

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 15, 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 September 27, 2013 – Legal No. 1609516

INVOCATION AND PLEDGE OF ALLEGIANCE

Mr. Bergosh welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Bergosh then introduced Lonnie Wesley, Pastor of Greater Little Rock Baptist Church. Pastor Wesley delivered the invocation and Mr. Bergosh 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 or to an item on the agenda, to fill out the appropriate form and turn it in at the front of the room.

- James Nims, Jr., speaking as an individual, posed the following questions to the School Board and the Superintendent: (1) "Have we had five state commissioners of education in the last four years?" (2) "Do we have the same number of mechanics at the bus garage as we had two years ago?" Mr. Nims said he believed that the bureaucrats and politicians were to blame for "what's going on with our students and our teachers" because it seemed as if they were constantly moving the "goal post." He reminded the School Board and Superintendent that they were elected for two reasons: to make the community better and to educate students. Mr. Nims commented that he was proud of the Superintendent for taking a stand with regard to protecting information related to the safety and security of teachers, staff, and students.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mr. Bergosh called the Regular Meeting to order at 5:35 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.a DELETED, Item II.b DELETED, Item II.c DELETED, Item II.d DELETED, Item II.e DELETED, Item II.f DELETED, Item V.b.2.A.5 CORRECTED and AMENDED, Item V.b.2.A.6 CORRECTED and AMENDED, Item V.b.3.A.5 AMENDED, Item V.d.4.B ADDED. Mr. Bergosh asked if all School Board Members had ample opportunity to review the changes and whether they were comfortable moving forward with the agenda as amended. 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 October 15, 2013 Regular Meeting agenda had been made for good cause. Motion to that effect was made by Mrs. Moultrie, seconded by Mr. Slayton, and approved unanimously. Mr. Bergosh called for a motion to adopt the agenda (*as amended*). Motion was made by Mr. Boone and seconded by Mr. Slayton, to adopt the agenda (*as amended*). Motion carried unanimously.

II. APPROVAL OF MINUTES

- ~~DELETED~~ a. 08/16/13 Regular Workshop
- ~~DELETED~~ b. 09/10/13 Special Meeting
- ~~DELETED~~ c. 09/12/13 Special Workshop
- ~~DELETED~~ d. 09/13/13 Regular Workshop
- ~~DELETED~~ e. 09/17/13 Special Meeting
- ~~DELETED~~ f. 09/17/13 Regular Meeting

III. COMMITTEE/DEPARTMENTAL REPORTS

a. PTA Presentation

Mrs. Sally Bergosh, President of the Escambia County Council PTA (ECCPTA) introduced Ms. Amy Whitwell, 2nd Vice President of the ECCPTA. Ms. Whitwell 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 this month goes to Ms. Annie Carter. Annie Carter is an ESE teacher at Blue Angels Elementary School, who has been with the District for eleven (11) years. Ms. Carter is the ideal teacher for children with disabilities as she only sees potential when she looks into their eyes. Ms. Carter heartily welcomes any challenges her students face as she views these challenges as opportunities in which to grow as a problem solver and caring teacher. Recently, a parent wrote a letter to the principal of Blue Angels Elementary concerning Ms. Carter. In the letter, the parent recapped a recent occurrence involving her child. The letter noted that Ms. Carter had made the mother aware that her child had been behaving very "differently" that day; Ms. Carter further expressed she was concerned that something might be wrong. The mother made a doctor's appointment to have the child evaluated. Ms. Carter was in attendance at this appointment so she could thoroughly explain to the doctor what had transpired that day. Following the evaluation, the doctor as well as the mother were extremely grateful for Ms. Carter's observation as it helped the doctor to determine what type of seizures the child was experiencing during that time. This is only one example of the character traits exhibited by Annie Carter. Ms. Carter is intuitive, compassionate and pro-active when it comes to "her" students. Her care goes way beyond the classroom. It is easy to see why families, students, and staff truly appreciate her. Ms. Carter is a true representative of all of the wonderful ESE teachers in our District. Annie Carter epitomizes the pillars of people and service. It is for these reasons, she has been chosen as Stellar Employee for the month of October. The Superintendent and School Board congratulated Ms. Carter for being chosen as the Stellar Employee for October 2013. Ms. Carter received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

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

1. Rule(s) Adoption

a. Notice of Intent to Adopt Amendments to the School District of Escambia County,
Florida, Student Progression Plan

Mr. Bergosh asked if there were any members of the audience who wished to address the School Board regarding this item; however there were none. Motion was made by Mrs. Hightower and seconded by Mr. Boone to adopt amendments to the School District of Escambia County Florida, Student Progression Plan. Mr. Bergosh once again discussed his concern with the proposed Student Progression Plan as it related to Section 3.12 Promotion and Retention, subsection 3.12.3 Promotion. His concern was that many eighth grade students with poor performance in middle school were being advanced to ninth grade even though they were unprepared to succeed in high school. Mr. Bergosh believed that the School District should consider increasing the promotion requirements in an effort to ensure that middle school students would be ready for high school. He noted that other school districts in Florida had more rigorous advancement requirements for eighth graders than did the Escambia County School District. Mr. Bergosh said he would not support the motion on the floor to adopt the proposed Student Progression Plan; and that he would continue to vote against the Student Progression Plan until such time as the promotion requirements for eighth graders were increased. In response to the concern expressed by Mr. Bergosh, the Superintendent reminded the School Board that when the Student Progression Plan was submitted for advertisement in August, he had said that staff would be looking for a way to begin to calculate grade point average (GPA) at the middle school level; and as he had said at the October 11, 2013 Regular Workshop, District staff had recently met with middle school principals and they were working in earnest to see what their recommendations would be for such an approach in the future. The Superintendent said he anticipated that next year when staff submitted their Student Progression Plan recommendations, that there would be some type of GPA expectation for middle school students that would be used for determining eligibility for promotion to high school. Motion carried 4 to 1, with Mr. Bergosh voting "No."

2. Permission to Advertise

a. Approval to Advertise Notice of Intent to Adopt Rules and Procedures of the District
School Board: Chapter 2, Human Resource Services

Mr. Bergosh asked if there were any members of the audience who wished to address the School Board regarding this item; however there were none. Motion was made by Mrs. Moultrie and seconded by Mrs. Hightower, to approve for advertisement, Item V.a.2.a., *Notice of Intent to Adopt Rules and Procedures of the District School Board: Chapter 2, Human Resource Services*. Mr. Bergosh noted for the record, that it was his understanding that the backup documentation for this item encompassed all the changes that had been made to Chapter 2 since the year 2009. Motion carried unanimously.

b. CONSENT AGENDA

Mr. Bergosh called for a motion to approve the 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.2.A.5 by Mr. Bergosh, Item V.b.2.A.6 by Mr. Bergosh, Item V.b.3.A.1 by Mr. Bergosh, and Item V.b.3.A.5 by Mr. Bergosh. Motion to approve the Consent Agenda (except for items pulled) carried unanimously.

1. Curriculum
(Supplementary Minute Book, Exhibit “C”)
 - A. Alternative Education
-No items submitted
 - B. Continuous Improvement
 1. Student Transfers
 2. 2013-2014 School Advisory Council (SAC) Memberships
 3. 2013-2014 School Improvement Plans
 - C. Elementary Education
-No items submitted
 - D. Evaluation Services
-No items submitted
 - E. Exceptional Student Education
 1. Transportation Reimbursement Request
 - F. High School Education
-No items submitted
 - G. Middle School Education
-No items submitted
 - H. Professional Learning
 1. Master Inservice Plan (MIP)
 - I. Student Services
-No items submitted
 - J. Title I
-No items submitted
 - K. Workforce Education
 1. Pensacola State College Cisco Academy Support Agreement

2. Finance and Business Affairs
(Supplementary Minute Book, Exhibit “D”)

- A. Finance
 1. Legal Services – General Fund

a. The Hammons Law Firm	\$	449.50
b. The Hammons Law Firm	\$	3,596.00
c. The Hammons Law Firm	\$	108.50
d. The Hammons Law Firm	\$	356.50
e. The Hammons Law Firm	\$	93.00
f. The Hammons Law Firm	\$	201.50
g. The Hammons Law Firm	\$	2,440.50
h. Shell Fleming Davis & Menge, P.A.	\$	3,911.11
i. Rumberger, Kirk & Caldwell	\$	180.00
 2. Legal Services - Risk Management Fund

The Hammons Law Firm	\$	5,241.00
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 3. 2013-2014 Base Instructional Salary Schedule, 2013-2014 Performance Instructional Salary Schedule, and 2013-2014 Instructional Supplements Schedule
 4. 2013-2014 Educational Support Personnel Salary Schedule
 5. 2013-2014 Professional Salary Schedule and Classification Guide

CORRECTED/AMENDED

Motion was made by Mr. Slayton and seconded by Mrs. Moultrie, to approve Item V.b.2.A.5, *2013-2014 Professional Salary Schedule and Classification Guide*. Motion carried unanimously. Mr. Bergosh said the reason he had pulled this item for separate vote was to understand the progression of the backup documentation that had been provided to School Board Members. He noted that when the backup documentation was initially posted online via the electronic agenda, it only included the salary schedule and

the classification guide; however, it was later corrected to add an additional page entitled “Special Notations” as part of the Classification Guide. Mr. Bergosh wanted to know why the “Special Notations” page was not included when the backup documentation was initially submitted; his concern was that the information may have been deliberately omitted from the submission due to a conversation that had occurred at the October 7, 2013 Special Workshop that related to item 4 on the “Special Notations” page which read as follows:

4. *When nominating persons to fill positions, the Superintendent may recommend step placement within the position’s grade level, noticing the School Board through memorandum of any placement exceeding five (5) steps (reference to School Board Rule 2.04(4)(c)). A transfer to a higher pay grade under this provision shall not result in an employee’s reduction in pay (reference to School Board Rule 2.04(4)(b)).*

Mr. Bergosh recalled that during that conversation, School Board Members had expressed their desire to see the practice outlined in item 4 changed so he wondered why the Superintendent would be recommending that they “reinforce” a practice that was against the will of the School Board. The Superintendent explained that the “Special Notations” page had historically always been a part of the Classification Guide and that the omission of that page from the original backup submission was simply an oversight. As to why the practice outlined in item 4 was still included, the Superintendent advised that he was simply quoting the existing School Board policy. He acknowledged that he was aware of the School Board’s desire to see the practice outlined in item 4 changed; however, he noted that he had no authority to change such practice as it was currently outlined in School Board policy. He noted that a recommendation to change the current School Board policy was forthcoming and at such time as the policy was changed, the “Special Notations” page would be changed as well. Motion carried unanimously.

- CORRECTED/AMENDED
6. 2013-2014 Administrative Salary Schedule - District Level, 2013-2014
Administrative Salary Schedule—School Level Performance, 2013-14
Classification Guide, 2013-14

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve Item V.b.2.A.6, *2013-2014 Administrative Salary Schedule – District Level, 2013-2014*. Mr. Bergosh said his comments on Item V.b.2.A.5 applied to this item as well. Motion carried unanimously.

- B. Accounting Operations
 1. Check Register for September 2013
- C. Budgeting
 1. Recap of General Fund Reserves (Non-Categorical) for September 2013
 2. Resolutions to amend District School Budget:
 - a. Resolution 1 - General Operating Fund
 - b. Resolution 1 - Special Revenue – Federal Programs
 - c. Resolution 1 - 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 October 2013
 4. Auction List – no item submitted
 5. Financial Statements by Fund
 6. Donation of Obsolete Equipment to the Escambia County Animal Services Department

- D. Payroll and Benefits Accounting
 - 1. Financial Status Report: Employee Benefit Trust Fund

- E. Purchasing

- ITEMS PREPARED BY PURCHASING:

- 1. Bid Award: Breakfast & Lunch Entrees, RFP #140203
 - 2. Bid Award: Diplomas, RFP #140402
 - 3. Bid Award: Maintenance Agreement For Refrigeration, A/C & Heating Equipment, RFP #141402
 - 4. Bid Renewals: Fire Alarm Inspection & Maintenance, RFP #094902 & RFP #101302
 - 5. Bid Renewal: Pumping of Grease Traps, RFP #100202
 - 6. Renewal: Safari Montage Content for Title I Schools
 - 7. Agreement Renewal/Amendment: Common Core (CC) 360 for Professional Services
 - 8. Professional Services Agreements: Evaluation Florida, Education, Training, and Technology, LLC
 - 9. Educational Services Agreement: Learning for Life Character Education Program
 - 10. Apple Computers and iPads for Montclair Elementary School
 - 11. Media Center Furniture for Warrington Middle School
 - 12. NetVault Server Backup Equipment, Software and Services
 - 13. Self-Insurer Assessment Fee
 - 14. Fingerprint Processing and Record Retention

- ITEMS PREPARED BY FACILITIES PLANNING:

- 15. Annual Agreement Renewal: Portable Moving Services Throughout the District
 - 16. Change Notice #1 to Purchase Order #5421300015 – Architectural/Engineering Services for Blue Angels Elementary School
 - 17. Change Notice #2 to Purchase Order #5421300261 – Ferry Pass Elementary, Pensacola High and C.A. Weis Elementary Schools Minor Projects
 - 18. Change Notice #2 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement

- 3. Human Resource Services
(Supplementary Minute Book, Exhibit “E”)

- A. Instructional/Professional

- 1. Appointments

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, to accept the Superintendent’s recommendation for Item V.b.3.A.1, *Appointments*. Mr. Bergosh said this item pertained to the appointment of a family member and therefore, he would abstain from voting on this item. Motion carried 4 to 0, with Mr. Bergosh abstaining from vote.

- 2. Reappointments

-No items submitted.

- 3. Transfers

-No items submitted.

- 4. Out-of-Field

-No items submitted.

- 5. Resignations/Retirements/Other

Motion was made by Mrs. Moultrie and seconded by Mrs. Hightower, to approve Item V.b.3.A.5, *Resignations/Retirements/Other*. Mrs. Hightower referred to the amended backup documentation for this item commenting that there had been quite a number of names stricken from the list that was initially submitted. She requested that the Superintendent had his staff explain to her why it takes so long for

AMENDED

an individual's resignation or retirement to appear on an agenda for School Board approval noting that the majority of the resignation or retirement dates were from June. The Superintendent explained that the amendments to the initial backup documentation removed a number of names that were listed in error as those individuals were already approved by the School Board on a previous month's agenda. Dr. Alan Scott, Assistant Superintendent for Human Resource Services, said that in an effort to go paperless, the Human Resource Services department over the past few months had been trying to utilize the School District's new Skyward software program to automate their agenda preparation processes. He said that in order to eliminate the need for staff to type a list of names for agenda purposes, they had been using Skyward to generate reports for resignations and retirements within a specific date range; however, it was recently discovered that the reports were pulling information outside of the specified date range which resulted in quite a few resignations and retirements being listed on this month's agenda even though they had already been approved by the School Board on a previous month's agenda. He said that the staff from the Information Technology (IT) department was looking for a solution to this apparent "flaw" within the Skyward program. Mrs. Hightower wanted to know if Dr. Scott's staff typically checked the names that were generated on the reports prior to submitting them for the School Board's agenda or if they simply assumed that the information generated by Skyward was accurate. Dr. Scott responded that his staff should have, but did not check the names that were generated on this report prior to submission. Upon inquiry by Mrs. Moultrie, Dr. Scott confirmed that the amended list had been thoroughly checked by his staff and the names of those individuals who had appeared on previous school board agendas had now been removed. Mr. Bergosh wanted to know why the list of resignations and retirements had been placed in the Board's Secure Documents folder and not posted to the electronic agenda that could be accessed by the public. Dr. Scott said that staff had posted the list to the Board's Secure Documents folder on advice from the School Board's General Counsel, Mrs. Waters because the list now included a reference to the reason for the retirement or resignation. Dr. Scott pointed out that the reason for an individual's retirement or resignation, especially one that related to a medical issue (i.e., disability retirement), could be considered protected information under the Health Insurance Portability and Accountability Act (HIPAA). The Superintendent said that for future agenda submissions, staff could provide two lists: one to be posted to the Board's Secure Document folder that would include the "reason" (termination description) column which might at times contain confidential information and one that could be linked to the electronic agenda for public access that would not include the "reason" (termination description) column. Mr. Bergosh said he had asked Mrs. Waters to research the HIPAA law to determine whether or not a description such as "disability retirement" or any other medical issue would be considered protected information and therefore, information that should not be disclosed on a document for public access. Mr. Bergosh pointed out that the list provided on this month's agenda did not contain any "reasons" (termination descriptions) that would be considered confidential; therefore, his concern was that the information was not posted to the electronic agenda so that the public would not be able to see the list of individuals who had not been renewed (termination description of non-renewal). The Superintendent said that was not the case; to which Mr. Bergosh responded that if it was not the case, then this month's list should have been posted to the electronic agenda for public accessibility since there was nothing confidential included. The Superintendent said he had no objection to posting the document to the electronic agenda once it was approved by the School Board.

Motion carried unanimously.

- 6. Leaves of Absence
-No items submitted
- 7. Special Requests
 - a. Approve the following employees to receive their regular hourly rate of pay funded by School Improvement Grant, to work on Student Discovery Ed Data, identifying student weakness, assigning DEA probes, probes for whole group instruction and assigning probes to individual students as interventions at Montclair Elementary School on October 26, 2013, a total of 6 hours per employee:

<u>Pre K</u> Hartzog, Allison Mack, Monica	<u>Kindergarten</u> Ezell, Holly Fails, Briana Goble, Diana Schrader, Jessica	<u>1st Grade</u> Bookheimer, Sarah Chalanczuk, Edelsa Daley, Lisa Freeman, Betsy
<u>2nd Grade</u> Catanese, Laura Chabot, Jackie Killelte, Brenda McMillian, Lisa	<u>3rd Grade</u> Graber, Ryan Stewart, Jull Turner, Alan	<u>4th Grade</u> Duren, Jim Jason, Sarah Lovely, Kathryn
<u>5th Grade</u> Adams, Mia Cox, Jakera Klinker, Reagan	<u>ESE</u> O'Brien, Veronica Perkins, June Danley, Kristen	<u>Other</u> Baldwin, Cheryl Carroll, Laura Gardner, Inette Hawks, Malinda Hicks, Frank Jones, Cheryl McMillan, Emily Morris, Tonya Roby, Deborah Rood, Rebecca

- B. Educational Support Personnel
 - 1. Appointments
 - 2. Temporary Promotions
 - 3. Resignations/Retirements
 - 4. Terminations
-No items submitted
 - 5. Leaves of Absence
 - 6. Special Requests
-No items submitted
- C. Risk Management
 - 1. 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. Montclair Elementary and Warrington Elementary Schools Site Improvements
 - 2. Miscellaneous
 - a. Renewal of Pre-Qualified Contractors
 - B. School Food Services
 - No items submitted
 - C. Maintenances and Custodial Services
 - 1. Small Package Plant Sludge Receiving and Processing Agreement
 - D. Transportation
 - 1. 2013-2014 Bus Routes
 - 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 "G")
- 1. Administrative Appointments
 - No items submitted

- 2. Student Discipline

The following individual requested to address the School Board and/or the Superintendent regarding this item: James Nims, Jr. Mr. Nims said he was pleased that there were only four recommendations for student expulsion appearing on this month's agenda; yet it was his opinion that even four recommendations were too many. He said his main concern was that by expelling students, the School District was an indirect "recruiter for the gangs and for the jail." He referred to the following statement that was listed as part of the Superintendent's typical recommendation for student expulsion: "...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." Mr. Nims wanted to know if the School District considered the George Stone Technical Center as an alternative education program option for students expelled from regular school. It was his opinion that if a student had an interest in one of the vocational programs offered at George Stone, that they should be given the option to enroll there.

The Superintendent said he was recommending approval for student discipline as outlined in Items V.d.2.A through V.d.2.E. Motion was made by Mr. Boone and seconded by Mr. Slayton, to accept the Superintendent's recommendation for student discipline as outlined in Items V.d.2.A through V.d.2.E. Motion carried unanimously.

- A. Recommend that the order of the formal hearing officer concerning student number 13-243-862 be adopted as the order of the Board.
- B. Recommend that, consistent with the decision of the due process committee, student discipline number 14-07-951 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.
- C. Recommend that, consistent with the decision of the due process committee, student discipline number 14-08-951 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 14-10-951 be placed on indefinite suspension pending court adjudication.
- E. Recommend that, consistent with the decision of the due process committee, student discipline number 14-16-521 be expelled from all public schools of Escambia County for the remainder of the 2013-2014 school year and all of the 2014-2015 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.

3. Employee Discipline
- No items submitted

4. Other Items

A. Escambia County Public Schools Foundation, Inc., Board of Directors' Nominee

B. Recommend that employee #1964 be suspended without pay beginning Wednesday, October 16, 2013, pending court action as specifically identified in the notice letter to the employee.

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

e. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit "H")

- 1. Inventory Adjustment Reports for seven (7) cost centers

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve Item V.e.1, *Inventory Adjustment Reports for seven (7) cost centers*. Mr. Bergosh complimented the Internal Auditing staff for their "fantastic" reports and the Superintendent's staff for the way in which they answered the questions that were posed in those reports. He also noted that the audit findings for the seven (7) cost centers were very minimal. Motion carried unanimously.

ADD

2. School Food Services Audit

Motion by Mr. Bergosh, seconded by Mr. Slayton, to approve Item V.e.2, *School Food Services Audit*, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

- No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:30 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL