



Duval County Public Schools

May 7, 2013, Regular Board Meeting

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

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

Call Meeting to Order

[CALL MEETING TO ORDER](#)

Minutes:

The Raines High School *Viking Voices* sang a Zambian song for the audience. Thank you Viking Voices!!!

The Chairman called the meeting to order at 6:01 p.m.

Invocation

[INVOCATION](#)

Minutes: Rabbi Joshua Lief
Congregation Ahavath Chesed

Pledge of Allegiance

[PLEDGE OF ALLEGIANCE](#)

Presentations

Board Members

[1. SCHOOL RECOGNITION - DISTRICT 5 - J.E.B. STUART MIDDLE SCHOOL](#)

Minutes:

Principal Dr. Gregory Bostic said I would like to thank The Honorable Constance Hall for selecting JEB Stuart Middle School to be highlighted this afternoon.

"Education is a great equalizer...We cannot choose who we are, but through education, we choose who we become." Arthur - Unknown

At JEB Stuart Middle School, we are committed to achieving an educational standard of excellence as our chief priority for all students. Let's take a look at the Amazing R.A.C.E. - Raising Achievement through Collaborative Engagement!

Video presentation.

We are taking our students to the finish line and our goal is to become the first comprehensive middle school from the Westside to receive an "A" letter grade from the Florida Department of Education. To accomplish this goal, we are providing a calm, safe and respectful school climate with an engaging curriculum that motivates our students to reach their full potential. Again, thank you for letting us share some of the great things that are happening at 4815 Wesconnett Boulevard!

Communications

[1. FLORIDA OUTSTANDING SENIOR VOLUNTEER](#)

Minutes:

- o Presented annually to school volunteers who show outstanding dedication and commitment to quality education in Florida.
- o A total of three honorees are named from each region throughout the state.
- o They are selected based on # of hours, years of service, contributions rendered
- o Our own Duval County Senior Volunteer of the Year is this year's state winner.

2. RECOGNITION OF PETER BRAGAN AND JACKSONVILLE SUNS

- Minutes:
- o For more than 10 years, Duval County has enjoyed a partnership with the Jacksonville Suns
 - o Each year, 350 athletes and over 50 coaches are invited to play baseball at the state-of-the-art Bragan Field, Baseball Grounds of Jacksonville
 - o The Suns have also long-been a partner in literacy efforts and this year, sponsored a Heroes' Essay contest for elementary and secondary students.
 - o The owner and contest winners are with us tonight.

3. FLORIDA'S NATIONAL GEOGRAPHIC BEE CHAMPION

- Minutes:
- o The National Geographic Bee tests students' ability to name countries, rivers, regions, and cultures.
 - o It encourages teachers to include geography in classrooms, spark student interest, and increase public awareness.
 - o Students in 4th- 8th grade are eligible.
 - o This year's state's winner made history for our district and our city.
 - o Miller Walker, a 7th grader at James Weldon Johnson Middle School, is the first Jacksonville student to win the state competition in its 25-year history, and is advancing to the national competition later this month.

4. THE SELF MOVEMENT AND SANDALWOOD VOICE OF THE STUDENTS

- Minutes:
- o Several Sandalwood students have earned a lesson in leadership.
 - o Nine of them created the criteria for a scholarship, awarded by the Service Education Leadership Foundation (SELF)
 - o They identified the required GPA, grades, test scores, extracurricular activities, leadership, and volunteer hours
 - o The Scholarship, titled the Voice of the Students, will be awarded to 2014 Sandalwood seniors
 - o The SELF Movement organizers and Sandalwood participants are with us tonight.

5. LIBERTY BELL AWARD WINNER

- Minutes:
- o American Bar Association established the Liberty Bell Award more than 30 years ago to recognize the work of a non-lawyer in support of the legal community.
 - o A few weeks ago, they announced the winner at the Jacksonville Bar Association's Law Day Luncheon
 - o One of our own won for the "Civics and Law Project" - Mr. Phillip Little, Coordinator, American History, Academic Services
 - o He recruited more than 20 lawyers and judges, trained and coached them about classroom management, and partnered them with teachers to promote civics-based

education to students.

[6. PRESENTATION TO THE BOARD - FLETCHER MIDDLE SOLAR SYSTEM WALK](#)

Minutes:

The Gifted/Academically Talented 8th graders designed and implemented an informational path that mimics a "trip through the Solar System." The area that was selected for this walk is 18th Avenue, North. This is a street that borders the campuses of Fletcher Middle School and San Pablo Elementary which covers seven (7) blocks. It is a small residential road that will allow families to walk the solar system much more safely.

With the help of their teachers, the students designed signs to represent the eight planets: Pluto (a dwarf planet), the Sun, and Asteroid Belt to be set up much like their relative positions in space. Their math teacher assisted them in developing the ratio as part of their Geometry classes while their ELA, Social Studies and Science teachers assisted them with the information on each sign to make sure it was edited correctly to be factual and accurate. Together, the students and teachers sought to inform the families in the community of Earth's place in the neighborhood.

San Pablo Elementary is a physical fitness magnet and they are very excited about the future field trips they will be making into space. So, while they are exercising their bodies, they will be reaching for the stars.

We are planning to launch our "first walk into space" on Tuesday, May 28 from 2:30-3:30 pm. We will be welcoming our honored guests and many of the sponsors of our full colored metal signs, at this time. Please join us for an adventure of a life-time as we take you on a tour of our solar system.

8th grade Osprey Team
Fletcher Middle School

Comments From Audience

[COMMENTS FROM AUDIENCE](#)

Minutes:

Ms. Sabrina Zinamon said I'm not here for District Advisory Council, tonight. I'm here to thank the Superintendent very much as the DTU representative for paraprofessionals at S.P. Livingston, we truly appreciate him coming out and accepting our request to the meeting last month. We appreciate your listening to our concerns, comments and answering every question that was before you. This was a first and, hopefully, not your last visit and including us as a piece of the pie for Duval County Public Schools. Many people do not know the role of a paraprofessional which plays in our students lives but we do matter. To the Board, as you go out and visit your schools, please do not forget to speak and thank the paraprofessionals as well as the teachers. Remember, it does take a village, and we are a big part of this village, to

help ensure that our students continue to grow, in order to make Duval County Public Schools a great school district. Thank you so much.

Mr. Edward Exson said for centuries, it has been the prophecy of many that the world would come to an end prior to this date. How wrong were they all! With 58,000 children in Duval County not reading at grade level (and many people are afraid to say mostly black children) is appalling and pathetic. Sadly, the nation mirrors Duval County's "Johnny can't read" epidemic. While "children have to learn to read before they can learn", their reading experience can influence their destiny with a more enriched life. Equally troubling and complex are those so-called educated including many that have passed in their dissertations, albeit they are able to read, they conveniently shy away reading about capitalism and finance the framework to prosperity and amassing wealth. Thereby, leaving them functional illiterate and academic outcasts, only partially better off than one who can't read. Incidentally, black wealth in 2012 was commensurate to black wealth leaving slavery in spite of the billions of dollars that passes through our hands, annually. John Dewey, educator and philosopher, opined, "*The only true education comes through the stimulation of the child's powers by the demands of the social situation in which he finds himself.*" As I construed that education gives the child the incentive to gain as much knowledge as possible and to control most circumstances, insuring a better pathway to success. Given the social stratification, people are placed with another of Dewey's quotes, "*Education is not preparation for life; education is life, itself.*" Absent our changing the paradigm to become builders rather than beggars, a prophecy with absolute certainty can be made less than fifty years, all illiterate blacks will be in prison or dead. The question now is, *Are we willing to change?*" The condition of my people, I grieve. Thank you.

