

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, APRIL 15, 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 1, 2014 - Legal No. 1621440

INVOCATION AND PLEDGE OF ALLEGIANCE

Mrs. Moultrie welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Boone introduced Mr. Willie Spears, Head Football Coach at Escambia High School. Mr. Spears delivered the invocation and Mr. Boone led the Pledge of Allegiance to the Flag of the United States of America.

PUBLIC FORUM

(Supplementary Minute Book, Exhibit "A")

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

- Burnette King, representing the Escambia Youth Justice Coalition (EYJC), noted that he had previously addressed the School Board during the March 25, 2014 Regular Meeting. At that time, he commented on the need for clear, appropriate, and consistent school discipline. Mr. King said the EYJC would appreciate an opportunity to share information, data, and suggestions with the School Board and the Superintendent at a future School Board workshop or meeting. Mr. King provided each School Board Member and the Superintendent with a copy of a letter dated April 3, 2014 that he had recently sent to the School Board Chair.
- Carissa Bergosh, School Liaison Officer (SLO) for Pensacola Naval Air Station (NAS), spoke about the educational impact of frequent military relocations and parent deployments on school age children. She thanked everyone in attendance who had remembered to wear purple in recognition and celebration of Military Child Month.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Moultrie called the Regular Meeting to order at 5:40 p.m. The Superintendent noted the following changes that had been made to the agenda since initial publication and prior to this meeting: Item V.a.2.a. AMENDED, Item V.b.1.F.1. DELETED, Item V.b.1.F.2. ADDED, Item V.b.2.A.4. AMENDED, Item V.b.2.E.4. DELETED, Item V.b.3.A.7.i. AMENDED, Item V.b.3.A.7.j. AMENDED, Item V.b.3.A.7.k. AMENDED, Item V.b.3.A.7.m. AMENDED, Item V.b.3.A.7.o. AMENDED, Item V.b.3.A.7.q. AMENDED, Item V.b.3.C.6. ADDED, and Item V.b.4.A.2.a. 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 April 15, 2014 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Slayton and seconded by Mr. Boone, to adopt the agenda (*as amended*). Motion carried unanimously.

II. MINUTES

- a. 02-13-14 Special Workshop
- b. 02-14-14 Regular Workshop
- c. 03-25-14 Regular Meeting

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve the minutes as listed (Items a through c). Motion carried unanimously.

III. COMMITTEE/DEPARTMENTAL REPORTS

- a. PTA Presentation

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

- b. Stellar Employee Recognition

The Superintendent made the following announcement: *It is my pleasure this evening to announce that the Stellar Employee Award for the month of April goes to Ms. Dana Snider. Dana Snider is a Facilities Financial Specialist in the Facilities Planning Department and has been with the District for 9 ½ years. In May 2012, the District migrated to the Skyward Program. Ms. Snider was immediately on-board with transferring transactions to the purchasing card instead of using purchase orders. Thanks to her dedication, Ms. Snider instantly began to see the improvement in efficiency. Since last May, Facilities Planning's purchases have resulted in over \$11,000 of cash rebates for the District. Prior to using the purchasing card for low dollar purchases, crews would call the Facilities Planning Office directly from a store site and await confirmation of a purchase order number. This tedious process meant constant phone calls to the office and a "waiting game" for Facilities Planning crews. However, thanks to Ms. Snider, there are less phone calls and a lot less waiting. Ms. Snider often brags that this change has been one of her best decisions ever! Because of Ms. Snider's solid commitment to transferring transactions to the purchasing card, she has become the card manager for 20 new cards. And with all these new cards, comes the responsibility for processing all the charges. Ms. Snider has embraced and encouraged a change, resulting in a positive difference not only for those employees in the field, but for the department's financial "bottom line" as well. Ms. Snider exemplifies the pillars of people and service. It is for these reasons we are proud to call her our Stellar Employee for the month of April. The Superintendent and School Board congratulated Ms. Snider for being chosen as the Stellar Employee for*

April 2014. Ms. Snider received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.

c. 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, 2014, 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. Boone and seconded by Mrs. Hightower, to adopt a resolution recognizing the month of April 2014 as "School Library Month." Motion carried unanimously.

d. 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, 2014, 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. Bergosh and seconded by Mr. Slayton, to adopt a resolution recognizing the month of April 2014 as "Military Child Month." Motion carried unanimously.

