



Meeting Minutes Duval County Public Schools

October 21, 2025, Agenda Committee Meeting

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. William Spillias, Office of General Counsel, were also present. Board Member Bolduc arrived at 10:43 a.m.

Call Meeting to Order

The meeting was called to order at 9:01 a.m.

The meeting was recessed at 9:02 a.m.

The meeting reconvened at 9:21 a.m.

Items to be Discussed

1. DRAFT AGENDA REVIEW - NOVEMBER 4, 2025

2025 2026 SUPERINTENDENT EVALUATION INSTRUMENT

Dr. Bernier and Corey Wright, Chief Officer, Accountability & Assessment joined in the discussion on the following:

- Updates to the instrument were explained.
- Appreciation was expressed to Corey Wright and the Superintendent's Evaluation Committee for their work.

IBA & INTERNAL AUDIT ANNUAL PLAN 2025-2026

Dr. Bernier joined in the discussion on the following:

- An inquiry regarding the public's knowledge of this plan and the course for completing the work was discussed.
- This information was reported to the Audit Advisory Committee recently and to each of the Board Members.

- It was recommended that the Internal Board Auditor provide a presentation at the November 4, 2025, Regular Board Meeting and this information will be part of the Board Recap given to all employees after the meeting.

MINIMUM QUALIFICATIONS - EXECUTIVE DIRECTOR, BUDGET SERVICES

MINIMUM QUALIFICATIONS - COORDINATOR, BUDGET SERVICES

MINIMUM QUALIFICATIONS - VARIOUS POSITIONS IN FINANCE, PAYROLL AND BUSINESS SERVICES

MINIMUM QUALIFICATIONS - DIRECTOR, CONSOLIDATED SERVICES CENTER

Dr. Bernier, Jacqueline Watkins, Chief, Human Resources, and Ronald Fagan, Chief Financial Officer joined in the discussion on the following:

- Changes to the minimum qualifications were explained. The requirement for a degree was replaced with recommended, widening the field of applicants for future postings.
- Concern was expressed about employees who may have been working on an advanced degree and how they would be set apart during the application process.
- It was stated that the district still values advanced degrees and that will set the applicant apart, but there are those with vast experience that this will afford them the opportunity to advance.
- Appreciation was expressed for this change.
- Caution was expressed for additional higher-level positions versus adding to the classrooms.
- It was stated that prior to Dr. Bernier's arrival, the cut rate was 12-15%. Last year an additional 12–15% for a total of approximately 20–30% in the last 2 years. It was further stated that an additional \$7.5 million has been added to the classrooms. It was also noted that last year there were 77 class sizes out of compliance, compared to this year's total of 4.
- Appreciation was expressed for this information so that it can be relayed to the community.
- A request for the status of allowing remote work was made. It was stated the board has a policy that allows for it.
- Of these noted positions, it was stated that approximately 3/4 of them are currently filled.

SETTLEMENT WITH THE DUVAL TEACHERS UNITED (DTU) FOR THE 2025-2026 PARAPROFESSIONALS CONTRACT MODIFICATIONS

SETTLEMENT WITH THE DUVAL TEACHERS UNITED (DTU) FOR THE 2025-2026 UNITED OFFICE PERSONNEL OF DUVAL (UOPD) CONTRACT MODIFICATIONS

Dr. Bernier joined in the discussion on the following:

- A request for abbreviations and acronyms at first appearance include the full description.

ADOPTION OF BUDGET RESOLUTIONS - SEPTEMBER 2025

Dr. Bernier and Mr. Fagan joined in the discussion on the following:

- 4th Calculations have still not been received from the State.
- Overview of the current estimated budget, as 4th calculation numbers are not in to confirm.
- Enrollment. A request for the 10-day count was made.
- A bring back on capital projects decreases.
- Internal service fund claims processing was explained. This represents health claims processing.

MONTHLY FINANCIAL STATEMENTS - AUGUST 2025

Dr. Bernier and Mr. Fagan joined in the discussion on the following:

- An overview of the statements was provided.

SAP EXTENDED CONTENT MANAGEMENT BY OPENTEXT ANNUAL SOFTWARE MAINTENANCE RENEWAL

Dr. Bernier and Jim Culbert, Chief of Operations & Technology Services joined in the discussion on the following:

- An explanation of how expenditures are calculated was given.
- Recent SAP upgrade status.

CASTALDI ANALYSIS OF BUILDINGS FIVE AND SIX FOR THE FORMER MARTIN LUTHER KING, JR. ELEMENTARY SCHOOL NO. 220 FOR FLORIDA DEPARTMENT OF EDUCATION APPROVAL

Dr. Bernier and Mr. Culbert joined in the discussion on the following:

- Recommendations for buildings 5 and 6 and the possibility of a review request.
- A request to provide information to the public on the process.

DECLARE THE VACANT RESIDENTIAL PARCEL LOT ONE, BLOCK TWELVE, SHADYSIDE LOCATED ADJACENT TO LONDON MIDDLE SCHOOL NO. 31 AS SURPLUS PROPERTY UNSUITABLE AND UNNECESSARY FOR EDUCATIONAL PURPOSES

Dr. Bernier, Mr. Culbert and Dan O'Berski, Partner/Managing Broker, Trinity Commercial Group joined in the discussion on the following:

- The future plan is to sell the property that is currently zoned under residential.
- A request for a bring back of why the property was originally purchased and the market value of the property.

