Meeting Minutes
# Duval County Public Schools

**March 25, 2025, Board Workshop**

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. Board Member Blount arrived at 9:26 a.m.

**Call Meeting to Order**

The meeting was called to order at 9:06 a.m.

**Items to be Discussed**

1. BOARD GOVERNANCE

Andrea Messina, Chief Executive Officer, Florida School Boards Association (FSBA), presented a PowerPoint presentation, Building a Highly Effective Governance Team (see attached). Ms. Messina, Dr. Bernier, Ray Poole, Chief Counsel, Office of General Counsel, and Michael Ramirez, Chief of Staff, joined in the discussion on the following:

- A poll on why you became a Board Member/Superintendent was given and the results were discussed.
- What the primary work of the Board is and what is needed to accomplish this work.
- What headline would you like to see about Duval County Public Schools in one year and what is needed to achieve it.
- What is going well and what can be improved in the district.
- A request for quarterly reports to be sent in a separate email. Also, to include public records request by district. Reports are available online, and a request for a workshop on how to obtain these was made.
- A request for new board members to bring more conversations to the table.
- The process for Board Members to communicate with staff was explained. It was requested that all communication go through the Superintendent so that it can be routed appropriately.
- The purpose of governance time in workshops was explained. This is the time to bring items to discuss with the board to be compliant with sunshine laws.

- Importance of explaining to the public when voting ‘no’ on an item.
- Board Members have peer representatives at FSBA who can assist the board members and offer advice.
- A request to have a 2–3-hour mock meeting in the Cline for incoming new board members.
- A request to shift committee work from mornings to afternoons so staff can be out in the schools where they are needed during school hours.

*The meeting recessed at 11:21 a.m.*
*The meeting reconvened at 11:32 a.m.*

- The Governance Model was explained, which includes Student Achievement and District Culture. These are achieved through policy, vision, community leadership, accountability, and relationships.
- Tuckman's 5 stages of team formation were explained. These included forming, storming, norming, performing and adjourning. Storming requires the most effort but is an important part of reaching the performing stage. Importance of respect when there are differences. There may be times of circling back to storming but it is necessary to move forward.
- There was an exercise in choosing common values, which showed that the board has a lot of the same values in common.
- Role Delineation was explained, which included statutory authority of Florida State Statute (FSS) 1001.42 for Board Members and FSS 1001.51 for the Superintendent.
- Fiduciary responsibilities and elements of those duties were explained. Elements of fiduciary duties include duty of care; loyalty; obedience; confidentiality; prudence and duty to disclose.
- Common conflicts between Superintendent and Board Members.
- Clarification of the expectations of both the Superintendent and Board Members.
- Tough decisions the board will have to make with regard to the financial condition of the district.
- Appreciation was expressed for the communication with the Superintendent and the one-on-one meetings with board members. The importance of sharing uncomfortable issues during these meetings is to give the Superintendent the opportunity to solve them.
- Importance of bringing issues and ideas before the board and not just with the Superintendent.
- The ability of new board members to learn from experienced board members.
- The process and timeline for items to be placed on the agenda were explained. Consent with comments and pulled for discussion items process was also explained.
- The process of responding to board member requests was explained.
- A request to move the printing date of the agenda to allow board members more time to review prior to the agenda committee meeting. The process will possibly begin with the new fiscal year.
- A request for more consistency with regard to funding sources and expenditure information on agenda items.
- Upcoming strategic planning events.
- Appreciation was expressed to Ms. Messina for the presentation and discussions.
- Appreciation was expressed to Mr. Poole for providing additional dialog.
- Appreciation was expressed to Mr. Ramirez for assistance with the new board members.

**Adjournment**

1. ADJOURNMENT

**The meeting was adjourned at 2:03 p.m.**

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| Superintendent | Chairman |