



E-AGENDA MANAGER

## Duval County Public Schools

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November 1, 2016, Regular Board Meeting

Ms. Ashley Smith Juarez, Chairman  
Ms. Paula D. Wright, Vice-Chairman  
Ms. Becki Couch  
Ms. Cheryl Grymes  
Dr. Constance S. Hall  
Mr. Scott Shine  
Dr. Nikolai Vitti, Superintendent

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

Call Meeting to Order

### [CALL MEETING TO ORDER](#)

Minutes:

The meeting was called to order at 6:03 p.m. after a brief performance by the Fletcher High School Vocal Ensemble.

Invocation or Thought of the Day

### [INVOCATION OR THOUGHT OF THE DAY](#)

Minutes: The invocation was given by Rev. Ronald V. Walters, Senior Minister of Olivet Missionary Baptist Church.

Pledge of Allegiance

[PLEDGE OF ALLEGIANCE](#)

Recognitions/Presentations of Awards

Board Members

[CARTER G. WOODSON ELEMENTARY](#)

Minutes:

Cheryl Quarles Gaston, Principal  
Carter G. Woodson School of the Medical Arts

Through a PowerPoint presentation (see attached), Ms. Quarles Gaston highlighted the parent programs, community partnerships, academic successes and communication tools at the elementary.

Board Member Hall thanked the school staff for all their hard work with not only the students, but the community as well.

Communications

[RECOGNITION - FIVE STAR SCHOOLS](#)

Minutes:

Created by the Commissioner's Community Involvement Council of the Florida Department of Education, the Five Star School Award is presented annually to schools that have shown evidence of exemplary community involvement. In fact, this award was established to recognize that community involvement is vital to student success.

In order to qualify, a school must meet 100% of the criteria in the categories of Business Partnerships, Family Involvement, Volunteerism, Student Community Service, and School Advisory Councils. The school must also have a portfolio that documents compliance with each of the criterion and must receive a grade of a "C" or better within the application year.

The following DCPS schools received the Five Star School Award

for the 2015-2016 school year.

- o Alimacani Elementary School
- o Atlantic Beach Elementary School
- o Baldwin Middle-Senior High School
- o Bartram Springs Elementary School
- o Cedar Hills Elementary School
- o Chets Creek Elementary School
- o Dinsmore Elementary School
- o Douglas Anderson School of the Arts
- o Fishweir Elementary School
- o Duncan Fletcher Middle School
- o Jacksonville Beach Elementary School
- o Loretto Elementary School
- o Mandarin High School
- o Mandarin Oaks Elementary School
- o Neptune Beach Elementary School
- o Oceanway Elementary School
- o Ramona Boulevard Elementary School
- o Sabal Palm Elementary School
- o Seabreeze Elementary School
- o Twin Lakes Academy Elementary

[RECOGNITION - VSA FLORIDA STUDENT OF THE MONTH - PEARSON THOMAS](#)

Minutes:

Pearson Thomas, a senior at Atlantic Coast High School, was selected as a VSA Florida Student of the Month for September. Pearson, a student with autism, has excelled in art and enjoys adding bright colors to his detailed drawings. His portfolio includes drawings of animated characters. According to his art teacher, Ms. Kelly Delaney, Pearson is a role model for his peers. He inspires and motivates others to do their best.

Pearson also has a musical side. He plays bass at the Center for Autism Related Disabilities and participates in the Autumn Drum Line. The VSA Florida Student of the Month Program is designed to increase public awareness, and recognize the impact the arts make on students with disabilities statewide.

Joining us for this recognition are Atlantic Coast High School Principal Debra Lynch, Atlantic Coast art teacher Kelly Delaney, and VSA Florida Board Member Allison Galloway.

[RECOGNITION - ENVIROTHON CHAMPION - DARNELL-COOKMAN SCHOOL OF THE MEDICAL ARTS](#)

Minutes:

The Duval County Envirothon is a problem-solving, natural resource education program for high school students. In 2016, teams of 4-6 students from nearly a dozen high schools competed in categories of aquatics, forestry, wildlife, soil and land use, and current environmental issues. Led by Dr. Scott Sowell, the team from Darnell-Cookman School of the Medical Arts won first place in the county and went on to compete in the Florida Envirothon. Dr. Sowell's group took first in Aquatic Ecology and finished ninth in the state overall. All students from last year's team have since graduated.

Joining us tonight to honor the team is Dr. Scott Sowell, Florida Envirothon representative Joyce Mille, and the following members of the Duval Soil and Water Conservation District - Dan Evans, John Barnes, Allen Moore, Ed Wright, and Evelyn Coney.

[RECOGNITION - BRANDON MANCHENO CLASS 3A STATE CHAMPION](#)

Minutes:

Last Wednesday, Mandarin High School's Brandon Mancheno won the Class 3A Boys Golf Individual State Championship. He tallied a final-round score of 7 winning by two shots over runner-up Jackson Suber of Tampa Plant. Brandon is the first DCPS student athlete to win the Boys Golf Class 3A individual title in almost 50 years! Wolfson High School's John Fox accomplished the same feat in 1968. Leading up to the state tournament, Brandon won both the conference and district individual championships and also placed second at regionals.

Here tonight are Assistant Superintendent of Family and Community Engagement, Larry Roziers, Mandarin High School Principal Donna Richardson, Assistant Principal Janetta Lucas, and Athletic Director Brian Rado. Please help us honor the 2016 Florida High School Athletic Association 3A Boys Golf Individual State Champion, Brandon Mancheno.

~~RECOGNITION - FLETCHER HIGH SCHOOL MOCK TRIAL PLAQUE PRESENTATION - WITHDRAWN~~

Approval of Agenda

[APPROVAL OF THE NOVEMBER 1, 2016, AGENDA](#)

Motions:

That the Duval County School Board approve the November 1, 2016, Agenda as submitted on October 25, 2016, with the following changes:

- Recognitions/Presentations - Communications - Fletcher High School Mock Trial Plaque Presentation - Item Withdrawn
  - Recognitions/Presentations - Communications - Brandon Mancheno Class 3A State Champion - Item Added
  - General - Approval of Strategic Plan Targets - Item Revised
  - Superintendent Travel - Item Added
- PASS

Vote Results

Motion: Rebecca Couch

Second: Paula Wright

Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Chairperson's Report

[CHAIRPERSON'S REPORT](#)

Minutes:

Ashley Smith Juarez, Chairman, Duval County School Board

We believe all students can perform at or above grade level.

We believe that all schools should have a culture that is safe, student centered, nurturing, rigorous, and actively engaged.

We believe that effective communication, engagement, and interpersonal relationships are vital for external stakeholder engagement.

We believe that mutual collaboration between the School Board and Superintendent is vital in order to formulate and implement the school district's mission, vision, and goals to promote academic success.

We believe that district resources must be used effectively, efficiently, and with accountability to ensure student success.

These are the Board's Core Beliefs.

There has been much talk among, around and about the Duval County School Board over the last several weeks. Some of it has been productive and some of it has been pure distraction.

This Board has and must continue to remain focused on children and their academic achievement and personal success. Our work is about children; anything that deviates from that is not worth time or energy. There is too much work to do and children can't wait.

We are here to ensure every child graduates inspired and prepared for college or a career and life. It is why each of us ran; it is why we show up to meetings; it is why we do what we do every day. That is our vision for this district. I appreciate our leadership team for tirelessly striving to do better for children and for staying focused on our reason for being: student success. It is all about the children; it always has been and it always should be.

To that end, your School Board has been hard at work. We have listened to concerns from parents regarding recess and we have a resolution on our agenda tonight to affirm this Board's belief that children should have time for imaginative play within the school day. I want to thank the Policy Review Committee for bringing this forward. We have continued to work with the Superintendent to refine the Capital Plan and notices to the public to be transparent and prioritize improvements to the physical spaces where children learn. We have begun looking to the 2017 Legislative session to prepare for partnership with our fellow public officials in the Florida Legislature; we will discuss upcoming legislative issues further at our next workshop. We again discussed our challenges with achievement gaps and engaged in dialog regarding high expectations for all students and the resources, programs and support necessary to achieve them.

During this past month, our district staff has assisted our city through a hurricane, opening schools as shelters for citizens and troubleshooting issues to safely bring children to school after the storm. This is certainly an "other duties as assigned," so on behalf of the Board, I want to say thank you to everyone who contributed to the preparations, weathering

and aftermath of Hurricane Matthew.

Lastly, tonight is the last Board meeting for our fellow Board Member and friend Dr. Constance Hall. While I am excited for her to begin real retirement, I am sad to lose her as a colleague. Her direct style, her steady direction and her reminders to source what is proven to work have been assets to this Board. While I know her successor will bring his own strengths, Dr. Hall's presence will be missed. Thank you for your service.

## Superintendent's Report

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

Minutes:

Nikolai Vitti, Superintendent, Duval County Public Schools

Dr. Vitti showed a PowerPoint presentation on the achievement gap he reviewed at an earlier workshop with Board Members (see attached). The data reflected how achievement looks in various subgroups.

## Department Reports

### [DEPARTMENT REPORTS](#)

Minutes:

Elizabeth Myers, Project Director, The New Teacher Project

Through a PowerPoint presentation (see attached), Ms. Myers explained how The New Teacher Project (TNTP) is working with the Duval Transformation Office to improve performance in our turnaround schools.

## Public Comment

### [PUBLIC COMMENT](#)

Minutes:

The following education students thanked the Board for the opportunity to intern at Tiger Academy and spoke of the wonderful experiences they have had there.

Malorie Carter, Intern, University of North Florida  
Brandon Rodriguez, Intern, University of North Florida

Lori Hershey, Advocate and District 7 Candidate

Ms. Hershey encouraged the Board to pass Resolution 2016-04 which would support recess for elementary students as part of their school day. Doing so would position Duval County as a leader within the State to put recess back in our schools.

Keturah Zalmijn, Parent

Ms. Zalmijn told about her oldest daughter and the advancement she has made in her education since arriving at the Young Women's Leadership Academy.

Brooke Knapp and Liz Shald

Ms. Knapp and Ms. Shald are graduate students from the University of Florida College of Pharmacy. They informed the Board of a patient care project at their school with the purpose of educating 8-14 year old students and their parents/guardians of the safe and responsible use of over-the-counter medicine.

