



## Duval County Public Schools

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May 27, 2011, Board Workshop

Mr. W. C. Gentry, Chairman  
Ms. Betty Burney, Vice Chairman  
Ms. Martha Barrett  
Ms. Becki Couch  
Mr. Tommy Hazouri  
Mr. Fred "Fel" Lee  
Ms. Paula D. Wright  
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS BOARD WORKSHOP ON BUDGET with Mr. Ed Pratt-Dannals, Superintendent of Schools, Mr. W. C. Gentry, Board Chairman, Ms. Betty Burney, Vice Chair and Board members: Ms. Martha Barrett, Ms. Becki Couch, Mr. Tommy Hazouri, Mr. Fred "Fel" Lee and Ms. Paula D. Wright, present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Workshop to order at 9:15 a.m.

Items To Be Discussed

[1. BUDGET](#)

Minutes:

The Chairman welcomed everyone in the audience and introduced Mayor-Elect Alvin Brown.

Mayor-Elect Alvin Brown:

"Good morning, it's a great day and I'd like to say to Chairman Gentry, to the School Board Members, Superintendent Pratt-Dannals and to parents and teachers, a few words. I'm very excited and humbled to be here. As I was running for mayor, I made education a top priority on my platform. I wanted to come here this morning to re-emphasize that commitment that you will have a mayor that will have a partnership with you. I'd like to focus on a couple of things - (1) I said as mayor I would work with the private sector to raise money to support the school system by hiring retired school teachers to work with young people at the intervene and challenged schools in the areas of math, reading, writing and science. I said I would launch my "*Learn to Earn*" initiative that would allow young people the exposure and possibility of going to college by living on a college campus in the summer time and have a summer job. I talked about having a major summer job program for young people when they get out of school and I will appoint a Chief Education Officer to work with the School Board, Superintendent, parents and teachers. I want you to know that as I said in my campaign, that I will make sure that we work together to improve education in our city and it is my goal within four years, that we have no more failing schools. I know we can do this when we work together...education is so important. It has a great impact on the lives of young people and I believe in public education. My two boys are in public schools; my wife is involved in PTA and it is the fabric of our community. I believe that when you empower young people intellectually, they will achieve academically and compete economically. Education gives young people options. I know you're having a tough time with the budget and I want you to know that I support you and I'll do everything I can to work with you. I don't have a choice on this issue and it's personal with me. I remember, as I make my final statement, that when I was in school, there was a play, Mr. Chairman, that they wanted me to be in and I didn't want to participate in that play, Mayor Hazouri, because I couldn't read at the level like the other kids. Many of their parents had gone to the best colleges and universities and these kids went to the best summer programs, so I couldn't compete as I couldn't read at that level, but there were two strong women who raised me. They worked two jobs and raised five kids by themselves and instilled in me a sense of faith and hard work. My grandmother taught me how to read by reading the bible - the King James version. She never went to college but she wanted me to be in that play so she taught me how to read seven days a week and because of that, I competed in that play and I won. Education is so important and I believe that in order for our city to be the most prosperous city in this country, we have to close the education gap, empower young people with the tools and resources to reach their God-given potential. I believe in it and I work hard and as you know, we have a good track record. We've worked together for many years and we've hosted the largest college fair in this city where thousands of young people are exposed to opportunities and scholarships...it's not just something...it means everything. Some of my top advisors during my campaign are on this Board - Paula Wright, Mayor Hazouri and Betty Burney. They will not let me rest if we don't do it and I want to thank them for their support, Deputy Superintendent and Superintendent - we've all worked together...Martha Barrett, this is personal. If we

want to close the crime rate in our city, make sure young people have an education. If we want to make sure we have a skilled workforce, we have to empower people and get them ready and I'm going to do everything I can as mayor even though I know that we have no control over the School Board. You are elected and you should be elected, but there's no reason why we can't work together to improve the quality of life...no matter what side of town you live on...the eastside, northside, westside, southside, beaches or Baldwin...you have a mayor who will work with you no matter what. To all of the teachers and parents, you have an advocate and someone who will work with you and believes in an opportunity for all. I will be your friend. I believe in it and it is in my DNA. I believe that God wants everyone, every young person to reach their God-given potential. Thank you, Mr. Chairman, for this opportunity and I look forward to working with you and the School Board."

Chairman Gentry:

"Thank you, Mayor-Elect Brown. It's been a long time since we've had a public education advocate in the mayor's office and it will tremendously help the work of the school district to have your advocacy and get the word out about the positive things and not the negative, and work with you and the Superintendent as we do have initiatives in place that will meet your dream and ours that we will not have any failing schools in four years. In fact, in four years, Duval will be one of the top districts in the nation. I want to say that I don't think that it's a coincidence that you did make education a major component of your agenda and you're the mayor-elect and Governor Scott has a 29% approval ratio and the legislature has a 27% approval rating. So, we really do appreciate you and thank you for coming here, today."

Councilman Doyle Carter:

"It's kind of hard to follow that but that's how the Council feels, also. I'm here to support you guys and especially my Board member that I'm proud of...it's kind of exciting a little bit because sometimes it's better to be at the bottom of the mountain because the only thing you can do is climb. So, at the bottom it's tough sometime but when your climbing, it's more exciting. I'm here today and I had a family discussion with teachers who are in my family and stuff on transportation which I'd run by Superintendent Pratt-Dannals and my School Board member and I have Shannon Heller from Jacksonville Transportation Authority with me who is really excited about being a partner with us, School Board and Council, and even though we're on the other side of the river, we're not far away. If you need anything from us, we're there to help you. I've been a high school varsity coach so I know how athletics is number one in kid's and parents' hearts, so, I'm supportive of you in any way...Mayor Hazouri, you know that and we've been friends for a long, long time. So, anything I can do, don't hesitate to call and Coach Fox is a great asset to our community and school system and I'm excited to be a part of it and will help in any way I can. Just give me a call."

Chairman Gentry:

"I'm really happy that we've had a representative from the Council and the Mayor-Elect here today because we all recognize how desperately we need the support of the political leadership of this community to really move forward as a school district. I was at the Chamber Board Meeting last week and made a brief report on our Reading

Initiative and had a tremendous response. We already have two major corporate donors who are interested in making significant contributions to purchase the *Wee*, the television network machines, and I received a call from Hugh Green yesterday wanting to meet and talk about the Chamber plan; a major role with us. So, with the business community, the Council, the mayor...out of crisis comes opportunity and it's unfortunate that it has come to this, but we're all together and that's what counts. So, the future is bright once we get over the present hurdles.

We're here to talk about the budget and I want to make a brief summary of where we've been before I turn it over to the Superintendent. We have many folks here very interested and concerned about the budget and many people out in the community. We've all been receiving hundreds of emails of folks concerned about budget cuts and I want everyone to understand where we are, today, because, hopefully, we will reach a final decision today and the Superintendent will explain why we must. We've been in this process now for some two months. We started when we received word that the Governor was proposing to cut Duval County Public Schools' budget by 10.8%; that's after having had three years of continuous budget cuts so the impact would be absolutely devastating upon our school system. We have met as a Board at least six times and have spent several days analyzing the budget trying to get to the best possible place we can. To me, there's a lot of frustration as I know there is with this entire Board, but part of the frustration is that the outpouring of the community in terms of being upset about the budget cuts is quite candidly misdirected. We had a situation where for three months over in Tallahassee...we had the public school system was like the poor victim, caught in an alley, being beaten, screaming for help, asking for help and no one came. The public didn't come. The media that's here didn't really even talk about it; a few media did like St. Pete's Times ran some articles and talked about what they were doing to education, but largely, out of apathy or hopelessness or whatever emotion, the public sat quiet throughout the state, as the beating went on and on. So, now, this beaten and broken body called *public education* has been delivered back to the school districts all over the state of Florida. Some are cutting thousands of teachers. Throughout the state of Florida, school districts are having to make draconian cuts in their budgets which will adversely impact education. We, here, the School Board, sit with the chief surgeon and decisions have to be made. Do we amputate the arm because so much damage has been done to it or leg, fingers? Is it lacrosse, cross country running? What do we do as a Board having this beaten and broken body, called the *school budget*, the future of our children, sent back to us in this shape...what do we do to try and save the body? Those are the decisions that we have to make and it's not something we like to do any more than a surgeon likes having to amputate body parts to save the whole, but the anger and the angst and anxiety, quite candidly, should have been expressed three months ago, two months ago and directed to Tallahassee...not that we don't appreciate the input; it helps us make our priorities, but none of the priorities are good because for everything that isn't cut, something else has to be. For every teacher that's not furloughed, an administrative or staff employee has to be fired. For every program that's not cut, another program has to be cut. So, that is the situation we find ourselves in. I wanted to put it in perspective and, hopefully, when the legislature reconvenes next session and pulls our education system into the alley and starts beating it, again, people will respond to the call for help before it's too late and before the public education body is totally destroyed. That's how I feel about it and that is exactly what has occurred.

Jon Fox, who heads our district athletics, has been working in that program for many years, was tasked by the Superintendent and this Board to look at athletics and come back to us with budget cuts that he thought did the least harm to the body of athletics. He's done that and we appreciate it very much and of course, he's now the "bad guy". He's not the "bag guy"; he's a "good guy" but he's trying to save the body and to save the body, there may have to be some sacrifice."

Superintendent Pratt-Dannals:

"To put the numbers in context that our Chairman has so eloquently described in terms of a metaphor, if you look five years ago, we were receiving \$7,300 per student; if you look five years later with inflation, inflation hasn't been that large, but in the first two years of that five-year span, that would now be \$8,300 per student. If you look back at 2007, that was the year if you look in the U.S. Census Bureau where you add up local, state and federal funding and divide it by the income level of the state, Florida was dead last. In our good year within those five years, we were dead last in the country. So, fast forward five years at \$7,300 of the \$8,300 in real dollars (inflated dollars), we are getting \$6,300 per student. A 25% reduction. We simply can not continue to have even the core functions remain. This is sort of "*Which child do you want to keep alive?*" There are no good choices and no one on this Board nor the Superintendent's team believe that any of these are good choices; it's a series of bad choices. Some have asked why athletics are even on the table? If you recall, three months ago when we received the Governor's budget, we said everything had to be in play. Is it more important that a school has someone from maintenance or we have a contract that when an air conditioner goes down, it gets fixed within that day or that we have one other sport? We're going to have to do some of both of those. We'll share with you briefly later the impact in terms of the reduction of staff we have on the table and the balance between that and furloughs. Our employees don't deserve to be furloughed. They are now paying a portion of their pension plan. We work closely with representatives from various organizations and DTU is the largest of those to work on our medical plan. We tweaked that so we don't go up on cost as much but that has an impact on employees and on top of that, furlough teachers and district staff who have not received a raise during the last three years (staff); that's not right. So, there are no good choices here and to put something back, we have to take it out of something else. People have asked why didn't we plan more effectively? We've been planning each year. Over the last four years, we've reduced \$150 million dollars worth of spending from our budget. We began this year a "financial and functional" review. So, we've balanced where are we spending and what's the impact on students, parents and our results? We're driven by our Strategic Plan. So, those outcomes are how we have organized the most important things. We've had to narrow those important things around our Strategic Plan. So, that is the guiding principle in terms of moving forward to fulfill those bench marks, those targets...primarily helping students become prepared for post-secondary education without need of remediation so that they have a viable future in this economic climate that we're operating in.

We proposed approximately \$16 million dollars of reductions of which we received support of about \$9 million which was a "give and take" process. We look at every single area of our budget, every staff member, how we're organized and that is an ongoing process and on top of \$150 million dollars worth of reductions. We must figure out how to split a pie that is shrinking because the pie is not large enough. So,

until we can mobilize the community and not just Jacksonville because this is a state-wide issue. We're very much a state funded, state driven educational system in Florida. When the Governor made his vetoes, he recommended it to go back into K-12 education. This year's session, I believe, begins in January. They need to hear it this summer and this fall and if they don't hear it, you'll see exactly what we got this year because it is tough economic times and there are trade-offs here. The public is more interested in investing a viable future for young people than keeping taxes at the lowest in the country. That there is some trade-off here. Now, I don't want to say that I want us to be a high tax state; I don't think we'll ever be a high tax state with as many retirees that we have in Florida but we must have reasonable income. We can go from worst to the "worstest" and I know that's not a good English term; I taught math. They had to dig a new cellar for us and that's the challenge. I hear people. I know how the parent feels when we must cut the magnet transportation...is that important to that parent? Absolutely! If my child is playing one of the sports that we're talking about reducing...is that important? Absolutely! I get it. We all get it. But, if we don't do this prework, we're going to be back here next year. If we receive level funding, we're anticipating another \$61 million dollar in reductions because of cost increases, alone. So, next year, it may not be just these but we'll be right back here with this list or a worst list so that's the challenge before us. While the Board and I may disagree where these ought to be on the list, that's part of the process in trying to figure this out. None of us want any of this list. It has to be focused on summer and fall with the legislature to have people here. So, with that, I'd like to move in with some of the changes.

There are two funding issues and one that was left unresolved from last time and one that just came up yesterday and I will speak briefly to that. As I mentioned earlier, the Governor vetoed \$600 million dollars worth of projects and I believe \$100 million of that in Operating and the other \$500 million is in trust funds. Speaker Cannon responded basically saying he didn't anticipate that would be coming to school districts so some thought this would be big bail out. Again, I think it's too little, too late so there's not anything coming to us that I anticipate from that source.

The other is on the transfer of Title I Funds - while we've not received it in writing, they should get something to us between 1-4 weeks. They said it would be between 1/2-2 positions per school so our earlier ballpark being able to recoup about half of that \$12 million dollars is a good estimate at this point.

So, on the sheets, starting on page 2 of 5, this is the blue sheet; you see yellow highlighted section, we have added back in \$6,000,000 (again, this is an estimate at this point but a reasonable estimate) that we would only have to transfer \$6,000,000 from Operating to Title 1 instead of \$12,000,000, so we've added that back into the Operating.

Speakers:

Mr. Tommy Hazouri, Board Member  
Mr. Mike Perrone, Chief Finance Officer  
Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. Tommy Hazouri, Board Member

The Chairman said that Mr. Jon Fox, Supervisor, for district athletics has been working with a number of associations in our community to support our sports programs that

could be cut from the budget. The hope would be to make the cuts, set priorities and put back in what we can. We have a public hearing for the tentative budget on August 2 and the fiscal year begins July 1.

Mr. John Fox, District Athletic Director:

"Over the last week, I've made contact with many of the local community leaders for the various sports and the outpouring of concern and interest to help us with our programs. It's been extremely heartwarming and I'm very hopeful that we will be able to accomplish our goal which is to put as many of these sports back in play, as possible. Obviously, there are some time restraints with cross country and golf and we're working hard to get them back in place in time for them to compete starting in August. I am going to Gainesville this week to meet with the folks at the Florida High School Athletic Association to explain, in person, exactly what the situation is and what we're trying to accomplish. I've had contact with Doug Alred in the cross-country community, Mike Lynch, Boots Farley, Rocky Staples, all from the PGA arena; Mark Schou is setting up a fund to aid the wrestling; Randy Evans, of Lighthouse, for lacrosse; and I have a meeting set next week with people involved with USDA. I've tried to touch each area and I've explained in great detail the amount of money it will take to put them back, what our plight is, the number of kids are affected, and how important I feel it is that these sports come back and, hopefully, we'll get the necessary funding to put them back in play.

Speakers:

Ms. Martha Barrett, Board Member  
Ms. Betty Burney, Board Vice Chair  
Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. Fred "Fel" Lee, Board Member

The Chairman said there are many prominent people in our community who are interested in helping us with sports and establishing this foundation, a non-profit, so that all schools will have sports which is feasible. There is much input from folks who are willing to step up on this.

Speakers:

Mr. Tommy Hazouri, Board Member  
Mr. Ed Pratt-Dannals, Superintendent of Schools

Athletic Topics:

Athletic Participation Fee - High School estimate based on a fee of \$50.00 per participant could potentially raise between \$200,000-\$250,000 annually.

Middle School estimate based on a fee of \$40.00 per participant could potentially raise an additional \$100,000 annually.

Recommended Mileage for all Athletic Contests - Limit mileage for all contests to a maximum 45 miles one way. Those trips required by FHSAA district or state series events would be exempt from the mileage limitation.

Recommended Reduction of the Junior Varsity sports schedule and elimination of all Junior Varsity Assistant supplements - Recommend reducing the Junior Varsity sports schedule by 37 1/2% across the board. Travel and official fees would be reduced by \$60,000.

The elimination of all junior varsity assistant coaches' supplements would save \$147,475. The varsity assistant coaches would assist with both the junior varsity and varsity teams. These two proposals would save \$200,000 to the district.

Pay to Participate - Mr. Fox said I've talked with several different school districts that have some form of Pay to Play and I've received many emails from people who support this. I understand this concern and it seems like the less painless fix and I understand that but we do have people in our community that this would be a terrible hardship. I coached for a long time and when you ask that 9th grader, "*Why aren't you going out for basketball?*" and he says, "*Well I don't want to play*", now is that the real reason or is it because he doesn't want to go home and ask for the money because he knows the money isn't there? That is one of the things that really disturbs me. It is something we could put in place and if the Board so directed me, I would certainly do it.

When I spoke with the folks in Volusia County, they have a little different system than the one in St. Johns. In Volusia, each individual school keeps the money and they try to set up a fund to offset the costs for any of those students they identify that can not pay. The problem is that it is unequal from school to school. I asked what percentage they were collecting and they said somewhere between the 60-70% range. It's important that we have strong direction as to whom could pay. Some schools will do well and some won't. You could have an Athletic Participation Fee and not "pay to play". Usually, this does well in the more affluent communities and not so well in the poorer communities.

I think it is new ground for us and we must look at this not only for this year but attract other so we won't be in this situation, again.

The Chairman said I don't agree with the "pay to play". We have a large significant amount of children who are poor and I don't think it would be appropriate for our community. I feel donating to a foundation would allow all students to play.

The Superintendent agreed not to do a pay to participate. We have many people who agree to contribute to a fund for all students instead of individuals. We could have sub accounts and spearhead funds for individual sports and find a way to keep at least all the varsity sports, first. the community is coming forward on this issue.

Speakers:

Ms. Becki Couch, Board Member  
Mr. John Fox, Supervisor, District Athletics  
Mr. Fred "Fel" Lee, Board Member  
Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. Tommy Hazouri, Board Member  
Ms. Martha Barrett, Board Member  
Mr. W. C. Gentry, Board Chairman

Ms. Paula D. Wright, Board Member

Superintendent Pratt-Dannals:

On my original recommendation, I had furloughs below the district staff reductions. In our earlier Financial and Functional Review, we reduced 54 positions. If we reduced an additional \$8.3 million dollars in district staff, we would be reduced by an additional 100 positions but the guidance at that point, was that furloughs would be above the district level reductions which means we would do the district level reductions before we would do the furloughs. That was opposite of my recommendation but based on what I heard, at least at that point of 4 people, but I mentioned at that point that I was very concerned but before we follow through on that, that there is an understanding on the Board and the communities' level in terms of what that means in level of service. Again, this is not about people protecting their positions. It is about people who are concerned about the quality of service for schools and what it will mean. So, as a part of this, Mr. Ayars and his staff and others have helped us think of this in terms of level of service. I believe you have a one-sheet that describes level of service and it goes from 1-5 with 1 being we're fully staffed, providing high quality services, as a really nice Chevrolet but we'll never get to Cadillac, running great with no concerns going into the shop, but we think we're at level 2. We've already had district reductions over the last 3-4 years which means we're very thin but we're still providing good service to schools. If we had to go as deep as the \$8.3 million, it would take us from level 2 to level 4 with level 5 being, basically, closing the district. If we're going to go this way as opposed of more of a balance of furloughs and cuts, in my recommendation, this is additional money that we got, would go to reducing that district staff reduction and keeping the furlough at 4/6. Again, I don't want to furlough people but this is talking about people losing their jobs and in most cases, not having an opportunity to find another job in this economy and given those two choices, I share pain, in my opinion, is a better way to approach it, however, I did hear the Board, so on your sheet it shows it that way but I want you to hear what this means in terms of impact.

What we did is take \$2.5 million dollars out of that \$6 million we did on the transfer - General to Title I that we talked about earlier. We restored one of the furlough days. (Page 4 of the blue sheet) - it went from 4 days to 3 for 10 month; from 6 to 5 from 12 month. That was based on what I heard based on 4 people and I may have misheard that. It was an \$11 million so that's where we added it back. We're going to have to do both cuts and furloughs - the questions is where do we add back the \$2.5 million. I'd put it back into furloughs and reduce it by 1 day on the 10 and 12 month side. I recommend and after you hear the level of service today, to put that back into the district staff. We would still cut \$5.8 million dollars on top of what we already put on the table for Financial Function and Review. If you will turn to page 3 of 6 in your green sheet, this is the impact district-wide if we were still at the \$8.3 million dollar figure and you can see that we have it broken down by three divisions. This is the summary of district reductions. In Operations, the staff reduction would be 73 positions; Academic Services, 20 positions; and Human Resources, 7 positions for a total of 100 positions after we have already cut 54 positions through the earlier Financial Function and Review. At the bottom, you see the District Overall Assessment - Level of Service which goes from Level II to Level IV. The only two departments that we held harmless at this point was Community & Family Engagement and Communications. They each have 4-5 people where we actually need to increase and

not decrease. You can see under Net Reductions that it would reduce positions by 10% and this is in addition to what we've done previously and reduces the Division Budget by 6%.

Ms. Willis, if you will describe what the impact will be by going from Level II to Level IV in Academic Services.

Ms. Patricia Willis, Deputy Superintendent:

In Academic Services, there are 216 positions and in the area of Curriculum and Instruction, there will be 15 cuts in that particular area; in Multiple Pathways, there will be 5 which will give us a total of 20. However, in the Curriculum and Instruction area, 19 staff positions have been transferred or shifted to Categorical Funding which will be those K-12 dollars that we actually move people to those positions, federal funding in our Title I, Title II and Title III, and freeing up dollars in the Operating side. The impact of that is when you move people from Operating into the Categorical dollars, it significantly limits what program and support that happens from those dollars whether it's professional development or other support to programs because you actually moved people there, but we've moved staff and that's about 19 staff members not to count the other 15 that were in Curriculum and Instruction. Those are individuals who are mostly our coaching staff in the areas of reading. We tried not to cut the reading coaches but math and science will be significantly hit in this area. Even technology and our cadre who support our new teachers. We looked at that area to make some cuts there. We will expect to see a decrease in the support of professional development overall but specifically, site-based, because these coaches, when we went to a coach model, we had district level, subject area, content coaches, clusters that move in and support schools. Now, we would be cutting back on coaches in those areas. That's the major impact of where we would see it; again, technology, science and math.

Speakers:

Mr. Fred "Fel" Lee, Board Member  
Ms. Patricia Willis, Deputy Superintendent  
Ms. Betty Burney, Board Vice Chair  
Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. W. C. Gentry, Board Chairman

Mr. Doug Ayars, Chief of Operations:

The thought in Operations is of the 750 or so on there, most of those people are not in this building but out in the shops or warehouse, site-based service for principals. What's the impact when we reduce? In order of priority, it would be, we would work life safety issues first; look heavily at emergency work (pipes break, etc.), preventative work, but the bread and butter of the day is usually service calls and this isn't just about Mr. Soares' area in the shops, it's also Dr. Stahlman's area in IT. If you look at Operations numbers, 73 personnel, most are in IT what I call the production group and that's the warehouse, facilities maintenance, design and construction areas. Those are the craftsmen and repairmen who show up to assist the principals when they have issues. So, given the reductions over the last few years, we assess we are at Level II. We believe reducing the numbers as shown, will probably take us to a Level IV. What it means is that the gap will be noticeable and the schools won't function as well.

Certainly, the response that's needed that can affect classrooms, won't be as efficient. When we take out resources, not just people but also contract services, it will be felt in the schools and it will be real and won't be optimum to go that deep and hard in the Operations area.

Speakers:

Mr. W. C. Gentry, Board Chairman  
Mr. Mike Perrone, Chief Financial Officer  
Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. Fred "Fel" Lee, Board Member  
Ms. Betty Burney, Board Vice Chair  
Ms. Martha Barrett, Board Member  
Ms. Vicki Reynolds, Chief of Human Resource Services  
Mr. Doug Ayars, Chief of Operations

The Chairman said we have the issue of furlough and the reduction in district staff taken together on more than half of the budget cuts. I know that no one wants to do furloughs nor reduce district staff. The Superintendent is proposing that this \$2.5 million dollars that we have in play as a result of the Title 1 money be applied to reduced the level of district staff reductions as opposed to reducing the level of furloughs...that's really the question. Given those two items we're looking at, if we're going to deal with those two items, do we apply the \$2.5 million dollars to reduce the number of furloughs or would we apply it to reduce the number of district staff or half into each area? Let's take a five minute break and focus on this issue that is before us and the Superintendent is recommending that it be applied to the furlough area or district staff area; his recommendation is to apply it to staff and when we come back, let's discuss it further.

I'd like to go around the table and each of us briefly and succinctly express your views. We have \$2.5 million in play and if we were to utilize that and either apply it to furloughs or to staff reductions that is to lessen the impact on furloughs for teachers or lessen the amount of staff reductions. Where do you wish to apply? Furloughs or district staff line item or would you want a combination of the two or applied elsewhere? I'd like to stay focused on those two items and try to decide which we think are the most important in terms of using this money to reduce the impact. After each of us have given our thoughts, come back and bridge a consensus or not.

Ms. Couch - I would do some back to Academic Services and the rest to furloughs.

Mr. Pratt-Dannals asked if you want to differentiate between 10 month and 12 month furloughs?

Mr. Gentry asked that in terms of the furlough, please differentiate between 10 month for teachers and 12 month non-teacher; across the board..

Ms. Wright - I am not in favor of reducing any of the Academic coaches. I think evidence is the current FCAT scores, in particular with so many elementary schools. I would use some for the furloughs and I would not distinguish between the 10 month and the 12 month.

Ms. Burney - I would put money back into furloughs and I would be certain not to reduce any Academic staff. I do not want to do furloughs unless I'm answering the wrong question.

Mr. Pratt-Dannals, just for clarification because on the reductions, we had \$3 million dollars worth of reductions in district staff. So, I'm trying to see how the breakdown would be.

Mr. Gentry said you have \$3.5 million in Academic Services.

Mr. Pratt-Dannals said there is \$3 million in reduction and we have \$2.5 million to apply. What was currently proposed on page 3 of your Summary of District Reductions, it's \$3 million dollars worth of Academic Service reductions and we have \$2.5 million, so I'm trying to figure out if you're applying all of that back into Academic Services so we would reduce that less?

Mr. Gentry - Page 3 in your green sheet; the summary, in making up the \$8.325 million. Unfortunately, \$3 million of it comes out of Academic Services. So, if it's the consensus that we do not want to reduce Academic Services, that's where the money needs to go first, then that would eat up all of the money so we could not reduce furloughs. So, that's the question which is fine because we've said these are priorities of backfilling and if Academic Services is first or whether you would want some in Academic Services and more in furloughs.

Ms. Burney said let me ask it the way I understand it....I understood that you were asking about funding with this amount, where we would like to see the money go back into. I'm saying I do not want to touch furloughs and any money to go back into, I want it to go into Academic Services. I'm answering two questions and one you may have never asked.

Mr. Pratt-Dannals, OK, I misunderstood the furloughs so, you're saying to put in back into Academic Services...when you said "don't touch furloughs", I thought you meant leave furloughs at \$8.5...I got you, OK, that clarifies it...thank you.

Mr. Lee said before I comment, I'd like to ask a few quick questions for clarification. On the furlough days, what we would be saying is that we would go from 3 days to possibly 2 days for 10 month?

Mr. Pratt-Dannals said it would be from 4 to 3.

Mr. Lee said OK, I just want to make sure, so, I would take that money and put it in furlough days.

Ms. Barrett said I agree with Ms. Burney and I believe Ms. Burney and Mr. Lee are saying the same thing. I don't want teachers, especially, furloughed, no way, so any remaining money to go into Academic Services.

Mr. Hazouri said I didn't hear that...let me make sure...I thought he was putting the money back in...the extra money back into furloughs to reduce them but keeping furloughs, still on the table without the minus 2. I just want to make sure I

understood, so Mr. Lee is still for keeping furloughs but with \$2 million dollar less so it wasn't exactly what Ms. Barrett said.

Mr. Gentry said, right now we're working with \$2.5 million dollars and the question is if we can get to the bottom line if we don't want to do any furloughs, then we can walk back through it and figure out what else you want to cut. Right now, we're working with \$2.5 million and trying to get priorities as to where you would put it. So, if you don't want any furloughs and that's your number one priority, then you would put the \$2.5 to furloughs. So, now we would reduce the number down and we'll have to deal with that at another step. That's how I'm taking Ms. Burney's comments because right now, we're just trying to keep track.

Mr. Hazouri said based on the information that Vicki had indicated, I can't do any more to teachers and that doesn't even count just the money and we've talked about that. I'm for doing away with furloughs or not doing furloughs and put whatever money we have, the \$2.5 million into the Academics and then go from there, for me. Basically, guess it's what Betty, Martha and I...what I've heard.

Mr. Gentry said I'm going to treat that as putting it all to furloughs then we'll figure out one way or another...and I think what I'd prefer if we're only doing \$2.5 million dollars is to apply whatever amount it takes to reduce the teacher furloughs by one day and if there's any remainder, then apply strategically as possible back into Academic Services.

Mr. Pratt-Dannals said the breakdown is about \$2 million for the 10 month so if you went from 4-3, that would take \$2,000,000 so then the other \$500,000 would apply to reducing Academic Services.

Mr. Gentry said right. Ms. Couch, in light of those numbers, if we were going to try to do with the \$2.5 million, something towards Academic Services and some furlough, how would you approach it?

Ms. Couch said Board Member Wright requested seeing where the Academic Services school coaching would be cut and they separated it by district and cluster content coaches and district content coaches at Schultz. I would keep the district and cluster content coaches. It describes the district content coaches at Schultz as being professional development and lesson studies to schools. The district and cluster content coaches do the side-by-side coaching overarching science, math and with the gains we had in our math, I really don't want to cut those math coaches that are projected at the district level. That would be 2 and 3 in science and I think we're making gains and I think those coaches, to me, are very important especially for our schools that don't have instructional coaches at the school level. Those coaches come in and work side-by-side with the teachers in those subjects and help ramp them up. I would say the district and cluster content coaches and the Schultz...

Mr. Gentry said can we ask the Superintendent how much would it cost to restore district and cluster content coaches? An idea of how much money we're dealing with here?

Ms. Willis asked Ms. LeRoy if she had the dollar amount on that?

Ms. LeRoy said she believes it's around \$500,000 to restore the five positions

Ms. Couch said I would restore those and then saving a day for furloughs.

Mr. Gentry said, Ms. Wright, and I know trying to deal with the \$2.5 million if we were to split that up, what would be your vote?

Ms. Wright said that's exactly what I would do because as a district coach, I understand value and particularly in challenged schools, we did not begin to see significant gains until we had district coaches coming in supporting the teachers, modeling and providing necessary resources.

Mr. Pratt-Dannals said I'm hearing the approaching consensus, I realize is sort of there, but it seems what I'm hearing so far is that the majority...I think that there's no question that that is a critical area in terms of the impact on teachers. If I were to pick an area, I believe Ms. Willis and I would agree that it would be the content coaches is where we would add them back for the impact on our students and their performance.

Mr. Gentry asked if the math gains...are those attributable to at least, in part....?

Mr. Pratt-Dannals said no question in part to the professional development and the coaching we've had in the schools has been significant.

Mr. Gentry said so there's three of us that would allocate the \$2.5 million in that manner which is to preserve the coaches at the school level and the remainder to furloughs.

Mr. Pratt-Dannals said you mean \$.5 million and you said \$2.5.

Mr. Gentry said it's .5 is what she said...

Mr. Pratt-Dannals said so \$500,000 to preserve the content coaches and the other \$2,000,000 to replace one of the teacher furlough days...is that what I'm understanding?

Mr. Gentry asked if anyone else having to allocate working with the allocated \$2.5 million...does anyone agree with that or a different approach? I'm trying to take this incrementally because we need to walk away today with the budget, if we can with the hope that we'll be able to talk about our priorities for backfill and agreeing with the budget. Working with the \$2.5 million would reduce the furlough cut by \$2,000,000; it would reduce the district staff by \$500,000 with that \$500,000 being dedicated to keeping the school-based coaches in tact. Then, we will be left with having to deal with roughly \$6.5 million dollars in furloughs and we'll go to that step when we finish this step. If everyone is agreeable...the majority of us is agreeable to this allocation and we'll focus our attention on the furloughs and try and figure out how we're going to deal with that....that will be the process.

Mr. Hazouri said even knowing that the three of us are totally against doing anything to the furloughs...for the record. I know we're going to get to it.

Mr. Gentry said my question to you is being totally against doing anything with furloughs, do you want to take the total of \$2.5 million on put it on furloughs now or do you want to do the \$500,000 and save the coaches and put \$2,000,000 on furloughs and talk about furloughs, first?

Mr. Hazouri said I'm going to go with what we just did.

Mr. Gentry said I think thats the orderly process then we go to what to do with the \$6 million dollars. Thank you, Mr. Hazouri.

Ms. Barrett said I'll go with what I said. I still don't want the furloughs.

Mr. Lee said I'm fine with where I am.

Mr. Gentry said for right now in our progress or lack thereof, we have four people who feel it is important to put \$500,000 back into Academic Services at the school-based level and then apply the \$2,000,000 to furloughs, thereby reducing the furlough amount to...what?

Mr. Pratt-Dannals said \$6.5 million and it would reduce 10 months from 4 to 3 but keep the 12 months at 6 days.

Mr. Hazouri said are we talking mostly about teachers, Vicki?

Mr. Pratt-Dannals said 10 months are predominantly teachers.

Mr. Gentry said and so the \$2,000,000 would save 1 furlough day for teachers and would leave the predominantly non-teacher personnel the same amount of furlough days. Mr. Perrone, how do the numbers line up?

Mr. Perrone said I need some clarification because we have already applied in our sheets...

Mr. Gentry said so we'll be adding back. We'll take the \$8.5 and then it would go up to \$9 but the \$8.5 furlough days would go up to \$9?

Mr. Perrone said no the \$8.5 for furloughs, if we're starting all over, would go to \$11 like we had it. So, the way I see it, it's furloughs \$9 million and district cuts, \$7.8 million. Let me just clarify one last point, so now we have \$7.8 million district cuts that's from the \$8.3 million and you put \$500,000 back into the Academics side, so that should be \$7.8 million. And, the furlough days now is 6 for 12 month and 3 for 10 month - total now \$9 million.

Mr. Gentry said so, that will leave furlough days at \$9 million and district staff at \$7.8 million by putting \$500,000 towards the coaches. One question that I have and make sure it's clear is in terms of the non 10 month employees that includes part-time employees, as well, correct?

Mr. Perrone said yes, everybody is involved.

Mr. Hazouri said and said both of these are negotiated, right?

Mr. Gentry said not with the Board...I'm just kidding...oh yes, all these are negotiable...all the employee items.

Mr. Pratt-Dannals said the asterisk items are bargaining. The furlough is different in that it is "impact bargaining" as opposed to "direct bargaining" and if you have any questions about that, Ms. Reynolds can clarify that but it is a different kind of bargaining.

Ms. Reynolds said there are two different categories of bargaining. There is mandated bargaining which is directly related to terms and conditions of employment. When you direct mandate bargain, you can't implement the decision until the bargaining is resolved. So, either we agree or we go to impasse and you can't implement the change until then. With impact bargaining which is what furlough would be, you can implement the furlough. How we do it, in other words, what days we use could go to impasse, but the decision is yours because it's a managerial decision. You can go ahead and implement it and then we would just be negotiating over where the days would fall.

Mr. Hazouri said not to bring in any other issue, but the AFSCME issue, the custodians, is that impact or mandated?

Ms. Reynolds said the conversion issue? Conversion is impasse, yes, sir.

Ms. Gentry said where we are is if you would take the sheet here for purposes of moving forward and item number 7 which is furlough - would be \$9 million and item number 8 which is district level staff, would be \$7.825 million.

Ms. Couch said I want to state for the record, you said towards teachers and I said towards all staff. I said \$500,000 back to the district coaches and the remainder towards reduction for 12 month employees and I know that that is done by days but if there are other sources of money, we could add in.

Mr. Gentry said I apologize because I did say it wrong and you did say that. The reason I did that was because if we do it across the board, we don't have \$500,000, that's why I did that. If you go across the board, all employees is the whole \$2.5 million

Mr. Perrone said that is correct and it would be difficult to take...and we could work with that and when we consider leave, it's hourly.

Mr. Gentry said Ms. Couch has corrected me that she would like to on the furlough...we're still all agree on the \$500,000 to Academic Services, so on the furlough, Ms. Couch and Ms. Wright would like it across the board. I will do the same thing and you can't do that by changing it to a half day or .7 day?

Mr. Perrone said yes, we'd have to figure it out and do it by hourly.

Ms. Burney asked if the district found \$500,000 in another area which I am inclined to believe just based on information that we were sent last night that there were other

areas that could replace that \$500,000, then would we be able to take care of those furloughs?

Mr. Gentry then we would be able to put the whole \$2.5 million to furloughs and still do academic coaches. What I would like for us to do is come out of here for the budget and then set priorities as to how we would allocate any additional money we find; for example if it's \$7 million and not \$6 million we get from Title 1. Right now, using the money we have, if we did this and then Title 1 turns out to be \$7 million and we have an additional \$1 million, and we all agree that first priority is to restore furloughs, we go to furlough. So, we would have effectively accomplished the same objective as to what you've said or if we had an extra \$500,000, it would go to furlough.

Speakers:

Ms. Betty Burney, Board Vice Chair  
Mr. W. C. Gentry, Board Chairman  
Mr. Tommy Hazouri, Board Member

Mr. Gentry said we have a majority that is going to restore the coaches and put the rest to furloughs. If we do that, we're now looking at a budget on line item 7, \$9,000,000 and line item 8, \$7.825 million dollars. Of those who said they do not want to do furloughs, where is the \$9,000,000? The Functional Review came in at \$16 million and we rejected some \$7-8 million dollars of that. At one point, we had many items we cut and refused to accept the great majority of the Superintendent's recommended cuts.

Ms. Burney said we received some information on consultants and that was approximately \$4.39 million dollars and I would suggest that we take a hard look at that and I know we can't do much with General Counsel and the Superintendent's counsel, look at \$3.5 million in consultants based on what I see and look at our Reading budget and cut from there as I see some duplication if it's professional development...are we paying twice? There could be \$2-3 million there. Something in FastForward but I think we just put that back in but make sure we have all of that because that could be about \$1 million or so; I understand about consultants and I'm one but if we're in tight budgetary times, we need to limit or not use them for now and rely on staff, and go into the reading budget and check for duplication.

Dr. Stahlman said there is no money budgeted on FastForward for next year; already cut.

Speakers:

Mr. W. C. Gentry, Board Chairman  
Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. Fred "Fel" Lee, Board Member

Ms. Wright asked if we can reduce Champs and DeSensi more? What about the Schultz Center contract? Spread the cuts all around. We have a person who has provided his workers to Duval County Public Schools. We need to get rid of this as it is not in the best interest of our district.

Mr. Gentry said cutting \$8.325 million dollars will negatively impact delivering services to the schools; we need to cut more contract services and we will be doing less at the

school level.

Ms. Willis said we sent budgets for Reading For All and the Reading Initiatives to the Board; most of the dollars for the Reading Initiatives have been redirected dollars and they are either dollars from the K-12 SIA. Those dollars that are new dollars are Operating dollars were EDU dollars and those new dollars are around \$3 million and focuses on professional development for our teachers in the content reading and the summer initiatives for students in Level 1 students so we're looking at about \$3.6 million that would be new dollars used. If we're going to decide to address the needs of the elementary students, we could reduce there or elementary/middle. Right now, this is our K-10 grade students.

Speakers:

Ms. Betty Burney, Vice Chair

Ms. Patricia Willis, Deputy Superintendent

Ms. LeRoy said there are earmarked dollars for CAR-PD based on stipend amounts if we require them in the summer; leverage dollars from SIG and cost of salaries for teachers.

Mr. Hazouri said to look at private and public partnerships. We can't do it by ourselves. I suggest we go back and look at the \$9 million dollars and move on.

Mr. Pratt-Dannals said it's appropriate for the Board to ask for accountability on programs. We did as a part of the Financial Functional Review, we looked at that and provided you with an updated list, each program, its impact and the students and added costs because often the majority of the cost is because of the FTE for the teachers because you must teach them, regardless but if you look at the added costs and what we're seeing as progress in students, whether or not we maintain that, reduced or modified it or cut it. We gave you a document recently that was an updated version of that and the concern is legitimate but I think we've done a top to bottom review.

Speakers:

Ms. Patricia Willis, Deputy Superintendent

Mr. Tommy Hazouri, Board Member

Ms. Paula D. Wright, Board Member

Ms. Kathy LeRoy, Chief of Academic Services

Ms. Wright said our role is to balance the budget and every question I've asked today, I've asked earlier. It is my role that we have policy and that we address it from a policy standpoint. It shouldn't be this hard to get information and I'm not getting into the weeds but how we're spending money. I am just as frustrated as I was several weeks ago. This is not good business and I'm not going to be forced to make a decision. I've seen different scenarios and this budget touches everyone. There are some people who are serving dual roles and it is not benefiting the district.

Mr. Lee said Ms. Wright has asked a number of great questions today and I appreciate them.. We need to bring some clarity to our discussion and decide if we're going to finalize the budget today. It doesn't do any good to go around and around. I do rely on the Superintendent for your professional input which I'm assuming you're getting from your staff that you trust and believe in. I expect him to make changes, when

appropriate and will hold him accountable. So, I am trying to balance as a new Board member and when I hear about this person Ms. Wright mentioned that works and has other people working, as well, that's a red flag to me. Superintendent, for clarity to you and to the Chair from me, I think I'm interested in the sports foundation which means there will be some cuts to sports in terms of our being to fund them but I fully expect all of those sports will be reconstituted or saved through that foundation and work through this district and I think there's a collaboration with the community and we need their help, now. I do not want to furlough teachers any more than I have to. I do think that some teachers understand that may be necessary for the sake of the entire body and I would like to see us not go beyond 2 days of furloughs. Therefore, I'm asking you for clarity, that you're running the show. We still have \$7-8 million dollars and you'll have to find it in those programs. I think there's been suggestions by different Board members in areas to find those numbers. If I'm going to hold you accountable at the end of the day, I must allow you to run the ship within reason how you want to run it and that's where we are at with this budget. I feel I've given appropriate direction to you on furloughs, sports, programs and I know we'll go back to an "add back in" and will expect a list on that. I expect you to deliver the best education you can with the dollars that we have. My list is long of things I see and maybe I'll start sharing it.

Mr. Pratt-Dannals said we have done a thorough review and we've made recommendations and obviously, it's the Board that does the final approval of the budget. I do think it's important that we walk away with some guidance. I need it to be specific enough to understand it so we can move forward and execute it. I know this represents the majority of the Board's thoughts and feelings and we'll move forward.

Mr. Gentry said I feel the biggest concern that everyone has is the furloughs for all employees, all for whom are suffering from the pension hit and other issues. It sounds like to me that as far as the district level, no one likes it but I'm not hearing anyone complaining any more about that. The other items on the list, we have been through before. I'm trying to summarize here.

Ms. Barrett said I agree with Mr. Lee about the sports foundation and I don't want to see any furloughs for teachers.

Mr. Gentry said we're sitting here with a \$9 million dollar item that involves furloughs. I know there have been huge cuts made and they will have an adverse affect on our delivery of education. Can we realistically come up with another \$4.5 million dollars to reduce the furlough days down half of what is proposed for everyone?

Mr. Pratt-Dannals said we'll look at it, again, but I think we've really done an extensive review. If we go from 4 to 2 and applied the \$2 million we talked about earlier to 10 month but then I heard some wanted it across the board. I would assume we'd move the furlough down to number 9 which would be the bottom so if we added back anything, that would be the place we would go from an add back standpoint.

Mr. Gentry said that I suggest what we can do as a Board is if I'm willing to accept this level of furloughs for teachers is to indicate what level and agree to a number of days and then direct the Superintendent to go make the necessary budget cuts to make it happen then come back to us and report what he's recommending. There's been a lot

of great discussion here pointing out areas of concern that will provide guidance for him to look at. We must decide on what we're willing to live with on that item and then go and find the dollars.

Ms. Burney said this has nothing to do with you, the Superintendent or anybody, and I hate to get on my soapbox, but here we are as a Board/Superintendent team having to make decisions to cut this enormous amount of money from an education budget. It is just absurd. I think it's unfair to staff. Staff has gone around and around and there's just no way you can do that. I think we're leaving one thing on the table right now that we have as a leverage. If we don't use this right now, we're leaving money on the table. If we don't use this opportunity that presented itself yesterday, we are right there at the door, I think that we can turn the corner. No one wants to cut Operations, 73 positions...it's ridiculous that we have to do this and if we don't do it as a Board, I'll do it myself. If I have to round up 500 parents, myself, and tell them to go and get on the phone and do it; we've got to do it. The members of the state Legislature are in town right now. We must call them. It's unfair to the Superintendent and the Board when we can look at what it costs to incarcerate a child versus to what it costs to educate a child and we sit here and say for staff to go back and cut \$9,000,000 more dollars! Come on...enough is enough and we've got to say as elected officials, we're going to contact our fellow elected officials and get some power behind us or we'll sit here and try to haggle over \$9,000,000.

Mr. Gentry said I agree with you 1,000% and all of this is about coming up with a process. Once we finish this before we leave today, we need to discuss what we're going to do regarding what just happened. Being the one that has to help drive this ship forward, there are two ways to do this. We can approve this budget, we can put a list of items that will use the backfill and then try to get the money for the backfill which I recommended at the beginning. If that is unacceptable, then we have to give directions to cut an item and we still need to create the backfill list. I would prefer to come out of here following the recommendations, give the backfill list and get out and see if we can't find more money but if people will not vote for the furloughs, we have to do something different. That's the dilemma.

Mr. Hazouri said I agree and I'd like to give it one more shot and let them come up with what they can. I get it. I think it's up to the Governor to call them back in and put them on the spot. Tell me and I heard Mr. Lee earlier, where are we with the sports and I think I know and we're looking at the foundation and I know we'll get more letters and put that energy back in and go to Tallahassee, but if we can say this is what our intention about sports is, today, all other items and fine tune and maybe something good will happen.

Mr. Gentry said 4 of us agree to leave sports where it is under Mr. Fox's recommendation that we eliminate those sports that he identified that's on our list and establish the foundation. As to the Governor issue and the legislature issue, I could be wrong, it is my understanding that there's only a roughly \$100 million dollars in play of what he vetoed that could go back into the education budget based on trust funds and things like that. If that were correct, that would mean roughly \$4.5 million dollars to Duval County. That still won't get us where we want to go but that would be that much more money. It could be more than \$100 million. Mr. Superintendent, if we don't walk out of here today with a solution..it was my understanding you had to have a decision

today on this budget.

Mr. Pratt-Dannals said the problem is the reappointment schedule and the amount of time it takes to work these. For instance, on all of the non-administrative, you're cutting positions and then you use a process either a contract or Civil Service, there's a bumping process. For instance if you say you're going to reduce 20 people in maintenance, it doesn't just affect those 20. There's a bumping process that could impact 40-50 people and it takes time to work that and get it consolidated enough to bring to you. Our timeline was June 3 to bring you a list of actual names for reappointment and the Board has asked in the past, for the non-reappointments. Legally, what you approve is the reappointment but you also have asked us to give you those non-reappointed and it takes time to coordinate that. The problem is our vote is on June 13, the Board wants this information ahead of time to look at it, so if we come back next week and finalize this, we push out the date of June 3 to closer when you've voting on it. Obviously, you'd need it before you vote on it. So, there's a timeline here of our current meetings schedule is. We need to get it nailed soon particularly on the district staff. We've already gone with Item 1, Biology; Item 2 support for the magnet transportation; Items 3 and 4, activity routes in middle school; Item 5, the pooling of art, music and physical education - so Items 1-5 there's enough consensus to move forward on those. We've already moved forward on Item 9; the biggest question is unless there are any changes on Item 6, Extra Curricula Athletics and the furlough district reductions, those are the three we've discussed today and still in play. The most significant one for now are the district reductions because if we don't hit certain timelines, we'll have to reappoint people for at least one month but by doing so, we lose 1/12th of savings right out of the gate and it limits their opportunity to land another job. So, there are consequences to postponing it and I would like to walk out of here with a prioritized list. What I'm hearing is that the Board would move furlough down from 7 to 9 and direct staff to see where we can find more money to minimize the furloughs; run that exercise and bring it back to you or if something materializes from the Governor's veto or something from the Title 1 transfer, we would know where to apply it and I'm hearing to apply it to furloughs to reduce. So, the combination for us to look again at areas, try to minimize the furlough reduction. The furlough is not as time sensitive. We would have to work with Ms. Brady and other organizations to figure that out but not something that we must figure out right now for reappointment. So, item 8 is the most sensitive.

Mr. Gentry said let me try to wrap this up. If we can create some sort of demand to have a Special Session and something good could happen and it won't happen in the next couple of weeks, realistically. We can't wait to do this budget. I think that every item has begrudgingly received at least the majority of the Board except for furloughs, including the athletics. So, the item that's left is furloughs and, yes, it goes to the end if you're backfilling reverse wise. It needs to be the first item on the backfill. The only question we have today is do we walk out of here today leaving furloughs where they are right now as a \$9,000,000 item or do we walk out of here and say as a Board we want to see XXX amount of money cut out of that? Do we wait and have the Superintendent tell us how much he can find and from where?

Mr. Hazouri said he'd rather wait.

Mr. Gentry said if we have concluded today that we accept all of your items including

leaving the district staff at \$7.825 million even though we recognize the consequences and move furloughs to the bottom item, meaning the first one to reduce, and with request that you go back and squeeze more or squeeze Title 1 so that you can come back and reduce the furlough item as much as humanly possible. Will that give you the timing that you need to move forward?

Mr. Pratt-Dannals said that would help because then we would know where we are with the athletic issue; the district staff cuts and the furlough is not as time sensitive. We will look at district reductions and come back to the Board and show what we've identified and what the impact is. Again, this is a painful equation and to decide whether to apply that to furlough and, hopefully, have more information on Title 1, as well. We can wait; I see nods here from Ms. Reynolds and Mr. Perrone, on the furloughs. Yes, sir.

Mr. Lee said thank you, that is a good summary. I want to provide clear direction to our district athletic director, Jon Fox, what this Board has decided and moving forward as I don't want to leave our community in limbo for even another week, if possible. What I heard was we have at least a majority of folks who are willing...that we are going to reinstate the sports through a sports foundation.

Mr. Gentry said that the district can not fund the sports that have been identified and that we want to reinstate them through a sports foundation and we're looking to Mr. Fox as our liaison but we're looking to the community to work with us to come up with a foundation to which money could be contributed to provide reinstatement for these sports and we need to get this accomplished within the next month. Some of these sports are fall sports and we'll need to know if they'll be funded. If we see that the foundation is there and is going to work and a good community response and enough money coming in, I would feel comfortable committing that we will do those fall sports recognizing that there is money that will aggregate to allow us to do the whole year. That needs to be a clear message because the district is not funding these sports that have been identified and we need the community to step up and help us with this.

Mr. Lee said Mr. Fox did a really good job on the participation fee, etc. Right now, we're just laying that on the side or are we not? Are we asking him to do something with this?

Mr. Gentry said I heard that we're asking for further consideration that if there is some way we can do some participation fee. I don't know how Mr. Fox can do that, but I think it needs further consideration or perhaps establish a committee made up of a Board member to sit on it to see if we can accomplish that in some way. Our problem is that there are certain schools, certain sports that would accommodate that and some that wouldn't. So, how do we do that as a district-wide policy?

Mr. Fox said to give Coach Fox direction to form a group and see what we can do with those fees so that we can begin to resolve this issue prior to January and then we have resolved our athletics/sports issue and at least, insulated it from anything that could happen going forward with budget cuts and things that happen at the state and federal level. That's what we really need to do. If we really believe in sports and it is a critical issue and a piece of the overall education of our children which I haven't heard anybody say it isn't, I wholeheartedly agree, we must put some insulation around our program so that it will survive for years to come.

Mr. Hazouri said I would like to see Coach Fox is that we need to look at all 6 sports, from lacrosse to golf. Everyone sent us letters and all had a good story to tell. All 6 sports at the high school level and then do the middle schools with the 2 and 2 at the same time. I'd rather see that as a package.

Ms. Couch said I think I've made it pretty clear what my position is and I think we're holding hostage certain sports over others and if you did it more in context of participation fee across the board, we're a football city, people would recognize that you have certain schools that obviously couldn't meet that, they would step us. We have the baseball grounds here; you would have more support. In my opinion, if you did it across the board instead of trying to hold hostage sports that are low participation because of the type of sport it is, they can't have a huge number of kids playing. I think that you would be better served if you did a participation fee with the foundation and raise money to help offset the cost of those kids who can not afford it. We do this with many of our other groups. PTA does it and I have sponsored other parents in my school. It's not a new concept. We are a football city; we are a baseball city; we have that type of support, here. We could eliminate a certain amount of people who would, otherwise, help and step up since they may not be interested in some of the low participation sports. That's my concern with what we're deciding to do.

Mr. Fox said for the foundation to be successful, you would have to include every sport and have people who are interested in everything that makes up a sports program. I think that is certainly part of it. I can't say that adding the participation fees...that may have to be a part of it. At \$50 per kid per sport, no where nears covers the cost; that is just a supplement.

Ms. Couch said let's say we move forward with middle school like you have proposed and then hold off with the cutting of specific sports and instead visit pay for participation fee across the board for middle, junior varsity and high school and then revisit some of the assistant coaching stipends. Is there potential there to still have the amount of money we're talking about if we just cut those sports in high school?

Mr. Fox said if we generated \$200,000 through participation fees for the year and we received some community support and you cut all of those junior varsity assistant coaching supplements, I'd have to do the math, but you're getting close...

Mr. Gentry said may I suggest this? I think we need to explore the foundation and the idea behind the foundation is to support all sports. I think we need to see what we can do with the foundation and then address the idea of participation fees. If the foundation is viable which we believe it is, then it can become the supplementary source for those children who can't participate as Ms. Couch is saying. Now, if we really wanted to get it done, we would eliminate all sports but we're not doing that. Let's do step by step. Mr. Lee has been talking with people. I would like for Ms. Couch and Mr. Lee to serve and work with Mr. Fox as a committee. If and when you meet, just notice it. Let's work towards the foundation and then as a Board, we'll come back to the participation fee which is a policy issue for sure after we see where the foundation is headed.

Legislature:

Mr. Gentry asked if Colleen Wood is still here? How can we help motivate the legislature? The Governor is actually the one who would call a Special Session. To call a special session and restore educational funding. There's going to be a Florida School Boards Association meeting that is still three weeks away. It will need the Superintendents Association, School Boards Association and we can not do it alone but we can be a driving force. Ms. Wood is here from Save Duval Schools.

Ms. Burney said I would suggest that you use Ms. Wright and Ms. Barrett to work with Ms. Woods as the two of them should be able to come up with something we can do immediately.

Mr. Gentry asked that Ms. Wood work with Ms. Wright and Ms. Barret and asked that PTA President, Melissa Kicklighter and DTU President, Terrie Brady, as well.

Speakers:

Mr. Ed Pratt-Dannals, Superintendent of Schools  
Mr. Tommy Hazouri, Board Member  
Mr. W. C. Gentry, Board Chairman  
Ms. Martha Barrett, Board Member

Board/Superintendent Retreat:

We have a great rate at the hotel and the people who are invited for the night of May 31, 2011 are Board members and the Superintendent and Ms. Willis. Mr. Lee lives a couple of blocks away so he will probably leave when we all adjourn and if you have enough room, we'll all go there and really save money. Ms. Andrea Messina has been recommended as our facilitator from the Florida School Boards Association and Ms. Burney has seen her information. She will facilitate the discussion on June 1. I've asked each of you to arrive at 4:00 pm on May 31 and each of you to contribute \$75 and I'm looking for some benefactors. (Please make out checks to W. C. Gentry). We should be able to do this for the same figure (\$1200) allotment that we did last year at Marywood. This is a very important function of the Board and the money will come out of the Pepsi fund and not school revenue. The dinner on Friday night will be on each of us and we've arranged to have breakfast and lunch that will be paid for.

Adjournment

ADJOURNMENT

Minutes:

The workshop adjourned at 1:57 p.m.

Isd

We Agree on this

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Superintendent

\_\_\_\_\_  
Chairman