e. Proclamation – Commemoration of 60th Anniversary of *Brown v. Board of Education*

The Superintendent read the following proclamation:

WHEREAS, public education is essential to an informed citizenry, the foundation of our democratic society; and
WHEREAS, access to a public education is the gateway to opportunity, our nation's promise to all; and
WHEREAS, a public education for every citizen regardless of race, religion, ethnic background, or economic circumstance is a fundamental civil right under our form of government; and
WHEREAS, on May 17, 1954, in a historic and unanimous decision, the United States Supreme Court in *Brown v. Board of Education* ruled that public education is subject to the equal protection provisions of the United States Constitution; and
WHEREAS, the Court based its decision in major part on the premise that to separate children according to their race was unfair, diminishing their hopes and their future aspirations; and
WHEREAS, the Court's pronouncement in *Brown v. Board of Education* validated the struggle and remarkable actions of countless Americans who challenged the destructive effects of segregation in our society through peaceful, lawful means; and
WHEREAS, the Court's decision has had a profound, significant, and beneficial impact on all aspects of life in the United States; and
WHEREAS, many areas of our nation are still struggling with how to remove the vestiges of segregation in education; and
WHEREAS, this Proclamation is to further an appreciation for the advancement of democratic principles through our system of law and justice using the unanimous 1954 Supreme Court decision in *Brown v. Board of Education* as a touchstone; and
WHEREAS, the contributions of civil rights leaders and volunteers, parents and students be recognized, for it is only through their courage, conviction and sacrifice that *Brown v. Board of Education* became a reality;
NOW, THEREFORE, BE IT PROCLAIMED, that the School Board of Escambia County, Florida, does hereby recognize that May 17, 2014, commemorates the 60th anniversary of the landmark U.S. Supreme Court decision in *Brown v. Board of Education*.
BE IT FURTHER PROCLAIMED, that on the date of May 17th, our public schools are encouraged to mark the anniversary of *Brown v. Board of Education* with activities to foster personal commitment to democracy.

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to adopt a proclamation recognizing that May 17, 2014 commemorates the 60th anniversary of the landmark U.S. Supreme Court decision in *Brown v. Board of Education* with activities to foster personal commitment to democracy. Motion carried unanimously.

f. Recognition of Escambia Charter School – National Winner for “Making a Difference Day”

The Superintendent made the following announcement: *Escambia Charter School is an independent alternative high school that was created to assist “academically challenged” students coming from the traditional school setting. As with all schools within the county, Escambia Charter School maintains a list of educational objectives. One young man currently enrolled at Escambia Charter School has clearly “brought to life” demonstrating one of those objectives – “To develop social responsibility, such as cooperation, respect for the rights of others and self, honesty and dependability.” This special young man is She’Kerion Thompkins. Mr. Thompkins is the president of a mentoring group at Escambia Charter School appropriately named “Men of Distinction.” To acknowledge “Make a Difference Day,” Mr. Thompkins originated a plan and proceeded to put strategies into place. About a month prior, students began to collect food and clothing. Despite that many of the school’s students come from troubled and economically needy backgrounds, students were successfully able to collect 300 pounds of food and 60 boxes of clothing. Under the guidance and direction of Principal Jerome Chisholm and Mr. Thompkins, Escambia Charter School students, along with their parents and teachers, organized and delivered the food to Manna Food Pantry and the USO; and the clothing to three shelters. But, the goodwill didn’t stop there! The students then split into teams and completed yard work for four elderly*

and disabled homeowners. Principal Jerome Chisholm recently remarked that “the community didn’t expect this from our kids; and the kids didn’t even expect it from themselves.” The students surprised not only each other, but the community as well by putting others first. For the school’s community involvement efforts, Escambia Charter School was selected and recognized as USA Weekend’s “Make a Difference Day” award winner. On April 10th, Principal Jerome Chisholm was presented a \$10,000 grant check in a special ceremony held in Washington D.C. Escambia Charter School’s vision is “to provide a nurturing and challenging academic environment where each student can achieve success.” In terms of social responsibility and public spirit, it is most fitting to say that success was truly achieved. The Superintendent and School Board congratulated Mr. Thompkins and Mr. Chisholm for the school’s community involvement efforts and for being recognized as USA Weekend’s “Make a Difference Day” award winner.

