



## Duval County Public Schools

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September 3, 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 Officer of Legal Services, Ms. Becki Couch, Vice Chair and School Board members: Mr. Jason Fischer, Ms. Cheryl Grymes, Dr. Constance S. Hall, Ms. Ashley Smith Juarez and Ms. Paula D. Wright, present. Chairman Fred "Fel" Lee, was out of town.

Call Meeting to Order

[CALL MEETING TO ORDER](#)

Minutes: The Vice Chair called the meeting to order at 6:00 p.m.

Invocation

[INVOCATION](#)

Minutes: Dr. Tom Bary  
Neptune Baptist Church

## Pledge of Allegiance

### [PLEDGE OF ALLEGIANCE](#)

## Presentations

### Board Members

#### [1. SCHOOL RECOGNITION - DISTRICT 2 - MAYPORT ELEMENTARY SCHOOL](#)

##### Minutes:

Principal Yvonne DiMattia of Mayport Elementary Coastal Science Academy and am privileged this evening to introduce to you and share with you some of the highlights of Mayport Elementary which is a school almost 50 years old and whose campus is perfectly situated between the intercoastal waterway and the ocean which makes it a great place for our now, going on three years, of being a coastal science academy magnet school. The school has served generations of families in the Mayport area including a large segment of our population who either one or both parents are in the Navy or Coast Guard. The generations of families have brought us wonderful and fresh seafood from the Mayport village. That is our student population.

Here to represent with me are is our very own resident rockstar and science specialist, Ms. Kathy Moltz and our 4th grade coastal scientist, Chris Hooper and his mother, Terri Hooper who is a member of our PTA Board, huge cheer leader and one of our biggest fans. We thank them for being here this evening. *(Please see attachment of PowerPoint presentation).*

## Communications

#### [1. PARENT INVOLVEMENT AWARD - MATTHEW GILBERT MIDDLE SCHOOL](#)

##### Minutes:

- Parent involvement is one of the greatest contributors to a child's success.
- Recognizing this, the district's Community and Family Engagement Office selects a school each year that demonstrates creative and effective strategies in engaging parents.
- The most recent winner selected for its project "Election: The American Experience" included parents in the school-wide student council elections that were concurrent with the national presidential election.

- At the end of elections, parents and community members gathered during a rally where the winners were announced.
- This creative project earned them the state-wide Parent Involvement Award presented annual by the Florida Department of Education and the Florida PTA.
- Congratulations to Matthew Gilbert Middle School.

Evan Daniels (Principal), Carolyn Berry (Volunteer & Business Partner Liaison), Patricia Leifer-Hayes , Jamelle Wilcox (Program Administrator)

## [2. GREEN CHAMPION OF THE YEAR AWARD - RUTH UPSON ELEMENTARY](#)

Minutes:

Each year, schools strive to be more efficient with their resources. The district's Office of Facilities Maintenance recognizes those schools that follow principles to conserve resources.

- The Get Your Green on Champion of the Year Award is presented to a school that has made significant strides in reducing energy and water consumption, reusing items, and recycling materials. Duval County's Green Champion is Ruth N. Upson Elementary. In just one year, Upson went from having no green champion program to having a robust program that changed the culture of the school and community. Join me in recognizing them.

Teresa Stahlman (Principal), Gail Kane (Green Champion)

## [3. GREEN CHAMPION PLATINUM FINALISTS - JEFFERSON, FORD, SANDALWOOD, ARLINGTON HEIGHTS](#)

Minutes:

There were several other Duval schools that made significant steps in reducing their carbon footprint. Three Get Your Green on Platinum finalists are here tonight for recognition as well.

- Arlington Heights Elem. - Pat Latimer (Principal), Emma-Lorraine Araya (Green Champion)
- Thomas Jefferson Elem. - Lori Turner (Principal), Teresa Gregson (Green Champion)

- John E. Ford - Paula Renfro (Principal), Kelli Heath (Green Champion)

#### 4. CUMMER MUSEUM/CORK ARTISTS - ART MURAL

Minutes: • It was Picasso who said that everything you can imagine is real.

- Three months ago, the Cummer Museum of Art & Gardens and the Mayo Clinic of Jacksonville imagined an art activity conducted at the annual Reading & P.E.P. Rally celebration that is being realized today. Families in attendance at the summer event hosted in partnership with the district, Jacksonville Public Education Fund and WJCT, painted canvas tiles depicting what school means to them.

- Tonight, we have a compilation of these reflections depicted in the beautiful art mural that hangs above our heads. While our auditorium will be the permanent home of the mural, each Duval County school will soon receive a poster-sized photograph of the mural to enjoy as well.

- This serves as a vibrant reminder of the beauty collaboration brings. Tonight, we have several key partners with us who shared in the efforts to make this a reality. Joining me to recognize them are students from our museum magnet Ortega Elementary School, where Stephanie Shepard is principal.

Welcome Jeannetta Butler, Sophia Mauro, and Jaylen Parkerurban,

- (The students will read the script acknowledge the attendees that include the Cummer & Cork artists, Mayo, JPEF and WJCT)

#### ~~5. EPB - DCPS ENVIRONMENTAL CHAMPION AWARD - JESSICA PETOTE - WITHDRAWN~~

Minutes: *This item was withdrawn.*

#### 7. PROCLAMATION - MAYOR ALVIN BROWN

Minutes:

Mayor Alvin Brown said he'd like to talk about three things: the Proclamation, Citi Year and introduce our new Commissioner of Education.

We do have a proclamation and I want to really focus on some goals and objectives. I want to make sure that we have 100% graduation rate, no

more high school dropouts and good attendance which all are extremely important. Graduation starts with getting here and it is fundamental. (See *attached Proclamation*)).

I am so proud of City Year. I have a letter to Chairman Lee and copied every School Board member and as you know, City Year plays a major role in Jacksonville. It has done a great job over the last year and there are many people here this evening that want to talk about it. I'd like to acknowledge Kim Ward and Michael Ward with CSX who spearheaded the whole effort to get them to Jacksonville. Tonight is a record for the mayor to go on record to support City year. We ask that you renew that contract so that we can have the best school district in the country. It's so important that we have organizations like City Year in our city in order to reach our goals. My two boys are in public schools and my wife and I are involved in public education and were engaged before I became mayor. So, it's personal, professional and by working together, we will have the best school system in the country.

Let me take this opportunity to introduce our new Commissioner of Education, Dr. AnnMarie Kent-Willette, from Jacksonville University. She had the pleasure to meet the Superintendent, today at the press conference. She is no stranger to education as she's a professor at JU and has been on their faculty for over ten years. She has a doctorate degree in Education Leadership from the University of North Florida and she has extensive experience in education as well as in the private sector. She worked in broadcasting for many years and she believes that education is the great equalizer to make this city great. I'm very excited about her leadership coming to City Hall. Dr. Hall, we got her for \$1.00 from JU so I want to commend and thank JU for allowing us to have her. I'm so excited about the future and really appreciate our partnership as we work together to take the Duval County public schools system to the next level.

Dr. AnnMarie Kent-Willette said "thank you" so much, Mayor and I thank you and I thank you for the opportunity to serve the citizens of Jacksonville as the Education Commissioner. It is my honor to work with you in this innovative partnership. A partnership that clearly illustrates your willingness to find creative solutions to better serve our community. I also extend my thanks to my colleague, Dr. Donnie Horner, the first Education Commissioner who leaves behind a legacy of success including junior officer reserve remaining in our schools, football in our middle schools and enlisting the help of hundreds of volunteer mentors. I will continue the mission of the office working as an advocate for excellence in education. I look forward to building bridges across local agencies and embrace a collective spirit as I work to bring groups together united in our shared commitment to community and education. For more than twelve years, I've had a front row seat as a professor at Jacksonville University, witnessing the transformational power of a quality education on an individual's life. Through the doors of my classroom, my students have arrived, some traveling great distances, some arriving from far off war torn lands, and many making great sacrifices in the pursuit of their educational dream.

They come hungry for knowledge and knowing the firm belief of the power of education. As a faculty member, I've held key leadership positions actively serving in our faculty senate and shared governance as vice chair, chair of the curriculum committee, chair of the appointments committee, chair of the bylaws committee and numerous others, and thankfully, no, not all at once. My subject matter and my discipline is the field of communication where I spent the first part of my career working in local television. In short, I describe myself as an enthusiastic educator with a great deal of experience in shared governance and an expertise in communication. And, for the next two years, I plan to use my more than 20 years of professional experience advocating for education in the city of Jacksonville. Simply put, supporting education is the right thing to do. It's also a smart a savvy business position and an investment in our city's future. The Bureau of Labor Statistics, the U.S. Department of Treasury and the Department of Education all agree, the higher the education, the lower the unemployment rate. Individuals with Bachelor degrees currently have about half the rate of unemployment as those with a high school diploma and those college graduates are earning about two-thirds more than their high school counterparts. Education and economic development go hand-in-hand. A city with rich vibrant educational opportunities transforms into a rich vibrant city with economic opportunities. Education is the promise that can fulfill so many of the needs of our community.

I leave you this evening with one of my favorite quotes from my favorite founding father, an advocate of education, Thomas Jefferson. He stated in a letter about 200 years ago, "*That if a nation expects to be both ignorant and free in a state of civilization, that it expects that what never was and what never will be. If we are to guard against ignorance and remain free, then it is the responsibility of every American to be informed.*"

I thank you for allowing me to advocate on behalf of our City of Jacksonville and I look forward to working with you and serving the community as your Education Commissioner.

Mayor Brown said "thank you" for this opportunity and we look forward to working with everyone. Thank you so much!

Vice Chair Couch said "thank you" for coming and we look forward to working with you, Dr. Ann Marie Kent-Willette. It will be an honor to work with you.

## [6. COMMISSIONERS' BUSINESS RECOGNITION AWARD](#)

Minutes:

Business partnerships are integral to the success of schools and their mission to educate students. Each year, the Office of Community and Family Engagement and the Commissioner of Education's Office identify and honor

businesses and faith-based organizations that contribute their time, talent, and resources in support of education.

- Three Jacksonville organizations have been recognized for their dedication to Duval students, teachers, and the mission of educating students in every classroom, every day. Tonight, I am honored to introduce them.

#### AXA Advisors

AXA Advisors has a partnership with Mandarin High School. AXA Advisor's contributions include:

- o Participating in a weekly school-wide mentoring program;
- o Volunteering on the first day of school to welcome new students;
- o Sharing in the school's homecoming activities;
- o Collaborating with parent organizations to plan school events; and
- o Donating \$5,000 to support classroom needs

- Join me in thanking AXA Advisors, one of our recognized Business Partners. (Recipients announced by Marsha) Nathan Moore (AXA Volunteer Liaison), Donna Richardson (Principal)

#### San Jose Baptist Church

San Jose Baptist Church and San Jose Elementary have collaborated for three years to support students and teachers. Their contributions include:

- o Sponsoring teacher appreciation events including breakfast and lunch gatherings
- o Conducting clothing/blanket and school supply drives
- o Providing snacks for students during testing
- o Leading grounds clean up
- o Showing support during the illness and subsequent passing of a San Jose staff member

- Join me in giving special thanks to San Jose Baptist Church.

Mike Reed (Pastor), Mary Dare Newman (Mission Team), Jane Petty (Mission Team), Ben Samples (Mission Team), Mike Coffey (Mission Team), Jennifer Chapman (Mission Team), Sarah Parnell (Mission Team), Lisa Dempsey (Mission Team), and Kristie Kemp (Principal)

#### Children's Enrichment Workshop

The Children's Enrichment Workshop, also known as C.E.W., has been partnering with West Riverside since 1998. C.E.W.'s involvement includes:

- o Participating in weekly mentoring sessions;
- o Sponsoring the school's Annual Field Day; and
- o Providing student enrichment support for basketball, dance, swimming, and chorus activities

- Let's welcome and celebrate C.E.W.

(Recipients announced by Marsha)

Pastor Robert Kinley (CEW Board Member), Kelly Paterno (CEW Liaison), Angela Doss (Guidance Counselor & School Liaison), Diana Martin (Volunteer Liaison), Dr. Sylvia Johnson (Principal)

## Comments From Audience

### [COMMENTS FROM AUDIENCE](#)

Minutes:

Mr. Edward Exson, Sr. said there are three states with rights laws that are pulling the licenses of teachers whose students consistently fail to improve. Such injustice being imposed arbitrarily has compounded consequences. It administers the occupational death penalty without due process. Teachers with, no fault of their own, would be treated as they master minded failure, to see their pension decimated. As others, that would become teacher/educator and they would reconsider their careers. Teach for America teachers will leave teaching as soon as employment picks up. The ramifications go on. Andrea Brinker, a teacher for two years in Nashville, Tennessee, joined three other states said in the WSJ on 8/17/2013, "*The plan should have been enacted years ago.*" She does not have a clue as what some teachers face in some zip codes nor students and schools that are brought into the classroom. This grievance is as bad as when Mary Blocker had to sue this Board for equal pay for black teachers. On the subject of education and training doctors, lawyers, CPAs most professions have certain requirements to be met and with good character before being certified. Thus blacks just released from prison for murder, rape or any felony can affirm or say they are a man of God or called by God to preach. Then, we sit back, dumb and happy and say "he sure can preach!" I get much feedback for speaking out; therefore, let it be known that I have no hue for what I say, showing sorry makes sorry people in all categories more sorry. I may have stumbled along the way or not met everyone's expectation, however, with the energy that flows from my loving wife of 55 years, I'm so grateful. For Mary Blocker, Lucille Coleman, Coach J.P. Small, March McCloud Bethune...all who have given me so much, I will continue to try and make a difference! thank you.

Pastor Anthony O'Neal, Youth Pastor for Bethel Baptist Institutional Church with Bishop Rudolph McKissick, Jr. and Sr. My heart is sort of bouncy right now because I'm nervous even though I've spoken before to thousands of people. About 16 years ago, I was before people like you on the School Board being expelled from high school from the Oceanside, California school district. I just didn't like School Board members but I'm excited about being here, today, because I want to help you all out. You are doing an awesome job and I'm new to the Jacksonville area. Within the last year, I've served within your schools and have been led by one of the best principals who is no longer a principal, Ms. Iranetta Wright. She has been helping me get inside the schools. Bethel has been doing some amazing things and I wanted you to know that. About 1,000 of your students are members of our organization which is just 8-12 grades. I don't know the number for elementary and middle school students. We've been blessed and privileged to take an actor, Cale Mitchell, to three schools which impacted the kids into a positive environment. We've had the best academy, about 500 students, assisting with tutoring them. I'm here to help all of you with 80% of my time whether that's cleaning a bathroom, serving in the schools, helping a student read - we want to help you! You may receive many complaints but we're here to say "thank you", we appreciate you and we want to serve in any capacity that we can. Thank you and we're

praying for you all and God Bless!

Ms. Kim Ward, I'm the proud Board Chairman of City Year Jacksonville and this past year was our start-up year where we began in two schools - Andrew Jackson High School and Matthew Gilbert Middle School. I saw the impact that we can create in these schools. City Year is not just putting a bandaid on a problem. This is a change making organization at every level. City Year creates impact inside the schools by working with the students on both academic and social issues by supporting our hard working teachers and by following the leadership of our strong principals. I have seen the impact of City Year in many districts around the country. We are the 24th site following great cities such as New York, LA, Philadelphia, Washington, Milwaukee and Miami, so I am very proud that City Year is here in Jacksonville. Seeing this dream come true has been the hard work of our core members but mostly the hard work of our students, teachers and principals that helped us start last year. City Year's actions are based on data driven results and, of course, the return on investment is important to the investors in the city. You are an investor of the school district, AmeriCore is an investor and individual corporations are investors. We follow the outcomes and nothing compares to what I've seen with City Year. As the Board Chair, I also have a personal vision. City Year certainly produces on its own the academic results that we all want. They have some of the most unbelievably impressive young people that I've ever met in my life. They work hard and they love our students, but as a site in Jacksonville, I see us all as a family - a family of parents, teachers and citizens that nurture and empower our children to achieve their individual best. My goal as the Board Chair is to have City Year on the list of every parent in school and every student, and when they see that red jacket, that they can feel confident and there is someone who believes in them. As a start-up site, our work helped us become the Gold standard in the whole city organization and now our vision is to have Gold standard results in Jacksonville by partnering with the School Board, Superintendent and parents - all for our children who really are bright, young people. Thank you!

Ms. Sabiana Filsaime said I am currently serving as second year core member with City Year Jacksonville. I chose to come back because I knew my work here was not done. As a product of Duval County Public Schools, it is my honor and my privilege to serve this school district with City Year. We received exceptional training from partners like the University of Florida and we had the opportunity to attend this summer's Teacher Academy in order to ensure that our core members were well equipped to meet the needs of our students. We're trained to analyze their test scores, their grades and to tailor our interventions to each student's needs. We monitor their progress and tell them in "real time" and show them, *"Look how low you were here and look how far, through your hard work, you were able to progress."* As the mayor eluded to previously, we all know that before any learning or intervention coaching, anything can happen - the students have to show up. Thank you for your continued support of City Year in Jacksonville.

Mr. Jeff Smith said City Year has a proud 25 year history which started in Boston and last year we started off in Jacksonville with two schools as Ms. Ward mentioned earlier. I had the privilege to join the organization a few months ago and I can tell you the part of what drew me to this organization is the fact that these core members are tireless in their dedication and service to these students. They truly believe that each and every child can succeed and that is what our organization is dedicated to. By

providing the data driven support at the right time, we are helping students who were struggling in attendance, behavior, math and ELA. Equally important, we are shifting the culture in our schools by working with our partners and community to make sure that every school has a culture of success. We've had many positive reports from administrators, teachers, parents and most importantly, students. We're working in four additional schools: Eugene Butler Middle School, Northwestern Middle School, Raines High School and Ed White High School. Last year, we were able to report that 100% of our principal liaisons and after school coordinators were satisfied with the quality of service; over 90% of teachers found value in ELA work in supporting the students and achieving higher performance and 60% of our students received targeted academic interventions, saw their FAIR reading comprehension scores increase from the beginning to the end of the year. Those are just our start up results. This year, we will have full implementation in our founding year and we're very excited about achieving and exceeding expectations this year. Through our "Whole School, Whole Child" student intervention support model and work with our Diplomas Now partners, Communities in Schools and Town Development, secondary, we will help support the work of the district in the Strategic Plan and we will continue to strengthen our work in helping to support families and engage them and communicate with them in a positive way. I'd like to thank all of those who are here, tonight, our Board members, our Core members, our staff - we can't do this alone and we're very proud to partner with all of our partners to make sure that, together, we will help every child be successful and graduate on time, receive that diploma as they walk down the aisle. I encourage all of you to attend our opening day on Friday, October 4 and we'll be happy to take you on a school visit. Thank you for allowing me to speak.

Mr. Darryl Willie said I want to thank Vice Chair Couch, members of the Board and Dr. Vitti...I am a Director of District and Community Partnerships for Teach for America. I saw collaboration and partnerships at its best this summer. I was the school director for our Teach for America summer training at Sally B. Mathis Elementary School and it was absolutely phenomenal. We listened to principals and stakeholders and we realized we needed localized training for TFA core members, so we did that. We're actually one of two cities around the country out of 40 who actually piloted a specifically localized training for TFA - we formed a true collaboration. I wanted to thank the principals of those three schools. Principal Hall and Principal Brown that worked at Raines, Principal Torrence that worked at Ribault Middle School, Principal Maxey that worked at Sallye B. Mathis with myself, and the rest of this district. That was a bold move and that is what we need here. Thank you for that innovative approach and we look forward to future collaborations with you pushing our students to new heights. Thank you.

Mr. Kelvin Martin said I'm here, tonight with my fellow coworkers, friends and we are the Consolidated Service Center and Maintenance. I'm here to speak to you about a very major concern we have had in the length of time it has existed. The two most important things in our life is family and our jobs. The support we provide that family is crucial to a healthy home and environment in which we live in. At the end of the day, it becomes our responsibility to provide our families with the best living that we can. We're finding this task becoming harder and harder each and every year. The reason we feel this way is because the services we provide and to the school system are unimportant and non essential. We have gone without raises for 7 years and we're going on number 8. Inflation didn't stop seven years ago; it kept rising. Insurance

rates are higher, taxes are higher, Medicare is higher. We even now 3% of our own retirement. How are we supposed to give our families a comfortable home when we're still at the wages from 2006? In the previous School Board meeting, Ms. Wright in a statement to Dr. Vitti said, "*All employees are important.*" We provide a critical and important function to this school system - supplies. The maintenance department keeps the schools comfortable for the children. Be fair to us. Seven years is too long. We ask that you see that we receive a substantial raise in pay this year because we and our families are important. Thank you.

Mr. James Moser said I hope they get a raise as they deserve it! I am a Computer Science teacher at Mandarin High School. Last year, I was told that I would not be teaching Computer Science classes from someone on the district level, specifically Computer Programming, including AP Computer Science. I was stunned. I have been building on this Computer Programming for the past two years. Two years ago, several of my students came in First Place in the city in a programming competition at Jacksonville University. Also, the students won scholarships in which I'm very pleased about. Last year, I sponsored a Robotics Club which needs some programming knowledge. This year, I am sponsoring an Underwater Robotics Club. Currently, I am teaching six classes called "Introduction to Information Technology" which includes topics like the parts of a computer and how a computer works. I'm doing this six times every two days. On a daily basis, I'm being approached by my students as to when are we going to have programming classes at Mandarin? If we need to add rigor to the curriculum, why aren't we preparing our students for the 21st century? Not only was I teaching computer language, I was teaching logic which every student can use. The steps on how to solve a problem. Computer Science is the fastest growing sector of innovation and job growth in this country. Whether you want to be a doctor or rock star, you need computer programming! Children who learn to code, learn creative empowerment and ability to break down problems. It provides an indispensable foundation for the 21st century so please bring back Computer Programming to Mandarin High School. The next topic is overcrowding of the classroom. My student count goes from 36-42 students in one clear with a computer lab of 30 computers. I have kids sitting in the aisle sharing computers. I'd like to know where is the money? Where is the extra money that you promised would go to the classroom? Dr. Vitti, I respect you and think you're an excellent superintendent. I'm very proud to be a teacher for 25 years and hopefully, the next 25 years will be brighter. Thank you very much.

Mr. Joe Roberts said I am an employee representative, Maintenance Workers and you just heard from one of our workers, Mr. Martin. In the past we haven't participated in these meetings on a regular basis but that's going to change in the future and we're going to be here, alot. I'd like to introduce the Board to some of the workers that work for you who keep the air conditioning going on and the lights on. Please stand up. These are all employees of the School Board. They are down here to see what is going on and they want to help in any way they can. They work hard every day to keep this place in operation. We'll be here if and when you need us and everyone is a part of the community. They are taxpayers and have children and grandchildren in the system. They would appreciate everything that they can get from the system. They are extremely hardworking employees. Thank you.

## Comments From Parent Organizations

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

Minutes: *No Parent Organizations reports this meeting.*

## Comments From Employee Organizations

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

Minutes:

Ms. Terri Brady, President, Duval Teachers Union, said we're off to a very exciting school year. I'm passing out a packet of some of our professional development that we'll be starting this year at DTU. You'll find a list of our Common Core workshops in the areas of Math and Reading, K-8. This summer we sent 37 highly-effective teachers who had proven criteria in moving students to Baltimore, Maryland to be trained in Common Core Standards in areas of reading and math. They are back and are ready to start "rocking and rolling" in teaching next year along with all of the other workshops that we will be administering for our teachers and support professionals. Also, in the reading component, if they complete the Reading I and Reading II components, they will receive their entire reading endorsement certified through Duval Teachers United and our Common Core Standards.

You'll also see in the packets your National Board Certified Workshops. We're opening up the next class. Duval has the largest number of National Board Certified Teachers in the state of Florida. As you know, we wrote the bill, we got it passed in the Florida Legislature and we continue to promote National Board Certified work through DTU and the mentoring programs that we have. We believe this has truly created a higher level of competency for our teachers and they do it as "money out of their pocket" basis due to the cut in funding in the Florida Legislature. We're excited about the engagement and involvement. DTU applied for a "Take One" program this year where we can do a feeder pattern for an entire school who wishes to participate in the National Board Certification program and this year we've been granted enough financial resources to support three (3) schools. We're looking at doing a Title I Elementary, Middle and High School so we actually put together a feeder pattern and we're very excited about that.

Additionally, you'll see in your packet is the CAST workshops that we have revamped and are working with the Human Resources department to make sure our teachers have the best informed information as we change the process of CAST and receive further information and get better information out to our teachers.

This Saturday we begin our Support Saturdays. The first and third Saturday of every month from now until the end of school, we get union members who are highly-effective teachers, National Board Certified, to come and any teacher can sign up and come and receive support whether it's writing lesson plans, behavior management or stability. These skills that they deem as necessary and that they are deficient in can come and set aside one-on-one instruction. Sometimes we average 200-300 teachers per Saturday and sometimes we average 400. We hook them up with a mentor who has the ability to train and to mentor with them. This coming Saturday will be one of our largest classes to kick-off Support Saturdays venture.

In the packet, you will see a ticket for our first "Evening with the Experts" on Thursday, September 12, 2013 at 4:45 p.m. at the Schultz Center for Teaching and Leadership, 4019 Boulevard Center Drive, Jacksonville, FL 32207. We do this quarterly where we bring in national speakers to help motivate and stimulate our educators. We invite you to come and be a partner with us. It's going to be Barnett Barry who is from the Center for Quality Teaching. He has been widely sought after in the area of value added measurements and he just wrote a new book about stimulating and keeping effective teachers in the area of teaching as a career. We invite you to come and be a part of this event.

The Florida Legislature passed a piece of legislation, Senate Bill 1108 which will require additional in-service training for our teachers to become better informed and take additional mandates in the area of ESE (Exceptional Student Education) and other areas. We just received our Managing & Social Behavior syllabus approved by the Department of Education. We want to be the first to establish the criteria and workshops that will effectively assist our teachers meet these new guidelines. We will be working collaboratively with the district and Academic Services to make sure we can blend, match and partner with these unfunded mandates on the backs of our children.

Resource teachers - We were thrilled that the Superintendent did a staff allocation funding for resource teachers in the elementary schools and reinforcing those teachers in the middle and high schools. Excited and enthusiastic because we truly knew we were going to educate the "whole child", we would have to incorporate the arts, physical education and other areas. I never thought I'd see such disrespect and disregard for these resource teachers as true teachers; they are certified teachers and teachers with degrees that follow the exact same contract as everyone else. Many of our resource teachers in the elementary schools where there is a large population, have no planning time, they are being pulled for duty; the class populations are between 50-70 students. Mr. Heid has been most supportive of us and I do understand about funding and budget but communication is breaking down.

Basic education paraprofessionals contribute to the academic success of schools and assist with teacher duty. There are 25 schools with no basic education paras and UOPD and security guards are assisting teachers in that capacity and cafeteria duty. We need to hire more full-time paraprofessionals. We are entering the 4th week of the school year with no materials at some schools which is a great concern. Everyone is excited about change and moving students forward but you can't do that when you don't have the materials needed.

CAST - hold schools harmless due to test scores. Why aren't we holding our teachers harmless for the 2012-2013 scores? There is no faith in the process this year with class rosters and records. What about the student learning gains for 2011/2012 and 2012/2013? Still waiting?

Testing by teachers - one-on-one - taken away from quality face time. Times are definitely changing and we're most concerned about communication to our employees and the lack of faith. I hope we can move forward and keep our focus while we're here.

## Chairman's Report

### 1. CHAIRMAN'S REPORT

Minutes:

Vice Chair Becki Couch said I'd like to update you on what the Board has been actively doing. The Board has been busy over the last few weeks with the start of the new school year. We have had four meetings regarding the proposed Strategic Plan targets in which the Superintendent made the recommendation for a district proposed target and the Board had the opportunity to provide feedback. The Superintendent also met one-on-one with several Board members to ensure there was a level of comfort with the targets in order to move forward. As a result, we have three appendices on the agenda for approval this evening.

Last week, the Board met to discuss how we will integrate the target into the Superintendent's Evaluation. The Board discussed aligning the qualitative portion of the evaluation instrument to the Florida Leadership Standards and counting it as 50% of the overall evaluation score.

We discussed using the Strategic Plan target as a way to measure the effectiveness for the quantitative portion of the evaluation which would make up the remaining 50%.

The Board met to discuss Suspension Data and Trends in the district. There are proposed targets in the Strategic Plan regarding school safety, discipline and attendance. The Superintendent has formed a Student Code of Conduct Task Force that will consider each class offense and make recommendations on how best to administer progressive discipline for each class offense. I had the pleasure of serving on this Task Force as the Board's representative and we met last week and there were several members of the community present. We were able to discuss the data where we currently stand and begin forming solutions. We then broke into four groups and will continue meeting concerning progressive discipline.

Last week we met to discuss our district budget and finalize a few details.

Several Board members attended various Back to School events. Dr. Vitti and each

Board member toured schools within their districts and several attended Back to School Orientations.

So, overall, it was a very busy and fun month to visit the schools and see the work of the teachers, principals and students and the smiling faces of parents as they dropped their children off at school after having them all summer long!

## Superintendent's Report

### 1. SUPERINTENDENT'S REPORT

Minutes:

I want to use the report, today, to talk about the performance in our accelerated areas with Advanced Placement, Dual Enrollment and Industry Certification, and talk about Career Academies and then Class Size.

I'd like to make it very clear to those in the audience and those watching on television or listening and I speak for myself, as the Superintendent, and I don't want to speak for the Board, but I know we've talked a great deal about this...is that we value every single employee in this district. No matter which employee or who that person is and what that person does. We are committed in an equitable way to make sure that people are rewarded for their hard work and when we go through negotiations (and they are private until finalization is made on contracts) - we are committed to engaging all employees on the right amount of pay in an equitable way and I encourage you, as employees, to engage your unions on exactly where we stand within the negotiation process.

Acceleration Report - over the years, the district has made a commitment that every student no matter what zip code they find themselves in, have access to an accelerated program. These programs are usually associated with Advanced Placement, Dual Enrollment and we have begun the conversation and strategically looked at Career Technical Education because we know that some students are certainly going on to college and some going into the work to work and they need the skills and experience to be employed at a high level after graduation from high school. So, we have looked at expanding our Career Technical Education programs.

The vision moving forward is that everyone of our high schools have multiple Career Academies. We have talked about putting a Career Academy at every one of our high schools that is information technology based. We are going through a series of changes with our Career Academies as far as thought and we have some upcoming workshops and that these academies go down three different routes: Advanced Placement, Dual Enrollment and Industry Certification. We want to preserve our more scholar academies - our AICE Program, Early College and IB programs for those students who are certainly going to those more hard to enter colleges so they will have access to those high level courses. We need to do a better job in aligning our feeder

patterns to our Career Academies. The work of acceleration doesn't start in 9th grade; it starts in prekindergarten and we need the right programs to scaffold the work, the experience, the background knowledge so that when our students enter high school, they are prepared to enter one of those Career Academies. Part of our work moving forward is looking at our feeder patterns, seeing what magnet programs are available, what acceleration programs we have, what course offerings we have in multiple areas so that we're building on experiences from prekindergarten through 9th grade and culminating in 12th grade.

