

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, DECEMBER 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. 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 November 24, 2014 - Legal No. 1633898

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/12162014-971>

INVOCATION AND PLEDGE OF ALLEGIANCE

Mrs. Hightower welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board. Mr. Slayton introduced Miss Patra Miller, member of the Tate High School FFA Chapter and Florida FFA District I President. Miss Miller first recited the "The FFA Creed" and then led the Pledge of Allegiance to the Flag of the United States of America.

The FFA Creed

I believe in the future of agriculture, with a faith born not of words but of deeds - achievements won by the present and past generations of agriculturists; in the promise of better days through better ways, even as the better things we now enjoy have come to us from the struggles of former years.

I believe that to live and work on a good farm, or to be engaged in other agricultural pursuits, is pleasant as well as challenging; for I know the joys and discomforts of agricultural life and hold an inborn fondness for those associations which, even in hours of discouragement, I cannot deny.

I believe in leadership from ourselves and respect from others. I believe in my own ability to work efficiently and think clearly, with such knowledge and skill as I can secure, and in the ability of progressive agriculturists to serve our own and the public interest in producing and marketing the product of our toil.

I believe in less dependence on begging and more power in bargaining; in the life abundant and enough honest wealth to help make it so--for others as well as myself; in less need for charity and more of it when needed; in being happy myself and playing square with those whose happiness depends upon me.

I believe that American agriculture can and will hold true to the best traditions of our national life and that I can exert an influence in my home and community which will stand solid for my part in that inspiring task.

The FFA Creed was written by E. M. Tiffany, and adopted at the 3rd National Convention of the FFA. It was revised at the 38th Convention and the 63rd Convention.

PUBLIC FORUM

(Supplementary Minute Book, Exhibit “A”)

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

- Mr. David Suhor registered to address the School Board; however, when called upon during Public Forum, Mr. Suhor said he no longer wished to speak.

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Hightower called the Regular Meeting to order at 5:36 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.17. AMENDED, Item V.b.3.A.5. AMENDED, Item V.b.4.A.1.c. ADDED, Item V.d.2.B. CORRECTED, AND Item V.d.4.A. DELETED. 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 December 16, 2014 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. 10-16-14 Special Workshop
- b. 10-17-14 Regular Workshop
- c. 11-18-14 Installation Ceremony & Organizational Meeting
- d. 11-18-14 Regular Meeting

Motion was made by Mrs. Moultrie and seconded by Mr. Bergosh, to approve the minutes as listed (Items a through d). 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 this evening to announce that the Stellar Employee Award for the month of December is being presented to Beth McGowan. Beth McGowan is the Data Specialist at West Florida High School. Ms. McGowan’s importance to the school goes far beyond her job title. Ms. McGowan is often in the front office and delightfully assists with greeting those entering the school. Ms. McGowan manages to keep a smile while maintaining patience and kindness when dealing with faculty, students and parents. Ms. McGowan is above reproach in the execution of her professional duties as she proves her worth to West Florida High School in the multitude of extra duties for which she volunteers. Ms. McGowan continually takes the lead with the organization and preparation of the school for events – such as faculty socials, retirement ceremonies, and other special occasions. While it can often be an arduous task pickup up supplies, serving refreshments, or decorating and cleaning up, Ms. McGowan accomplishes these duties each and every time without being asked and without complaint. Beth McGowan is also the senior class sponsor. She enthusiastically accepted this position as she has a passion for students. Ms. McGowan works diligently to ensure each senior is granted their “absolute best senior year it can possibly be.” Adding to her agenda, Ms. McGowan leads the senior advisory board, arranges graduation supplies, organizes the senior breakfast, senior field day and project graduation. Ms. McGowan’s personal dedication to parents, teachers, staff, administration and students at West Florida High School significantly exemplifies the pillars of people and service. It is for these reasons, Beth McGowan has been selected as the District’s Stellar Employee*

for the month of December. The Superintendent and School Board congratulated Ms. McGowan for being chosen as the Stellar Employee for December 2014. Ms. Hale received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.

e. ~~2014 Elementary Reading Teacher of the Year~~

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

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

Mrs. Hightower called for public hearing on this item; however, there were no speakers. Motion was made by Mr. Boone and seconded by Mr. Slayton, to adopt amendments to Rules and Procedures of the District School Board: Chapter 4 – Instruction. Motion carried unanimously.

