

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
DIVERSITY COMMITTEE MEETING
November 7, 2013**

SUMMARY

Members Present:

Brendan Barry	Reverend Luc Harrigan	Thomas Lauder
Harve Brosten	Jessica Abby Herthel	Esther Mizell
Rebecca Dahl	Jeanne Jusevic	Ernestine Price
Michael DeGruccio	Charlie King	Francisco Vargas
Julian Gazzano		

Members Absent:

Andy Ansola	Douglas Harrison	Logan Silverman
Susan Edwards	Kevin Love	Bryan Wilson

District Staff: Ralph Aiello, Coordinator, Department of College and Career Readiness

Student Support Initiatives Staff: Michaelle Pope; Terri Jones; Latricia Lauture

Diversity, Cultural Outreach & Prevention Staff: Amalio Nieves; Carolyn Salters; Marion Williams

CALL TO ORDER

Ms. Jusevic called the meeting to order at 6:32 p.m.

ADOPTON OF THE AGENDA

The agenda was adopted by unanimous consent.

APPROVAL OF THE SUMMARY MINUTES

The Committee approved the October 3, 2013 Summary Minutes by unanimous consent.

CHAIR'S REPORT

Ms. Jusevic said she is thankful and honored to have served as the Diversity Committee Chair. She said there were a lot of accomplishments in the past year. She thanked members for all their hard work on revising the Indicators, producing an Annual Report, attending site visits and compiling Site Visit Reports. **Ms. Jusevic** reviewed her Chair's Report, as distributed to members. She noted the November 5, 2013 signing of the PROMISE Agreement between the School Board of Broward County and government and community entities throughout Broward County. **Ms. Dahl** said in her 35 years in education in Broward County, she believes this Agreement is the single-most important item the School Board has passed. **Ms. Pope** said this was a wide-ranging team effort. **Ms. Jusevic** relayed an invitation to Diversity Committee members for the Ribbon Cutting Ceremony for Lauderdale Manors Early Learning and Resource Center.

VICE-CHAIR'S REPORT

Mr. Lauder read a letter from the General Counsel's office, dated September 20, 2013, regarding restrictions of Diversity Committee members providing compensated services. The Code of Ethics for Public Officers and Employees prohibits an advisory committee member from renting, leasing, or selling any realty, goods or services to the advisory committee member's own agency. **Mr. Lauder** said the Chair's Report notes a Safe to Be Me Coalition meeting; he would like to know if any members benefit

from that Coalition. He said members receiving money from taxpayer or grant dollars calls into question the integrity of the entire Committee. **Mr. Lauder** said to the best of his knowledge, the Committee was not informed that Committee members had agreements with the Department. He said the Committee was given a presentation, at a general meeting, which included their work but the Committee was not informed, that evening that Committee members had been given compensation for their work on the project. He said the Committee deserves a full hearing of what went on and what measures will be taken to stop this from happening in the future.

EXECUTIVE DIRECTOR'S REPORT

Ms. Pope thanked all the members for serving on the Diversity Committee. She gave an overview of the upcoming nomination and election process for Diversity Committee Chair and Vice-Chair. It was noted that the nomination and voting process was revised in the pending Diversity Committee By-Laws. Current By-Laws will be followed until the revised By-Laws are reviewed by General Counsel and adopted by the School Board. **Ms. Pope** reviewed a letter, from Legal Counsel dated November 1, 2013, which revisited the topic of site visits. The Sunshine Law does not prohibit the Diversity Committee from conducting site visits. There would not be a pre or post meeting at the site visit. Following the site visit, members may discuss the visit, invite school leaders, videoconference, etc. at a publicly notice subcommittee meeting. **Ms. Pope** said this information was brought forward to the Site Visit Subcommittee. **Ms. Dahl** said the subcommittee discussed the changes and indicated that the revisions will streamline the process and should work well for the site visit process. It will allow for members to reflect on the visit and bring forward questions to the school administrators. **Ms. Pope** said she met with the Superintendent in regard to the letter **Mr. Lauder** mentioned. There were follow-up questions to the Legal Department; including District employees and substitute teachers serving on District committees. **Ms. Pope** said the letter did not indicate that she had a responsibility by law to disclose the consultant agreements with the Committee. She said principals and assistant principals had requested back-up information regarding community and advisory committees being supportive of the rollout of the LGBT Guide. That is the area, along with compilation, in which the consultants, who worked on the Guide, assisted.

Motion by Ms. Dahl to “continue discussion after Mr. Aiello’s presentation on graduation requirements.” Motion withdrawn.

Ms. Herthel said she is a Harvard educated attorney who had worked in corporate capacity. She then exited her attorney to raise her three children. She started volunteering in support of gay kids: to work towards reducing bullying and hopefully save lives. She said she approached the Office of Prevention as an inquiry as to how she could help in furthering what they are doing to support students. She was instrumental in compiling the GLBT Guide for publication. School Board Chair **Ms. Rich-Levinson** approached **Ms. Herthel**, hearing of her good work on the Guide and making schools safer for students. The Chair requested that **Ms. Herthel** serve on the Diversity Committee as her appointee. **Ms. Herthel** said she has become uncomfortable serving on the Committee; that she and others have been targeted for their support of LGBT students; that the Committee is not as effective as it should be; and that she looks forward to a Human Relations Committee being formed, by the School Board, so that she may serve on it.

Member discussion followed. It was noted, last year at the last Diversity Committee Chair, Vice-Chair election, it was discussed, that School Board staff and/or substitute teachers could not be Chair or Vice-Chair of the Diversity Committee. This prevented **Mr. Brosten**, who had served as Vice-Chair, from being elected as Chair. **Ms. Pope** said the instance at the last election came up in regard to the By-Laws and she takes responsibility for that. It has been brought forward to Legal Counsel that there have been past Diversity Committee members who have been school board employees and as well as members who

are part of organizations that have had contracts with the District. She said it is incumbent on staff to assure protocol relayed from Legal Counsel is followed.

Ms. Jusevic said she apologies for this issue; she was not aware. This information was not in Diversity Committee training materials. Her work on the Guide was complete in February 2013, all service performed after February was gratis. **Ms. Pope** said Legal Counsel has provided a training manual and BECON training videos regarding Sunshine Law, Florida's Public Records Law and the Code of Ethics which are linked on <http://www.browardadvisory.org/>, click Training.

Mr. DeGruccio requested a list of the revised Site Visit dates and schools be provided to Diversity Committee members. In addition, he requested that the letters from General Counsel be sent to all Diversity Committee members and included in the orientation packet. **Mr. DeGruccio** requested that all handouts be channeled through staff before being disseminated to Committee members.

GRADUATION REQUIREMENTS

Mr. Aiello provided a presentation, to Diversity Committee members, on the various cohorts for each graduating year and the graduation requirements for each cohort. In addition, he reviewed ACCEL Legislation (new 18-credit Diploma Option), the Scholar Diploma Designation and the Merit Diploma Designation. **Mr. Aiello** referred members to *Florida Choices*, a free college and career advisement program which can assist students toward career choices. <http://www.fldoe.org/students/career.asp>

PARLIAMENTARIAN REVIEW

No review given.

SUBCOMMITTEE REPORTS

No subcommittee reports given.

GOOD OF THE ORDER

No Discussion.

Meeting adjourned at 8:53 p.m.

**The next meeting is scheduled for December 5, 2013 at 6:30 p.m.,
in the Board Room, Kathleen C. Wright Administration Building.**

<p>These minutes are summarized and were recorded at the November 7, 2013 Diversity Committee meeting. For more information a Public Records Request may be submitted by contacting Public Relations & Government Affairs Department, SBBC, at 754-321-2300.</p>
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Approved 120513