ray Poole, Office of General Counsel, were also present.

Call Meeting to Order

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

Items to be Discussed

1. BOARD POLICY 2.14 SUPERINTENDENT EVALUATION

Cami Sams, Executive Director of Policy and Compliance, turned the discussion of the policy over to Corey Wright, Assistant Superintendent of Accountability and Assessment. Mr. Wright briefly reviewed the following:

- Things to include and not to include.
- Language changes under 'Evaluation Instrument'.
- Timeline Proposal.

Discussion involved:

- The responsibility of keeping the Board on track regarding the Superintendent's evaluation.
- The Evaluation Subcommittee could keep the Board on track.
- The Evaluation Subcommittee is an Ad hoc committee.
- Chairman's notebook.
- Committee assignments.
- Make note of the superintendent's evaluation on the calendar that the Board votes on each year.
- Make sure that the Board Office staff have a copy of the timeline for their records since it is being removed.
- The instrument, the timeline process and approval.

- Evaluation for the Internal Board Auditor (IBA).
- A draft of the Chair manual already exists.

2. BOARD POLICY 4.10 THE CURRICULUM

Ms. Sams mentioned about this policy having a series of changes and the bring backs per the Board. Paula Renfro, Assistant Superintendent of Academics, reviewed the changes that were made at the recommendation of the Board.

Discussion involved:

- The language under IX(F), 'not limited to' is directly out of the statute. Add 'information as required by the Florida Department of Education'.
- Methods of how parents receive information.
- Send out a hard copy of the correspondence to parents.
- Set a very high expectation for solid communication for parents so the Superintendent and staff can make it happen.
- The letter for parents is in over a dozen different languages.
- Abstinence-based/abstinence plus and eliminating teaching about the means of prevention of pregnancy and sexually transmitted diseases (STDs).
- House Bill 1255.
- There should be professional development to assist teachers should HB 1255 pass.
- The teachers are provided with professional development two times a year. They have practice sessions on what to say and how to handle questions from students.
- Make the link for the full curriculum available to parents.
- Transparency versus accessibility.
- Executive order regarding gender. Gender is what was assigned at birth, and parents can opt out.
- How the lessons are taught in other districts that don't have specific health classes.
- Stand-alone Health Education courses are taught by Health Ed-certified teachers.
- Out-of-field educators cannot teach Health Education lessons.
- End of Course (EOC) for Health.
- There is an annual report and a final report that goes to FLDOE that explains the components in the instruction, the teacher who is teaching, the materials they use, and how the instruction takes place.
- Waiver to opt-out for Health Opportunities through Physical Education (HOPE).
- The options for parents who opt out of HOPE.
- How opting out works for International Baccalaureate (IB) and Advanced International Certificate of Education (AICE) students.
- Teen pregnancy and STDs.
- Increased communication and transparency for parents.
- Recap of what all the changes mean.
- The quality of the sex-ed curriculum.

3. BOARD POLICY 4.30 CHALLENGED MATERIALS

Ms. Sams deferred to Ms. Renfro, who explained the changes made to the policy:

- The Material Review Committee.
- How it is comprised.
- The timeframe during which the Material Review Committee will convene in their roles.
- The School Board appointed representatives: a community member and parent.

- The district can advertise for three additional community stakeholders.
- Commitment level and length of time for each committee member.
- Role of the committee member.
- Non-voting members: certified media specialist and a person with content experience.

Discussion involved:

- Explanation of why each Board Member will appoint two representatives.
- There are procedures outlined for when there is a tie with the committee members.
- Too many committee members.
- Quorum.
- Committee members are responsible for getting a copy of a book that is being challenged if there are not enough available.
- The training process and quorum.
- The other committees, the Board Members, have appointed representatives, and deal with a quorum.
- The timeline is a part of the procedures.
- Other methods of the committee members gaining access to books that are being challenged if there are not enough available.
- Agreement of committee members to read the materials being challenged.
- Calculation of any costs to the district for assisting with the challenged materials.
- The statute is about protecting students, so students cannot be on the committee.
- When a committee member makes their recommendation, they must each sign the recommendation. This is a part of the public record.
- The Board needs to get their appointees ready for the next school year.

4. BOARD POLICY 5.71 STUDENT DIRECTORY

Ms. Sams deferred this policy to Ray Poole, Office of General Counsel Attorney. He reviewed the following:

- What is the Family Educational Rights and Privacy Act (FERPA).
- Parents can opt out of having their students' directory information provided.
- The policy flipped the rules of FERPA, so the revision in the policy corrects things.
- Elected officials being allowed to have student addresses.
- Parental consent for a student's picture to be taken and used.
- When students are registered in FOCUS, the form will be available for them to opt in or opt out. Other parents would have to re-register. There needs to be further conversation with Legal regarding the yearbook.
- Make sure that every yearbook advisor knows how to access the directory information.

Recessed at 10:46 a.m.

Resumed at 10:55 a.m.

5. BOARD POLICY 6.83 EMPLOYEE CONDUCT

Ms. Sams, Dr. Bernier, Jacqueline Watkins, Assistant Superintendent of Human Resource, and Tameiko Grant, Executive Director of Professional Standards, Title IX, and American with Disability Acts (ADA) explained the changes to the policy:

- Principles of Professional Conduct as adopted under the Department of Education are what will be used regarding social media guidelines.

- Any violation of the rule or policy may result in disciplinary action, that may include termination of employment.
- The title was changed to Principles of Professionalism versus the social media of employees.

Discussion involved:

- The accessibility of the Florida Administrative Code.
- Training that is provided to employees.
- The Code of Ethics is located on the Department of Education's website.
- The balance of employee free speech rights.
- The Sarasota School District's Acceptable Use Policy (AUP).
- First Amendment speech off-duty.
- DCPS' AUP.
- Behind every policy, there is a procedure or something that happens.

6. BOARD POLICY 6.84 FRATERNIZATION WITH STUENTS

Ms. Sams explained the changes to the policy.

Discussion involved:

- Office title changed.
- The purpose of terms being repeated in B(IV) was explained.

7. BOARD POLICY 7.72 SMALL/MICRO BUSINESS ENTERPRISE PROGRAM AND MINORITY/WOMEN BUSINESS ENTERPRISE CERTIFICATION

Ms. Sams, Mr. Poole, and Dr. Bernier, and Paula Wright, Supervisor of Office of Equal Opportunity, explained the changes to the policy:

- A brief explanation was provided of where the district was legally from 2024 to the present.
- A strict scrutiny analysis regarding race.
- An explanation for why the title of the policy was being changed.
- How federal and state funding could be jeopardized.
- Businesses will fit into small and micro-business accounts.

Discussion involved:

- The mission for the small local businesses to have opportunities to earn contracts is still present and will be present.
- There will need to be an adjustment in the amount of dollars for the small and micro to compete with the city contractors and JTA, because they have increased their amount of dollars.
- If not competitive, the district will not have a program because the numbers are too low.
- The frequency of the change in dollar amounts.
- Once the Board approves the policy, then Ms. Wright can update the dollar amounts.
- The Board needs to determine if they want the dollar amounts for the various categories in the policy.
- A brief explanation of how the Office of Equal Opportunity gets the dollar amounts.
- What is considered a small business was explained.
- References to Women Business Enterprise (WBE) in the policy will be removed, and there will be no tracking.

- There is an existing WBE list, which is public record. Moving forward, there will no longer be a certification.
- Businesses will apply for small/micro business and turn in what documents they feel would benefit their application. The district will not be requesting a business to provide WBE certification. The district will be determining if the business fits the categories.
- Explanation of why the numbers were placed in the policy.
- Suggestions on what could be done with the numbers.
- The district will be losing some small businesses, and other businesses will now be applying due to the increase in dollar amounts.
- Do research for certain contracts during the solicitation process, to see if they could designate portions for certain tiers.
- Have a workshop to discuss the numbers.
- Incentives.

8. BOARD POLICY 9.30 USE OF FACILITIES AND GROUNDS

Ms. Sams shared the following regarding the policy:

- There are no changes.
- The system will be automated.
- Those that are allowed to lease the facilities.
- Fees.

Discussion involved:

- Rental of the Schultz Center.
- Concern about only renting to not-for-profit organizations.
- Need to capitalize on bringing money into the district.
- Not-for-profit rates versus rates for others.
- Signed agreement.
- Policy around collecting money.
- Identifications and requirements for insurance.
- Payment up front and in full, no deposits.
- Procedure information will be provided to the Board in the Weekly Update.
- Waivers are for DCPS events.
- Discussion about others should be allowed to use the facilities.
- Charter schools will be charged.
- Have conversation about the use of technology when renting a facility.
- If the desired facility is not available, consider the availability of another facility in proximity.
- Partners are not charged.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 12:26 p.m.

GC

Superintendent

Chairman