

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, JANUARY 20, 2015

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. Patricia Hightower

Vice Chair: Mr. Bill Slayton

Board Members: Mr. Gerald W. Boone  
Mr. Jeff Bergosh  
Mrs. Linda Moultrie

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting was advertised in the *Pensacola News Journal* on January 2, 2015 - Legal No. 1635103

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/01202015-910>

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 Rabbi Joel Fleekop of Temple Beth El in Pensacola. Rabbi Fleekop gave 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")

Mrs. Hightower called for Public Forum at 5:35 p.m.

- James Nims, speaking as an individual, registered to address the School Board regarding many issues. Mr. Nims expressed appreciation to the Superintendent for comments at the recent state representative meeting; he requested that the School Board do more for teachers and staff to show they support them; he requested that the School Board ask the Department of Transportation to lower the speed limit near the school entrance of Ferry Pass Elementary School from 30 miles per hour to 20; he asked the School Board to consider the matter of flooding and drainage before the construction of any new school facilities; and he asked the Chairman to request that all audience members remain non-verbal when the invocation is being given the School Board's regular meeting.
- Regina Hyman, speaking as an individual, registered to address the School Board regarding the possibility of year-round school for the 2016-2017 school year.
- David Suhor, speaking as an individual, registered to address the School Board regarding invocation. Mr. Suhor indicated that he was ashamed that the School Board Members had continued to reject religious diversity with respect to the invocations given at their regular monthly meetings. Mr. Suhor said he was asking once again that he be allowed an opportunity to offer an invocation during a regular monthly meeting.

## I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Hightower called the Regular Meeting to order at 5:45 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.L.1. AMENDED, Item V.b.2.A.3. CORRECTED, Item V.b.3.A.4. AMENDED, Item V.b.3.C.2. ADDED, Item V.b.4.A.2.d. DELETED, Item V.b.4A.2.e. AMENDED and later DELETED, Item V.b.4.A.2.f. AMENDED and later DELETED, Item V.b.4.A.2.g. ADDED and later AMENDED, Item V.d.2.A. CORRECTED, Item V.d.3.A. ADDED, and Item V.d.3.B. ADDED and later 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, as School Board Chair, had determined that the Superintendent's recommended changes to the January 20, 2015 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Slayton and seconded by Mr. Boone, to adopt the agenda (*as amended*). Motion carried unanimously.

## II. MINUTES

- a. 11-13-14 Special Workshop
- b. 11-14-14 Regular Workshop
- c. 12-16-14 Regular Meeting

Motion was made by Mr. Bergosh and seconded by Mrs. Moultrie, 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 January is being presented to Ms. Deaundrice Kitchen, Teacher Assistant at Bellview Middle School. Deaundrice Kitchen is truly an inspiration, and sets positive examples for the students and staff with whom she works with every day. One of her strengths is developing a great rapport with students, who, in turn, want to make her proud of their academic efforts. Ms. Kitchen strives to be effective and efficient. She seeks professional development opportunities, even if they require attendance beyond the school day. She believe in self-improvement; so that students will follow her example, and to Ms. Kitchen – that's what it's all about! Students aren't the only ones who benefit from her positive and enthusiastic assistance. She is truly a special member of the staff at Bellview Middle. At the start of the school year, Ms. Kitchen volunteered for a classroom being taught by a long-term substitute, in order to provide stability for the students until a permanent teacher could be hired. She even assisted the school's math coach in implementing a creative, intensive curriculum. Besides helping in academic areas, Ms. Kitchen is aware of the needs of students around her. She has been known to provide food and clothing behind the scenes to help make young lives more comfortable. Deaundrice Kitchen exemplifies the pillars of service and people. It is for these reasons, she has been selected to be the Stellar Employee for the month of January. The Superintendent and School Board congratulated Ms. Kitchen for being chosen as the Stellar Employee for January 2015. Ms. Kitchen received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

- c. 2014 Elementary Reading Teacher of the Year

The Superintendent made the following announcement: *I am delighted to recognize tonight's recipient of the 2014 Elementary Reading Teacher of the Year, Sara Calhoun. The "Elementary Reading*

*Teacher of the Year” is awarded to those individuals who have made significant contributions in the teaching of elementary reading. The criteria to be nominated for this prestigious title is quite stringent. One must possess a strong commitment to student literacy and to creating a climate of care and respect; they must have excellent communication skills and the ability to motivate and inspire students to work at their highest level of achievement. Mrs. Calhoun not only meets these criteria, but exceeds them. Along with a vibrant personality, Mrs. Calhoun leads by example and is calm under pressure. Mrs. Calhoun has proven to be a team leader in engaging families to enhance student literacy achievement. Mrs. Calhoun’s colleagues boast on her professionalism and how she unselfishly goes “over and beyond” to provide professional development to District staff and teachers. A proven professional, Mrs. Calhoun has the integrity, skills, and ability to bring about the highest level of student engagement. Mrs. Calhoun presently serves as first grade level chair as well as a primary literacy representative. Mrs. Calhoun is an outstanding example of what we all desire to be as educators. Congratulations, Sara Calhoun, for being the epitome of one who is “leading the way to literacy” and for being selected as the State’s “2014 Elementary Reading Teacher of the Year.” The Superintendent and School Board congratulated Mrs. Calhoun on this achievement.*

d. African American History Resolution

The Superintendent read aloud the following resolution:

WHEREAS, more than twenty years ago, African American History legislation was passed and the African American History Task Force was established in Florida Statutes; and

WHEREAS, the Commissioner of Education’s African American History Task Force is an advocate for Florida school districts, teacher education training centers, and the community at large, in supporting their efforts to implement the teaching of the history of African peoples and the contributions of African Americans to society; and

WHEREAS, the African American History Task Force works to ensure awareness of the requirements to teach the history of African peoples, identify and recommend needed state education leadership and action, assist in the adoption of instructional materials by the state, and build supporting partnerships;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida does hereby endorse and support the mission and goals of the African American History legislation and the work of the African American History Task Force, as they advocate for all of Florida’s students in the teaching and learning of the history of African Americans.

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 the Director of the Florida School Boards Association.

Motion was made by Mr. Bergosh and seconded by Mrs. Moultrie, to adopt a resolution endorsing and supporting the mission and goals of the African American History legislation and the work of the African American History Task Force. Motion carried unanimously.

e. National FFA Week Resolution

The Superintendent read aloud the following resolution:

WHEREAS, the National FFA Organization, formerly known as the Future Farmers of America, is an organization of more than five hundred forty thousand high school students studying agriculture; and

WHEREAS, the National FFA Organization is dedicated to making a positive difference in the lives of young people by developing their potential for premier leadership, personal growth, and career success through agriscience education at the local, state and national level; and

WHEREAS, nationally more than seventy-five percent of the FFA members enroll in a two-year or four-year program of higher education following graduation from high school in preparation for one of the more than three hundred career opportunities in agriculture, which include more than eight thousand job titles; and

WHEREAS, corporate leaders in America believe so strongly in the proven success of qualified training through FFA that they jointly contribute more than twelve million dollars annually to the National FFA Foundation, of which two million dollars in higher education scholarships are awarded to FFA members nationally each year; and

WHEREAS, the FFA motto, “Learning to Do, Doing to Learn, Earning to Live, and Living to Serve”, epitomizes those high standards and qualities of leadership possessed by FFA members; and

WHEREAS, the Escambia County FFA and the agriscience education programs in Escambia County School District are tremendously successful and extremely valuable in improving the quality of life for Escambia County Citizens; and

WHEREAS, the Escambia County FFA Programs are launching the observance of National FFA Week, February 21-28, 2015;

NOW, THEREFORE, BE IT RESOLVED, that the members of the Escambia County School Board, by this resolution, recognize and commend Escambia County National FFA Organization members, their advisors, school administrators, parents, and all who support, promote, and encourage these students of agriscience education on the occasion of the observance of National FFA Week, February 21-28, 2015.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Michelle L. Taylor, Director, Workforce Education.

