



# Duval County Public Schools

---

May 13, 2014, Board Workshop

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

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

Call Meeting To Order

## [CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 9:06 a.m.

Items To Be Discussed

## [1. GOVERNANCE](#)

Minutes:

The following items were discussed during Governance.

- Board Member Fischer shared that he had attended NSBA and would share

information with the Board on sessions he had gone to relating to dealing with the media and use of social media. He will e-mail the background materials to the Board members.

- Board Member Hall shared that she also attended NSBA and was impressed with a presentation by Erin Gruwell who is with the Freedom Writers Foundation. She is looking into bringing her to Jacksonville to speak with the teachers in her district.
- Board Member Juarez shared information with the Board about a new development on Beach Boulevard - Tamaya - which will impact Sandalwood High School, as well as Kernan Elementary and Middle Schools. She and Board Lee met with staff and asked that the Board consider taking action on potential boundary changes as soon as possible. It was agreed that the ACE process should be used. The Superintendent will provide the Board with a timeline for the process.
- Chairman Couch reminded the Board that it was time for the Superintendent's mid-year evaluation. The final evaluation will be in November. The Chairman reminded the Board that the informal evaluation is a conversation and that there is no form filled out, however, members may want to use the evaluation tool as a guide in their conversations.
- Board Member Fischer asked about the evaluation for Michelle Begley, the Board Auditor. The Chairman indicated that she had filled out the mid-year evaluation. It is a document that contains targets and goals and shows progress. The Chairman normally fills out the evaluation, but Ms. Couch asked if the Board wanted input. Vice-Chairman Grymes thought that would be a good idea, stating that she still did not have clarity on the Board Auditor position. The Chairman shared that Ms. Begley responds to individual Board member requests, works on projects for the Board as a whole, reviews all audits of the school system, and provides technical assistance to staff. The Superintendent shared that the budget process was smoother this year because of the collaboration with Ms. Begley and staff. He feels it was more transparent and effective. Chairman Couch said that Ms. Begley was an asset to the school system. The Chairman will share the goals and mid-year evaluation with the Board, and add this topic to the next Audit Committee meeting so that it can be finalized.
- Chairman Couch provided the Board with an update on the Policy Review Committee. They reviewed the budget section at the first meeting and mapped out a timeline for review of the remainder of the sections. The timeline will be provided to the entire Board. After review of each section or sections, they will be scheduled for Public Hearings and adoption at the next available Board Meeting. The Chairman commended staff on their hard work.
- It was decided to move the May 20, 2014, Committee Meeting and Board Workshop to Chets Creek Elementary School. It was originally discussed that the meeting be moved to UNF, but the logistics did not work out for that day.
- The Superintendent asked about the request from a couple of Board members to video tape the Workshops. Staff looked into streaming the meetings, however, there would be a cost involved if we continued to use Room 613 for the Workshops and Committee meetings. After discussion, it was decided that we would start with an audio recording of the meetings, which would be published on the website after the meeting is over. Public comment at Workshops and Committee meetings was also discussed, and the consensus was that the Board is accessible to the public, and that we would start with making the audio available

on our website and follow up on other options discussed.

Speakers:

Ms. Becki Couch, Board Chairman  
Mr. Jason Fischer, Board Member  
Dr. Constance S. Hall, Board Member  
Ms. Cheryl Grymes, Board Vice-Chairman  
Mr. Fred "Fel" Lee, Board Member  
Ms. Ashley Smith Juarez, Board Member  
Dr. Nikolai Vitti, Superintendent

2. BUDGET

Minutes:

The Superintendent provided the Board with alternative reduction options based on the last Budget workshop discussions. A copy is attached to the Minutes. Discussion included the following.

- Discussed \$2 million reduction in District level clerical staff. There would also be a reduction of one clerical position at each school.
- Security would be funded at the District level and there would be a pool of employees who would be allocated to schools based on violations, campus structure, Magnet hub, etc. There would be more reductions at the elementary level than middle and high.
- Chairman Couch asked about a half time media person who does some Test Chair functions. The Superintendent indicated there were pros and cons in doing this and that it would require a new job description to combine the job duties.
- Board Member Hall asked about the number of Specialists and if the Superintendent had looked at reducing this area. He does not want to make cuts in Specialists for the coming school year.
- Board Member Grymes left the meeting at 10:52 a.m.
- Board members discussed their concerns with the impact of removing the Coaches from schools.
- Board Members were asked to list their priority areas:
  - Chairman Couch - Reading coaches
  - Board Member Hall - AP's in large elementary schools, then Reading coaches
  - Board Member Fischer - Reading coaches
- Board Member Lee asked about lapse salaries and what would roll. The Superintendent anticipates \$10 million.
- Board Member Juarez asked if there was a way to be more targeted than just line by line.
- The Superintendent said he could fund Reading coaches by reducing security by 31 and use the 4th quarter calculation and 8th period funds.
- Chairman Couch asked for the definition of a large elementary school. Dr. Vitti

said it was a school with 900 students or more.

- Discussed converting District staff to 12 month alt. The Superintendent was concerned about moral and if you cut hours and reduce salary and only gain \$1 million, it is not worth doing.
- Board Member Lee asked about the proposed cut of 66 clerical positions and if those people did not have work they were performing. The Superintendent said yes, but they are performing work that does not impact the classroom. Supervisors and others would pick up the work. Board Member Lee asked if tasks were being performed that was not critical. The Superintendent shared that with technology, reliance on clerical staff lessons in some areas, and that we were staffing based on pre-technology levels.
- Board Member Wright joined the meeting at 12:37 p.m.
- Board Member Grymes returned to the meeting at 1:16 p.m.
- The Superintendent will look at the following areas and come back to the Board:
  - Test Chairs at .5 for 10 month
  - Fund Coaches at 3.3
  - Elementary school AP's at 1.5
  - Reduce Security by 65
  - Use 4th calculation
  - Use \$1.9 million for 8th period
  - Use \$300,000 from additional Reading Specialists
  - Use \$20 million for clerical

#### QZAB 2:

The Superintendent provided the Board with a proposal, a copy of which is attached to the Minutes, and asked for direction.

After discussion, the consensus was to go with Option 3 - Teacher interactive bundle for all middle school teachers, and 2:1 devices for all middle school students (non-QEA).

#### Speakers:

Ms. Becki Couch, Board Chairman  
Mr. Jason Fischer, Board Member  
Dr. Constance S. Hall, Board Member  
Ms. Cheryl Grymes, Board Vice-Chairman  
Mr. Fred "Fel" Lee, Board Member  
Ms. Ashley Smith Juarez, Board Member  
Ms. Paula D. Wright, Board Member  
Dr. Nikolai Vitti, Superintendent

### [3. ENROLLMENT DATA](#)

Minutes:

The Superintendent provided the Board with a presentation on enrollment data, along with Mr. Paul Soares, Chief of Operations. Discussion included the following:

- Board Member Hall asked about next steps.
- The Superintendent said that he had reached out to JPEF and shared the data with them. They met with him and are forming focus groups on why students are leaving and what could make them return. They should have results to share with the Board around mid-June.
- Board Member Wright asked if staff could add percentages to the charts, as it would be helpful.

Speakers:

Ms. Becki Couch, Board Chairman  
Dr. Nikolai Vitti, Superintendent  
Mr. Paul Soares, Chief of Operations  
Mr. Jason Fischer, Board Member  
Dr. Constance S. Hall, Board Member  
Ms. Paula D. Wright, Board Member  
Ms. Cheryl Grymes, Board Vice-Chairman  
Mr. Fred "Fel" Lee, Board Member  
Ms. Ashley Smith Juarez, Board Member

Adjournment

[ADJOURNMENT](#)

Minutes:

The Chairman adjourned the Board Workshop at 3:01 p.m.

BSC

We Agree on this

---

Superintendent

---

Chairman