2. Permission to Advertise

- No items submitted

b. CONSENT AGENDA

Motion was made by Mr. Bergosh 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. School Choice Student Transfers

C. Elementary Education

-No items submitted

D. Evaluation Services

-No items submitted

E. Exceptional Student Education

1. Agreement Between the University of South Alabama and the School District of Escambia County, Florida

F. High School Education

1. Amendment to Dual Enrollment Inter-Institutional Articulation Agreement Between the District Board of Trustees of Pensacola State College, Florida and the School Board of Escambia County, Florida

2. Inter-Institutional Articulation Agreement Between the District Board of Trustees of Pensacola State College, Florida, and the School Board of Escambia County, Florida Establishing a Collegiate High School Dual Enrollment Program

G. Middle School Education

-No items submitted

H. Professional Learning

1. License Agreement Between the School Board of Escambia County, Florida and Pel Industries, Inc.

- I. Student Services
 - No items submitted
 - J. Title I
 - No items submitted
 - K. Workforce Education
 - 1. Agreement Between the School Board of Escambia County, Florida and West Florida Regional Medical Center, Inc. d/b/a West Florida Hospital
 - L. Other
2. Finance and Business Services
(Supplementary Minute Book, Exhibit "D")
- A. Finance
 - 1. Legal Services – General Fund

a. The Hammons Law Firm	\$ 651.00
b. The Hammons Law Firm	\$ 709.50
c. The Hammons Law Firm	\$ 449.50
d. The Hammons Law Firm	\$ 5,040.40
e. The Hammons Law Firm	\$ 4,282.00
f. The Hammons Law Firm	\$ 3,619.51
g. The Hammons Law Firm	\$ 310.00
h. The Hammons Law Firm	\$ 139.50
i. The Hammons Law Firm	\$ 77.50
j. The Hammons Law Firm	\$ 325.50
k. Shell, Fleming, Davis & Menge, P.A.	\$ 3,441.06
l. Rumberger, Kirk & Caldwell	\$ 572.55
m. Rumberger, Kirk & Caldwell	\$ 160.00
n. Rumberger, Kirk & Caldwell	\$14,203.97
 - 2. Legal Services - Risk Management Fund

The Hammons Law Firm	\$ 6,214.50
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 - 3. A Resolution of the School Board of Escambia County Florida establishing its intent to reimburse certain capital expenditures with proceeds of a future tax-exempt financing; providing certain other matters in connection therewith; and providing an effective date
 - B. Accounting Operations
 - 1. Check Register for November 2014
 - C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical) – for November 2014
 - 2. Resolutions to amend District School Budget:
 - a. Resolution 4 – General Operating Fund
 - b. Resolution 3 – Special Revenue - Federal Programs
 - c. Resolution 3 – 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 Lists I and II for December 2014
 - 4. Auction Lists I and II for December 2014
 - 5. Financial Statements by Fund
 - 6. Disposal and demolition of Portable #175 C400017500 at Bratt Elementary School
 - D. Payroll and Benefits Accounting
 - 1. Financial Status Reports: Employee Benefit Trust Fund
 - E. Purchasing
 - ITEMS PREPARED BY PURCHASING:
 - 1. Bid Award: Aviation Maintenance Training Equipment, Bid #151204
 - 2. Bid Award: Dispensing System for Toilet Tissue and Hand Towels, RFP #151602
 - 3. Bid Award: Custodial Supplies, Bid #151502
 - 4. Bid Award: Art Supplies, Bid #150605

5. Bid Termination: Fast Food Partnership, RFP #151003
6. Bid Renewal: Security Services, RFP #131302
7. Bid Renewal: As Needed Real Estate Services, RFP #131401
8. Bid Renewal: Employee Benefits Consulting Services, RFP #140601
9. Annual Agreement Renewal: Employee Health Clinic Agreement
10. Annual Agreement Renewal: Group Medical Benefits (Including Prescription Drugs)
11. Annual Agreement Renewal: Focus School Software – Post-Secondary SIS and Finance Systems
12. Annual Agreement Renewal: Dark Fiber Services for the District
13. Educational Materials for Title I
14. Dell Equipment for Title I
15. Fire Alarm System Replacement at Holm Elementary School
16. Healthcare Professional Agreement: Professional Placement Resources, LLC
17. Annual Agreement Amendment: Pediatric Services of America
18. Annual Agreement Amendment: 3PM
19. Change Notice #2 to Purchase Order #5391500061 - ESE Student Transportation Services
ITEMS PREPARED BY FACILITIES PLANNING:
20. Change Notice #3 to Purchase Order #5421400157 – Spencer Bibbs Faculty/Staff Resource Center Renovations
21. Change Notice #15 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement
22. Renewal of Annual Purchase Agreement for Aluminum Covered Walks & Bus Ramps Installation and Repairs at Various School District Facilities
23. Change Notice #1 to Purchase Order #5421500138 – Modular Relocation from A. K. Suter Elementary School to Beulah Elementary School
24. Annual Agreement Renewal: Administrative Services for Employee Dental Plan

AMENDED

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 the following employees of Myrtle Grove Elementary School to receive their regular hourly rate of pay, funded by School Improvement Grant to attend a training facilitated by Marcia Tate, entitled, Worksheets Don’t Grow Dendrites: 10 Instructional Strategies That Engage the Brain, on Friday, December 12, 2014, at Myrtle Grove Elementary, a total of 3.5 hours per employee:

Ambrose, Laren A.	McAroy, Brigit G.
Andresen, Kristen	McCorvey, Debra W.
Blanchard, Maureen E.	Mense, Cassie R.
Brady, Elizabeth J.	Myers, Laurie S.
Brooks, Jacqueline K.	Nall, Beverly M.
Brown, Rodney B.	Neal, Deanna K.
Bruni, Carol D.	Oakey Whitehouse, Lilia K.
Carver, Angela M.	Pantaleo, Teresa M.
Coale, Samantha L.	Peach, Cheryl A.
Deas, Mershun D.	Pierce, Ann M.
Dowd, Cynthia A.	Pittman, Preston
Ellis, Tavia N.	Rasmussen, Craig A.

AMENDED

Gagnet, Heather M.
Gillen, Lori M.
Gulley, Kimberly D.
Harman, Christina A.
Hatley, Donna K.
Henderson, Jenna L.
Hutcheon, Kaitlin J.
Johnston, Deborah L.
Kirkpatrick, Connie C.
Kozik, Catherine C.
Lopiccolo, Tawn H.
Mattair, Faith S.

Robertson, Aurora O.
Robertson, Micah M.
Scott, Ellen C.
Tomlinson, Julie B.
Trawick, Jacob D.
Van Deusen, Colleen M.
Ward, Martha L.
Weatherford, Angela M.
White, Joanna C.
Whitt, Faith S.
Wimberly, April C.
Wood, Brendaleen A.

- b. Approve the following employees of Navy Point Elementary School to receive their regular hourly rate of pay, funded by School Improvement Grant to attend a training facilitated by Marcia Tate, entitled, Worksheets Don't Grow Dendrites: 10 Instructional Strategies That Engage the Brain, on Friday, December 12, 2014, at Myrtle Grove Elementary, a total of 3.5 hours per employee:

Abbuhl, Chris
Ales, Lindsey N.
Baldwin, Cheryl F.
Bello, Janice M.
Benjamin, Anne R.
Brinkman, Joy
Case, Mary A.
Davis, Sheryl C.
Edmondson, Michelle L.
Fails, Briana J.
Frick, Pamela P.
Gaffney, Stephanie L.
Gooden, Bernita C.
Gordon, Wesley R.
Gottschalk, Mark W.
Griffin, Holly E.
Johnson, Anita A.
Kennedy, Elizabeth A.
Lamy, Mary K.
Lobley, Uadona J.
Macklin, Tiffany M.