Motion was made by Mr. Slayton and seconded by Mr. Boone, to adopt a resolution recognizing and commending Escambia County National FFA Organization members, their advisors, school administrators, parents, and all who support, promote, and encourage these students of Agriscience education on the occasion of the observance of National FFA Week, February 21-28, 2015. Motion carried unanimously.

f. Hazardous Walking Resolution

The Superintendent read aloud the following resolution:

WHEREAS, the criteria that defines hazardous walking conditions drives the state's allocation of funds to school districts for transportation they provide through hazardous walk zones; and

WHEREAS, current criteria pertaining to hazardous walking conditions for elementary school students is woefully inadequate, leaving school districts to establish their own criteria and transport students on school buses without state funding so students are not otherwise left to confront the hazards themselves; and

WHEREAS, more than half of all Florida school districts receive no funding for hazardous walk zone transportation; and

WHEREAS, the hazardous walking criteria established in the Florida Education Code should ensure the safety and security of students, and reflect a recognition that the hazards that surround our children influence their readiness for learning and achievement, particularly in their early formative years; and

WHEREAS, the state legislature should establish reasonable hazardous walking criteria, assist local jurisdictions in alleviating hazardous walking conditions and provide funding when those conditions have not been or cannot be alleviated;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida by this resolution does hereby encourage Florida School Boards and Superintendents to support and the Florida legislature to adopt legislation that will prevent students from having to cross roadways between intersections in order to find safe walkways, establish reasonable traffic volume parameters that focus to fifteen-minute windows rather than windows that dilute the interpretation of the hazard over the course of an hour, identify and evaluate hazards by their relevance to elementary school students and student proximity to the hazards, and establish hazardous walking conditions parameters with the typical elementary school student in mind.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said School Board and copies be tendered to the Florida School Boards Association, the Escambia County Legislative Delegation, the Florida Association of District School Superintendents, President of the Florida Senate, Andy Gardiner, Speaker of the Florida House, Steve Cristafulli, and Governor Rick Scott.

Motion was made by Mr. Boone and seconded by Mr. Slayton, to adopt a resolution encouraging Florida School Boards and Superintendents to support and the Florida legislature to adopt legislation that will prevent students from having to cross roadways between intersections in order to find safe walkways, establish reasonable traffic volume parameters that focus to fifteen-minute windows rather than windows that dilute the interpretation of the hazard over the course of an hour, identify and evaluate hazards by their relevance to elementary school students and student proximity to the hazards, and establish hazardous walking conditions parameters with the typical elementary school student in mind. Motion carried unanimously.

g. Drug Awareness Digital Contest Winners

The Superintendent made the following announcement: *The Escambia County School District began its drug awareness campaign in 2010 with our primary focus being in our middle and high schools. The purpose of this campaign is to increase awareness of the importance of making healthy life choices including staying away from drugs and alcohol. Since 2010 the faculty and staff of each middle and high school has worked with their students to develop a comprehensive drug awareness campaign. Over the past four years, these campaigns have included drug education and awareness assemblies, public service messages during morning announcements, drug awareness videos, slogans, posters, banners, parent education, early intervention for elementary schools, and drug-free student pledges. This year, the District sponsored a digital drug awareness poster contest. 205 middle and high school students submitted entries for this contest. I want to personally thank each student who took the time to create a*

*digital poster, along with the teachers who assisted students with this project. Tonight, I am pleased to bring to this meeting our middle school and high school winner of the digital poster contest. For our middle school division, I want to congratulate Jordan Randall from Bailey Middle School. For our high school division, I want to congratulate Michaela Tullius, Braxton Martin, Christian Cheese-Chapman, Hunter Broomes, William Warren, and Clay Taylor, students from Booker T. Washington High School. With the help of our District IT Department, each of these posters will be sent electronically to our middle and high schools to be used as a default desktop and welcome screen for student users.*

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

-No items submitted

2. Permission to Advertise

A. Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 – School Operations, Sections 3.02 and 3.17

Motion was made by Mrs. Moultrie and seconded by Mr. Bergosh, to adopt amendments to *Rules and Procedures of the District School Board: Chapter 3 – School Operations, Sections 3.02 and 3.17*. Motion carried unanimously.

b. CONSENT AGENDA

Motion was made by Mr. Slayton and seconded by Mrs. Moultrie to approve the Consent Agenda. No items were pulled from the Consent Agenda for separate vote. Motion to approve the Consent Agenda carried unanimously.

1. Curriculum

(Supplementary Minute Book, Exhibit "C")

A. Alternative Education

B. Continuous Improvement

1. Performance Adjustments to School Districts

2. School Choice Student Transfers

C. Elementary Education

-No items submitted

D. Evaluation Services

-No items submitted

E. Exceptional Student Education

-No items submitted

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

-No items submitted

**AMENDED**

- K. Workforce Education
  - 1. Amendment to the Cooperative Agreement Between the School Board of Escambia County, Florida and Pensacola Electrical Apprenticeship College, Group Non-Joint
- L. Other
  - 1. Escambia District Schools 2015-2016 Staffing Allocation Table

**AMENDED**

- 2. Finance and Business Services  
(Supplementary Minute Book, Exhibit "D")

- A. Finance

- 1. Legal Services – General Fund
  - a. The Hammons Law Firm \$ 604.50
  - b. The Hammons Law Firm \$ 93.00
  - c. The Hammons Law Firm \$ 883.50
  - d. The Hammons Law Firm \$ 837.00
  - e. The Hammons Law Firm \$ 77.50
  - f. The Hammons Law Firm \$ 1,271.00
  - g. The Hammons Law Firm \$ 93.00
  - h. The Hammons Law Firm \$ 77.50
  - i. Shell, Fleming, Davis & Menge, P.A. \$ 2,397.50
  - j. Rumberger, Kirk & Caldwell \$12,300.38
- 2. Legal Services - Risk Management Fund  
The Hammons Law Firm \$ 2,884.02
- 3. 2014-2015 Miscellaneous Salary Schedule
- 4. 2015-16 Class Size Compliance Plan
- 5. Escambia County District School Board Operational Audit for the Fiscal Year Ended June 30, 2014

**CORRECTED**

- B. Accounting Operations

- 1. Check Register for December 2014
- 2. Banking Resolutions and Authorizing Agreements

- C. Budgeting

- 1. Recap of General Fund Reserves (Non-Categorical) – for December 2014
- 2. Resolutions to amend District School Budget:
  - a. Resolution 5 – General Operating Fund
  - b. Resolution 4 – Special Revenue - Federal Programs
  - c. Resolution 4 – Capital Projects Fund
  - d. No item submitted – Special Revenue – Food Service Fund
  - e. No item submitted – Debt Service Fund
  - f. No item submitted – Race to the Top Fund

- 3. Scrap List I for January 2015
- 4. Auction List I for January 2015
- 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: Dispensing System for General Cleaning Supplies, RFP #151702
- 2. Bid Award: Bread for Direct Delivery to School Cafeterias, RFP #151403
- 3. Bid Award: Fast Food Partnership, RFP #151903
- 4. Bid Renewal: Auditing Services, RFP #122201
- 5. Amendment I to Agreement for ESE Student Transportation Services
- 6. Headphones for Student Testing - Evaluation Services
- 7. Agreement Renewal: Wireless Communications Agreement – Verizon
- 8. Addendum I to Healthcare Professional Agreement: Professional Placement Resources, LLC

ITEMS PREPARED BY FACILITIES PLANNING:

- 9. Annual Agreement: Professional Architectural Services

10. Architectural/Engineering Services for New Gymnasium at Workman Middle School
11. Change Notice #1 to Purchase Order #5421500033 – Jim Bailey Middle School Exterior Building Envelope Improvements
12. Change Notice #14 to Purchase Order #5421300232 - A. K. Suter Elementary School Replacement
13. Change Notice #16 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement

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
5. Resignations/Retirements/Other
6. Leaves of Absence
7. Special Requests
  - a. Approve Linda L. Sawyer, Teacher, Pensacola High School, to receive her regular hourly rate of pay, funded by the General Fund to provide home instruction from January 6, 2015 through February 16, 2015, not to exceed 40 hours.
  - b. Approve the following guidance counselors to receive their regular hourly rate of pay, funded by Overtime & Extra Pay to verify high school academic history for transmittal of accurate data for college admissions and scholarships from December 8, 2014 through January 30, 2015, a total not to exceed 170 hours:

<u>Name</u>	<u>Location</u>
Calloway, Olivia L. (20 Hours)	Pensacola High School
Connors, Tammy Y. (10 Hours)	West Florida Tech High School
Cope, Valerie (10 Hours)	West Florida Tech High School
Crumm, Heather B. (20 Hours)	Northview High School
Kimberl, Karin F. (20 Hours)	Pine Forest High School
Moran, J. Timothy (20 Hours)	Escambia High School
Nesbitt, Marveta B. (10 Hours)	West Florida Tech High School
Norman, Audra E. (20 Hours)	Tate High School
Simmons, Alyssa M. (20 Hours)	Pensacola High School
Willis, P. Rene ((20 Hours)	Washington High School

- c. Approve Allan H. Robinson, Teacher, Pensacola High School, to receive his regular hourly rate of pay, funded by Academic Competition to provide teaching and coaching for the Escambia County All-Star Academic Team, attend the Commissioner’s Academic Challenge with the Escambia County All-Star Academic Team as well as work with students throughout the District over the summer in preparation for next year’s competition, from January 30, 2015 through June 30, 2015, not to exceed 80 hours.
- d. Establish the following job description on the Professional Salary Schedule:  
Coordinator III – Financial Aid/Veterans Affairs/Scholarships

B. Educational Support Personnel

1. Appointments
2. Temporary Promotions  
-No items submitted
3. Resignations/Retirements/Other
4. Terminations
5. Leaves of Absence
6. Special Requests
  - a. James L. Wood was listed incorrectly on the December 16, 2014 Board agenda under V.b.3.B.1. Appointments as an A/C Ref Mechanic I in Maintenance effective November 10, 2014. He should have been listed as an A/C Ref Mechanic II.

**AMENDED**

**ADD**

- C. Risk Management
  - 1. Workers' Compensation Medical Bill
  - 2. Workers' Compensation Permanent Impairment Benefits
- 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. West Florida High School Air Handling Unit Replacement Phase II (H.M Yonge)
    - b. West Florida High School Air Handling Unit Replacement Phase II (Air Design Systems, Inc.)
  - 2. Miscellaneous
    - a. AIA Document B121-2014
    - b. AIA Document B133-2014
    - c. Interlocal Agreement for Public School Facility Planning
    - ~~d. Purchase and Sale Agreement between Linda Fay Tollvier and the School Board of Escambia County, Florida~~
    - ~~e. Sales Agreement between the School Board of Escambia County, Florida and GSI Brokerage, Inc.~~
    - ~~f. Sales Agreement between the School Board of Escambia County, Florida and Michael E. McNair and Michele P. McNair~~
    - g. First Amendment to Sales Agreement between the School Board of Escambia County, Florida and Hemmer Consulting, LLC

**DELETED**

**DELETED/AMENDED**

**DELETED/AMENDED**

**AMENDED/ADD**

- 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 "G")

- 1. Administrative Appointments
  - None
- 2. Student Discipline
  - A. Disciplinary Reassignment

**CORRECTED**

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.2.A.,



*Disciplinary Reassignment*, with the exception of the recommendations for student number 15-48-951 and student number 15-51-852. Motion carried unanimously.

