

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, AUGUST 19, 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:

Vice Chair: 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

(NOTE: *Chair Linda Moultrie was not present for this session.*)

Meeting was advertised in the *Pensacola News Journal* on July 29, 2014 - Legal No. 1627288

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://escambiacountysdfl.swagit.com/play/08192014-760>

INVOCATION AND PLEDGE OF ALLEGIANCE

Mrs. Hightower welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Bergosh introduced Mr. Dennis Holley, who delivered the invocation. Mr. Bergosh led the Pledge of Allegiance to the Flag of the United States of America.

PUBLIC FORUM

(Supplementary Minute Book, Exhibit "A")

Mrs. Hightower called for Public Forum at 5:32 p.m. The following [speakers](#) registered to address the School Board:

- James C. Nims, Jr., speaking as an individual, commented on a number of issues including comments made by Mr. Norm Ross, Deputy Superintendent in a recent article of the *Pensacola News Journal*, his opinion that children should not be penalized because their parents are not involved in their educational experience, and his concerns with the approximate \$385,000 that the School Board had chosen to spend on a consulting firm to assist Warrington Middle School.
- David Suhor, speaking as an individual, commented that the School Board was discriminating against minority religions because invocations given at their business meetings had always been from people who were of the majority religion. He suggested that the School Board implement a "moment of silence" at their business meetings instead of an invocation.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Hightower called the Regular Meeting to order at 5:42 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.b.2.E.14. DELETED, Item V.b.3.A.1. AMENDED, and Item V.b.3.A.4. AMENDED. Mrs. Hightower 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. Hightower said she had determined that the Superintendent's recommended changes to the August 19, 2014 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Boone and seconded by Mr. Slayton, to adopt the agenda (*as amended*). Motion carried 4 to 0, with Mrs. Moultrie absent for vote.

II. MINUTES

- a. 06-19-14 Regular Workshop
- b. 06-24-14 Special Workshop
- c. 07-15-14 Special Meeting
- d. 07-22-14 Special Meeting
- e. 07-22-14 Regular Meeting

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to approve the minutes as listed (Items a through e). Motion carried 4 to 0, with Mrs. Moultrie 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 August is being presented to Mrs. Carmen Gustafson. Mrs. Gustafson is the Administrative Secretary in the Physical Education, Health, Wellness, Driver Education, Athletics and Center for Wellness Department. This department covers a vast array of services, with Mrs. Gustafson assisting in the coordination, planning, implementation and articulation of each area. Mrs. Gustafson is also the first person to greet the 50+ people who utilize the Center for Wellness each day. Mrs. Gustafson has implemented many innovative ideas to make the department and Center for Wellness more efficient. Her organizational skills and work ethic are exemplary. Mrs. Gustafson has also played an important role in bringing new and innovative equipment and classes to the Center. Mrs. Gustafson takes pride in how the office and the Center for Wellness look on both the outside and inside. Pulling weeds in the flowerbed is just as important as making sure the gym is sparkling clean for employees to use. Mrs. Gustafson is truly the epitome of service. No one has ever had to ask for help as Mrs. Gustafson is always quick to greet visitors and make them feel comfortable. Carmen Gustafson doesn't let things fall through the cracks. She is well-organized and always sees that tasks are successfully completed through to the very end. Mrs. Gustafson has even taken courses on her own in order to get certified to teach exercise classes. Whether selling tickets to championship games, donating exercise classes for employees, evaluating equipment, or teaching someone how to become more fit – Carmen Gustafson is always friendly, enthusiastic, and sincerely helpful. It is very apparent that she loves not only physical fitness, but her job as well for it shows in everything she does. Mrs. Gustafson's devotion to the District and all the employees it serves models the pillars of people and service. It is for these reasons that Carmen Gustafson has been selected to the Stellar Employee for the month of August. The Superintendent and School Board congratulated Mrs. Gustafson for being chosen as the Stellar Employee for August 2014. Mrs. Gustafson received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

- c. Resolution – PTA Membership Month

The Superintendent read the following resolution:

WHEREAS, the Escambia County Council of PTAs has a long tradition of seeking the highest possible educational advantages for all children and youth so they can realize their full potential; and

WHEREAS, the Escambia County Council of PTAs assists parents in developing the skills they need to raise and protect their children, encourages parent and public involvement in public schools in our community, and speaks on behalf of children and schools in the community, in organizations, and before public governing bodies; and

WHEREAS, during the month of September, special activities will be held to promote parent involvement, expand the membership of the Escambia County Council of PTAs, and broaden the PTA's base of support so it becomes a stronger and more effective voice for children and education; and

WHEREAS, it is the role of the Escambia County Council of PTAs to encourage parent involvement by promoting an environment in which parents are valued as primary influences in their children's lives and essential partners in their children's education and development; and

WHEREAS, for more than 112 years, PTA has been a powerful voice for children, a relevant resource for parents, and a strong champion for public education with PTAs committed to making sure parent participation in education is meaningful and to helping the nation's schools welcome and engage parents as true partners in their children's education;

NOW, THEREFORE, BE IT RESOLVED, that the members of the School Board of Escambia County, Florida, by this resolution, recognize September 2014 as

PTA MEMBERSHIP MONTH

in the School District of Escambia County, Florida.

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 Brigette Brooks, ECCPTA President, and Michelle Lawyer, ECCPTA 1st Vice President.

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to adopt a resolution recognizing September 2014 as "PTA Membership Month." Motion carried unanimously.

d. Recognition of Outstanding Principal of the Year

The Superintendent made the following announcement: *I am proud this evening to announce that the Escambia County School District's Outstanding Principal for the 2013-2014 School Year is Alice Woodward from Molino Park Elementary. Alice Woodward is a seasoned administrator, whose experience is both broad and deep. Her education and training, combined with her personal drive and professional commitment, make her an educator who excels in her current administrative position. Ms. Woodward is an articulate and gracious individual with a high level of professionalism that reflects well on Molino Park Elementary and the Escambia County School District. She has demonstrated outstanding leadership skills over a period of many years. Ms. Woodward consistently demonstrated the ability to take on new challenges and increased responsibilities, all with a high degree of success. With just the right combination of energy, interpersonal skills, knowledge, and intellectual flexibility, Ms. Woodward has shown that she is a highly competent and motivated leader. She has set high expectations not only for herself, but for others as well. She is adept at using data to assess a situation, collaborating with stakeholders to formulate plans for improvement, and supervising others to ensure that important goals are achieved on behalf of her school and our district. Ms. Woodward has developed a strong relationship with her staff. To ensure goals are properly met, she works together with her staff in goal setting and in the implementation of strategies. Her employee engagement survey measured 4.9 on a 5-point scale. Prior to school beginning each year, Ms. Woodward invites her faculty and staff to her home for a retreat where they work, plan, and prepare for the school year in a relaxing and trusting atmosphere. Ms. Woodward has developed positive relationships with the families in her community; they trust her to make good decisions where their children are concerned. Alice Woodward represent the pillars of service and people through strong leadership and communication skills; she is always putting students first. It is because of these many reasons that we are proud to call her our Outstanding Principal of the Year. The Superintendent and School Board congratulated Ms. Woodward.*

e. Recognition of Outstanding Assistant Principal of the Year

The Superintendent made the following announcement: *It is with great pride that I share with you that the Outstanding Assistant Principal for the 2013-2014 School Year is Janet Penrose. Janet Penrose has been an outstanding Assistant Principal at Bellview Middle School since her arrival in the summer of 2013. Ms. Penrose and Principal Adams were both new administrators at Bellview this past year and together they worked hard to learn about the community, school, parents, students and staff. Ms. Penrose provide to be particularly exceptional in the way she has supported students and teacher towards improving academic achievement. She has been actively engaged in school-wide planning, assisting with implementing initiatives, and in pursuing creative resources that helped foster student academic*

achievement. Bellview Middle School successfully improved their school grade this past year and there is no doubt that is was through the many efforts of Ms. Penrose as she was instrumental in helping set up a review, remediation, and enrichment program by using assessment results. Janet Penrose is very sensitive to the needs of all students and parents and works hard to ensure that all staff members have what they need to help children succeed. This if the true mark of an outstanding administrator. Janet Penrose exemplifies the pillars of people and service to her school and community. Therefore, it is for these reasons that she has been selected as the Escambia County School District's Assistant Principal for the 2013-2014 School Year. The Superintendent and School Board congratulated Ms. Penrose.

IV. UNFINISHED BUSINESS

-No items submitted

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

1. Rule(s) Adoption

-None

2. Permission to Advertise

-None

THE FOLLOWING ITEM WAS MOVED FORWARD: Administrative Appointments [Item V.d.1.A.]

Motion was made by Mr. Boone and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for administrative appointments as outlined in the backup documentation for Item V.d.1.A. Motion carried 4 to 0, with Mrs. Moultrie absent for vote.

- *Christine M. Baker, from Teacher-Brentwood Elementary School to Assistant Principal-Elementary – Weis Elementary School, effective July 30, 2014*
- *Bryan Freeman, from Teacher (other district) to Assistant Principal-High – Pine Forest High School, effective August 7, 2014*
- *Brandi N. Gentry, from Teacher – Escambia High School to Assistant Principal-Elementary – Bellview Elementary School, effective July 30, 2014*

The Superintendent asked each of the appointees to come forward to be congratulated by himself and each of the School Board Members.

b. CONSENT AGENDA

Motion was made by Mr. Slayton and seconded by Mr. Boone, 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 Mrs. Moultrie absent for vote.

1. Curriculum

(Supplementary Minute Book, Exhibit "B")

A. Alternative Education

B. Continuous Improvement

1. School Choice Student Transfers

2. Learning for Life

3. Memorandum of Understanding Between the School Board of Escambia County, Florida and the Council on Aging of West Florida, Inc.

4. Memorandum of Understanding Between the School Board of Escambia County, Florida and the Big Brothers Big Sisters of Northwest Florida

C. Elementary Education

-No items submitted

- D. Evaluation Services
 - No items submitted
 - E. Exceptional Student Education
 - 1. Cooperative Agreement Between Kids Talk Place, LLC and the School Board of Escambia County, Florida
 - 2. Transportation Reimbursement Request
 - 3. The Florida Diagnostic and Learning Resources System/Emerald Coast Associate Center (FDLRS)
 - 4. The Multi-Agency Service Network for Students with Emotional/Behavioral Disabilities (SEDNET)
 - 5. IDEA Part B, Preschool 2014-2015
 - 6. IDEA Part B, Entitlement 2014-2015
 - F. High School Education
 - 1. Dual Enrollment Inter-Institutional Articulation Agreement Between the District Board of Trustees of Pensacola State College, FL and the School Board of Escambia County, FL
 - G. Middle School Education
 - No items submitted
 - H. Professional Learning
 - No items submitted
 - I. Student Services
 - 1. 2014-2016 School Health Services Plan
 - 2. Cooperative Agreement Between the School Board of Escambia County, Florida and Pensacola State College (College Night)
 - J. Title I
 - No items submitted
 - K. Workforce Education
 - No items submitted
 - L. Other
2. Finance and Business Services
(Supplementary Minute Book, Exhibit "C")
- A. Finance
 - 1. Legal Services – General Fund

a. The Hammons Law Firm	\$ 914.50
b. The Hammons Law Firm	\$ 5,793.85
c. The Hammons Law Firm	\$ 1,054.00
d. The Hammons Law Firm	\$ 186.00
e. The Hammons Law Firm	\$ 186.00
f. The Hammons Law Firm	\$ 62.00
g. The Hammons Law Firm	\$ 5,219.52
h. The Hammons Law Firm	\$ 697.50
i. Rumberger, Kirk & Caldwell	\$ 560.00
j. Rumberger, Kirk & Caldwell	\$ 580.00
k. Shell, Fleming, Davis & Menge, P.A.	\$ 3,162.00
 - 2. Legal Services - Risk Management Fund

a. The Hammons Law Firm	\$10,478.40
b. Steven J. Baker, P.A.	\$35,766.67
 - B. Accounting Operations
 - 1. Check Register for July 2014
 - C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical) for June 2014
 - 2. Resolutions to amend District School Budget:
 - a. Resolution 11 – General Operating Fund
 - b. Resolution 12 – Special Revenue - Federal Programs
 - c. Resolution 11 – Capital Projects Fund

- d. No item submitted – Special Revenue – Food Service Fund
- e. Resolution 1 – Debt Service Fund
- f. No item submitted – Targeted ARRA Stimulus Fund
- g. Resolution 4 – Race to the Top Fund
- 3. Scrap Lists I and II for August 2014
- 4. Auction List I for August 2014
- 5. Financial Statements by Fund – no item submitted
- D. Payroll and Benefits Accounting
 - 1. Financial Status Report: Employee Benefit Trust Fund – no item submitted
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

- 1. Bid Award: Classroom Supplies, Bid #142502
- 2. Bid Award: Art Paper, Bid #142604
- 3. Bid Award: Computer Peripherals, Bid #142704
- 4. Annual Agreement Renewal: Discovery Education Subscriber Services
- 5. Professional Services Agreement: The Flippen Group
- 6. Dell Computers for Bailey Middle School
- 7. Faculty and Staff Furniture for A. K. Suter Elementary School
- 8. Apple Computers for Longleaf Elementary School
- 9. Telephone Equipment for A. K. Suter Elementary School
- 10. Telephone Equipment for Ernest Ward Middle School
- 11. Media Center Furniture for A. K. Suter Elementary School
- 12. Agreement for ESE Student Transportation Services

ITEMS PREPARED BY FACILITIES PLANNING:

- 13. Annual Agreement Renewal: District-Wide Roof Maintenance, Repair and Replacement on an “As-Needed” Basis
- ~~14. Change Notice #1 to Purchase Order #5421400180 – Demolition of Various Schools – Sid Nelson, Brownsville Middle and Pickens Book Depository~~
- 15. Bid Award: Jim C. Bailey Middle School Exterior Building Envelope Improvements
- 16. Replacement Chiller for Vernon McDaniel Building
- 17. Change Notice #11 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement

DELETED

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

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 Leave for Natural Disaster, due to the flood event in April 2014, in accordance with School Board Policy (up to five (5) days reimbursement) for the following impacted employee:

<u>Name</u>	<u>Employee Type</u>	<u>Work Location</u>
Crosby, Patricia	Teacher	Pine Meadow

AMENDED

AMENDED

- b. Approve Bobbie T. Harrison to receive her regular hourly rate of pay funded by Adults with Disabilities, to work with Project Real at Pensacola State College and the J. E. Hall Center for the 2014-2015 school year, a total of 760 hours.
- c. Approve Lori J. Weedo to receive her regular hourly rate of pay funded by Title I to participate in an Institute for School-Based Administrators on July 23, 2014, not to exceed 10 hours.
- d. Approve Janet Windham to receive her regular hourly rate of pay funded by General Fund Overtime & Extra Pay to work at the Vernon McDaniel Building in the Information Technology Department preparing computers for donation to a nonprofit from June 26, 2014 through July 3, 2014, a total of 4 hours.
- e. Request approval under the emergency provision of School Board Rule 2.06 (4) C. the transfer of Shannon Cross from Curriculum Coordinator at Longleaf Elementary to acting Assistant Principal at Longleaf Elementary effective August 4, 2014.
- f. Establish the following job description on the Professional Salary Schedule:
SEDNET Specialist
- g. Amend the 2014-2015 Department Personnel Planning Document (Cost Center 4413)

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. Workers' Compensation Medical Bill
- 2. Workers' Compensation Medical Bill
- 3. Workers' Compensation Medical Bill
- 4. Florida Retired School Employee Benefit Program School District Participation Agreement and Interlocal Agreement
- 5. General Liability Claim Settlement

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit "E")

A. Facilities Planning

- 1. Miscellaneous
 - a. Contractor Name Change

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

-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 "F")

1. Administrative Appointments

This item was handled earlier in the meeting.

2. Student Discipline

A. Disciplinary Reassignment

-None

B. Expulsions

-None

3. Employee Discipline

A. Recommend that employee #000000913 be suspended without pay for five (5) working days beginning Wednesday, August 20, 2014, and retrained as a school bus assistant based on misconduct as more specifically identified in the notice letter to the employee. The approval by the Board of this recommendation for suspension and retraining is subject to any right of review the employee may have under the applicable Collective Bargaining Agreement and Chapter 120, Florida Statutes.

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

4. Other Items

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

Motion was made by Mr. Slayton and seconded by Mr. Boone, to accept the Superintendent's recommendation for the approval of Ms. Stephanie Sansing White as a member of the Board of Directors to the Escambia County Public Schools Foundation, Inc. (July 1, 2014 – June 30, 2015). Motion carried 4 to 0, with Mrs. Moultrie absent for vote.

B. Recommend that employee #000002002 be suspended without pay beginning Wednesday, August 20, 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.

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to accept the Superintendent's recommendation as outlined in Item V.d.4.B. Motion carried 4 to 0, with Mrs. Moultrie absent for vote.

e. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit "G")

1. School-Age Child Care Program – Follow-Up of Auditor General and Internal Audit Previous Audit Findings

Motion was made by Mr. Boone, seconded by Mr. Slayton, to approve Item V.e.1., *School-Age Child Care Program – Follow-Up of Auditor General and Internal Audit Previous Audit Findings*. Motion carried 4 to 0, with Mrs. Moultrie absent for vote.

- f. ITEMS FROM GENERAL COUNSEL
-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:21 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING PUBLICATION