

**District Advisory Council
Approved Minutes
February 22, 2023, 3:30 p.m.**

ATTENDANCE Members Present: Adam Boukari, Julie Crosby, Dal-Tonya Douglas, Kirsten Flamand, Shirley Green-Brown, Judi Hebert, Dr. Cheryl Johnson, Christopher Pearl, Keith Watts, Mary Williams, Carolyn Woods,

Members Absent: Eric Baker, Dr. Tyrone Blue, Shoullanda Brown, Cynthia Chestnut, Johnny Cromwell, Quinten Eyman, Cyndi Fields, Karen Grater, Jenny Highlander, Nicole Holt, Angel Londrie, Dr. David Kaplin, Eric Lopez, Wanda Moffett, Tiana Richardson, Jeff Wilkinson,

Board Members Present:
Kay Abbitt
Diyonne McGraw
Dr. Leanetta McNealy

District Members Present:
Shane Andrew, Superintendent
Jamarr Akins, Community Engagement Coordinator
Patty Underwood, Minutes

MEETING OPENED Meeting opened by Julie Crosby

APPROVAL OF MINUTES Motion by Adam Boukari Seconded by Dal-Tonya Douglas
to approve the minutes of the January 22, 2023, DAC meeting.

There is no quorum Upon Vote: Motion Passed

MEMBER DISCUSSION There is no quorum but we can have a discussion.

Asked for input on what to discuss first and shared a screen of Kirsten Flammand’s submitted list.

Kirsten Flammand went through the list, starting with first topic through the end.

Talked about dean pay of 5/5 vs 6/5 and asking them to take a 20% pay cut to be a dean over a classroom teacher, we need testing coordinator to relieve pressure on counselors--rebrand position.

Need to pick one item which everybody agrees needs to be worked on and fixed--discipline would be a good one to start with. Pick four things that discipline can be improved upon – phones seemed to be the biggest problem.

Substitute system – hard to find subs (teachers/bus drivers). Kids are being hurt the most because they're not getting to school on time. Switching 1st period with other periods was a suggestion.

The underserved schools are the ones that are hurt the most from lack of bus drivers.

Extended day was suggested for some schools that need extra help, more hours for the kids. – how will that effect the busing – might help with busing. Half of the elementary schools could have an extended day and half have a regular day. Bus driver are feeling like they're being mistreated and discipline on busses is a problem.

Substitute teacher vacancies – retaining teachers that we do have. They are leaving and going to other counties. We need to retain good teachers. Retention issue is statewide. Teachers are receiving constant disrespect which goes back to discipline. Was mentioned that Volusia County is spending 2 million dollars for overseas teachers—we could put that money towards retaining current teachers. Many are getting jobs at UF and bus drivers are going to RTS.

Discipline is sounding like it the key issue – if we had to focus on one thing to bring to the board with suggestions. Teacher turnover makes discipline problems worse. Continuous turnover causes discipline issues and discipline issues cause turnover issues. Student have a hunger for relationships when acting out. Kids that play sports have a relationship with coaches, etc.

**SUPERINTENDENT
ANDREW**

Deans and allocations manual will be brought to the Board very soon. Looking at allocations for deans and additional guidance clerical positions and a Testing Coordinator has been added. Looking at the allocation of addition guidance clerical to help support counselors/testing counselors.

Substitute with Kelley Services – that's not working – our fill rate is not where it's supposed to be. It's in the talks--do we bring is back to the school base--we're going to put out another RFB for subs and transportation.

We are looking at number of bus stops, number of kids on a bus vs. capacity on buses and courtesy riders. Looking at magnet stops and ESOL routes and exploring school times. Flipping of schedule can and has been done. Excellent suggestion.

Retention statewide is a problem – no money, it's relationship, culture, climate, mental health support. Out of country teacher has been explored—Agree that you take the biggest problem and that would probably be discipline / cell phones.

**MEMBER
DISCUSSION**

Fearing legal repercussions – not wanting to enforce rules. Black kids get punished more or you MUST punish as many girls as boys. Teachers have to be careful who they're sending to the dean. Those numbers are published. To pretend like it's not an issue is not fair.

Discipline issues way to high – disproportionate. Being sensitive to disproportionality. Not treating everybody the same way. One school passes on dress code and another school doesn't.

What's going on with the Half Cent – what's been done. We need to know what's going on with the money. We don't hear much on it like the One Mill. We need more transparency.

We do have a Half Cent oversight committee – Shane will work with Ms. Johnson about a information one-page sheet and what can be done about it. We need a revision of the list and what's changed – the communication of the Oversight Committee hasn't been what it should be. Perhaps a presentation. Not just a one-pager but a presentation.

Cell phones – what do other large districts do. Has staff looked at policies since Covid. Everything needs to be looked at again. A long while back this was the “best practice” district . starting with cell phones and paying attention to teacher is a sign of stability. Not easy but doable.

Perhaps next time we can start with cell phones / discipline.

**APPROVAL OF
MINUTES**

Motion by Adam Boukari
to adjourn.

Seconded by Dal-Tonya Douglas

There is no quorum

Upon Vote: Motion Passed

The meeting was adjourned at 4:55 p.m.