

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, NOVEMBER 19, 2013

The School Board of Escambia County, Florida, convened in Regular Meeting at 5:30 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mrs. Linda Moultrie Vice Chair: Mrs. Patricia Hightower  
Board Members: Mr. Jeff Bergosh  
Mr. Gerald Boone  
Mr. Bill Slayton  
School Board General Counsel: Mrs. Donna Sessions Waters  
Superintendent of Schools: Mr. Malcolm Thomas

Meeting was advertised in the *Pensacola News Journal* on November 1, 2013 - Legal No. 1612086

Mrs. Moultrie welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Boone delivered the invocation and Mrs. Hightower led the Pledge of Allegiance to the Flag of the United States of America.

#### PUBLIC FORUM

(Supplementary Minute Book, Exhibit "A")

Mrs. Moultrie called for Public Forum at 5:32 p.m. She invited anyone who wished to speak in Public Forum or to an item on the agenda, to fill out the appropriate form and turn it in at the front of the room.

- James Nims, Jr., speaking as an individual, requested that Mrs. Moultrie be referred to as chairwoman or chairlady rather than Chairman. He commented that he believed that the newly established hotline for reporting fraud, waste, and abuse was a "Pandora's box that the School District shouldn't open." He commended Mrs. Hightower and the Superintendent for standing up for the School District at a recent where a "particular group" tried to phase the School District out of the Escambia County Planning Board. He noted that he had received comments from several teachers who believed that the new Common Core was going to be "worse" than previous state standards. He asked that Mrs. Hightower and the Superintendent ask the bureaucrats and politicians in Tallahassee to set a program and "live with it" for at least three years.

#### I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Moultrie called the Regular Meeting to order at 5:36 p.m. The Superintendent noted the following changes that had been made to the agenda since initial publication and prior to this meeting: Item II.g DELETED, Item II.h DELETED, Item III.d ADDED, Item V.b.2.A.3 CORRECTED, Item V.b.2.E.17 AMENDED, Item V.b.3.A.7.b AMENDED, Item V.d.3.D ADDED, and Item V.d.4.A ADDED. Mrs. Moultrie advised that Section Florida Statutes and School Board Rule required that changes made to an agenda after publication be based on a finding of good cause, stated in the record, and affirmed by a vote of the School Board. Mrs. Moultrie called for a motion stating that the Superintendent's recommended changes to the November 19, 2013 Regular Meeting agenda had been made for good cause. Motion to that effect was made by Mr. Slayton, seconded by Mr. Boone, and approved unanimously. Mrs. Moultrie called for a motion to adopt the agenda (*as amended*). Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to adopt the agenda (*as amended*). Motion carried unanimously.

#### II. APPROVAL OF MINUTES

- a. 08-16-13 Regular Workshop
- b. 09-10-13 Special Meeting
- c. 09-12-13 Special Workshop
- d. 09-13-13 Regular Workshop

~~DELETED~~  
~~DELETED~~

- e. 09-17-13 Special Meeting
- f. 09-17-13 Regular Meeting
- ~~g. 10-07-13 Special Workshop~~
- ~~h. 10-10-13 Special Workshop~~
- i. 10-11-13 Special Meeting
- j. 10-11-13 Regular Workshop
- k. 10-15-13 Regular Meeting

Motion was made by Mr. Bergosh to approve the minutes as listed except for the minutes from the 10-11-13 Regular Workshop (Item II.j). Motion was seconded by Mrs. Hightower and approved unanimously.

Mr. Bergosh moved to postpone consideration of the minutes from the 10-11-13 Regular Workshop (Item II.j) to next Regular Meeting (December 17, 2013). Mrs. Hightower seconded the motion for discussion purposes. Mr. Bergosh said it was his belief that the minutes from the 10-11-13 Regular Workshop (Item II.j) were not complete. He noted that a significant discussion with the School Board's hearing officers was not reflected in that particular set of minutes. Mrs. Hightower noted that there was also a "gap" in the video recording from that particular meeting; but Mr. Bergosh advised that the "gap" had been fixed by the Superintendent's staff. Motion carried unanimously.

### III. COMMITTEE/DEPARTMENTAL REPORTS

#### a. PTA Presentation

Mrs. Sally Bergosh, President of the Escambia County Council PTA (ECCPTA), gave a brief report on the recent and upcoming events and activities of the PTA.

#### b. People Magazine Teacher of the Year

The Superintendent made the following announcement: *This past October, for the second year in a row, People Magazine announced the winners of its second annual "Teacher of the Year" awards for 2013. This award is bestowed to extraordinary educators who are changing the lives of their students and paving the way for a new generation of American leaders. Nominated by readers, educators are selected by the editors of People Magazine along with guidance from Advisory Board of Education Professionals. Last month, one such teacher from our district was granted this honor. John Herber from Oakcrest Elementary School was selected as People Magazine's 2013 "Teacher of the Year." Mr. Herber was chosen for he has been responsible for the progress of students in the area of science. In Mr. Herber's first year at Oakcrest, only 16% of the school's fifth graders were proficient in science. Last year, that percentage increased to 66% - more than the state or district average. Nominated by principal Denny Wilson, Mr. Wilson commented that "John is highly respected at Oakcrest as well as throughout the entire school district. John Herber is the teacher you always want your children and grandchildren to have every year." Mr. Herber is a reflection of the high quality of teachers in the Escambia County School District. Mr. Herber encourages all students to reach their greatest potential by motivating them to discover their areas of strength and by offering support both in as well as out of the classroom. For this commendable recognition, Mr. Herber received \$1,000 and an additional \$4,000 for the school. On October 28<sup>th</sup>, People Magazine representatives along with school staff, faculty, students, friends and family celebrated Mr. Herber's accomplishment at Oakcrest Elementary School. The Superintendent and School Board congratulated Mr. Herber for being selected as People Magazine's 2013 "Teacher of the Year."*

#### c. Florida Council for the Social Studies Doyle Casteel Award

The Superintendent made the following announcement: *The Doyle Casteel Outstanding Leadership Award is given to an individual who has exhibited continuous leadership in a supervisory or administrative capacity. Applicants for this esteemed award are judged on the impact their efforts have made to promote cross-cultural understanding; the role they have played in mentoring classroom teachers; and the degree to which they have advocated the importance of social studies education. It is my pleasure this evening to share with you that the recipient of this year's Doyle Casteel Award is Cherie Arnette, Social Studies Curriculum Specialist. Cherie Arnette's leadership in the Florida Council for the Social Studies (FCSS) has promoted cross-cultural understanding as well as the importance of social studies education. Ms. Arnette has served on the FCSS Board as both High School and Supervisor-at-Large Director. Ms. Arnette has helped to initiate a*

local social studies council and has successfully organized an annual regional social studies conference serving the Panhandle co-sponsored by FCSS. Her colleagues certainly recognize her leadership abilities as she has also been selected as the First Vice President of Florida Council for the Social Studies (FCSS). Congratulations to Cherie Arnette for being chosen for this prestigious award. The Superintendent and School Board congratulated Ms. Arnette for receiving this year's Doyle Casteel Award.

**ADD**

**d. Stellar Employee Recognition**

The Superintendent made the following announcement: *It is my pleasure this evening to announce that the Stellar Employee award for the month of November goes to Shirley Peace. Shirley Peace is a custodian at Pine Forest High School who has worked for the District for 12 years, with the last 10 years being at Pine Forest. Shirley Peace is an outstanding employee who comes to work every day with a smile on her face and a caring heart. Ms. Peace is accountable for the daytime custodial responsibilities, which at times, can be very overwhelming. However, she never lets this affect her job performance nor her attitude toward all with whom she comes in contact. Shirley Peace's endless dedication to the school's students, faculty and staff goes without question. Ms. Peace makes a lasting impression as she continually works with students in the cafeteria by always being available to provide a kind word, to offer motivation or by inspiring them to be their very best. The students' welfare is what's most important to her, whether it is providing a positive influence or providing a clean, learning environment. Ms. Peace has been compared to Pine Forest High School's mascot – the eagle. Just like an eagle, Ms. Peace soars high above expectations and is treasured by the Pine Forest family. Shirley Peace personifies the pillars of people and service. It is for these reasons that Ms. Peace has been selected to be the Stellar Employee for the month of November. The Superintendent and School Board congratulated Ms. Peace for being chosen as the Stellar Employee for November 2013. Ms. Peace received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

**IV. UNFINISHED BUSINESS**

-None

**V. NEW BUSINESS**

**a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES  
(Supplementary Minute Book, Exhibit "B")**

**1. Rule(s) Adoption**

- A. Notice of Intent to Adopt Rules and Procedures of the District School Board: Chapter 2, Human Resource Services (6Gx17-2.00 – 2.48)**

Mrs. Moultrie asked if there were any members of the audience who wished to address the School Board regarding this item; however there were none. Motion was made by Mr. Boone and seconded by Mr. Slayton to adopt Chapter 2, Human Resource Services (6Gx17-2.00 – 2.48). Motion carried unanimously.

**2. Permission to Advertise**

-No items submitted

**b. CONSENT AGENDA**

Mrs. Moultrie called for a motion to approve the Consent Agenda. Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve the Consent Agenda. The following item was pulled from the Consent Agenda for separate vote: Item V.b.2.A.3 by Mrs. Hightower. Motion to approve the Consent Agenda (except for items pulled) carried unanimously.

**1. Curriculum**

(Supplementary Minute Book, Exhibit "C")

- A. Alternative Education**

1. 21<sup>st</sup> Century Academy of Pensacola, Inc., DBA Five Flags Academy Charter Application Review and Recommendation to the School Board of Escambia County, Florida
- B. Continuous Improvement
  1. Student Transfers
- C. Elementary Education
  - No items submitted
- D. Evaluation Services
  - No items submitted
- E. Exceptional Student Education
  - No items submitted
- F. High School Education
  1. Dual Enrollment Articulation Agreement between the Board of Trustees of the University of West Florida, Florida and the School Board of Escambia County, Florida
  2. Dual Enrollment Inter-Institutional Articulation Agreement Between the District Board of Trustees of Pensacola State College, Florida, and the School Board of Escambia County, Florida
- G. Middle School Education
  - No items submitted
- H. Professional Learning
  - No items submitted
- I. Student Services
  - No items submitted
- J. Title I
  1. Panhandle Area Educational Consortium Contract Agreement
- K. Workforce Education
  1. School Affiliation Renewal Agreement between Baptist Health Care Cooperation and the School Board of Escambia County, Florida
  2. Cooperative Agreement between the School Board of Escambia County, Florida and Pensacola Electrical Apprenticeship College, Group Non-Joint
2. Finance and Business Services  
(Supplementary Minute Book, Exhibit "D")
  - A. Finance
    1. Legal Services – General Fund
 

a. The Hammons Law Firm	\$ 1,596.50
b. The Hammons Law Firm	\$ 325.50
c. The Hammons Law Firm	\$ 511.50
d. The Hammons Law Firm	\$ 2,165.00
e. The Hammons Law Firm	\$ 1,317.50
f. The Hammons Law Firm	\$ 217.00
g. The Hammons Law Firm	\$ 806.00
h. The Hammons Law Firm	\$ 1,457.00
i. Rumberger, Kirk & Caldwell	\$ 80.00
    2. Legal Services - Risk Management Fund
 

The Hammons Law Firm	\$ 8,453.50
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  3. 2013-2014 Administrative Salary Schedule – District Level (10 Month and 11 Month), 2013-2014 Administrative Salary Schedule – School Level Base (10 Month and 11 Month), and 2013-2014 Administrative Salary Schedule – School Level Performance (10 Month and 11 Month)

**CORRECTED**

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to rescind the 2013-2014 10 Month and 11 Month: Administrative Salary Schedule – District Level, Administrative

Salary Schedule – School Level Base, and Administrative Salary Schedule – School Level Performance approved by the Board on October 15, 2013 and to approve, retroactive to July 1, 2013, the corrected 2013-2014 10 Month and 11 Month: Administrative Salary Schedule – District Level, Administrative Salary Schedule – School Level Base, and Administrative Salary Schedule – School Level Performance. Motion carried unanimously.

B. Accounting Operations

1. Check Register for October 2013

C. Budgeting

1. Recap of General Fund Reserves (Non-Categorical) for October 2013
2. Resolutions to amend District School Budget:
  - a. Resolution 2 – General Operating Fund
  - b. Resolution 2 – Special Revenue - Federal Programs
  - c. Resolution 2 – Capital Projects Fund
  - d. No item submitted – Special Revenue – Food Service Fund
  - e. No item submitted – Debt Service Fund
  - f. No item submitted – Targeted ARRA Stimulus Fund
  - g. No item submitted – Race to the Top Fund
3. Scrap Lists I and II for November 2013
4. Auction List I for November 2013
5. Financial Statements by Fund

D. Payroll and Benefits Accounting

1. Financial Status Report: Employee Benefit Trust Fund

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Office Paper, Bid #140502
2. Bid Renewal: Water Treatment Services, RFP #100902
3. Educational Services Agreement: Calvert Education Educational Services
4. Dell Computers for Various Schools and Departments
5. Apple Computers for Various Schools and Departments
6. Change Notice #1 to Purchase Order #5721400003 – Additional Zendesk Licenses for IT Department
7. Apple Computers for Navy Point Elementary School
8. Dell Computers for Warrington Middle School
9. Annual Agreement Renewal: Group Term Life Insurance
10. Change Notice #1 to Purchase Order #5751400001 – Temporary Employees for Payroll Department

ITEMS PREPARED BY FACILITIES PLANNING:

11. Change Notice #2 to Purchase Order #5421300273 – Brown Barge Middle School Kitchen, Cafeteria and Band Room HVAC Renovation
12. Change Notice #2 to Purchase Order #5421300268 – Pleasant Grove Elementary, Blue Angels Elementary, and Bellview Middle Schools Additions and Renovations
13. Change Notice #2 to Purchase Order #5421300095 – Architectural/Engineering Services for Tate High School
14. Change Notice #2 to Purchase Order #5421300262 – Tate High School Athletic Locker Room Renovations
15. Change Notice #1 to Purchase Order #5421300172 – Warrington Middle School Administration and Media Center, Technology Suite and Building #2 Elevator
16. Change Notice #1 to Purchase Order #5421300319 – Washington High School Sign/L.E.D. Message Center

**AMENDED**

17. Change Notice #4 to Purchase Order #~~5421300319~~ #5421300232 – A.K. Suter Elementary School Replacement

3. Human Resource Services

(Supplementary Minute Book, Exhibit “E”)

A. Instructional/Professional

1. Appointments
2. Reappointments
3. Transfers

4. Out-of-Field  
-No items submitted

5. Resignations/Retirements/Other

6. Leaves of Absence

7. Special Requests

- a. Approve the following employees to receive their regular hourly rate of pay funded by Title II – Reading, to work as an instructor for NGCAR-PD from November 1, 2013 through May 30, 2014, a total of 46 hours per employee:

Margaret Blum

Dawn Inman

Jessica Canales

Latasha McGruder

- b. Approve Janet Windham to receive her regular hourly rate of pay funded by ~~Overtime & Extra Pay~~, fees received by non-profit organization, to delete information on hard drives on computers that the district has for non-profit and to package those computers and laptops on September 14, 2013, a total of 6 hours.

- c. Approve the following employees to receive extra pay funded by Escambia Virtual Academy in the amount of \$130 per student per successful completion from January 6, 2014 through June 3, 2014:

Barry Archie

Johnny Hawkins

Robin Blalock

Justin Luciano

Patricia Forehand

Tatam Tirado

- d. Adoption of the Student Calendar for the 2014-2015 school year.

B. Educational Support Personnel

1. Appointments
2. Temporary Promotions
3. Resignations/Retirements
4. Terminations
5. Leaves of Absence
6. Special Requests

- a. Sheila Watson was listed incorrectly on the October 15, 2013 Board agenda in the Appointment section as a Food Service Assistant II and should have been listed as Food Service Assistant Manager at Ensley Elementary effective 09/03/13.

C. Risk Management

1. Workers’ Compensation Medical Bill
2. Workers’ Compensation Medical Bill
3. Security/Resident at Oakcrest Elementary School

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

**AMENDED**

4. Operations  
(Supplementary Minute Book, Exhibit “F”)
- A. Facilities Planning
    - 1. Final Payments
      - a. Ferry Pass Elementary, Pensacola High and C.A. Weis Elementary Schools Minor Projects
      - b. Montclair Elementary and Scenic Heights Elementary Schools Kitchen Improvements
      - c. Washington High School Campus Sign/L.E.D. Message Center
    - 2. Miscellaneous
      - a. Purchase Agreement Between My Favorite Things, Inc., and the School Board of Escambia County, Florida
      - b. 2008 Sales Tax Referendum Projects (Years 7 and 8)
  - B. School Food Services
    - 1. Clinical Affiliation Agreement – The Board of Trustees of The University of Alabama
  - C. Maintenance and Custodial Services
    - No items submitted
  - D. Transportation
    - No items submitted
  - E. Central Warehouse
    - No items submitted
  - F. Information Technology
    - No items submitted
  - G. Protection Services
    - No items submitted
  - H. Energy Management
    - No items submitted

c. ITEMS FROM THE BOARD

(Supplementary Minute Book, Exhibit “G”)

1. Selection of Florida School Boards Association Legislative Liaison and Alternate – *Bergosh*

Mrs. Hightower nominated Mr. Bergosh to serve as the legislative liaison to the Florida School Boards Association. Mr. Bergosh accepted the nomination. There being no other nominations, the nomination of Mr. Bergosh to serve as legislative liaison to the Florida School Boards Association carried unanimously.

Mrs. Hightower nominated Mrs. Moultrie to serve as the legislative liaison alternate to the Florida School Boards Association. Mrs. Moultrie accepted the nomination. There being no other nominations, the nomination of Mrs. Moultrie to serve as the legislative liaison alternate to the Florida School Boards Association carried unanimously.

2. Selection of Board Appointee to Escambia County Value Adjustment Board for 2014 – *Boone*

Mrs. Hightower nominated Mr. Boone to serve as the Board’s appointee to the Escambia County Value Adjustment Board for 2014. Mr. Boone accepted the nomination. There being no other nominations, the nomination of Mr. Boone to serve as the Board’s appointee to the Escambia County Value Adjustment Board for 2014 carried unanimously.

3. Selection of Gerald Adcox as the School Board's Citizen Appointee to the Escambia County Value Adjustment Board for 2014 – *Boone*

Mr. Boone nominated Mr. Gerald Adcox to serve as the School Board's citizen appointee to the Escambia County Value Adjustment Board for 2014. Mr. Boone confirmed that Mr. Adcox had accepted the nomination. There were no other nominations. The nomination of Mr. Adcox to serve as the School Board's citizen appointee to the Escambia County Value Adjustment Board for 2014 carried unanimously.

4. Selection of Board Appointee to Escambia County Planning Board for 2014 – *Hightower*

Mr. Bergosh nominated Mrs. Hightower to serve as the Board's appointee to the Escambia County Planning Board for 2014. Mrs. Hightower accepted the nomination. There were no other nominations. The nomination of Mrs. Hightower to serve as the Board's appointee to the Escambia County Planning Board for 2014 carried 4 to 1, with Mrs. Moultrie voting "No." Mrs. Moultrie indicated that she had registered an incorrect vote. The revote carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

1. Administrative Appointments

-No items submitted

2. Student Discipline

- A. Recommend that, consistent with the decision of the due process committee, student discipline number 14-25-521 be expelled from all public schools of Escambia County for the remainder of the 2013-2014 school year and all of the 2014-2015 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.

The Superintendent said he was recommending approval for student discipline as outlined in Item V.d.2.A; he also noted that the student referenced in that recommendation had requested a formal hearing. Motion was made by Mr. Slayton and seconded by Mr. Boone, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.2.A. Motion carried unanimously.

3. Employee Discipline

- A. Recommend that employee #19278 be suspended without pay for ten (10) working days beginning Wednesday, November 20, 2013, based on misconduct as more specifically identified in the notice letter to the employee.
- B. Recommend that employee #1845 be suspended without pay for one (1) working day beginning Wednesday, November 20, 2013, based on misconduct as more specifically identified in the notice letter to the employee.
- C. Recommend that employee #5786 be suspended without pay for one (1) working day beginning Wednesday, November 20, 2013, based on misconduct as more specifically identified in the notice letter to the employee.
- D. Recommend that employee #21931 be suspended without pay for one (1) working day beginning Wednesday, November 20, 2013, based on misconduct as more specifically identified in the notice letter to the employee.

The Superintendent said he was recommending approval of Items V.d.3.A through V.d.3.D, as noted on the agenda and with details provided on the backup documentation. Motion by Mrs. Hightower, seconded by Mr. Bergosh, to approve the Superintendent's recommendation in Items V.d.3.A through Item V.d.3.D, carried unanimously.

**FORMAL**  
**HEARING**  
**REQUEST**

**ADD**



4. Other Items

~~No items submitted~~

**ADD**

A. Recommend that employee #0000016658 be suspended without pay beginning Wednesday, November 20, 2013, pending successful completion of the Return-To-Work Agreement signed Monday, November 18, 2013. The Return-To-Work Agreement was entered into based on misconduct as more specifically identified in the notice letter to the employee.

The Superintendent said he was recommending approval of Item V.d.4.A, as noted on the agenda and with details provided on the backup documentation. Motion by Mr. Slayton, seconded by Mrs. Hightower, to approve the Superintendent's recommendation in Item V.d.4.A, carried unanimously.

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:10 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair

PENDING BOARD APPROVAL