

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

DIVERSITY COMMITTEE MEETING
KCW Administration Building
January 4, 2007

SUMMARY

CALL TO ORDER

The meeting was called to order, at 6:42 p.m. by **Ms. Pam Brown**, Vice Chair for 2006, with a quorum present.

Members Present:

Jawhar Badran	Roland Foulkes	Sherry Reece
Pam Brown	Julian Gazzano	Ron Simon-Menéndez
Ellyn Drotzer	Gary Hensley	Barbara Stuart
Rose Espinola	Bapthol Joseph	Alyce Zahniser
Randy Fleischer	Jeanne Jusevic	

Members Absent:

Brian Dassler	George Pedlar	Bernie Schultz
Lina Gioello	Ernestine Price	Barbara Williamson
Angel Gomez	Dane Ramson	Hortence Young
Marguerite Luster	Simone Ruiz-Narcis	

Diversity Staff:

Jean Darius, Coordinator; Latricia Lauture; Genevieve Ponce; Mary Smith; Nancy Weintraub

APPROVAL OF THE AGENDA

The Committee adopted the Agenda.

APPROVAL OF THE MINUTES

The minutes of December 7, 2006 were approved without change.

ELECTION OF OFFICERS

Mr. Darius, Coordinator, Diversity & Cultural Outreach Department, presided over the nominations and election of the Chair of the Diversity Committee, per Article 4, Section 5 of Bylaws. **Mr. Darius** read the requirements of the Nominating Committee and the process for electing the Chair and Vice Chair of the Committee. **Mr. Badran, Ms. Gioello, Mr. Joseph, Ms. Reese and Ms. Williamson** served on the Nominating Committee. **Mr. Badran** served as Chair.

Mr. Badran reported that there were two people who showed an interest in the position of Chair. He stated that it was his understanding that they were to look at the resumes of whomever wanted to be Chair and present their names in order of their "qualifications." Because only three members of the Nominating Committee attended their meeting, it was decided to present to the Diversity Committee those who were deemed to be "viable

candidates.” Both **Mr. Foulkes** and **Ms. Brown** met that criteria and their names were brought forward for consideration.

Mr. Darius entertained nominations from the floor. **Mr. Simon-Menendez** nominated **Ms. Jusevic**, with 2nd by **Mr. Fleischer**. Nominations were closed and **Mr. Darius** asked the nominees to accept the nominations and limit their comments to two minutes. (**Mr. Foulkes** asked that his comments appear verbatim in the minutes. The verbatim comments of all three candidates are attached to these minutes.)

Following the comments by the three nominees, **Mr. Darius** called for a vote. **Mr. Badran** asked if there would be discussion by members prior to the vote. Discussion ensued. **Ms. Brown** commented that the previous year, elections were conducted by written ballot, rather than a show of hands.

MOTION by Mr. Fleischer, 2nd by Mr. Joseph: “For written ballots on the election for Chair and Vice Chair. Each ballot must be signed by the member casting the ballot.”

It was decided the minutes would not show who voted for whom and that each voter’s name would be checked against a master list of Committee members to ensure that each member present voted.

Ms. Reese requested **Mr. Darius** explain the responsibilities of Chair. **Mr. Darius** read the appropriate Bylaw.

Mr. Badran, again, asked if there would be discussion regarding the candidates prior to the vote. **Mr. Joseph** called for a vote on the Motion, followed by additional discussion of **Mr. Badran’s** question.

Motion passed 13-0.

Discussion continued on **Mr. Badran’s** question. **Mr. Joseph** stated that such discussion would be contrary to *Robert’s Rules of Order*. If discussion were to be held, the Committee would have to suspend the Bylaws. Discussion continued and the decision was to follow the Bylaws and not have comments by members regarding the individual candidates. Committee members called for a vote on nominees via paper ballot.

After the votes were counted and Members’ names were checked, **Mr. Darius** declared **Ms. Brown** the new Chair of the Diversity Committee.

While the ballots were being counted, Members introduced themselves to the new appointees. The new members are: **Ellyn Drotzer**, appointed by School Board Member **Eleanor Sobel**, District 1, and Gary Hensley, appointed by School Board Member **Phyllis Hope**, District 6.

Ms. Brown presided over the balance of the meeting. **Mr. Darius** read the responsibilities of Vice Chair, according to the Bylaws. **Ms. Brown** entertained nominations for Vice Chair.

Mr. Badran brought forward the following names, submitted by the Nominating Committee: **Mr. Gazzano** and **Mr. Simon-Menendez**. **Ms. Brown** then asked for nominations from the

floor. **Ms. Espinola/Mr. Joseph** nominated **Mr. Gazzano**. **Ms. Zahniser/Mr. Joseph** nominated **Mr. Foulkes**. **Mr. Joseph/Mr. Fleischer** nominated **Ms. Jusevic**.

The nominees spoke, with **Mr. Gazzano** referring to the letter he had forwarded to the Diversity Department and which was included in each Member's packet. Following their presentations, **Ms. Brown** asked for written ballots for Vice Chair.

While ballots were being tallied, **Ms. Brown** brought up the issue of subcommittees and that, according to the Bylaws, subcommittees now elect their own chairs. She suggested that existing chairs set a meeting date and time, send the information to **Mr. Darius** and **Ms. Ponce** who will advertise it, then hold elections as the first order of business. **Ms. Brown** requested that a description of each subcommittee be given to the Members. She further requested that, once a meeting date has been set for a subcommittee, that information be sent to all members, inviting those who wish to be on a particular subcommittee to attend that meeting.

Ballots were tallied and **Ms. Brown** declared **Mr. Fleischer** the Vice Chair of the Diversity Committee.

DISTRICT COMMITTEES

The **Chair** asked **Mr. Darius** for the names and a brief description of the District's committees prior to asking for volunteers to serve on them.

Discipline Committee: Reviews the policies and items that go into the Code of Student Conduct.

Nova Policy Review: Reviews admissions and other policies related to the two Nova elementaries, the middle and the high school.

Policy 5000: Relates to boundaries, student reassignments and overcrowded schools.

Policy Review: Reviews new policies and all changes to existing policies.

Site Selection: Reviews sites for new schools.

Student Code of Conduct: Ms. Jusevic stated this Committee will meet only one more time for this school year.

The **Chair** asked members how they felt about tabling the appointments to the February meeting in order to give absent members the opportunity to volunteer for these committees.

MOTION by Mr. Joseph, 2nd by Mr. Foulkes: "To table appointments of District Committees to February meeting."

Motion failed 3-11.

The following members will represent the Diversity Committee on the District committees.

Discipline Committee: Bapthol Joseph (Mr. Foulkes requested the meeting schedule for this committee be forwarded to **Mr. Joseph** as soon as possible.)

Nova Policy Review: Randy Fleischer

Policy 5000: Jeanne Jusevic

Policy Review: Julian Gazzano

Site Selection: Pam Brown

Student Code of Conduct: Jeanne Jusevic to finish the year

It was noted that the School Board makes the appointments to the District's Technology Committee.

MOTION by Mr. Simon-Menendez, 2nd by Ms. Jusevic: "That the School Board of Broward County considers appointing a member of the Diversity Committee to the Technology Advisory Committee."

Motion passed 14-0.

DIVERSITY SUBCOMMITTEES

Mr. Badran asked about the Committee's subcommittees. The **Chair** answered that the existing chairs will email the meeting dates to **Mr. Darius**, who would, then, email a description of the Subcommittees and the meeting dates to all Diversity Committee members. Members could then choose which subcommittee they would like to join and attend that meeting. **Mr. Joseph** requested that members present select the subcommittees now, rather than waiting for the subcommittee meetings to take place. Members who are not present could make their selections once the emails are sent by **Mr. Darius**.

The **Chair** stated Subcommittee selections will take place under New Business.

COORDINATOR'S REPORT

Mr. Darius wished all members a Happy New Year. He congratulated the new **Chair** and **Vice Chair** and stated it is our sincere hope that we will work together for the benefit of all students, especially underserved students and families.

Mr. Darius would like to meet with **Ms. Brown** to discuss the Diversity Committee and its subcommittees.

The FCAT "blackout" dates are available for each Committee member, per a request made by **Mr. Foulkes**.

Mr. Darius would like to meet with the newly appointed members to set a date and time for their orientation session(s).

Members' badges are ready to be picked up.

Subcommittee chairs, please remember to give the meeting dates to **Ms. Ponce** so they can be advertised.

Mr. Simon-Menendez asked for the status of the Committee's motion to appoint a member of the Diversity Committee to the Superintendent's Ad Hoc Attendance Academic Contract Committee. **Mr. Darius** replied that we have not yet heard from **Mr. Notter** on this request. In response to a question by **Mr. Foulkes**, **Mr. Darius** stated that this motion was presented to **Mr. Notter** directly by **Dr. Smiley**, and not via email or letter. He reminded the members that the **Superintendent** and **School Board** members receive information about all of the Diversity Committee's meetings. **Mr. Joseph** requested that **Mr. Darius** relate the status of this request to Diversity Committee members, via email and phone, prior to the February meeting.

Mr. Simon-Menendez expressed concern that Motions and Requests are being overlooked and requested that the Motion/Request matrix previously developed by the Diversity Department be reinstated. **Mr. Darius** advised the members that all requests are logged in and followed up on a daily and weekly basis. These requests are not “lost in the shuffle. How long it takes for us to receive a response is a different matter.”

Mr. Fleischer proffered that members should establish an on-going dialogue with their appointing School Board member, especially on issues of particular importance.

NEW BUSINESS

BOUNDARIES, Presentation by Noelle Mecoli, Specialist, Demographer/Statistician

Ms. Mecoli announced that **Mr. Tom Moore**, Boundaries, was unable to attend the meeting, and asked that she present his report to the Diversity Committee. **Ms. Mecoli** referred to a Memo that was handed out to members, which has the revisions to the boundary scenarios. She stated the next Board workshop is scheduled for January 26 and the revisions will be included in that workshop. Also included in the handout were the notes from the second Community Forum, held on December 9, as well as the online community input.

Ms. Mecoli said direction from the last Board workshop was to delete some of the scenarios. The list of those scenarios was included in the packet. **Ms. Jusevic** commented that there was “very negligible impact, with the changes, on diversity.” She said the Boundary Committee recommends the boundary scenarios to the School Board. **Ms. Mecoli** commented that the School Board can make other recommendations once they receive the report.

MOTION by Mr. Joseph, 2nd by Simon-Menendez: “To accept recommendations from Boundaries Subcommittee.”

Motion passed 14-0.

MEMBERSHIP

Mr. Foulkes requested a new and updated membership list.

PRELIMINARY CCC REPORT

Mr. Foulkes requested a preliminary status report of the CCC Settlement Agreement from **Mr. Notter**. He further requested **Mr. Notter** “keep us in the loop” when he issues his final report in August and that “we get to see it before it’s posted on the Internet, as it was last year.” **Mr. Foulkes** said the Committee sent 50-60 recommendations for the 2007 report. He would like to know if **Mr. Notter** has looked at the recommendations, which were sent to **Dr. Till**.

MOTION by Mr. Foulkes, 2nd by Mr. Badran: “That the Interim Superintendent provide the Diversity Committee with the status of the preliminary report of the ‘Superintendent’s CCC Status Report’ in February. And that between February and July – before the final report is submitted to the School Board and posted on the Internet – the Diversity Committee is kept in the loop on the progress being made on the recommendations for change made by the Diversity Committee in Fall, 2006.”

Motion passed 14-0.

CCC PRESENTATION

Mr. Foulkes asked that **Ms. Brown** invite **Mr. & Mrs. Fertig** and the individuals involved in the CCC lawsuit to make a presentation to the Diversity Committee because there are so many new members. He further asked that the new members be given a copy of the CD-ROM from the previous presentation. **Mr. Foulkes** named the following individuals and requested they be invited to attend: **Mary & Chris Fertig, Levi Williams, James Sparks, Leslie Sparks, Dr. Janice Boursiquot, Ernestine Price** (who is a member of the Diversity Committee) and **Georgia Robinson**.

SITE VISITS

Ms. Jusevic brought up the delay in the Site Visits and asked that the Chair look into it. The first visit is scheduled for January and the Committee needs to move on it. **Ms. Brown** said she would look into it and find out what the delay is. She agreed that the Committee must begin the visits right away. **Mr. Darius** stated that the list of schools and possible dates were submitted to Senior Management and that there were concerns, which were forwarded to the Site Committee. The delay in school visits included concerns related to the present Site Visitation form. **Ms. Brown** and **Mr. Darius** will meet to discuss site visitations.

Ms. Espinola asked when the first site visit would take place. It was stated that that information would be forwarded, that the issue at hand is approving the schools to be considered for visitations. Once the list of schools is approved by the Committee, the Subcommittee would determine which of those schools would be visited this year.

MOTION by **Ms. Jusevic**, 2nd by **Simon-Menendez**: "That the Diversity Committee accept the sites as read into December 7th meeting, page 6, last sentence, which include: Coconut Creek HS, Plantation HS, Northeast HS, Coral Springs MS, Rickards MS, Apollo MS, Davie Elementary, Tedder Elementary School, Village Elementary and Whispering Pines Alternative Education Center and adopt the dates past January 10th as site dates – Jan. 22, 29, 31, Feb. 5, 7."

Motion passed 14-0.

Motion to extend the meeting by 15 minutes passed 11-3.

SUBCOMMITTEES

Last year's Chairs, who are still on the Diversity Committee, will call for meetings and forward the dates to **Ms. Ponce**. First order of business at the meetings is to elect the chairs of those subcommittees.

Ms. Brown asked each member present to declare which subcommittee s/he would like to participate in. Those selections are indicated below.

BOUNDARIES, Jeanne Jusevic, Chair

Ron Simon-Menendez

Jeanne Jusevic

HIRING PRACTICES

Joe Badran

Randy Fleischer

Alyce Zahniser

SITE VISITATION, Lina Gioello, Chair

Bapthol Joseph

Jeanne Jusevic

Sherry Reece

Gary Hensley

Barbara Stuart

STUDENT ACHIEVEMENT

Rose Espinola

Bapthol Joseph

Jeanne Jusevic

STUDENT ATHLETICS & ACTIVITIES

STUDENT SUSPENSIONS, Angel Gomez, Chair

Ellyn Drotzer

Gary Hensley

Barbara Stuart

Alyce Zahniser

TECHNOLOGY

Ron Simon-Menendez

Jeanne Jusevic

DISTRICT COMMITTEES:

There were no District reports.

DISCIPLINE COMMITTEE

NOVA POLICY REVIEW

POLICY 5000

POLICY REVIEW

TECHNOLOGY ADVISORY COMMITTEE

OLD BUSINESS:

None

Meeting was adjourned at 8:35 p.m.

The next meeting is scheduled for February 1st, 2007, at 6:30 p.m.,
in the Board Room of the KCW Administration Building

These minutes are summarized and recorded at the January 4th, 2007 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.

VERBATIM NOMINEE PRESENTATION BY PAM BROWN, 1/4/07

Dear Nominating Committee Members:

The work of the Broward County Diversity Committee is extremely important to our children. It requires a leader with energy, experience and an unswerving belief in equality of opportunity for all students. Now that I have finished my dissertation, I have the time, commitment and enthusiasm to build the Diversity Committee into a well-respected and professional team that will press forward with this very important agenda.

As you will see from my resume, I have many years of professional experience in the governmental and not-for-profit sectors. I have learned a lot in the last thirty years about how to negotiate through bureaucracies while keeping my eyes on the prize. I believe that learning will be helpful to us as we work with the Administration and School Board members to monitor the settlement of the class action lawsuit that is the reason for our existence.

You will also note from my resume that I have written several articles and a book related to issues of community education and diversity. However, my passion for academic equality emerged from my own childhood growing up in a working class home in an extremely poor area of the inner city. I understand, in a very personal way, how hard it is to succeed academically when economic and social issues at home and at school create barriers.

I believe the Diversity Committee is poised to make a new and very positive mark on education in Broward County. I know that I can create the sort of team that will make us all very proud. Thank you for your consideration of my request for the nomination to the chairmanship.

Thanks.

VERBATIM NOMINEE PRESENTATION BY ROLAND FOULKES, 1/4/07

My brand of Educational Leadership, what I call “Servant Leadership” throughout the remainder of this Letter of Intent and supporting documents, is about action, not always position or title. That action is what unites every great success. That action is what produces results.

In December 2001, over five years ago, I brought to our Diversity Committee over thirty years of servant leadership actions (seeing, thinking and acting), globally, nationally, regionally and locally; specifically, in over 70 nations on 5 continents.

Since 2001, on behalf of all Broward students, children and adults, I have demonstrated that leadership actively, professionally and with results consistent with the Diversity Committee’s primary objectives/functions (Bylaws, Article II. Purpose, Page 1). *“A.) Make recommendations through the Superintendent to the School Board regarding policies to promote diversity and cultural outreach; B.) Work to establish the Broward County School system as a model to promote and encourage respect for ethnic and cultural diversity within its student population and staff and communities within Broward County; and C.) Ensure that diversity is, and equity are, being promoted by monitoring the terms of the CCC Agreement and making recommendations through the superintendent to the School Board.”*

In collaboration with individuals both on, and beyond, the Diversity Committee, from Board Member Williams and his colleagues, to former and current Superintendents Till and Notter, from Deputy/Associate/Area Superintendents Smiley, Blasek, Geismar and LaCava, to Principals Hanna of Fairways Elementary, Purcell of the Florida Inter-Cultural Academy and Hall of Parkway Middle School, from Hundreds of teachers, to thousands of students, I have met and, in many cases, exceeded these objectives and functions. Examples of these “many cases” are detailed in the attached* High-Level Summary-Five-Plus Years of Servant Leadership on the Diversity Committee. (*This information was distributed to the Members at the Diversity Committee.)

Clearly, I am qualified to serve, and have been qualified for several years now, to serve at a higher level, as the Diversity Committee’s chair, with respect to the following 8-fold leadership criteria. And, again, I provide you with a greater description I’ll send around later.

1. Demonstrated leadership on Diversity Committee. I’ve chaired three subcommittees;
2. Pulling and promoting positive outcomes/opportunities from challenging, bullying, hostile, adversarial situations and obstacles with humility;
3. 100% attendance, monthly Diversity Committee meetings since 2002;
4. Informed active participation in the monthly work of the Diversity Committee;
5. Teamwork and consensus building through Diversity Committee/Subcommittees;
6. Understanding of the needs and concerns of both Broward-born and immigrant students, teachers, staff and Diversity Committee members;

7. First-hand knowledge of, and intimate personal familiarity with, Broward's education systems, from the public schools I attended to faith-based and non faith-based schools which I've also attended and graduated from, and the related historic color/racial/ethnic/socio-economic disparities and inequities; and
8. Seniority on the Diversity Committee. That is, I'm the longest, continuously serving member/volunteer of this Committee.

Last, in addition to requesting your nomination of my candidacy for, and vote to elect me, your next Chair of the 2007 edition of the Diversity Committee, I thank each of you for making real my long-standing vision for a Nomination Committee and process for which I first called during the 2003, and subsequent, Diversity Committee elections.

Because I have provided you with a large amount of materials to review, and for which you may not have space to store, please feel free, on casting your vote for me, to return this nomination/vote packet to me, and I'm sending them around now.

Thank you, Mr. Chair.

VERBATIM NOMINEE PRESENTATION BY JEANNE JUSEVIC, 1/4/07

I've spent the last fifteen years of my life raising two children. When my daughter attended kindergarten at Winston Park Elementary School, I decided to get involved. And initially my involvement was to be an advocate for my child. Two years later, my son entered school.

As I've grown and developed as a parent leader, my vision has broadened from my child to all children. And so, for the past eight years, I've been a school-based and area-based parent advocate for the students of Broward County. My experience has been advisory-based and PTA-based. I sit at School Board meetings, I attend workshops, I sit on School Board committees, advocating for the students of Broward County.

When I came to the Diversity Committee two years ago, I jumped in with both feet, and I've attended approximately 85% of all the site visits that were conducted in the last two years. I really and enthusiastically love the work of this Committee. I love the opportunity to make a difference for all the students.

And, in the last three months, I've had a very eye-opening experience. I went to work for a non-profit group who services a niche and that's the Haitian community. And, with my work in the last three months, I realize that, while I love this District with all my heart, we have a lot of work to do.

And I would like to be able to lead this Committee into what it was envisioned, as Pam eloquently put it, that we become the oversight committee and we become advisory in nature. And, that we give the Board direction, when it is appropriate for us to do so, in monitoring equity and diversity.

Thank you.