- g. One-Half Cent Sales Tax Watchdog Committee Quarterly Report
(Supplementary Minute Book, Exhibit “B”)

Ms. Ashley Bodmer, Chairman of the One-Half Cent Sales Tax Watchdog Committee, gave a brief review of the committee’s Quarterly Report.

IV. UNFINISHED BUSINESS

-No items submitted

V. NEW BUSINESS

- a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES
(Supplementary Minute Book, Exhibit “C”)

- 1. Rule(s) Adoption
-None

- 2. Permission to Advertise

- a. Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3, School Operating Procedures

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve for advertising, *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3, School Operating Procedures*. At the request of Mr. Bergosh, Mr. Steve Marcanio, Assistant Superintendent for Curriculum and Instruction, reviewed the change that had been made to the backup documentation for this item. Motion carried unanimously.

- b. CONSENT AGENDA

Motion was made by Mr. Boone 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.J.1. by Mrs. Moultrie; Item V.b.1.F.1 by Mr. Bergosh; Item V.b.3.A.7.i. by Mr. Bergosh; Item V.b.3.A.7.j. by Mrs. Hightower and Mr. Bergosh; Item V.b.3.A.7.k. by Mr. Bergosh; Item V.b.3.A.7.m. by Mr. Bergosh; Item V.b.3.A.7.n. by Mr. Bergosh; Item V.b.3.A.7.o. by Mr. Bergosh; and Item V.b.3.A.7.q. by Mrs. Hightower and Mr. Bergosh. Motion to approve the Consent Agenda, except for items pulled, carried unanimously.

AMENDED

1. Curriculum

(Supplementary Minute Book, Exhibit “D”)

A. Alternative Education

1. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and Beulah Academy of Science, Inc.
2. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and Escambia Charter School, Inc.
3. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and 21st Century Academy of Pensacola, Inc. DBA Newpoint Academy
4. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and Byrneville Elementary School, Inc.
5. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and New Road to Learning, Inc. DBA Jacqueline Harris Preparatory Academy
6. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and 21st Century Academy of Pensacola DBA Newpoint Pensacola
7. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and Pensacola Beach Elementary School, Inc.
8. Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Drug and Alcohol Council RISE Program
9. Contract for Services Between the School Board of Escambia County, Florida and the Children’s Home Society of Florida, Western Division
10. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and United Cerebral Palsy of Northwest Florida, Inc. DBA Capstone Academy
11. Contract for Educational Services Between the School Board of Escambia County, Florida and Pace Center for Girls, Inc.
12. Start-Up Charter School Contract Between the School Board of Escambia County, Florida and 21st Century Academy of Pensacola, Inc. DBA Five Flags Academy at Newpoint

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

-No items submitted

F. High School Education

- ~~1. Contract with WEAR-TV/WFGX~~

Upon inquiry by Mr. Bergosh, the Superintendent explained that this item had been deleted as there were “last minute” changes to the contract that were requested by the attorney for WEAR TV/WFGX. He advised that the contract would be resubmitted for the School Board’s consideration on the May 20, 2014 Regular Meeting agenda.

DELETED

2. Escambia County 2014 Text Book Adoption

G. Middle School Education

-No items submitted

ADD

- H. Professional Learning
 - No items submitted
- I. Student Services
 - No items submitted
- J. Title I
 - 1. Cooperative Agreement Between the Community Action Program Committee, Inc. and the School Board of Escambia County, Florida

Motion was made by Mr. Slayton and seconded by Mr. Boone, to approve Item V.b.1.J.1, *Cooperative Agreement Between the Community Action Program Committee, Inc. 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. [NOTE: Mrs. Moultrie filed the appropriate paperwork (Supplementary Minute Book, Exhibit "D") with Mrs. Holley DeWees, Administrative Recording Secretary.] Motion carried 4 to 0, with Mrs. Moultrie abstaining from vote.

- 2. Panhandle Area Educational Consortium Contract Agreement
- K. Workforce Education
 - No items submitted
- L. Other

2. Finance and Business Services

(Supplementary Minute Book, Exhibit "E")

- A. Finance
 - 1. Legal Services – General Fund
 - a. The Hammons Law Firm \$ 341.00
 - b. The Hammons Law Firm \$ 480.50
 - c. The Hammons Law Firm \$ 279.00
 - d. The Hammons Law Firm \$ 591.00
 - e. The Hammons Law Firm \$ 2,099.33
 - f. The Hammons Law Firm \$ 3,630.22
 - g. The Hammons Law Firm \$ 1,534.50
 - h. The Hammons Law Firm \$ 840.00
 - i. The Hammons Law Firm \$ 516.25
 - j. The Hammons Law Firm \$ 4,910.30
 - k. Rumberger, Kirk & Caldwell \$ 60.00
 - l. Shell, Fleming, Davis & Menge, P.A. \$ 1,645.50
 - 2. Legal Services - Risk Management Fund
 - The Hammons Law Firm \$ 6,239.36
 - 3. Certificates of Participation – 2014 Amendment to 1992 Lease Documents
 - 4. Refunding of Certificates of Participation, Series 2014
- B. Accounting Operations
 - 1. Check Register for March 2014
- C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical) for March 2014
 - 2. Resolutions to amend District School Budget:
 - a. Resolution 7 – General Operating Fund
 - b. Resolution 8 – Special Revenue - Federal Programs

AMENDED

- 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. Resolution 2 - Race to the Top Fund
- 3. Scrap Lists I and II for April 2014
- 4. Auction Lists I, II, and III for April 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: Sports Equipment, Bid #141504
- 2. Bid Award: Paper Products & Cleaning Supplies for School Cafeterias, RFP #141603
- 3. Amendment #2 to Agreement: K-12 Human Capital Management Platform (TNL) for Staff Development
- ~~4. Amendment #1 to Verna Smith Professional Services Agreement for Professional Development~~
- 5. Dell Computers for Pine Forest High School
- 6. Dell Compellent Enterprise Storage Network for Information Technology Department
- 7. Apple Computers for West Florida High School of Advanced Technology
- 8. Lease Payment for GPS Software and Hardware for School Buses

ITEMS PREPARED BY FACILITIES PLANNING:

- 9. Annual Agreement: Professional Building Commissioning Services
- 10. Annual Agreement: Professional Environmental Consulting Services
- 11. Annual Agreement: Professional Land Surveying Services
- 12. Change Notice #1 to Purchase Order #5421300326 – O.J. Semmes Elementary, Molino Park Elementary & Washington High Schools Parking, Site Improvements and Court Improvements
- 13. Change Notice #7 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement
- 14. Change Notice #9 to Purchase Order #5421300232 – A.K. Suter Elementary School Replacement
- 15. Agreement Renewal: Multi-Year Contract for HVAC Direct Digital Controls (DDC) Systems – Gulf South Trane
- 16. Agreement Renewal: Multi-Year Contract for HVAC Direct Digital Controls (DDC) Systems – Systems Specialists, Inc.
- 17. Roofing Repairs at Various Schools District Wide
- 18. Roofing Repairs at N.B. Cook Elementary School
- 19. Architectural and Engineering Services for the McDaniel Building – Mechanical and Electrical Systems Upgrade
- 20. Architectural and Engineering Services for the Hall Center – Building 500 – ESE Area Renovations and Remodeling
- 21. Bid Termination: West Florida High School Cafeteria Renovations

DELETED

3. Human Resource Services
(Supplementary Minute Book, Exhibit "F")

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 Briana McCreary to receive her regular hourly rate of pay funded by School Improvement Grant, to work at Montclair Elementary School to provide Discovery Ed training for recently hired employees and Review Discovery Ed Assessment 3 data in conjunction with stability group data to create effective and innovative instructional strategies designed to meet the individual needs of each student on March 8, 2014, a total of 6 hours.
 - b. Approve Jonathan Suarez to receive his regular hourly rate of pay to work as part of the Focus Student Data Team:
from June 25-26, 2014 and June 30, 2014 funded by Race To The Top funds, a total of 30 hours from July 1-3, 2014, July 14-17, 2014, and July 21-24, 2014 funded by General fund, a total of 110 hours.
 - c. Approve Daniel Cain to receive his regular hourly rate of pay funded by Workforce Education funds (50%) and Escambia County Road Prison (50%), to provide summer school instruction at the Escambia County Road Prison, from June 9, 2014 through July 26, 2014, a total of 150 hours.
 - d. Approve Anthony Stanley and Sarah Del Valle to receive their regular hourly rate of pay funded by Title I – Part D, to work at Lakeview/DAART on continued instruction through the summer for students in the DAART program, from June 4, 2014 through July 31, 2014, a total of 307.50 hours, per employee.
 - e. Approve Benjamin Geller and Gerald Russo to receive their regular hourly rate of pay funded by Workforce Education Funds, to provide summer school instruction at George Stone Technical Center, from June 4, 2014 through August 8, 2014, a total of 353.50 hours, per employee.
 - f. Approve Anthony Wiggins to receive his regular hourly rate of pay funded by Workforce Education funds, to evaluate, repair, and install computer hardware and software in our classrooms in addition to maintaining the school website for George Stone Technical Center, from June 9, 2014 through August 6, 2014, a total of 132 hours.
 - g. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide summer instruction for vocational courses at George Stone Technical Center, from June 9, 2014 through July 24, 2014, a total of 108 hours per employee:

Cotton, Art	Schmitt, Stefan
Delacruz, Ray	Spoke, Craig
Gilmore, Annie	Whitfield, Suzanne

- h. Approve James Morgan to receive his regular hourly rate of pay funded by Workforce Education funds, to work as the Testing Coordinator for adult and vocational students at George Stone Technical Center, from June 9, 2014 through August 8, 2014, a total of 160 hours.

AMENDED

- i. Amend the 2013-2014 Department Personnel Planning Document (Cost Center 4306)

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to approve the Superintendent's recommendation as outlined in Item V.b.3.A.7.i. Dr. Alan Scott, Assistant Superintendent for Human Resource Services, reviewed the change that had been made to the backup documentation for this item. Dr. Scott said that at the Board's request, staff had changed the 2013-2014 Department Personnel Planning Document (Cost Center 4306) to reflect the title of Director (specifically Director Ib) rather than Coordinator - Personnel Services. He noted that the actual job description for that position was included in Item V.b.3.A.7.j. Mrs. Hightower did not care for the title Director Ib as she thought it could be confusing in that someone may think this position was affiliated with the International Baccalaureate (IB) program. After the matter was discussed extensively by the School Board Members, the Superintendent, and Dr. Scott, it was determined that the title could be changed to Assistant Director – Human Resources. Mr. Slayton moved to amend the motion on the floor changing the job title of Director Ib – Personnel Services to Assistant Director – Human Resources. Mr. Boone seconded the amendment. The motion, as amended, carried unanimously.

AMENDED

- j. Establish the following job descriptions on the Administrative Salary Schedule:

~~Coordinator for Personnel Services~~

Coordinator – Student Data Systems

Director Ib – Personnel Services

Subject Area Specialist – Primary Grades

Motion was made by Mr. Slayton and seconded by Mr. Boone to approve Item V.b.3.A.7.j., with the title of the job description for Director Ib – Personnel Services being changed to reflect Assistant Director – Human Resources. At the request of Mr. Bergosh, the Superintendent reviewed the changes that had been made to the backup documentation for this item. Mrs. Hightower suggested that the qualifications on the job description for Subject Area Specialist – Primary Grades be amended to reflect a minimum of five (5) years successful teaching/administrative experience specifically at the elementary level. Motion was made by Mr. Boone and seconded by Mr. Slayton, to amend the job description for Subject Area Specialist – Primary Grades to reflect a minimum of five (5) years successful teaching/administrative experience at the elementary level. Mrs. Waters noted that the motion on the floor was to change Director Ib – Personnel Services to Assistant Director – Human Services and to change the qualification for the Subject Area Specialist – Primary Grades to experience at the elementary level. The motion, as amended, was approved unanimously.

AMENDED

- k. Establish the following job descriptions on the Professional Salary Schedule:

Administrative Specialist

Coordinator II – Public Relations

Coordinator VI – Retirement Specialist

Safety Officer II
Specialist I – Data Reporting
Technician I – School Food Services
Technician IV – School Based IT
Workforce Finance Specialist

Motion was made by Mr. Boone and seconded by Mr. Bergosh to approve the Superintendent's recommendation as outlined in Item V.b.3.A.7.k. At the request of Mr. Bergosh, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, reviewed the change that had been made to the backup documentation for this item. Motion carried unanimously.

- AMENDED**
- l. Establish the following job descriptions on the Educational Support Salary Schedule:
 - Employee Management Specialist
 - Lead Electronics Technician
 - Lead Employee Management Specialist
 - m. Establish the following job descriptions on the Instructional Salary Schedule:
 - Teacher on Special Assignment – Physical Education, Health, Wellness, Driver Education
 - Teacher on Special Assignment for Parent and Community Involvement

Motion was made by Mr. Bergosh and seconded by Mrs. Hightower to approve the Superintendent's recommendation as outlined in Item V.b.3.A.7.m. At the request of Mr. Bergosh, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, reviewed the change that had been made to the backup documentation for this item. Motion carried unanimously.

- AMENDED**
- n. Amend the following job description on the Administrative Salary Schedule:
 - Coordinator III – School Choice & Escambia Virtual School (was on the Professional Salary Schedule)
 - o. Amend the following job descriptions on the Professional Salary Schedule:
 - Certified Behavior Analyst
 - ~~Coordinator VI – Retirement Services~~
 - Manager IV – Protection Services
 - Safety Officer I

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to approve the Superintendent's recommendation as outlined in Item V.b.3.A.7.o. At the request of Mr. Bergosh, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, reviewed the change that had been made to the backup documentation for this item. Motion carried unanimously.

- p. Delete the following job description on the Professional Salary Schedule:
 - Manager III – Educational Support Personnel

AMENDED

- q. Approve the 2014-2015 Department Personnel Planning Document

Motion was made by Mr. Slayton and seconded by Mr. Boone, to approve Item V.b.3.A.7.q., with the changes that had been made in previous Board action during this meeting (see Item V.b.3.A.7.j). At the request of Mr. Bergosh, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, reviewed the change that had been made to the backup documentation for this item. Motion carried unanimously.

B. Educational Support Personnel

1. Appointments
2. Temporary Promotions
3. Resignations/Retirements/Other
4. Terminations
-No items submitted
5. Leaves of Absence
6. Special Requests
-No items submitted

C. Risk Management

1. Approval of Trailer Resident at Escambia High School
2. Approval of Trailer Resident at Workman Middle School
3. Workers' Compensation Settlement
4. Workers' Compensation Settlement
5. Workers' Compensation Medical Bill
6. Auto Liability Settlement

ADD

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit "G")

A. Facilities Planning

1. Final Payments
 - a. Warrington Middle School Admin and Media Center, New Technology Suite, and Building 2 Elevator
2. Miscellaneous

DELETED

~~a. Deed of Realty Between the School Board of Escambia County, Florida and the Town of Century, Florida~~

b. Pre-Qualification of Contractor

B. School Food Services

1. 2014 Exemption from Ms. Willie Ann Glenn Act
2. Contract for Preparation of Meals – Group Mission Trips

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

-No items submitted

E. Central Warehouse

- No items submitted
- F. Information Technology
 - No items submitted
- G. Protection Services
 - No items submitted
- H. Energy Management
 - No items submitted
- c. ITEMS FROM THE BOARD
 - No items submitted
- d. ITEMS FROM THE SUPERINTENDENT
 - (Supplementary Minute Book, Exhibit “H”)
 - 1. Administrative Appointments
 - No items submitted
 - 2. Student Discipline
 - No items submitted
 - 3. Employee Discipline
 - a. Recommend that employee #0000004635 be suspended without pay for three (3) working days beginning Wednesday, April 16, 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. Boone, to accept the Superintendent’s recommendation for employee discipline as outlined in Item V.d.3.A. Motion carried unanimously.
 - 4. Other Items
 - No items submitted
- e. INTERNAL AUDITING
 - (Supplementary Minute Book, Exhibit “I”)
 - 1. Inventory Adjustment Reports for fourteen (14) cost centers

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to approve Item V.e.1., *Inventory Adjustment Reports for fourteen (14) cost centers*, carried unanimously.
 - 2. District Financial Information Concerns – *Follow-up of Audit Committee Recommendations*

Motion by Mr. Boone, seconded by Mr. Slayton, to approve Item V.e.2., *District Financial Information Concerns – Follow-up of Audit Committee Recommendations*, carried unanimously.
- f. ITEMS FROM GENERAL COUNSEL
 - No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:46 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL