

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 21, 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. Bill Slayton
Mr. Jeff Bergosh
School Board General Counsel: Mrs. Donna Sessions Waters
Superintendent of Schools: Mr. Malcolm Thomas

(NOTE: Board Member Gerald Boone was not present for this session.)

Meeting was advertised in the *Pensacola News Journal* on October 1, 2014 - Legal No. 1630649

NOTE: The minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.
The video from this session is available at <http://escambiacountysdf1.swagit.com/play/10212014-838>

INVOCATION AND PLEDGE OF ALLEGIANCE

Mrs. Moultrie welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. She introduced Dr. Donna Curry, from Damascus Road Missionary Baptist Church, delivered the invocation and Mrs. Moultrie 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. The following speakers registered to address the School Board:

- James C. Nims, Jr., speaking as an individual, commented on a number of topics including, the proposed 4% pay increase for instructional personnel, teacher tenure, and the possible correlation among students with excessive discipline referrals and low reading levels.
- David Suhor, speaking as an individual, commented on the School Board's practice of allowing invocations at their meetings.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Moultrie called the Regular Meeting to order at 5:44 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.E.1. AMENDED, Item V.b.1.I.1. DELETED, Item V.b.2.A.4. ADDED, Item V.b.2.A.5. ADDED, Item V.b.2.A.6. ADDED, Item V.b.2.A.7. ADDED, Item V.b.2.E.21. AMENDED, Item V.b.2.E.24. AMENDED, Item V.b.3.C.2. ADDED, Item V.b.3.D.1. ADDED, Item V.d.4.A.2.d. DELETED, Item V.c.1. DELETED, Item V.c.2. DELETED, Item V.c.3. 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 October 21, 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 4 to 0, with Mr. Boone absent for vote.

II. MINUTES

- a. 08-14-14 Special Workshop
- b. 08-15-14 Regular Workshop
- c. 09-10-14 Special Meeting
- d. 09-16-14 Special Meeting
- e. 09-16-14 Regular Meeting
- f. 10-09-14 Special Meeting

Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to approve the minutes as listed (Items a through f). Motion carried 4 to 0, with Mr. Boone absent for vote.

III. COMMITTEE/DEPARTMENTAL REPORTS

- a. PTA Presentation

Mrs. Bridgette Brooks, 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 of the Month

The Superintendent made the following announcement: *It is my pleasure to announce that the Stellar Employee Award for the month of October is being presented to Vernice Hale. Vernice Hale is a custodian at the J.E. Hall Center. Many of the employees within this complex do not know her as "Vernice Hale," they affectionately know her only as "Ms. V." "Ms. V" consistently approaches her work as if she is caring for her own home. The hallways and offices at the Hall Center are always sparkling clean, making it pleasing to the public and a v enjoyable place to work. "Ms. V" lovingly cares for employees as if they were her family. By merely looking at you, "Ms. V" can determine whether you are having a good day or if you are feeling under the weather. If she were to see someone slightly struggling while attempting to carry or move an object, she persistently insists upon helping you. "Ms. V" is very determined to make sure you are given that extra helping hand. "Ms. V" is a self-starter. Whenever she discovers that a task needs to be completed, she just does it! She anticipates what you need even before you ask. One of the kindest things "Ms. V" does for those employees working late, is to ensure they safely exit the building. And like a caring parent, "Ms. V" watches them from the doorway to make sure they make it to their cars safe and sound. The completion of her daily custodial duties are not what makes "Ms. V" special. "Ms. V" is honorably special not only because of the pride in her work, but in her relationships with fellow employees she considers family. Vernice Hale's devotion to the District and its employees models the District's pillars of people and service. It is for these reasons that Vernice Hale has been selected as the Stellar Employee for the month of October. The Superintendent and School Board congratulated Ms. Hale for being chosen as the Stellar Employee for October 2014. Ms. Hale received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

- c. Recognition of Five Star Schools for 2013-2014

The Superintendent made the following announcement: *The Five Star School Award was created by the Florida Department of Education's Commissioner's Community Involvement Council and is presented annually to those schools that have shown evidence of exemplary community involvement. In order to earn Five Star School recognition, a school must show documentation that it has achieved 100% of the established criteria in the categories of business partnerships, family involvement, volunteerism, student community service, and school advisory councils. The following schools were recognized for receiving the Five Star School Award for 2013-2014:*

Jim Allen Elementary School, Bellview Elementary School, Beulah Elementary School, Blue Angels Elementary School, Brown Barge Middle, Helen Caro Elementary School, N.B. Cook Elementary School, Cordova Park Elementary School, Lipscomb Elementary School, Longleaf Elementary School, McArthur Elementary School, Molino Elementary School, Pine Meadow Elementary School, Pleasant Grove Elementary School, Scenic Heights Elementary School, and A.K. Suter Elementary School.

d. Recognition of Walgreen's Donations

The Superintendent made the following announcement: *For the past five years, the Escambia County School District has been in partnership with Walgreens to provide over-the-counter medications to all of our schools. To date, Walgreens has contributed over \$12,000 in medication to our students.* The Superintendent and School Board recognized a representative of Walgreens for their generous donations.

e. Recognition of State-Level ESOL Teachers

The Superintendent made the following announcement: Tonight we would like to recognize two exceptional ESOL teachers. The first award recognition is for the 2014 Florida Sunshine State Outstanding Teacher of English for Speakers of Other Languages (TESOL) Educator – Doreen Wells of Ensley Elementary School. Ms. Wells is not only an innovative first and fifth grade ESOL teacher, but she is an ESOL team leader at Ensley Elementary and a National Board Certified Teacher. Ms. Wells' achievements include the ability to inspire students to continually excel in academic classes through innovative approaches such as the "Language Acquisition through Arts, Science, and Technology (LAAST)" and the Whole Brain approach in ELLs. Ms. Wells incorporates technology in teaching and learning and her professional leadership extends outside the walls of her classroom. One of her outstanding accomplishments is for her involvement in the development of the District's Grading ELLs policy which is now a part of the Student Progression Plan. Ms. Wells is also a recipient of the 2005-2006 Escambia County Council of Elementary Teachers of Mathematics Teacher of the Year. HER principal Jane Cecil describes Ms. Wells as "motivated and committed to the success of her children and colleagues. She exemplifies devotion and compassion to the advancement of all children at Ensley Elementary." Tonight's second recognition is for the 2014 Bea Palls Diversity Educator Award Recipient – Laura Figueroa, ESOL Itinerant Teacher for the School District. Ms. Figueroa is a dedicated ESOL teacher who works tirelessly daily with students, parents, teachers, and administrators. Ms. Figueroa methodically plans each engaging lesson for each individual student. She has used ESOL strategies that combine language acquisition and academic vocabulary. Ms. Figueroa has built positive relationships with students and their families through school meetings, phone conversations and home visits. In addition, Ms. Figueroa has served on numerous committees and has planned professional development and family night activities. Ms. Figueroa serves as a translator for IEP meetings and her services are requested on a daily basis for parent conferences. Many teachers within our district have greatly benefitted from Ms. Figueroa's knowledge as she shares countless materials and offers successful strategies to use with ell students. Furthermore, Ms. Figueroa has taught after-school adult classes where parents have flourished by learning conversational English and critical job interviewing skills. Ms. Figueroa is always willing to go the extra mile and always manages to do all of this with a smile.

g. Resolution – Red Ribbon Campaign Week

The Superintendent read aloud the following resolution:

WHEREAS, it is imperative that visible, unified prevention education efforts by community members be launched to eliminate the demand for drugs; and

WHEREAS, Informed Families/the Florida Family Partnership is sponsoring the Florida Red Ribbon Campaign offering citizens the opportunity to demonstrate their commitment to drug free lifestyles; and

WHEREAS, the National Red Ribbon Campaign will be celebrated in every community in America during "Red Ribbon Week," October 23-31, 2014; and

WHEREAS, businesses, Government, parents, law enforcement, media, medical institutions, religious institutions, schools, senior citizens, service organizations, and youth will demonstrate their commitment to healthy, drug free lifestyles by wearing and displaying red ribbons during this week-long campaign; and

WHEREAS, Informed Families/the Florida Family Partnership along with other national programs, are among those providing innovative answers; and

WHEREAS, the State of Florida and the Escambia County School District commit resources to ensure the success of the Red Ribbon Campaign and the District's Comprehensive Drug Prevention Initiative;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, by this resolution does hereby recognize the week of October 23-31, 2014 as

RED RIBBON CAMPAIGN WEEK

and encourages its staff and students to participate in drug prevention education activities by making a visible statement that we are strongly committed to a drug free School District.

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 Linda Maletsidis, Director of Elementary Schools, Vicki Gibowski, Director of Middle Schools, and Lesa Morgan, Director of High Schools.

Motion was made by Mrs. Hightower, seconded by Mr. Slayton, to adopt a resolution recognizing the week of October 23-31, 2014 as "Red Ribbon Campaign Week." Motion carried 4 to 0, with Mr. Boone absent for vote.

IV. UNFINISHED BUSINESS

-No items submitted

V. NEW BUSINESS

(Supplementary Minute Book, Exhibit "B")

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

1. Rule(s) Adoption

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

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to adopt amendments to the Student Progression Plan. Mrs. Moultrie called for a public hearing on this item; however, there were no speakers. Motion carried 4 to 0, with Mr. Boone absent for vote.

2. Permission to Advertise

- A. Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 4 – Instruction

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve for advertisement, *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 4 – Instruction*. Motion carried 4 to 0, with Mr. Boone absent for vote.

b. CONSENT AGENDA

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh to approve the Consent Agenda. No items were pulled from the Consent Agenda for separate vote. Motion to approve the Consent Agenda carried 4 to 0, with Mr. Boone absent for vote.

1. Curriculum

(Supplementary Minute Book, Exhibit "C")

- A. Alternative Education
B. Continuous Improvement
1. School Choice Student Transfers
2. 2014-2015 School Improvement Plans
3. 2014-2015 School Advisory Council (SAC) Memberships
4. 2014-2015 Title III Supplementary Instructional Support for English Language Learners
C. Elementary Education
-No items submitted
D. Evaluation Services
-No items submitted

AMENDED

AMENDED

- E. Exceptional Student Education
 - 1. Transportation Reimbursement Request
- F. High School Education
 - 1. Agreement for the Establishment of an Air Force Junior Reserve Officer Training Corps Unit
- G. Middle School Education
 - 1. Instructional Leadership & Faculty Development Grant
- H. Professional Learning
 - 1. Master Inservice Plan (MIP) Revisions for 2013-2018
- I. Student Services
 - ~~1. Cooperative Agreement Between the School Board of Escambia County, Florida and the University of West Florida Mental and Behavioral Health Capacity Project~~
- J. Title I
 - 1. School Improvement Initiative 1003 (a), 2014-2015
 - 2. Title I, Part A: Improving the Academic Achievement of the Disadvantaged 2014-2015
- K. Workforce Education
 - 1. Amendment to the Interlocal Agreement Between Escambia County and the Escambia County School Board for the Provision of Certain Emergency Medical Services Student Clinical Training
 - 2. School Affiliation Renewal Agreement Between Baptist Health Care Corporation and the School Board of Escambia County, Florida
- L. Other

DELETED

2. Finance and Business Services

(Supplementary Minute Book, Exhibit "D")

A. Finance

1. Legal Services – General Fund

a. The Hammons Law Firm	\$ 759.50
b. The Hammons Law Firm	\$ 263.50
c. The Hammons Law Firm	\$ 327.50
d. The Hammons Law Firm	\$ 682.00
e. The Hammons Law Firm	\$ 1,564.50
f. The Hammons Law Firm	\$ 620.00
g. The Hammons Law Firm	\$ 403.00
h. The Hammons Law Firm	\$ 77.50
i. The Hammons Law Firm	\$ 1,379.50
j. The Hammons Law Firm	\$ 480.50
k. Shell, Fleming, Davis & Menge, P.A.	\$ 4,245.50

2. Legal Services - Risk Management Fund

The Hammons Law Firm \$ 2,588.50

3. Report No. 2015-012, a Report on Florida Education Finance Program (FEFP) Full-Time Equivalent (FTE) Students and Student Transportation for the fiscal year ended June 30, 2013

4. 2014-2015 Base Instructional Salary Schedule, 2014-2015 Performance Instructional Salary Schedule, and 2014-2015 Instructional Supplements Schedule

5. 2014-2015 Educational Support Personnel Salary Schedule and Classification Guide

6. 2014-2015 Professional Salary Schedule and Classification Guide

7. 2014-2015 Administrative Salary Schedule – District Level, 2014-2015 Administrative Salary Schedule – School Level Base, 2014-2015 Administrative Salary Schedule – School Level Performance, and Classification Guide

B. Accounting Operations

- 1. Check Register for September 2014

C. Budgeting

- 1. Recap of General Fund Reserves (Non-Categorical) – for September 2014
- 2. Resolutions to amend District School Budget:
 - a. Resolution 1 – General Operating Fund
 - b. Resolution 1 – Special Revenue - Federal Programs

ADD

ADD

ADD

ADD

- c. Resolution 1 – Capital Projects Fund
- d. No item submitted – Special Revenue – Food Service Fund
- e. No item submitted – Debt Service Fund
- f. Resolution 1 – Race to the Top Fund
- 3. Scrap Lists I and II for October 2014
- 4. Auction List I for October 2014
- 5. Financial Statements by Fund
- D. Payroll and Benefits Accounting
 - 1. Financial Status Reports: Employee Benefit Trust Fund
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

- 1. Bid Award: Band Uniforms – Pine Forest High School, RFP #150305
- 2. Bid Award: Fire Alarm Inspection & Maintenance, RFP #150402
- 3. Bid Award: Exterior Door Replacement, Bid #150502
- 4. Bid Award: Dispensing System for Foaming Hand Soap, RFP #150702
- 5. Bid Renewal: Pumping of Grease Traps, RFP #100202
- 6. Bid Renewal: Diplomas, RFP #140402
- 7. Bid Renewal: Maintenance Agreement for Refrigeration, A/C & Heating Equipment, RFP #141402
- 8. Self-Insurer Assessment Fee
- 9. Aruba Equipment for Various Schools
- 10. Video Surveillance Security System for Beulah Elementary School
- 11. Dell Computers for Navy Point Elementary School
- 12. Change Order #001 to Annual Agreement: Schoolnet Software
- 13. Change Order #002 to Annual Agreement: Schoolnet Software
- 14. Change Order #003 to Annual Agreement: Schoolnet Software
- 15. Dell Computers for A. K. Suter Elementary School
- 16. Dell Computers for Blue Angels Elementary School
- 17. Apple Computers for Pleasant Grove Elementary School
- 18. School Buses
- 19. Annual Agreement Renewal: Group Term Life Insurance
- 20. Emergency Purchase for Exceptional Student Education
- 21. Emergency Purchase for Brentwood Elementary School
- 22. Letter of Assignment – Beverage Vending

ITEMS PREPARED BY FACILITIES PLANNING:

- 23. Annual Agreement Renewal: Portable Moving Services Throughout the District
- 24. Award: Brentwood Elementary School Boiler Replacement Building
- 25. Bid Award: McDaniel Building HVAC and Electrical Upgrades
- 26. Change Notice #2 to Purchase Order #5421400169 – Northview High School Weight Training Facility
- 27. Change Notice #2 to Purchase Order #5421400157 – Spencer Bibbs Faculty/Staff Resource Center Renovations
- 28. Change Notice #2 to Purchase Order #8021400003 – Restoration of Holm Elementary School, April 2014 Flood Damage
- 29. Change Notice #3 to Purchase Order #5421400181 – West Florida High School Building #1 AHU Replacements, Phase II
- 30. Change Notice #12 to Purchase Order #5421300232 - A. K. Suter Elementary School Replacement
- 31. Change Notice #13 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement
- 32. Change Notice #7 to Purchase Order #5421300168 – Architectural/Engineering Services for Ernest Ward Middle School