APPROVE THE SALE OF THE REAL PROPERTY AND CENTRAL ADMINISTRATIVE OFFICE LOCATED AT 1701 PRUDENTIAL DRIVE

APPROVE AND AUTHORIZE SUPERINTENDENT TO ENTER AGREEMENT TO PURCHASE THE PROPERTY LOCATED AT 8928 PROMINENCE PARKWAY, JACKSONVILLE, FLORIDA 32256 FROM DFH PROMINENCE LP

Dr. Bernier joined in the discussion on the following:

- A workshop had been scheduled to review and discuss both items.
- An inquiry as to if the information on the 2nd offer had been provided to the public. A review of public records will be done.

CHANGE ORDER REPORT

Dr. Bernier and Mr. Culbert joined in the discussion on the following:

- The owner furnished items and how it saved the district money was explained.
- Additional costs due to unknown findings were explained.
- The benefit of a Castaldi appeals process for items that may be missed during inspection.

- The importance of the district's diligence is to know that if the shell is deemed okay in the process, it should trigger a more thorough review of the interior to make sure it is up to code.

Break at 10:30 a.m.

Return from break at 10:43 a.m.

CONTINUING SERVICES CONTRACT FOR ARCHITECTURE ENGINEERING SERVICES ON AN ANNUAL BASIS: SELECTION AND CONTRACT AWARD / RFQ NO. 03-26/DB

Dr. Bernier and Mr. Culbert joined in the discussion on the following:

- The number of respondents for this item was 16. It is not known if they are small or large businesses.
- Architects compete for each individual project.

SCHOOL DISTRICT FIVE-YEAR CAPITAL PLAN 2025/2026 - 2029/2030

Dr. Bernier and Mr. Culbert joined in the discussion on the following:

- The plan comes before the Board annually for a vote. It is a 5-year plan but can change each year, mid-year, etc.
- Maintenance execution list was explained.
- A request for determination if consolidated schools are saving the district money.
- Factors taken into consideration for this plan also include items such as birth rates.
- Historical practices and new build practices maintenance life cycles.

SEPTEMBER 2025 PURCHASE REPORT

Dr. Bernier joined in the discussion on the following:

- A request for the additional books at Ribault High School that were selected.

DIGITAL MEDIA SERVICES: CONTRACT AWARD

Dr. Bernier and Dr. Tracy Pierce, Chief Officer, Enrollment Marketing joined in the discussion on the following;

- The newly formed department does not have the ability or skill-set to perform these duties.
- Helps assist in growing schools and can be highly targeting.
- Cost of item.

PUBLIC HEARING: FOR THE PROPOSED HIGH SCHOOL ATTENDANCE BOUNDARY CHANGES FOR THE FOLLOWING SCHOOLS: ATLANTIC COAST HIGH SCHOOL, MANDARIN HIGH SCHOOL, ENGLEWOOD HIGH SCHOOL, SANDALWOOD HIGH SCHOOL, TERRY PARKER HIGH SCHOOL, AND DUNCAN U. FLETCHER HIGH SCHOOL

Dr. Bernier, Mr. Wright and Tracie Abraham, Director, School Choice Pathways joined in the discussion on the following:

- The purpose is to alleviate overcrowding at Atlantic Coast High School.
- Staffing concerns.
- Concerns of conflicting meeting schedules with the Board.

PUBLIC HEARING: PROPOSED MAGNET STATUS CHANGE AND BOUNDARY CHANGE FOR JOHN E. FORD

Dr. Bernier, Mr. Wright and Paula Renfro, Chief Officer, Academic Services joined in the discussion on the following:

- Neighborhood students' attendance clarification.
- Grade level cutoffs.
- Parents decisions for 4th and 5th grade choices.

PUBLIC HEARING: PROPOSED CONSOLIDATION OF ANCHOR ACADEMY AND MAYPORT ELEMENTARY

- Additional conversations are taking place about ways to support military families.

PUBLIC HEARING: PROPOSED CONSOLIDATION OF LONG BRANCH ELEMENTARY AND R.L. BROWN GIFTED AND ACADEMICALLY TALENTED ACADEMY

Dr. Bernier, Mr. Wright, and Ms. Renfro joined in the discussion on the following:

- A workshop is planned to advise the Board on this item.
- An inquiry of the plan for if students don't follow the consolidation path.
- Considerations for continuity path for middle school.

Comments from Elected Officials

There were no comments from elected officials.

Public Comment

There were no public comments.

Adjournment

1. ADJOURNMENT

Motion:

That the Duval County School Board move to adjourn the meeting at 12:23 p.m.

Vote Results:

Motion: Anthony Ricardo

Second: April Carney

PASSED: 7 - 0

Aye:

Charlotte D. Joyce

April A. Carney

Melody A. Bolduc

Reginald Blount
Cindy Pearson
Anthony Ricardo
Darryl Willie

Naye:
None

CR

Superintendent

Chairman