Ms. Linda Kittles said I have a letter and some pictures. I am a CPAC representative for my neighborhood and I am having concerns about the parent pickup as it is an accident or nightmare waiting to happen but specifically, tonight, I'm concerned about Sallye B. Mathis Elementary school. They have moved their parent pickup around to my street. In certain neighborhoods, parents pay a fee to have rules made to determine what can or cannot happen in their neighborhood. There is no such gift in my neighborhood and it is 60 years old but we do have concerned homeowners. Ms. Maxey is the principal at Sallye B. Mathis and made a decision to move the car rider area from the front of the school to the back of the school. This is creating another eyesore in our neighborhood because the parents are parking on the right-of-way. Before this happened, we had nice green grass and now, it's turning into dirt and car tracks are everywhere. First of all, it is illegal to park there so I'm taking that up with the Jacksonville Sheriff's Office and I don't want to call the police on parents so I'm asking Ms. Maxey to do some other things. I have listed some suggestions on this letter and would appreciate your attention to this matter. I appreciate your attention.

Mr. Stanley Scott said I want to concur with what Mr. Exson said; his comments. We talk about reading all of the time and I'm amazed that 58,000 students can't read and no one has hollered from the School Board, from the school system, from the city? Now, we're talking about 58,000...about 15,000 of those will probably be going into the penal system in the next six months, in one fashion or another. We have some serious problems, here and we have opportunities, as well. We must open up the doors and allow people to come in with no ideas and I'm putting one on the table and I will bring back more information concerning that. I have many issues going on in the African American community. When Mr. Exson comes here to speak even though he talks about the African American community, he is concerned about every student, not only in Jacksonville or the state, but in the country...regardless of color. The program that I would like to bring, rather an initiative, is called "Drop In" because we have a lot of dropouts. I'll bring this information to you in the near future and we will be concerned about reading from the bottom to the top. We also need participation from all

leaders, grassroots, education, political, religious - because we all need to do something about this. We talk about America being great. Yes, we're great militarily but when someone goes out and makes a bomb with a pressure pot and blow people up, that says a whole lot. I agree with Mr. Exson and I look forward to doing some great things with the School Board because I'm impressed with what I know and I do research each and every one of you and I'm not afraid to take any one of you on at any given time but we all must be concerned about what's going on - 58,000 students no reading is appalling. When I was here before, it was about 65% was our graduation rate (about two years ago). We're now going to do something amazing, not only in Jacksonville, but in the state of Florida and the entire nation to show the world. Thank you very much and I hope everybody has a great day.

Ms. Joyce S. Jones said I'm a concerned parent. My daughter attends one of the high schools in Duval County and I've been dealing with a lot of bullying and harassment towards my daughter. Without saying names, certain things have happened and I've taken the proper steps to remove her from that particular school. My thing is that when the report was made to the officers of the school board, the report was made inaccurately. I asked for an amendment on the report and was denied and I was one of the witnesses and saw the harassment towards my own daughter. I'm coming to you, as a parent, asking what are the proper steps that I can take even though I went to the superiors and nothing has been done?

Dr. Vitti, Superintendent of Schools asked Mr. Bellamy to meet Ms. Jones in the back of the auditorium and obtain her contact information and follow up with you. Thank you for coming, tonight.

Ms. Yolanda Howard said I would like to talk to the person that is over Joseph Stilwell Middle School. I have an issue and I'm speaking for every mother that lives on the northside. You have about 300 parents who want to come here and talk to the School Board. It's a shame when you go to work at six o'clock in the morning and your child has to walk to school and we have more police reports...we have asked for a bus. My son was chased home yesterday walking from Stilwell. If it weren't for a lady at State Farm, my son could have been grabbed plus a 13 year old girl. We are going through this every week and there are so many police reports, it's ridiculous. Parents are missing days at work or being late trying to take these kids to school. Our kids are scared going to school and if they don't go, the parents will be locked up. I'm on a behavior contract because my son is scared to go to school. I can show you police reports where he has been attacked twice by a man between 40-45, drives a white Riviera and the kids are scared. We have three schools that my children attend - Ramona Elementary, Joseph Stilwell Middle and Ed White High. There are no buses in our neighborhood to Stilwell and Ed White. To get to Ed White, our kids have to start walking at 6 o'clock in the morning just to make it to school, in the dark. I realize it is a 2.0 mile minimum but we're concerned about safety for these children. I'm asking for your help, please!

Dr. Vitti said Mr. Davis will assist you at the back of the auditorium. One issue that you did bring up was the mile separating a school from a home. We are looking at the budget process to reduce that to 1.5 miles.

Ms. Trisha Alexander said my concern is the same as the lastly before me (Ms. Howard) and I live in her neighborhood and there are many children he attend Joseph Stilwell Middle School who walk back and forth, every day. My husband and I try to give some of them a ride. There is a bus that goes right by our neighborhood. It could just enter our neighborhood and pick up these children and go right back out; no problem. The bus stop for my child is on Lane Avenue and Garden (I think that's the name) but the bus goes right by our neighborhood. I would be greatly appreciative if you would consider this. Thank you.

Ms. Shemeka Caldwell said this is my first time here and I didn't know I only had three minutes which, honestly, isn't enough, but what I think I will do at this point, actually is to address you all via email. My daughter is a 6th grade student at Darnell Cookman and I have many concerns with the lack of structure there and being blocked. I am an advocate for my daughter. The school should have some type of orientation and inform us being a new parent of a middle school student and the child is new to middle school, as well. It would be helpful to inform us as to what types of programs and/or resources are available, answering emails; upgrading the grade portal and the contractual agreement and teachers not being accountable. I will email information to you and we'll work from there. I do thank you for your time.

Comments From Parent Organizations

COMMENTS FROM PARENT ORGANIZATIONS

Minutes:

District Advisory Council - Juanita Franklin-Banton, Chair:

The District Advisory Council met on Monday, April 22, 2013 at 6:00 pm in conference room 613 at the Duval County Public Schools Administration Building.

Celebrations from the areas:

Area 3: Biscayne Elementary celebrated Autism Awareness month during the month of April. The staff designed an autism shirt that the faculty and staff wore on Tuesdays. They also shared autism facts with students daily over the news. Way to go, Biscayne, for your awareness!

Oceanway Elementary - received a grant from the Jacksonville Zoo to build a butterfly garden.

Area 4: Mayport Middle - received a Capstone Coastal Science grant. There will be a showing on May 16 at 6:30 p.m.

Area 6: The ROTC units from Jackson and Raines High Schools held a military ball at the Crowne Plaza.

Paraprofessionals from S.P. Livingston Elementary held the first ever meeting with the Superintendent of Schools.

Area 17: Held the Special Olympics at Atlantic Coast High School. They have seven Merit Scholars.

Area concerns but not limited to:

Current evaluations - constituents feel that administrators are being subjective and putting down personal opinions. School are losing good educators. There seems to be no support at the school or district level.

It was stated by Dr. Vitti that there will be additional training for principals and assistant principals as well as for teachers to ensure uniformity and to be aligned in the evaluation process.

Training on Common Core - more information is needed was indicated by constituents in Area 3 secondary schools.

The next DAC meeting is scheduled for Monday, May 20,, 2013, 6:00 pm in conference room 613 due to the Memorial Day holiday.

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

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

Title I Parent Advisory Council has enjoyed a spirited spring. We have been involved with a variety of successful parent involvement activities this season.

March - Our Read and rise Family Conversation Series was a four-session workshop series designed to help parents and caregivers foster their children's early literacy development. Families were provided books to encourage meaningful conversations with their children. This four-week session program was hosted at the Title I Family Involvement Centers: Spring Park, S.P. Livingston, Andrew Robinson and Pinedale Elementary Schools.

April - DCPS Title I and Weaver Academy of Art at the Cummer: Family Art & Literacy Workshop Series was an interactive family experience through art and reading. Families were provided a Take Home Kit with a goal of encouraging families to read and create art together, as well as making connections through literature, art, music and life. It culminated with a Saturday Field Experience at The Cummer Museum of Arts and Gardens. This four-week session was held at the Title I Family Involvement Centers at Woodland Acres, R. L. Brown and Sallye Mathis Elementary Schools.

May - Transition to Kindergarten, Middle and High School will provide parents with a better understanding of how to make the transition from preschool to kindergarten; elementary to middle and middle to high school a positive experience for their child(ren). This workshop will be hosted in all Title I Family Involvement Centers. Please refer to the district Parent Involvement website for times and locations.

All parents and community stakeholders are invited to our annual Parent Advisory Council Forum and End of the Year District Parent Involvement Plan Review on Thursday, May 23 at 5:00 p.m. This event will be held at the downtown campus of Florida State College at Jacksonville in the Advanced Technology Center Building, Room 140. Title I staff will review the District's Parent Involvement Plan. I will deliver the keynote address asking the question, "*Parents, are we blocking the door to our child's schoolhouse?*"

June - The 2013 Annual Reading Celebration P.E.P. Rally for Excellence, will be held June 1, 10:00-1:00 pm at Metropolitan Park. Please see your school's media specialist for more details.

PTA - Gretchen Lynch, President:

Friday, May 10 is our Reflection Reception honoring students whose art entries receive awards

of merit.

PTA Spring Leadership Training is on Tuesday May 14 at the Schultz Center. PTA leaders can attend workshops. Since each PTA is a 501(c)3 we have required President's and Treasurer's Training along with sessions on Managing Volunteers, How to Plan a Great Program, Communicating with Membership and more.

In partnership with Duval Free Duval, we will host a Lunch and Learn that day with the Chris Volkem, author of From Binge to Black the story of a teens binge drinking.

We end our year with our Presidents' and Principals' Luncheon on May 21 at UNF's University Center. This is a great time of celebration to honor the dedication and work of our local units and volunteers. We hope each of you will join us.

Prior to our luncheon is the Vendors Fair is free and open to all. While PTAs are not in the business of fundraising, funds are necessary to help carry out programing in their school communities.

We are now collecting new officer information from our local units as local units transition to their 2013-2014 boards. Schools needing assistance and training for their transitioning boards can contact DCCPTA for assistance.

Comments From Employee Organizations

[COMMENTS FROM EMPLOYEE ORGANIZATIONS](#)

Minutes:

Ms. Terrie Brady, Duval Teachers United president, said I have quite a few of topics as there are some concerns in the district, right now. It's my responsibility to bring those to you for discussion so that we can have action at a later date.

One of our national organizations, American Federation of Teachers - we just completed a survey in Florida to determine where teachers stand with Common Core. Right now, in the state of Florida, alone, three-fourths of our public school teachers support the term of Common Core State Standards in Florida but yet the 27% in Florida believe their districts have not provided them with the tools necessary or the resources necessary to teach these standards. As an educator, the Common Core standards are crucial in preparing our students for college or career in their lives. We look forward to what is getting ready to be unfolded. The poll also shows a 75% of support, the Common Core State Standards and the instruction need to be implemented. I have additional data to share with you in writing. If you go deep into the work among those we work with and beside, you will see that our teachers have demonstrated over and over, again, their ability and desire to create higher standards, not only for themselves, but for that of the students that they educate every day.

DTU in partnership with the American Federation of Teachers, will be sending 37 of our educators to Baltimore this summer for a ten-week intensive training in Common Core Standard Instruction. We are paying their way and these are teachers who received either "effective" or "highly effective" evaluations so they have already demonstrated the high level of

proficiency in their areas. The curriculum have been approved by the National Department of Education in Thinking Math K-2, Thinking Math 3-5 and 6-8. These instructional classes, in Thinking Math alone, ours cover 20 of the 22/23 standards. These will be optional workshops given to participants and employees of this district. I've spoken with the Superintendent and Mr. Fred Hyde about possibly integrating some of these workshops. We'll be training instructors on the reading comprehension extensively from K-12 and then the generic reading and ELL K-12. We're in the process of meeting those needs and partner with the district in creating those tools.

With the high school and middle school, we had a focus group on the Textbook Committee that serve. These individuals give up their time, voluntarily, and countless hours reviewing the recommended or suggested textbook lists. We're trying to work through this process but currently, the recommendations from the Committees, books should be aligned with our standards and educational expectations, have not been adopted. They are being told that additional books will be on the purchase list where the Committee has not reviewed them. When I brought this to the attention of Academic Services, it was broken down into areas, the individuals writing curriculum had received information with what the new additions are but the entire Textbook Committees need to be brought back as a total group to review the additional books.

Testing - this week the Advanced Placement (AP) and End of Course (EOC) tests were being delivered to the high schools. Please note the materials arrived late and there is overlapping of testing. You can't send students to an AP test early and then the next period, to an EOC test. The time frame during those periods is not enough time to implement these tests. Sometimes, it is a 45 minute block and the students are only given 35 minutes. The teachers are very concerned as the AP tests are used as a compensation package. The EOCs are used for our teachers for evaluations, CAST instrument and in the "valued added" in the measurement of students if they don't take the FCAT test. Both of these are very important areas of rigor and they must be tested accurately (adequate time in which to receive the information given to them).

Teach for America (TFA) - never once has Duval Teachers United or myself, as president of DTU, ever come out against TFA. I believe they are the best trained teachers entering into a workforce that even our College of Eds or non College of Eds because of the intensive inservice that they receive in advance. I also believe the TFAs receive a tremendous amount of support ongoing that first and second year they are here on a monthly basis. What really angers me is that the TFAs are singled out as the only "silver bullet" to save the public schools. This year, alone, in 2012-2013, this county hired 1,200 new teachers and we only hired 100 TFAs - 43 from last year and the year before - so 143 give or take one or two; some were non reappointed; some resigned and some realized their college degree might fit their means better than teaching; just like the other 1,100. It really concerns me that I'm hearing over and over, again, certain community leaders and funders always contribute the success of urban districts to TFAs and not to those men and women is a total teaching population, doing the work, everyday. I went deeper into the 1,100 that were hired besides TFA and most have been placed at Title I schools; the same places the TFA has been placed. TFAs are not just placed at low performing schools but Title I schools elementary, middle and high schools. We're getting ready to hire another 100 this coming year and another 100 to complete our contract. In no way do I want TFAs segregated out because they are in the teaching unit. They are in the same working condition contract, evaluation and held to the same standards that all of our children are. I don't understand why they are being singled out as the "silver bullet", unintentionally or intentionally, when we have committed individuals who want to make a career of teaching in this community and we need to give that same recognition to all of our educators not a small, select group. So, to that, I applaud the TFAs.

I want them to stay longer than what they are originally scheduled to stay and I heard that 60% are staying. Well, I can pass the FCAT math and so far, my numbers in Duval County, 60% have NOT opted to stay and if we choose for them to stay by creating new programs and different pathways, those same new programs and pathways need to be offered to all educators not just a select, small group. I welcome them to come. We at DTU, many of them are members just like all the others that choose to be...we want to give them the same support and kudos but we also need to give the same credit to all educators who choose to enter into this profession and who want to remain in this profession. It is not an easy task to be an educator in this day and age.

Reorganization - any time there's reorganization, anxiety and stress exists. I understand what reorg is and I've never come out against this reorganizational structure. It is up to this Superintendent and this Board to reorganize if it's going to mean to put additional funds into our classrooms, schools to better meet the academic needs of our students. I want to make sure I'm on record in stating that but the way this reorg process has taken place since last Wednesday to now and the Superintendent and I have had a couple of conversations about this and we still have an open communication about all of this, I've never seen such anxiety and people so disappointed in who they work for as has existed since last Wednesday. These men and women who are being surplussed that I represent. No one has been laid off but they've been "surplussed", feel like they've done their work to the highest level, possible, in their profession whether it was the CADRE, ESE Admissions, Coaching or any element to help give support to our students in this district, and to get a text or an email 24 hours prior to a ten-minute meeting to tell them "*your services are no longer needed in this capacity but if you have additional questions, please contact _____ individual in Human Resources.*" The people doing the meetings from what we have been told did it to the best of their ability on a very strained circumstance. Any time you tell individuals their jobs in their current positions are no longer needed, it is a strain on the person delivering the message and those receiving the message. I feel we could have done this a little more compassionately and thoroughly if we had better communication skills with our employees. Rumor Mill - if you want to start a rumor, tell one educator. It doesn't have to be a teacher; it could be a paraprofessional; start it and it will be all over the district in ten minutes. Mr. Fischer, you're new at this; trust me on this. Many of our people who have been surplussed and some have been demoted from 12 months to 10 months which means they will lose two months pay and they will no longer have Annual Leave and now they only have two paychecks to plan on that 6-7 week period of not having a paycheck. They can sell their annual leave up to 480 hours but the checks won't be cut until the end of July. Most of our employees live from paycheck to paycheck and they are putting themselves and their families in a financial hardship in this district. More advanced notice should have been given to these individuals in order to better prepare for their quality of life and sustainability. They will have jobs but it will be a different type of designation and a different number of work days. When you have reorganizations, things are very strained. We at DTU since last Wednesday, have not received a list of the departments that have been either abolished or restructured or the number of people in those areas. We're putting together our own lists by the hundreds of calls that have come into our office and the number of visits since last Wednesday. The problem is that these people received high evaluations and did their jobs and never received a complaint but they are being shifted. Their positions have changed without notification - a very sad, sad way to do business. Restructuring is hard but we are in the "people" business, also. We need to treat our people with a greater amount of dignity and respect. It is not fair what is happening to administrators, educators, professionals and the non certificated in this district, right now, to accomplish a reorg plan because I know the monies are going into the schools and our students will see the benefits but the anxiety and frustration level that exists in this district right now, is something I have never experienced.

The FAME Surveys will be complete next week and I will provide each of you your schools' surveys which measures the climate in their work place and the union provides you that. It's a good thing we didn't do a FAME Survey with our district employees as it relates to what just transpired Wednesday, whether they were called in or not, because it's all over the district. When anxiety rises, people don't feel they've been respected and they feel there's no dignity left in their profession. That raises an alarm to me about the productivity of what we're going to get down the road.

I'm very concerned when I read in the paper regarding Dr. Vitti's request to hire four new Directors. I'm not questioning that but there was a quote in the article that talked about low level employees. We had a meeting today on another issue. Half of the people were selected to be writers for curriculum and they feel like they've deemed "low level" employees because they are teachers. I don't think the Superintendent meant that but it's in black and white in the newspaper article, front page of the Metro section. When you have effective and highly effected teachers who stepped up to spend additional hours for pay to write curriculum for the next benchmark and they read in the paper that it's "low level" employees doing the work? These are men and women on the frontline every day teaching our children and whether its a misinterpretation or not, it is what has taken place, today. These people have not been surplussed nor terminated. They are out there putting in 70-80 hour work weeks teaching and writing curriculum, by choice, because they want the best for children in what subject area they're working in. It breaks my heart and some people in this room may think I don't have a heart...at times,, I don't....but when you see men and women start to cry and question their own level of commitment to their profession that they love, that makes me angry and it hurts me to no end. We have a real problem and I don't know what's going to happen. I hope we can overcome this but it is the charge and realization of each of you sitting there, today, to rekindle the excitedly we were experiencing in this district about the need to raise student standards and do the best that we can do everyday for the children of this district.

As usual, DTU and our staff stand ready to work with each of you to meet that accomplishment. I will tell you right now, we have some real mending to do of fences not just for those who have been surplussed and those that have been RIF'd, but those who read articles and are feeling that they are not appreciated. It's never been said...the Superintendent has gone out of his way to value students and employees but when articles are written like that and teachers, paraprofessionals, office assistants, maintenance workers or custodial workers, this is rampant. It is not an over exaggeration. I'm in schools 2-3 times a day talking to the people and not doing a "*dog and pony show*". This is real. We will work with you in any way and will be continue to participate in the budget talks, voluntarily or involuntarily, and we will glad to be partners with each one of you to try to make the district the best it can be. Thank you, Mr. Chairman, for your time and I know I went over but I do appreciate it.

Chairman's Report

[CHAIRMAN'S REPORT](#)

Minutes:

Board Chairman Fel Lee said the Board met for a Board Development meeting on Friday, May 3 at the Marine Science Center. Thank you to the Marine Science Center for hosting us which was wonderful. We were able to see many 5th graders visiting and some of the over-age students. We spent time talking about Board and Superintendent roles. We concentrated on communication and protocols, identifying next opportunities for us as a Board. We're looking at a more defined calendar for the Board and additional meetings in the future to assist the Board to sort through our roles and how we govern.

We're in the middle of the Budget process with vetting continuing. We're in the 5th inning of a 9 inning baseball game. This Thursday, May 9, we will have a Budget workshop beginning at 9:00 a.m. in Conference Room 613.

Graduations - one of the fun things we do is graduations which begin May 27 through June 7. We all thoroughly in participating in this exciting time and congratulate all of our students in this most important event in their lives.

Teacher Appreciation Week - we want to say "thank you" to our teachers, support staff and administrators who are out there each and every day!

Superintendent's Report

[SUPERINTENDENT'S REPORT](#)

Minutes: *No report this evening.*

Reports

Approval of Agenda

[APPROVAL OF THE MAY 7, 2013, AGENDA](#)

Motions:

That the Duval County School Board approve the May 7, 2013, Agenda as submitted on April 30, 2013, with the following changes:

1. Academic Services - Item 4 - Master Agreement with Procurement and Services Statements of EMTEC, Inc. - Item Withdrawn
2. Human Resource Services - Staffing - Item 5 - Human Resource Services Transactions - Revised Attachment - PASS

3. Human Resource Services - - Item 8 - Minimum Qualifications - Director of Arts - Revised Attachment
4. Human Resource Services - Professional Standards - Item 23 - Suspension Without Pay and Termination - Item Withdrawn
5. Board Members Travel - Revised Agenda Item

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

Approval of Minutes

[APPROVAL OF MINUTES](#)

Minutes:

That the Duval County School Board approve the following minutes:

- April 2, 2013 - Regular Board Meeting
- April 18, 2013 - Board Workshop
- April 18, 2013 - Committee Meeting
- April 19, 2013 - Chairman/Vice Chair Meeting
- April 22, 2013 - Board Workshop
- April 22, 2013 - Chairman/Board Member Meeting

Motions:

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

Agenda Item.

- April 2, 2013 - Regular Board Meeting
- April 18, 2013 - Board Workshop
- April 18, 2013 - Committee Meeting - PASS
- April 19, 2013 - Chairman - Vice-Chairman Meeting
- April 22, 2013 - Board Workshop
- April 22, 2013 - Chairman - Board Member Meeting

Vote Results

Motion: Cheryl Grymes

Second: Rebecca Couch

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

Approval of Consent Agenda

[APPROVAL OF CONSENT AGENDA](#)

Motions:

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

Vote Results

Motion: Rebecca Couch

Second: Cheryl Grymes

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

[1. DUVAL COUNTY PUBLIC SCHOOLS PARTNERSHIP WITH THE BRIDGE OF NORTHEAST FLORIDA](#)

[2. LICENSING AND MAINTENANCE FOR DESTINY RESOURCE MANAGEMENT SOLUTION SOFTWARE](#)

~~4. MASTER AGREEMENT WITH PROCUREMENT AND SERVICES STATEMENTS OF EMTEC, INC. - WITHDRAWN~~

Human Resource Services - Professional Standards

[14. SUSPENSION WITHOUT PAY - BARBARA BOLICK](#)

[15. SUSPENSION WITHOUT PAY - SEDERIA BRADY](#)

[16. SUSPENSION WITHOUT PAY, REASSIGNMENT TO TEACHER AND PLACEMENT ON THE TEACHER SALARY SCHEDULE - MARY COHEN](#)

[17. SUSPENSION WITHOUT PAY - JANET HARBERT](#)

[18. SUSPENSION WITHOUT PAY AND TERMINATION - SUZANNE HERRING](#)

[19. SUSPENSION WITHOUT PAY - RONALD JONES](#)

[20. SUSPENSION WITHOUT PAY - CLAUDIA MARSHALL](#)

[21. SUSPENSION WITHOUT PAY - TERRIC McBRIDE](#)

[22. SUSPENSION WITHOUT PAY - ANN SHIELDS](#)

~~23. SUSPENSION WITHOUT PAY AND TERMINATION - RANDALL COOK - WITHDRAWN~~

Administration and Business Services - Budget and Financial

[24. MONTHLY FINANCIAL STATEMENTS](#)

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

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

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

[25. ADOPTION OF BUDGET RESOLUTIONS March 31, 2013](#)

Attachment: [May 2013 Budget Resolutions.pdf](#)

Operations - Real Estate, Planning and Programming

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

Attachment: [May 2013 Board Agenda Item-COFB Energy Conservation Projects-Schools Listings.pdf](#)

[27. GRANT A DRAINAGE EASEMENT TO THE CITY OF JACKSONVILLE AT THE SCHULTZ CENTER NO. 3002](#)

[28. APPROVAL OF SUMMER CAMP SITE USE AGREEMENT](#)

Attachment: [2013 Village Site Agreement - 2.pdf](#)

[29. LEASE AGREEMENT BETWEEN THE DUVAL COUNTY SCHOOL BOARD AND MIDTOWN CENTER, LLC, FOR 8,361 SQUARE FEET OF OFFICE SPACE AT 4030 BEACH BOULEVARD CENTER DRIVE \(4400 BLDG-MIDTOWN CENTRE\) FOR THE ESE PROGRAM](#)

Operations - Facilities Project Design, Construction and Maintenance

[30. FIRE ALARM AND SECURITY SYSTEMS UPGRADES AT MATTHEW GILBERT MIDDLE SCHOOL NO. 146/DCPS PROJECTS M-83970 AND M-83980/OFDC-ITB-011-13: CONSTRUCTION CONTRACT AWARD](#)

[32. DISTRICTWIDE ENERGY/LIGHTING RETROFITS AT VARIOUS SCHOOLS GROUP 1 PHASE 1-1 AND GROUP 2 PHASE 1-2/DCSB PROJECT NO. M-83750; CHANGE ORDER APPROVAL TO CONSTRUCTION CONTRACT WITH A.E.C. ELECTRICAL CONTRACTING, INC. AND KIM'S ELECTRIC, INC.](#)

[33. DISTRICTWIDE ELECTRICAL SYSTEMS, COMPONENTS, REPAIRS AND REPLACEMENTS: BUILDING 6 ELECTRICAL PANEL REPLACEMENT AT STANTON COLLEGE PREPARATORY SCHOOL NO. 153/DCSB PROJECT NO. M-84310/OFDC-ITB-015-13: CONSTRUCTION CONTRACT AWARD](#)

Minutes:

[34. NEW CAFETERIA/CLASSROOM BUILDING ADDITION AT DOUGLAS ANDERSON SCHOOL OF THE ARTS NO. 107: CONTRACT AWARD TO DESIGN PROFESSIONAL/DCSB PROJECT NO. C-91590](#)

Operations - Purchasing and Logistics

[35. SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [Copy of MAY RETIREMENT \(RORET\).pdf](#)

Attachment: [04May13.docx -.pdf](#)

Attachment: [05May13.docx-.pdf](#)

- Attachment: [Copy of ROSUMMAYFY13.pdf](#)
- Attachment: [06May13.docx-.pdf](#)
- Attachment: [Retirement Order Highlight outline May 2013.pdf](#)

Discussion

Academic Services

[3. PUBLIC HEARING AND VOTE: MODIFICATIONS TO THE 2012-2013 STUDENT PROGRESSION PLAN](#)

- Attachment: [ELEMENTARY SCHOOL APPENDIX M.pdf](#)
- Attachment: [K-2 Retention Policy Updates with Track Changes Final \(1\).pdf](#)

Minutes:

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

Modifications to the 2012-2013 Student Progression Plan

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

Speakers:

- Ms. Becki Couch, Vice Chair
- Dr. Nikolai Vitti, Superintendent of Schools

Motions:

1. Conduct a public hearing on the revisions to the 2012-2013 Student Progression Plan.
2. Following the public hearing, approve the modifications to the 2012-2013 Student Progression Plan. - 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

Human Resource Services - Staffing

5. HUMAN RESOURCE SERVICES TRANSACTIONS

Attachment: [HRS Attach 05-07-13 TRANS.pdf](#)

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

Motions:	
That the Duval County School Board approve the Human Resource Services employee transactions on the attached lists.	- 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

Motions:	
Pull item for Chief Officer of Curriculum and Instruction.	- FAIL

Vote Results

Motion: Paula Wright

Second: Connie Hall

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

[6. MINIMUM QUALIFICATIONS - TEACHER, GRADUATION COACH](#)

Attachment: [HRS Attach 05-07-13 Min Quals Graduation Coach.pdf](#)

Minutes: Speakers:

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

Motions:

That the Duval County School Board approve the attached Minimum Qualifications for the Teacher, Graduation Coach position.	- PASS
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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

7. MINIMUM QUALIFICATIONS - DIRECTOR, SOCIAL SCIENCE EDUCATION

Attachment: [HRS Attach 05-07-13 Min Quals Director Social Sciences.pdf](#)

Minutes: Speakers:

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

Motions:

That the Duval County School Board approve the attached Minimum Qualifications for the Director, Social Science Education position. - 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

8. MINIMUM QUALIFICATIONS - DIRECTOR OF ARTS

Attachment: [HRS Attach 05-07-13 Min Quals Director Arts rev.pdf](#)

Minutes:

Speakers:

Ms. Paula D. Wright, Board Member
Dr. Nikolai Vitti, Superintendent of Schools

Motions:
 That the Duval County School Board approve the attached Minimum Qualifications for the Director of Arts position. - PASS

Vote Results
 Motion: Ashley Juarez
 Second: Jason Fischer

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

9. MINIMUM QUALIFICATIONS - TEACHER, DEAN OF STUDENTS

Attachment: [HRS_Attach_05-07-13_Min_Quals_Dean.pdf](#)

Minutes:

Speakers:

Ms. Paula D. Wright, Board Member
 Dr. Nikolai Vitti, Superintendent of Schools

Motions:
 That the Duval County School Board approve the attached Minimum Qualifications for the Teacher, Dean of Students position. - PASS

Vote Results
 Motion: Jason Fischer
 Second: Rebecca Couch

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

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

10. MINIMUM QUALIFICATIONS - DIRECTOR, POLICY AND COMPLIANCE

Attachment: [HRS Attach_05-07-13_Min_Quals_Director_Policy_Compliance.pdf](#)

Minutes:

Speakers:

- Ms. Paula D. Wright, Board Member
- Dr. Nikolai Vitti, Superintendent of Schools
- Ms. Karen Chastain, Chief Officer, Legal Services
- Mr. Fred "Fel" Lee, Board Chairman
- Ms. Cheryl Grymes, Board Member
- Mr. Jason Fischer, Board Member

Board Member Grymes "*called the question*" to cease discussion on this item.
Board Member Fischer seconded the motion.

Motions:	
That the Duval County School Board approve the attached Minimum Qualifications for the Director, Policy and Compliance position.	- 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	- Nay

Motions:

Call the question.	- 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	- Nay
Paula Wright	- Aye

11. MINIMUM QUALIFICATIONS - EXECUTIVE DIRECTOR OF EMERGENCY MANAGEMENT, DISCIPLINE, AND STUDENT SUPPORT

Attachment: [HRS Attach 05-07-13 Min Quals Exec Dir Emergency Management Discipline Student Support.pdf](#)

Minutes: Speakers:
 Ms. Paula D. Wright, Board Member
 Dr. Nikolai Vitti, Superintendent of Schools
 Ms. Becki Couch, Vice Chair

Motions:	
That the Duval County School Board approve the attached Minimum Qualifications for the Executive Director, Emergency Management, Discipline and Student Support position.	- PASS
Vote Results	
Motion: Cheryl Grymes	
Second: Jason Fischer	
Rebecca Couch	- Nay
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye

Fred Lee	- Aye
Paula Wright	- Aye

12. MINIMUM QUALIFICATIONS - SPECIALIST, TEST CHAIRPERSON

Attachment: [HRS Attach 05-07-13 Min Quals Test Chairperson.pdf](#)

Minutes: Speakers:
 Ms. Paula D. Wright, Board Member
 Dr. Nikolai Vitti, Superintendent of Schools
 Ms. Cheryl Grymes, Board Member

Motions:	
That the Duval County School Board approve the attached Minimum Qualifications for the Specialist, Test Chairperson position.	- PASS
Vote Results	
Motion: Cheryl Grymes	
Second: Rebecca Couch	
Rebecca Couch	- Aye
Jason Fischer	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Fred Lee	- Aye
Paula Wright	- Aye

13. MINIMUM QUALIFICATIONS - IN-SCHOOL SUSPENSION TEACHER

Attachment: [HRS Attach 05-07-13 Min Quals In-School Suspension Teacher.pdf](#)

Minutes: Speakers:
 Ms. Paula D. Wright, Board Member
 Dr. Nikolai Vitti, Superintendent of Schools

Motions:	
That the Duval County School Board approve the attached Minimum Qualifications for the In-School Suspension Teacher position.	- PASS

Vote Results

Motion: Cheryl Grymes

Second: Rebecca Couch

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

Operations - Facilities Project Design, Construction and Maintenance

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

Attachment: [Board Approval - New 5-2013.pdf](#)

Attachment: [Board Approval - Renewals 5-2013.pdf](#)

Minutes:

Ms. Couch made the following statement:

"I have asked that this item be placed on the discussion list so that I can disclose that this matter could inure to the benefit of my husband if his company enters into a subcontract with any of these prequalified contractors.

I will abstain from the vote to be taken for this matter and I will file the appropriate form to be placed on record with the minutes of this meeting."

Motions:

That the Duval County School Board approve the attached list(s) of - PASS prequalified contractors.

Vote Results

Motion: Cheryl Grymes

Second: Paula Wright

Rebecca Couch - Abstain

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:

June 12-14, 2013 - FSBA/FADSS Spring Conference - Tampa, FL - Couch, Grymes, Juarez, Lee and Wright

September 17-19, 2013 - 2013 Chamber Leadership Trip - Charlotte, NC - Lee

Motions:

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

- June 12-14, 2013 - FSBA/FADSS Spring Conference - Tampa, FL - Couch, Grymes, Smith Juarez, Lee, Wright - PASS
- September 17-19, 2013 - 2013 Chamber Leadership Trip - Charlotte, NC - Lee

Vote Results

Motion: Paula Wright

Second: Connie Hall

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:

That the Duval County School Board approve the Superintendent's travel:

May 14, 2013 - City Year National Leadership Summit - Washington, DC

May 28, 2013 - The Florida Sterling Council's 4th Annual Education Summit - Orlando, FL

Motions:

That the Duval County School Board approve the following travel for the Superintendent:

- May 14, 2013 - City Year National Leadership Summit - Washington, DC - PASS
- May 28, 2013 - The Florida Sterling Council's 4th Annual Education Summit - Orlando, FL

Vote Results

Motion: Cheryl Grymes

Second: Paula Wright

Rebecca Couch - Aye

Jason Fischer - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Fred Lee - Aye

Paula Wright - Aye

For The Record

FOR THE RECORD

Minutes:

Ms. Ashley Juarez thanked all of our teachers and teaching professionals for their service to the district. It is *"Teacher Appreciation Week"* and choose your metaphor where the rubber meets the road, the frontlines of what we do and it is a critical and important position to educate our children every day. We know that we have teachers who put in time and effort well beyond their minimal qualifications and that they are there to support their students in their academic learning as they grow as citizens through the relationship building that they have with them. They put in time well beyond the minimum and use their own resources, often times, as well. We are truly appreciative of all our teachers and teaching professions in our schools. Thank you.

Ms. Cheryl Grymes said I'd like to highlight the National Junior Honor Society at Eugene Butler Middle School where they inducted 38 students this year and 12 were in the Achievers for Life program. I think Mr. NeSmith should be applauded as this is the second year for Butler to have the National Junior Honor Society which is very exciting. Some students chose not to be there that night because there is still some stigma about being "smart".

I'd like to recognize Comcast for last Saturday - the Comcast Peers. They cleaned up the Teacher Depot with organization and yard work. I remember when Chris Buckley started the Depot in either 1996 or 1998 and she has been a "one woman" show for many, many years but has much more help. It's a wonderful facility for our teachers to acquire necessities and extras.

I want to comment on Jacksonville Public Education Fund's (JPEF) research paper about recruiting and retaining teachers and it was a good partnership with Duval Teachers United (DTU) because the surveys were routed through DTU to the teachers. Interesting to note that we lose half of our teachers in the first five years. It was a very good panel discussion about issues teachers face. The number one reason they leave is because no one asks them to stay. It's important to realize how important the relationship should be between the administration and teachers.

Dr. Vitti had great comments about our union, particularly, Ms. Brady, and the partnership we have. I think we're very fortunate to have a union that works very collaboratively and you are a great advocate and we've heard some real horror stories about some of the relationships between school boards, superintendents and unions. I certainly appreciate you and applaud your comments about Teach for America (TFA). I know it was difficult and I praise the Champions for Education Conference.

I want to thank all of our teachers. I am not an educator and I don't know how you do it and I applaud all of you who are in the classroom.

When Andy Ford was president of DTU many years ago, I remember him standing at the podium saying that he had just returned from a conference and they were giving the teachers t-shirts. On the t-shirts, it said, *"You didn't choose the wrong profession; American chose the wrong heroes!"* I believe that is so true and I do think teachers don't receive enough thanks for what they do while they are changing lives in the classroom, every day. I'm very hopeful that we're going to change that and help our teachers feel like the professionals that they are and making a difference in the lives of children each and every day. So, thank you!

Mr. Jason Fischer said I'd like to recognize Teacher Appreciation Week. I don't think our teachers get enough praise and thanks for the hard work they do. I recognize they are on the front lines of what we're all here to do and I'm thankful for every teacher we have in our district, union, non-union, all of the above. Anyone who is going to but themselves in a classroom and teach our kids, God bless them.

I'd like to highlight Mandarin High School. Last month I was able to induct many students into the National Honor Society and what an amazing group of individuals that was. Several of them spoke and you were able to hear about their plans for the future. There were other students inducted into the Hall of Fame last month and I was able to participate then, as well. It was truly an honor attending these inductions.

Comcast Cares Day - what a great business partner and I'm very thankful and grateful to them.

Public Education - in my opinion, had a great legislative session and teachers will be receiving more dollars in their paychecks. There are additional things such as different paths to graduation; special education students receive more rights, etc. Governor Rick Scott deserves the credit on these issues and we do, too, because our legislative agenda was very successful.

Teach for America - I know they received the lion's share of recognition. I believe that TFA is the biggest agent to change public education for good. They are not the sole solution but they serve an important role bringing people that aren't in the traditional education realm. I'm thankful that Dr. Vitti is going to use similar recruitment and tactics, going forward.

The World of Nations Celebration - I was able to celebrate in this over the weekend and announce the countries who participated. I'd like to see us participate in this. My wife works for JEA and she worked their booth on Saturday in the pouring rain as other agencies did, too. I think this would be a good partnering event for us to look at next year.

Dr. Connie Hall said I'd like to give a "shout out" to all of our teachers for the great job that they do each and every day in their classrooms. As we sit here and our television audience and those of you that are sitting out there, had it not been for a teacher or teachers, we would not be here, today. So, teachers, you are, indeed, very, very special and we appreciate the work that you do.

I'd like to thank JEB Stuart Middle School for being here, tonight and the Raines Viking Voices. We always appreciate showcasing our students and the good work that happens in our schools each and every day.

I had an opportunity last month to attend Nathan B. Forrest High School "pinning ceremony" for their preAICE students and I'd like to read what AICE stands for "Cambridge Advanced International Certificate of Education" program. An outstanding group of students and they were recognized because 100% of them passed their Geometry EOC (End of Course) and Biology EOC; it was something to be very proud of. I was most proud because the dedication of the teachers that stood with those students that facilitated their learning and provided the support to them, as well. Also, to the parents as the auditorium was filled and they were so proud of the work that their children had accomplished. We're very proud of that program at Forrest and what the staff is doing for the success of the students.

Their ROTC drill team was absolutely wonderful; very poised and graceful with their performance. If you ever get a chance to see them, you will certainly enjoy it.

Congratulations to our Gates Millennium Scholars. We had two of them - Alexis Smiley from Raines High School and Caleb Bonsai from Terry Parker High School. We're proud of their accomplishments and they are truly an example of the hard work and great students that we have in our school district.

Teach for America - we have great teachers in our schools coming from varying communities and we have to support all of them because there is no "silver bullet". It takes all of us coming together with the focus on students doing what is best for students and that may come from anywhere in any direction. So, with our open minds, with our focus always on children, making our decisions that drive what is best for children, we will have a successful district.

