



## Duval County Public Schools

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January 7, 2013, Regular Board Meeting

Mr. Fred "Fel" Lee, Chairman  
Ms. Becki Couch, Vice Chairman  
Mr. Jason Fischer  
Ms. Cheryl Grymes  
Dr. Connie Hall  
Ms. Ashley Smith Juarez  
Ms. Paula D. Wright  
Dr. Nikolai P. Vitti, Superintendent

ATTENDANCE AT THIS REGULAR MEETING OF THE DUVAL COUNTY SCHOOL BOARD with Dr. Nikolai Vitti, Superintendent of Schools, Ms. Karen Chastain, Chief Officer of Legal Services, Mr. Fred "Fel" Lee, Chairman, Ms. Becki Couch, Vice Chair and the following Board members: Mr. Jason Fischer, Ms. Cheryl Grymes, Dr. Connie Hall, Ms. Ashley Smith Juarez and Ms. Paula D. Wright, present.

Call Meeting to Order

[CALL MEETING TO ORDER](#)

Minutes: The Chairman called the meeting to order at 6:00 p.m.

Invocation

[INVOCATION](#)

Minutes:

*A moment of silence for Newtown, Connecticut - Sandy Hill Elementary School students, teachers and families.*

Dr. Tom Bary  
Neptune Beach Baptist Church

Pledge of Allegiance

[PLEDGE OF ALLEGIANCE](#)

Presentations

Communications

[1. JACKSONVILLE FAIR QUILT CONTEST WINNERS](#)

Minutes:

Partnered with Jacksonville Agricultural Fair for 10 years and counting for annual quilt project

- Under the direction of their art teachers, students in grades Pre-K through five created and submitted quilts that connect visually or morally to one of a list of books
- Winners receive money for schools' art programs
- The judging is done in two categories: a juried process and community voting.
  - Jurors' Choice Winners:
    - o First-place is Hogan-Spring Glen Elementary
    - o Second-place is New Berlin Elementary
    - o Third-place is Samuel A. Hull Elementary
    - o Honorable mention is Abess Park Elementary
  - Community Choice Winners:
    - o First-place is Louis Sheffield Elementary
    - o Second-place is S. P. Livingston Elementary
    - o Third-place is Susie Tolbert Elementary

[2. HIGH SCHOOL GRADUATION RATE INCREASES](#)

Minutes:

District rate rose 4.42 percentage points to 67.69% using the new federal formula

- Five schools increased substantially from 2011 to 2012:
  - o Ribault (Principal Edward Robinson) rose 21.96 percentage points – from “C” to “A”
  - o A. Philip Randolph (Principal Robert Lewis) rose 16.91 percentage points – from “C” to “A”
  - o Raines (Principal Shateena Brown) rose 14.61 percentage points – from “D” to “C”
  - o Andrew Jackson (Principal Iranetta Wright) rose 9.84 percentage points – from “F” to “B”
  - o Frank H. Peterson (Principal Cathy Barnes) rose 9.80 percentage points – Remained “A”
  
- Two schools finished the school year with 100% graduation rate in 2012:
  - o Darnell-Cookman Middle/High School (Principal Mark Ertel)
  - o Paxon School for Advanced Studies (Principal Royce Turner)

### [3. MATH FIELD DAY WINNERS](#)

Minutes:

Math Field Day is an annual competition for middle school students, allowing teams to work together and compete against neighbor schools in different areas of mathematics

- Competition has been in existence for close to 20 years and includes both team and individual math events
  
- This year, Lynn McGiveron, Math teacher at Kernan Middle, was instrumental in putting together the entire event. She worked tirelessly to put on a smoothly run competition.
  
- Julia Landon College Preparatory took home first-place for the third year in a row (Principal Sara Bravo and Math Team)
  
- Fletcher Middle took a close second-place (Principal Teresa Mowbray and Math Team)

Comments From Audience

### [COMMENTS FROM AUDIENCE](#)

Minutes:

Councilman Doyle Carter said we're excited about the New Year and we look forward to having a joint meeting with the Duval County School Board in the next month or two in order to put our heads together for our community. We definitely can learn from one another. Please let me know if you need help with anything. We, too, recognize citizens at our Council meetings. I look forward to our upcoming meeting.

Ms. Tracy Milligan spoke about the public hearing item on District Support for Students with Diabetes. I have a son in 5th grade who has Type I diabetes. I'm disappointed that this policy has taken over five years to come before the Board. These children need special services as I had to go to my child's school 1-3 times a day to give him insulin. My son is old enough now that he can manage his diabetes independently.

Ms. Aisha Douglas said I'm here regarding bullying and my daughter is suffering every single day. I spoke with the house administrator at Butler Middle School and she can't do anything about it. How can my child thrive in school when she's facing this bullying each day? The kids who are bullying her wrote a report against my daughter. What is the district implementing regarding bullying and how can we get some resolution? I need immediate help as this is a serious matter.

Dr. Vitti asked staff to meet with Ms. Douglas immediately.