Maltbie, Craig W.
Mayo, Pamela A.
McCallister, Kathy T.
Mitchell, Tamara R.
Moehle, Amanda K.
Moore, Johanna T.
Navarrete, Alicia
Parker, Brenda J.
Parmer, Sara H.
Paulus, Dawn M.
Peterson, Chelsey R.
Potts, Kelsey A.
Ramsey, Stephanie N.
Rogers-Winigar, Kelly B.
Steel, Kayleigh B.
Swindle, Elizabeth L.
Tanton, Lauren
Thames, Kristie M.
Waite, Jordan A.
Washington, Andrea K.
Welch, Lillian S.

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. For Board Information: Report the death of Kathy R. Davis, Food Service Manager, at Lipscomb Elementary School on September 20, 2014.
- b. For Board Information: Report the death of Alice E. deVault, Teacher Assistant Special, at Ferry Pass Middle on October 17, 2014.

C. Risk Management

1. Stop Loss Policy Renewal

D. Employee Services

-No items submitted

- E. Affirmative Action
-No items submitted

4. Operations
(Supplementary Minute Book, Exhibit “G”)

- A. Facilities Planning
 - 1. Miscellaneous
 - a. New Gymnasium – Workman Middle School
 - b. Environmental Agreement
 - c. Second 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
-No items submitted
- G. Protection Services
-No items submitted
- H. Energy Management
-No items submitted

ADD

- c. ITEMS FROM THE BOARD
-No items submitted

d. ITEMS FROM THE SUPERINTENDENT
(Supplementary Minute Book, Exhibit “H”)

- 1. Administrative Appointments
-None
- 2. Student Discipline
 - A. Disciplinary Reassignment
 - B. Expulsions
 - 1. Student #14-171-221 was found to have committed the following felony offenses: unarmed burglary of an occupied dwelling, obstructing justice, witness tampering and arson. All offenses occurred on or before February 27, 2014. Recommend the Board accept the Hearing Officer’s findings of fact and reject the Hearing Officer’s conclusion of law on student #14-171-221 and that the Board accept the Superintendent’s recommendation for expulsion of student 14-171-221 for the remainder of the 2013-2014 school year and first semester of the 2014-2015 school year.
 - 2. Recommend that, consistent with the decision of the due process committee, student discipline number 15-15-281 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.
 - 3. Recommend that consistent with the decision of the due process committee, student discipline number 15-49-411 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.

CORRECTED

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* (as corrected) and Item V.d.2.B., *Expulsions*. Motion carried unanimously.

3. Employee Discipline

- A. Recommend that employee #0000011992 be suspended without pay for three (3) working days, specifically Wednesday, December 17, 2014, Wednesday, January 7, 2015, and Wednesday, January 14, 2015, based on misconduct as more specifically identified in the notice letter to the employee.
- B. Recommend that employee #0000052602 be suspended without pay for five (5) working days beginning Wednesday, December 17, 2014, and complete a staff development component yet to be determined, based on misconduct as more specifically identified in the notice letter to the employee.
- C. Recommend that employee #0000001231 be suspended without pay for one (1) working day beginning Wednesday, December 17, 2014, based on misconduct as more specifically identified in the notice letter to the employee.
- D. Recommend that employee #0000004635 be suspended without pay with an effective date of Wednesday, November 19, 2014.

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, 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 unanimously.

4. Other Items

- ~~A. Recommend that employee #0000053242 be terminated effective Wednesday, December 3, 2014, pursuant to §1012.335, Florida Statutes.~~

DELETED

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

Prior to adjournment, Mrs. Hightower took a moment to recognize Ms. Cathy Irwin, Executive Assistant to the Superintendent who would be retiring in January 2015 after many years of service to the Escambia County School District. Mr. Bergosh wished everyone a "very Merry Christmas, a safe holiday season, and a happy and prosperous New Year."

There being no further business, the Regular Meeting adjourned at 5:52 p.m.

Attest:

Approved:

Superintendent

Chair