Ms. Becki Couch said I would like to say "thank you" to Ms. Alberta Hipps. She invited me to attend the Cecil Commerce Center tour this morning. It was amazing and there were several City Council members present, representatives from JEA and the city. There were two tour buses filled to tour the facility. It struck me with the potential that we have in that area of Jacksonville for our students to gain employment. They have the SAP Plan, Flight Star, FSCJ Cecil Campus, possibly FedEx and the number of jobs being brought to Jacksonville that we can partner with Cecil Commerce to provide an educated workforce is really truly amazing to see happening in our city and it was a great experience.

I just finished my last lesson in Junior Achievement and I want to give a "shout out" to the students and teacher, Mr. Lynum's class at Ed White High School. They were a phenomenal group of seniors. We provided certificates and I brought them a cake and it was an exciting day for us. I do have pictures and I'd like to provide Communications with them so the students can see their pictures with their certificates. It was an excellent event and I'd like to thank Dr. Vitti providing this partnership with Junior Achievement. It means a lot to the students and for the teachers to see people from the district are experiencing a small taste of what they do on a daily basis.

This is Teacher Appreciation Week and I'm grateful for my children's two teachers and for all of the teachers in the district. I truly do know how hard you work as being a teacher for nearly ten years and I'd like to read a quote from Forest Whitcraft, *"A hundred years from now, it will not matter what kind of car I drove, what kind of house I lived in, how much money I had in the bank, but the world may be a better place because I made a difference in the life of a child."* I think that is truly what every educator has in their heart. They don't do it for the money; not the glory, but they do it because they can change the life of a child. Thank you so much to our teachers. I really appreciate you as well as the rest of the Board.

Ms. Paula Wright said I was sitting here thinking about the power of the teacher and as I've heard a lot of conversation about Teach for America (TFA), I thought about my favorite teacher, Ms. James. I can still see her at A. L. Lewis Elementary School in Duval County. Ms. James had been a teacher about 15-16 years and so I thought, tonight, I am so glad and thankful that she wasn't a TFA teacher, did 2-3 years and moved on. Regardless of how impactful that 2-3 year teacher could be, because it is teachers who understand, stay the course, learn and help all of us - we're all somebody's student, year after year, that allows for TFA to come in for 2-3 years and then move forward. Teaching is a profession and it's honorable. As a Board member, second and as a teacher, first, I am just so thankful for all of our teachers because so many of them are like Ms. James. They are there for the long haul and they are there day after day with very little praise and support, sometimes from the family and community, unfortunately. It is so important that I want all of the teachers to know that if you are a teacher, thank you, and we want you to stay. If you are a new teacher, please

stay. We need everyone who is here in the classroom to help our children and that is so important. This is not anything to take away from Teach for America because it, too, is a part of this community...partners and collaborators to help our students succeed. Everyone has a role but if we begin to highlight one role as being more important than the other, children lose; it's not for us but for the children.

I'd like to thank the Champions for Education. The conference held at TPC was intriguing with much information shared and I appreciate the fact that they thought enough to help our district and to collaborate and raise \$100 million dollars. We appreciate that collaborative effort.

To the Gates Millennium Scholars - that's awesome! It is recognition of our students in this type of setting that reaffirms there is much good in Duval County and a lot of good teaching in Duval County and a lot of good administrators in Duval County; good staff in Duval County because we are always somewhere in the mix on a national level. It may not be Raines today or Forrest tomorrow or Ed White the next day, but we are always somewhere in the mix and a lot of good things going on in Duval County and we want to keep those things moving forward.

I enjoyed my stay last Friday at the Marine Science Center and I'd like to say to the principal, Don Nelson, and the entire staff, "thank you". We had such a good lunch there and everyone was so pleasant. It was such an enjoyable day and we were refreshed from within and most appreciative. Thank you to the staff!

Comcast Cares was a great event and I enjoyed it. It's a great partnership. When I pulled up to the Teacher Depot, the outside was so inviting, warm and beautiful that it just touched my heart. As teachers, we get our plastic bags and fit in whatever we can but it's nice to see that someone cared enough to make it beautiful and I really appreciate that.

I want to thank Mrs. Corley as she provided these bookmarks in celebration of May 1 which was the 451st anniversary of the Landing of Jean Ribault. I'm going to share these bookmarks with my colleagues, Superintendent and Ms. Chastain. They are beautiful bookmarks and I thank you.

I want to tell you a story about a lady named April Shackelford who happens to be a sixth grade Language Arts teacher at Northwestern Middle School. This is a lady who at the age of 14 birthed her first child and consequently, dropped out of school. She had another child somewhere along the way but always had a thirst for reading and learning and kept plugging along, like many of us do. When she was 31 years old, she received her high school diploma. Then, she moved forward and earned her Bachelor's degree and then became Duval County's Teacher of the Year. Yesterday, Duval County had the honor of having April Shackelford be one of the five finalists for the state Teacher of the Year. My understanding is that Ms. Shackelford is only the fifth teacher in Duval County to receive that honor. That's magnificent and I'm excited because it's Northwestern...that's my heart and that's where I taught, but I'm even more excited because this is an opportunity to help revive a community. Ms. Shackelford understands it's more than what happens in those four walls in the classroom. It is taking it beyond the classroom and transforming, helping students to understand that "Yes, I have trials, I have tribulations, I have home situations that are not good but I can still survive and more than just survive, I can succeed. I can thrive and become as successful as I want to be, but you have to put one foot in front, constantly, and sometimes you have to just run." Ms. Shackelford is such an exciting, loving and committed teacher for the long haul. She chose a profession because she wanted to reach back and yield and help others to understand that despite having trials and tribulations and dysfunctional

families, we can still produce good. I just wanted to say to Ms.. Shackelford and Dr. Johnson, the principal and the entire staff, kudos to all of the teachers. I also want to thank Ms. James who decided to be a teacher for the long haul so by the time Paula Denese Wright came into her 5th grade class, she was still around. Thank you!

Mr. Fel Lee asked if anyone spoke about the Washington Post most challenging school list? So, Darnell Cookman, the only Florida school in the top 10 and 7th in the nation for its performance in academic assessments according to the Washington Post. I thought it was really wonderful. Also, Stanton College Prep was number 11 and Paxon School for Advanced Studies was 17. So, a big "shout out" to all of these schools.

All of you have expressed extremely well about your appreciation for the teachers and my own personal story is that I'm married to a teacher and she teaches me every day and my mother was a kindergarten teacher for 25 years at Brookview Elementary School and she taught me well. I'm most appreciative of both of them.

Each of us had an opportunity to write a quote and for me, it expressed really my appreciation to this profession and I'll read it to you - *"I have the utmost respect for teachers whose profession is the foundation for all other professions. Like so many, the success my family and I enjoyed is directly attributed to the many great teachers we had along the way. I thank all teachers and support staff for their dedication, commitment, preparing and inspiring students of Duval County and Northeast Florida."*

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting adjourned at 10:07 p.m.

Isd

Superintendent

Chairman