AMENDED

AMENDED

- 3. Human Resource Services
 - (Supplementary Minute Book, Exhibit “E”)
 - A. Instructional/Professional
 - 1. Appointments

2. Reappointments
 3. Transfers
 4. Out-of-Field
 - No items submitted
 5. Resignations/Retirements/Other
 6. Leaves of Absence
 7. Special Requests
 - a. Approve the following employees to receive extra pay funded by Escambia Virtual Academy in the amount of \$130 per student per successful completion from August 18, 2014 through May 29, 2015:

<ul style="list-style-type: none"> Anderson, Jeffrey R. Archie, Barry C. Avery, Angela L. Baggett, Victoria G. Blalock, Robin M. Britt-McCaskill, Marietta E. Brooks, Angelica L. Broome, Ryan J. Butler, Susan E. Catalani, Katherine B. Cather, Charles S. Courson, Janice G. Davis, Kristy D. Forehand, Patricia A. Giles, Sheila R. Gilman, Heather T. Griffin, Keith Harris, Carol A. Hawkins, Johnny B. Hess, Rachel M. Humphreys, Mark A. Jackson, Genea L. Keyes, Michael J. 	<ul style="list-style-type: none"> King, Emily T. Kitchens, Jennifer E. Lapata, Kristian D. Laseter, Lois A. Lashley, Andy L. Lowery, Jeremy S. McCaskill, Jeffery K. Nickerson, Tracey M. Nodhturft, Minette L. Novotny, Jerrod W. Patti, Linda P. Quinn, Linda O. Rayburn, Kimberly A. Shaffer, Jeri M. Simmons, Theresa T. Suhrheinrich, Gina D. Tompkins, Stefany L. Travis, Leslie A. Tullos, Kylee Ann J. Vellos, Raul E. Williams, Langley J. Withycombe, Robin A.
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 - b. Approve Carolyn J. Rohr, Technology Coordinator, to receive her regular hourly rate of pay, funded by SAI to prepare reading labs, transfer old computers, install new computers, set up new computer labs, and update and secure the seven (7) testing labs at Pensacola High School from August 1, 2014 through August 8, 2014, a total of 48 hours.
 - c. Approve the Memorandum of Understanding between the Escambia County School District and the Union of the Escambia Education Staff Professionals regarding the Food Service Manager Intern Program.
- 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
 - a. Yalonda S. White, Behavior Technician, Warrington Elementary, was incorrectly listed on the Regular School Board Meeting Agenda for September 19, 2104, under V.b.3.B.1 Appointments, with the effective date of 8/22/14. Her correct effective date is 8/20/14.
- C. Risk Management**
1. Workers' Compensation Medical Bill
 2. Workers' Compensation Medical Bill

ADD

D. Employee Services

~~No items submitted~~

- 1. Tentative agreement for language changes and additions to the Master Contracts between The Escambia County School District and The Escambia Education Association and The Union of Escambia Education Staff Professionals, pending ratification.

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit “F”)

A. Facilities Planning

- 1. Final Payments
 - a. West Florida High School Fire Alarm Upgrades
- 2. Miscellaneous
 - a. Third Amendment to Lease Agreement for a portion of the former Edgewater Elementary School
 - b. New Gymnasium – Bellview Middle School
 - c. Renewal of Pre-Qualified Contractors
 - d. ~~First Amendment to Sales Agreement between the School Board of Escambia County, Florida and S.L. Jones Christian Academy, Inc.~~

B. School Food Services

- 1. Amended Contract for Off-Site Preparation of Meals – PACE Center for Girls, Inc.

