

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 16, 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. Gerald Boone  
Mr. Bill Slayton  
Mr. Jeff Bergosh  
School Board General Counsel: Mrs. Donna Sessions Waters  
Superintendent of Schools: Mr. Malcolm Thomas

Meeting was advertised in the *Pensacola News Journal* on September 1, 2014 - Legal No. 1629121

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/09162014-766>

#### 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 Reverend James Miller, Pastor of First Baptist Church of Warrington. Reverend Miller 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 5:40 p.m. The following [speakers](#) registered to address the School Board:

- Agustin Maldonado, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Mary Lundy, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Kevin Green, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Karen Corcoran, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Phillip Childers, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Lorena Childers, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Pamela Linzy, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Vickie Brown, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.

- Barbara Hayes, speaking as an individual, expressed concerns regarding the lawsuit filed by the Florida School Boards Association (FSBA) against Step Up for Students scholarship program. She asked the School Board to extend their support for Step Up for Students.
- Anthony Porterfield, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Donna Woodard, speaking as an individual, addressed the matter of inequity in terms of employee discipline.
- Sonja Johnson, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Kristy Davis, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Stephen Burke, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Shwayne Likely, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- James C. Nims, Jr. speaking as an individual, commented on a number of issues including a recent article in the *Pensacola News Journal*.
- Regina Hyman, speaking as an individual, wanted to know about the standardized testing requirements were for the 2014-2015 school year and what mentoring programs were available for students from low-income families.
- Arnetha Welcome, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Joe N. Everette, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Arabihah Ali, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Andre Ryland, representing the Humanists of West Florida, addressed the School Board's practice of allowing invocations at their meetings.
- Amanda Kondrat'yev, speaking as an individual, addressed the School Board's practice of allowing invocations at their meetings and the School District's failure to prioritize science education.
- Doris Hayes, representing the Eastside Neighborhood, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- David Suhor, speaking as an individual, addressed the School Board's practice of allowing invocations at their meetings.
- Rob Doss, speaking as an individual, addressed the issues of responsibility, authority, and accountability.
- Mark Richardson, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Edna Rivers, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Rodney Funderburk, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Juanita Miller, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- J. Brooks Endacott, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Reginald Jackson, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Thornton Charles, representing the Thornton Review, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Jerry McIntosh, representing Movement for Change, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Willie L. Blackwell, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Moultrie called the Regular Meeting to order at 7:33 p.m. The Superintendent noted the following changes that had been made to the agenda since initial publication and prior to this meeting: Item III.c. DELETED, Item V.b.2.E.25. ADDED, Item V.d.3.A. ADDED, Item V.d.3.B. ADDED, Item V.d.3.C. ADDED, and Item V.d.4.C. ADDED. 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 September 16, 2014 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to adopt the agenda (*as amended*). Motion carried unanimously.

II. MINUTES

- a. 07-17-14 Regular Workshop
- b. 07-29-14 Special Meeting
- c. 08-19-14 Regular Meeting

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

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 September is being presented to Mr. Kevin Isler. Kevin Isler is the Head Custodian at Blue Angels Elementary School. A good description of Mr. Isler is "silent soldier": he leads by example, while quietly and efficiently getting the job done. The other custodians in the school are very loyal to Mr. Isler as he always demonstrates fairness and sets a wonderful example to others. Blue Angels Elementary staff boast on how marvelous it is to have Mr. Isler as a part of their school family. On an everyday basis, Mr. Isler ensures that the large campus is always sparkling clean for students, staff, and visitors. Even when the student "Garden Club" manages to track in lots and lots of dirt, Mr. Isler never voices any complaints. Mr. Isler's viewpoint is that those students are learning something very important, and a little dirt is nothing to complain about. Mr. Isler has been a custodian at Blue Angels Elementary since the doors opened in 2000. One of his first contributions to the school was assembling brand-new desks. Many years later, Mr. Isler still contributes to Blue Angels Elementary by guaranteeing the school's campus is well-maintained and kept beautiful for everyone. Mr. Isler is an accommodating, kind, and polite gentleman. He has a strong work ethic and does everything he possibly can to fill special requests from the staff. Mr. Isler's passion and devotion to Blue Angels Elementary exemplifies the pillars of people and service. It is for these reasons that Mr. Kevin Isler has been selected as the Stellar Employee for the month of September. The Superintendent and School Board congratulated Mr. Isler for being chosen as the Stellar Employee for September 2014. Mr. Isler received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

~~DELETED~~ e. ~~Five Star School Awards~~

**THE FOLLOWING ITEMS WERE MOVED FORWARD ON THE AGENDA:**

Item V.d.3.A., Item V.d.3.B., and Item V.d.3.C.

Item V.d.3.A.

*Recommend that employee #0000031670 be terminated effective Wednesday, September 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.*

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.A.

The following individuals requested to address the School Board regarding this recommendation:

- Jason Lundy, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Jesse Hooper, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Victoria Burke, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Reverend Riley Richardson, representing Myrtle Grove United Methodist Church and Myrtle Grove Baptist Church, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Pamela Cason, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Trish Andrews, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Alvis Collins, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Bill Vincent, representing the Escambia Education Association (EEA), expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Donte Sheppard, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- James B. Mayberry, Sr., speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Tanika Spears, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Kevin O. Miller, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Anthony Smiley, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Delaine Wright, speaking as an individual, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Hugh G. King, Sr., representing the Pensacola Chapter Southern Christian Leadership Conference, expressed reasons why Willie Spears should not be terminated from employment with the Escambia County School District.
- Willie Spears, speaking as an individual, clarified that he had not recruited any students to Escambia High School. He admitted that he had been insubordinate in his role as head football coach, but not in his role as a teacher. He apologized for his actions and asked for a "second chance" at employment as an educator with the Escambia County School District.

Mr. Boone read from a prepared written statement that outlined his thoughts on the School District's investigation and the Superintendent's recommendation to terminate Coach Spears for gross insubordination. Mr. Boone said it was his "heartfelt belief that this heavy burden before us would not even exist if the administration at Escambia High School were stronger and strict adherence to district policy and procedures had been in place." He further stated, "It is my observation that a lot of mistakes have us here tonight at this juncture - recruiting violations, an insubordinate head coach, District policies not enforced, a lack of optimal leadership at the high school. I've heard the pleas, I hear the emotions, and I hear the outcry. And from the very depth of my being I believe that every bit of it could have been avoided. Consequently, as a result of everything that I've stated to you

and everything that I've looked at, I in good conscience will not be able to support the Superintendent's recommendation." Mr. Slayton expressed his appreciation for all the individuals who had expressed their support for Coach Spears and/or the football program at Escambia High School. He hoped that their passion for the school and the football program would not end, regardless of whether or not the School Board decided to terminate Coach Spears. Mr. Slayton indicated that he would vote on this matter, not in terms of what was best for Escambia High School, but what was best for all schools, all students, and all employees in the Escambia County School District. Mrs. Hightower expressed her appreciation to all the individuals who had expressed their opinions on this matter either prior to or during this meeting. Mrs. Hightower indicated that the students who were negatively impacted by Coach Spears's actions were the reason she would support the Superintendent's recommendation for termination. Mr. Bergosh remarked that this was one of the most difficult decisions he had been faced with during his time on the School Board. His primary concern was that Coach Spears's actions had negatively impacted a number of students. Regardless of whether or not the School Board decided to terminate Coach Spears's employment, he wanted assurance from the Superintendent that those students would not lose the opportunity to play football. The Superintendent clarified that it was not the School District, but rather the Florida High School Athletic Association (FHSAA) that had deemed those students to be ineligible to play football. He indicated that over the next few days, the School District would begin to assist those families who wished to appeal the FHSAA's decision. With regard to the punishment for Coach Spears's actions, Mr. Bergosh questioned whether termination was appropriate. He noted however, that under the current structure of an elected School Board and an elected Superintendent, the School Board did not have a legal right to modify the Superintendent's recommendation; therefore, he could only ask the Superintendent if he would consider changing his recommendation to a punishment less severe than termination so that Coach Spears would be punished for his actions, but yet his career with the Escambia County School District would not be destroyed. Mrs. Moultrie indicated that she would not support the Superintendent's recommendation as she believed that Coach Spears, who had admitted and apologized for being insubordinate, should be shown some leniency by receiving a punishment that was less severe than termination. The Superintendent referred to the state board's rules for educators which outlined seven infractions that, if committed, were just cause for termination. He defined the state board's meaning of 'gross insubordination' as "the intentional refusal to obey a direct order that is reasonable in nature and given by, and with, property authority." The Superintendent noted that Coach Spears's actions were intentional and willful. He noted that it was with a "heavy heart" that he would stand by his recommendation for termination on the basis of gross insubordination. Motion to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.A., was approved 3 to 2, with Mr. Boone and Mrs. Moultrie voting "No."

Item V.d.3.B.

*Recommend that employee #000000956 be terminated effective Wednesday, September 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.*

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.B. Motion carried unanimously.

Item V.d.3.C.

*Recommend that employee #0000025712 be suspended without pay for three (3) working days beginning Wednesday, September 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.*

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.C. 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

-None

2. Permission to Advertise

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

Motion was made by Mr. Boone and seconded by Mr. Slayton, to approve for advertisement, *Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Student Progression Plan*. Motion carried unanimously.

b. CONSENT AGENDA

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, to approve the Consent Agenda. The following item was pulled from the Consent Agenda for separate vote: Item V.b.1.J.1. by Mr. Bergosh. Motion to approve the Consent Agenda (except for item pulled) carried unanimously.

1. Curriculum

(Supplementary Minute Book, Exhibit "C")

- A. Alternative Education
- B. Continuous Improvement
  - 1. School Choice Student Transfers
- 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
  - No items submitted
- I. Student Services
  - No items submitted
- J. Title I
  - 1. Contract for Services Between EscaRosa Coalition on the Homeless and School Board of Escambia County, FL

Motion was made by Mr. Slayton and seconded by Mr. Bergosh, to approve Item V.b.1.J.1., *Contract for Services Between EscaRosa Coalition on the Homeless and School Board of Escambia County, FL*. Mrs. Marcia Nowlin, Director of Title I, responded to numerous inquiries by Mr. Bergosh regarding the services available for homeless students. Motion carried unanimously.

- K. Workforce Education
  - No items submitted
- L. Other

2. Finance and Business Services

(Supplementary Minute Book, Exhibit “D”)

A. Finance

1. Legal Services – General Fund

a. The Hammons Law Firm	\$ 1,302.00
b. The Hammons Law Firm	\$ 4,712.50
c. The Hammons Law Firm	\$ 1,257.50
d. The Hammons Law Firm	\$ 1,054.00
e. The Hammons Law Firm	\$ 325.50
f. The Hammons Law Firm	\$ 139.50
g. The Hammons Law Firm	\$ 2,794.20
h. The Hammons Law Firm	\$ 697.50
i. Rumberger, Kirk & Caldwell	\$ 340.00
j. Shell, Fleming, Davis & Menge, P.A.	\$ 1,190.50
k. Shell, Fleming, Davis & Menge, P.A.	\$ 1,415.00

2. Legal Services - Risk Management Fund

The Hammons Law Firm	\$ 2,449.00
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B. Accounting Operations

1. Check Register for August 2014

C. Budgeting

1. Recap of General Fund Reserves (Non-Categorical – no item submitted)

2. Resolutions to amend District School Budget:

- a. No item submitted – General Operating Fund
- b. No item submitted – Special Revenue - Federal Programs
- c. No item submitted – 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 List – no item submitted

4. Auction List – no item submitted

5. Financial Statements by Fund – no item submitted

D. Payroll and Benefits Accounting

1. Financial Status Report: Employee Benefit Trust Fund

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Miscellaneous Food Items, RFP #150103
2. Bid Award: A la Carte Snack Items for Direct Delivery to School Cafeterias II, RFP #150203
3. Student Tutoring Agreement: Learning Rx
4. Software Site Licenses for Microsoft Certification Programs
5. Renaissance Learning Hosting Agreement
6. District Mobile Application Agreement
7. Dell Equipment Purchase for Multiple High Schools
8. Student, Faculty and Staff Furniture for Ernest Ward Middle School
9. Cafeteria Furniture for Ernest Ward Middle School
10. Agreement Termination: Teaching Channel

ITEMS PREPARED BY FACILITIES PLANNING:

11. Change Notice #1 to Purchase Order #5421500013 - HVAC Equipment Inventory Audit – Additional Facilities/Campuses
12. Change Notice #1 to Purchase Order #5421400169 - Northview High School Weight Training Facility
13. Change Notice #1 to Purchase Order #5421400253 - Escambia High, Pensacola High, Bellview Middle and Warrington Middle Schools Track Resurfacing
14. Change Notice #1 to Purchase Order #5421400231 - Roofing Repairs at Various Schools District Wide
15. Change Notice #1 to Purchase Order #5421400251 - Roofing Repairs at Tate High School - Building 1
16. Change Notice #1 to Purchase Order #5421400157 - Spencer Bibbs Faculty/Staff Resource Center Renovations
17. Change Notice #2 to Purchase Order #5421400181 - West Florida High School Building #1 AHU Replacements, Phase II
18. Change Notice #6 to Purchase Order #5421300168 - Architectural/Engineering Services for Ernest Ward Middle School
19. Change Notice #6 to Purchase Order #5421300169 - Architectural/Engineering Services for A. K. Suter Elementary School
20. Change Notice #12 to Purchase Order #5421300233 - Ernest Ward Middle School Replacement
21. Roofing Replacement at Escambia High School - Gym - East Side
22. Security Camera System for Spencer Bibbs Renovation
23. Electrical Switchgear for Vernon McDaniel Building
24. Change Notice #1 to Purchase Order #5421400180 - Demolition of Various Schools – Sid Nelson, Brownsville Middle and Pickens Book Depository
25. Client Services Agreement: Soliant Health, Inc.

**ADD**

3. Human Resource Services  
(Supplementary Minute Book, Exhibit “E”)
  - A. Instructional/Professional
    1. Appointments
    2. Reappointments  
-No items submitted
    3. Transfers
    4. Out-of-Field
      - a. Appointments
      - b. Reappointments
      - c. Transfers
      - d. Other
    5. Resignations/Retirements/Other
    6. Leaves of Absence
    7. Special Requests
      - a. Approve Heather A. Wiscombe to receive her regular hourly rate of pay funded by IDEA to provide additional mathematics instruction beyond the teacher work hours from September 2, 2014 through December 19, 2014, a total of 14 hours.
      - b. Approve the following employees to receive their regular hourly rate of pay funded by SAI to work with small groups of reading students with a history of low performance on previous FCAT and Discovery Education Reading Assessments from August 20, 2014 through May 29, 2015 a total of 108 hours per employee:

Megan E. Judge  
Corina D. Manthei



Ronna M. Prescott

- c. Ratification of Article XIV Employee Benefits, Section XIV.1 Insurance of the 2013-2015 Master Contract between the School District of Escambia County and the Escambia Education Association
- d. Ratification of Article VI Compensation and Employee Benefits, Section VI.1 Insurance of the 2013-2016 Master Contract between the School District of Escambia County and the Union of Escambia Staff Professionals, FEA, NEA, AFT

