Meeting Minutes

Duval County Public Schools

May 28, 2025, Policy Handbook Review Committee - REVISED

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 Ms. Taylor Phillips, Office of General Counsel, were also present. *Board Member Willie arrived at 9:47 a.m.*

Call Meeting to Order

The meeting was called to order at 9:02 a.m.

Items to be Discussed

1. BOARD POLICY 4.30 - CHALLENGED MATERIALS

Cami Sams, Executive Director of Policy and Compliance, provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:

- A review of additional changes to the policy as proposed by Board Member Ricardo.
- Parent representatives.
- An excerpt from Florida Statute 1006.28 was read.
- Having a parental representative from middle and high school levels.
- Make sure the Board is compliant with the statute.
- Communicate with Paula Renfro, Chief of Academics, regarding what representative is needed, and determine if that person is available.
- Language needs to be exactly as it is written in the statute.
- A community representative can be a parent.
- Board Member Ricardo explained why he had proposed the additional changes.
- Representatives will need to reside within the Board Members' district boundaries.
- Consider having two committees working at the same time.
- Proposed policy to be merged with the original policy.

- One person should not have the ability to determine whether to have a book removed.
- Legal definition of certain terminologies.
- The timeframe for policy to be placed onto the agenda to be voted on.
- Committee members.
- The pre-screening process was explained.
- The challenge process is still required.
- The Department of Education (DOE) has a database of books as a resource, not as a recommendation for a district to have it removed.
- Board Member Pearson requested to table all of section 4 for further discussion. Vice-Chairman Carney agreed.
- Change the duration of the Board's action from 24 months to 36 months.

2. BOARD POLICY 1.01 - DISTRICT VISION AND MISSION

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

No discussion.

3. BOARD POLICY 1.10 - CORE VALUES

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Corey Wright, Chief Officer, Accountability and Assessment, provided additional information regarding the changes to the policy that stemmed from the Retreat.

Discussion involved:

- Conversation regarding the word 'equity'. Using a word that has the same meaning and concept.
- Compassion versus equity.
- Equity is the best word.
- Consider using the word 'inclusivity'.
- Definition of compassion.
- Consider using the word 'equality'.
- Equality versus equity.
- Resources and opportunities.
- Consider using the word 'opportunity'.
- Words to consider.

4. BOARD POLICY 1.20 - GOALS AND GUIDING PRINCIPLES

Ms. Sams automatically deferred to Mr. Wright regarding this item.

Mr. Wright provided an explanation regarding the changes, and the purpose of the changes to the policy that stemmed from the Retreat.

Discussion involved:

- Rewording of F: Enhance Community Collaborations and Partnerships.

- Consider switching A: Foster a Safe Learning and Workplace Environment and B: Advance Student Academic Growth and Achievement.
- Academics first, then security.
- Majorie Stoneman.
- Safety is part of the learning environment.
- Whole-child approach to learning.

5. BOARD POLICY 1.21 - STRATEGIC PLANNING POLICY

Ms. Sams automatically deferred to Mr. Wright regarding this item.

Mr. Wright provided an explanation regarding the changes, and the purpose of the changes to the policy that stemmed from the Retreat.

No discussion.

6. BOARD POLICY 1.22 - EQUITY POLICY

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:
- Codifying executive orders into law.
- The entire policy has been redlined. Possibility of rewording.
- A suggestion was made for the Board Members to go through the policy and each person can meet with Ms. Sams.
- The value of the Equity Policy is what is needed, but not able to use the word 'equity'.
- Suggestions were shared, and examples were provided.
- Create the policy, and how it shows up in practice.
- There is language in the policy that should be kept.
- Each Board Member can make changes, give to Ms. Sams, and she will bring it back.

7. BOARD POLICY 2.29 - LEGAL COUNSEL FOR SCHOOL BOARD MEMBERS AND EMPLOYEES

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:
- Make sure that the public understands the language of the policy.
- Definitions for terms will be added.

8. ~~BOARD POLICY 5.44 - SCHOOL ATTENDANCE BOUNDARIES~~

This policy was not discussed.

9. ~~BOARD POLICY 5.46 - MAGNET SCHIOOLS AND PROGRAMS~~

This policy was not discussed.

10. BOARD POLICY 6.01 - EMPLOYMENT OF PERSONNEL

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:
- After Board Policy 1.22 has been completed, another word for 'diverse' will be used.
- Words that cannot be used.
- Look for context with the right word.
- Consider using the word 'broad'.
- The word 'diverse'.
- Consequences if the Board were to pause this item.
- There is no specific timeline for the results of the existing court cases pertaining to this item.
- Using the word 'diverse' versus creating a diverse policy.
- Multi-talented and multi-skilled.

11. BOARD POLICY 6.07 - RECRUITMENT OF FACULTY AND ADMINISTRATIVE STAFF

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:
- Shortages of teachers, substitutes in the classrooms, and grateful for those who want to come and apply.
- Policy is not divisive, it is welcoming.

12. BOARD POLICY 6.11 - OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:
- The need to stay away from specific categories based on the executive order.
- The categories regarding discrimination are listed on the Equal Employment Opportunity Commission (EEOC) website.
- Consider adding the language that is in the footer of the websites of Duval County Public Schools (DCPS).

13. BOARD POLICY ~~6/12~~ 6.12 - EMPLOYMENT OF ATHLETIC COACHES WHO ARE NOT FULL-TIME EMPLOYEES OF THE SCHOOL BOARD

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Jackie Watkins, Chief of Human Resources, provided additional information.

Discussion involved:
- What the policy would look like in practice.
- The current hiring process for coaches was explained.

14. BOARD POLICY 6.17 - SUBSTITUTE TEACHERS

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Ms. Watkins provided additional information.

Discussion involved:
- Training for substitutes.

15. BOARD POLICY 8.09 - SCHOOL SAFETY MONITORING AND REQUIREMENTS

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Jackson Short, Chief of School Police, provided additional information.

Discussion involved:
- The changes align with Florida statute.
- The requirements of the designee as per Florida statute.

16. ~~BOARD POLICY 8.51 - ACADEMIC AND COMMUNITY EXCELLENCE (ACE) PLANNING PROCESS~~

This policy was not discussed.

17. ~~BOARD POLICY 8.53 - CLOSING AND CONSOLIDATION IMPACT REVIEW PROCESS~~

This policy was not discussed.

18. BOARD POLICY 9.30 - USE OF FACILITY AND GROUNDS

Ms. Sams provided an explanation regarding the changes, and the purpose of the changes to the policy.

Discussion involved:
- Facilitron Online Faculty Rental system.
- Commercial or profit-making versus prohibited use of school facilities.
- Fees.
- Conversation is needed regarding revenue.
- Create revenue for the schools.
- Cheat sheet for people who have previously used the district's facilities to provide them with assistance.
- Principals now have more opportunities to approve the use of their facilities for a cost.
- Training for administrators.
- Clarification regarding commercial or personal gain.
- Conflict of interest and anti-tutoring policies.
- Private events.
- Principals control the availability of their facilities.

- Access denied for certain rooms (bring back).
- The superintendent and leadership will investigate why the use of a facility has been denied if a Board Member brings it to the superintendent's attention.
- If the facility cannot be staffed, it cannot be used.
- Groups listed under fees.
- Fee structure.
- Facilitron system versus the Memorandum of Understanding (MOU).
- MOUs will be merged into the Facilitron system.

Adjournment

1. ADJOURNMENT

The meeting was adjourned at 11:38 a.m.

GC

Superintendent

Chairman