

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

DIVERSITY COMMITTEE MEETING

KCW Administration Building

June 5, 2008

SUMMARY

CALL TO ORDER

The meeting was called to order, at 6:35 p.m. by **Roland Foulkes**, Chair, without a quorum. Quorum was established at 6:45 p.m.

Members Present:

Jawhar Badran	Patrick Jabouin	Nancy Rogan
Cedric Douglas	Bapthol Joseph	Barbara Williamson
Randy Fleischer	Jeanne Jusevic	Suzanne Yach
Roland Foulkes	Marguerite Luster	Alyce Zahniser
Phoebee Francois	Michael Rajner	Alex Lange, Student Advisor Designee
Julian Gazzano	Sherry Reece	

Members Absent:

Lina Gioello	George Pedlar	Zach Fertel, Student Rep.
William Knight	Ernestine Price	LaToya Jackson, Student Rep.
Pepe Lopez	Simone Ruiz-Narcis	Daniel Starman, Student Rep.

Diversity & Cultural Outreach Staff:

Jean Darius, Coordinator; Terri Jones; Maryse Nelson; Nancy Weintraub.

District Staff:

Dr. Earlean C. Smiley, Deputy Superintendent, Curriculum & Instruction/Student Support; Michael Garretson, Deputy Superintendent, Facilities & Construction Management; Joel Smith, Director, Middle Schools; Dr. Russell Clement, Research Services.

Guests:

Yao Afoh Lydia; Kwame Afoh; Mary McDougale, (did not sign in, introduced by Chair).

(Mr. Joseph arrived at 6:45 p.m.).

APPROVAL OF THE AGENDA

Prior to adopting the Agenda, the **Chair** read the Committee's Mission. An objection to accepting the Agenda as presented was raised by **Mr. Rajner**. He stated that the Mission on the Agenda was incomplete and that the Bylaws refer to it as "The Purpose." **Dr. Smiley** added that the wording from the Mission is an abbreviated version. Referring to **Mr. Rajner's** objection, she said that, "If we are going to really introduce into the record, for official documentation, we must say that this is an abbreviated and abridged version of what is actually in the Policy."

MOTION to adopt the Agenda passed 11-2.

APPROVAL OF THE MINUTES

The Committee approved the minutes of May 8, 2008, as submitted 13-1. (**Mr. Douglas** stated that because he was not at the meeting and did not know if the minutes were accurate, he voted against.)

The Committee approved the minutes of the May 21, 2008, Emergency Meeting, regarding the School Board's workshop on the Diversity Committee, as submitted 13-1.

DIRECTOR'S REPORT, Dr. Elizabeth Watts

In the absence of **Dr. Watts**, **Mr. Darius** presented the Director's Report.

- The **School Board** deferred the **Committee's** request to suspend site visits for the 2008-2009 school year. The item was placed on the Agenda for the June 17, 2008, Board meeting.
- The follow-up meeting regarding the Boyd Anderson High School site visit was scheduled to take place on June 19th in the 10th floor Conference Room at Kathleen C. Wright Administration Building.
- The Diversity Committee's meeting on September 4, 2008, will be held at BECON. Additional information will be forthcoming.
- The Department is still awaiting a response from **Mr. Marko** re: **Mr. Fleischer's** Motion relative to the U.S. Supreme Court decision in Parents v. Seattle School District.
- The CTACE presentation is scheduled for the month of August.
- BECON's responses to the information requests regarding Sign Language and Closed Caption Programming were included in the Members' packets.
- A response from **Dr. Butler** regarding an update for Boyd Anderson High School was included in the Members' packets.
- **Mr. Garretson** would provide an update on ADA issues later in the meeting.
- **Mr. Smith** would provide information on the Discipline Management System later in the meeting.
- The K-12 ESOL Plan is scheduled to be presented to the Diversity Committee at the November meeting.
- Three subcommittees are currently without chairs. They are: Hiring Practices, Student Achievement, and Technology.

Mr. Fleischer expressed his "anger" at the lack of response from the **School Board Attorney's** office to his request for an opinion related to the District's compliance to the Supreme Court's decision that Race cannot be used in determining school assignments. **Dr. Smiley** stated Race cannot be used as a determinant. The School District was declared a unitary system and uses Choice and not Race in determining school assignments. **Mr. Douglas** referred to a question he raised earlier in the year concerning Race on application forms for Magnet Schools and wanted to know what that information is being used for and why it appears on applications for Magnet Programs. When **Mr. Douglas** stated that the person in charge of Magnet Programs should address the question, **Dr. Smiley** answered that Magnet Programs come under her supervision and that she is able to accurately address the issue. She said the information is used for data collection to address questions related to diversity, etc.

The **Chair** added that questions of race, ethnicity, gender, etc. are optional and used for demographic purposes only as a data collection tool.

(Ms. Reese arrived at 7:08 p.m.)

CHAIR'S REPORT, Roland Foulkes

The **Chair** announced he attended the funeral for Mrs. Annie Carrie Harvey Hunt, the mother of Diversity Committee Member **Ernestine Price**.

The **Chair** stated that students have never been officially thanked for their participation on the Committee. Letters to **Alex Lange, Daniel Starman, LaToya Jackson, and Zach Fertel** were written and signed by **Mr. Foulkes** and **Ms. Williamson**, on behalf of the Committee. These letters will be accompanied by certificates. The letter for **Mr. Lange** was read by the **Chair** and presented to him at the meeting.

UNFINISHED BUSINESS (Per Committee Agenda)

The **Chair** asked for a motion requesting a joint meeting between the School Board's Diversity Committee and the County's Diversity Advisory Council, with date, time, and agenda to be set at a later date.

Motion by Mr. Joseph, 2nd by Mr. Jabouin: "To hold a joint meeting of the Broward County Diversity Advisory Council and the Broward County School Board Diversity Committee."

Mr. Fleischer said he did not understand why a meeting would be approved before an agenda had been identified. He asked for, and received, confirmation that **Mr. Foulkes** also chairs the County's Diversity Advisory Council. **Mr. Foulkes** advised that several members of the Council requested this meeting, and that is why he brought it forward.

Motion passed 12-4

The **Chair** referred to his Revised Agenda for the May 8, 2008 meeting and the issue of travel reimbursement.

Motion by Mr. Rajner, 2nd by Mr. Joseph: "That items 2, 3 and 4 under 'Action' on the 'Revised Agenda' for Thursday, May 8, 2008 be referred to the site visitation subcommittee for discussion and recommendation to the full Diversity Committee."

Motion passed 15-2

The **Chair** referred to the icon for the **Diversity Committee**, which appears on the **Diversity & Cultural Outreach Department's** website. The page has information about the Committee, but does not have information about the CCC Settlement. He said that is "the essence of the work of this Committee." He suggested a recommendation by the Committee for the Department to include information about the lawsuit, to include the Settlement Agreement, and perhaps the CCC attorneys' presentation to the Committee.

(Ms. Zahniser arrived at 7:15 p.m.)

Moved by Mr. Joseph, 2nd by Mr. Badran: “To revise and expand Diversity Committee’s website to include all CCC lawsuit settlement agreement documents including the updated CCC lawsuit settlement agreement historical presentation by attorneys Chris Fertig, Mary Fertig, Levi Williams, James Sparks and other CCC principals.”

Mr. Rajner said the presentation needs to be updated. He would be much more supportive of this motion if the **Fertigs** would come back with an amended and revised presentation. He does not believe the information presented is current and valid today. **Mr. Rajner** honors the hard work that was put into the presentation to make the community aware of the injustices that existed and needed to be corrected. **Ms. Luster** said history does not go away. What was presented were facts, not fiction. Many of the things that were shown during the presentation have not been corrected, regardless of what has been reported. **Mr. Rajner** suggested an update appear on the screen, next to the photos presented, indicating what changes, if any, have been made. **Dr. Smiley** stated an update had been prepared three years ago, but the **Fertigs**, at that time, did not want their document amended or changed in any way. Ms. Yach cautioned against placing pictures on the website indicating improvements. Who would be responsible for selecting which pictures would be displayed?

Mr. Douglas asked to see the photos of the updates that were presented three years ago. **Mr. Darius** added that there is a pending request by the **School Board** that they be provided with updates for this year.

Ms. Jusevic said she has misgivings about presenting history without context. She said, following the CCC presentation, a newspaper reported the information “as if this were fact today.” While not everything has changed, some things have. She would “support having context to this beautiful presentation...History without context doesn’t give accurate information, and I think that’s what we’re all interested in. Accurate information to the public.”

The **Chair** advised that the lawsuit documents could be found on the Internet, as well as the Superintendent’s CCC Annual Report, which could be found on the District’s website. **Mr. Darius** advised that the Department has a link to the CCC Annual Reports.

Motion withdrawn

Motion by Mr. Badran, 2nd by Ms. Luster: “That we change the name to Equity & Diversity Committee.”

Referred to Bylaws Committee

The **Chair** stated that at the Emergency Committee meeting on May 21, 2008, he referred to a document that listed the names of former members of the Diversity Committee who had sought public office while serving on the Committee. He stated that several members approached him requesting a copy of the document, which was prepared by a colleague of his. (The document, which was provided to the Diversity Committee, is credited to: Emeka Zoe-Obuabasa Madlasomo/JCMLS, December 2007).

The **Chair** reminded the members that the July meeting was scheduled for the day prior to the July 4th holiday. **Mr. Rajner** suggested the July Diversity Committee meeting be cancelled, but that subcommittees should continue to meet.

Motion by Mr. Rajner, 2nd by Ms. Jusevic: “To cancel the July 2008 meeting of the Diversity Committee to allow the site visitation sub-committee more opportunity to complete site visitation reports.”

Motion passed 15-0

Motion by Mr. Rajner, with no 2nd, regarding “**Emergency Response time**” was withdrawn and referred to the **Site Visit Subcommittee** for consideration. **Mr. Rajner** said the motion was a result of concerns raised by students at Boyd Anderson High School.

PRESENTATIONS

The **Chair** announced that the following presentations were scheduled for that evening:

- An update on the Superintendent’s CCC Annual Report by **Dr. Clement**
- An update on the status of ADA Compliance by **Mr. Garretson**
- A report on the Discipline Management System by **Mr. Smith**.

DR. RUSSELL CLEMENT, DIRECTOR, RESEARCH SERVICES

Dr. Clement announced that the CCC Report will be presented to the School Board and will be available to the public in September 2008. It will cover the same nine conditions and indicators that had been covered for the past four years.

Mr. Joseph asked **Dr. Smiley** if the **Committee** will be given a copy of the draft Report prior to it going to the **Board**. He asked if the **Committee** will not get the draft copy, why not? **Dr. Smiley** responded that there is a Policy stating that the **Board** must address the Report at a certain time and place. The Committee had requested that the District develop a “more expedient way” to present the Report. She stated it is a very costly process, that the **District** explored utilizing “external support” to assist in this, but it was cost prohibitive.

Mr. Douglas expressed his appreciation to the **Research Services Department** for maintaining an “accurate and current” website. He said the staff was helpful and friendly and provided the assistance he needed to address concerns he had as a parent. Several members supported this sentiment and expressed their appreciation.

The **Chair** reminded the members that it is the responsibility of the Diversity Committee to write a formal response to the Superintendent’s Report. He said there are three reports: the Superintendent’s CCC Report; the Committee’s response to the Report; and the Site Visit Report.

(Mr. Joseph left the meeting at 7:52 p.m. Ms. Luster left the meeting at 7:55 p.m.)

MICHAEL GARRETSON, DEPUTY SUPERINTENDENT, FACILITIES & CONSTRUCTION MANAGEMENT

Mr. Garretson presented a document that lists every school and the status of every ADA project at those schools. He stated that only 27% of the school buildings were built after the passage of the Americans with Disabilities Act. The District is in the process of retrofitting schools. The directive from the **School Board** is to ensure every child has access to every program and will not be denied

access due to their particular needs. If a child has a “special condition” that needs addressing, those needs will be accommodated before the child moves from one school level to the next.

Mr. Garretson provided the members with a comparison document related to concerns expressed about Boyd Anderson High School by the **Site Visit Subcommittee** and by the **community** at a public hearing held at the school on May 1, 2008. He said the **Superintendent** will be conducting a series of facility audits this summer. Teams will be going to several schools to look at things the **Site Visit** teams look at and documenting their findings. The audit would begin in June with Boyd Anderson High School, followed by Dillard and Blanche Ely. Issues of school-based management, facilities, and maintenance will be separated out.

Mr. Garretson explained that he identifies school needs through the annual Needs Assessment conducted by the staff and principal at each school. Regardless of the serious financial cuts and constraints, the **School Board** has identified health and safety, ADA accessibility, class-size reduction, and (word was unintelligible) quality as priorities. Last year, there was \$700 million worth of work done. That is the largest amount in the District’s history. They are clearing up the backlog and working with schools that need the most help.

At the end of the presentation, the **Chair** invited **Mr. Garretson** to return in October to answer questions. He asked the Members to send whatever questions they have for **Mr. Garretson** to **Department** staff, who will forward them to **Mr. Garretson**. **Mr. Garretson** asked Members to include any unmet needs they know about concerning schools.

Ms. Luster asked that information about playgrounds be included in **Mr. Garretson’s** report. **Mr. Garretson** said he would prepare a separate report on the status of playgrounds.

To a question about **Mr. Garretson’s** comment that there are certain schools he is “personally” concerned with, **Mr. Garretson** clarified that he attends monthly meetings at Blanche Ely, Dillard, and Fort Lauderdale High Schools.

Mr. Rajner thanked **Mr. Garretson** for his prompt action in addressing the need for “proper” tables for students who are obese. **School Board Member Jennifer Gottlieb** forwarded an email from **Mr. Garretson** advising that this was taken care of and requesting all schools to let him know if they have a similar need. **Mr. Garretson** reported that most high schools have requested similar accommodations.

To a question by **Mr. Fleischer**, **Mr. Garretson** acknowledged that this report was “extremely” helpful to him in identifying needs and status. He said there will be an RFP for Total Program Management, so projects could be divided up with timelines in order to get the work completed faster.

Ms. Jusevic asked about school-based funding decisions and the formula for the budget for custodians. **Mr. Garretson** acknowledged that this is a problem. The formula determines how many custodians a school gets. It is based on the number of students plus square footage. Because of class-size reduction, the number of students in a classroom has changed, but the square footage has seen a dramatic increase of between 25-30%. The **Superintendent** has set up a panel to look into the funding and budget process to identify what revisions could be made. **Mr. Garretson** added

that he is looking into the placement of ESE classrooms and the inappropriateness of putting them in out-of-the-way locations. **Ms. Jusevic** suggested the Diversity Committee should look at working with the District's Facilities Task Force on some of the areas where there are mutual interests. **Mr. Garretson** supported that suggestion.

At this point, the presentation ended. Prior to **Mr. Smith's** presentation, the following motion was made:

Motion by Mr. Rajner, 2nd by Mr. Badran: "That the meeting be extended to 9 p.m. Committee reports and new business will be the first 10 minutes followed by the presentation on the Discipline Management System."

Motion passed 13-0

MR. JOEL SMITH, DIRECTOR, MIDDLE SCHOOLS

Mr. Smith indicated his presentation would extend beyond the remaining time allotted. After a discussion about the material to be presented, it was agreed by all to reschedule the presentation to the August meeting.

Motion by Mr. Gazzano, 2nd by Ms. Francois: "Move that the August meeting start at 6:00 p.m. and focus on 2 major presentations and that Director's and Chair's reports be suspended."

Motion passed 13-0

NEW BUSINESS

INFORMATION REQUESTS

- From Hiring Practices Subcommittee:
 - "Number of teachers on DROP program placed on Personal Development Programs who have retired this year, 2007-2008."
 - "Identify teachers of Middle Eastern national origin, identify if full time or substitute and identify assignment and residence address."

In regards to the second request, **Dr. Smiley** explained the District does not collect that kind of data. **Mr. Badran** explained that he was advised that teachers of Middle Eastern national origin who live in a particular area where full-time teachers are needed are having difficulty getting hired as full-time teachers in that area. They do substitute at times in that area, but are not being hired. They are, however, being hired to teach in other parts of the county. That is why the **Subcommittee** is requesting this information. He stated they are not concerned with the person's exact address; they are concerned about the area or city in which the person lives and what barriers may exist for persons of Middle Eastern origin. The **Chair** and **Dr. Smiley** suggested these individuals might consider addressing the Hiring Practices Subcommittee to determine what problems and/or barriers might exist.

(Mr. Douglas left the meeting at 8:30 p.m.)

Ms. Williamson closed the meeting with the comment that the Committee has one mission, and it is the CCC Settlement Agreement. **Mr. Rajner** stated that the mission is broader than that. Because the Agenda indicated **Ms. Williamson** would make "Closing Observations", the **Chair** ruled **Mr. Rajner** was out of order.

SUBCOMMITTEES

BOUNDARIES, Jeanne Jusevic

George Pedlar

HIRING PRACTICES, Joe Badran

Randy Fleischer, Phoebe Francois, Patrick Jabouin, George Pedlar

(See report under Information Requests.)

SITE VISITS, Bapthol Joseph

Phoebe Francois, Patrick Jabouin, Jeanne Jusevic, Marguerite Luster, George Pedlar, Ernestine Price, Michael Rajner, Barbara Williamson

The Subcommittee worked on the Site Visit Report. They are preparing to select schools for next year's site visit, should the School Board not approve the request to suspend visits in order to revise the Site Visit instrument.

STUDENT ACHIEVEMENT

Phoebe Francois, Jeanne Jusevic, Marguerite Luster, Ernestine Price, Suzanne Yach

STUDENT SUSPENSION, Marguerite Luster, Ernestine Price

Phoebe Francois, George Pedlar, Alyce Zahniser

TECHNOLOGY

AD HOC BYLAWS COMMITTEE, Michael Rajner

Randy Fleischer, Phoebe Francois, Patrick Jabouin, Jeanne Jusevic, Barbara Williamson

The Subcommittee identified the forms they will be utilizing in the process of reviewing the Committee's Bylaws and procedures. They plan to bring recommendations to the Committee at the August meeting. Committee members were encouraged to share their suggestions by submitting them to Department staff for forwarding.

The next meeting of the Bylaws Committee was scheduled for July 1, 2008, at 2 p.m. at Kathleen C. Wright Administration Building.

DISTRICT COMMITTEES:

CHARTER SCHOOLS TASKFORCE, Cedric Douglas

The biggest task at present is to identify what they will be doing as a Task Force. They will be looking at whether or not charter schools are counted as public schools.

NOVA POLICY REVIEW, Randy Fleischer

POLICY 5000, Jeanne Jusevic

POLICY REVIEW, Julian Gazzano

Report was included in Members' packets.

POSITIVE SCHOOL CULTURE, Roland Foulkes

SITE SELECTION, Roland Foulkes

STUDENT CODE OF CONDUCT, Jeanne Jusevic

TECHNOLOGY ADVISORY COMMITTEE, Roland Foulkes

Next meeting was scheduled for June 13.

Meeting ended 8:40 p.m.

**The next meeting is scheduled for August 7, 2008 at 6:00 p.m.,
in the Board Room of the KCW Administration Building.**

These minutes are summarized and were recorded at the June 5, 2008, Diversity Committee meeting. If any Committee member or other interested party would like more detailed information as to the contents of this summary, contact the Diversity & Cultural Outreach Department at 754-321-2090.