



Duval County Public Schools

January 12, 2015, Regular Board Meeting

Ms. Cheryl Grymes, Chairman
Ms. Ashley Smith Juarez, Vice Chairman
Ms. Becki Couch
Mr. Jason Fischer
Dr. Constance S. Hall
Mr. Scott Shine
Ms. Paula D. Wright
Dr. Nikolai Vitti, Superintendent

ATTENDANCE AT THIS REGULAR MEETING OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Dr. Nikolai Vitti, Superintendent, and Ms. Karen Chastain, Chief Officer of Legal Services, were also present.

Call Meeting to Order

[Call Meeting to Order](#)

Minutes: The Eugene Butler Choir performed prior to Chairman Grymes calling the meeting to order at 6:02 p.m.

Invocation or Thought of the Day

[Invocation](#)

Minutes: Pastor Dave Austell gave the invocation.

Pledge of Allegiance

[Pledge of Allegiance](#)

Recognitions/Presentations of Awards

Board Members

[BOARD MEMBER RESOLUTION - WENDELL P. HOLMES JR.](#)

Minutes:

Board Member Hall along with the other Board Members, Superintendent Vitti and past Board Members presented Mr. Wendell P. Holmes, Jr. with a Resolution (See attached). Mr. Holmes was the first African-American to serve on the Duval County School Board from 1969 and continued serving for 23 years. The Florida School Board Association sent their representative Executive Director Bill Graham to present a plaque to commemorate Mr. Holmes service to his community. Mr. Holmes was also joined by his wife. After both presentations, Mr. Holmes thanked everyone for the accolades.

[SCHOOL RECOGNITION - DISTRICT 6 - JOSEPH STILWELL MIDDLE](#)

Minutes:

Dr. Jason Bloom, Principal
Joseph Stilwell Military Academy of Leadership (J-SMAL)
Dr. Jason Bloom explained how the J-SMAL Academy has been a positive change for the school in a very short period of time. Military leadership skills are being taught through both curriculum and hands-on activities. There is increased parent involvement through Parent Teacher Association (PTA) and a booster club. The academy has instilled a pride in the school and neighborhood that was lacking before and enrollment has increased. Dr. Bloom introduced Cadet Alana Thomas, winner of the Veteran's Day essay contest, who read her entry to the Board.

Board Member Couch thanked Dr. Bloom for coming out to showcase the academy. She explained how a new sense of pride has now been instilled in the school.

Communications

[Presentations](#)

Minutes:

[EMPLOYEE EXCELLENCE AWARD](#)

Minutes:

The first presentation of the night demonstrates our appreciation to an employee with outstanding customer service skills.

- Lynn Levert, the recipient of this month's Employee Excellence Award, is a member of the district's certification team. As a Support Technician for District Staffing, she is responsible for intern placement.
- Her team advises that she cares about all students and works hard with the local colleges to ensure that interns, students, and teacher-mentors all benefit from the career-awareness opportunities she facilitates.
- She is also described by colleagues as a team player who's committed to professional development, and always eager to learn and share knowledge.
- Due to her willingness to help, she is often called on to perform tasks outside of her regular duties.
- Duval County Public Schools is grateful to Ms. Levert for the incredible support she provides to clients, staff, and the district. We honor her tonight with this month's Employee Excellence Award.
- After learning about Ms. Levert's giant-sized heart and service-oriented attitude, the Jacksonville Giants wanted to congratulate her with a special gift. Joining us representing the city's ABA Championship team, is Alexandra Schmidt.

[OUTSTANDING COMMUNITY BUSINESS PARTNER RECOGNITION](#)

Minutes:

The second presentation is new this year to Duval County Public Schools.

- Every day, students benefit from the partnerships the district has established with businesses, non-profits, community groups, and faith-based organizations. We know that many of these programs and partnerships facilitate and strengthen students' educational experiences.

- Each month, the district will recognize a leading business partner with the Outstanding Community Partner Award.

- Tonight, the inaugural award is being presented to a faith-based organization that has made an indelible mark on the William M. Raines High School community.

- The Church of Jacksonville began the "Raines Nation Partnership" with the Vikings in 2011 and has consistently provided a high level of dedication and support to the students and their families.

- Members of the congregation serve in a variety of ways including providing students with character training and life-skill development workshops, as well as adult mentoring and family support groups to families; sponsoring the Hunger-Free School initiative, which provides food and resources, such as clothing, toiletries, and household items, to students, families and staff; facilitating housing for homeless families within the school's community; and securing a \$10,000 sponsorship to take 15 Raines students to Costa Rica on a Global Crossroads Project where they will lead community service projects and outreach missions. This is only a fraction of the services provided.

- The Church of Jacksonville has set the standard for school-based community partnerships and we are delighted to honor them tonight.

- Join us in expressing our gratitude to The Church of Jacksonville, the district's first Outstanding Community Partner Award recipient.

- With us tonight representing The Church of Jacksonville are Pastors Michael and Connie Smith, and Traci Smith, Director of the Raines Nation Partnership. They are joined by Raines High School Principal, Vincent Hall; Larry Roziers, Executive Director of Family and Community Engagement; and Brandon Mack, Supervisor of Faith-based and Community Engagement.

STUDENT RECOGNITION: DARREN FOSTER, US ARMY ALL-AMERICAN BAND MEMBER

Minutes:

Tonight's final presentation is being made to a high school senior who's brought a bit of history to Duval County Public Schools, earning placement in the U.S. Army All-American Marching Band (USAAMB).

- The USAAMB has been a fixture of the U.S. Army All-American Bowl since 2008. Selected by the National Association for Music Education in cooperation with All American Games and Drum Corps International, the band features the top 125 marching band members throughout the country.

- Duncan U. Fletcher High School student Darren "D.J." Foster joined thousands of hopefuls to participate in an intense audition process during his junior year. Nearly a year later, D.J. received notice that he had been accepted into the band as a snare drummer.

- As part of the celebration, representatives from the USAAMB Selection Tour visited Fletcher High School to make an official presentation to him in front of his classmates, teachers, family, and friends.

- On January 3rd, D.J. performed with fellow elite musicians during the Bowl Game held at the Alamodome in Texas.

- Join us in congratulating D.J. Foster for his achievement. Joining him, is Don Nelson, Principal of Fletcher High School.

Approval of Agenda

[Approval of Agenda](#)

Motions:

That The Duval County School Board Approve the January 12, 2015, Agenda As Submitted On January 5, 2015, with The following Changes:

1. Presentations- Communications -

Employee Excellence Award,
Outstanding Community Business
Partner Recognition And Student
Recognition. - PASS

2. Superintendent Travel - January 29-
30-2015- Washington, D. C.- Item
Added.

3. Board Member Travel - January 18-
20-2015- 5000 Role Models of
Excellence Project.

Vote Results

Motion: Rebecca Couch

Second: Jason Fischer

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Scott Shine - Aye

Paula Wright - Aye

Chairperson's Report

[Chairman's Report](#)

Minutes:

Cheryl Grymes, Chairman
Duval County School Board

We have the superintendent's evaluation coming up. There is a process in place. The public is welcome to join us in any of our meetings.

Congratulations to Marsha Oliver and her team on a successful School Choice Expo. The brochure was a wonderful document that was very informative in making a school choice decision for children.

This is National Mentoring month and I'd like to thank our mentors for what they do and I encourage everyone to consider getting involved in our

school system through mentoring.

Superintendent's Report

[Superintendent's Report](#)

Minutes:

Dr. Nikolai Vitti, Superintendent
Duval County Public Schools

Dr. Vitti introduce Edward Waters College President Nat Glover who expressed his gratitude for the opportunity to work in partnership with Duval County Public Schools to create the Dual Enrollment Program beginning at the middle school level. Dr. Vitti addressed student achievement as it pertains to graduation rates and high school grades. The Power Point presentation (see attached) reviewed the statistics the district recently received and how the numbers compare on the State level. Dr. Vitti also explained how the Dual Enrollment program works in partnership with Edward Waters College and Florida State College of Jacksonville beginning at the middle school. He noted that Duval County Public Schools is the first district in the state to offer the program starting at the middle school level.

Dr. Vitti reviewed the specifics of the potential boundary change between Seabreeze and Alimacani Elementary Schools along with potential changes to Joseph Stilwell Military Academy of Leadership. See Power Point Presentation attached.

Board Member Paula Wright thanked President Glover for coming to the board meeting tonight and gave more insight as to what went on within the community to bring the Dual Enrollment Program into reality.

Department Reports

Public Comment

[PUBLIC COMMENT](#)

Minutes:

Gabby Gibson, Senior
First Coast High School
Miss Gibson spoke of her satisfaction and inspiration she receives in public education.

Laquisha Wells-Palmer, Parent and Director
Teacher Leadership Development
Teach for America
She spoke in support of public education. As a military family that has relocated to the Jacksonville area, her family has found an extended family in Venetia Elementary School and the community.

John Nooney
Mr. Nooney asked that the Board consider donating a small strip of its property so the public could gain access to the river for recreational activities which would benefit generations to come.

Truiette Moreland, Principal
Young Men's Leadership Academy
Tamara Williams, Principal
Young Women's Leadership Academy
Both principals spoke about how enthusiasm for the new single gender academies has restored pride in the community again for the middle school. Neighborhood families are returning to the school as a result. If the school is not declared a dedicated magnet, they fear they will lose the progress that has been made at the school.

Pamela Darlene Roberts, Parent
Monique Tookes, Parent
Alexandrea Knoll, Teacher
Cassandra Barlow, Teacher
The parents and teachers listed above all spoke in favor of Eugene Butler becoming a dedicated magnet.

Edward Exson, Sr.
Mr. Exson spoke about the need for stronger black leadership in our community and changes in public policies. See attached.

Sylvia Eckes, Parent
Reggie Fountain
Both parents spoke in favor of the Guiding, Remediating, and Accelerating Student Performance (GRASP) program and explained how their children have benefited from it.

Susan Santos, Retired Librarian
Ms. Santos expressed her concerns to the Board about the lack of funding and support for the libraries throughout the district. Personnel and funding are stretched thin resulting in limited access to the facilities while other resources are fully funded.

Dan Evans, Commissioner
Duval Soil and Water Conservation District

Mr. Evans informed the Board about the Fred B. Miller, Jr. Regional Envirothon. It is an environmental education program that combines classroom learning with hands-on outdoor activities. He would like to eventually see every high school in the district send teams of students to participate in the competition it holds that awards over \$100,000 to students in scholarships and prizes. See attached brochure.

Eunice Barnum

Ms. Barnum expressed her concerns to the Board about the following topics:

- The possible closure of Eugene Butler Middle School
- Lack of education for children
- The low number of black children deemed to be gifted

Comments From Parent Organizations

[Comment From Parent Organizations](#)

Minutes:

Margaret Godke, President
Duval County Council of PTA (DCCPTA)

Happy New Year and Good Evening --

At this time of year DCCPTA reminds local units to review their PTA budgets and make mid year adjustments through the amendment process and elect nominating committee members to begin the process of finding leadership for the next school year.

Saturday was our first session of the 2015 Superintendent's Student Leadership Academy, now in its fifth year. Thanks go to Paxon School for Advanced Studies for hosting our four Saturday sessions on their campus. We appreciate Dr. Connie Hall giving our student leaders a welcome before the first session on "Leadership Styles" began and we look forward to Dr. Vitti joining us on January 31 with his encouraging welcome to these students. 90% of the high schools have registered 9th, 10th and 11th grade students for this amazing program. We will review with you over the next months the highlights of each session.

The PTA Mission is "to make every child's potential a reality by engaging and empowering families and communities to advocate for all children." This month Duval County Council has invited our state legislators to the DCCPTA General Meeting, January 27. This works to serve our mission in two important ways –

1) it permits us to share Florida PTA's Legislative Priorities and communicate the importance of public education and 2) allows our PTA

leaders to meet and have time to interact with their legislators. We look forward to encouraging the NE Florida delegation to support the DCPS legislative priorities as well. We have found that citizens are much more likely to contact a decision maker when a crucial vote is upcoming if they have a connection with that legislator.

Thank you for all that you do for children in Duval County and Happy New Year to each of you.

Sabrina Zinamon, President
District Advisory Council (DAC)

The District Advisory Council requests the Board's assistance in making sure their school and or schools are having a School Advisory Council and Area Advisory Council meeting.

- School Advisory Council- 8 Mandatory Meetings within the school year
- Area Advisory Council- 4 Mandatory Meetings within the school year

We have Areas doing a great job in meeting with the schools within their feeder pattern. But some other areas may need assistance. If we all can follow up, this would keep our district in compliance.

The District Advisory Council will be working with Family and Community Engagement, Communications and School Improvement Offices in order to setup a webpage and a website to make it easier for parents, stakeholders, council members, etc. to locate DAC's information, dates of the DAC, AAC, SAC meetings and other information concerning our schools.

School Advisory Councils and School Principals are currently conducting Annual Mid-year Stakeholder Assessment Community meetings at all school sites through the end of February. To learn more about progress towards school improvement goals, the current performance at a school, and next steps, be sure to attend the meeting for your school. Meeting dates and times are located on the DCPS school improvement website at www.duvalschools.org/schoolimprovement.

The district was awarded a school improvement grant which is being used to implement PITSCO STEM labs in 9 DCPS traditional public schools. During the School Choice Expo, interactive science lab displays were available for parents and students to engage in while learning about the state of the art, hands-on STEM programs that will be available at Northwestern, Ribault Middle, Highlands Middle, Matthew Gilbert, The Leadership Schools at Eugene Butler, Joseph Stilwell, Fort Caroline, and Jeff Davis. Parents were excited to learn about the new programs and 21st century technology students will have an opportunity to collaboratively engage in. Construction and furniture installation were completed last week and technology installations are starting this week. Parents can contact schools for an appointment to tour these HANDS ON – MINDS ON, State of the Art STEM Labs.

Comments from District Student Government Association

Comments From Employee Organizations

[Comments From Employee Organizations](#)

Approval of Minutes

[APPROVAL OF MINUTES](#)

Motions:

That the Duval County School Board approve the Minutes for the Meetings listed in the Agenda Item.

- September 15, 2014 - Board Development Meeting
- September 19, 2014 - Board Member Meeting
- September 23, 2014 - Policy Handbook Review Mtg.
- September 25, 2014 - Student Expulsion Meeting
- October 7, 2014 - Regular Board Meeting
- October 7, 2014 - Leasing Corporation Meeting
- October 21, 2014 - Board Workshop
- October 23, 2014 - Board Workshop
- October 23, 2014 - Student Expulsion Hearings
- November 4, 2014 - Regular Board Meeting
- November 12, 2014 - Committee Mtg. and Board Workshop - PASS
- November 13, 2014 - Policy Review Committee Meeting
- November 18, 2014 - Special Organizational Meeting
- November 18, 2014 - Leasing Corporation Organizational Meeting
- November 19, 2014 - Board Development

Meeting

- November 20, 2014 - Special Meeting
Student Expulsion Hearing
- November 20, 2014 - Committee
Meeting Draft Agenda
- December 8, 2014 - Regular Board
Meeting
- December 16, 2014 - Committee Meeting
- December 17, 2014 - Special Meeting-
Conference Call- Hall/Wright

Vote Results

Motion: Rebecca Couch

Second: Jason Fischer

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Approval of Consent Agenda

[APPROVAL OF CONSENT AGENDA](#)

Motions:

That the Duval County School Board
approve the Consent Agenda. - PASS

Vote Results

Motion: Rebecca Couch

Second: Jason Fischer

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Consent Agenda

Human Resource Services - Staffing

3. [HUMAN RESOURCE SERVICES TRANSACTIONS](#)

Attachment: [HRS Attach 01-12-15 TRANS.pdf](#)

Human Resource Services - Compensation

4. [APPROVAL OF SALARY SCHEDULES PN AND EA](#)

Attachment: [EA 14-15 \(Board Jan 2015 Min FL Hrly Rate\).pdf](#)

Attachment: [PN 14-15 \(Board Jan 2015 Min FL Hrly Rate\).pdf](#)

5. [AMENDMENT TO AGREEMENT BETWEEN SCHOOL BOARD OF DUVAL COUNTY, FLORIDA AND KELLY SERVICES, INC.](#)

Attachment: [Kelly Services Second Amendment to Agreement 2014v3.pdf](#)

Human Resource Services - Professional Standards

6. [SUSPENSION WITHOUT PAY AND TERMINATION - WILLIAM ROBERT YOUNG](#)

7. [EMPLOYEE SUSPENSION WITHOUT PAY - PATRICK HALE](#)

Administration and Business Services - Budget and Financial

8. [MONTHLY FINANCIAL STATEMENTS](#)

Attachment: [October 2014 Monthly Financial Report Package.pdf](#)

9. [ADOPTION OF BUDGET RESOLUTIONS DECEMBER 1, 2014](#)

Attachment: [MasterJAN2015.pdf](#)

10. [ASSIGNMENT OF CUTWATER ASSET MANAGEMENT FIXED SECURITIES INVESTMENT SERVICES AGREEMENT](#)

Attachment: [Cutwater Assignment Letter.pdf](#)

Attachment: [Authorization to Initiate Trans - Cutwater.pdf](#)

Operations - Facilities Project Design, Construction and Maintenance

11. [PRE-QUALIFICATION OF CONSTRUCTION CONTRACTORS FOR EDUCATIONAL PROJECTS](#)

Attachment: [Board Approval - Renewals 1-2015.pdf](#)

12. [PERIODIC REPORT OF SUBSTANTIAL COMPLETIONS AND FINAL INSPECTIONS OF MAJOR MAINTENANCE AND MINOR CAPITAL PROJECT UNDER \\$1,000,000](#)

Attachment: [Jan 2015 Agenda Item CSC-CFI-Cont Sav on on Proj Chart for Dec 2014.pdf](#)

13. [OZAB II GROUP 1-C HD WIRELESS AT LANDMARK MIDDLE NO. 256/DCPS PROJECT NO. OZAB15-E99960-3256: CONSTRUCTION CONTRACT AWARD](#)

Attachment: [OZAB15-E99960-3256 Contract for Landmark MS.pdf](#)

14. [OZAB II GROUP 1-C HD WIRELESS AT MANDARIN MIDDLE SCHOOL NO. 259/DCPS PROJECT NO. OZAB15E99960-3259: CONSTRUCTION CONTRACT AWARD](#)

Attachment: [OZAB15-E99960-3259 Contract for Mandarin MS.pdf](#)

Operations - Purchasing and Logistics

15. [SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [04JAN15.pdf](#)

Attachment: [05JAN15.pdf](#)

Attachment: [JAN FY15 RETIREMENT.pdf](#)

Attachment: [ROSUMJANFY15.pdf](#)

Attachment: [Retirement Order Highlight outlinE JAN 2015.pdf](#)

Attachment: [06JAN15.pdf](#)

Attachment: [07JAN15.pdf](#)

Discussion

Academic Services

1. [ADOPTION OF DUVAL COUNTY PUBLIC SCHOOLS INSTRUCTIONAL MATERIALS PLAN](#)

Attachment: [IM Timeline.pdf](#)

Attachment: [IM Plan.pdf](#)

Motions:

That the Duval County School Board
adopt the Instructional Materials Plan - PASS
for 2015 through 2017.

Vote Results

Motion: Rebecca Couch

Second: Paula Wright

Rebecca Couch	- Aye
Jason Fischer	- Nay
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

School Choice and Pupil Assignment

2. [PUBLIC HEARING: FOR THE PROPOSED BOUNDARY CHANGES AND PROGRAM CHANGES FOR THE FOLLOWING SCHOOL NUMBERS: 257, 46, 240, 268, 92, 235, 148, 244, 212, 216, 219, 215, 85, 155, 148, 237, 225](#)

Minutes:

Emma Cahill, Art Teacher
Justina Road Elementary

Concerned that moving GRASP to Justina Road Elementary School would displace some students. Attendance at Justina Road is one of the few consistencies some students there have in their lives. The move would be detrimental to them. She is concerned about a potential stigma the Justina Road students may carry with them into other schools.

Bobby Crosby

Mr. Crosby is concerned about the process used to select Justina Road as the new location for the GRASP program. It was chosen simply because of its proximity to Jacksonville University. Justina Road Elementary School student wouldn't be given the choice of where they go to school. He wants to see the school

stay intact.

Leslie Surowiec, GRASP Parent

Ms. Surowiec pulled her son from an A school so he can attend a school 45 minutes away with other student "just like him." The benefits of the program and learning environment make it worth the drive. She supports moving the GRASP program so it can benefit more children.

Janice Ledbury, GRASP Parent

Daughter did not do well at Greenland Pines Elementary School because of her dyslexia. After her second year of Kindergarten, she was homeschooled with a lot of frustration. Now that she is in GRASP, she feels accepted in spite of her challenges. She wants to see GRASP kept intact.

Stephanie Paulk, GRASP Parent

Ms. Paulk explained the challenges her daughter faces. After a period of homeschooling her daughter, which was less than ideal, Ms. Paulk was thrilled to discover the GRASP program and all the benefits it offers her student. There is not enough space for growth available for the program at this point.

Edward Exson

Mr. Exson gave a case history of desegregation activity.

Earline Floyd

Ms. Floyd is a volunteer at Justina Road Elementary. She asked the Board if they have considered what the parents and children want and what is best for them.

Dr. Joy Hervey, Director of Global Missions
Impact Church

After adopting Justina Road Elementary School, the church is distressed to learn that the school would not remain as a neighborhood school. GRASP is a wonderful program that would work anywhere; however, the school is one of the few things in that area that is stable for the children and cannot work just anywhere for those children. Jacksonville University can do more good by coming into the school to work with children than it could by coming in to take control of the school. Moving neighborhood students out of the area will make it much more difficult for their parents to be involved in their student's school. A lack of much needed resources are causing a slow bleed for the school. It needs to be given the resources it needs.

Kristin Kessler, GRASP Parent

Ms. Kessler explained how they home schooled their daughter with dyslexia because there was no other fit for her anywhere else. After trying the GRASP program, they realized the program advanced her more than if she continued in homeschooling. She

supports the expansion of the program.

Pervalia Gaines-McIntosh, Education Advocate
Ms. Gaines-McIntosh opposes the boundary change proposal for Eugene Butler Middle School and is in opposition to the school becoming a dedicated magnet. By making it a dedicated magnet, the community loses a neighborhood school. Instead of moving the school out, the right teachers and administrators should be getting moved in. The children should not be the ones to suffer for poor decisions being made by administrators.

General

16. [PUBLIC HEARING AND VOTE: REVISIONS TO CHAPTER 5 BOARD POLICIES](#)

Attachment: [Policy 584 January 2015.pdf](#)

Attachment: [Policy 513 January 2015.pdf](#)

Motions:

1. That the Duval County School Board conduct a Public Hearing and repeal the attached Board Policy 5.13, Admission to Postsecondary Career and Technical Educational Programs. - PASS
2. That the Duval County School Board conduct a Public Hearing and repeal the attached Board Policy 5.84, Student Accident Insurance.

Vote Results

Motion: Rebecca Couch

Second: Connie Hall

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

17. [PUBLIC HEARING AND VOTE: REVISIONS TO CHAPTER 6 BOARD POLICIES](#)

Attachment: [Chapter 6 January agenda.pdf](#)

Motions:

1. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.01, Employment of Personnel.
2. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.02, Employment Defined.
3. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.07, Recruitment of Faculty and Administrative Staff.
4. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.08, Appointment or Employment Requirements.
5. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.11, Open Hiring/Equal Employment Opportunity and Affirmative Action.
6. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.12, Employment of Athletic Coaches who are not Full Time Employees of the School Board.
7. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.23, Reemployment of Personnel.
8. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.42, Assessment of Employees.
9. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.45, Personnel Files.
10. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.51, Leave of Absence.
11. That the Duval County School Board conduct a Public Hearing and adopt the

attached Board Policy 6.53, Approval of Leaves.

12. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.55, Absence without Leave.
13. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.58, Family and Medical Leave.
14. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.59, Sick Leave.
15. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.60, Illness or Injury in the Line of Duty.
16. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.65, Professional Leave.
17. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.72, Violation of Local, State, and/or Federal Laws.
18. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.73, Suspension and Dismissal.
19. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.75, Resignations.
20. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.78, Deferred Retirement Option Program (DROP).
21. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.80, Professional Ethics.
22. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.81, Records, Reports, and Equipment.
23. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.89, Compensation Strategy.
24. That the Duval County School Board conduct a Public Hearing and adopt the

- PASS

attached Board Policy 6.91, Terminal Annual Leave Pay.

25. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.93, Terminal Sick Leave Pay.
26. That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.98, Grievance Procedure for Personnel.

Vote Results

Motion: Rebecca Couch

Second: Connie Hall

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

18. PUBLIC HEARING AND VOTE: REVISION TO POLICY 6.43, INSTRUCTIONAL EMPLOYEE PERFORMANCE CRITERIA

Attachment: [6 43 Instructional Employee Performance Criteria.pdf](#)

Minutes: Board Member Couch wanted to verify with the district that this policy change was due to the change in State law indicating that teachers are to have an assessment for each subject whether it be a State or locally developed assessment. Ms. Sonita Young, Superintendent of Human Resources, indicated that it was the reason for the change. After Dr. Vitti explained in more detail the changes made by the State, Board Member Couch noted that for approximately four years now the State has been saying it would produce a bank of assessments and make them available. It hasn't come to pass and the Duval school district has spent nearly \$1 million to comply with new State requirements to develop required assessments.

Motions:

That the Duval County School Board conduct a Public Hearing and adopt the attached Board Policy 6.43, Instructional Employee Performance Criteria. - PASS

Vote Results

Motion: Paula Wright

Second: Rebecca Couch

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Board Member Travel

[Board Member Travel](#)

Motions:

- January 16, 2015 - FSBA Joint Officers Meeting - Tallahassee - Couch
- January 18-20-2015 - 5000 Role Models of Excellence Project - Miami - Hall
- January 31- February 4, 2015 - NSBA Advocacy Institute - Washington D.C. - Wright, Hall - PASS
- March 10-14-2015 - FSBA Day In The Legislature - Tallahassee - Couch, Wright

Vote Results

Motion: Scott Shine

Second: Connie Hall

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Superintendent's Travel

[Superintendent's Travel](#)

Motions:	
January 29-30, 2015- Washington D. C. - Harvard Urban Superintendent Program at no cost to the district at no cost to the district.	- PASS
Vote Results	
Motion: Paula Wright	
Second: Rebecca Couch	
Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

For The Record

[For The Record](#)

Minutes:

Board Member Hall

On Thursday, January 15 at Ribault High School, Florida A & M University will hold their scholarship event at 6:00 p.m. If you have not attended an event such as that, I strongly encourage you to be there. It's high octane with the excitement of seeing students receive on-the-site scholarships, from full ride scholarships on at every level, depending upon the criteria. Once again, that's this Thursday at Ribault High School at 6 p.m. Also Friday, January 16 from 1-3 p.m. at Westside High School, an education event will happen. Our Superintendent will be there as the featured speaker. I think it's going to be an exciting time for men in education to mentor each other and also to reach out and engage future teachers, to join Duval County Public Schools. We're looking forward to that. Also, coming up this weekend, we know that we celebrate the legacy of Dr. Martin Luther King, Jr. and Dr. King once said, "Life's most persistent and urgent question is 'What are you doing for others?'" so it's the opportunity during that week to participate in the Day of the Service by helping someone, serving as a volunteer and emphasizing those efforts because I know that you do that any, each and every day, so we want to make sure that you emphasize that this weekend during the Day of Service in recognition of Dr. Martin Luther King, Jr.

Board Member Couch

I think we've heard from quite a few board members already that I want to reiterate my fellow board members' comments about the School Choice Expo. We had over 17,000 people attend which I think is a record so far. I want to thank Pearl Roziars and all of her team for their work. I want to thank Marsha Oliver and their work in promoting it. I think I received about five phone calls and e-mails and that kind of thing. So I think it's a good thing when parents are aware of their options. I think that it shows why we were selected as one of the top school choice districts nationwide. I don't think people really know that about us. We still get people at the microphone that say we're known for NOT wanting school choice, which I think is interesting, but they probably haven't attended our School Choice Expo. Thank you to Edward Waters College and the Dual Enrollment program. I want to, again, thank Principal Bloom for Stilwell Middle School's presentation. I'm looking forward to the great things that are going to take place in the future for that school.

Vice-Chairman Smith Juarez

Much has been said about the School Choice Expo but it can't go without reiterating all of the hard work that went into showcasing all that happens in our schools every day. It would be impossible to list all of the amazing things and from my experience moving through the Expo where I couldn't stop without someone bumping into the back of me or turn around without bumping into someone else. It is a real testament to how excited people are about Duval County Public Schools; that all of our schools are there to showcase what they are doing that is unique, different, catering to student needs and that we are doing what we can to provide for the unique learning styles and the curiosity and imagination of our students

as they engage in learning. So thanks to Marsha Oliver and the Communications Department, to the School Choice office, each of our principals and all of our students and cadets and the teachers who were there because they are also excited about what's happening in Duval County Public Schools. It's a great single day to showcase but I know there are many tours happening and much follow up effort as well for all of those families. I just want to say thank you and reiterate how proud I am to represent Duval County Public Schools.

Board Member Wright

I, too, want to reiterate the importance of attending, if you have the opportunity, the FAMU Scholarship awards at Ribault High School. It's an awesome opportunity to celebrate with the students and their families as they receive these scholarships. Their families are not just their parents and their siblings but it's the teachers, it's their staff, it's the community that support them and work with them to help them achieve their goals. The MLK breakfast is this Friday morning at the Prime Osborn Convention Center. The speaker will be the National Urban League's President Marc Morial. Perhaps you can come by and attend that. I am so excited about the opportunity to partner with Edward Waters College. It is so meaningful to this community to be able to share with them beyond the walls and include Dual Enrollment. I think that the most important aspect of that connection, to me, is seeing the plan that was written five years ago come into reality. That plan was to ensure that our students, most needy, most vulnerable, who are behind at least two grades have an opportunity to be mentored by students who were in the same position they were in a few years ago as students. So thanks to the Edward Waters college student mentor our young students who oftentimes feel that they may not make it; that high school graduation just may not be on their list. It's an awesome opportunity to see the encouragement they see from a young college student. I also want to share that not much has been mentioned about Duval County hosting the Council of Great City Schools' (CGCS) winter conference here on January 23rd and 24th at the Omni Hotel. This is the first opportunity that our district has had to host CGCS. So we are excited about hosting that event. We are expecting quite a few people from across the country. Mayor Alvin Brown will be greeting our guests Saturday morning the 24th and we will have an opportunity to showcase some of our schools, some of our students but most importantly the purpose of this winter conference is to plan for the upcoming year. The planning stages will be available for all to come to see and hear. That will be the 23rd and 24th.

Board Member Jason Fischer

As many people mentioned about the School Choice Expo, my family and I went. My son will be starting kindergarten and I look forward to having him in Duval County Public Schools. I don't know the final attendance number for Saturday but it had to be more than last year. It was jam packed when I got there. What an exciting thing to see 17,000. The turnout to this event is definitely a statement; a clear and unambiguous statement. The families want to be in the driver's seat of their child's education and will engage enmasse when available to them. In the last two years we've done some exciting things in this city. We are now

ranked 13th in the country for school choice options. I think we've been further recognized by a national organization. The National School Choice organization who will be hosting an event Friday, January 23rd here in Jacksonville, televised across the country with speakers like Condoleezza Rice and several others. They chose Jacksonville this year. I think that's in large part because of the strides we've shown. So let's give parents more of what they want and do more of what works and become number one in school choice; let's go from number 13 to number 1. I mentioned what we started doing two years ago. Speaking of the last two years, we've seen significant growth in student achievement; college readiness, graduation rates, the superintendent showed some tonight. Our graduation rate at 74%. Last year it was the highest that Duval County had ever had. Again, we broke that record, so for two years in a row we've had the highest graduation rate in Duval County history. Our college readiness is on the rise. As you saw from the numbers, just the highlighted one in college readiness and reading—83%—up ten points in the last two years. Acceleration programs, both participation as well as performance is up. Performance is up 17 points in the last two years while also narrowing the achievement gap quicker than any other six large urban districts in the State of Florida. We're seeing proficiency gains in reading, math and science. The business community trusts us and works more with us now more than ever. Evidence of that would be the increased interest in our career academies or our partnership with Vistakon or the innovative initiative Quality Education for All Fund. Why? In part, we have shown commitment to reform efforts to think differently about solving problems. The other part is because of the CEO that we've hired to run our school system, Superintendent Nikolai Vitti. He has established himself as the education leader of our city. He is a bold leader that is not afraid to tackle tough and systemic issues. He has demonstrated that he uses data to develop solutions. We need to keep the positive momentum going. It would be disastrous to lose a visionary and bold leader like Dr. Vitti. At least four of the large seven districts in Florida—Dade, West Palm, Pinellas and Hillsborough—have openings for superintendent in the next six to 12 months. Based on what I've seen and heard, Dr. Vitti's name will surface for one of those positions. I think we should nip that in the bud. Let's do the right thing and offer him a contract extension. Let's keep him here in Jacksonville so we can continue the work and give him the time he needs to make the reform efforts permanent. As elected leaders, our city is counting on us to be bold and decisive. As elected leaders, families are counting on us to continue to show results for their children. As elected leaders, the children we serve are counting on us to make sure that they get the best education possible. Let's be bold. Let's be decisive. Let's continue to show great results. Let's make sure that our children get the best education possible. Let's renew Dr. Vitti's contract. I think it should be part of the evaluation process.

Board Member Shine

The first thing I'd like to talk about is the speakers that came tonight and spoke so passionately about their schools. It's great to see parents who are so engaged with what they call "their school." They spoke for some of the redistricting and some against. I think that's a great thing. I think

the clash of ideas is the sound of freedom in this great nation. I would encourage anyone in our community who was here or saw that, that when they have an opinion, they can come to a body like this one and state their mind and state their decision. We do listen. It's not "done" before the vote is in. The second thing I'd like to comment about is the problem of violence in our community. It is unfortunate and tragic and I saw when Dr. Vitti stepped up and got involved with the organization Save Our Sons. I think that is something we should be proud of and I salute him for that. We have a lot of great leadership in this organization. One thing politicians often talk about is that they want to do something about education, yet their elected body has nothing to do with the School Board or public education but I think it's important that we all recognize that the lines are becoming more and more blurred. The issues of poverty, violence, economics—that's all part of everybody's job; it's part of our civic leaders' and part of our mayor's job. I think the leadership here, not just Dr. Vitti, all of us—the administrators, everybody—needs to play a role in these important issues so I salute him, I salute Save Our Sons, Mad Dads and all those organizations that are working to keep mostly young men in their teens safe. One thing I tell my son is the most important job he has is to come home. Don't get in a conflict, don't get involved in violence. Your job is not to stand your ground but your job is to come home. We'll worry about all the rest later.

Chairman Cheryl Grymes

In response to Board Member Fischer's issue of the superintendent's contract extension or renewal, I, too agree that we need to look at that. We do have a procedure in place for that evaluation and I think that's what we need to concentrate on now. I did send you all an e-mail with some dates of getting that done because I think that is a very important process that we need to take very seriously. So I look forward to your feedback on what dates are going to work for that. I do believe that the conversation about the contract should come after the evaluation.

Adjournment

[Adjournment](#)

Minutes:

The meeting was adjourned at 9:12 p.m.

LBL

Superintendent

Chairman