

April 21, 2026, 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.

Call Meeting to Order

The meeting was called to order at 12:58 p.m.

Items to be Discussed

1. SCHOOL START TIMES UPDATE

Corey Wright, Chief Officer, Accountability & Assessment, presented a PowerPoint presentation, School Start Times Update (see attached). He and Dr. Bernier, Superintendent, joined in the discussion on the following:

- HB 733 - Middle & High School start times.
- Community education.
- Impacts of sleep deprivation.
- Benefits of later school start times.
- Strategies considered for implementation.
- Community engagement.
- Survey information
- Financial & implementation impact.
- District & community impact.
- Unintended consequences for later start times.
- HB733 Scenario analysis.
- Community qualitative feedback.
- Proposed start times for 2026-2027 school year.

2. STRATEGIC PLAN UPDATE: RECRUIT, DEVELOP & RETAIN EXCELLENT TEACHERS & WORKFORCE

Jacqueline Watkins, Chief Officer, Human Resources, Alex Marx, Executive Director, Staffing, and Matt Hemphill, Director Certification & Evaluation presented a PowerPoint presentation, Strategic Plan Update: Recruit, Develop, and Retain Excellent Teachers and Workforce, (see attached). They and Dr. Bernier joined in the discussion on the following:

- Strategic Plan Key Performance Indicators (KPI) Alignment. KPI 3.2.1 Day one vacancies overview & strategic alignment.
- 2026 Recruitment and hiring in action.
- DCPS Hiring and separation trends.
- Retention is an organizational lever.
- Instructional proficiency overview & strategic alignment.
- Workforce quality snapshot.
- KPI 3.4.1 Domain III (Category 1 Teachers).
- Appreciation was expressed for the allocation of a full-time media specialist.
- A bring back request for retention percentage 1-5 years up to 30+ years in each category of highly effective, effective, and needs improvement.

3. TITLE I UPDATE

Dr. Nicole Micheau, Executive Director, Federal Programs, presented a PowerPoint presentation, Title I, Part A Overview, (see attached). She and Dr. Bernier joined in the discussion on the following:

- Title I, Part A - Authority and Purpose.
- Title I, Part A - Federal, State, Local.
- The Appropriations Cycle.
- Title I, Part A - Requirements.
- Program Design Requirement.
- Title I, Part A - Other Requirement.
- Fiscal Requirement.
- State Statute - F.S.1011.69 - Equity in School-Level Funding Act.
- Title I, Part A - Duval County Public Schools.
- DCPS Title I Eligibility and Allocations.
- Title I, Part A - Allocation Calculation.
- Title I, Part A - Allocation Variations.
- 2025-2026.

4. GOVERNANCE

The following items were discussed during Governance:

- Florida School Boards Association (FSBA) Advocacy Representative and Alternate: Board Member Ricardo will be the representative and Board Member Bolduc will be the alternate.
- FSBA Board of Directors: Board Member Blount will be the Representative and Board Member Bolduc will be the alternate.

- Class Schedules.
- Board Member requests as follows: (1) The Chief of Schools provide information showing the number of open schedules in magnet and non-magnet schools. (2) Information on what research was obtained from the district on 7 period times. (3) How they managed that and what training the district provided to get teachers ready for that schedule and any inequity there may be.
- Sandalwood's invitation to march in the parade in Washington, D.C. and the cost. This will be a topic tomorrow on First Coast Connect.

Vice Chairman Carney left at 3:07 p.m.

- Duval County School Logo and the possible trademark to prevent unauthorized use.
- The efforts made in the prior Lake Forest - Ability Housing projects.
- Upcoming discussion with the Superintendent during the one-on-one meeting regarding the new attorney position, job description and salary ranges and the desire to be ready to move forward once the J-Bill has been signed by the Governor.

Adjournment

1. ADJOURNMENT

Motion:

That the Duval County School Board move to adjourn the meeting at 3:26 p.m.

Vote Results:

Motion: Anthony Ricardo

Second: Melody A. Bolduc

PASSED: 6-0

Aye:

Charlotte D. Joyce

Reginald Blount

Melody A. Bolduc

Cindy Pearson

Anthony Ricardo

Darryl D. Willie

CR

Nay:

None

Superintendent

Chairman