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

- 1. 2014-2015 Bus Routes

E. Central Warehouse

-No items submitted

F. Information Technology

- 1. Responsible Use Guidelines for Technology – Student
- 2. Responsible Use Guidelines for Technology – Staff
- 3. Professional Development for Digital Learning Grant

G. Protection Services

- 1. 2013-2014 School Safety & Security Best Practices Self-Assessment Report

H. Energy Management

-No items submitted

c. ITEMS FROM THE BOARD

(Supplementary Minute Book, Exhibit “G”)

- 1. ~~Physical Security at School Board Properties – Jeff Bergosh~~
 - a. ~~Board Discussion on Physical Security at School Board Properties and at School Board Meetings~~
 - b. ~~Board Resolution on Physical Security at School Board Properties and at School Board Meetings~~
- 2. ~~Eligibility Concerns Re: Student Athletes (Investigation) – Jeff Bergosh~~
 - a. ~~Board Discussion on Eligibility Concerns Regarding Student Athletes, Athletic Eligibility Standard Operating Procedure (SOP) and Investigating Violations~~
 - b. ~~Board Resolution on Eligibility Concerns Regarding Student Athletes (Investigation)~~
- 3. ~~Proposed Policy for Transfer of Student Athletes – Jeff Bergosh~~
 - a. ~~Board Discussion on a Proposed Policy for Transfer of Student Athletes~~
 - b. ~~Board Resolution on a Proposed Policy for Transfer of Student Athletes~~

d. ITEMS FROM THE SUPERINTENDENT

(Supplementary Minute Book, Exhibit “H”)

- 1. Administrative Appointments

-None

ADD

DELETED

DELETED

DELETED

DELETED

2. Student Discipline

A. Disciplinary Reassignment

B. Expulsions

1. Recommend that consistent with the decision of the due process committee, student discipline number 15-11-061 be expelled from all public schools of Escambia County for the remainder of the 2014-2015 school year and all of the 2015-2016 school 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.
2. Recommend that, consistent with the decision of the due process committee, student discipline number 15-14-411 be placed on extended suspension pending court adjudication.
3. Recommend that, consistent with the decision of the due process committee, student discipline number 15-15-281 be placed on extended suspension pending court adjudication.
4. Recommend that consistent with the decision of the due process committee, student discipline number 15-16-862 be expelled from all public schools of Escambia County for the remainder of the 2014-2015 school year and all of the 2015-2016 school 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.

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.2.A., *Disciplinary Reassignment* and Item V.d.2.B., *Expulsions*. Motion carried 4 to 0, with Mr. Boone absent for vote.

3. Employee Discipline

- A. Recommend that employee #0000013008 be suspended without pay for five (5) working days beginning Wednesday, October 22, 2014, and complete anger management counseling based on misconduct as more specifically identified in the notice letter to the employee.
- B. Recommend that employee #0000025712 be suspended without pay for five (5) working days beginning Wednesday, October 22, 2014, based on misconduct as more specifically identified in the notice letter to the employee.
- C. Recommend that employee #0000019886 be suspended without pay for two (2) working days beginning Wednesday, October 22, 2014, based on misconduct as more specifically identified in the notice letter to the employee.
- D. Recommend that employee #0000021135 be suspended without pay for one (1) working day beginning Wednesday, October 22, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.A., Item V.d.3.B., Item V.d.3.C., and Item V.d.3.D. Motion carried 4 to 0, with Mr. Boone absent for vote.

4. Other Items

- A. Recommend that employee #0000026122 be suspended without pay beginning Wednesday, October 22, 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 as outlined in Item V.d.4.A. Motion carried 4 to 0, with Mr. Boone absent for vote.

e. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit "I")

1. Inventory Adjustment Reports for twenty-four (24) cost centers

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve Item V.e.1., *Inventory Adjustment Reports for twenty-four (24) cost centers*. Motion carried 4 to 0, with Mr. Boone absent for vote.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:37 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL