



Meeting Minutes Duval County Public Schools

December 9, 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. William Spillias, Office of General Counsel, were also present.

Vice-Chairman Carney arrived at 9:04 a.m. and Board Member Blount arrived at 9:07 a.m.

Call Meeting to Order

The meeting was called to order at 9:03 a.m.

Items to be Discussed

1. OPERATIONAL AUDIT

Dr. Bernier, Superintendent:

- All Board Members were provided with a copy of the Auditor General's report during their one-on-one.
- The staff has responded to the Auditor General with their corrective action plan along with the name and position of the person who will be completing the correction.

Melvin Dodson, Chief Internal Board Auditor, used a PowerPoint Presentation to provide a brief explanation of the State of Florida Auditor General Operational Audit Report (see attached) Dr. Bernier joined in the discussion:

- Audit General's Findings.
- Dr. Bernier stated that there are action plans in place to make the corrections.
- Board Members need to make sure they complete the ethics training.
- No spoof.

- Fiscal transparency.
- ADA compliance.
- Paying subcontractors without verifying.
- Previously used constructive management software owned by Jacobs Engineering, now the district has purchased its own software.
- General Conditions Costs.
- Floor Plans.
- The District is now monitoring all projects with the software that has been purchased.
- There were no repeated findings and no type of fraud in the audit.
- The Auditor General visited some schools unannounced to ensure safety compliance procedures were in place.

2. STRATEGIC PLAN: IMPROVE OPERATIONAL EFFICIENCY AND FINANCIAL RESPONSIBILITY

Ron Fagan, Chief Financial Operation Officer, shared a PowerPoint Presentation on the Strategic Plan Update (see attached). Dr. Bernier joined in the discussion on the following:

- 2024-25 Ending Fund Balance and the 2025-26 Budget.
- District Bond Rating.
- Historical Student Full Time Equivalent (FTE).
- Transportation Improvement.
- Provided an explanation about the Key Performance Indicator (KPI) - Meet or exceed the ending fund balance reserve of 13% for the assigned and unassigned general fund in 2025 to 8% by July 2029.
- Operating loss.
- Adjusted Ending Assigned and Unassigned Fund Balance.
- 2025-26 Budget and the Fund Balance
- Deficits, changed average salary, and made budget cuts in the departments.
- Historical District Earned Full-time Student FTE.
- Student loss.
- Family Empowerment Scholarship breakdown inquiry (bring back).
- KPI - Maintain investment grade bond rating with a stable outlook in 2026 and thereafter.

Break 10:25 a.m.

Resumed 10:37 a.m.

Transportation Improvements

- Jim Culbert, Chief Officer, Operations & Technology Services, and Dr. Bernier joined in the discussion on the following:
- Strategic Plan KPI: Provide reliable and on-time transportation.
- District GPS installed.
- Driver starting pay increased.
- Staff promotions from within and new hires.
- New Service Desk February 2026.
- New Digital Ticketing January 2026.
- Artificial Intelligence (AI) technology to look at all routes.

- Dr. Bernier acknowledged Chayla Ferguson, Director of Transportation and the Transportation Team for their problem-solving and hard work. And Mr. Culbert for digitizing everything.
- Moving bus request from FOCUS to ONEVIEW.
- Service Desk Representative will be at the Parent Resource Center.
- Service Desk will consist of three employees.
- Schools will eventually be able to track the school buses.
- The Service Desk employees will be used to assist at the Schultz Center in Technology also.
- The district's goal is to get kids to school on-time.
- Still short on bus drivers, but better than what it has been.
- Cameras on buses.

3. GOVERNANCE

Board Member Willie, Chairman Joyce, Board Member Pearson, Vice-Chairman Carney, and Board Member Bolduc discussed:

- Schools of Hope (SOH).
- Communicating with constituents.
- Not everyone advocates the same. Have a private, personal conversation with those who make the decisions.
- The Board of Education is aware of how the matter of SOH is affecting School Districts.
- FSBA has added an item regarding SOH to the Legislative Platform.
- DRAFT Resolution for SOH.
- Workshop to discuss Advocacy regarding SOH.
- Possible Emergency Agenda Item to Amend the Legislative Agenda.
- School Advisory Council (SAC) and District Advisory Council (DAC) passing resolutions.
- Vice-Chair Carney thanked the Board for their support regarding Anchor Academy and Mayport Elementary.
- Board Member Pearson listened to the House and Senate Pre-K-12 ed committee hearing from early November. It was about the audit on Family Empowerment.
- Florida State Women's Soccer Team won National Championship over Stanford.
- Chairman Joyce thanked the following:
Dr. Bernier, some of DCPS staff, the mayor's office, Mike Weinstein, City Council Carrico, and Councilman Holland.
A seat has been created at the table for DCPS regarding the infrastructure issues around the schools which were shared at the last joint meeting. Dr. Bernier and his team are putting together some of the most needed items that will be taken care of in January. There is a limited amount in the budget, but the district will be a part of the conversation.
- Dr. Bernier shared that Mr. Culbert will be taking the lead along with other staff to make sure we follow the city's protocols and formats so as not to be rejected.

Adjournment

1. ADJOURNMENT

Motion:

That the Duval County School Board adjourn the meeting at 11:31 a.m.

Vote Results:

Motion: Melody A. Bolduc

Second: Anthony Ricardo

PASSED 7-0

Aye:

Charlotte D. Joyce

April A. Carney

Reginald Blount

Melody A. Bolduc

Cindy Pearson

Anthony Ricardo

Darryl D. Willie

Nay:

None

GC

Superintendent

Chairman