B. Educational Support Personnel

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

C. Risk Management

- 1. Security Resident Lease – Ransom Middle School
- 2. Employee Benefits changes effective January 1, 2015: Medical Plan changes, Medical Premium Schedule, and Employee Wellness Incentive Program

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit "F")

A. Facilities Planning

- 1. Miscellaneous
  - a. Pre-Qualification of Contractor – Name Change
  - b. First Amendment to Sales Agreement between the School Board of Escambia County, Florida and White Development Company and/or its Permitted Assigns

B. School Food Services

-No items submitted

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

-No items submitted

E. Central Warehouse

-No items submitted

F. Information Technology

- 1. ECSD Digital Classroom Plan – Overview

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

-None

2. Student Discipline

A. Disciplinary Reassignment

B. Expulsions

1. Recommend that consistent with the decision of the due process committee, student discipline number 15-04-411 be expelled from all public schools of Escambia County for the remainder 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.
2. Recommend that, consistent with the decision of the due process committee, student number 15-05-411 be expelled from all public schools of Escambia County for the remainder 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.

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, 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 unanimously.

3. Employee Discipline

~~None~~

**ADD**

A. Recommend that employee #0000031670 be terminated effective Wednesday, September 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

B. Recommend that employee #000000956 be terminated effective Wednesday, September 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

C. Recommend that employee #0000025712 be suspended without pay for three (3) working days beginning Wednesday, September 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.

These items were handled earlier in the meeting.

4. Other Items

A. Recommend that employee #0000015551 be suspended without pay beginning Wednesday, September 17, 2014, based on conduct as more specifically identified in the notice letter to the employee. The approval by the Board of this recommendation for suspension is subject to any right of review the employee may have under the applicable Collective Bargaining Agreement and Chapter 120, Florida Statutes.

B. Recommend that employee #0000009184 be suspended without pay beginning Wednesday, September 17, 2014, based on conduct as more specifically identified in the notice letter to the employee. The approval by the Board of this recommendation for suspension without pay is subject to any right of review the employee may have under the applicable Collective Bargaining Agreement and Chapter 120, Florida Statutes.

**ADD**

C. Recommend that employee #0000020002 be returned to work beginning Friday, September 5, 2014.

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to accept the Superintendent’s recommendation as outlined in Item V.d.4.A., Item V.d.4.B., and Item V.d.3.C. Motion carried unanimously.

e. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit “H”)

- 1. Inventory Adjustment Reports for forty-seven (47) cost centers

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve Item V.e.1., *Inventory Adjustment Reports for forty-seven (47) cost centers*. Motion carried unanimously.

- 2. 2013-2014 Summary of Inventory Reports Submitted

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve Item V.e.2., *2013-2014 Summary of Inventory Reports Submitted*. Motion carried unanimously.

- 3. District Health Insurance Plans Eligibility Audit – Follow-up of Audit Recommendations

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve Item V.e.3., *District Health Insurance Plans Eligibility Audit – Follow-up of Audit Recommendations*. Motion carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

Prior to adjournment, the following individual requested to address the Superintendent and School Board:

Willie Spears, speaking as an individual, thanked the Superintendent and the School Board for their service to the Escambia County. Mr. Spears said he respected the Superintendent’s recommendation and the School Board’s decision to terminate his employment. He felt it important to note that in all his years as an educator, he had never been insubordinate until this recent incident that occurred on August 30<sup>th</sup>. Mr. Spears then referred to several text messages he had sent to the Superintendent during the investigation asking the Superintendent to meet with him; he indicated that the Superintendent had not responded to any of those requests. In response, the Superintendent clarified that he was unable to respond to Mr. Spears’s text messages because the School District was engaged in an “active” investigation at that time.

There being no further business, the Regular Meeting adjourned at 9:55 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair