

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, MAY 20, 2014

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 April 26, 2014 - Legal No. 1622969

INVOCATION AND PLEDGE OF ALLEGIANCE

Mrs. Moultrie welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Norm Ross, Deputy Superintendent delivered the invocation and 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 5:35 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. The following speakers requested to address the School Board:

- Mr. Will Reed, representing Ford & Associates, gave a brief update on the School District's refinancing which the School Board approved at the April Regular Meeting. Mr. Reed noted that the School District had received exceptional ratings: AA3 by Moody's Investor Services and AA- by Fitch Ratings. He said that both rating agencies had commented favorably on the School District's financial health - healthy general fund liquidity and the fund balances maintained by the School District and that it had a much lower level of outstanding debt than most other school districts - strong financial stewardship and devotion toward keeping those fund balances high. Mr. Reed noted that Raymond James had done an exceptional job of marketing the bonds very aggressively on the School District's behalf and the savings realized was in excess of \$2.1 million on a net present value or nearly 10% of the refunded bonds (previously mentioned savings was \$1.3 to \$1.5 million on a net present value basis, approximately 5% of the refunded bonds).
- Dr. Shirley Lewis-Brown, representing the League of Women Voters-Pensacola Bay Area, Education Committee, thanked Mrs. Moultrie and Mrs. Hightower for participating in the Girls in Government event that was held on March 27<sup>th</sup> at Pensacola High School (PHS). The purpose of the event was to introduce high school senior girls to local female elected officials and to engage them in thinking about public service at the

local level as a future career choice. The event was sponsored by the League of Women Voters Education Committee and the Institute for Women in Politics of Northwest Florida in collaboration with the Escambia County School District and Pensacola High School. Dr. Brown provided each School Board Member and the Superintendent with a copy of the local government teaching manual that was prepared by the League of Women Voters. The teaching manual was intended provide teachers with materials, questions, and project suggestions that would help 7<sup>th</sup> grade students understand and be prepared to participate in local city and county government. The teaching manual was as the first place award for the League of Women Voters for the State of Florida for 2014.

- David Cromer, speaking as an individual, addressed the School Board regarding the topic of gender identify and how it related to Item V.a.2.a., Student Rights & Responsibilities Handbook. Mr. Cromer felt it important to address this matter on behalf of his friend who attended school in the Escambia County School District. Mr. Cromer mentioned that his friend, who was born female, actually identified as male and as a result had experienced harassment and bullying by students and staff at the school he attended. Mr. Cromer noted he too, had experienced harassment and bullying by students when he attended school in Escambia County because while he was born male, he actually identified as female. Mr. Cromer asked that the School Board do something to help prevent the bullying and harassment of transgender students by both students and school staff. He noted that all students should be able to attend school and receive the education they are entitled to without fear of being bullied or harassed.
- James C. Nims, Jr., speaking as an individual, although he recognized that this was not a question for the School Board, he wanted to know why the editor of the local InWeekly newspaper had omitted Mrs. Hightower and Mrs. Moultrie from a recent article. He questioned whether the omission had something to do with their political affiliation. Mr. Nims commented on the need for School Board Members and School District officials to do a better job of promoting the wonderful students and teacher in Escambia County.
- Reverend Rick Branch, representing the Escambia Youth Justice Coalition (EYJC), compared the discipline matrix for Escambia County School District and Broward County School District. He commented that “when a student gets in trouble in Escambia County, they are punished; when a student gets in trouble in Broward County for the very same offense, they are held accountable, but they are also given help so that they can still succeed.” He commented that in comparing the two matrixes, “it becomes painfully obvious which county sees the troubled student as a potential asset and which county sees the student as a liability.” Reverend Branch said the Escambia Youth Justice Coalition (EYJC) had given the School Board/School District specific suggestions for adapting the School Board’s policies to make them, in his opinion, “more in keeping with Christian values.” It was his belief that the School Board’s current policies and those proposed for the upcoming school year, were in need of improvement.
- Nathan Monk, speaking as an individual, introduced himself as a former priest and a father of three (3) children attending schools in Escambia County. Mr. Monk said he had stepped down from the priesthood because he could no longer tolerate the type of discrimination that was happening to people within the LGBT community by his church. He encouraged the School Board to consider amending their policies to ensure that students identifying as gay, lesbian, bisexual, or transgender, would no longer live in fear of being bullied or harassed at school.
- Keyontay Humphries, representing the American Civil Liberties Union (ACLU) and the Escambia Youth Justice Coalition (EYJC), addressed the School Board regarding Item V.a.2.a., Student Rights and Responsibilities Handbook. Ms. Humphries said that over the past several months, members of the EYJC had sent a number of letters to the Superintendent and the School Board Members; the Superintendent’s response to those letters was that the appropriate time to contribute to the discussion would be during public forum at the Regular Workshop on May 16<sup>th</sup> yet during the May 16<sup>th</sup> Regular Workshop, EYJC members were told “that it was not the appropriate time to chime in on the Student Rights & Responsibilities Handbook at that point because a draft was already ready for advertisement and it would therefore be very difficult for the Superintendent and the School Board to revise.” She encouraged the School Board and the Superintendent “to

be a little more forthwith with the opportunities to truly engage the community and not just members of the community that people consider to be friends or family but the community at large.”

- Scott Grantland, Associate Pastor at First United Methodist Church in Pensacola, addressed the School Board regarding their non-discrimination policies by recounting a well-known passage from the Bible.
- Sara Latshaw, Director of the American Civil Liberties Union (ACLU) Pensacola office, addressed the School Board regarding their non-discrimination policies and student discipline procedures. She urged the School Board to include gender identity/expression in their non-discrimination policy as outlined in the Student Rights and Responsibilities Handbook.
- Lorraine Ogan, representing the Escambia Youth Justice Coalition (EYJC), identified herself as a substitute teacher for the Escambia County School District. Ms. Ogan addressed the School Board regarding the need to include gender identity/expression in their non-discrimination policies; she also commented on the need for school discipline reform.
- John Peacock, speaking as an individual, identified himself as a member of the Big Brothers Big Sister Program. Mr. Peacock said he echoed comment made by the previous speaker (Lorraine Ogan) regarding the need for school discipline reform. Mr. Peacock addressed the School Board regarding his significant concerns about Warrington Middle School.
- Michelle McMillan, speaking as an individual, addressed the School Board regarding the need to include gender identity/expression in their non-discrimination policies.

## I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Moultrie called the Regular Meeting to order at 6:15 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.d. DELETED, Item II.e. ADDED, Item III.g. ADDED, Item V.a.2.a. AMENDED, Item V.b.3.A.7.1. AMENDED, Item V.b.3.A.7.x. AMENDED, Item V.b.3.A.7.y. AMENDED, Item V.b.3.C.3. ADDED, Item V.4.A.2.c. DELETED, Item V.d.3.A. ADDED, Item V.d.3.B. ADDED, Item V.d.3.C. ADDED, Item V.d.3.D. ADDED, Item V.f.1. DELETED, Item V.f.2. DELETED, Item V.f.3. DELETED, Item V.f.4. DELETED. Mrs. Moultrie advised that Florida Statutes and School Board Rule required that changes made to an agenda after publication be based on a finding of good cause determined by the person designated to preside over the meeting and stated in the record. Mrs. Moultrie said she had determined that the Superintendent’s recommended changes to the May 20, 2014 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to adopt the agenda (*as amended*). Motion carried unanimously.

## II. MINUTES

- a. 03-13-14 Regular Workshop
- b. 04-11-14 Regular Workshop
- c. 04-15-14 Regular Meeting
- ~~d. 04-30-14 Special Meeting~~
- e. 04-30-14 Emergency Meeting

~~DELETED~~  
**ADD**

Motion was made by Mr. Boone and seconded by Mrs. Hightower, to approve the minutes as listed (Items a through c and Item e). Motion carried 4 to 1, with Mrs. Moultrie voting “No.” It was determined that Mrs. Moultrie had registered an incorrect vote. The Superintendent called for a revote on the motion to approve the minutes as listed (Items a through c and Item e). Motion carried unanimously.

### III. COMMITTEE/DEPARTMENTAL REPORTS

#### a. PTA Presentation

Mrs. Bridgette Brooks, newly-elected President of the Escambia County Council PTA (ECCPTA), gave a brief report on the recent and upcoming events and activities of the PTA.

#### b. Employee of the Year Award

The Superintendent made the following announcement: *It is my pleasure this evening to announce the Stellar Employee of the Year – Cindy Davison. Cindy Davison is an Administrative Assistant III who currently works in the Purchasing Department and has been with the District for twenty-five years. Mrs. Davison personifies the caliber of those District employee recognized and celebrated by the Stellar Employee Award. Mrs. Davison’s performance and knowledge of expertise in the Purchasing Department is outstanding. Mrs. Davison stays abreast of changes in the District as well as the business world so as to maintain a pro-active stance. Mrs. Davison openly embraces new ideas and is constantly searching for a better and more efficient business process. Mrs. Davison’s primary duty is that of Purchasing Card Coordinator. Her organizational skills and ability to work independently enable Mrs. Davison to almost single-handedly maintain a purchasing card program with annual purchases totaling approximately \$9,250,000. Mrs. Davison administers the purchasing and travel card programs from cradle to grave which includes the training, ordering of cards, the data entry, as well as the setting and adjustment of purchasing limits. Mrs. Davison’s responsibilities also involve being the liaison between the cardholder and the bank. With Mrs. Davison’s encouragement, the use of purchasing cards has increased therefore permitting the annual rebate that the District receives from purchases to climb from \$2,894.00 to \$116,861.89. Through the years, Mrs. Davison has provided training and acted as the help desk regarding the procurement aspects of the District’s financial software. With the implementation of Skyward, Mrs. Davison was instrumental in the development of formal training for the purchasing module. This training, complete with documentation, was offered to District employees within weeks of the migration to Skyward. Mrs. Davison should be commended for her dedication, attention to detail, and drive. She is self-motivated, enthusiastic, and always has a positive attitude. Mrs. Davison never ceases to exceed expectations in both the quality and quantity of her work. Exemplifying the pillars of service and people, Mrs. Davison is an invaluable asset to the Purchasing Department and the Escambia County School District. It is for these reasons that we are proud to call her our Stellar Employee of the year. The Superintendent and School Board congratulated Ms. Davison for being chosen as the Employee of the Year for 2014. Mrs. Davison received a plaque from the School District and a check in the amount of \$500 from Members First Credit Union.*

#### c. Recognition of SkillsUSA Winners

The Superintendent made the following announcement: *On April 27<sup>th</sup> through the 29<sup>th</sup>, the 2014 Skills-USA State Leadership and Skills Conference was held at the Pensacola Bay Center. Skills-USA is a partnership of students, teachers, and industry all working together to ensure America has a skilled workforce. Competing in this year’s event against other regional winners from across the State were students from George Stone Technical Center. I am pleased to share that George Stone students successfully “reeled in the gold” and were crowned State Champions in their respective events. The Superintendent and School Board congratulated the following George Stone students on their fine performance and dedication to their craft and career: Victor Tungol (Men’s Haircutting), Charles Rappe (Marine Service Technology), Harry Hall (Occupational Health & Safety), and Robert Morrison (Occupational Health & Safety). It was noted that over the summer, these students would travel to*

Kansas City, Missouri, to pursue a National Championship. The Superintendent and School Board also recognized the instructors who had guided and inspired these talented students: Mr. Stefan Schmitt, Marine Services Technology and Ms. Cacee Holt, Cosmetology Instructor.

d. Recognition of Escambia High School's NJROTC

The Superintendent made the following announcement: *It is my distinct honor to share with you tonight that the Escambia High School Navy Junior Reserve Officers Training Corps (NJROTC) finished their competitive drill year undefeated. The Escambia High School NJROTC had a successful season. However, because of not having the opportunity to compete against other undefeated units, the cadets refused to accept the title of "Area's Best." Not only did the cadets have one more drill competition to go, but they also knew that other NJROTC units with whom they never competed against this year would also be there showing off their talents. Cadet Command Master Chief William Collier stated it best, "Believing you are number one simply doesn't carry the same value as knowing that there is no one better than you." In order to truly know they were number one, Escambia High School's NJROTC cadets had to compete in the "Area Eight Super Meet" hosted by the midshipmen of Ole Miss at the University of Mississippi. Understanding the weather was projected to cancel the athletic portion of the competition, Cadet Battalion Commander Cameron Cox and Cadet Executive Officer Mecca Jackson challenged each team commander to motivate their teams to prove themselves the best in each of their respective competitive drill areas. And I am pleased to share with each of you that the team commanders successfully accomplished this task as the Escambia High School NJROTC "Gator Elite" finished first overall, earning them the title of "Best of the Best in Area Eight." This event consisted of over 52 participating schools representing the states of Florida, Mississippi, Alabama, Arkansas, and Louisiana. The cadets effectively posted the following results on their way to victory: First Place – Personnel Inspection; First Place – Unarmed Basic Drill; First Place – Armed Basic Drill; First Place – Unarmed Exhibition Drill; First Place – Armed Exhibition Drill; Second Place – Color Guard Drill; and Second Place – Academic. These accomplishments have earned the Gators an invitation to compete against the top 25 drilling units in the nation at the Navy National Drill Competition. The Superintendent and School Board Members joined together in congratulating Escambia High School's NJROTC.*

f. Recognition of Unsung Heroes

The Superintendent made the following announcement: *On April 29<sup>th</sup>, Escambia County and surrounding areas were being drenched in over two feet of rain, resulting in the cancellation of school the following day due to severe flooding and dangerous road conditions. At approximately 1:30 a.m., Transportation Route Managers were completing calls to bus operators and assistants and advising them school would be canceled. It was during this time that the Director of Transportation received a call from the Escambia County Emergency Operations Center (EOC). The EOC asked if the District could provide buses to be driven by E-CAT drivers to transport those who were being displaced from their homes by the rising waters and move them to safer shelters. However, it soon became clear that E-CAT drivers would not be available to drive the school buses after all. It just so happened that two school bus operators, Jason Burlison and Kathy Langdon, were on the west side of town near the area where their buses were compounded and called in to offer assistance. Route Manager Danny Authement arrive at the Texar Bus Compound to help and Garage Manager Derrick Pires, who was already enroute to the Texar Bus Compound to provide buses, also volunteered to help. For the next 12 ½ hours, four Escambia County School District school buses, driven by these four employees, carefully negotiated the dangerously flooded streets to transport some 325 citizens from various areas throughout the city to safety. These four employees transported the homeless as well as families with children to shelters; in*

*some cases, wading into the flood waters to carry small children to the bus and to the shelter. Unfortunately, this was not the end of the heroism for another early-morning call for help would come the very next night. At approximately 1:00 a.m. the following morning, the Escambia County Sheriff's Office dispatch called to request 15 buses to transport injured officers and inmates from the County Jail to area hospitals after an explosion at the County Jail caused the building to partially collapse. As was the case the night before, the call for help was characterized as an urgent matter of life and death. Immediately, four transportation route managers took to the phones to find school bus operators willing to assist right away. To ensure there were enough buses, the Garage Manager instantly headed toward the Texar Compound. Within 30 minutes, 16 District school buses and their drivers were lined up, ready to help. Over the next several hours, District bus operators transported injured inmates and officers to and from area hospitals. Meanwhile, the District needed to get back to school, but access to existing bus stops had been restricted by flood waters and hazardous county roadways. After a 6:00 a.m. Planning Meeting, route managers traveled the roads to check for hazardous conditions along their routes. Much to their dismay, they soon discovered an additional 20 road and bridge hazards that had not been included on the County's closure list. Several school bus operators also took to the road checking for any hazards along their routes so they could inform their route managers. Soon after, route managers headed to the office to begin the tedious task of re-routing buses. All school bus operators were contacted and alerted to their new routes by 9:45 p.m. that evening. The process was all worthwhile as it enabled students to be transported safely to school the following morning. School bus operators responded to the overnight changes expertly, carrying off the return to school nearly without a hitch. Since erosion continued for a few days afterward, drivers continued to evaluate hazards through the weekend, making adjustments where necessary.*

Many people go over and beyond the call of duty;  
for they are called Unsung Heroes

In recognition for providing compassion and hope;  
for your bravery, hard work and strength;  
performed without complaint or seeking praise, recognition or award.

Thank you.  
Unsung Heroes 2014

**ADD**      g. Resolution – 2014 State 4A Softball Champions

The Superintendent read the following resolution:

WHEREAS, West Florida High School has attained the standards of excellence by offering stellar academic and extracurricular programs; and

WHEREAS, West Florida High School established a Girls Softball Team in 2001; and

WHEREAS, the West Florida High School's Girls Softball Team was 28-1 upon entering the 2013-14 Florida High School Athletic Association Class 4A Softball Championships; and

WHEREAS, on May 9, 2014, the West Florida High School's Girls Softball Team faced tough competition against P.K. Yonge where they found themselves down by four runs, with two outs in the bottom of the seventh inning; and

WHEREAS, the West Florida High School's Girls Softball Team achieved a noteworthy performance as they executed a rally worthy of champions; and

WHEREAS, the West Florida High School's Girls Softball Team demonstrated strength by taking the lead and soundly defeating the second ranked team and thereby winning the 2013-14 Florida High School Athletic Association Class 4A Softball Championship; and

WHEREAS, the West Florida High School's Girls Softball Team has brought victory to our area and their school as the first girls softball team to win a State title for West Florida High School;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, by this resolution hereby recognizes and commends the West Florida High School's Girls Softball Team for achieving the standards of merit necessary to win the 2013-14 Florida High School Athletic Association Class 4A Softball Championship.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and a copy be tendered to West Florida High School's Girls Class 4A Softball Championship Team and Coach Jessica Smith.

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to adopt a resolution recognizing and commending the West Florida High School's Girls Softball Team for achieving the standards of merit necessary to win the 2013-14 Florida High School Athletic Association Class 4A Softball Championship. Motion carried unanimously.

IV. UNFINISHED BUSINESS

-No items submitted

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 Amendments To Rules and Procedures Of The District School Board: Chapter 2, Human Resource Services

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to adopt amendments to Rules and Procedures of the District School Board: Chapter 2, Human Resource Services. Mrs. Moultrie called for public hearing; however, there were no speakers. Motion carried unanimously.

- b. Notice of Intent to Adopt Amendments To Rules and Procedures Of The District School Board: Chapter 3, School Operating Procedures

Motion was made by Mr. Boone and seconded by Mrs. Hightower, to adopt amendments to Rules and Procedures of the District School Board: Chapter 3, School Operating Procedures. Mrs. Moultrie called for public hearing; however, there were no speakers. Motion carried unanimously.

2. Permission to Advertise

- a. Approval to Advertise Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Student Rights and Responsibilities Handbook

Motion was made by Mr. Slayton and seconded by Mr. Boone, to approve for advertising, *Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Student Rights and Responsibilities Handbook.*

Mr. Joshua Jones, Esq., requested to the address the School Board on this item. Mr. Jones offered a risk management perspective on the matter of including gender identity/expression in School Board policies and School District procedures. Mr. Jones pointed out that transgender students were now recognized as "protected" under Title IX; he warned that failing to include gender identity/expression in the provisions about harassment and bullying could "open the door to liability" and result in unnecessary and costly Title IX civil rights litigation.

**AMENDED**

Mrs. Hightower offered a motion to amend the motion on the floor to insert the words “gender identity/expression” into the Rights and Responsibilities Handbook on pages 2 and 39. (NOTE: Mrs. Hightower provided School Board Members and the Superintendent with [written copies of her motion](#) which outlined the specific areas of insertion on pages 2 and 39.) Mrs. Hightower said that after hearing from the various speakers during the May 16, 2014 Regular Workshop about the need to include “gender identity/expression” in the Rights and Responsibilities Handbook, she felt obligated to offer the amendment that she had just made especially considering that the School District’s primary mission was to provide a positive and safe learning environment for the entire student body. Mrs. Hightower said it would be nice if all the School Board had to do was simply say to students “don’t bully anybody for any reason” but since that was not the case, she believed that more specific verbiage may be necessary to ensure that students understand that bullying and/or harassment of transgender students would not be tolerated. Mr. Bergosh noted that there was a lot of suggested verbiage that had been presented to School Board Members by various members of the community and from the discussions at the May 16, 2014 Regular Workshop, he got the sense that many of those suggestions had never been seen by the Student Rights & Responsibilities Handbook Committee. Mr. Bergosh said he had come to this meeting with the intention to vote against this item because he had so many issues with the proposed Student Rights & Responsibilities Handbook. He suggested that School Board Members should allow themselves additional time to consider this matter and should postpone the item until a later date at which time a Special Workshop could be held to further discuss the item. He pointed out that by doing so, the Student Rights & Responsibilities Handbook Committee would also have an opportunity prior to the date of that Special Workshop to review the suggestions that had recently been made by various members of the community. Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to postpone Item V.a.2.a., *Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Student Rights and Responsibilities Handbook* to a date certain of June 19, 2014, with the item to be workshopped at the already scheduled 2:00 p.m. Regular Workshop to be followed by a Special Meeting immediately thereafter, for the purpose of considering adoption of that item. The Superintendent expressed several “timing” concerns with postponing the item, including his belief that there was not enough time left in the school year to reconvene the Student Rights & Responsibilities Handbook Committee and also issues with having sufficient time to get the handbooks printed, packaged, and delivered to schools so that they would be available for students on the first day of school. At the request of Mr. Bergosh, Mrs. Waters clarified that there were no statutory requirements that the Student Rights & Responsibilities Handbook had to be available by the first day of school; they simply had to be available at the beginning of the school year. She referred to Section 1006.07(2) which reads as follows: *The School Board shall adopt a code of student conduct for elementary schools and middle and high schools and distribute the appropriate code to all teachers, school personnel, students and parents at the beginning of every school year. Each code shall be organized and written in a language that is understandable to students and parents and shall be discussed at the beginning of every school year in student classes, school advisory council meetings and PTA’s or organization meetings.* Mr. Bergosh pointed out that even if hard copies were not available by the first day of school, the Handbook could always be posted to the District’s website and would then be accessible by students, parents, teachers, and administrators until such time as the hard copies were available. After much discussion, primarily with regard to timelines, Mrs. Moultrie offered a “friendly amendment” to the motion to indicate that a Special Workshop would be held on June 9, 2014, beginning at 12:00 p.m., in Room 160, at the J.E. Hall Educational Services Center, with a Special Meeting to follow immediately thereafter for the purpose of advertising the Student



Rights & Responsibilities Handbook and a Special Meeting to be held on July 15, 2014, beginning at 5:00 p.m., in Room 160, at the J.E. Hall Educational Services Center, for the School Board to consider adoption of the Student Rights & Responsibilities Handbook. Mr. Bergosh and Mrs. Hightower accepted Mrs. Moultrie's "friendly amendment" to the motion. The motion, as amended, carried 4 to 1, with Slayton voting "No."

b. CONSENT AGENDA

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve the Consent Agenda. The following items were pulled from the Consent Agenda for separate vote: Item V.b.1.E.7 by Mrs. Moultrie. Mrs. Moultrie noted that this item involved a memorandum of understanding (MOU) with the Community Action Committee; because she was the current chair of that organization, she would abstain from voting on this item. Mr. Bergosh requested to pull Item V.b.4.A.2.c for discussion; however, it was noted that this item had been deleted from the agenda. Mrs. Waters advised that the appropriate time to have addressed that item would have been prior to the adoption of the agenda (Section I); however, it was also appropriate for Mr. Bergosh to address the item prior to adjournment. Motion to approve the Consent Agenda, except for item pulled, carried unanimously.

1. Curriculum

(Supplementary Minute Book, Exhibit "C")

A. Alternative Education

1. Amendment to the Contract for Educational Services Between the School Board of Escambia County, Florida and Camelot Schools of Florida, LLC
2. Cooperative Agreement Between the School Board of Escambia County, Florida and AMIkids Pensacola, Inc. DBA Escambia Boys' Base
3. Contract for Educational Services Between the School Board of Escambia County, Florida and Camelot Schools of Florida, LLC
4. Cooperative Agreement Between the School Board of Escambia County, Florida and Escambia County, Florida

B. Continuous Improvement

1. School Choice Student Transfers Summary

C. Elementary Education

-No items submitted

D. Evaluation Services

-No items submitted

E. Exceptional Student Education

1. Cooperative Agreement Between Autism Pensacola, Inc. and the School Board of Escambia County, Florida
2. Agreement for Assistive Technology Services and Occupational Therapy Services Between Assistive Technology Services, Inc. and the School Board of Escambia County, Florida
3. Cooperative Agreement Between New Horizons of Northwest Florida, Inc. and the School Board of Escambia County, Florida
4. Cooperative Agreement Between ARC Gateway, Inc. and the School Board of Escambia County, Florida
5. Cooperative Agreement Between Pyramid, 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. Memorandum of Understanding Between Community Action Program Committee's Head Start Program and the School Board of Escambia County, Florida

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, to approve Item V.b.1.E.7, *Memorandum of Understanding Between Community Action Program Committee's Head Start Program and the School Board of Escambia County, Florida*. Mrs. Moultrie advised that she would abstain from voting on this item as she was the current chair of the Community Action Program Committee. Motion carried 4 to 0, with Moultrie abstaining from vote.

8. Cooperative Agreement Between Goodwill Easter Seals and the School Board of Escambia County, Florida
9. Agreement Between the School Board of Escambia County, Florida and the School Board of Seminole County, Florida

F. High School Education

1. School Board of Escambia County Professional Services Agreement with Sinclair Communications, LLC dba WEAR TV/WFGX

G. Middle School Education

-No items submitted

H. Professional Learning

-No items submitted

I. Student Services

1. Contractual Services Between the School Board of Escambia County, Florida and Silvio Fina, LMHC

J. Title I

-No items submitted

K. Workforce Education

1. Memorandum of Understanding Between the School Board of Escambia County, Florida and the Escambia County, Florida, Board of County Commissioners
2. Cooperative Agreement Between the School Board of Escambia County, Florida and Pensacola Electrical Apprenticeship College, Group Non-Joint
3. Contract Between CareerSource Escarosa, Inc. and the School Board of Escambia County, Florida for Youth Services WIA-2014-2015

L. Other

2. Finance and Business Services

(Supplementary Minute Book, Exhibit "D")

A. Finance

1. Legal Services – General Fund

a. The Hammons Law Firm	\$ 341.00
b. The Hammons Law Firm	\$ 2,583.80
c. The Hammons Law Firm	\$ 2,298.11
d. The Hammons Law Firm	\$ 1,054.00
e. The Hammons Law Firm	\$ 467.82
f. The Hammons Law Firm	\$ 1,160.20

- g. The Hammons Law Firm \$ 434.00
- h. The Hammons Law Firm \$ 542.50
- i. The Hammons Law Firm \$ 5,427.19
- j. Rumberger, Kirk & Caldwell \$ 4,303.31
- k. Shell, Fleming, Davis & Menge, P.A. \$ 807.00
- 2. Legal Services - Risk Management Fund
  - The Hammons Law Firm \$ 7,773.80
- B. Accounting Operations
  - 1. Check Register for April 2014
  - 2. Results of Annual Physical Inventory of Warehouse for 2013-2014
- C. Budgeting
  - 1. Recap of General Fund Reserves (Non-Categorical) for April 2014
  - 2. Resolutions to amend District School Budget:
    - a. Resolution 8 – General Operating Fund
    - b. Resolution 9 – Special Revenue - Federal Programs
    - c. Resolution 8 – 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 May 2014
  - 4. Auction Lists I, II, and III for May 2014
  - 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: Tree Debris Removal, RFP #141802
    - 2. Bid Renewal: Communication Cabling, RFP #051104
    - 3. Investment Management Agreement: Wertz York Capital Management Group, LLC
    - 4. Agreement Renewal: Skyward/Enterprise Resource Planning Software
    - 5. Software Hosting: Skyward
    - 6. Annual Agreement: PD/CC 360
    - 7. Professional Services Agreement: The Flippen Group
    - 8. Educational Services Agreement Renewal: Calvert Education Educational Services
    - 9. Annual Agreement Renewal: Video Surveillance Security Systems, RFI #073704
    - 10. Annual Agreement Renewal with Amendment: School Health Services
    - 11. Annual Agreement Renewal: Refuse Collection Services
    - 12. Equipment, Software, and Curriculum Items for Northview High School
    - 13. Video Surveillance Security System for Holm Elementary School
    - 14. Video Surveillance Security System for Scenic Heights Elementary School
    - 15. Teacher Created Materials Agreements and Materials
  - ITEMS PREPARED BY FACILITIES PLANNING:
    - 16. Bid Award: Brentwood Elementary School Campus Lighting
    - 17. Bid Award: Escambia High, Pensacola High, Bellview Middle, and Warrington Middle Schools Track Resurfacing
    - 18. Change Notice #1 to Purchase Order #5421300236 – Jim Bailey Middle School HVAC Renovations, Phase 4 – Replace Air Handling Units and Boilers

19. Change Notice #8 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement
20. Change Notice #10 to Purchase Order #5421300232 – A.K. Suter Elementary School Replacement
21. Roofing Repairs at Pine Forest High School – Phase 2 Coating
22. Roofing Repairs at Tate High School – Building 1

3. Human Resource Services

(Supplementary Minute Book, Exhibit “E”)

A. Instructional/Professional

1. Appointments
2. Reappointments  
-No items submitted
3. Transfers  
-No items submitted
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 Race to the Top funds, to work at the Hall Center for Digital Citizenship Resource Development, from June 18-19, 2014, June 23-26, 2014, and June 30, 2014, a total of 70 hours, per employee:
    - Norma S. Jennings
    - Denisha M. Read
    - Lori J. Weedo
  - b. Approve Karla D. Trawick to receive her regular hourly rate of pay funded by School Improvement Grant, to work at Montclair Elementary School analyzing Discovery Ed Data and implementing strategies to move students towards higher learning gains on March 8, 2014, a total of 6 hours.
  - c. Approve Tamara T. Grimsley to receive her regular hourly rate of pay funded by General Fund, to provide home instruction for students from March 27, 2014 through May 8, 2014, not to exceed 40 hours.
  - d. Approve Justin D. Luciano to receive his regular hourly rate of pay funded by SAI, to work at West Florida High School during the summer to set up computer labs and install software, from June 4, 2014 through August 8, 2014, not to exceed 408 hours.
  - e. Approve Ronna M. Prescott to receive her regular hourly rate of pay funded by SAI, to work with incoming sixth grade students on integrated projects to boost reading and math skills while introducing them to thematic units, at Brown-Barge Middle School, from June 16, 2014 through June 25, 2014, not to exceed 56 hours.
  - f. Approve Kenneth M. Myers to receive his regular hourly rate of pay funded by Title I, Part D, to work in Alternative Education transitioning DJJ students who return to the District during the summer months, from June 25, 2014 through July 24, 2014, a total of 84 hours.
  - g. Approve Karen M. Hutchinson to receive her regular hourly rate of pay funded by Title I, Part D, to work at the jail providing continued GED/Compass Learning instruction for

incarcerated students through the summer, from June 4, 2014 through July 31, 2014, a total of 307.50 hours.

- h. Approve James Morgan to receive his regular hourly rate of pay funded by Escambia County Road Prison, to work as the Testing Coordinator for incarcerated students at Escambia County Road Camp, from July 1, 2014 through June 30, 2015, a total of 36 hours.
- i. Approve Leah E. McMillan to receive her regular hourly rate of pay funded by Workforce Escarosa, WIA Grant funds, to work at George Stone Technical Center to manage current student cases, follow up on WIA participants, assist with job placements, and intake new students for the WIA program, from June 4, 2014 through August 8, 2014, a total of 343.50 hours.
- j. Approve Angela L. Irby to receive her regular hourly rate of pay funded by Workforce Escarosa, WIA Grant funds, to work at George Stone Technical Center to provide assistance with the Florida Ready to Work certifications for incoming students, follow up on current WIA participants, assist with job placements, and assist the WIA intake process for new students, from June 4, 2014 through June 30, 2014, a total of 117 hours.
- k. Approve Steven D. Miller to receive his regular hourly rate of pay funded by SAI, to work at Washington High School assisting with the summer transition program and upgrading the computers, from July 1, 2014 through July 31, 2014, a total of 152 hours.
- l. Approve Tancang Pham to receive his regular hourly rate of pay funded by Title I Migrant Program, to provide instructional for the summer Migrant Reading and Writing through Technology Summer Camp at McMillan Community Learning Center, from June 5, 2014 through June 26, 2014, not to exceed 101 hours.
- m. Approve Christine E. Dunson to receive her regular hourly rate of pay funded by Title I Migrant Program, to provide instruction for the Migrant School Readiness Transition Summer Program at McMillan Community Learning Center, from June 5, 2014 through June 26, 2014, not to exceed 101 hours.
- n. Approve the following employees to receive their regular hourly rate of pay funded by Title I Migrant Program, to provide instruction for the summer Migrant Reading and Writing through Technology Summer Camp at McMillan Community Learning Center, from June 5, 2014 through June 26, 2014, not to exceed 101 hours, per employee:
  - Sara Parmer
  - Georgia M. Seitz
  - Soi Thi Tran
- o. Approve Melinda B. Leonard to receive her regular hourly rate of pay funded by Title I, Part A, to assist with administering the DIAL-3 screenings and VPK paperwork for the 2014-2015 school term at McMillan Title I Office, from June 4, 2014 through August 8, 2014, not to exceed 280 hours.
- p. Approve the following employees to receive their regular hourly rate of pay funded by Summer VPK funds, to provide instruction for the summer VPK program at various sites beginning June 5, 2014 through July 31, 2014, not to exceed 350 hours, per employee:
  - Liberty M. Davis
  - Gracey Dunmore
  - Stephanie Gaffney
  - Lydia R. Henderson
  - Lenora Shilston
  - Meredith J. Stieffel
  - Amanda D. Westbrook
- q. Approve Sandra G. Porras to receive her regular hourly rate of pay funded by Title I, Part A, to work at the McMillan Title I Office to plan for private school Title I implementation, from June 18, 2014 through July 24, 2014, not to exceed 200 hours.

**AMENDED**

- r. Approve Rodney A. Ford to receive his regular hourly rate of pay funded by Title I, Part A, to work at the McMillan Title I Office to plan for the Title I tutoring program, from June 18, 2014 through July 24, 2014, a total of 200 hours.
- s. Approve Elizabeth L. Walker to receive her regular hourly rate of pay funded by Title I, Part A, to work at McMillan Title I, to prepare for new Head Start Collaborative training and to train Lincoln Park teachers on the Creative Curriculum and TS GOLD, from June 18, 2014 through July 18, 2014, not to exceed 40 hours.
- t. Approve the following employees to receive their regular hourly rate of pay funded by Summer Reading Allocation, to work as Site Coordinators and Sub Site Coordinators in the Summer Reading Camp, not to exceed 175 hours:

From June 5, 2014 through July 16, 2014:

Christine M. Baker, Site Coordinator (Brentwood Elementary)  
 Laura R. Carroll, Sub Site Coordinator (Montclair Elementary)  
 Laurie Cothran, Site Coordinator (Scenic Heights Elementary)  
 Kristen H. Danley, Site Coordinator (Montclair Elementary)  
 Susan Dorman, Sub Site Coordinator (Pine Meadow Elementary)  
 S. Quinn Evans, Site Coordinator (Molino Park Elementary)  
 Dawn R. Morris, Sub Site Coordinator (Jim Allen Elementary)  
 Deborah L. Parker, Sub Site Coordinator (Global Learning Academy)

From June 25, 2014 through July 16, 2014:

Dr. Anita M. Gantt, Site Coordinator (Myrtle Grove Elementary)  
 Judy LaBounty, Site Coordinator (Global Learning Academy)

- u. Approve the following employees to receive their regular hourly rate of pay funded by Summer Reading Allocation, to work in the Summer Reading Camp, from June 9, 2014 through July 16, 2014, 6 hours per day:

Brentwood Elementary

Chelsea Cooper  
 Rosa Dean  
 Sara Gile  
 Melissa Highbaugh  
 Jessica Lett  
 Wanda Repine  
 Mary Samaras  
 Sharron Schreiber  
 Stella Williams

Ensley Elementary

Teretta Bain  
 Lisa Barretto  
 Jeanette English  
 Pamela Garrison  
 Pamela Peterson  
 Heidi Robar

Global Learning Academy

Cynthia Brown  
 Michelle Edmondson

Montclair Elementary

Jo Coker  
 Sylvia Harvey-Thomas  
 Lauren Smith (Hicks)  
 Teresa Jurczak  
 Gena Keszthelyi  
 Sallie Phillips  
 Amy Roby

Myrtle Grove Elementary

Rachel Brooks  
 Dynita Bufford  
 Elizabeth Cheney  
 Kimberly Gulley  
 Pamela Lane  
 Jan Long  
 Lisa Montgomery  
 Kristen Palmer  
 Patrice Porterfield  
 Kanish White

Substitutes

Mary Edwards  
John Herber  
Lori Martin  
Angela Nicks  
Ouida Saunders  
Tamiko Womack  
Etter Wright

Rachael Farmer  
Emily McMillan  
Sara Rabb  
Shannon Rowe  
Stephanie Stabler

Molino Park Elementary

Karon Fletcher  
Wynell Gainey  
Pamela J. Maraman-Barnes

- v. Amend the 2013-2014 Student Calendar to reflect storm days
- w. Amend the 2013-2014 Department Personnel Planning Document (Cost Center 4306)
- x. Amend the 2014-2015 Department Personnel Planning Document (Cost Center 4306)
- y. Amend the following job description on the Administrative Salary Schedule:

~~Director II – Human Resource Services~~ Assistant Director – Human Resources

B. Educational Support Personnel

- 1. Appointments
- 2. Temporary Promotions
- 3. Resignations/Retirements/Other
- 4. Terminations
- 5. Leaves of Absence
- 6. Special Requests
  - a. For Board Information: Reporting the death of Vanessa L. Nickerson, Teacher Assistant Special, District Administration, on April 13, 2014

C. Risk Management

- 1. Workers' Compensation Medical Bill
- 2. Workers' Compensation Final Order
- 3. Workers' Compensation Medical Bill

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit "F")

A. Facilities Planning

- 1. Final Payments
  - a. Jim Bailey Middle School HVAC Renovations, Phase 4 – Replace Air Handling Units and Boilers
  - b. ECSD School Dining Room Improvements – Various Schools
  - c. Oakcrest Elementary, West Florida High and McArthur Elementary Schools Asphalt Projects
  - d. O.J. Semmes Elementary, Molino Park Elementary and Washington High Schools Parking and Site Improvements, and Court Improvements
  - e. Warrington Middle School Admin and Media Center, New Technology Suite, and Building 2 Elevator

AMENDED

AMENDED

ADD

**DELETED**

2. Miscellaneous
    - a. Deed of Realty Between the School Board of Escambia County, Florida and the Town of Century, Florida
    - b. Sales Agreement Between the School Board of Escambia County, Florida and White Development Company and/or its Permitted Assigns
    - ~~c. Sales Agreement Between the School Board of Escambia County, Florida and Body of Christ Ministries Worldwide, Inc.~~
    - d. Lease Agreement Renewal Between the School Board of Escambia County, Florida and Camelot Schools of Florida, LLC
    - e. Lease Agreement for a Portion of the Former Allie Yniestra Elementary School and Purchase Option
    - f. Spot Survey for A V Clubbs Alternative
  - B. School Food Services
    1. Contract for Off-Site Preparation of Meals – AMI Kids, Pensacola
    2. Contract for Off-Site Preparation of Meals – PACE Center for Girls, Inc.
    3. Contract for Meal Service with Escambia County Head Start
  - 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
    1. 2012-2013 School Safety & Security Best Practices Self-Assessment Report
  - H. Energy Management
    - No items submitted
- c. ITEMS FROM THE BOARD
    - No items submitted
  - d. ITEMS FROM THE SUPERINTENDENT  
(Supplementary Minute Book, Exhibit “G”)
    1. Administrative Appointments
      - No items submitted
    2. Student Discipline

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent’s recommendation for student discipline as outlined in Items a through f. Motion carried unanimously.

- a. Recommend that, consistent with the decision of the due process committee, student discipline number 14-138-951 be placed on extended suspension pending court adjudication.
- b. Recommend that, consistent with the decision of the due process committee, student discipline number 14-140-521 be expelled from all public schools of Escambia County for the remainder 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. Recommend that, consistent with the decision of the due process committee, student discipline number 14-148-951 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.
- d. Recommend that, consistent with the decision of the due process committee, student discipline number 14-171-221 be placed on extended suspension pending court adjudication.
- e. Recommend that, consistent with the decision of the due process committee, student discipline number 14-172-521 be placed on extended suspension pending court adjudication.
- f. Recommend that, consistent with the decision of the due process committee, student discipline number 14-181-601 be placed on extended suspension pending court adjudication.

3. Employee Discipline

~~No items submitted~~

**ADD**

A. Recommend that employee #000002381 be suspended without pay for one (1) working day beginning Wednesday, May 21, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

B. Recommend that employee #0000021473 be terminated beginning Wednesday, May 21, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

C. Recommend that employee #0000027196 be suspended without pay beginning Wednesday, May 21, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

D. Recommend that employee #0000001845 be suspended without pay for three (3) working days beginning Wednesday, May 21, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for employee discipline as outlined in Items A through D. Motion carried unanimously.

4. Other Items

~~No items submitted~~

e. INTERNAL AUDITING

~~No items submitted~~

f. ITEMS FROM GENERAL COUNSEL

**DELETED**

~~1. Agreement For Legal Services Between The School Board of Escambia County, Florida And Joseph L. Hammons, Attorney At Law, And The Hammons Law Firm (Counsel For Superintendent)~~

**DELETED**

~~2. Agreement For Legal Services Between The School Board of Escambia County, Florida And Joseph L. Hammons, Attorney At Law, And The Hammons Law Firm (Risk Management)~~

**DELETED**

~~3. Agreement For Legal Services Between The School Board of Escambia County, Florida And Steven J. Baker, Attorney At Law (Risk Management)~~

**DELETED**

~~4. Agreement For Legal Services Between The School Board of Escambia County, Florida And Stephen B. Shell, Attorney At Law, And Shell, Fleming, Davis & Menge (Real Property and Construction Matters)~~

VI. ADJOURNMENT

Mr. Bergosh asked for explanation regarding the deletion of Item V.b.4.A.2.c., *Sales Agreement Between the School Board of Escambia County, Florida and Body of Christ Ministries Worldwide, Inc.* Mr. Bergosh pointed out that when the prospective buyer recently visited the Brownsville property for a final walk-through, it was discovered that the property had recently been heavily vandalized. In response to concerns expressed by Mr. Bergosh, the Superintendent advised that the sale of that property was not necessarily lost; in fact, the School District's real estate broker was still negotiating a sale with that same buyer.

There being no further business, the Regular Meeting adjourned at 8:00 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair

PENDING BOARD APPROVAL