

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, APRIL 23, 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: Mr. Jeff Bergosh Vice Chair: Mrs. Linda Moultrie

Board Members: Mr. Gerald W. Boone
Mrs. Patricia Hightower
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 April 1, 2013 - Legal No. 1594512

INVOCATION AND PLEDGE OF ALLEGIANCE

Mr. Bergosh welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Bill Slayton, School Board Member, District V, introduced Mr. Bill Ferguson, Minister of Music at East Brent Baptist Church. Mr. Ferguson delivered the invocation. Mr. Slayton also introduced his great-niece, Miss Emily Robinson, who was recently elected as Vice-President of the Senior Executive Board at Tate High School. Miss Robinson led the Pledge of Allegiance to the Flag of the United States of America.

PUBLIC FORUM

(Supplementary Minute Book, Exhibit "A")

Mr. Bergosh called for Public Forum at 5:33 p.m. He invited anyone who wished to speak in Public Forum to fill out the appropriate form and turn it in at the front of the room.

- Marshall Martinez, speaking as an individual, addressed the School Board with concerns about the disciplinary practices at Escambia High School.
- Sharon Pettaway, speaking as an individual, addressed the School Board with concerns about the disciplinary practices at Escambia High School.
- James Nims, Jr., speaking as an individual, addressed the School Board regarding the civil-citation program for juveniles that was recently launched in Escambia County.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mr. Bergosh called the Regular Meeting to order at 5:41 p.m. The Superintendent noted the following changes that had been made to the agenda since initial publication and prior to this meeting: Section V.C.1.g, AMENDED, Section V.C.2.d, AMENDED, Item V.C.3.a, CORRECTED, and Item V.C.3.c, CORRECTED. The Superintendent said that he would further AMEND Section V.C.1.g at the table by DELETING the following job descriptions (in addition to those that had already been deleted) from Item V.C.1.g.7: Programmer I and Programmer II. He said the job descriptions would be represented to the School Board on next month's agenda. Mr. Bergosh advised that Section 120.525(2), Florida Statutes and School Board Rule 1.06(5) 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. Mr. Bergosh called for a motion stating that the Superintendent's recommended changes to the April 23, 2013 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Slayton, seconded by Mrs. Moultrie, to that effect. Mrs. Hightower said that she intended to pull the corrected and amended items/sections from Consent Agenda for separate vote as she had not had ample opportunity to thoroughly review the revisions, some of which had been received only a few hours prior to this meeting. Mr.

Boone said he also had not had ample opportunity to thoroughly review the revisions that had been received just a few hours prior to this meeting. Mr. Bergosh said he had discussed similar concerns with the Superintendent just prior to this meeting. Motion stating that the Superintendent's recommended changes to the April 23, 2013 Regular Meeting agenda had been made for good cause carried 3 to 2, with Mr. Bergosh and Mr. Boone voting "No." Mr. Bergosh called for a motion to adopt the agenda (*as amended*). Motion was made by Mrs. Hightower, seconded by Mr. Boone and approved unanimously.

II. COMMITTEE/DEPARTMENTAL REPORTS

1. PTA Presentation

Ms. Deanna Neal, President of the Escambia County Council PTA (ECCPTA), gave a brief report on the recent and upcoming events and activities of the PTA. Ms. Neal announced the ECCPTA Slate of Officers for 2013-2014: Sally Bergosh, President; Terri Grimes, 1st Vice President; Amy Witwell, 2nd Vice President; Debra Whiteman, Secretary; Melanie Morgan, Treasurer; Jennifer Brazwell, Area Vice President; Bridgette Brooks, Area Vice President; Amy Philly, Area Vice President; and Kim Spradley, Area Vice President.

2. Stellar Employee Recognition

The Superintendent made the following announcement: *It is my pleasure this evening to announce the first Stellar Employee for the month of April – Ms. Cindy Nall. Cindy Nall has been with the District for 23 years and has served the Escambia Public Schools Foundation as their Administrative Aid for the past 18 years. As the Foundation offers many programs and services for the District, Mrs. Nall is in constant interaction with school faculties and staff, students, community leaders as well as the Foundation's Board of Directors. Mrs. Nall also interacts with a variety of individuals and businesses throughout the community. When dealing with these stakeholders, Mrs. Nall is always professional, courteous, and well-informed. Mrs. Nall's position involves a variety of skills including special events planning, daily administrative duties, graphic design, and customer service. Mrs. Nall approaches each aspect of her job with creativity and enthusiasm. Mrs. Nall's people skills make her a wonderful asset to the Foundation. No matter how busy, Mrs. Nall ensures that each customer is greeted with kindness and respect. Mrs. Nall personifies the pillars of people and service. It is for these reasons that Mrs. Cindy Nall has been chosen as the Stellar Employee for the month of April.* The Superintendent and School Board congratulated Ms. Nall for being chosen as the Stellar Employee for the month of April. Ms. Nall received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.

3. Resolution – Military Child Month

The Superintendent read the following resolution:

WHEREAS, Naval Air Station (NAS) Pensacola provides social, cultural, and financial benefits to the Pensacola community; and

WHEREAS, research shows that military families experience frequent relocations where families often move an average of every 2.9 years and children of military personnel can attend up to nine different schools by graduation; and

WHEREAS, deployments which are necessary to the mission of our armed forces and are a normal cycle of the military lifestyle can impact the educational outcome of children; and

WHEREAS, educators play a special role in the lives of children and school can serve as an oasis of stability for children, especially during a parent's deployment;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, does hereby recognize the month of April, 2013, as

MILITARY CHILD MONTH

and calls upon families, schools, businesses and communities to be our partners in announcing this resolution and to become active in celebrating our military children.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Captain Keith Hoskins, Commanding Officer of NAS Pensacola, and Carissa Bergosh, School Liaison Officer, NAS Pensacola.

Motion was made by Mr. Boone, seconded by Mr. Bergosh, to adopt a resolution recognizing the month of April 2013, as Military Child Month. Motion carried unanimously. Ms. Carissa Bergosh, School Liaison Officer, NAS Pensacola, accepted the resolution. She advised that Captain Keith Hoskins, Commanding

Officer of NAS Pensacola, had sent his regret that he could not attend tonight's meeting due to a previous engagement.

4. Resolution – School Library Month

The Superintendent read the following resolution:

WHEREAS, school library programs are an important asset in the education of the youth of the state; and
WHEREAS, school library programs significantly contribute to student achievement by providing instructional support resources and services; and
WHEREAS, school libraries provide access to information in a variety of formats within the school as well as to digital resources outside the school; and
WHEREAS, learning to become effective users of information and ideas is essential as Florida's youth prepare for a future filled with challenges and change; and
WHEREAS, promoting competencies in using new and emerging technologies is an integral part of school library programs; and
WHEREAS, school library programs promote literacy and the enjoyment of reading; and
WHEREAS, school librarians are instructional partners and consultants in the teaching and learning process;
NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, does hereby recognize the month of April, 2013, as

SCHOOL LIBRARY MONTH

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Dr. Sheila Brandt, Coordinator, Media Services.

Motion was made by Mr. Slayton, seconded by Mrs. Hightower, to adopt a resolution recognizing April 2013, as School Library Month. Motion carried unanimously. Dr. Sheila Brandt, Coordinator-Media Services, accepted the resolution.

5. Dr. Paula Gleason School Librarian of the Year Award

The Superintendent made the following statements regarding the Dr. Paula Gleason School Librarian of the Year Award: *This award is in honor of Dr. Paula Gleason, the District's former Coordinator of Library Services and Instructional Materials. Dr. Gleason's leadership, commitment and tenacity have created a lasting legacy of achievement which has benefited every school library program in Escambia County. The Dr. Paula Gleason School Librarian of the Year Award is presented annually to the Media Specialist whose library program exemplifies services to students and staff as evidenced by Dr. Paula Gleason's vast and significant contributions to the professional development of library services in Escambia County. It is my pleasure this evening to announce that the recipient of this year's Dr. Paula Gleason Award is Michelle White of Ferry Pass Elementary School. Ms. Judy Van Blaricom, on behalf of the Escambia County School Librarian's Association, presented the Dr. Paula Gleason School Librarian of the Year Award to Ms. Michelle White of Ferry Pass Elementary School.*

6. Resolution – ECSD Center for Health and Wellness

The Superintendent read the following resolution:

WHEREAS, in September 2011, the School District of Escambia County made the decision to explore the possibility of opening an employee medical health center to be utilized by district employees and retirees for medical needs; and
WHEREAS, after careful research and methodical review, the School Board approved a contract in December 2012 with Marathon Health to provide services for an employee medical health center; and
WHEREAS, the School Board approved the purchase of a location to house the employee medical health center at 915 East Fairfield Drive in Pensacola, Florida; and
WHEREAS, to achieve a name that employees will recognize as their medical health center, a process was implemented to invite all district employees to participate in the naming of the new facility; and
WHEREAS, a survey was initiated in February 2013 engaging all district employees to suggest names for the new facility; and
WHEREAS, a committee was created to review names recommended by employees as well as to provide a ranking by awarding points in order to determine the "top five" list of names; and
WHEREAS, a survey was conducted in March 2013 for an allotted two-week period encompassing all district employees to determine the final name;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, does hereby recognize the new employee medical health center as the

ECSD CENTER FOR HEALTH AND WELLNESS

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Kevin Windham, Director of Risk Management, and David Bryant, Chairman of the Employee Benefits Committee.

Motion was made by Mrs. Moultrie, seconded by Mr. Slayton, to adopt a resolution recognizing the new employee medical health center as the ECSD Center for Health and Wellness. Motion carried unanimously. Mr. Kevin Windham, Director of Risk Management and Mr. David Bryant, Chairman of the Employee Benefits Committee, accepted the resolution.

7. Recognition of Positive Behavior Support (PBS) Schools

The Superintendent made the following announcement: *Over the past four years, our District has trained and supported 19 schools to implement the Positive Behavior Support, or "PBS," model. The purpose of PBS is to provide schools with a positive and effective alternative to the traditional methods of discipline by emphasizing the use of prevention, teaching, and reinforcement-based strategies to change student behavior. Tonight, we will be recognizing four schools in our District who have implemented PBS with a high level of fidelity and have earned the distinction of being one of Florida's PBS model schools. Our PBS District Coordinators, Amanda Mann and Marcia Storniolo, will be presenting the awards. PBS District Coordinators, Ms. Amanda Mann and Ms. Marcia Storniolo, presented awards to the following schools: Washington High School (bronze level), Blue Angels Elementary School (bronze level), Warrington Elementary School (silver level), and Oakcrest Elementary School (gold level).*

8. Recognition of National Chess Tournament Winner

The Superintendent made the following announcement: *The Supernational Scholastic Chess Tournament is an event that is held once every four years where students from across the United States come to participate. This year, there were 5,335 students competing, making it the largest chess competition in history and breaking the world record. Participating in this event was a team from Ransom Middle School known as the Ransom Knights. The Ransom Knights competed in the K-9 Unrated Division. The Unrated Division is made up of students who have never before played in a rated tournament. This division was made up of 15 teams from as far away as California and New York. This year's competition was extremely difficult because of the varying levels of abilities of the competitors. However, beginning with the first game, the Ransom Knights stayed dedicated and played unrelenting through seven rounds of chess matches. This is the first time in the history of the Escambia County School District that a chess team has been ranked third in the nation. Ladies and gentlemen, on behalf of the Board of Directors of the United States Chess Federation, it is my privilege to present to the Ransom Knights Chess Team this trophy in recognition of having placed third in the K-9 Unrated Division of the Supernational Chess Tournament in Nashville, Tennessee, on April 6, 2013. The Superintendent and School Board congratulated the Ransom Knight Chess Team on their accomplishment. Team: Connor Stuckey, Paul Ashton, Devin Searcy, Ryan Carty, Shacorey Moss, Joshua Moody, Nick Zabelle, Travis King, Dawson Margeson, Devon High, Zachary Donaldson, Johnathan Hendren, Isaiah Hansen, Dillan Frisbie, Rodriquez Smith, and Tristan Taylor. Coach/Sponsor: John Lowe.*

III. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

(Supplementary Minute Book, Exhibit "B")

A. Rule(s) Adoption

1. Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 2, Human Resource Services (6Gx17-2.47, 2.48)

Mr. Bergosh asked if there was anyone in the audience who wished to address the School Board regarding this item; however, there was none. Motion was made by Mr. Boone and seconded by Mr. Slayton, to adopt amendments to Rules and Procedures of the District School Board: Chapter 2, Human Resource Services (6Gx17-2.47 and 2.48). Motion carried unanimously.

2. Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 4, Instruction (6Gx17-4.08)

Mr. Bergosh asked if there was anyone in the audience who wished to address the School Board regarding this item; however, there was none. Motion was made by Mrs. Moultrie and seconded by Mrs. Hightower, to adopt amendments to Rules and Procedures of the District School Board: Chapter 4, Instruction (6Gx17-4.08). Motion carried unanimously.

B. Permission to Advertise

1. Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 5, Business Affairs (6Gx17-5.01, 5.02)

Mr. Bergosh asked if there was anyone in 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 Mrs. Moultrie, to advertise *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 5, Business Affairs* (6Gx17-5.01, 5.02). Motion carried unanimously.

IV. APPROVAL OF MINUTES

1. 03-13-13 SPECIAL WORKSHOP
2. 03-15-13 REGULAR WORKSHOP
3. 03-19-13 REGULAR MEETING

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, to approve the minutes as listed (Items 1 through 3). Motion carried unanimously.

V. CONSENT AGENDA

Motion was made by Mrs. Moultrie and seconded by Mr. Slayton, to approve the Consent Agenda. Mrs. Hightower asked that all sections/items that had been amended/corrected be pulled from the Consent for separate vote, which would include: Section V.C.1.g, Section V.C.2.d, Item V.C.3.a, and Item V.C.3.c. Motion to approve the Consent Agenda (except for items pulled) carried unanimously.

A. CURRICULUM

(Supplementary Minute Book, Exhibit "C")

1. The School District of Escambia County Three-Year CAPE Strategic Plan
2. District Plan for Services to English Language Learners, 2013-2016
3. Cooperative Agreement between Goodwill Easter Seals and the School Board of Escambia County, Florida
4. Cooperative Agreement between Pyramid, Inc. and the School Board of Escambia County, Florida
5. Cooperative Agreement between ARC Gateway, Inc. and the School Board of Escambia County, Florida
6. Contract between United Cerebral Palsy of Northwest Florida, Inc. and the School Board of Escambia County, Florida
7. Agreement for Assistive Technology Services and Occupational Therapy Services between Assistive Technology, Inc. and the Escambia County School Board
8. Cooperative Agreement between New Horizons of Northwest Florida, Inc. and the School Board of Escambia County, Florida
9. Panhandle Area Educational Consortium Contract Agreement (Migrant)
10. Approval of Textbook Adoption
11. Memorandum of Understanding between Magellan Behavioral Health, Inc. and the School District of Escambia County, Florida

B. FINANCE

(Supplementary Minute Book, Exhibit "D")

1. Check Register for March 2013

2. Recap of General Fund Reserves (Non-Categorical) for March 2013
3. Resolutions to amend District School Budget:
 - a) Resolution 7 – General Operating Fund
 - b) Resolution 7 – Special Revenue – Federal Programs
 - c) Resolution 7 – 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
4. Legal Services:
 - General Fund
 - a) The Hammons Law Firm \$ 713.00
 - b) The Hammons Law Firm \$ 77.50
 - c) The Hammons Law Firm \$ 139.50
 - d) The Hammons Law Firm \$ 263.50
 - e) The Hammons Law Firm \$ 108.50
 - f) The Hammons Law Firm \$ 4,123.00
 - g) Rumberger, Kirk & Caldwell \$ 265.00
 - h) Shell, Fleming, Davis & Menge, P.A. \$ 2,338.00
5. Legal Services:
 - Risk Management Fund
 - The Hammons Law Firm \$14,098.75
6. Scrap Lists I, II, and III April 2013
7. Auction Lists I, II, and III for April 2013
8. Financial Status Report: Employee Benefit Trust Fund
9. Statement from Florida School Boards Association for 2013-2014 annual dues

C. HUMAN RESOURCE SERVICES

(Supplementary Minute Book, Exhibit “E”)

1. Instructional/Professional
 - a. Appointments
 - b. Reappointments
 1. Annual
-None
 - c. Transfers
-None
 - d. Out-of-Field
 1. Appointments
 2. Reappointments
-None
 3. Transfers
-None
 4. Other
-None
 - e. Resignations/Retirements/Other
 - f. Leaves of Absence
 - g. Special Requests

Mrs. Hightower said she had pulled Section V.C.1.g, Special Requests, for discussion purposes yet she was not prepared to make a motion as she had not had sufficient time to review the amended backup documentation. Mr. Slayton asked for clarification from Mrs. Hightower as to whether she had pulled the entire Special Requests section (V.C.1.g) or only the items that were amended under that section (Item V.C.1.g.4 and Item V.C.1.g.7). Mrs. Hightower responded that she was referring to the amended item V.C.1.g.4. Mr. Slayton offered a motion to approve the first item that was pulled. Mrs. Waters clarified that the first section/item that was pulled was V.C.1.g, Special Requests. Motion was seconded by Mr. Boone. Mr. Bergosh asked for clarification as to whether V.C.1.g.,

AMENDED

Special Requests, included job descriptions. The Superintendent explained that what had changed under Section V.C.1.g, was several of the job descriptions. He said that a number of job descriptions under Section V.C.1.g had been deleted and those that remained staff had only minor edits to; any job description that had edits other than history were deleted from this agenda. Mrs. Hightower asked that each of the job descriptions be dealt with individually. She wanted an explanation as to what exactly had changed on each of the remaining job descriptions. She noted that at the April 19, 2013 Regular Workshop she had a packet of things that were, in her opinion, incorrect. She said that she did not have time to go through what was submitted to her late and confirm that everything was taken of. The Superintendent said that staff could provide an explanation of the remaining items that were on the agenda. Dr. Alan Scott, Assistant Superintendent for Human Resource Services, said that the first job description on the administrative salary schedule to be amended under Item V.C.1.g.4 was for the Coordinator of Technology Services and the amendments that were made were to update the history to ensure that it was correct in that October 22, 2002 and the next revision would be April 23, 2013. Mr. Bergosh noted that before this meeting, he had attempted to match those up and as Mrs. Hightower had said, School Board Members had not had time before the meeting to review the last minute amendments that were received. Mr. Bergosh said he had asked Mrs. Linda West, Coordinator of Board Affairs to help School Board Members go through the information. His concern was that there were a number of job descriptions that still had errors – two of which, he had discussed with Dr. Scott just prior to this meeting. Dr. Scott responded that the two job descriptions Mr. Bergosh was referring to had been deleted from this agenda. Mr. Bergosh said he realized that those two had been deleted from the agenda; however, he had not had time to do a thorough review of the rest of the job descriptions. He said he did not want to hold up the Personnel Planning Document (PPD) process (*see Item V.C.1.g.9*) so he asked Mrs. Waters if the School Board did not approve the job descriptions, could they still go forward with approval of the PPD and come back to the job descriptions at a later time. Dr. Scott said he thought that the School Board already approved the PPD under Consent Agenda. The Superintendent said there were some of these where job titles and classification were being changed which is part of the PPD; however, the majority of the job descriptions had no bearing on the PPD. Mr. Bergosh noted that the question was a moot point since the School Board had already approved the PPD under Consent Agenda. Since the PPD had already been approved, he asked if there was any harm in postponing the job descriptions until they were corrected. He wanted to be sure that doing so would not invalidate the vote that the School Board had made to accept the PPD. Mrs. Waters said that she had not been able to get a comparison of what was in the PPD and what was in the document as it currently was before the School Board. She said that if the job descriptions were not the same as the PPD, then at some point as soon as possible, the School Board would need to come back and take action on the job descriptions to bring them into accord with the PPD. Mr. Bergosh wanted to know if the School Board did not vote on the job descriptions that had errors and that the School Board had not had time to review yet, would that invalidate the vote that was made on the PPD. Mrs. Waters responded by clarifying that the School Board had already accepted the PPD. Mr. Bergosh wanted to know if that would hold up the Superintendent and his staff. The Superintendent responded by pointing out that there were only four (4) job descriptions on the agenda that were going to have any impact on the PPD: Coordinator II-Benefits & Employee Wellness (job title change), Manager VI Route which used to be Manager V-Route; Director III-Purchasing & Business Services; and Director III-Internal Auditing. The Superintendent pointed out that staff was not changing anything on the job descriptions that were presented to the School Board since the initial publication of the agenda except history. He said the content was the same. He noted that over the last two days, every department head, including Mr. Tom Ingram, Director of Information Technology, had sat down with staff from Human Resource Services and with Jennie Lynn Murphy, Senior Financial Analyst, to make sure that the job descriptions that were brought forth were as the department head had intended. He said any job description that had language change was deleted from the agenda and only those that had updates/corrections to the history remained. Mr. Bergosh said that he had found that one of the job descriptions had an error and it also had additional changes to the actual description of the job; he wanted to know if that was one of the job descriptions that was pulled. The Superintendent said he was not sure and that was why he just deleted that one because that particular job description did not affect the PPD. Dr. Scott said that staff would go back the following day and revalidate that particular job description. Mrs. Moultrie wanted to know if the items that were in question had been deleted from the agenda. Dr. Scott responded that they had been

deleted. He said that under V.C.1.g.4, the Superintendent was asking the School Board to consider approval of only the following three (3) amended job descriptions: Coordinator-Technology Services, Director III-Purchasing and Business Services, and Director III-Internal Auditing. Mr. Bergosh said that it had just become so voluminous and esoteric and the change had come rapid-fire. The Superintendent pointed out once more that the only thing that had been changed was the history. Mr. Bergosh noted that history was important. The Superintendent said that staff had tried to get that right. Mr. Bergosh said he understood, but noted that the history was still wrong. The Superintendent said that he was not sure. Mr. Bergosh said he was not sure either because he had not had time to review.

Mrs. Hightower offered a motion “to postpone these sections until the May meeting.” Mrs. Waters asked for clarification as to whether Mrs. Hightower was suggesting that all of Section V.C.1.g be postponed or just Item V.C.1.g.4. Mrs. Hightower responded that she was referring to the entire section (V.C.1.g). Mr. Bergosh seconded the motion. Mrs. Waters advised that any discussion at that point should be limited to the motion to postpone. Dr. Scott pointed out that Section V.C.1.g would encompass all sixteen (16) special request items listed under that section. Mr. Bergosh asked Mrs. Hightower if it was her intention that the entire Section V.C.1.g be postponed. Mrs. Hightower clarified that she was referring to Item V.C.1.g.4 and Item V.C.1.g.7. Mrs. Hightower pointed out that because the PPD had already been approved, there was nothing to keep the Superintendent from moving forward except that the job descriptions needed to be corrected. The Superintendent said that really the only thing reflected in the PPD was job title. Mrs. Hightower said that she was just not comfortable knowing that the changes had been made correctly. She said she had not had time to review it and believed that if the School Board postponed it and brought it back in May that she would have time to review it and would then feel more comfortable. The Superintendent said he understood and that he was not resisting but rather simply commenting that the only impact on the PPD was the job titles; he said there was no description part in the PPD so he did not think that was necessarily a problem. However, he did believe that staff had identified the source of the problem that was discussed at the April 19, 2013 Regular Workshop so they now knew what had happened and there had been considerable effort by many people. He said he had no problem with the School Board delaying and looking at that if that was what they wanted to do, noting that he would be bringing the other job descriptions back in May anyway. Mr. Bergosh said he believed that was a good course of action and he would support that motion. He pointed out that there had been a big discussion at the April 19, 2013 Regular Workshop and he had tried to get answers. He said he had been busy all day and had not had time either to review the final changes that were submitted to the School Board late that afternoon. He said he felt much more comfortable supporting Mrs. Hightower’s motion now that he knew it was not going to hold up the PPD. He also said that when the job descriptions were brought back in May, he would go through them “centimeter by centimeter” if given enough time, in order to make sure that they were correct; and if they were not correct he intended to “call out everything that is wrong.” The Superintendent asked for clarification as to whether the motion was to postpone all of Section V.C.1.g. or only those items that included job descriptions (Item V.C.1.g.4, Item V.C.1.g.5, Item V.C.1.g.6, and Item V.C.1.g.7). Dr. Scott said he believed it was only Item V.C.1.g.4 and Item V.C.1.g.7. Mrs. Hightower clarified that it was only the amended items V.C.1.g.4 and V.C.1.g.7. Mrs. Waters noted that there was a motion on the floor to postpone Item V.C.1.g.4 and Item V.C.1.g.7 to the May meeting which had been made by Mrs. Hightower and seconded by Mr. Bergosh. Motion carried unanimously.

Immediately following the vote, Mr. Slayton asked why there had been a rush to vote on the motion. He said that he had wanted to make some comments prior to the vote. Mrs. Waters apologized and explained that she was simply announcing what the motion on the floor was. She said that a motion to reconsider the previous vote could be offered by a School Board Member. Motion to reconsider was made by Mrs. Hightower, seconded by Mr. Bergosh, and approved unanimously. Mr. Slayton said he was not clear on exactly what was being pulled from Section V.C.1.g, Special Requests. For clarify, he asked that someone list the specific job titles that were being pulled. Mrs. Hightower explained to Mr. Slayton that she had been confused because the amendment to Section V.C.1.g had shown certain job descriptions deleted and then the Superintendent had also deleted additional job descriptions at the table. Dr. Scott said that for Item V.C.1.g.4, the following job descriptions were up for consideration by the School Board: Coordinator-Technology Services, Director III-Purchasing & Business Services, and Director III-Internal Auditing. He said that for Item V.C.1.g.7, the following

job descriptions were up for consideration by the School Board: Coordinator I-Cost Analysis, Coordinator II-Benefits & Employee Wellness, Escambia County Public Schools Foundation-Executive Director, Manager VI-Route, Programmer Analyst I, and Technician IV-Technology Support. The Superintendent said that the Programmer Analyst I job description had been deleted at the table but it was later determined that only Programmer I and Programmer II had been deleted at the table. Mrs. Hightower said she believed that if the School Board voted to postpone Item V.C.1.g.4 and Item V.C.1.g.7, that it was the Superintendent's intent to also bring back the job descriptions that had been deleted under those sections. Upon inquiry by Mrs. Hightower, the Superintendent confirmed that he would bring back all of the postponed and the deleted job descriptions to the May meeting. Dr. Scott noted that the School Board had already approved some job descriptions under Item V.C.1.g.3, Item V.C.1.g.5, and Item V.C.1.g.6 earlier in the meeting. Mrs. Hightower clarified that the School Board had not approved those items because she had actually pulled all of Section V.C.1.g, Special Requests. Mrs. Waters noted that Section V.C.1.g had not been voted on at that point. Dr. Scott said it was his understanding that Mrs. Hightower had only pulled those sections/items that had been corrected or amended, which he noted was only Item V.C.1.g.4 and Item V.C.1.g.7 under Section V.C.1.g. Mrs. Hightower pointed out that all of Section V.C.1.g was listed as amended on the agenda. Mrs. Waters clarified that Section V.C.1.g. was pulled for separate vote and that there was a motion on the floor to postpone Item V.C.1.g.4 and Item V.C.1.g.7. Mr. Bergosh said that the School Board would address the rest of Section V.C.1.g after the current motion regarding Item V.C.1.g.4 and Item V.C.1.g.7 was handled. Mrs. Moultrie said that in light of all the confusion, she was willing to support Mrs. Hightower's motion to postpone Item V.C.1.g.4 and Item V.C.1.g.7. Motion to postpone Item V.C.1.g.4 and Item V.C.1.g.7 to the May meeting carried unanimously.

Motion was made by Mrs. Hightower to postpone Item V.C.1.g.9 (approval of the PPD) to the May meeting. Mr. Bergosh seconded the motion for discussion. Mr. Bergosh asked if postponement of the PPD would "put the Superintendent in a bad way for hiring?" The Superintendent said that staff would "deal with it" if necessary, but pointed out that there were only four (4) job descriptions that would impact the PPD in terms of job title only; he noted that the controversy with the job descriptions had been about the language and history reflected in the descriptions but not the job titles. Upon inquiry by Mrs. Moultrie, Dr. Scott confirmed that the PPD reflected only the title of job description not the history of revisions to those job descriptions. Mrs. Waters said the issue would be that if the School Board approved the PPD at this meeting, it would contain job titles that had not yet been approved by the School Board and therefore, the PPD would not be in accord with the currently existing job descriptions. She said that if the School Board did not end up going back and bringing those job descriptions into accord with the PPD, it could cause problems with hiring in that someone could be hired on the PPD for a job title that had been approved by the School Board. Mr. Boone said he was under the impression that the School Board had already approved the PPD in that it was not pulled from the Consent Agenda for separate vote. Mr. Bergosh noted that Mrs. Hightower had actually asked to pull every section/item that was corrected or amended and when asked for clarification it was confirmed that the entire Section V.C.1.g, Special Requests had been pulled and that section included the PPD (Item V.C.1.g.9). Mr. Boone suggested that perhaps a special meeting should be held to consider approval of the PPD rather than having to wait until the May regular meeting to do so. Mr. Bergosh said he would have no objection to scheduling a special meeting, perhaps for the first week of May, for the purpose of considering approval of the PPD. Mr. Slayton advised that he would be out-of-town the first week of May and therefore unable to attend or to call-in to a special meeting. Upon inquiry by Mr. Bergosh, Mr. Slayton said that he would be in town for the May Regular Meeting. Mr. Bergosh asked Mr. Boone if he would be willing to wait until the May Regular Meeting. Mr. Boone said he would and that he had only suggested a special meeting so that the amount of time the Superintendent and staff had to wait on the School Board's consideration of the PPD was reduced. The Superintendent said he understood the School Board's reasoning for postponing the job descriptions, but said that he did not understand why the School Board would not go ahead and move forward with the approval of the PPD. He noted that there were only four (4) job descriptions that had any impact on the PPD in that those job titles were reflected in the PPD. He noted that the problem was with the job descriptions, not the PPD. He asked that the School Board go ahead and approve the PPD so that staff could move forward. Mrs. Waters reminded everyone that there was a motion on the floor that had been made by Mrs. Hightower and seconded by Mr. Bergosh,

to postpone Item V.C.1.g.9 to the May meeting. Mr. Bergosh called the question and the motion carried 4 to 1 with Mr. Slayton voting “No.”

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve the Superintendent’s recommendations for the following remaining items under Section V.C.1.g, Special Requests: V.C.1.g.1, V.C.1.g.2, V.C.1.g.3, V.C.1.g.5, V.C.1.g.6, V.C.1.g.8, and V.C.1.g.10 through V.C.1.g.16. Motion carried unanimously.

2. Educational Support Personnel
 - a. Appointments
 - b. Temporary Promotions
 - c. Resignations/Retirements
 - d. Terminations

AMENDED

Motion was made by Mrs. Hightower to accept the Superintendent’s recommendation on Item V.C.2.d, *Terminations* (as amended). Mr. Bergosh seconded the motion for discussion. Mrs. Hightower wanted to know why the School Board was just now being asked to approve a termination (for Dawn J. Grant, Food Service Assistant I, Pine Forest High) that occurred on October 10, 2012. Mr. Jerry Caine, Manager-Educational Support Personnel, said the answer was “quite simply that there are thousands and thousands of details on HR agendas and it was an item that was simply missed and wasn’t included earlier.” Mrs. Hightower asked if this person had been paid past October 10, 2012. Mr. Caine said that this particular person was paid twice; he said that once Payroll caught it because the school was turning that person in but staff had pursued this with the employee and an arrangement had been made for repayment. He noted that the employee was not working after October 10, 2012 and did not have leave on the books. He also pointed out that the school had gone through two or three secretaries during that time and there had been some confusion there and accidentally the employee was turning is as working when they were not working. He noted again that one of those payrolls was caught and reversed before payment was made and arrangements had been made with the former employee for repayment. Mrs. Moultrie asked if staff had identified where the “slip” had occurred so that it did not happen again. Mr. Caine said that the “slip” had been identified and he was hopeful that it would not happen again. He said that staff tries very hard, but with the large number of employees working for the School District, he could not tell School Board Members that it would not happen again. Motion carried unanimously.

- e. Leaves of Absence
- f. Special Requests
-None

3. Risk Management
 - a. Security/Resident at the J.E. Hall Center

Motion was made by Mrs. Moultrie and seconded by Mr. Slayton, to approve Item V.C.3.a, *Security/Resident at the J.E. Hall Center*. At the request of Mrs. Hightower, the Superintendent briefly described the error that had been corrected on this item. He said that Jim Allen Elementary School was incorrectly listed in the participating schools/agencies section of the executive summary sheet; that section had now been corrected to read J.E. Hall Center. Motion carried unanimously.

- b. Willis of Florida, Business Associate Agreement
- c. Truveris Inc., Business Associate Agreement

CORRECTED

The Superintendent briefly described the error that had been corrected on this item. He said that the date on the executive summary sheet had been corrected from January 11, 2013 to February 11, 2013 in order to reflect the correct beginning date of the agreement with Truveris Inc. Motion was made by Mr. Boone and seconded by Mr. Slayton, to approve Item V.C.3.c, *Truveris Inc., Business Associate Agreement*. Motion carried unanimously.

4. Employee Services
-No items submitted
5. Affirmative Action
-No items submitted

D. PURCHASING

(Supplementary Minute Book, Exhibit “F”)

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Audio Visual and Electrical Supplies, Bid #132104
2. Bid Award: Sports Equipment, Bid #132204
3. Video Surveillance Security System for Warrington Middle School
4. Apple Computers and iPads for Bratt Elementary School
5. Change Notice #2 to Purchase Order #6241300043 – Exceptional Student Education

ITEMS PREPARED BY FACILITIES PLANNING:

6. Lease of Portable Modular Classroom Units for A.K. Suter Elementary School
7. Bid Award: Hall Center Transportation Department Concrete Repair
8. Bid Award: Pine Forest High School Parking Lot Lighting
9. Bid Award: Washington High School Campus Sign/L.E.D. Message Center
10. Bid Award: McArthur Elementary School Track Addition, West Florida High School of Advanced Technology Parking Lot Addition & Oakcrest Elementary School Play Area Addition
11. Bid Award: O.J. Semmes Elementary, Molino Park Elementary & Washington High Schools Parking, Site Improvements and Court Improvements
12. Bid Award: Montclair Elementary and Warrington Elementary Schools Site Improvements
13. Change Notice #2 to Purchase Order #5421300137 – Central Warehouse Refrigeration - Phase II
14. Retro-Commissioning for Bailey Middle School HVAC
15. Re-Roofing at Tate High School
16. Walkway Canopies for Brentwood Elementary School
17. Marine Area Canopy for West Florida High School of Advanced Technology

E. OPERATIONS

(Supplementary Minute Book, Exhibit “G”)

1. Facilities Planning
 - A. Final Payments
 1. George Stone Center Walk-In Chiller/Freezer Addition
 2. New Downtown Elementary School
 - B. Miscellaneous
 1. Pre-Qualification of Contractor
2. School Food Services
 - A. Miscellaneous
 1. 2013 Exemption from Ms. Willie Ann Glenn Act 1006.0606, F.S.
3. Maintenance
-No items submitted
4. Transportation
-No items submitted
5. Central Warehouse
-No items submitted
6. Information Technology
-No items submitted
7. Protection Services
-No items submitted
8. Energy Management
-No items submitted

F. STUDENT TRANSFERS

(Supplementary Minute Book, Exhibit “H”)

G. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit "I")

1. Inventory Adjustment Reports for eleven (11) cost centers
2. 2011-2012 Summary of Internal Accounts Audit Finding Follow-Ups

VI. UNFINISHED BUSINESS

-None

VII. NEW BUSINESS

A. ITEMS FROM THE BOARD

-No items submitted

B. ITEMS FROM THE SUPERINTENDENT

(Supplementary Minute Book, Exhibit "J")

1. Student Recommendations

The Superintendent requested that the School Board approve his recommendations for student discipline as outlined in Items 1 through 13, with Item 2 requesting a formal hearing. Motion was made by Mr. Boone and seconded by Mr. Slayton, to accept the Superintendent's recommendation for student discipline as outlined in Items 1 through 13, with Item 2 requesting a formal hearing. Motion carried unanimously.

1. Recommend that the order of the formal hearing officer concerning student number 13-72-221 be adopted as the order of the Board.
2. Recommend that, consistent with the decision of the due process committee, student discipline number 13-131-411 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
3. Recommend that, consistent with the decision of the due process committee, student discipline number 13-138-521 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
4. Recommend that, consistent with the decision of the due process committee, student discipline number 13-140-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
5. Recommend that, consistent with the decision of the due process committee, student discipline number 13-141-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
6. Recommend that, consistent with the decision of the due process committee, student discipline number 13-142-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.

FORMAL
HEARING
REQUEST

7. Recommend that, consistent with the decision of the due process committee, student discipline number 13-143-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
8. Recommend that, consistent with the decision of the due process committee, student discipline number 13-144-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
9. Recommend that, consistent with the decision of the due process committee, student discipline number 13-145-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
10. Recommend that, consistent with the decision of the due process committee, student discipline number 13-150-521 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
11. Recommend that, consistent with the decision of the due process committee, student discipline number 13-152-411 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
12. Recommend that, consistent with the decision of the due process committee, student discipline number 13-156-862 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.
13. Recommend that, consistent with the decision of the due process committee, student discipline number 13-158-281 be expelled from all public schools of Escambia County for the remainder of the 2012-2013 school year and all of the 2013-2014 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.

C. ITEMS FROM THE GENERAL COUNSEL

-No items submitted

VIII. ADJOURNMENT

There being no further business, the Regular Meeting was adjourned at 7:14 pm.

Attest:

Approved:

Superintendent

Chair