Infrastructure is important. This year, we introduced the 8 period day. For those of you who aren't familiar with this, in the past many of our students who were below grade level in both reading and math by state statute were not able to take an elective course because they had to be remediated or take a remediation class in reading or math. So, basically, for grades 6-12, depending on their situation, a student's schedule would be a math class, a remediation math class, a Language Arts class, a remediation reading class, social studies and science. Nowhere in there did I talk about music, art, information technology, career technical education, physical education or a foreign language. Now, those same students that are required to be remediated can take up to two electives. We have now developed the infrastructure to offer expanded elective programs and specifically to career academies. It's about getting the right courses in the right schools and ensuring that alignment.

Lastly, the opportunity to expand the experience for our students. Truly, to be about full secondary. We are one of the only industrialized countries that doesn't make the 11th and 12th grade experience more connected to college or the world of work. The Common Core is moving us in that direction, automatically and we, as a district, need to evolve to ensure that by 11th and 12th grade, we're talking about full secondary not just the high school experience. One way in doing this is by expanding our partnerships with our non-profits, universities and local businesses. It must be beyond what you do in the classroom and beyond what you learn in a textbook and about experience. It's moving the career technical education classes from not only doing in the classroom but experiencing in the workplace. It's taking advanced placement classes and not only focusing on the test, but also having that experience in the workplace in an internship situation or a summer program. We're doing that but in pockets and the goal is to expand that in every one of our high schools and make every one of those Career Academies lead to an actual experience.

What I briefly wanted to explain to the community is that we're moving in the right direction in each of these three pathways that we talked about, earlier. With Advanced Placement, you can see that we expanded not only the number of test takers but you'll also see, that we expanded or improved the proficiency of students meeting that 3, 4 or 5. In other words, they're passing their Advanced Placement classes. I think many of you have talked about expanding AP offerings or putting more students into those classes, but in reality, AP is not for every student. AP needs to be for the right student - a student who is not particularly a good test taker but someone who has the discipline, skill set to eventually pass that test because too often we're putting students in AP classes and they don't pass the exam and don't receive the college credit. We're making sure the right students are taking AP classes and if not, moving them to Dual Enrollment or Industry Certification. One thing that is clear in the research is students

that take Dual Enrollment or college classes during their high school years and are successful, are more likely to think of themselves as college ready and more likely then to want to go to college and believe that they can go to college. In many ways, Dual Enrollment is more effective in developing a college-going culture than Advanced Placement. I believe in Advanced Placement but it should be for the right students that are ready to take a class that is focused on a standardized test. So, this is performance and you can see that we increased the number of exams taken and we also increased our proficiency or the percentage of students that actually passed the exams. So, in other words, we are more strategic. We expanded offerings and we are more strategic.

You can see our Dual Enrollment numbers where we have increased the number of courses. The requirement was changed for the course entitled "Strategies for Success" as before you had to be a 11th or 12th grader but going into this in 2012-2013, the requirement was you had to have at least a 2.5 grade point average (gpa) and you had to be "college ready" which is determined by the ACT or PERT which was once the college placement exam and was even harder for us to give the access to Dual Enrollment. We worked hard with FSCJ (Florida State College at Jacksonville) to say that it shouldn't be a 2.5 gpa in college ready but a 2.5 gpa in passing the FCAT. So, by modifying that criterion, we were able to have more people taking Dual Enrollment classes and be exposed to the development of the skills. Looking forward, we're hoping to expand Dual Enrollment beyond just Early College which is taking college classes while in high school to earn an Associates Degree but to have more of our 11th and 12th graders taking Dual Enrollment classes aligned to Career Academies.

We're very excited about Industry Certification. If you go back to our Vision, we're about preparing and inspiring students for success in college, the world of work and in life. If we're really serious about preparing students for the world of work, then we know that some students have great and wonderful skills. They're very talented but we have to find more courses where students can apply what they can do with their hands and minds outside of a book and that often times comes with Industry Certification exams. You can see that we dramatically improved in the number of attempted certification and the ones that are actually earned. The challenge in the Industry Certification world is that many of our teachers are not Industry certified. We must move away from offering classes to students when their teachers, themselves, have not passed that same exam. So, some of the courses that we've offered in schools, for example, Mandarin Middle, is that we can't offer those same classes because we don't have teachers that have actually passed the class. We're trying to expand training so more teachers can pass the exam in order to offer more Industry Certification exams but that has not traditionally been the culture throughout Florida.

Class Size - last year, as a district, we were, unfortunately, one of the lowest in compliance when it came to Class Size. Only 86% of our required classes that needed to be in Class Size based on the Class Size Amendment were in Class Size that were significantly less than large districts throughout the state of Florida and even small districts throughout the state of Florida. We paid about \$1.5 million dollars in fines for not making Class Size at a higher level. Mrs. Couch mentioned our Strategic Plan. One of our indicators is making Class Size at a higher percentage. We've set the mark at 95% for this school year and I believe that is certainly attainable. The Class Size requirement is for grades K-3 with 18 students in a classroom; grades 4-8 with 22

students in a classroom ; and grades 6-12 with 25 students in a classroom. Now, that doesn't pertain to every classroom at the middle and high school level. It's basically those classrooms that culminate with a FCAT exam or End of Course exam focusing on the core content areas of reading, Language Arts, math, science and social studies. It does not pertain to AP classes, Dual Enrollment, AICE and IB. Our challenge going into this school year is that we've had some of our large high schools that have had over 100 sections out of Class Size compliance. For the most part, what has occurred is classes in 9th and 10th grades are core subject area classes, often times for our lower performing students are in have had higher Class Size up to at the middle level 28-30. We've had high school classes in reading, Language Arts and intensive math at 30-32 students per class. We've made a commitment to be in class compliance for the most part in core content areas. By doing that, the counter is that the elective classes will be higher. Some of our elective classes at the middle and high schools are also higher because we're offering more elective classes. We now have middle and high schools for the first time offering art, music, chorus, computer science, foreign languages to all students and not just high performing students but even those below grade level. So, we're having more students taking electives and at the same time, we're shifting our focus to the core content areas in 9th and 10th grades to ensure that not only are we in Class Size compliance, but often times those are our lowest performing students that were in higher class size situations in years past. That is our challenge in moving forward and how do we stay in Class Size compliance while ensuring that our electives are not too large? There is a "give and take" and some will ask why we're not 100% in class compliance? To be at 100% can lead to illogical decisions and let me give you an example. If you at an elementary school and all of your classes are in Class Size compliance, let's say K-3 and all those classes have 18 students, now unexpectedly, someone enrolls in the elementary school and now she's a first grader. Now, that classroom goes to 19 students. Do we fund one teacher to make sure we're in Class Size compliance or do we allow that one class to have 19 students in order, from a budgetary point of view, it becomes illogical to do - buy one more teacher for one child? What ends up happening is and there is a breaking point where you end up spending more money to be in Class Size Compliance than the penalty of fines. So, that's our challenge now moving forward. It was mentioned in the ten day count, etc. You never want to make expansive changes numerous times the schedule. It creates havoc in schools, it's flustering for parents, for students and it also creates difficulties linked to evaluation in the testing process. So, what we're trying to do is save all the massive changes that need to happen in order to make Class Size and to level classes all in one general strategy and making Class Size compliance and reducing elective classes. Fortunately, for the district, our FTE has improved. Now, the challenge of that is Tallahassee doesn't necessarily fund us for the more students that are in our district until next year unless something happens throughout the school year and Tallahassee is going to be generous which is not always the case. We're having a problem of an increased FTE and still managing to deal with those extra students that are coming back from charter and private schools because of the renewed vision. What we are doing now is some schools have increased their FTE; some have decreased FTE; we will shift open positions so they can position to those schools that have more students in them so that we can lower Class Size in our electives and become closer in making Class Size in the core content areas.

We also, strategically, put aside teacher positions anticipating that many of our elective classes in middle and high schools would be large but we didn't want to imply that until

we actually saw the numbers come in. It didn't make sense to fund five extra teachers at a school until we saw that students were actually there to generate those extra five positions. This is what we're starting to work on now that the ten day count is done that Labor Day has passed. Unfortunately, many students don't begin school for the first day until after this holiday. There is a plan in place and with that said, at some point, some elective classes will be larger than in the past but at the same time, some of our core content areas classes will be smaller than they were in the past.

The last thing to mention is "singleton" and just for everyone's understanding, what "singletons" are...Sometimes you are offering high electives that are very specialized and only a few students take those classes. An example of that would be Spanish IV or Latin IV. What ends up happening is you have to make a decision to you continue to offer that singleton because it's only one section of that class being offered or you shift the section to those core content areas. Those are very hard decisions to make because you want to continue offering enrichment, high level courses but you're constrained based on class size. As a district, we lobby very hard to move class size to a school wide average rather than a classroom average. There was flexibility for charter and magnet schools but it does not apply to traditional schools. So, we still have to make class size at the school level. I've been advocating and the Board embraced this as well, regarding a legislative agenda to move class size to the school average. If charter schools can do it then why can't traditional schools? If magnet schools can do it, why can't traditional schools? It's illogical but we have to work within the constraints of the law and try to avoid the penalty and at the end of the day, our core content area, as teachers and students are better served with smaller class sizes.

## Reports

## Approval of Agenda

### [APPROVAL OF THE SEPTEMBER 3, 2013, AGENDA](#)

#### Motions:

That the Duval County School Board approve the September 3, 2013, Agenda as submitted on August 27, 2013, with the following changes:

1. Presentations - Communications - Item 5 - EPB - DCPS Environmental Champion Award - Jessica Petote - Added Item & Withdrawn
2. Presentations - Communications - Item 6 - Commissioners' Business Recognition Award Item Added
3. Human Resource Services - Staffing -

- Item 8 - Human Resource Services Transactions - Attachment Revised
- 4. Human Resource Services - Item 9 - Settlement Agreement with Northeast Florida Public Employees Local 630, Liuna AFL-CIO - Attachment Added - PASS
- 5. General - Item 17 - Public Hearing and Vote: Strategic Plan Targets and Outcomes - Attachments Replaced
- 6. Emergency Agenda Items - Item 18 - Suspension Without Pay and Termination - Michael Louis Green - Item Added
- 7. Emergency Agenda Items - Item 19 - License Agreement Between the Duval County School Board and Community Development Institute Head Start Use of Classrooms at Three Sites - Item Added
- 8. Board Members Travel - Revised Agenda Item

Vote Results

Motion:

Second:

- Rebecca Couch - Aye
- Jason Fischer - Aye
- Connie Hall - Aye
- Fred Lee - Not Present
- Paula Wright - Aye

Approval of Minutes

[APPROVAL OF MINUTES](#)

Minutes:

That the Duval County School Board approve the following minutes:

July 29, 2013 - Chairman/Board Member Meeting  
August 5, 2013 - Board Workshop  
August 6, 2013 - Regular Board Meeting  
August 8, 2013 - Chairman/Vice Chair Meeting  
August 15, 2013 - Board Workshop

Motions:

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

- July 29, 2013 - Chairman - Board Member Meeting
- August 6, 2013 - Regular Board Meeting -
- August 5, 2013 - Board Workshop
- August 8, 2013 - Chairman - Vice-Chairman Meeting
- August 15, 2013 - Board Workshop

Vote Results

Motion:

Second:

Approval of Consent Agenda

[APPROVAL OF CONSENT AGENDA](#)

Motions:

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

Vote Results

Motion:

Second:

## Consent Agenda

### Academic Services

#### [1. AGREEMENT WITH MUSEUM OF SCIENCE AND HISTORY \(MOSH\) FOR SERVICES FOR STUDENTS IN ELEMENTARY TITLE I SCHOOLS FOR THE 2013-2014 SCHOOL YEAR](#)

Attachment: [MOSH 2013 2014.pdf](#)

Attachment: [MOSH 2013 2014 First Amendment \(Planetarium\).pdf](#)

#### [2. AGREEMENT WITH MUSEUM OF CONTEMPORARY ART \(MOCA\) FOR SERVICES FOR STUDENTS IN ELEMENTARY TITLE I SCHOOLS FOR THE 2013-2014 SCHOOL YEAR](#)

Attachment: [2013-14 MOCAJax Contractvfinal.pdf](#)

#### [3. COURSE RECOMMENDATIONS FOR APPROVAL TO THE DISTRICT COURSE TITLE FILE](#)

Attachment: [September 2013 Title File Additions Chart.pdf](#)

#### [4. PARTNERSHIP WITH TALENT DEVELOPMENT TO COORDINATE IMPLEMENTATION OF THE DIPLOMAS NOW MODEL](#)

Attachment: [Duval County PPA 6 18 13- Rev 7 26 13 - Clean 2 \(5\).pdf](#)

#### [5. CITY YEAR PARTNERSHIP 2013-14](#)

Attachment: [DCPS-CY Agreement-8 13-13 \(2\)-DCPS Revisions - Clean 3 \(8\).pdf](#)

Minutes:

Board Member Wright said I'd like to take this opportunity to share how appreciative I am as the Board member who happens to have the privilege two City Year schools in my district at Matthew Gilbert Middle School and Andrew Jackson High School. I was reflecting upon last year when we first voted on City Year which was a 7-0 vote because we understand the value of the partnership. We understand the value of collaboration and making certain that as we help our students move forward that we help the "whole" child - academically, emotionally and socially. With City Year's mission being to build democracy through citizens service, civic leadership and social entrepreneurship, it speaks to the heart of dealing with the whole child. In terms of City Year's focus, it is fighting the national drop-out rate and we understand that. If a child is not in school, then the drop-out rate will not improve.

I'd like to share one positive data point that I feel is important in terms of the accomplishments that City Year, the Core members, Mrs. Kim Ward and Michael Ward, Iranetta Wright, then principal at Andrew Jackson and now, Michelle Floyd-Hatcher, principal now at Jackson and to Evan Daniels is telling an important, in terms of the movement we're making with City Year, as part of our district, 29% of targeted attendance students who were off track, meaning below 90% average daily attendance improved and became on track which is above 90% average daily attendance. It's just so important that when we talk about collaboration, we look at not just the academic piece because these are young people helping, guiding and teaching other young people and it's not the academic piece that's helping them to forge ahead, it's helping them to understand their environmental and social issues that they face and must continue to face but helping them to face it in a positive, productive and meaningful way. I just wanted to shed some light on this particular collaboration because it's important for our entire district.

#### [6. TITLE I INSTRUCTIONAL SERVICES FOR NON-PUBLIC SCHOOL STUDENTS](#)

Attachment: [Hillsborough Agreement .pdf](#)  
Attachment: [scope of services catapult.pdf](#)  
Attachment: [CATAPULT PIGGYBACK CONTRACT \(2\)-Draft.pdf](#)

#### [7. COMPREHENSIVE WEB-BASED DATA MANAGEMENT FOR ESE, ELL, RTI AND MEDICAID](#)

Attachment: [computer automation systems contractv5.pdf](#)

Human Resource Services - Staffing

#### [8. HUMAN RESOURCE SERVICES TRANSACTIONS](#)

Attachment: [HRS\\_ATTACH\\_09-03-13\\_TRANS.pdf](#)

Human Resource Services - Professional Standards

#### [10. SUSPENSION WITHOUT PAY - MYRA ADOLFO](#)

Operations - Facilities Project Design, Construction and Maintenance

#### [11. INTERCOM SYSTEM REPLACEMENT AT MANDARIN OAKS ELEMENTARY SCHOOL NO. 258/DCSB PROJECT NO. M-83970/OFDC-ITB-017-13: CONSTRUCTION CONTRACT AWARD](#)

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

Attachment: [Sept 3 2013 Agenda Item CSC-CFI-Cont Sav on on Proj Chart](#)

[for Aug 2013 07.11.13.pdf](#)

[13. DISTRICTWIDE ENERGY/LIGHTING RETROFITS AT VARIOUS SCHOOLS GROUP 1 PHASE 1-1/DCSB PROJECT NO. M-83750 AND C-91580:CHANGE ORDER APPROVAL TO CONSTRUCTION CONTRACT WITH A.E.C. ELECTRICAL CONTRACTING, INC.](#)

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

Attachment: [Board Approval - Renewals 9-2013.pdf](#)

Operations - Purchasing and Logistics

[15. PRODUCTION PRINTING EQUIPMENT RENTAL](#)

Attachment: [Duval School Board FL Standard Contract Addendum 1-Xerox2.pdf](#)

Attachment: [PRODUCTION EQUIPMENT RENTAL AGREEMENT.pdf](#)

[16. SURPLUS PROPERTY RETIREMENT REPORT](#)

Attachment: [Agenda06SEPT13-14.pdf](#)

Attachment: [Agenda05SEPT13-14.pdf](#)

Attachment: [Agenda04SEPT13-14.pdf](#)

Attachment: [AgendaRetirement Order Highlight outline SEPTEMBER 2013.pdf](#)

Attachment: [AgendaCopy of SEPT RETIREMENT.pdf](#)

Attachment: [AgendaCopy of ROSUMSEPTFY14.pdf](#)

Attachment: [Agenda07SEPT13-14.pdf](#)

Discussion

Human Resource Services - Labor Relations

[9. SETTLEMENT AGREEMENT WITH NORTHEAST FLORIDA PUBLIC EMPLOYEES LOCAL 630, LIUNA AFL-CIO](#)

Attachment: [HRS Attach 9-3-13 DCPS Economic Proposal to LIUNA.pdf](#)

Attachment: [HRS Attach 9-3-13 LIUNA language 2013-2016.pdf](#)

Minutes: Speakers:

Mr. Jason Fischer, Board Member

Dr. Nikolai Vitti, Superintendent of Schools

Motions:

That the Duval County School Board approve the attached language modifications and salary provisions to

be incorporated into the 2013-2016 -  
Bargaining Agreement with the  
Northeast Florida Public Employees  
Local 630, LIUNA AFL-CIO.

Vote Results

Motion:

Second:

General

#### 17. PUBLIC HEARING AND VOTE: STRATEGIC PLAN TARGETS AND OUTCOMES

Attachment: [Appendix A - Strategic Plan Academic Targets \(3-Year Target Version\) 8-30 - 09-03-13.pdf](#)

Attachment: [Appendix A - Academic Targets 8-30 - 09-03-13.pdf](#)

Attachment: [Appendix B - Strategic Plan Academic Support Targets 9-3 \(2\) - FINAL.pdf](#)

Attachment: [Copy of Copy of Appendix C - 9-3 - FINAL.pdf](#)

Minutes:

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

Strategic Plan Targets and Outcomes

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. Cheryl Grymes, Board Member

Mr. Jason Fischer, Board Member

Mr. Fischer offered an amendment to increase the reading proficiency by one percent moving from the recommendation of 56% to 57%.

By no action of a second, the motion to amend "*dies*".

Speakers:

Ms. Paula D. Wright, Board Member

Dr. Connie S. Hall, Board Member

Ms. Ashley Smith Juarez, Board Member

Ms. Becki Couch, Vice Chair

Dr. Nikolai Vitti, Superintendent of Schools

Mr. Jason Fischer, Board Member

Motions:

That the Duval County School Board conduct a public hearing and approve adding the proposed Academic targets and outcomes to the 2013-14 Strategic Plan.

Vote Results

Motion:

Second:

#### Emergency Agenda Items

#### [18. SUSPENSION WITHOUT PAY AND TERMINATION - MICHAEL LOUIS GREEN](#)

Minutes:

The Chairman declared the following item as an emergency because failure to do so would have a significant adverse affect on the welfare of the students in Duval County.

Suspension Without Pay and Termination - Michael Louis Green

Motions:

That the Duval County School Board approve a suspension without pay and termination for Michael Louis Green, a teacher at Butler Middle School. The recommended suspension without pay and termination is for unprofessional conduct.

Vote Results

Motion:

Second:

#### [19. LICENSE AGREEMENT BETWEEN THE DUVAL COUNTY SCHOOL BOARD AND COMMUNITY DEVELOPMENT INSTITUTE HEAD START USE OF CLASSROOMS AT THREE SITES](#)

Attachment: [Master License Agreement 2013-09-03.pdf](#)

Minutes:

The Chairman declared the following item as an emergency because failure to do so would have a significant adverse affect on the welfare of the students of Duval County.

License Agreement between the Duval County School Board and Community Development Institute Head Start use of Classrooms at Three Sites

Motions:

That the Duval County School Board approve a License Agreement between the Duval County School Board and Community Development Institute Head Start for use of classrooms at three school sites.

That the Duval County School Board authorize the Superintendent to establish costs and terms for the License Agreement in accordance with applicable Board Policy and Statutes.

That the Duval County School Board authorize the Chairman and the Superintendent to execute the License Agreement when form approved by the Office of Legal Services.

Vote Results

Motion:

Second:

Board Member Travel

### [BOARD MEMBERS TRAVEL](#)

Minutes:

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

September 17-19, 2013 - Jacksonville Chamber Leadership Trip - Charlotte, NC - Couch and Fischer

September 24-26, 2013 - FSBA's Federal Issues & Advocacy Conference - Washington,

DC - Couch

October 2-6, 2013 - CUBE 46th Annual Conference - San Antonio, TX - Hall

October 15-18, 2013 - GFE Conference - Houston, TX - Juarez

October 29 - November 4, 2013 - Council of Great City Schools 57th Annual Fall Conference - Albuquerque, New Mexico - Wright

Motions:

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

- September 17-19, 2013 - Jacksonville Chamber Leadership Trip - Charlotte, NC - Couch, Fischer
- September 24-26, 2013 - FSBA's Federal Issues & Advocacy Conference - Washington, DC - Couch
- October 2-6, 2013 - CUBE 46th Annual Conference - San Antonio, TX - Hall
- October 15-18, 2013 - GFE Conference - Houston, TX - Juarez
- October 29 - November 4, 2013 - Council of Great City Schools 57th Annual Fall Conference - Albuquerque, New Mexico - Wright

Vote Results

Motion:

Second:

Superintendent's Travel

[SUPERINTENDENT'S TRAVEL](#)

Minutes: *No travel for the Superintendent this month.*

For The Record

FOR THE RECORD

Minutes:

Mr. Jason Fischer said I had the pleasure of visiting with the mayor on the first day of school and I visited two schools in my district with Dr. Vitti. I don't know if the Communications department took a copy of the picture I posted but for the first time in my life, I held a snake and Dr. Vitti and I were in a Biology class at Mandarin High School. We both held the snake and it was an interesting experience to say the least. I probably washed my hands five times afterwards.

I'm glad we approved the contract for City Year as they're a great partner and do great work. I appreciate Darryl Willie with Teach for America speaking about TFA.

I wasn't given an opportunity to talk about it during discussion...but our current Chairman, Fel Lee, has stated more than once about motions and amendments would be heard with a second even if you didn't agree; I just wish I could have been afforded that same opportunity.

Dr. Connie Hall said 50 years after the historic march on Washington, thousands of people were turned to the Capitol last week to commemorate King's "*I Have a Dream*" speech and reflect on the work left to be done to ensure equal opportunity for all. Much of that work depends on quality schools. In today's world, we have a real opportunity to have a "world class" education. U.S. Secretary of Education Arnie Duncan stated , "*If you can ride at the front of the bus but you can not read, you're not free. If your schooling limits you to poverty wages, you're not free. If you don't have the skills to make it in a global, knowledge-based economy, you're not truly free.*" I think that statement means that as we move forward with this school district, then it's time for unity in the city of Jacksonville with our school district to move forward to support quality educational opportunities for all students. We have a school district where we have many pockets of success but we will become a world class school district when it's a district of success for all students in every school, sitting in every seat, in every classroom.

I want to certainly express my appreciation as a Board member to all of our employees that started out this school year because it was a very different school year. I'd like to refer to it, Mr. Superintendent, as our Superintendent "turned it upside down", but it takes a team to make that upside downness become rightside up and I think all of our employees joined together and worked very hard as they welcomed students on that first day of school. I'd like to express appreciation to, yes, our maintenance workers - do you think they turned the air conditioning off before they left? But they turned around and fixed it if they did...but they do work hard and I think Human Resources was certainly tasked with filling those new positions, shifting people around and just

doing the hard work that they had to do and have in place for the first day of school. There used to be two people who were responsible of keying in all the employees as they shift and job codes change and that they worked weekends and late hours to get those employees set up so that payroll could cut checks and employees could get paid. Those are the people behind the scenes doing the work to make the wheel turn and that is team work for the best interest in the forward movement of quality educational opportunities for students.

Our schools collaborate with each other. If they are short of instructional materials, they're problem solvers. They borrow and they support each other so they can provide instruction in the classroom. I know there are several schools that I had conversations with that have shared books and helped each other to move forward to do the work that we're focused on and that is to provide education to students. So, as our employees come together and work together for the best interest of our students, sometimes it's tasks that they take upon themselves that we don't know anything about but they put in the time, their effort and their own personal finances to make it work for students. Thank you so very much for what you do and will continue to do.

I'd like to share that Board Member Wright and I, Districts 4 and 5, will be providing "hot topics" in education every first Monday at Legends Recreational Center. If you know anything about Legends, it's highly utilized. We're happy that we're going to have a space there and provide information for the community so that we can empower them to really understand the importance of being involved, staying involved and what they can do to support, again, quality educational opportunities in our schools and for our students. Thank you.

Ms. Paula D. Wright said as Dr. Hall was speaking and sharing so many thoughts I reflected on desegregation when I first was mandated to leave James Weldon Johnson, two doors from my house to take a trip across town to Joseph Stillwell Middle School. I reflected on so much that I looked back on the weekend on television and the one thing that is sticking in my mind is that as we talk about education and its value, we all must become advocates for education and for our students. I was talking with someone the other day about a book that Dr. King wrote, his speeches and his marches, but the last book he wrote before his death was titled, "*Where Do We Go from Here?*" And, that is the question...we have a new Superintendent, we just opened our first year under his leadership - so where do we go from here? Up! We go up and we continue to go up and we progress as far as we can because I think that we understand that it is all of us that is working together - no big you; no little me, no "I" - it's about pulling our resources together, viewing and understanding what we have in common and not so much what we have that's not in common and focusing on those commonalities and moving forward for our community because it's about the children. It's about their progress, their academic achievement, their decisions in which paths they will take and how we, as adults, help to guide them. So, where do we go from here? That's the question I want to leave with everyone who is listening because it is in your hands. If we don't understand the power of advocating for what is right when you see wrong, for what is right when you are alone, what is best for children - that's where we go from here. I'm just excited about all of the things that I've seen on this first day of school. I have 32 schools in District 4 and I couldn't go to every school but I went to about 10 and it was just to them to have a great school year! My favorite school is Mount Herman because you have to be a very special person to work there

and the way that they love on the children there and the way the children interact with them - it ignites me and gives me that little edge especially when I'm not feeling so good about some things.

When we're having discussions as a Board and Superintendent, it's just one team. You want to ask questions - the more questions asked, the more answers are received, the more thought is put into it and the better product, the better plan, the better path that is developed out of those questions. It is my belief that what is not monitored is not done so I'm going to be monitoring because we have to work together, discuss, debate and disagree but in the final analysis, where do we go for the benefit for our students? That's where we pull together, hold our tongues and work together to come to an agreement for the benefit of students. I'm excited about looking at school year 2013-2014 to see exactly where do we go from here? Just how far up are we going to go? I'm wishing all the teachers and staff a great school year and know that we care about every employee, partner, community stakeholder, student and teacher. No one is more important than the other and we'll do our best to make certain that not only do you hear us say this but our actions also show it. Thank you.

Ms. Ashley Smith Juarez said I have heard a number of reinforcements and mandates for the work that we do as a community and as a district around education, this evening. Certainly from the Education Commissioner, the economic mandate of workforce development and our ability to drive as a community, from the mission of City Year, the democratic mandate that we have to ensure that all of our children can participate in a thriving democracy, the CDC has determined that the greatest determinant of health outcomes is not income, not ethnicity but it is the education level of the individual. There is a tremendous number of reasons that we do this work and it is so critically important to who we are, as a city and as a community, but the most important that we are reminded of as we go out to our schools, are those individual students who are in classrooms. I've had the opportunity to visit several schools and visit during the Open Houses and to see families coming with their children to the schools to learn how they can engage and what they can do has been an increased mandate for myself as I look at the importance and diligence with which I have to this work and I get to come to this work. It is an opportunity to serve each of those students, each of those families and each of the community members because it affects all of us. What happens with our students, their success, their inspiration, their determination not to just complete high school but as our Superintendent spoke about, to really find the passion and follow with their continuing education, their world of work, their civic life. I am certainly honored and humbled as I go out into schools and see those students and see that learning occurring. I want to do all that I can to make sure that we meet those mandates for our community.

Ms. Cheryl Grymes said my fellow Board members have been so articulate, tonight, with so many great thoughts. I would, speaking of schools, like to thank you to Scott Schneider at Terry Parker High School and Linda Lisella at Arlington Middle School visiting with the mayor, today, and it is very exciting and motivating to be in the schools. I appreciated that opportunity. I attended the Teacher Supply Depot Giveaway in August. I remember when Chris Buckley started the depot and she's made it work and that was in 1996 and for those of you who don't know about the depot, they rely on donations from businesses and we encourage any business who has things they'd like to give away, the depot will take anything and everything. Teachers are very

resourceful and use everything. There were 120 volunteers and over 700 teachers visited the depot that day. A shout out to Chris Buckley and her husband, and Vicki Drake. There are once a month giveaways

I'd like to thank Dr. Davis and her staff for the Parent Academy kickoff and the movie. It was very sobering when Dr. Vitti said that we had eight families who came who had never been to a movie theatre at Five Points. Sometimes, we forget that there are many students in our community that don't have experiences that many of us take for granted. I'm thrilled to have the Parent Academy launching and we'll be able to provide more opportunities for kids.

I was at Mayo last week and I've enjoyed all the child-centered pictures around the building and it's been so great as it reminds everyone why we do what we do. I want to thank Mayo and the Cummer for the art work you've put together.

I want to thank JPEF, Try and Cindy and the Board for what they do as they are great partners; and to City Year and all of the partnerships that we have because we know we can't do this alone. I'm very proud of our Board and moving with a sense of urgency. I'm optimistic that it will be a great year as we continue doing great things. I appreciate all of my fellow Board members, the Superintendent and all of you out there that are making things happen for our students.

Ms. Becki Couch said thank you to Dr. Vitti for traveling to Baldwin with me to visit schools. They were really excited because they don't get alot of visitors. I want to mention the School Supply Giveaway that took place with over 12,000 people attending; it was amazing and people were lined up around the fair grounds and it lasted the entire day. Hair cuts were given out and a great example of partnerships for our district. First Baptist of Oakland, WalMart and I want to say thank you to Kimberly Davis for her help in organizing this event. It was a big success and, hopefully, next year it will be in an air-conditioned location. Thank you to our partners.

I want to wish the Raines Vikings a victory in the battle of I-95 - Raines vs. Northwestern on Saturday, September 7, 2013 at 7:00 pm in Miami. This is exciting!

I'd like to tell Lee High School's football team good luck this Friday night as it's their first game to play on their own field after two years of having portable city. So, this is a big moment for them.

Adjournment

[ADJOURNMENT](#)

Minutes:

The meeting adjourned at 8:34 p.m.

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Superintendent

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Chairman