*The following people spoke in support of Principal Sharon Sanders who is being reassigned to an Assistant Principal and placed on the Assistant Principal salary schedule. This action is being recommended as a result of misconduct:*

Mr. Ralph Rodriguez  
Mr. Dennis Owen  
Mr. Jeremy Thomas  
Mr. Greg Toole  
Ms. Torna Scott  
Ms. Patty Toole  
Ms. Alice Olliff  
Mr. Steve Hall  
Mr. Ben Olliff, Jr.  
Ms. Cheryl Collins  
Pastor George Spencer  
Mr. Fred Stone  
Mr. Scott Niedbalski  
Mr. Jim Young  
Ms. Dana Germaine

Mr. Tad Delegal, attorney for Ms. Sharon Sanders said Mr. W. C. Gentry wrote a letter on behalf of Ms. Sanders. During the preliminary investigation, the state found nothing against Ms. Sanders; all allegations. Ms. Sanders has never been asked nor allowed to explain her accusations. Apparently there were some problems that need to be addressed and the testing coordinator had some issues. We're asking you to remove this item from the Consent Agenda this evening, allow Ms. Sanders to answer those questions and do a full investigation. She is very embarrassed over this situation and as you can see, has a great deal of support in the community.

Ms. Connie Benham spoke about the ROTC and wrote a letter to all of you earlier. When I was here last November, I explained the ongoing disparity with ROTC instructors and Florida Teachers Lead Money and still the issue was ignored. I explained this discrepancy to the mayor's office and to the Duval Delegation. The ROTC instructors are retired military personnel who are federally certified teachers who always receive Florida Teacher Lead Money until 2008 when the Duval County Public Schools office employee decided to define what "certified" meant in statute. This kept every ROTC instructor in this county from receiving money because this employee decided that they are not state certified teachers; therefore, they get no money for their classrooms. According to statute, military science teachers are exempt from being state certified but I can assure you they are, indeed, high trained, certified, full-time classroom teachers, held to every standard and requirement in Duval County, as every other teacher is. I would like you to know every county in the state that receives this money pays their ROTC instructor, including Miami, except Duval County. Therefore, I am formally asking you, now, to produce the legal decision made by an attorney on the statute definition of "certified teacher", but since there is no real legal opinion forthcoming, then I ask you, now, to restore and make restitution to instructors who have been and still are employed with the county since this action took place. I will go on to ask you those in this building that are involved be admonished for condoning the arbitrary and capricious opinion of this employee whose opinion is legally irrelevant. I ask those responsible to write a message saying that they were wrong to the Department of Education, especially, Darla Davis, who was told that a legal decision did exist along with an apology letter to instructors. Please know that neither of these outstanding ROTC instructors nor I, as veterans, served in the military to protect our laws so an office employee can usurp the authority over statute nor like I was told, the legislature needs to amend the law on an opinion of an office clerk. In closing, you have the power to say tonight that you will rectify these problems...will you?

Dr. Vitti said this issue was made aware to me, today, and we are going to look back at the statute and practices that other districts have applied to the school recognition reward - the JROTC instructors who are not certified. We will get back to you in writing as a follow up to your request because I think you've made some legitimate concerns very clear and the discrepancy between the district, Duval and other districts, is something that we need to look into.

Mr. Trey Csar, president of the Jacksonville Public Education Fund. I'd like to share our thanks from our Board of Directors and the entire staff on the great progress the district has made and the tremendous improvements in school grades. It really is quite an accomplishment and we take our hats off to each of you and every one in our school district for the tremendous amount of hard work. I want to encourage the community to check out those new school grades on [SchoolFactsJax.org](http://SchoolFactsJax.org) as we have a lot of great data, there. I want to share with you a tremendous experience that our organization had this weekend. On Saturday, we had more than 170 community delegates that spent eight hours with us at the Jacksonville Public Library in the culmination of the *One-by-One* campaign. These community members gathered and spent all day talking about what they felt the community needed to prioritize when it came to public education. They came out with four things: education the whole child; focus on great teachers and leaders; a broad understanding on policy and political reform; and family and care-giver involvement. All of those priorities are captured

online and in the community agreement which we will share with all of you. They are currently being printed into a printed document that we'll make sure will get to all of you. I encourage you to go online and read the priorities and the statements that accompany them as it is a strong testament to the great work you have done and remains to be done in the school district. There is an active community behind these priorities and we're actively seeking more than 2,000 community ratifications for this document. We've had more than 160 signatures, today, and I encourage the entire community and each of you, if you agree with the priorities, to go online to [JaxPEF.org](http://JaxPEF.org) and sign your name at the bottom. We look forward to working with you as you enter your planning process to make sure those priorities are communicated from the community and into the district's Strategic Plan. Thank you for your leadership and we look forward to continue to work with you.

## Comments From Parent Organizations

### [COMMENTS FROM PARENT ORGANIZATIONS](#)

Minutes:

PTA - Gretchen Lynch, President:

Happy New Year!

We are pleased to report that all of our high schools have submitted their nominees for our Superintendent's Leadership Academy which begins on Saturday, January 26th at Sandalwood. We appreciate School board member Lee sharing a welcome and School board member Couch going back to her teaching roots and leading a session in February.

We are offering a mid-year PTA leadership Training at our next General Meeting on January 15 and will offer an evening training that night at the school board building.

We have wrapped up our Grassroots/Common Core Advocacy Grant and are excited to report that 487 parents and community members completed at least two modules of the advocacy training and 547 community members completed one training and 58 advocates complete 4 of the module trainings.

We delivered Common Core State Standards informational binders to all of our schools which included parent guides and informational dvds. We have presenters ready to visit schools and share a program to start the conversation on Common Core.

We appreciated the opportunity National PTA and the Bill and Melinda Gates Foundation gave our council. It has allowed us to go back to our roots and be every child on voice.

Even though our grant is wrapped up, we look forward to using our voice on behalf of the children in our community!

Title I - Parent Advisory Council - Kim Rivers, Chair:

To the Chairman, Board members and Superintendent Vitti, this report comes to you from the Duval County Public Schools Title I Parent Advisory Council.

PAC would like to acknowledge the feverish effort Dr. Vitti has put forth to personally communicate his 100 Day Plan citywide. This is evidenced by his community town hall meetings and the various meetings he has attended with the parent organizations. I would like to thank Dr. Vitti for his sincere participation at the Parent Advisory Council Coffee Table Discussion held on December 6 at Andrew Robinson Elementary. There were fifty-one Title I parents in attendance. Dr. Vitti's explanation and recommendation of a parent academy came with resounding endorsement by parents. The conversion of supply parents and development of demand parents was also met with particular interest. Dr. Vitti's compassion and concern for our children came through in every question he addressed.

As we move forward in the second half of the school year, the Title I Parent Advisory Council is focused on three special "Champion" parent projects. PAC will provide parent advocacy and leadership support during the upcoming Pre-K Parent Academy which begins on January 29 with parent orientation. Secondly, PAC will assist the District Title I Parent Involvement Dept with conducting parent advocacy and leadership sessions this spring. Lastly, PAC will collaborate with and support the district with communicating to parents the importance of registering their children in district sponsored summer programs and community summer enrichment programs. PAC asks that Dr. Vitti let the PAC Board know who to contact at the district so that we may lend our support timely, appropriately and enthusiastically to the summer program planning.

The Title I Parent Advisory Council Board holds each Title I principal accountable for fully implementing the Parent Involvement Plan with their parents.

In closing, the PAC Board and membership would like to invite all parents and community stakeholders to our mid-year review of the District's Title I Parent Involvement Plan. The meeting will be held here in the Cline Auditorium on January 24 @ 5pm.

This concludes the Title I Parent Advisory Council Report. Thank you.

*NOTE: No District Advisory Council report for this meeting.*

Comments From Employee Organizations

[COMMENTS FROM EMPLOYEE ORGANIZATIONS](#)

Minutes:

Jacksonville Fraternal Order of Police - Nelson Cuba:

We have just taken over the Duval County Schools Police Department and we're in the process of negotiating. I look forward to working with and coming together for the officers that work for the system. Thank you for serving.

Duval Teachers Union - Terri Brady:

It really warms my heart when several of you ask me where I've been. It's only been a month but I did some workshops with Common Core Standards but I'm here to talk to you on a host of activities and issues. Before you, you were given a white packet and I base most of my opinions on research. You have several items in your packet that I will be referencing in my conversation. Under the area of CAST - overall everything went moderately well considering it was a new dynamic and new issue. Over 80+% of our employees received "effective" or "highly effective". As it relates to people like AP, IB, AICE, PreK, ESE, Inclusion, DJJ, Duval Enrollment, Hospital Homebound, Co-teachers, Partner teachers and Others, we're finding that we have some situations and we're working through them because we work collaboratively. We try to reach and resolve those individual issues on an issue-by-issue basis. I wish the legislature truly understood the time and consuming task it has taken just to implement a new evaluation instrument and the biggest concern was, the value added element and how we merge the two together. No one that I represent is against accountability nor holding students to such a high standard; and no one against embracing a new evaluation instrument and tool. When there are so many inconsistencies of value added measurements, nationwide, we're asking to catch our breath and slow down by the Florida Legislature because we're actually abiding by the law and many counties are not.

You have two papers before you which talks about value added and using VAM (value added) as a measurement tool. These are researched-based documents and materials. I wanted to make sure you knew where we are coming from. Not only are we addressing these in large populations, we are also besides having to deal with the individual value added, whether there is a measurement instrument or not, we need to revamp and write and collaborate contract language that must address whether the teachers that needs improvement or developmental or effective or highly effective - how do we get them into a point value to a perfect 200? We don't want anyone just to settle but to continuously grow, as professionals. We're in the process right now with Ms. Young and others to come up with language in what do we do to lend the effective and highly effective support to continue their growth professionally? We're also working on what we're going to do with those "needs improvement" and "developmental"? When you go to your Duval County School Boards Association meeting, there are some school boards who didn't play the game well. You have some districts with 23,000 teachers that were "not measured". Another county has 13,000 teachers and not evaluated - something happened. I'm sure Superintendent Vitti can share with you what some of those things were. This county, the union and the

district, we do things above board; we follow the letter of the law to the best of our ability with no enhanced resources from the Florida Legislature, which is the largest, unfunded mandate in the last 18 years from Tallahassee to counties in this state. We didn't say we're not going to do it because we are going to do it. There are bumps in the road. This year when we got the results from last year's scores, it was one of a three year rolling average which will determine for about 880 employees their long term employment, whether they are tenured teachers or non-tenured teachers and will determine what their pay will be. Hold them accountable but make sure it's legitimate, accurate and the measurement instrument is sustainable. That's where we want to be. We are involving and I tend to be somewhat high strung on some of these issues. If we must hold our employees accountable, we want the best we can possibly be and the legislature has not provided that instrument for us, yet. We, in Duval County, are missing closer.

2013 Legislative Agenda from the Duval County Schools System. We as a part of the 272,000 members of Florida Education Association have already put together and surveyed our legislative package that we are presenting to delegations from around the state. The biggest thing is unfunded mandates. It's about tweaking and changing the value added formula that they currently imposed upon us to give something with greater sustainability for us, long term. It's about stop making all of these things punitive but to make them professional growth instruments so that all of our professionals can grow whether they are a first year teacher or a forty year teacher. We want people to move forward in a professional capacity to continuously grow in their area. As usual, DTU will stand with you to work with your legislative package and to collaborate because we're one of the few counties in the state where the union and district, in the past, have worked collaboratively to sell issues and discuss our issues because it's in the best interest of our employees and the district.

Climate Surveys are administered every year through the district. They talk about the climates of schools and we feel the climate needs to go deeper. DTU had a meeting earlier this afternoon and we're in the process of developing a survey that talks about *"What is happening in your area of your professionals?"* Whether it's in payroll, a bookkeeper in a school, an office assistant, clerk, teacher, paraprofessional, speech/language pathologist, guidance counselor, a PT or OT, or whatever their capacity that we represent. We want to know what it would take to make your profession the highest level of credibility and less angst that there possibly can be. I base nothing on what I think. I try to base things on what I know. We hope to have this approved by the working groups in February and then we will begin implementing it by the end of February. As usual, we will be sharing with you that information.

Teacher Prep Program - I heard Mr. Trey Csar talk about teach equality. The other document you have before you, it talks about the Right Start - Creating a Strong Foundation for a Teaching Career. The Teacher Prep Program is not just about first and second year teachers, it's not about Teach for America - it's about all employees. I truly urge and I truly make a strong request that we scrap the total Teacher Prep Program that we have in place, now, and redesign it so it meets the needs of a teacher to be better prepared when they walk into that room the first day in August, before students. Not that they begin a Teacher Prep Program four weeks into their teaching career and then they wonder why they don't know how to write a standards-base lesson plan when they only had a 20-minute presentation on this during 5-6

workshops at the Schultz Center during New Teacher Orientation. I know and every research shows that if we prepare them better, they will succeed as professionals and our students will succeed. I know there have already been meetings about revamping, tweaking, monitoring the Teacher Prep Program and how we move forward. I don't believe its good enough or we wouldn't have teachers quitting; teachers not feeling they are successful and we wouldn't have students who are falling behind. The better tools we give, the stronger educators they're going to be and I don't feel we're adequately preparing our teachers, here, as educators, to enter the classroom the first day of work. I believe our colleges and universities are working to change their Departments of Education and we're working collaboratively with them, but I'd like for us to truly make this a priority.

I had the privilege of attending a meeting at the Finland Embassy before the winter break. You hear the talk that Finland has the best educational system. Finland has the best productivity when it comes to the output of what educators do. Very few people drill down deep enough why they are as successful as they are. I was the only local president invited from Florida to attend this conference at the Embassy and to say the least, I confiscated copies on *"Building A Quality Teaching Profession"* from the International Summit that was held in New York City, March 16-17, 2012. The other documents talks about the Summit which I was privy to attend in New York when this occurred. They had international representatives talking about what it takes to make their teachers become the best and the brightest. We're going to be integrating some of this knowledge and research from some of these countries at the bargaining table through collaboration because we must do things differently. We need to be ever changing in the direction in which we go.

I believe it was an exciting celebration when we received our scores for our high schools but it was no more exciting than it was for those principals, academic coaches and teachers in those schools. They give their body, soul, spirit and love to those students every single day to make those growths happen and they want it to be sustainable to the best of their ability.

You're voting on a plan, tonight, about your Turnaround schools and challenged schools. This is a report that needs to be submitted to the Department of Education in Florida and I understand what that means. My concern is that we haven't your report that you are voting on. I truly believe that it was that collaboration and newly innovated ideas and the exchange of those ideas that helped us drive the agenda to think out of the box and do newly innovative things wherein many counties in many states, the unions throw up barriers and in no way have we done that. If it is sustainable, if it's there and is equity driven with research-based, we are there to embrace it, to collaborate and work side-by-side to implement it. I don't think DTU wants to be an after-thought and I know we won't be an after-thought and I know it was a simple oversight and no intent. I know once we get past the six or seven week hurdle, but please, members of this Board, we stand ready to be partners in moving this district forward even to a greater scale than what we are right now.

I need to say this as president of Duval Teachers United, the new positions, tonight, being created is a prerogative of the Superintendent to change and move our district forward. I have some vast concerns because we have schools (15 schools) without

absolutely no paraprofessionals whatsoever on the premises because of budget shortfalls. We also have an addition to that 27 schools who only have ESE or preK paras who can't stand duty or other tasks involved which brings us up to 42 schools due to budget constraints. Out of the salary that was listed and you know I know budget, that salary did not include benefits which means the amount is larger. I believe Dr. Vitti that there will be no additional revenue taken out of the General Fund other than consolidated positions. A full-time para's salary is \$17,500 and working the same number of days other than three that a teacher does. They are educational support, lend support and safety in the school, and without these employees there, our teachers would give up their planning time, learning time to stand duty for the safety of our students. Principals are standing duty. The salary of these paraprofessionals is \$17,500 on an average and their benefit package is \$5,500 and on top of that, their total employment package would be \$23,000. We as a district could foster and find enough financial resources to at least put a couple of paras into these schools to help with the safety and assistance in educational learning in these schools so the teachers can prep, plan and have learning conversations instead of doing the work that paras used to do in their schools.

I want to celebrate what we did this past Saturday and Trey Csar did have a wonderful event. From 8-3 at the Schultz Center, we had a variety of things - Support Saturdays - whereby our union members who are nationally board certified teachers come and we open it up to all teachers who have a problem with standards-based lesson plans, how to do interventions, new innovative safety nets - they get their one-on-one tutoring by our teachers who are high performance and highly effective teachers. It was one of the largest turnouts that we've ever had - the first Saturday in every month. In addition to that, we hosted a Common Core workshop for leaders in the area of curriculum whether it was ELA, reading, elementary math, secondary math, science - all the areas of Common Core - where these teachers could be the lead in establishing the Common Core value and take it back and train the trainers. This is one of many activities that we will be doing. We had so many teachers show up at this workshop that we had a waiting list and , hopefully, we'll get our state and national organization to come in and assist us in doing additional workshops for follow up. They didn't get pay or points but what they did was they knew Common Core was getting ready to breathe down their necks and as most educators know, they're going to do whatever it takes to be the best they can be to stand before that classroom and teach those students every single day. We'd love for you to come and see the excitement in the room. It was a cross-section of educators that want to be ready and prepared to meet the needs of our students. As always, DTU stands ready to be partners in all the activities whether it's academics or social needs of our students - we are on the cusp under the new leadership of Dr. Vitti and the guidance of our School Board members to take this district to be the best it can be and I'm glad that I'm a part of it. Thank you.

Student Achievement, Reform Activities, And Reports

## [1. CHAIRMAN'S REPORT](#)

Minutes:

Happy New Year to everyone. The Leadership Team and the Board are extremely encouraged and excited about this upcoming year as we progress.

I know my fellow Board members will be speaking later and I'd like to say as Chairman of the Board, congratulations to Duval County Public Schools, the teachers, principals, staff, each and every person involved in continuing to make incredible progress on the high school grades. Thank you for what you do each and every day.

I want to give you a quick update on what the Board and Superintendent team is doing this month. I briefly updated you last month of what we had already discussed in some Development meetings. We have two Development meetings coming up; January 18 and it will focus on our own team development. We have an outside facilitator coming in and it's our time as a team to continue to figure out better ways to work, streamline our processes and be the leader to the leader. Our second meeting is January 25 which we will focus on the next revision of our Strategic Plan. We need to ensure that we know what our priorities are, what we care about and what we're going to measure which will have a huge impact on the rest of the year.

I'd like to welcome back our public television audience. The Board recently decided to re-establish our collaboration with WJCT and Comcast, Channel 99. We are currently streaming onto our website. It was a gesture to re-establish and accessibility for all residents and we hope this is one step of many that will be coming your way to ensure that each and every one of our citizens have the ability to understand what we are doing and to collaborate and become involved.

## [2. SUPERINTENDENT'S REPORT](#)

Minutes:

*Please see the Superintendent's Academic Report covering:*

*Overall High School Grades*

*High Schools that Improved*

*High Schools that Declined*

*High School Grades Compared to the State of Florida and Largest Seven Districts*

*Summary of A & B High Schools of the Largest Seven Districts in Florida*

*Overall School Grade Count*

*Schools Vulnerable to Penalties*

*Schools "Held Harmless"*

*Next Steps to Sustain and Improve High School Grades*

Reports



That the Duval County School Board approve the following minutes:

November 15, 2012 - Board Workshop  
November 15, 2012 - Board Development Meeting  
December 4, 2012 - Regular Board Meeting  
December 4, 2012 - Leasing Corporation Meeting  
December 5, 2012 - Board Development Meeting  
December 18, 2012 - Committee Meeting

Motions:

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

- November 15, 2012 - Board Workshop
- November 15, 2012 - Board Development Meeting
- December 4, 2012 - Regular Board Meeting - PASS
- December 4, 2012 - Leasing Corporation Meeting
- December 5, 2012 - Board Development Meeting
- December 18, 2012 - Committee Meeting

Vote Results

Motion: Rebecca Couch

Second: Ashley Juarez

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- 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: Ashley Juarez

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

Consent Agenda

Human Resource Services - Staffing

[3. HUMAN RESOURCE SERVICES EMPLOYEE TRANSACTIONS](#)

Attachment: [HRS Attach 01-07-13\\_TRANS.pdf](#)

[4. MINIMUM QUALIFICATIONS - CHIEF OFFICER, PUBLIC RELATIONS AND MARKETING](#)

Attachment: [HRS Attach 01-07-13\\_Min\\_Quals\\_Chief\\_Public\\_Relations\\_Marketing.pdf](#)

[5. MINIMUM QUALIFICATIONS - DIRECTOR, PUBLIC RELATIONS AND MARKETING](#)

Attachment: [HRS Attach 01-07-13\\_Min\\_Quals\\_Director\\_PR\\_Marketing\\_rev.pdf](#)

[6. MINIMUM QUALIFICATIONS - CHIEF OFFICER, INTERGOVERNMENTAL AFFAIRS AND COMMUNITY INVOLVEMENT](#)

Attachment: [HRS Attach 01-07-13 Min Quals Chief Government 01-07-12 rev.pdf](#)

[7. MINIMUM QUALIFICATIONS - EXECUTIVE DIRECTOR, INSTRUCTIONAL PROGRAMS](#)

Attachment: [HRS Attach 01-07-13 Min Quals ExecDirector Instructional 01-07-12 rev.pdf](#)

Human Resource Services - Professional Standards

[8. SUSPENSION WITHOUT PAY - JULIE BENNETT](#)

[9. SUSPENSION WITHOUT PAY - STEPHANIE RAVER](#)

[10. EMERGENCY AGENDA ITEM: REASSIGNMENT TO ASSISTANT PRINCIPAL AND PLACEMENT ON THE ASSISTANT PRINCIPAL SALARY SCHEDULE - SHARON SANDERS](#)

Administration and Business Services - Budget and Financial

[11. ADOPTION OF BUDGET RESOLUTIONS NOVEMBER 31, 2012](#)

Attachment: [narrative.pdf](#)

Attachment: [Spread sheets.pdf](#)

[12. MONTHLY FINANCIAL STATEMENTS](#)

Attachment: [October 2012 Monthly Financial Statement Narrative.pdf](#)

Attachment: [Final Oct 2012 Cash and Invest.pdf](#)

Attachment: [October 2012 Board Statement Worksheet.pdf](#)

Operations - Information Technology

[14. NETWORK MANAGEMENT SOFTWARE MAINTENANCE AND SUPPORT RENEWAL](#)

Operations - School Choice and Pupil Assignment

[15. AMENDMENT TO CHARTER SCHOOL CONTRACT FOR KIPP JACKSONVILLE, INC. CHARTER SCHOOL](#)

Operations - Real Estate, Planning and Programming

[16. ENERGY AND WATER CONSERVATION PROJECTS - CAPITAL OUTLAY FUND BALANCE AUTHORIZATION](#)

Attachment: [Energy Conservation Project-School schedules-12-4-12.pdf](#)

Operations - Facilities Project Design, Construction and Maintenance

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

Attachment: [Board Approval - Renewals 1-2013.pdf](#)

Operations - Purchasing and Logistics

[18. SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [04Jan2012Retirement.pdf](#)

Attachment: [Retirement Order Highlight outline Jan 2013.pdf](#)

Attachment: [JAN RETIREMENT.pdf](#)

Attachment: [06Jan2012Retirement.pdf](#)

Attachment: [ROSUMJANFY13 corrected.pdf](#)

Attachment: [05Jan2012Retirement.pdf](#)

[19. FOOD SERVICE DEPARTMENT MANAGEMENT AND OPERATION, RFP NO. 3-09/LG, RENEWAL](#)

Attachment: [Third Addendum to Contract - 2013-14 Renewal Conditions v8.pdf](#)

Discussion

Academic Services

[1. PUBLIC HEARING AND VOTE: DISTRICT SUPPORT FOR STUDENTS WITH DIABETES](#)

Attachment: [District Policy 5 67 DRAFTDISTRICT SUPPORT FOR STUDENTS WITH DIABETES.pdf](#)

Minutes:

The Chairman declared the public hearing open on the following item:

District Support for Students with Diabetes

The Chairman asked if anyone in the audience wished to speak to the Board regarding this item; there being no response, the Chairman closed the public hearing.

Motions:

That the Duval County School Board conduct a public hearing and approve the attached Board Policy 5.67, District Support for Students with Diabetes.

Vote Results

Motion: Cheryl Grymes

Second: Ashley Juarez

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	-
Paula Wright	- Aye

[2. APPROVAL OF TURNAROUND STRATEGIC PLAN FOR FIRST YEAR PRIORITY SCHOOLS AND REPEATING 'D' SCHOOLS FOR THE 2013-14 SCHOOL YEAR](#)

Minutes: Speakers:

Ms. Paula D. Wright, Board Member  
Dr. Nikolai Vitti, Superintendent of Schools  
Mr. Fred "Fel" Lee, Chairman  
Ms. Becki Couch, Vice Chair  
Mr. Jason Fischer, Board Member

Motions:

1. That the Duval County School Board approve the district-managed turnaround strategic plan for the following Priority Schools if they don't improve their 2012-13 school grade to a 'C':  
Ramona Elementary School and Northwestern Middle School.
2. That the Duval County School Board approve the district managed turnaround strategic plan for the following Double 'D' Focus schools if they don't - PASS

improve their 2012-13 school grade: Eugene Butler Middle School, West Jacksonville Elementary School, Oak Hill Elementary School, Normandy Village Elementary School and Andrew A. Robinson Elementary School.

Vote Results

Motion: Rebecca Couch

Second: Connie Hall

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

Administration and Business Services - Budget and Financial

[13. 2012-2013 CLASS SIZE COMPLIANCE PLAN](#)

Attachment: [DCPS Clas Size Compliance 2012-13 Final.pdf](#)

Minutes: Speakers:

Ms. Ashley Smith Juarez, Board Member  
Dr. Nikolia Vitti, Superintendent of Schools  
Mr. Jason Fischer, Board Member  
Ms. Paula D. Wright, Board Member  
Ms. Becki Couch, Vice Chair

Motions:

That the Duval County School Board approved the Class Size compliance Plan for 2012-2013.	- PASS
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Vote Results

Motion: Cheryl Grymes

Second: Paula Wright

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

## Board Member Travel

### [BOARD MEMBERS TRAVEL](#)

Minutes:

That the Duval County School Board approve the following travel:

January 14-15, 2013 - Florida High School Athletics Association  
Representative Assembly (FHSAA) - Gainesville, FL - Lee

January 25-30, 2013 - Federal Relations Network (FRN) Legislative Conference -  
Washington, DC - Hall, Wright

2013 Northeast Florida School Board Coalition (NEFSBC) Meetings - St. Augustine, FL -  
Couch, Wright

Motions:

That the Duval County School Board  
approve the following Board Members  
Travel:

- January 14-15, 2013 - 2013 Florida High School Athletics Association Representative Assembly - (FHSAA) - Lee
  - January 25-30, 2013 - Federal Relations Network (FRN) Legislative Conference - Washington, DC - Hall, Wright
  - 2013 - Northeast Florida School
- PASS

Board Coalition (NEFSBC) Meetings -  
St. Augustine, FL - Couch

Vote Results

Motion: Paula Wright

Second: Rebecca Couch

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

Superintendent's Travel

[SUPERINTENDENT'S TRAVEL](#)

Minutes:

*No travel for the Superintendent.*

For The Record

[FOR THE RECORD](#)

Minutes:

Dr. Connie Hall said I want to commend our schools for the great progress that they made and, specifically, our high schools and the challenges before them, now as far as sustaining the improvement and moving forward. Certainly, I know that we have staff in place to give them that support and the rally that we've seen from the community is certainly commendable. We need the community evermore so that we can move forward and sustain that progress and do even greater things.

Prior to the winter break, every year we have Hands On Jax which goes into our schools and brings happiness to many of our elementary students with a visit from St. Nick and we truly want to thank Hands On Jax for the time and commitment in rallying volunteers to do that within our schools.

On December 15, we had the "I'm A Star" students that hosted "*Let's Move Jacksonville*" and it was an outstanding event held at Edward Waters College. The intent of it was to exercise and to eat healthy. What was so outstanding about it was that the students planned the entire event. They did their lesson planning and conducted their class training on healthy habits and the importance of exercise. There was a health screening available to the community. All of this was an event we're very proud of as our students were actively involved.

I was excited about seeing the Superintendent on the basketball court shooting hoops and line dancing. I know our students were very excited about that, too, as they saw him building relationships within the community. Thank you, Dr. Vitti, for that involvement.

The event Saturday with Jacksonville Public Education Fund (JPEF) was very impressive. To be in a room filled on a Saturday with such a diverse group of community members was certainly commendable and I want to commend JPEF for that effort in mobilizing the community in the way that they did; it was truly impressive and truly a sign of great things happening within our school district and community coming together supporting education and working together in order to provide quality educational opportunities for all students. I'm really thankful for that.

Just hearing from DTU and their Support Saturday, I was impressed and I will visit. I feel this is an outstanding learning opportunity for teachers when teachers learn from each other. It's extremely powerful and thank you for what you do and thank you for the partnerships that we see happening within our district.

Ms.. Becki Couch said I'd like to reiterate what Board Member Hall said - congratulations to our high schools, to the faculty, students, district staff and to the community partners. I think that when everyone comes together, we can see great things happening for our children.

I want to thank the previous Board because they had the thoughtfulness to include high school college ready programs in every one of our high schools which I feel helped with that second part of the school grade. So, I'd like to thank Nancy Broner, Martha Barrett, Betty Burney, Brenda Priestly Jackson, W. C. Gentry, Tommy Hazouri and Vicki Drake because I feel a large part of what we were able to achieve was done on the backs of those previous Board members.

I'd like to remind everyone of our Superintendent's Town Hall meetings that will begin taking place tomorrow night - all beginning at 6:00 pm - January 8 - Englewood High School; January 15 - Ribault High School; January 17 - Raines High School; January 22 - Ed White High School and January 24 - Mandarin High School. We really hope you will come out to participate as we want to hear from you. We have great momentum going with our community and this is *public*

education. Even if you don't have children in public school, you are part of the public and a citizen of Jacksonville...we want to hear from you.

Ms. Paula Wright said Happy New Year to everybody because I think 2013 is going to be a great year, not just personally, but collectively and particularly for our district.

I am so thankful that we are now broadcasting back on WJCT, local Channel 7 because it's important that as many members of our community who want to be involved, understand and want to educate themselves about what is happening with our district, now have an opportunity via access. I'm grateful that we've gone back and Channel 7 does not require additional funds (cable, etc.) that we are now really able to touch every household that would like to be informed.

I'm ecstatic about the high school grades and all the celebrations that have taken place so far, but we're also in the process of looking at doing something as a community event to celebrate because the success of the high schools was not just the high schools. It was the community, parents, students, teachers, Board members, Superintendent - all getting together and looking at the whole child to make certain the emotional, social and academic needs were all met for every student. Although we had some great rallies, line dancing, crying, etc., we still have more work to do and because of that, we are committed to provide every wrap around service and support to every child to become successful because it is about the whole child. I was not able to attend Saturday but I am appreciative of what I've read, the report from JPEF as well as the news because it is everyone, JPEF, DTU, Big Brothers Big Sisters, United Way, Communities in Schools...it's every partner, mentors, who have come together to work with us so we're able to say to our students that we're not standing behind you but around you and sometimes we have to lead so they're able to achieve their goals. So, the value of community support, I want to make certain everyone understands, that it is huge and because of community support, we're able to make the types of leaps and bounds that we've made so far and we're going to make in the future. Thank you.

Ms. Ashley Smith Juarez said most of what I've had on my list has already been mentioned. I'd like to congratulate the high schools for their hard work. Everyone from the Board level, Superintendent Pratt-Dannals, down to the students, themselves and it is not an hierarchy; it's a horizontal system of folks working together to make sure that students are successful. It is a proud moment for Duval County and I want to thank all of those who were engaged in that hard work.

The JPEF's community congress on Saturday was certainly an impressive event for the number of community members that came and convened but also for the energy that was in the room and the positivity and willingness to come forward and to be a part of the improvement that we will do together as a city for our truly public education system. I want to encourage anyone who was not able to attend, please look into the community agreement and make your voice heard in that process..

I want to reiterate the Community meetings that begin tomorrow evening. I attended the meeting at Fletcher and the Superintendent not only wants your questions but wants your comments. Please come and give feedback as to what you have seen so far as well as if you have questions. Everyone of all ages and any connections to Duval County Public Schools, from tax payer to employee to parent to student is invited to

join us and be a mutual part of working together.

Ms. Cheryl Grymes said I want to reiterate everything everyone has already said and I want to commend JPEF for their hard work over the past year plus the conference on Saturday. It was wonderful to see that many people and the diversity from all of the city. I thank Trey Csar and their Board and want to congratulate the schools and community partners. I'm looking forward to our doing our job with changing the cultures and welcoming for our schools.

I'd like to remind everyone about One-by-One JAX 2025 - their first meeting will be January 19. The city is coming together to do visioning and education will be a huge part of that. I hope everyone has taken the survey. This is a really exciting time for Jacksonville and I'm thrilled to see the collaboration. Everyone wants to do something and we need to be specific as to what we need from them.

I'd like to commend Chairman Fel Lee as he's done a great job pulling us together and I'm so pleased to be working with all of you. We're doing a great job in the short time we've been together in talking about our work and complimenting the Superintendent and supporting him and one another. I want to thank you, Chairman Lee, for your leadership. I am thankful for the opportunity to work with each of you.

Chairman Fel Lee said "thank you" for your patience with the technology, tonight. It just goes to show that this is a very flexible Board. I want to thank you for your service, each and every day. I know you put alot into every day and many people don't see it - the phone calls, emails, etc. I'm looking forward to a wonderful year and thank you for your leadership.

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting adjourned at 8:43 p.m.

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Superintendent

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Chairman