Ruby M. George, Executive Vice-President of Duval Teachers United

Ms. George spoke of the need to lift morale within our school system and was appalled when she read the article in the paper of a School Board Member making disparaging remarks about an employee.

John Nooney, Advocate

Mr. Nooney encouraged the Board to support the Americans with Disabilities Act (ADA) Handicapped Launch at the School Board property.

Vickie Renegar, Parent

Ms. Renegar spoke about abuse suffered by her granddaughter by an employee.

Legenia Nickles, Teacher, Seacoast Christian Academy

Ms. Nickles spoke about her concern of her students not receiving the services they should be getting from Catapult Learning Academy while she is on medical leave.

#### Comments From Parent Organizations

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

Minutes:

Karen Nuland, President, Duval County Council of PTA

The Council has been working, supporting, advising and training PTA members to better serve the students, teachers and parents at their schools.

In the past month, we have re-chartered the PTA at Pine Estates Elementary, R. L. Brown Elementary, Rutledge Pearson Elementary, and tomorrow we will re-charter Biltmore Elementary's PTA.

We have been working closely with the Duval County School Board's Family and Community Engagement Department to meet with schools wanting to re-start their PTAs. We have met with Arlington Elementary, Long Branch Elementary, John Love Elementary and in the next few weeks we will meet with Ft. Caroline Middle, Raines High School and Ruth Upson Elementary. Last Saturday, we set up a PTA table at the First Baptist Church of Oakland's Fall Festival to help Long Branch and John Love Elementary PTAs recruit new members. We are still setting dates to meet with Lee High School, Westside High School, and R.V Daniels Elementary.

We are continuing to train PTA Presidents and Treasurers to ensure they are successful at their schools.

We are providing parents to serve on the Teacher of Year Selection Committee and we are working with PTAs to ensure their IRS 990 forms are submitted in a timely and correct fashion.

Sabrina Zinamon, Chairman, District Advisory Council

The District Advisory Council (DAC) meeting was held Monday, October 24, 2016, @ 6:00 p.m. Thank you to Chairman Smith Juarez and Dr. Dana Kriznar, Chief of Staff, for answering questions, hearing our concerns and celebrations.

Louisa Alderson, Director of Marketing with Chartwells came to report. They are Title Sponsors for the upcoming Collard Green Festival on November 19, 2016. This was developed as a result of their new partnership with the Boys and Girls Club of Northeast Florida. They hosted the first annual Farm to School field trip for 45 fourth graders from St. Clair Evans Academy. They toured the White Harvest Farms and Farmers Market, harvested okra, planted seedlings and got to see a live chef demonstration featuring their harvested produce.

Darryl Willie, Executive Director of Teach For America (TFA), shared information on the reasoning for TFA, how they are developing and how they help shape our school district. Some of the DAC left with a better understanding of TFA and others were just thankful for them being in our schools. They are also eager to do more community involvement such as School Advisory Councils and Area Advisory Councils as well.

At the September DAC meeting, Mr. Lawrence Hills of 5000 Role Models was our presenter. He truly gave a presentation that was so amazing, all the men requested the ties. Some of the DAC members wanted to know how to request these young men to come in their community/schools. He was a wealth of knowledge. Thank you to Family and Community Engagement.

The next District Advisory Council meeting will be Monday, November 28, 2016, at 6:00 p.m. on the sixth floor of the school district office. Maira Martelo with Jacksonville Public Education Fund (JPEF) will be our guest.

Comments from District Student Government Association

[COMMENTS FROM DISTRICT STUDENT GOVERNMENT ASSOCIATION](#)

Minutes:

Tia Winn, President, Jacksonville Association of Governing Students (JAGS)

Since my last report in October, we have held two meetings; one on October 12th and one on October 26th.

Our major focus as an organization has been revising our by-laws and developing policies and procedures. During our October 12th meeting, we reviewed the use of parliamentary procedure and passed a total of 12 by-law amendments. These amendments included updated membership policies, updated voting quorum procedures, revised Executive Board duties, and updated advisor policies. As a group, we understood the necessity of updating the language in this document to reflect the growth of our organization since the inception. From this conversation, however, we did realize that it would be necessary to prepare a procedures document to outline those just-in-case scenarios, such as a tie vote during an election and establishing an attendance policy.

On October 26th, JAGS made history by having the Executive Board run a meeting without the advisors present. We jumped at the chance to have this opportunity and all met up the night before to practice. The group had the pleasure of having Ms. Cutrona, who helped supervise the meeting in the absence of our advisors. On behalf of the group we would like to sincerely thank Ms. Cutrona for assisting the group. During the meeting, we focused on finishing our by-laws by adding a new position to the Executive Board, the Parliamentarian, as well as review the drafted procedures such as absence policies, detailed election procedures, and even transition procedures so that we may pass on important knowledge and advice we have learned along the way. I have to say that I am proud of the work of my fellow members. Working through policy is no easy feat and I appreciate everyone's dedication and patience as we worked through this tedious process.

Our next meeting will be tomorrow, November 2nd at 3:30 p.m. here at the School Board Building. We are taking a break from the policy talk to have some activities focused on team work. We will then revisit our development of our vision and mission at our November 16th meeting here in the School Board Building, at 3:30 p.m. in room 307. Our meetings are open and all students are welcome to attend. Thank you to the Board, Chairman and Superintendent for providing us the opportunity to speak.

## Comments From Employee Organizations

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

Minutes:

Terrie Brady, President, Duval Teachers United

Ms. Brady acknowledged the contributions that Dr. Constance Hall has made toward our education system over the years and thanked her for her service.

In regards to the weather days used by the district to make up for the lost days during Hurricane Matthew, Ms. Brady is wondering why the district didn't take the suggestion given by the teachers through the survey that was taken by them.

Ms. Brady also noted to the Board all the responsibilities given to our paraprofessionals, office workers and security guards (such as administering medication) and yet there is extremely low pay assigned to those positions--even after many years of service.

Finally, Ms. Brady expressed her extreme displeasure over seeing disparaging comments by a Board Member about an employee published in a Times-Union article during a pending investigation. After citing state statute and bargaining agreement excerpts, she is wondering why bargaining negotiations were not honored. She reminded the Board that they have a duty to protect their employees from the very language used in the local paper. She noted that nothing in her address tonight discusses the ongoing investigation since she is conscientious to maintain the integrity of past practice and process of the district.

#### Approval of Minutes

#### [APPROVAL OF MINUTES](#)

##### Motions:

That the Duval County School Board approve the minutes for the meetings listed in the agenda item:

- September 20, 2016 - Board Workshop and Committee Meeting
- September 23, 2016 - Policy Handbook Review Committee Meeting
- September 23, 2016 - Special Board Meeting
- September 26, 2016 - Board Workshop - PASS
- September 29, 2016 - Board Member Meeting
- October 4, 2016 - Regular Board Meeting
- October 12, 2016 - Special Board Meeting - Student Expulsion
- October 18, 2016 - Special Board Meeting

Vote Results

Motion: Rebecca Couch

Second: Cheryl Grymes

Rebecca Couch - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Scott Shine - 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: Paula Wright

Second: Rebecca Couch

Rebecca Couch - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Scott Shine - Aye

Paula Wright - Aye

Consent Agenda

## Board Members

### 1. [RESOLUTION IN SUPPORT OF RECESS](#)

Attachment: [DCPS Recess Resolution November 1 2016vfinal.pdf](#)

Minutes:

Board Member Couch thanked fellow Board Members and staff for the work that was put into the recess resolution. Having recently attended the legislative session with Florida School Boards Association (FSBA), she learned that there is expected to be a recess policy easily passed at the state level. She also thanked parents and students who have been involved in the process.

## Academic Services

### 2. [APPROVAL OF CONTRACTS FOR ATOSS](#)

### 5. [ANNUAL APPROPRIATION FOR COMPREHENSIVE WEB-BASED DATA MANAGEMENT FOR ESE, ELL, ETI, AND MEDICAID](#)

Attachment: [Signed Contract 01-07-2015 03:07:37PM.pdf](#)

Attachment: [Signed First Amendment to CAS Contract 02-12-2015 07:46:28AM.pdf](#)

Attachment: [Signed Final Second Amendment July 2015 doc02926020150709134657.pdf](#)

## School Choice and Pupil Assignment

### 7. [FIRST AMENDMENT TO THE SOMERSET ACADEMY, INC., \(SOMERSET PREPARATORY ACADEMY\) CONTRACT MODIFYING THE JULY 1, 2013 CHARTER AGREEMENT TO STATE A CHANGE IN GRADE LEVELS](#)

Attachment: [Somerset First Amendment \(Somerset Preparatory Academy K5\).pdf](#)

### 8. [APPROVAL OF 2016-2017 DISTRICT AND SCHOOL IMPROVEMENT PLANS](#)

Attachment: [SIP Feedback Form.pdf](#)

Attachment: [2016-17 School Improvement Planning and Implementation Guide and Feedback Rubric.pdf](#)

## Human Resource Services - Staffing

### 9. [HUMAN RESOURCE SERVICES EMPLOYEE TRANSACTION](#)

Attachment: [Agenda 11-01-16 TRANS.pdf](#)

## Human Resource Services - Compensation

10. [WORKERS COMPENSATION CLAIM SETTLEMENT - IDA WILLIAMS](#)

Attachment: [Settlement Claim IWilliams.pdf](#)

Human Resource Services - Professional Standards

11. [EMPLOYEE SUSPENSION WITHOUT PAY - LINDA HAGGARD](#)

Administration and Business Services - Budget and Financial

12. [MONTHLY FINANCIAL STATEMENTS](#)

Attachment: [July August 2016 Monthly Financial Report.pdf](#)

Minutes:

Board Member Couch expressed her concern about the high number of resignations that seem to be coming from the Business Services Department. After receiving email corrections made to this agenda item, the Executive Director resigned and Board Member Couch is curious as to whether there is a succession plan in place. She senses concern that the high turnover could be leading to errors and asked Dr. Vitti to weigh in.

After conducting a Chat with the Supe session, there were concerns raised by employees about promotions, the civil service process and limitations on people with extensive experience due to lack of certain formal education. The conversation has led to him working with staff on restructuring a more fluid career ladder that will help district salaries be more competitive to private sector salaries.

13. [SUMMARY FINANCIAL AUDIT REPORT - INTERNAL AUDITING](#)

Attachment: [Board Agenda 11-2016 - Summary Audit Report.pdf](#)

14. [ADOPTION Of BUDGET RESOLUTIONS SEPTEMBER 2016](#)

Attachment: [01 Master Resolution - 1617.pdf](#)

Operations - Facilities Project Design, Construction and Maintenance

15. [PREQUALIFICATION OF CONSTRUCTION CONTRACTORS FOR EDUCATIONAL PROJECTS](#)

Attachment: [Prequalifications-Renewals for Board Agenda 11-1-16.pdf](#)

16. [CHANGE ORDER REPORT FOR THE MONTH OF OCTOBER 2016](#)

Attachment: [Agenda Change Order Report Chart for Board Meeting 11-1-16.pdf](#)

17. [PERIODIC REPORT OF SUBSTANTIAL COMPLETIONS AND FINAL INSPECTIONS OF MAJOR MAINTENANCE AND MINOR CAPITAL PROJECTS UNDER \\$1,000,000](#)

Attachment: [Nov. 1, 2016 Agenda Item CSC-CFI-Cont Sav on Proj Chart.pdf](#)

18. [REPLACE FIRE ALARM SYSTEM AT ARLINGTON ELEMENTARY SCHOOL NO. 46/DCSB PROJECT NO. M-83970/OFDC-ITB-001-17: CONSTRUCTION CONTRACT AWARD](#)

Attachment: [M-83970 Contract Fire Alarm System at Arlington ES No 46.pdf](#)

19. [REPLACE FIRE ALARM SYSTEM AT OAK HILL NO. 28/DCSB PROJECT NO. M-83970/OFDC-ITB-002-17: CONSTRUCTION CONTRACT AWARD](#)

Attachment: [M-83970 Contract Fire Alarm System at Oak Hill No 28.pdf](#)

20. [DISTRICTWIDE PORTABLE CLASSROOM DEMOLITION AT VARIOUS SCHOOLS/DCSB PROJECT NO. C-90640/OFDC-ITB-003-17: CONSTRUCTION CONTRACT AWARD](#)

Attachment: [C-90640 Contract DW Portable Classroom Demo at Various Schools-5 Schools ITB-003-17.pdf](#)

Operations - Purchasing and Logistics

21. [SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [05NOV17.pdf](#)  
Attachment: [06NOV17.pdf](#)  
Attachment: [07NOV17.pdf](#)  
Attachment: [ROSUM NOV.FY17.pdf](#)  
Attachment: [04NOV17.pdf](#)  
Attachment: [NOV FY17 RETIREMENT.pdf](#)

23. [SEPTEMBER 2016 PURCHASE REPORT](#)

Attachment: [SEPTEMBER 2016 BOARD REPORT.pdf](#)

General

24. [2017 DRIVER EDUCATION SAFETY TRUST FUND GRANT WITH THE CITY OF JACKSONVILLE](#)

Attachment: [2016 2017 Drivers Education Safety Trust Fund Agreement](#)

[vfinal.pdf](#)

Minutes:

Vice-Chairman Wright applauds this program that is in partnership with the City of Jacksonville.

## Discussion

### Academic Services

#### 3. [INTERNATIONAL BACCALAUREATE ANNUAL AND EXAMINATION FEES](#)

Minutes:

Vice-Chairman Wright asked Dr. Vitti what type of support the district is giving teachers in the International Baccalaureate (IB) program. Dr. Vitti explained an increase in Saturday sessions will be offered and Seniors will work more with Juniors. Networking among the schools will expand and the monitoring of progress will improve. Feeder patterns going into these schools will be strengthened. Board Member Wright gave a reminder that the Board had agreed in past action that an accelerated program would be offered in each quadrant of our district.

Vice-Chairman Wright also asked what is being done to recruit for the lost numbers at Ed White High School. Dr. Vitti indicated that he expects overall performance at the school to improve in the next few years which should help the IB numbers. He also plans to improve retention of the IB teachers.

Board Member Hall asked if students were being polled to see what their needs are. Dates for Saturday sessions have been set and staff is awaiting feedback from students and teachers to see if those dates work.

Motions:

That the Duval County School Board approve the opening of a purchase order for the Annual and Examination Fees for 2016-2017 to International Baccalaureate North America for Stanton College Preparatory School, Paxon School for Advanced Studies, Terry Parker High School, Edward H. White High School, and Samuel W. Wolfson High School at an amount not

- PASS

to exceed \$420,462.00.

Vote Results

Motion: Cheryl Grymes

Second: Connie Hall

Rebecca Couch - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Scott Shine - Aye

Paula Wright - Aye

4. [AICE ANNUAL AND EXAMINATION FEES](#)

Minutes:

Vice-Chairman Wright noted that both accelerated programs award college credit upon successful completion and that there was a 100% passing rate of English Literature and English Language and Thinking Skills.

Given the success rate of these two subject areas, Vice-Chairman Wright asked what we have learned that can allow administrators to replicate that same success in other subject areas. The strong teachers in those areas are able to share best practices with other teachers and administrators will expand on that.

Motions:

That the Duval County School Board approve the purchase order for Annual Examination Fees for 2016-2017 to Cambridge International Examinations for Advanced International Certificate of Education (AICE) exams in an amount not to exceed \$226,575 for Mandarin High School, William M. Raines High School, Westside High School, and Duncan U. Fletcher High School. - PASS

Vote Results

Motion: Cheryl Grymes

Second: Rebecca Couch

Rebecca Couch - Aye

Cheryl Grymes - Aye

Connie Hall - Aye

Ashley Juarez - Aye

Scott Shine - Aye

Paula Wright - Aye

School Choice and Pupil Assignment

6. [CHARTER SCHOOL CONTRACT FOR RENAISSANCE CHARTER SCHOOL, INC. D/B/A DUVAL CHARTER SCHOOL AT COASTAL](#)

Attachment: [Renaissance \(Coastal\) K8 contract v2.pdf](#)

Minutes:

Since this school is expected to be located on Beach Blvd. between Kernan and Hodges, Board Member Couch asked what, if anything, is being done in the schools that would be impacted by the opening of this school. Some schools in that area are underenrolled.

Motions:

That the Duval County School Board approve a five year contract with Renaissance Charter School, Inc. to open Duval Charter School at Coastal.

That the Duval County School Board authorize the chairperson and the Superintendent to execute the contract on behalf of the Board subject to form approval by the Office of Legal Services. - PASS

Vote Results

Motion: Paula Wright

Second: Cheryl Grymes

Rebecca Couch	- Nay
Cheryl Grymes	- Aye
Connie Hall	- Nay
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Operations - Purchasing and Logistics

22. [BIRNIE BUS TRANSPORTATION SETTLEMENT AGREEMENT](#)

Attachment: [Draft Settlement Agreement final.pdf](#)

Minutes:  
 Board Member Hall asked for clarification on the relationship and minority status requirements regarding subcontractors.

Motions:

That the Duval County School Board approve the Settlement Agreement with Birnie Bus Transportation, Inc., and authorize the Chairman or Vice-Chairman, and the Superintendent, to execute the Settlement Agreement upon approval as to form by the Office of Legal Services. - PASS

Vote Results

Motion: Cheryl Grymes

Second: Rebecca Couch

Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

General

[28. APPROVAL OF STRATEGIC PLAN TARGETS](#)

Attachment: [Strategic Plan Targets 16-17.pdf](#)

Minutes:

Board Member Couch asked Dr. Vitti how he arrived at the target set in the agenda item. Dr. Vitti explained it was an evolution of previous targets. Data was used from the Big Seven counties, State and our own district. In the course of trying to understand the process used in arriving at the target numbers, Chairman Smith Juarez felt the rationale showed inconsistencies that she didn't understand. Vice-Chairman Wright struggles to have confidence in the numbers presented. Dr. Vitti wanted to be sure that, when setting targets, the numbers would be realistic and attainable. After a lengthy discussion on Board expectations of targets not matching the Superintendent's expectations, Board Member Couch recognized their need to agree to disagree in light of the fact the school year is almost half over. She suggested that in the future, they use a research-based approach to arrive at targets. Board Member Shine agreed.

Motions:

That the Duval County School Board  
approve the Strategic Plan Targets for 2016-2017. - PASS

Vote Results

Motion: Cheryl Grymes

Second: Rebecca Couch

Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Nay
Ashley Juarez	- Nay
Scott Shine	- Aye
Paula Wright	- Aye

25. [PUBLIC HEARING AND VOTE: REVISIONS TO BOARD POLICY CHAPTER 3](#)

Attachment: [Board Policy 3 40 \(Safe and Secure Schools\) redline.pdf](#)

Attachment: [Board Policy 3 44 \(Disruptions at School Functions\) redline.pdf](#)

Attachment: [Board Policy 3 42 \(Alcoholic Beverages and Behavior Modifying Substance\) redline.pdf](#)

Motions:

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 3.40, Safe and Secure Schools

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 3.42, Alcoholic Beverages and Behavior-Modifying Substances - PASS

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 3.44, Disruptions at School District Functions

Vote Results

Motion: Paula Wright

Second: Cheryl Grymes

Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

26. [PUBLIC HEARING AND VOTE: REVISIONS TO BOARD POLICY CHAPTER 4](#)

Attachment: [Board Policy 4-10 redline.pdf](#)

Attachment: [Board Policy 4-61 redline.pdf](#)

Attachment: [Board Policy 4-60 redline.pdf](#)

Attachment: [Board Policy 4-17 redline.pdf](#)

Motions:

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 4.10, The Curriculum.

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 4.17, Summer School Program.

- PASS

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 4.60, District and State-Wide Assessment Program.

That the Duval County School Board conduct a Public Hearing and adopt the revisions to Board Policy 4.61, Security of Tests.

Vote Results

Motion: Cheryl Grymes

Second: Connie Hall

Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

27. [2016-2017 DISTRICT CALENDAR MODIFICATIONS](#)

Attachment: [2016-17CalendarRevisedNov2016.pdf](#)

Minutes:

Given the unhappy feedback from teachers on when the make-up days were set in the aftermath of Hurricane Matthew, Board Member Couch suggested that the decision be brought to the Board for discussion before it is finalized. She also noted that April 28 being one of the options for a make-up day did nothing to help teachers in preparing the students for state testing since it comes after testing is over. Anytime teachers and staff are polled on any topic, Chairman Smith Juarez would like to see those results before any decisions are finalized.

Motions:

That the Duval County School Board approve the proposed modifications to the 2016-2017 District Calendar. - PASS

Vote Results

Motion: Cheryl Grymes

Second: Connie Hall	
Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye
Paula Wright	- Aye

Board Member Travel

[BOARD MEMBER TRAVEL](#)

Superintendent's Travel

[SUPERINTENDENT'S TRAVEL](#)

Motions:

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

- November 14, 2016 - Ponte Vedra, FL - K-12 Facilities Forum - PASS
- December 5, 2016 - Baltimore, MD - EdReports Board Meeting - No expense to District

Vote Results

Motion: Cheryl Grymes

Second: Scott Shine

Rebecca Couch	- Aye
Cheryl Grymes	- Aye
Connie Hall	- Aye
Ashley Juarez	- Aye
Scott Shine	- Aye

For The Record

[FOR THE RECORD](#)

Minutes:

Board Member Constance S. Hall

Four years ago I was afforded the opportunity to represent District 5 as their School Board Member. Thank you District 5 constituents for the confidence and support you have extended to me. Thank you to my family and close friends who supported me throughout these 4 years. Thank you to the DCPS family, both past and present, and especially to those of you that spoke to me, even though you were directed to NOT talk to Board Members.

It has been an honor to serve a school district in which I attended school from 1st – 12th grade and as an employee in this district for 36 years....each vote that I have had the opportunity to cast has been wrapped in prayer with the hope that it makes a difference in the education of our children and the employees of this school district. My commitment has been and will continue to believe that one day “we will get it right for ALL children.

Tonight I leave with you a question: What will it take to ensure that all children have an opportunity to learn, regardless of their background or which school they attend?

My heart is heavy tonight; the other day as I cleaned and organized my board office for Mr. Jones, it gave me a chance to recount and review my experiences over the last 4 years. I leave with him many challenges yet to be fulfilled. Student academic growth in District 5 is unacceptable and the literacy code must be cracked. This must be embraced by this entire Board in order to alleviate pockets of struggle and mediocrity.

The problems of inequity in public education aren't just contained within our public schools, but also stem from larger structural issues in the community, like unemployment, poverty, and disinvestment of public resources. These structural problems weigh down students and their schools in ways that more affluent communities never have to deal with. So how do you compensate for added weight?

We already know the challenges exist and the options are not easy, but any just future for our children of Duval County Public Schools and the community demand that we act and act collaboratively. Adult issues over

the past several years have contributed to the public's distrust in moving this school district forward. Because of this, the true focus of student achievement has been stifled. It is time to stop playing politics on the backs of children and do what's right for the progress of all children.

Horace Mann, known in history as a leader in education reform, once wrote that public education should be the "balance wheel" of society: able to raise all people up regardless of their background and give them an equal opportunity to succeed. School reforms start to flesh out what exactly we would need to do to see Mann's vision come true. Systemic reforms offer solutions that cut closer to the true root of the problems so many children face.

But, it is absolutely necessary for this school district to monitor those reforms, not as a checklist of items, but monitoring the fidelity of implementation with support for the implementers to understand quality work, and a constant measurement of accountability.

Equal opportunity requires a broader understanding of the social and economic forces that undermine individuals' life chances. Diversity training is a must, and it's time to move past the conversation and bring about action to make it happen.

Policymakers, this Board as constitutional officers, must ensure that all schools have the fundamental educational resources they need to promote student success and achievement: effective teachers and principals, appropriate class size, challenging and culturally relevant curriculum and supportive instructional resources, sufficient quality time for learning and development, and up-to-date facilities and a safe environment.

Sustainable School Transformation, I'm sure, is the ultimate expectation for this school district. Strong leadership is certainly a necessity in the process, leadership that creates a district and school climate that attracts and retains highly skilled, culturally competent educators. For several years now, I have heard that an intimidating culture exists, where many teachers and school-based leaders are not motivated or encouraged to have a voice. When this consistently enters into conversations over years, it cannot be excused as perception.

It's pretty incredible how often I hear managers complaining about their best employees leaving, and they really do have something to complain about — few things are as costly and disruptive as good people walking out the door.

Leaders tend to blame their turnover problems on everything under the sun while ignoring the crux of the matter: People don't leave jobs; they leave managers. This must be addressed and not ignored.

Staffing structures are necessary that facilitate collaboration with improved access and extensive multi-level Professional Development. Teaching and learning is the priority and must be modeled from the top down.

- A well-rounded culturally relevant and enriched college & career prep curriculum available to all students.
- Intensive literacy support and reading recovery programs to ensure a focus on literacy.
- Instructional models & supports in every school to serve a diverse range of students, including ELL learners, students with disabilities, etc.

To my colleagues and soon to be ex-colleagues--it is time for you to step up and be the strong effective School Board that this district deserves. It is time to place the health of this district as your utmost priority. You are the School Board--not the perceived employee reporting to the Superintendent.

You were elected to this Board as an individual. As a School Board Member, you have no individual legal authority to fix problems or decide issues. One of the wisest things you can do is to help others understand that you can only get your work done as part of a team. I'm not saying you can't try to take the lead on a particular issue, or that you have to stay silent -- not at all. In fact, the more you communicate and share with your fellow Board Members, the more likely you'll be able to gain support for your priorities and ideas.

Your success as a Board Member is inextricably tied to the success of your Board. You will be judged by what it accomplishes, not by what you as an individual tried to accomplish. In all the years (decades!) of School Boards existence, you've never heard anyone say something like, "That's a bad Board -- except for Connie Hall."

The best way to succeed as a Board is to practice collaboration and respect.

Because Boards deal with extremely difficult and vexing issues -- from budgets to grievances and everything in between -- it's common for emotions to sometimes run high. Keep in mind that you're in this for the long haul, and the best way to succeed is to be part of a strong team.

Boards whose members treat one another with respect will be the most effective. Those whose members give in to acrimony tend to get less done.

Collaboration and respect don't mean consensus. Boards vote, and majorities rule. (But remember: This year's majority could be next year's minority.) There is honor in casting a sincere vote--win or lose. But, after the vote, effective Boards move forward together.

The impact of respect goes beyond the Board. The Board and the Superintendent set the tone for the entire school system. Staff, students, parents, and the community are watching carefully to see how the Board functions. Effective Boards don't only handle their own work well -- they establish a model of collegiality and collaboration that builds confidence across the community that everyone is working to do what's best for

students.

As a Board, we have had some intense moments. It is always unfortunate when the media extrapolate those moments out of context, which has a definite impact on this Board's public opinion viewpoint.

There will be times when changes must be made, when tradition cannot be honored, or when pressure must be resisted. Sometimes, you'll measure the true success of a Board not by agreement, but by respectful disagreement and spirited discussion followed by a difficult vote. And after a difficult vote, effective Boards embrace the decision and move forward together.

I caution you to do your homework, focus on the vision, mission and system goals--not the interest groups with agendas contrary to the real work of this school district. Remember it is about student achievement, not adults and politics!!

Improvements are needed in the area of information provided to the Board as the Superintendent brings forward recommendations:

A lot of background information is required to make policy and assess accountability. In meetings, asking sharp questions help clarify issues not just for the Board Member, but for students, families, the community, and even school system employees. These questions must always be in the forefront:

- What is the goal of the initiative?
- How does it align with the vision, mission, and system goals?
- How much will it cost? What data tells us it's important enough to merit the cost?
- What data supports the notion that it will achieve the desired results?
- Is staff ready to implement it? If not, what's our plan?
- How does it fit with our existing activities? Does it conflict with anything we're already doing?
- How will we evaluate the results?

Board Members are not career education professionals.

Keep learning. Effective Board Members participate in professional development and commit the time and energy necessary to be informed and effective leaders.

I close with the words of Mary McCloud Bethune:

"I leave you love. I leave you hope. I leave you the challenge of developing confidence in one another. I leave you a thirst for education. I leave you a respect for the use of power. I leave you faith. I leave you racial dignity. I leave you a desire to live harmoniously with your fellow men. I leave you finally, a responsibility to our young people."

With that I have 3 more words to say:  
Connie Hall....Out!

Board Member Scott Shine

Board Member Shine thanked Dr. Hall for her service. In regards to the teacher's union's comments on the Times-Union article, he did participate in the interview but said he could not comment directly on the case. He was out of town when the article came out and noted that the union's attorney made comments that were somewhat contradictory to the case.

Board Member Cheryl Grymes

Board Member Grymes thanked Dr. Hall for her service over the years. She has made a difference in education. She highlighted a partnership the District has with Availity. Ribault Middle School students were taken in to their facility to view it, ask questions and get better acquainted with the company. She also noted that Leadership Jax students had the opportunity to interact with our local city officials and is always amazed at how bright the kids are.

Vice-Chairman Paula Wright

Vice-Chairman Wright thanked Dr. Hall for service and support she has given the others while on the Board. She commented on all the thoughts she has as a result of the song "Let Freedom Reign" performed by the student ensemble at the beginning of the meeting. She also encouraged everyone to exercise their civic duty next week and get out to vote.

Board Member Becki Couch

Board Member Couch extended a sincere thank you to Don Nelson and his facility staff for all the hard work they did before, during and after Hurricane Matthew. She noted all the hard work that goes into dealing with a hurricane. She was able to attend the Teacher of the Year kickoff and congratulated all the teachers involved in it. She thanked Dr. Hall for her service on the Board. She knows they will finally be able to discuss whatever they would like once she is off the Board and looks forward to those conversations.

Adjournment

ADJOURNMENT

Minutes:

The meeting was adjourned at 10:01 p.m.

LBL

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Superintendent

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Chairman