Motion was made by Mr. Slayton and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation of discipline for student number 15-48-951 as outlined in Item V.d.2.A., *Disciplinary Reassignment*. Mr. Bergosh believed that the recommended discipline for this particular student was too excessive, given that this student had no previous disciplinary history and had maintained an excellent grade point average (GPA) throughout his/her school career. He acknowledged that the student had committed a serious sexual offense, but noted that it was not one of the three major offenses (i.e., bomb threat, weapons, drugs) that should warrant moving him/her out of the school for the rest of this semester and all of next semester. Motion carried 3 to 2, with Mr. Bergosh and Mrs. Moultrie voting "No."

Motion was made by Mr. Slayton and seconded by Mr. Boone, to accept the Superintendent's recommendation of discipline for student number 15-51-852 as outlined in Item V.d.2.A., *Disciplinary Reassignment*. Mr. Bergosh believed that the recommended discipline for this particular student was too lenient, given that this student had a history of disciplinary problems. Motion carried 4 to 1, with Mr. Bergosh voting "No."

B. Expulsions

1. Recommend that, consistent with the decision of the due process committee, student discipline number 15-69-862 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 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. Boone and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.2.B., *Expulsions*. Motion carried unanimously.

3. Employee Discipline

~~No items submitted~~

**ADD**

- A. Recommend that employee #0000025712 be suspended without pay for ten (10) working days beginning Wednesday, January 21, 2015, based on misconduct as more specifically identified in the notice letter to the employee.

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

**AMENDED/ADD**

- B. Recommend that employee #0000004562 be suspended without pay for ~~ten (10)~~ three (3) working days beginning Wednesday, January 21, 2015, based on misconduct as more specifically identified in the notice letter to the employee.

Motion was made by Mr. Slayton and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.B. The following individual requested to address the School Board regarding this item: Karen Corcoran. Ms. Corcoran apologized to the Superintendent and the School Board for her infraction of the rules pertaining to information security. She noted that in her attempts to give students responsibility through computer access, she had failed to foresee the extent of damage that might have occurred had she not immediately discovered and reported the unauthorized activity of one of her students; she also pointed out that she did not realize she was in violation of District policy which was naïve on her part, but in no way nefarious. She noted that the recommended three (3) day suspension would allow her to continue to prepare her students for the end-of-course exam and said she was grateful that her students would not have to suffer because of her actions. Motion carried unanimously.

4. Other Items
  - A. Recommend that employee #0000004635 be terminated effective Wednesday, January 21, 2015.

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to accept the Superintendent's recommendation as outlined in Item V.d.4.A. Motion carried unanimously.

e. INTERNAL AUDITING

Motion was made by Mr. Bergosh and seconded by Mr. Slayton, to approve Item V.e.1., Item V.e.2. (A through E), and Item V.e.3. Motion carried unanimously.

1. Inventory Adjustment Reports for fifteen (15) cost centers
2. School Internal Accounts Audits
  - A. 2013-2014 Internal Accounts Audits *without* findings
    - District 1  
West Florida High School of Advance Technology  
George Stone Technical Center
    - District 3  
Oakcrest Elementary  
W. J. Woodham Middle
    - District 4  
Reinhardt Holm Elementary  
Ferry Pass Middle
    - District 5  
J. M. Tate High
  - B. 2013-2014 Internal Accounts Audits *with* findings
    - District 1  
Bellview Elementary  
Longleaf Elementary  
Jim C. Bailey Middle
    - District 2  
Sherwood Elementary  
Warrington Elementary  
West Pensacola Elementary  
Warrington Middle
    - District 3  
Brentwood Elementary  
C. A. Weis Elementary  
Global Learning Academy  
Pensacola High
    - District 4  
O.J. Semmes Elementary  
B. T. Washington High
    - District 5  
L. D. McArthur Elementary  
Ernest Ward Middle
  - C. N. B. Cook Elementary School
  - D. Hellen Caro Elementary School
  - E. District-wide Audit of School Internal Accounts
3. 2012-2013 Food Service Procurement Review – Follow-up

- f. ITEMS FROM GENERAL COUNSEL  
-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:38 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair

PENDING BOARD APPROVAL