



E-AGENDA MANAGER

Duval County Public Schools

November 12, 2014, Audit Committee Meeting and Board Workshop

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

ATTENDANCE AT THIS MEETING OF THE DUVAL COUNTY SCHOOL BOARD : All Board Members were present with the exception of Board Member Fred "Fel" Lee. Dr. Nikolai Vitti, Superintendent, Ms. Karen Chastain, Chief of Legal Services, and Board Member - Elect Scott Shine were also present.

Call Meeting To Order

[Call Meeting To Order](#)

Minutes:

CALL MEETING TO ORDER

The meeting was called to order at 9:40 a.m.

Items To Be Discussed

[AUDIT COMMITTEE MEETING](#)

Minutes:

- Board Chairman Becki Couch discussed the analysis provided by Michelle Begley, Internal Board Auditor, concerning salary comparisons from other districts. Chairman Couch stated the average salary is \$100,000, as of right now she is next to the last. She works for seven people and is available 24/7 to us. Board Member Hall expressed concern that this process has taken too long. The Board reviewed the analysis and decided to use the data from Orange County.
- Board Member Hall stated when we reorganize, we need to look at having Board Secretaries report to Michelle Begley, Internal Board Auditor. We have had a lot of changes in staff. The secretaries have not had enough time to transition. Chairman Couch stated her concern about the transition. Michelle Begley is the most knowledgeable concerning the workings of the Board office. The former secretaries compiled a book but it is hard to write down everything. We cannot bring back Bonnie Cole, former secretary to the Board, since she was in the DROP program, but we could ask Linda DeAbreu, also a former Board Secretary to work part - time. The consensus was to ask Linda DeAbreu to return on a part- time basis. We should also look at having the secretaries report to the Board instead of the Superintendent. Karen Chastain, Chief Officer, Legal Services, also offered her assistance as another resource. Board Member Jason Fischer asked why we cannot have the Chairman sign off for the secretaries. Chairman Couch said we need someone who is here everyday. Board Member Hall said we all need to know what they are supposed to do. Vice - Chairman Cheryl Grymes agreed Michelle Begley would be the best one to oversee the secretaries.

Board Member Paula Wright arrived at at 10:12. a.m.

- Chairman Couch asked the Board if they wanted to change the recommendation for Michelle Begley's job description? Michelle Begley, Internal Board Auditor, will make the necessary changes and send them to the Chair. This item will be added to the December Board meeting.
- The consensus of the Board was to recommend a salary of \$112,278 for Michelle Begley, Internal Board Auditor. The recommendation of the Board is to provide retro pay back to July 1, 2014. Chairman Couch asked if we also want to add someone to work with Michelle Begley to do research. Vice - Chairman Cheryl Grymes said we had also talked about adding a community person. We will need to discuss this further.

[BOARD WORKSHOP - GOVERNANCE](#)

Minutes:

- Governance - Chairman Becki Couch discussed adding a position to work with Michelle Begley, Internal Board Auditor, an additional staff member to work with the Board. We will need a staff member to work with Michelle Begley to do research. Board Member Hall would like the additional staff member for the Board to write letters on behalf of the Board, create a newsletter, create a web page and communicate with the public. Her vision is to have someone who can organize meeting dates with the community. Board Member Wright said she spoke with the Superintendent about this and asked if someone in Communications could do this. Board Member Smith Juarez stated they need someone who is visible in the community. This person could be someone who could attend meetings they cannot attend and also speak at events. Chairman Couch said we are supposed to have a person assigned to attend every Conservative Political Action Conference (CPAC) meeting by administration but that is not happening. Board Member Smith Juarez suggested we give students an opportunity to attend and speak for two or three minutes.
- Board Member Constance Hall stated she appreciated all the hard work Chairman Couch had done and would like her to remain as Chairman. Chairman Couch said she would like to be the Chairman again but would like others to have the opportunity. She thinks Vice - Chairman Grymes would do a great job. The consensus of the Board was to support Chairman Couch in her current role.
- Board Members Ashley Smith Juarez, Paula Wright and Vice Chairman Grymes would all like to be considered for the Vice-Chairman's position.
- Board Member Wright stated that she feels the Board needs stability, diversity and someone to represent the African American students. It is also about qualifications.
- Chairman Couch felt that she would not want to take the job if the Board feels we should be more diverse as Board Member Wright indicated.
- Board Member Wright explained her idea of diversity, indeed, impact and thought.
- Board Member - Elect Scott Shine said he would go with the Board's recommendation.
- Vice - Chairman Grymes asked Chairman Couch if she would decline if nominated. Chairman Couch indicated she would not decline. Board Member Hall said we need a strong leader who can ask the tough questions.
- Board Member Smith Juarez said the vote should be seamless but if others feel playing this out in public is the best way to come to a consensus, we need to move on.
- Chairman Couch stated she is uncomfortable with this when our families and pastor will be at the meeting. The Vice- Chairman does not have any responsibilities but she could have done a better job delegating the work.

BOARD WORKSHOP - SUPERINTENDENT'S TIMELINE

Minutes:

- Superintendent's Evaluation - Board Chairman asked the Board members if they had questions concerning the Superintendent's Evaluation. Do we need to establish a timeline and ask him to put a book together. The Board Development Meeting is November 19th. It is the only time we can do this except for December 23. Board Member Jason Fischer will not be at the meeting but he could call in if he has sections he would like to be part of. Is there anything the Superintendent can provide for us other than his self-evaluation? Board Member Wright said she does not want to see e-mails in the evaluation, it does not provide any value. Board Member Hall said she would like to have the tabs aligned with the topics. Chairman Couch explained the next thing we will do is to release a statement about what we think he needs to work on and what he did well. We also need to see improvement.

BOARD WORKSHOP- BOUNDARY CHANGES (MO topic)

Minutes:

Boundary Changes- Superintendent Vitti presented a power point on the proposed boundary changes.

- Eugene Butler's Young Men's and Women's Leadership Academy- Board Member Paula Wright asked about the options for students who are not interested in the program. The Superintendent stated students may opt to attend Northwestern, Ribault or Highlands Middle schools. There are also options through School Choice. Board Member Wright asked why we have two principals at one school. Superintendent Vitti said we have two programs and the principals are each evaluated separately. Board Member Wright asked what is the long term plan. The Superintendent indicated that he would like to add a 9th grade. The short term plan would be to move to another building. Board Member Wright stated she would like to be involved in future plans since this is my district. Chairman Couch would like to know how many students have left Eugene Butler to attend another school. The Superintendent will provide more information at a later date.
- Joseph Stilwell Middle and Jefferson Davis Middle proposed boundary change - The proposed change would move students to Jefferson Davis which is at 59% utilization. Both Eugene Butler and Stilwell students will be grandfathered into the new programs if they currently live in the attendance area. They will also be eligible for the Opportunity Scholarship to attend Twin Lakes Middle School.

- Seabreeze Elementary proposed boundary change - Seabreeze is overcrowded at 115% utilization. The students who are currently attending Seabreeze will be grandfathered in starting with Kindergarten. Siblings will be grandfathered in also. These students will be moving to Alimacani Elementary which is at 90%. This recommendation is coming from the SAC (School Advisory Council). Board Member Wright said we should be looking at changes earlier.
- R. L. Brown Elementary's GRASP program moving to Justina Road Elementary. Justina Road Elementary is at 39% and declining. We will have an opportunity to work with Jacksonville University since the school is so close. Jacksonville University has a program called "Dolphin" and they want to get their students out in the community. The change would also include some students at Lake Lucina, Fort Caroline, Arlington Heights and Arlington Elementary. The current students at Justina Road Elementary would be given priority to Lake Lucina and Merrill Road which would be converted to a K-2 IB magnet under the current proposal. Students in the International Baccalaureate at Justina Road Elementary will be given priority to Holiday Hill Elementary. Board Member Wright said the Superintendent approached the Board requesting to move the GRASP program to R. L. Brown Elementary to help with enrollment. Why are we moving the program to Justina Road Elementary? Superintendent Vitti stated we did not have enough room at R. L. Brown Elementary. The move will give us an opportunity to grow the program at R. L. Brown Elementary. Board Member Wright said the Superintendent has engaged the parents at Justina Road Elementary but not at R. L. Brown. She heard about this from a City Council person in her district. We need to be very clear when we present information to the community. Chairman Couch said she wants to be sure the Voluntary Pre-Kindergarten students at Arlington Elementary will not be affected. We need to be following the Academic and Community Excellence policy. There is not enough time to engage the community with this timeline.
- Atlantic Coast High and Sandalwood High Schools boundary change - This change will not affect any students that are currently projected to one of these schools. The area is just in the beginning stages of development. There will be approximately 800-900 homes in this new area. The Superintendent will work with the schools SAC (School Advisory Council) and PTA to engage the community. He will receive the feedback from each of groups and get back with the Board. Board Member Elect - Scott Shine suggested we also put this information in the newspaper. Board Member Hall said we need to enforce the policy and move on. Chairman Couch would like to have more time to engage the community. Superintendent Vitti will move this idea to the February Board Meeting.

Adjournment

[Adjournment](#)

Minutes:

The meeting was adjourned at 3:45 p.m.

CSM

We Agree on this

Superintendent

Chairman