



## Duval County Public Schools

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July 2, 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 Legal Officer, Mr. Fred "Fel" Lee, Board Chairman, Ms. Becki Couch, Vice Chair and Board members: Mr. Jason Fischer, Ms. Cheryl Grymes, Dr. Constance S. 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 6:01 p.m.

Invocation

[INVOCATION](#)

Minutes: Pastor Marquise Hardwick  
Central CME Church

Pledge of Allegiance

[PLEDGE OF ALLEGIANCE](#)

Presentations

Comments From Audience

[COMMENTS FROM AUDIENCE](#)

Minutes:

Dr. Pam Mullarkey representing Project SOS and letting you know what they did this past school year. We worked with a total of 7,699 of your middle and high schoolers and it was an honor to work with them; they're awesome young people. Our mission is to strengthen families by empowering parents and educating youths to make healthy life choices. On the back page of my handout, you'll see the topics we cover: Goal Setting, Anti Bullying, Setting up Six Boundaries, Practicing Six Refusal Skills, Substance Abuse and How it Affects Everyone Around You, Healthy and Unhealthy Relationships; and the Media and Social Media Influences. The 18 schools that we were in are on the back of the first page and we'd like to be in all schools, one day. We don't charge any fee and we use five hours of Life Skills and I raise the funds at our Comedy Night where Dr. Vitti was a great asset and some of the staff, attended. If you have any questions, please let me know. A few comments, *"I watch out to see who my real friends are, make a line where my boundaries will be. Katrina has given me alot of options in my life and I do have a choice in everything I do and to be smart about my decisions."* We have comments from all of the students which are very interesting. The only negative comments we have are *"I wishes this was longer"* or *"I wish I could be with you more..."* and that type of thing. So, thank you for allowing us to be in your schools. We appreciate it and it's an honor. thank you.

Ms. Jackie Jones said I'm a parent and past PTA president at Fishweir Elementary. I came here this evening because I was troubled to learn that my principal, Ms. MaryAnn Lee, was being transferred. I want to let you know that when Ms. Lee arrived at Fishweir three years ago, it was, quite frankly, a mediocre school, at best. Ms. Lee came with a vision, strong work ethic and purpose to transform our school to become not only an "A" school, but to renew our sense of determination to rival Pine Forest as an art magnet. First, Ms. Lee recruited great teachers and that shows in our test scores. She's also a wonderful supportive participant of our PTA. What concerns me is that Ms. Lee has not had the opportunity to see her vision for our school come to fruition or more importantly, solidify the team of quality teachers she has assembled at our school. I am troubled because there is no guarantee that when she leaves these teachers who have just come to us and have become a team that they will stay without her continued coaching. It can be discouraging to a professional not to be able to complete a project successfully before taking on another huge job. I recognize that strong, dynamic, dedicated professionals are hard to come by, but I urge you, please,

when making your decisions, to allow principals to reach their full team-building potential before moving them to another school. We need Ms. Lee's continued leadership - 3 years is not enough time to build a great school! Thank you.

Ms. Connie Hodges said I'm with the United Way of Northeast Florida and very appreciative of the partnership that we have with Duval County Public Schools. The United Way's work with education goes by more than 20 years with Full Service Schools of Jacksonville with which I know you are all familiar with. Full Service Schools is a collaboration and focus on renewed and social barriers to success and academic success for kids which include counseling, mentoring, family support, tutoring and legal consultation. What I'm hear to talk to you about, tonight, is Achievers for Life. As a part of our new community impact model in 2006, we convened a council of community leaders and subject matter experts including many School Board members and administrative staff and local experts in the community to look at the reasons why students drop out of school. During our discovery, we learned of the important research, we learned about the important research which identified the A,B, C's of dropping out and gave rise to the early warning and response strategies to improve student achievement. Out of the work we did came Achievers for Life which was designed by the research. It provides social workers to help those to become stable, addressing issues of domestic violence, alcoholism and job loss. The social workers often facilitate communication between the schools and parents helping the parents become more comfortable advocating on behalf of their children with school staff and supporting their children to become better students. The social workers also organize monthly parent night at schools attended by school administrators. Parent Night include fun family activities for example, managing money, school activities and curriculum and many things that make parents become more strong advocates for their children in school. Achievers for Life also provide achievement advocates to work with the students at schools with meeting with them individually, discussing needs with teachers and recruiting and supporting mentors. Volunteers are recruited to be mentors and tutors for AFL students. Every two weeks, the staff working with the families of the students need to discuss plans for students who need additional assistance. These plans include contact with the family, teachers and students in a role and additional support offered at the school. During the development of Achievers for Life, we worked with the current Superintendent of the time to develop the criteria for participation and identified the first two middle schools that would achieve for Achievers for Life - Ft. Caroline and Arlington were identified because of the lack of support in those schools and the trends with the drop out rate and graduation rate of Terry Parker High School. We began in the summer of 2007 recruiting families and students with a low grade point average (1.5 and below) and we have lots of metrics that show the improvement in all areas. We're very proud to partner with you in this initiative and we have two additional speakers that will talk about Achievers for Life.

Mr. Kenneth Jones spoke briefly about Achievers for Life. When I think about Achievers for Life I think about a mentor away and my experience as being mentor, JEB Stuart Middle School is where my mentee was. We were able to come into great collaboration together. The school rolled out the red carpet, they were amendable to me, they helped out and it was a great experience. When I first interacted with my mentee, he was a "D" student, rarely attended school and his behavior was poor. As he and I began to talk, we built a partnership and in building that partnership, we were able to meet in such a way that he wanted to attend classes. His behavior began to change and his class work

in Math and English improved and as he graduated June 4, he had a 3.1 grade point average. It was a very positive experience. The dollars that are going to Achievers for Life is an awesome program and I think about myself as an individual who had challenges reading. I think of the programs that were out there that helped me to be able to read and helped me to stand up here, today, and talk to you about the benefits of such programs as Achievers for Life and I hope that the decisions that go forth are going to be one in a positive light to help this program to continue to go forward. I thank you for your time.

Mr. Russ Thomas, Chief Executive Officer, of a company based here in Jacksonville called Availity. We're about a 600 person company with 250+ employees here in the Jacksonville area. We're a Jacksonville home-based company and founded in 2001 and we provide services in the health care technology area. I'd like to talk about Achievers for Life as our company this past year became very engaged with them. We adopted Ribault Middle School. What got me particularly engaged was first, Connie Hodges, as you've heard. The passion that Connie brings to this is hard to beat. When we went over to visit Ribault, Tiffany Torrence, principal, is just amazing. These are two women you just don't say "no" to, so when they said they need your company to come in and step up, we were proud to do it. This has been a great undertaking for our company. One thing I really like about this is the public/private partnership that has been brought to the table, here. I think there are three individual contributors and three companies that have adopted schools in Duval County with \$1.5 million dollars of annual contribution that we're making as companies to this effort. The dollars that we contribute directly are sort of the "*tip of the iceberg*", quite frankly, if you look at what we do as a company and I know the others do, as well. We have over 40 of our employees who are mentors to the students at Ribault Middle and it has been a wonderful experience for us. We've been asked to be given an opportunity to contribute and it's something we've wanted to do and the response was overwhelming. What I really love about it and the secret is, we get as much out of it as the company as we give back. If you look at how it has helped our culture, as a company, the things that it has done for us by engaging and working with the school and kids...a wonderful experience. I believe these types of partnerships are just great opportunities for us to contribute and give back and I talk about it as a talent and treasure. So, we're contributing our dollars but we're also contributing our talents as individuals and as leaders in the community...a wonderful experience. I would ask you to continue your support. I think the ratio is 5/1 for every dollar that you contribute to the cause. I think this sort of scratches the surface of the real contribution that is being made and we're getting good results. We're seeing the students' grades improve and seeing them engaged. Hopefully, we're all here for the same purpose which is to improve the overall quality of education which I think is the most important cause that we have as a community in making sure we're educating our kids. Thank you for your support and time this evening.

Mr. Edward Exson said, "*Rain, sleet nor snow shall mute my passion.*" Thank you. Eras Negroes have passed through in American, unbearable slavery even abolitionist fought and died for our freedom. The freed Negroes' net worth was one-half of 1%. In 2001, blacks' wealth was still at one-half of 1%. Reconstruction was short lived; separate but equal, former Justice Thurgood Marshall crusaded fighting for the right to vote and equal education. A. Philip Randolph, the fiercest fighter for jobs. As World War II veterans returned home, they pledged to never accept the inhumanities before they left

the war. As Dr. Martin Luther King came on the scene, the above leaders with white, blacks, college students and even children fighting for better conditions while enduring cruelty, pain, hardships, even death to secure freedom for the Negro. At the behest of the powers, President Lyndon Johnson got Congress to pass the Civil Rights Act and subsequently, the Voting Rights Act along with the already passed *Brown vs. Board of Education*. This was a new era, the most promising, yet, we have squandered it. As a result of Dr. King's relentless efforts for change, he was killed. After his demise, a new and mostly worthless so-called leadership calling themselves, African Americans but that era has now passed. We have gone from integrations to immigration as the new Civil Rights fight, demonstrated more recently by the Supreme Court and Congress. In other words, we've time stayed, defaulted on our claim to accomplish and become productive people. Moreover, we continue to beg and scheme. Additionally, a group that wants to start Valor Academy. I allege the idea came from the former Florida Commissioner of Education, Garrard Robinson, who worked closely with Professor Howard Fuller at Marquette University who founded the Black Allegiance for Education that is funded by the right wing, Bradley Foundation. According to Charter application, Valor says, in part, "*their students will be academically sound, professionally accomplished - How in the world is a student going to be "professionally accomplished? morally straight and socially distinguished."* How in the world can a student be all of these things. I doubt the leaders of Urban Education Symposium are accomplished? More interesting, Cleve Warren said we don't have to rely on parental involvement, necessarily. That's unbelievable. It's as bad as me hearing a Board member say, "*You is...*" (in the last meeting). The importance of parental involvement is so great that Dr. Vitti wrote his dissertation on Urban Parent Involvement. If this Board was to ever designate a school for all black boys, you would be in deep trouble. Thank you.

Mr. DevRon Lester said I'm a second year Political Science major at Florida A&M University. I'm speaking tonight as a concerned graduate of William Raines High School. My concern is the constant principal changes over the last three years. Why is it that the continuous change of the principal, how do you expect students to build a relationship with the principal to grow more when there's a constant change? As a community, why doesn't the community have a say so or input as to the changes? Nobody knows about the changes as the principals just leave. We just want to know the issue behind why the principal is leaving and why the community wasn't notified about the problem that was going on. That's it. Good night and thank you.

Mr. Alex Gardner said I'm an upcoming senior at William Raines High School. The students in the northwest Jacksonville schools have not always been recipients of fairness. For the third time in as little as three years, Raines has not only received a new principal but an entirely new administration. How does that data support the removal of the current principal at Raines who has maintained a stable and productive learning environment in spite of having overcome the relentless removal of former principal, George Maxey? Dr. Vitti, what criteria is being employed in determining as to who will serve as principal? There's a disturbing and exceptional amount of movement in our school system. More than 45 principal changes and nearly 150 assistant principals reassignments are pending for approval. Some principals have demonstrated poor instructional leadership at several schools but are still in tact. Please explain the district's rationale and motive behind these decisions. In other words, what sense does this make? We charge this administration and body the importance of a relationship when making decisions concerning the leaders of our schools. As students, we are not

business products nor numbers. We are human beings who deserve a quality education as afforded to them by the Constitution of the State of Florida. In fact, the Constitution states that education is a paramount duty of the State of Florida. In closing, if you work for us as students/children, answer us as to how these decisions are in the best interest of those same children you claim to work for? Thank you.

Mr. Melvin L. Marshall said in January, 2012, I lost the love of my life, my wife of 50 years. We were never separated and never apart but I had to lead in order to gather myself. I'm back. I worked for this school system for more than 40 years. I started out in 1962. I've been a counselor, Director of Substance Abuse, I rewrote the Alternative School Program in 1993, I was "Teacher of the Year" in three different schools four times, I was part of the Jean Ribault Senior High School basketball program and won four state championships. I'm dedicated and committed and ready to help this community, unlike some others who would fly the coop for other things. I flew the coop back to Jacksonville and I know that this is not part of your agenda, I'm just here because I want some of you to know the product that you see before you because, you know, everything we buy and pay for, we know if it is really what we want and if it's going to work. I'm the product. All I ask is that someone here recognizes that I'm back and I do want to be a part of this school system from which I have been a part for many years in over 42 different schools. Thank you.

Mr. Willie Hall said I'm here, today, to speak about a concern I have about the leadership change at William Raines High School. It is very concerning when you have three principals that have sat in the seats at Raines High School since 2011 and if you count Mr. Tony Bellamy, then you would have four. There is summer school going on and there has been a lot of chaos in the way it has been done with the students and parents not knowing before the change was made. You have Ms. Brown sitting in the office one day going to summer school and the next day, she's gone and someone else is sitting in her office. The students are being told that Ms. Brown is not here any more with no community meeting and nothing being related to the parents and students. This is the same school that had a principal taken away in the middle of the year and grief counselors were called in when George Maxey left the system. It is the same school that has had Tony Bellamy that sat in the chair for six months followed by Ms. Shateena Brown for one school term. This is the same school that had the principal removed, the same principal that has been the only one of two administrators that has been at that school since 2009; she and Oscar Harris. So, when you look at the socio-economic background of the students and area and everything these students come from, part of their plight is the school is the only foundation that they know. So, when the principal is constantly changed and there's someone new in that seat every year over the last three years, the community and parents aren't told anything and we don't know why the decision was made, you wonder what's happening next year? A new principal? What happens two years from now? I urge you look more into the future and in your decisions, at relationships and at what is best for the students and not what is always on the paper. I don't care how you look at it, three principals in three years in a school that was once an Intervene high school that has over 75% of its students on free and/or reduced lunch, is not good, especially the way it's being done. I know the Board employs the Superintendent and you just vote on what he sets forth but in your conversations, I hope you think about the students and the decisions you are making in the leadership at the schools in this county. Thank you.

Ms. Patricia Roark said I'm a teacher at Southside Estates Elementary. My colleagues and I came here, today, to speak on behalf of the excellent leadership of Dr. Deidre McDowell-Sutton, former principal at Southside Estates Elementary School. We know that the current administration has made the decision to remove Dr. Sutton from her principalship in Duval County and we do not intend to challenge the decision, however, we would like to make a few things known. As a teacher in the communications social skills program for students with autistic spectrum disorder and a former Teacher of the Year, I can attest to the passion and work ethic of Dr. Sutton. She has been integral to the growth of our students and the involvement of our parents. When we needed special equipment and materials for sensory integration for our new program at our school, she scraped together funding so that our students could benefit. In cases where she wasn't able to find the budget/funds, she paid for it out of her own pocket. For the past several years, Dr. Sutton has been under attack by a faculty member at Southside Estates. This teacher has used various forms of media to share her distaste for Dr. Sutton in her way of work. Whether true or untrue, this teacher has been very vocal to her colleagues about her direct communication with upper level administration. At the end of the school year, she told members of the faculty that Dr. Sutton would not be returning to Southside Estate this year. Many of us stood by and discussed in disbelief at the rumors and allegations this teacher made and hoped that these were exaggerations because, surely, truth and justice, would prevail but when the news of Dr. Sutton's demotion reached us, we can no longer sit in silence and assume anything. So, regardless of the data that supports the decision for her career change, we would want you and the public to know that she was an upstanding professional leader who inspired and supported her faculty with equity and thorough instructional knowledge. We will respect the decision that has been made and will welcome the new principal with open arms. Our teamwork and dedication will continue under the new leadership but we will not continue to let lies and negativity of a few over power the truth and optimism of the whole. Thank you for listening.

Ms. Pervalia Gaines-McIntosh said I'm here on behalf of the students of this district and also as an ambassador for education for over ten years. The recent administrative changes are, in my opinion, detrimental to the students' success. One of the problems in this district has been the morale of our stakeholders. When we got the new Board and Superintendent, we were excited about the possibilities for our students, teachers, parents and community members. However, that excitement is waning. The problem with the last administration is that there was no rhyme or reason as to the decisions that were made that affected the district, as a whole. I'm seeing similarities, here. As a member of this district, I refuse to sit idly by and watch the same old thing happen over and over, again because I know how that story ends. Our district is in a mess and the people who put us there, ride off into the sunset. So, I have some questions for the Superintendent, tonight: Do you realize the upcoming seniors at William M. Raines High School this year will have had five (5) principals in their four (4) years of high school? When making changes, who do you make changes for, if not for the students? How are all of these changes determined? I just want you to think about that for a moment. If it's OK for the children to have five principals in four years, then we have a huge problem. Please don't get me wrong because I understand that there are changes needed but too much change in too little time set us up for disaster. About "future shock" - it is the shattering stress and disorientation that we induce in individuals by subjecting them to too much change in too short of a time. Right now, we're going through this "future shock". The sad part about it is, we're getting rid of all the

experienced leaders to help us through this shock. We were told we were getting a changed agent in our next Superintendent. A changed agent builds up an organization and not dismantles it. I'm here because I'm concerned and I'm not here to do anybody's job because I, for one, will not sit idly by and let what happened to our district in the past, happen again. So, I hope we made these decisions very carefully because I'm here to let you know that we're going to hold each and every one of you responsible and accountable for every decision made. The principal at Raines had one year to make changes and was demoted for no rhyme or reason and no rhyme or reason to the community. So, I'm asking the Board to hold our Superintendent to the same standards that he is setting because he's setting the model. Thank you.

## Comments From Parent Organizations

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

Minutes:

*No District Advisory Council report this evening.*

*No Title I, Parent Advisory Council report this evening.*

PTA - Gretchen Lynch, President:

This month many of our local unit leaders and DCCPPTA board members will be traveling to our Florida PTA Leadership workshop and convention. We will take time to gather with PTA leaders from across the state and take classes to build our leadership and advocacy capacity.

July is a busy month for our PTA treasurers who are completing their end of year audit reports to be turn into their school bookkeepers. PTAs must complete their local unit officer forms for Florida PTA to receive their membership cards and to be on file as an active PTA.

At this time we have completed two of our President's and Treasurer's Required Training sessions. Over 60 President's and Treasurer's have completed the training and we will offer two more summer opportunities on July 30 at Highlands Library and August 6 at the West Regional Library.

Our first General Meeting of the new school year will be August 20 here in the Cline Auditorium at 10:00am all are welcome.

## Comments From Employee Organizations

## COMMENTS FROM EMPLOYEE ORGANIZATIONS

Minutes: *No report this evening.*

### Chairman's Report

#### CHAIRMAN'S REPORT

Minutes:

Board Member Paula Wright recognized Mr. Glen Gilzean, former Board Member from Pinellas County, to stand. Once a Board member, always a Board member. It's so nice seeing you and we appreciate you stopping by.

Chairman Lee said on July 30, 2013 at 5:00 p.m. in the Cline Auditorium, we will hold our first public hearing for the budget and you will have an opportunity to speak. On July 23, 2013, we'll have an all-day marathon meeting. We're planning on starting at 8:30 am and we'll be working on some key initiatives for this district. The Superintendent will provide his Strategic Plan target recommendations to us. A few months ago, the Board, along with the community, approved developing a new Strategic Plan including the Core Values, Mission and Vision and now we need to tie the Strategic Plan to the budget along with targets and accountability measures in order to hold our Superintendent accountable.

We'll also discuss the status of the accreditation process and marketing in Conference Room 613.

### Superintendent's Report

#### SUPERINTENDENT'S REPORT

Minutes:

Dr. Vitti said I'd like to give an update on the Task Force that was developed by the Commissioner to address possible changes to accountability and also talk a little about principal changes and address some concerns by the speakers and different

communities.

The Task Force met yesterday. The Commissioner did appoint Superintendents, the President and CEO of the FADSS organization which is a Superintendent's organization and various other stakeholders that talked about concerns many Superintendents raised regarding changes to mainly writing and in defining proficiency this year at 3.5 rather than 3.0 as has been done before and the possible impact it would have on school grades. There were lots of recommendations at the Task Force meeting including keeping writing proficiency at 3.0, revisiting keeping the ESE students and ELL students in proficiency standards, addressing concerns with learning gains at the elementary level for math and the general conversation about the need for greater accountability but at the same time, implementing reform linked to accountability in a process that does not create shock to the accountability system. When the accountability system first started in Florida, FCAT, changes were made over time in order to allow the system to adapt to the reform in accountability. Over the past 3-5 years, the changes have become very rapid regarding how school grades are calculated. As you build capacity, the capacity that has been built is not always reflected in performance because whether the cut scores changed or you add different components, it creates confusion regarding whether declines are linked to changes in accountability or declines linked to achievement. At the conclusion of the Task Force, the Commissioner concluded that he enjoyed the conversation, there was solid feedback but he did not commit to any specific changes at this point. There is an upcoming state board meeting later in July and final decisions will be made whether changes will be made to writing.

This is important for us in Jacksonville because many of our schools will be negatively affected if writing goes to a 3.5 and this leads into the conversation about principal changes and I go over this data because I think it's important when we talk about where we stand as a school district. Throughout my entry, I've been talking about where does Duval stand versus other large districts in the state of Florida. I don't think it's important as I've said to always compare ourselves to St. Johns and districts throughout the county. I think it's important to compare us to other large urban districts that grapple the same challenges that we grapple with regarding the challenges that we have to persevere in public education, so I've been talking about the largest seven school districts in Florida. When we compare ourselves to the largest districts in Florida, in most areas in reading, math, science, writing, graduation rate and all the other indicators, we are in the middle or at the bottom. This isn't a message of negativity, it's a message of reality. When we look at our school district right now, we are a "C" school district and we can do better. Last year, we had 18 "D" schools; last year 2 "F" schools. Had it not been for a one grade hold harmless, we would have had 5 "D's" that were actually "C's"; we would have had 2 "F" schools. So, all together, we had 27 schools that would have been or were "D" or "F". When we talk about particular schools like Raines, for instance, Raines last year should have been a "D" school; Raines this year is projected to be a "D" or an "F" and when making principal changes, the conversation should be about children and not adults and I agree with the speaker, today. It's never an easy decision to change a principal. What I've tried to do in making these decisions is being pre-empted. I don't want to be the district that does not make changes in leadership until the state demands that we make changes because of low performance. I want to be the district that analyzes data, that talks to the individuals that leave those schools and support those schools. I want to look at data in the most recent year over a long period of time. I want to compare our schools to other schools within our district

with comparable demographics and with those in other counties so that we're making data driven decisions but at the same time, looking at other indicators. Those other indicators are surveys that are conducted by our employees, to look at feedback from staff at support schools, feedback from the principals, themselves. Did the principal want to be at that school? Looking at the skill-set of the principal and seeing if that is the right match for the need of the school and considering the input of stakeholders, teachers, students, parents and the community, at-large. I understand that this process has been a fast one. We have worked with a sense of urgency. There are times when we could have engaged the community more and specifically for those schools in the urban core, changes have been made and possibly, we could have had more community meetings and we are having a somewhat link to a community meeting on July 20. The Friends of Northwest Jacksonville have asked for this community meeting and Dr. Hall reached out to me about this. I will be there and I look forward to talking through very specifically, these changes. I only bring up Raines as an example because I don't want to see four principals in four years or five principals in five years. I don't want to have a graduation class that has four principals but I also don't want to be the Superintendent that is asked a year from now, "*Why is Raines High School and Intervene School, again?*" The decision to make a change was looking at the most recent data and the trend data. There's no reason why Raines High School should be a "D" or "F". If you look at Raines High School compared to other urban schools in this district and throughout Florida, they're not a "D" or "F" school and that's a function of leadership, organization and support and we all can do a better job of starting at the school site and district level. The change was based on being, again, preventive not being reactive. I don't want to be the reactive Superintendent. I don't want to be standing in front of this order or community and being asked, "*Why is the state possibly taking over our school? What didn't you do to prevent this from happening?*" Instead, I want to be the Superintendent that talks about the hard decisions that we made earlier rather than later and I don't want next to my name, and I don't think this Board wants attached to their name, to go through the process that this community and so many communities went through regarding the Intervene status of our schools, Raines being one of them. That is why the decision was made and that was the decision that was made in many of these schools. Looking at most recent data and historical information. The principal at the school, I believe in, like many other principals, but it's about matching skill sets with need and I do believe in the principal. I believe that in another setting she can be successful and I believe many of the other principals can be successful in other settings. This is not a revolving door and it will not be a revolving door. We must fill capacity and we must build a bench. One of the most difficult things in making principal changes was that our bench was too short and when you look down the bench, we don't have enough people to go into our toughest schools and that has to change if we're going to create sustainability. The change at Raines is not a one year change but a long term solution to a very complex issue. It's a principal that is going to that school that has a track record of success and improving urban core type schools. He is an alumni of Raines so the community aspect was certainly considered in making that change and it was said well. I want to be held accountable for what happens at Raines and all of 46 changes that happened in our schools because I'm going to hold the principals accountable, I will hold my staff accountable and I will hold those that support those schools and I know the Board will hold be accountable. 2013-2014 is a year of implementation. It's a year of all the infrastructural changes coming together so that we increase student achievement. We must increase student achievement and that comes through the changes that were made. Nothing leaning to the 46 principal changes were

done randomly. They were all very data driven decisions with robust internal stakeholder conversation, possibly limited external stakeholder conversations that can improve as we move forward. I stand by my 46 changes and I believe that we will see student achievement in each and every one of those schools and that's why I made the decisions that I made. Thank you.

## Reports

### Approval of Agenda

#### [APPROVAL OF THE JULY 2, 2013, AGENDA](#)

##### Motions:

That the Duval County School Board approve the July 2, 2013, Agenda as submitted on June 25, 2013, with the following changes:

1. Approval of Minutes - Revised Agenda Item
  2. Academic Services - Item 4 - Course Recommendations for Approval to the District Course Title File - Revised Agenda Item
  3. Human Resource Services - Staffing - Item 19 - Human Resource Services Transactions - Attachment Added
  4. Human Resource Services - Staffing - Item 20 - Reappointment of District Administrators - Attachment Added
  5. Human Resource Services - Staffing - Item 21 - Reappointment of School-Based Administrators - Attachment Added
  6. Human Resource Services - Staffing - Item 22 - Appointment of Social Workers, Specialists, and Psychologists - Attachment Added
  7. Human Resource Services - Professional Standards - Item 24 - Suspension Without Pay and Termination - Robert Ivy - Withdrawn
  8. Human Resource Services - Professional Standards - Item 25 -
- PASS

- Suspension Without Pay and Termination - Ryan Bricknell - Withdrawn
  - 9. Emergency Agenda Items - Item 42 - Minimum Qualifications - Director, Chief of Police - Item Added
  - 10. Board Members Travel - Revised Agenda Item
- 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 Minutes

[APPROVAL OF MINUTES](#)

Minutes:

That the Duval County School Board approve the following Minutes:

- May 8, 2013 - Board Workshop
- May 9, 2013 - Board Workshop
- May 14, 2013 - Board Development Meeting
- May 15, 2013 - DCSB/JPEF Joint Meeting
- May 16, 2013 - Committee Meeting
- May 21, 2013 - Board Workshop
- May 28, 2013 - Board Member Meeting
- June 10, 2013 - Regular Board Meeting
- June 18, 2013 - Board Workshop

Motions:

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

- May 8, 2013 - Board Workshop
- May 9, 2013 - Board Workshop
- May 14, 2013 - Board Development Meeting
- May 15, 2013 - DCSB - JPEF Joint Meeting - PASS
- May 16, 2013 - Committee Meeting
- May 21, 2013 - Board Workshop
- May 28, 2013 - Board Member Meeting
- ~~May 30, 2013, - Board Workshop~~
- June 10, 2013, Regular Board Meeting
- June 18, 2013, Board Workshop

Vote Results

Motion: Cheryl Grymes

Second: Jason Fischer

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](#)

Minutes: Board Member Wright moved item Academic Services 1. Continuation Agreement with the United Way for Achievers for Life Program to the Discussion

## Agenda

### Motions:

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

### Vote Results

Motion: Cheryl Grymes

Second: Jason Fischer

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

## Consent Agenda

### Academic Services

#### [2. CONTINUATION AGREEMENT WITH THE JACKSONVILLE CHILDREN'S COMMISSION FOR THE 2013-2014 TEAM UP PROGRAM AND SUBMISSION OF THE 21ST CENTURY COMMUNITY LEARNING CENTER GRANT PROPOSAL](#)

Attachment: [TEAM UP Agreement 2013-14v2.pdf](#)

### Minutes:

Dr. Hall said I think we're all familiar with Team Up and what it provides for students after school. I wanted to ask the Superintendent as we look at reform across the district and ramp up across the Board, when we look at Team Up, especially, we know that it varies from school to school and we know that there are quality Team Up programs, and to be quite honest and direct, there are Team Up programs that are just babysitting. What are we doing to put in place to improve those programs?

Dr. Vitti said we have part of our initiatives and we'll talk about this on July 23, our Project Management process, one of the areas of focus is to align what we're doing in the classroom regarding interventions and support with our after school programs and partnership related programs. On that list of

things to do, and the Team Up program, Communities in Schools, mainly, I have reached out to Mr. Jon Heymann and we've talked about do we better align the program? Depending upon what happens with his future, I still think there's a commitment to do things better. What we plan to do is meet with every Team Up related organization and try to gain a commitment to do a better job of data sharing and that's also on the list of things to do with those individuals serving after school, that they have access to our data, quicker and easier access to the data. We've also talked about making sure that assessments that we use whether it be FAIR or those linked to iReady, are aligned with what they're using and that the intervention process builds on what we're doing during the school day. I think that is the main issue that there is a disconnect to what we're doing during the school day and then what happens academically after school. It's going to start with a meeting of all Team Up related organizations to try, and I believe the will is there, it's about organizing, implementing and making it happen, regarding using our assessments, sharing our data, problem solving together and checking in quarterly to see the progress of the students that are being served. You'll see that when we break down our initiatives and the action steps linked to the initiatives.

Dr. Hall said it is certainly an excellent avenue to build and strengthen communication with parents and parental involvement. Thank you.

### [3. MASTER INSERVICE PLAN 2010-2014- ADDITIONAL COMPONENTS](#)

Attachment: [TeacherAcaReading&ELA9-1252013.pdf](#)  
Attachment: [TeacherAcaScien6-1252013.pdf](#)  
Attachment: [TeacherAcaSocStud6-852013.pdf](#)  
Attachment: [TeacherAcaVisualArtsK-552013.pdf](#)  
Attachment: [TeacherAcaMusicK552013.pdf](#)  
Attachment: [TeacherAcaSocStu9-1252013.pdf](#)  
Attachment: [TeacherAcaESE52013.pdf](#)  
Attachment: [TeacherAcaReading&ELA6-852013.pdf](#)  
Attachment: [TeacherAcaSecMath52013.pdf](#)  
Attachment: [TeacherAcaMathScienK-552013.pdf](#)  
Attachment: [TeacherAcaESE52013.pdf](#)  
Attachment: [TeacherAcaMidSchoMath52013.pdf](#)  
Attachment: [TeacherAcaLangArtsReadingK-52013.pdf](#)  
Attachment: [TeacherAcaESOLK-1252013.pdf](#)

### [4. COURSE RECOMMENDATIONS FOR APPROVAL TO THE DISTRICT COURSE TITLE FILE](#)

Attachment: [July 2013 title file additions chart.pdf](#)

### [5. Purchase of District-Wide Carnegie Learning for grades K-12 for the 2013-2014 School Year](#)

Attachment: [Carnegie Contract.pdf](#)

6. Purchase of District-Wide SRA Corrective Reading for grades 6-10.

Attachment: [SRA Contract.pdf](#)

7. Purchase of District Wide American Reading Company Curriculum for K-2 for the 2013-2014 School Year

Attachment: [ARC Contract.pdf](#)

8. Purchase of District Wide SuccessMaker for Reading for grades K-8 for the 2013-2014 School Year

Attachment: [SuccessMaker Contract.pdf](#)

9. Purchase of District-Wide Sebco Novels for grades 3-8 for the 2013-2014 School Year

Attachment: [Sebco Book Quote.pdf](#)

Attachment: [Sebco Sole Source Letter.pdf](#)

10. Purchase of District-Wide Reflex Math for K-8 for the 2013-2014 School Year.

Attachment: [Reflex Math Contract.pdf](#)

11. Purchase of District-Wide Little Treasures Curriculum for Pre-K for the 2013-2014 School Year

Attachment: [Little Treasures Quote.pdf](#)

Attachment: [McGraw Hill \(Little Treasures\) Sole Source Letter.pdf](#)

12 Purchase of District-Wide Imagine Learning for Pre-K for the 2013-2014 School Year

Attachment: [Imagine Contract.pdf](#)

13. Purchase of District-Wide Early Learning Systems Novels for grades 9-12 for the 2013-2014 School Year

Attachment: [ELS Sole Source Letter.pdf](#)

Attachment: [Earley Learning Systems Quote.pdf](#)

14. Purchase of District-Wide iLit (Inspire Literacy) Software for grades 9-11 for the 2013-2014 School Year

Attachment: [iLit Contract.pdf](#)

16. Purchase of District-Wide Triumph College Admissions Web-Based Program for the 2013-2014 School Year

Attachment: [TCA Contract.pdf](#)

15. Purchase of District-Wide GIZMOS Licenses for grades 3-12 for the 2013-2014

School Year

Attachment: [Gizmo Contract.pdf](#)

School Choice and Pupil Assignment

17. CHARTER SCHOOL CONTRACT FOR RENAISSANCE CHARTER SCHOOL, INC. TO OPEN RENAISSANCE CHARTER SCHOOL, INC. D/B/A DUVAL CHARTER SCHOOL AT WESTSIDE

Attachment: [RENAISSANCE CHARTER CONTRACT 2013-07-02 AGENDA.pdf](#)

Minutes:

Ms. Couch asked Ms. Chastain to explain the contract and language regarding Parent Contracts and, also, the enrollment forms that must be filled out.

Ms. Karen Chastain, Chief Legal Officer, said our contracts this year have standard language and all of our contracts that have come before you, these two, tonight, are no exception. Concerning Parent Contracts, most schools adopt the district's Code of Student Conduct. Therefore, it would be inconsistent if the Parent Contract disciplined the student for an act or omission of the parent. So, our charter school contracts make it very clear that we want to see the Parent Contracts and that those types of either discipline or being not enrolled in the school, again, the next year or anything like that, that's basically a disciplinary action, based on the act or omission of another person, and that case being the adult.

With respect to the enrollment packages, the district's staff also reviews the enrollment packages to make sure that there isn't anything that might discourage someone who may want to enroll based English Language Learners or ESE students, or the like, because those are federal law requirements and charter schools, as a public school, have to comply with those types provision of services and it isn't necessary at the enrollment stage to be asking for that type of information. It's student information and if the student succeeds and is enrolled, for instance a lottery or something like that, those are student records that the district passes on to the charter school, anyway. So, it's clarifying those types of things, a little bit more attention to the details as to how the process is implemented.

Ms. Couch asked if a school is opening and these are delayed and they've had parents inquire about enrolling their children, if the parent were given a different contract that said otherwise than what is in this agenda item, that would not be the binding Parent Contract for the enrolling student?

Ms. Chastain said it shouldn't be and we would hope that the schools would correct the error and make sure that the paperwork is in order because the district staff goes through a monitoring process. I can't tell you when and the year that this is reviewed but those will be reviewed and it would result

in a non-compliance letter from the district to the charter.

Mr. Fischer said he has a question on the Parent Contract practice. To be consistent with how the school district handles the Parent Contract, whether the student isn't punished based on the activities of the parent or the lack thereof, is there anything in statute that drives that or is that just a practice that has been adopted in the past? And then a follow up to that, is there anything that prevents us as a district from doing that?

Ms. Chastain said taking the first question, it's not that the district isn't posing its policies on the charter school because unless the charter school agrees, we can't do that, by statute, but it's the school, the charter school that says, "We're going to use Duval County's Code of Student Conduct". Well, to implement that, the school can't have an inconsistent Parent Contract that disciplines a child for an act or omission of a parent because our Code of Student Conduct doesn't do that.

As to your second question, I would have to look into that a little bit further. It's a novel idea because we have to provide a free and appropriate public education and we can't condition enrollment based on the activities of others.

#### [18. CHARTER SCHOOL CONTRACT FOR SOMERSET ACADEMY, INC. TO OPEN SOMERSET ACADEMY DUVAL CHARTER SCHOOL](#)

Attachment: [SOMERSET ACADEMY CHARTER 2013-07-02 AGENDA.pdf](#)

Minutes: *Same discussion by Ms. Couch and Ms. Karen Chastain, Chief Legal Officer, relates to item 17.*

Human Resource Services - Staffing

#### [19. HUMAN RESOURCE SERVICES TRANSACTIONS](#)

Attachment: [HRS Attach ASSISTANT PRINCIPAL APPOINTMENTS 07-02-13.pdf](#)

Attachment: [HRS Attach 07-02-13 TRANS.pdf](#)

Attachment: [HRS Attach PRINCIPAL APPOINTMENTS 07-02-13 Alpha.pdf](#)

#### [22. REAPPOINTMENT OF SOCIAL WORKERS, SPECIALISTS AND PSYCHOLOGISTS](#)

Attachment: [Reappointment SocialWorkers Specialists Psychologists 1314.pdf](#)

Human Resource Services - Professional Standards

~~24. SUSPENSION WITHOUT PAY AND TERMINATION - ROBERT IVY - WITHDRAWN~~

~~25. SUSPENSION WITHOUT PAY AND TERMINATION - RYAN BRICKNELL - WITHDRAWN~~

[27. SUSPENSION WITHOUT PAY AND TERMINATION - DENNIS HESTER](#)

[26. SUSPENSION WITHOUT PAY - CATHERINE WILKES](#)

[28. SUSPENSION WITHOUT PAY - BRIAN SEECH](#)

[29. SUSPENSION WITHOUT PAY AND TERMINATION - GARY SNELL](#)

Administration and Business Services - Budget and Financial

[30. MONTHLY FINANCIAL STATEMENTS](#)

Attachment: [April 2013 Monthly Financial Statement Narrative.pdf](#)

Attachment: [April 2013 Board Statement Worksheet.pdf](#)

Attachment: [Final Apr 2013 Cash and Invest Report.pdf](#)

Minutes:

Dr. Hall said as I looked through the monthly Financial Statements, I noticed that they were all ending April, 2013. My question is we're starting a new fiscal year and we're doing April of the last school year. Are we behind and is that unusual?

Dr. Vitti said they are always one month behind, as far as the monthly Financial, historically has been the case.

Dr. Hall asked is there some way, I guess down the road, that it will become more up to date?

Ms. Lutrell Edwards, Chief Finance Officer, said the Financials are always actually 60 days and then the Resolutions are 30 days. Staff has looked into being able to reconcile those faster and we will continue to look at that, but this is traditional with them being 60 days and the 30 days for the Resolutions.

Dr. Hall said so it is one of those situations that we're doing it because it was always done that way but it can be more up to date?

Ms. Edwards said it's one of those, in terms, we'd have to look to see the timing of pulling the report because the reports must be pulled at the month's end and then reconciled and then they go back for the Resolution, so staff would have to look to see if we would be able to pull, but that has been the historical practice.

Dr. Hall said it seems that it would be a good idea to move into the 21st century and be up to date. When you can look into your own personal bank account and you know right then and there what you're spending...

Dr. Vitti said we'll look at that.

Operations - Facilities Project Design, Construction and Maintenance

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

Attachment: [Board Approval - Renewals 7-2013.pdf](#)

Attachment: [Board Approval - New 7-2013.pdf](#)

[32. RETROFIT FOR TECHNOLOGY AT LAKE FOREST ELEMENTARY SCHOOL NO. 74/DCSB PROJECT NO. TP-99850-3074: CHANGE ORDERS APPROVAL TO CONSTRUCTION CONTRACT WITH A.E.C. ELECTRICAL CONTRACTING, INC.](#)

[33. ROOF REPLACEMENT AT KIRBY-SMITH MIDDLE SCHOOL NO. 25, DCPS PROJECT NO. M-83800 STAGE IV](#)

[34. DISTRICTWIDE ENERGY/LIGHTING RETROFITS AT VARIOUS SCHOOLS GROUP 3 PHASE 2-4/DCSB PROJECT NO. M-83750:CHANGE ORDER APPROVAL TO CONSTRUCTION CONTRACT WITH KIM'S ELECTRIC, INCORPORATED](#)

Operations - Purchasing and Logistics

[35. MULTI-FUNCTION COPIER RENTAL](#)

Attachment: [TAB SHEET ITB 034 13 DB MULTI FUNCTION COPIER RENTAL.pdf](#)

Attachment: [MULTI-FUNCTIONAL COPIER ADDENDUM 2.pdf](#)

Attachment: [MULTI-FUNCTIONAL COPIER ADDENDUM 1.pdf](#)

Attachment: [MULTI FUNCTION COPIER BID FINAL.pdf](#)

[36. SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [FY13 Last three FY year annual averages.pdf](#)

Attachment: [FY14JUL RO C5.pdf](#)

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

Attachment: [FY14JUL RO C4.pdf](#)

Attachment: [ROSUMJULFY14.pdf](#)

Attachment: [JULY RETIREMENT.pdf](#)

Attachment: [FY14JUL RO C7.pdf](#)

Attachment: [FY14JUL RO C6.pdf](#)

[37. RADIO SERVICES AGREEMENT BETWEEN THE SCHOOL BOARD OF DUVAL COUNTY, FLORIDA AND THE CITY OF JACKSONVILLE](#)

Attachment: [ITD-DCSB Radio Service Agreement \(05 23 2013\)\(Clean\).pdf](#)

[38. MASTER INFORMATION TECHNOLOGY HARDWARE PROCUREMENT AND INFRASTRUCTURE SERVICES AGREEMENT FOR QUALIFIED ZONE ACADEMY BONDS \(QZAB\) PROJECT](#)

Attachment: [Agreementvfinal.pdf](#)

General

### 39. EMPLOYEE HEALTH INSURANCE BENEFITS

Attachment: [HRS Attach 2013-2014 Benefit Rates REVISED 6-11-13.pdf](#)

Attachment: [HRS Union sign-off Premiums 2014.pdf](#)

Minutes:

Ms. Couch asked that this item be explained to the public so that the employees who are watching can hear the changes that are coming.

Superintendent Vitti said I'll give an overview and if the Board has any follow up questions, I'll take it at the 30,000 feet perspective. Obviously, I think most people know that the cost of health insurance has increased across the country but we have done a good job, financially, of ensuring that the impact on our employees is actually none. For the individual employee, there is no increase to the cost of health insurance which I think is important to know considering that the rise of insurance costs. As a district, we will absorb the rising costs and through the budgeting process, we are not going to impose an additional cost on our individual employees and I think that's important to note as we move forward. Not every district throughout Florida and the country has been able to do that at this point and as we move through future budgets, we'll continue to try to do that, but obviously, look at what we must take off the table and put on the table for that to continue. I do think it's important for our employees to recognize that we've been able to absorb the cost and not put it back on the individual employee.

Ms. Couch asked if there were some increases but not to the individual employees so as to spouse, children, family increases?

Dr. Vitti said I'll let David Ford, Executive Director, General Services, the expert in this area, dive a little bit deeper.

Mr. Ford said, yes, the district's health plan has been very stable. We've been able to manage the expenses very well, the expenses over and above the flame costs so for example, in 2010, we were able to address our contract for the administrative services, we brought that down through negotiations and that saved the Board about \$3.7 million dollars. Most recently, we've also renegotiated our pharmaceutical benefit contract and that we anticipated to reduce our future costs based on the static data of about \$22 million dollars between now and the end of 2016. So, we've actually been able to now measure that because that went into effect in March, so we've been able to bring the cost of the program down, maintaining financial stability. If you look at it over the course of four years, we've only got 12.1% increase which averages out to less than 3% per year which is well below the national average. So, we've been doing real good at managing the program and the Board has agreed, as I understand on this item, to pick up the additional costs for the single coverage for the employees who don't have to pay any

premium currently. For anyone who is paying a premium now, there will be a slight increase for those plans but the plans will remain the same. So, when you go to the doctor or get prescription drugs, the cost to the employee will be the same as it was last year.

Ms. Couch asked if Employee Wellness helped improve the cost of insurance? Are we working on that to try to reduce the cost of insurance?

Mr. Ford said Employee Wellness is always a very difficult topic to measure but we've had a great increase in the number of participation. We're getting more people involved in doing the wellness screenings and also with the flu shots. We've had a substantial increase and that does have an affect on the costs.

Dr. Vitti said to add to that, what we've done through the reorganization is allow Terri Cicero who has always "owned" the Wellness process, we've streamlined her work so she can focus just on wellness, now. We're looking to enhance what we're doing not only in our schools with our students, but also with our employees. I look forward to informing the Board about more of what we'd like to do district-wide regarding Wellness and the integration of many different aspects of Wellness that were scattered throughout the organization. All, I think, good work, but done in isolation and not connected to the overall process of Wellness. So, I think as we move into next year, we'll see more initiatives; better coherence and more continuity regarding Wellness and I do believe that we can reduce costs if our employees are healthier.

Ms. Couch thanked David Ford. I think he's doing an outstanding job for our district over the last few years in keeping costs down for insurance which we all know attends to rise significantly. I just wanted to give him a little praise, publicly, for that.

Dr. Vitti said, "I echo that...good job, David!"

Mr. Fischer said I don't think most people in the public realize that the district covers about 85-90% of the total self-insured costs for health care. So, it's a real benefit that we're keeping costs for them the same, essentially, for the coming year. My question is about the cost for the health insurance increase, what was the largest, single driver for the that cost increase?

Mr. Ford said our Health Insurance Committee receives a quarterly analysis of where all the expenses go, but primarily, what we see is the facility costs continually rises and that's the hospital and emergency room costs. Primarily what drives that, I believe, is the fact that Medicare has reduced their reimbursement rate that they're paying to providers as well as Medicaid and like any organization, when you have a reduction revenue in one place, you try to make up for it in another and generally, it's the "for pay" contracts that pick up that cost. It's just a simple way of doing business and how things happen. That's probably what is driving the majority of it.

Ms. Fischer said so the Affordable Healthcare Act was a large driver?

Mr. Ford said, "No, it was Medicare's decision to reduce the amount that they reimburse providers as well as the state level whenever they're doing Medicaid. They're reducing to the providers. Actually, National Healthcare, in theory, should actually bring the cost down because now you have more people paying into the system and more people covered under the system, so that should actually help to reduce costs."

Mr. Fischer asked out of the costs that we're paying, what is the percentage that we projected to rise? Was it roughly 80-90% or was it 100%?

Mr. Ford said if I understand your question, yes, it related to what we initially projected back in February versus today. In February, we were not able to measure the actual performance of the pharmaceutical contract, so we were projecting out to December, 2014. So, you're projected 23 months of costs of what you think the costs are going to be. It sort of like saying what's the stock market going to be in December, 2014? So, it's a very complicated process but as we were actually able to get the measurable effects of the pharmaceutical contract into the calculation that we did in June, we actually saw the effects of that. So, instead of being a 14.7% increase, it's a 12.1% increase. I've got that figure but I can't recall that number, right now.

Ms. Grymes said I want to acknowledge that staff did a great job and having experienced other healthcare plans, this is a very rich plan. It seems that in one of our workshops, you said that the district actually, their contribution is \$91 million dollars?

Mr. Ford said I believe that is correct.

Ms. Grymes said I feel it is important for people to understand that it what the district puts into it and that is taxpayers dollars that we are contributing to help our employees. I appreciate it.

#### [40. 2012-2013 DCPS COMPREHENSIVE REPORTS \(INCLUDES: SAFETY, CASUALTY AND SANITATION\)](#)

#### [41. STUDENT ACCIDENT INSURANCE](#)

Attachment: [2013-2014 Insurance Rates 07-02-13.pdf](#)

Attachment: [2013-2014 SIA Brochure 07-02-13.pdf](#)

Discussion

Academic Services

#### [1. CONTINUATION AGREEMENT WITH UNITED WAY FOR ACHIEVERS FOR LIFE PROGRAM](#)

Attachment: [2013-2014 Achievers for Life MOU \(Clean\)-6-20-13-UW Changes-FINAL.pdf](#)

Minutes: Speakers:

Ms. Paula D. Wright, Board Member  
Ms. Becki Couch, Board Vice Chair  
Ms. Cheryl Grymes, Board Member  
Mr. Jason Fischer, Board Member  
Dr. Nikolai Vitti, Superintendent of Schools  
Dr. Connie Hall, Board Member  
Ms. Ashley Smith Juarez, Board Member  
Ms. Karen Chastain, Chief Legal Officer  
Mr. Fred "Fel" Lee, Board Chairman  
Mr. Andrew Post, Chief Accountability & Assessment

Motions:

1. That the Duval County School Board approve an agreement with United Way to continue to provide support services for students in the Achievers for Life Program in an amount not to exceed \$400,000.
2. ~~That the Duval County School Board delegate to the Superintendent of Schools the authority to annually renew the agreement for the Achievers for Life Program for two subsequent years as approved on similar terms and conditions, subject to the availability of funds.~~ - PASS
3. That the Duval County School Board authorize the School Board Chairperson and the Superintendent of Schools to affix their signatures to the agreements upon approval as to form and to approve any amendments needed to fully execute the agreement.

Vote Results

Motion: Cheryl Grymes

Second: Jason Fischer

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

Motions:

Amend the motion to remove item 2 in the Recommendation.	- PASS
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Vote Results

Motion: Paula Wright

Second: Rebecca Couch

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

Motions:

Amend item that the Board extends a 3 year commitment to the United Way Achievers for Life, with annual renewal to come before the Board.	- PASS
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Vote Results

Motion: Ashley Juarez

Second: Rebecca Couch

Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye

Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Nay
Paula Wright	- Aye

Human Resource Services - Staffing

20. REAPPOINTMENT OF DISTRICT ADMINISTRATORS

Attachment: [reappointment\\_fldoe\\_1314.pdf](#)

Attachment: [reappointment\\_district\\_adminstrators\\_1314.pdf](#)

Minutes: Speakers:

Ms. Paula D. Wright, Board Member

Dr. Nikolai Vitti, Superintendent of Schools

Mr. Fred "Fel" Lee, Board Chairman

Ms. Sonita Young, Chief of Human Resource Services

Ms. Karen Chastain, Chief of Legal Services

Motions:

That the Duval County School Board approve the reappointment of District administrators identified on the attached lists for the period July 01, 2013 through June 30, 2014. - PASS

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

21. REAPPOINTMENT OF SCHOOL-BASED ADMINISTRATORS

Attachment: [Reappointment\\_School-Based\\_Administrators\\_1314.pdf](#)

Minutes: Speakers:  
Ms. Paula D. Wright, Board Member  
Ms. Karen Chastain, Chief of Legal Services

Motions:

That the Duval County School Board approve the appointment of School-Based Administrators identified on the attached lists for the period July 01, 2013 through June 30, 2014. - PASS

Vote Results

Motion: Rebecca Couch

Second: Cheryl Grymes

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

Human Resource Services - Compensation

[23. APPROVAL OF SALARY SCHEDULE FOR DISTRICT ADMINISTRATORS FOR 2013/2014](#)

Attachment: [HRS\\_DA\\_2013-2014.pdf](#)

Minutes: Speakers:  
Ms. Becki Couch, Board Vice Chair  
Dr. Nikolai Vitti, Superintendent of Schools  
Ms. Karen Chastain, Chief of Legal Services  
Dr. Connie Hall, Board Member  
Ms. Paula D. Wright, Board Member  
Mr. Jason Fischer, Board Member  
Ms. Cheryl Grymes, Board Member  
Ms. Sonita Young, Chief of Human Resource Services

Motions:

That the Duval County School Board

approve the attached salary schedule (DA) for District Administrators for 2013/2014. - PASS

Vote Results

Motion: Jason Fischer

Second: Cheryl Grymes

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

Emergency Agenda Items

[42. MINIMUM QUALIFICATIONS - DIRECTOR, CHIEF OF POLICE](#)

Attachment: [HRS Attach 07-02-13 Min Quals Director School Police.pdf](#)

Minutes:

The Chairman declared the following item as an emergency because failure to do so would have a significant adverse affect on the welfare of Duval County students.

Item 1: Minimum Qualifications - Director, Chief of Police

Speakers:

Ms. Becki Couch, Board Vice Chair

Dr. Nikolai Vitti, Superintendent of Schools

Ms. Paula D. Wright, Board Member

Motions:

That the Duval County School Board approve the attached Minimum Qualifications for the Director, Chief of Police. - PASS

Vote Results

Motion: Rebecca Couch

Second: Jason Fischer

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 for Board members:

July 6-10, 2013 - NSBA 2013 Region Conference - Destin, FL - Hall, Wright

Motions:

That the Duval County School Board  
approve the following Board Members

Travel:

- July 6-10, 2013 - NSBA 2013 Region  
Conference - Destin, FL - Hall, Wright - PASS

Vote Results

Motion: Cheryl Grymes

Second: Jason Fischer

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 Superintendent Travel this month.*

## For The Record

### [FOR THE RECORD](#)

Minutes:

Mr. Fischer said we had some good discussions earlier and it's important that we have those and a year-end committee meeting or what have you about delegating authority for the renewal of contracts for multiple years. I just wanted to rehighlight that. It's also important as the Chairman mentioned our schedule role for approving on July 30, the first round of the tentative budget. Some of the things I fought for were tough and to make sure that we set aside the Reserve Fund of 3% which is required by the state and an additional 4%, I was hoping for larger, that is actually usable by us in case there's a major shortfall in revenue or an emergency. I hope that when we go through our discussions, we'll find a way to actually include that into policy. That's an area I think we should try to pin down some kind of policy...we'll start and finish the year with that and things change with our budget resolutions every month and it's hard to track it over time.

We had a discussion on paying our employees on a professional and more modern pay scale. I've already challenged the Superintendent and I hope this continues to come before us. I hope that we move to a real performance based pay schedule so we're treating our frontline workers, our teachers who are in front of our kids, and administrators.

Dr. Hall said on July 20, it's been mentioned earlier, the Friends of Northwest Jacksonville will host a workshop on Common Core enlightening the community and preparing them for what's coming down the pipe and what the expectations are for the

students that we serve. Also, as a reminder, on July 27 the "I'm A Star" Foundation will host their telethon to raise funds for homeless students in Duval County Public Schools. Remember, we have over 1,700 students enrolled that are homeless. That's a very important event these young people are planning and certainly hope there will be a large turnout. So, look forward to the communication and the PSAs that you'll be seeing very shortly and support this event so that we can help our families. Thank you.

Ms. Couch said I had an opportunity to attend the Suns game which highlighted Duval County Public Schools and I think we may be faced with a Superintendent's search because Dr. Vitti may be recruited as a pitcher with the Suns. He threw out the first pitch of the game and it was really great evening with over 200 employees that attended and we were able to witness the PSA for the Jean Ribault Girls Basketball Team. It was a great night and I'm looking forward to many more of these to highlight Duval County Public Schools.

I want to remind parents to continue reading with your children each and every day and have discussions with them about what they're reading. Summer learning loss is a big factor with some of our children's lack of success on the FCAT and it's important that we, as parents, continue to engage our children over the summer even though they may fight us on it. Reading with your children is very important. There are several websites available for material to work with your children on math and reading skills. My son is able to access his teacher's web page for tools in learning.

Ms. Wright said I'd like to bring attention to an article that was in the *New York Times* highlighting the value of our district's Summer Learning program and partnership with the Wallace Foundation. The article highlighted Sallye Mathis Elementary School's program, principal and all the good work that is ongoing not just at Sallye Mathis but other schools throughout our district because we understand the value of summer loss. I just wanted people to know that and, perhaps, you can go to the link and read the article - it's a terrific article and a wonderful testament to the fact, as a district, we recognize the value of summer learning and the continuation of learning and not just academics, but on the social and emotional aspects, as well. This is our July meeting and our next meeting will be about opening the 2013-2014 school year. I know many of our students are still in summer school and summer camp and I'm hoping everyone has an opportunity to enjoy part of our summer to be prepared, fresh and ready to begin the 2013-2014 school year. Thank you!

Ms. Smith Juarez said I will echo some of the comments of my fellow Board members that while it is summer, there's a lot of activity still going on through Duval County Public Schools as well as a lot of opportunities for learning for students who are at home. So, summer school is up and running and doing great. Board member Wright mentioned the partnership with the Wallace Foundation and all of the dynamic experiences that are going on there, as well for many of our school based staff. There has been a Coaches Academy that received great reviews from those individuals who were engaged including 90% who Strongly Agreed or Agreed that the Academy addressed their individual needs as an educator and several other categories with 90+ agreeing or strongly agreeing that that was a quality training that will help them to better prepare teachers to serve students in schools. Teachers, as well, will be attending an academy enhancing their skills to be able to focus on interventions for students and delivering curriculum in a way that is dynamic, relevant and engaging. So, there are lots of things

going on through the summer.

I'd like to thank the District Advisory Council (DAC) for having me at their meeting this month. We had a very rich discussion about some of the things coming forward for next year in terms of initiatives and budget items. I really want to thank, appreciate and acknowledge those individuals for the time they spend in the individual schools but, also, here as a district community board examining what is going on what it means for individual school sites.

We're busy preparing for a very productive 2013-2014 school year and very excited and looking forward to the implementation that the Superintendent spoke of in his report and seeing many of these initiatives come to life. He's done tremendous job with designing and bringing these things forward for our district.

Ms. Grymes said that change is hard and I know from the community view, it probably looks messy and has been difficult at times but I want to thank my fellow Board members because we have been working very hard to be focused doing what's best for the kids which is what we're all here for, and to the Superintendent. We have a strong leader and that is what we asked for...we wanted someone who was going to make the changes that we needed as we know that this district has so much potential. I truly believe that we can be the best in the nation. I hope everyone will be patient as we move into the next school year. I think all of the efforts that have been put in with us, a fairly new team, the Superintendent and Board working together, we really will reach some great benefits to everything that is being put in place. I thank everyone who is in this district and I know many people have been working many hours and I appreciate it. Thank you to my fellow Board members for continuing to build our team; we will make a difference.

Mr. Lee said we've started the countdown for the new school year and I echo everything my fellow Board members have said. There are a lot of people working really hard over the summer. It's amazing the things that happen as soon as schools let out until the time of the next school year opens. If you walk through this building and think it may be quiet, there are areas that are extremely busy throughout this district all in preparation for our students. We need the community, parents and folks who even disagree with some of the changes that are being made to allow us to try to explain. We need your help and we need to talk about our students. I'm looking forward to the execution and doing the work. I want to wish everyone a very safe and happy 4th of July. Thank you to each of my Board members. I sit in a seat in which I get to see what you do each and every day and I can't say how much I appreciate you, enough for your service to the community. So, thank you!

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting adjourned at 8:38 p.m.

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Superintendent

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Chairman