

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 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 October 1, 2015 - Legal No. 1647990

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/10202015-842>

I. CALL TO ORDER

Mrs. Hightower called the Regular Meeting to order at 5:30 p.m. She welcomed everyone in attendance to the regular monthly meeting of the Escambia County School Board and thanked them for their interest in public education.

a. Adoption of Agenda

The Superintendent noted the following changes that had been made to the agenda since initial publication: Items under Section IV were ADDED, AMENDED, and RE-SEQUENCED, Item V.b.3.A.5. AMENDED, Item V.b.2.C.3. CORRECTED, Item V.b.2.C.4. ADDED, Item V.d.3.A. ADDED, Item V.d.3.B. ADDED/DELETED, AND Item V.f.1. 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 October 20, 2015 Regular Meeting agenda had been made for good cause. Motion was made by Mrs. Moultrie and seconded by Mr. Slayton, to adopt the agenda (*as amended*). Motion carried unanimously.

b. Invocation and Pledge of Allegiance

Mr. Slayton delivered the invocation and then led the Pledge of Allegiance to the Flag of the United States of America.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Michelle Salzman, 1<sup>st</sup> Vice President of the Escambia County Council PTA (ECCPTA), gave a brief report on the recent and upcoming events and activities of the PTA.

2. Stellar Employee of the Month

The Superintendent made the following announcement: *It is my pleasure this evening to announce that the Stellar Employee for the month of October is Mr. Ricky Neuman. Mr. Neuman is the custodian at Beulah Elementary School. Mr. Neuman's principal describes him as, "a quiet man of many talents who never boasts of his accomplishments and is always on the job." She goes on to say that his outstanding dedication, his work ethic make Beulah shine. Mr. Neuman has been at Beulah for the past two years and over each summer, he has power washed the entire school including the main building, 18 portables, an 8 classroom modular, and all the sidewalks. This is in addition to deep cleaning his assigned classrooms and areas around the school. Every Beulah Elementary staff member wants him to clean their room or work area! He is Beulah Elementary School's Mr. Clean! Mr. Neuman volunteers to work the shift changes for special after school activities so someone is available for cleaning emergencies and securing the school. He is always available when called in for coworkers. If a substitute is not available, Mr. Neuman will work shifts because in his own words, "he doesn't want to let anyone down." If something is broken in the classroom, teachers ask "Handy Ricky" for assistance. He can handle most fixes or point them in the right direction. He is full of knowledge, as well as kindness. No problem is too big with his help! Congratulations, Mr. Ricky Neuman and thank you for your dedication. Mr. Neuman exemplifies the pillars of people and service. It is for these reasons, and many others too numerous to mention, that he is our Stellar Employee for the month of October. The Superintendent and School Board congratulated Mr. Neuman for being selected as the Stellar Employee for the month of October. To acknowledge his achievement and congratulate his stellar performance, Mr. Neuman received a plaque and a pin from the School District and a check in the amount of \$100 from Members First Credit Union.*

3. One-Half Cent Sales Tax Watchdog Quarterly Report  
(Supplementary Minute Book, Exhibit "A")

Mr. Paul Fetsko, Chairman of the One-Half Cent Sales Tax Watchdog Committee, reviewed the committee's quarterly report.

II. PUBLIC FORUM  
(Supplementary Minute Book, Exhibit "B")

Mrs. Hightower called for Public Forum at 5:45 p.m.

- Jim Taylor, speaking as an individual, registered to address the School Board regarding United Way contributions.

III. MINUTES

- a. 08-13-15 Special Meeting
- b. 08-14-15 Regular Workshop
- c. 09-10-15 Special Meeting
- d. 09-15-15 Special Meeting/Public Hearing
- e. 09-15-15 Regular Meeting

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

IV. UNFINISHED BUSINESS (Items under this section have been **ADDED, AMENDED & RE-SEQUENCED**)

(Supplementary Minute Book, Exhibit "C")

- ~~1. Tentative Facilities Work Program (Five Year Plan)~~
1. Public Hearing for Input on District's Tentative Facilities Work Program
2. Adoption of District's Tentative Facilities Work Program

Mrs. Hightower called for public input on the District's Tentative Facilities Work Program (Five Year Plan); however there was no one who wished to speak. Motion by Mr. Boone, seconded by Mr. Bergosh, to adopt the District's Tentative Facilities Work Program (Five Year Plan), carried unanimously.

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES  
(Supplementary Minute Book. Exhibit "D")

1. Rule(s) Adoption

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

Motion was made by Mr. Slayton and seconded by Mrs. Moultrie, to adopt amendments to the *Student Progression Plan*. Motion carried unanimously.

2. Permission to Advertise

- A. Approval to Advertise Notice of Intent to Adopt Amendments To Rules and Procedures Of the District School Board: Chapters 1.17, 2.05, and 3.18

Motion was made by Mr. Boone and seconded by Mrs. Moultrie, to approve for advertising, *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapters 1.17, 2.05, and 3.18*. Motion carried unanimously.

b. CONSENT AGENDA

Motion was made by Mr. Slayton and seconded by Mrs. Moultrie to approve the Consent Agenda. Mr. Bergosh requested that Item V.b.2.A.4. be pulled for separate vote. Motion to approve the Consent Agenda, except for item pulled, carried unanimously.

1. Curriculum

(Supplementary Minute Book, Exhibit "E")

- A. Alternative Education  
-No items submitted
- B. Continuous Improvement
1. School Choice Student Transfers
  2. Department of Defense Education Activity (DoDEA) Grant
- C. Elementary Education  
-No items submitted
- D. Evaluation Services  
-No items submitted
- E. Exceptional Student Education
1. IDEA Part B, Entitlement 2015-2016
  2. IDEA Part B, Preschool 2015-2016
  3. Transportation Reimbursement Request
  4. Agreement Between the School Board of Escambia County, Florida and the School Board of Seminole County, Florida
- F. High School Education  
-No items submitted
- G. Middle School Education
1. Instructional Leadership and Faculty Development Grant
- H. Professional Learning
1. Revisions to the 2013-2018 Master Inservice Plan 2015-2016 School Year
- I. Student Services  
-No items submitted

- J. Title I
    - No items submitted
  - K. Workforce Education
    - 1. School Affiliation Renewal Agreement between Baptist Health Care Corporation and the School Board of Escambia County, Florida
    - 2. Escambia High School Financial Services Academy
    - 3. Escambia High School Media Production Academy
    - 4. Escambia High School Digital Design Academy
    - 5. Woodham Middle School Culinary Arts Academy
    - 6. West Florida High School Academy of Critical Care and Emergency Medicine
    - 7. Escambia High School Criminal Justice Academy
    - 8. Pine Forest High School Fire Fighter Academy
  - L. Other
    - No items submitted
2. Finance and Business Services  
(Supplementary Minute Book, Exhibit "F")
- A. Finance
    - 1. Legal Services – General Fund
      - a. The Hammons Law Firm \$ 297.50
      - b. The Hammons Law Firm \$ 2,240.00
      - c. The Hammons Law Firm \$ 87.50
      - d. The Hammons Law Firm \$ 5,947.20
      - e. The Hammons Law Firm \$ 695.00
      - f. Shell, Fleming, Davis & Menge, P.A. \$ 8,286.50
    - 2. Legal Services - Risk Management Fund
      - The Hammons Law Firm \$ 6,643.60
    - 3. Tax Certificate in connection with the sale of certain assets refinanced with the proceeds of the Refunding Certificates of Participation, Series 2014. Pursuant to the Sales Agreement, dated October 20, 2015, the Board intends to sell the Carver/Century K-8 Elementary School facilities.
    - 4. Federal Final Audit Determination, Audit Control No. 04-2014-50738, GSTC Pell Grant Program
 

Motion was made by Mrs. Moultrie and seconded by Mr. Slayton, to approve Item V.b.2.A.4., *Federal Final Audit Determination, Audit Control No. 04-2014-50738, GSTC Pell Grant Program*. Mr. Jim Taylor, speaking as an individual, suggested that the School District should submit an appeal to the USDOE from the \$506,456 financial liability that resulted from the audit of the GSTC Pell Grant Program. The Superintendent advised the School Board that he and his staff had already considered the possibility of an appeal; however, without the signed verification forms, it was unlikely that the School District would prevail. Mr. Bergosh said he would not support the motion to approve this item for reasons he discussed at length during the October 19, 2015 Regular Workshop. While they acknowledged that significant mistakes had been made in the past, Mrs. Moultrie, Mrs. Hightower, and Mr. Slayton expressed their desire to move forward on this matter by trusting in the Superintendent's assurance that the same mistakes would not occur in the future. Motion carried 4 to 1, with Mr. Bergosh voting "No."
  - B. Accounting Operations
    - 1. Check Register for September 2015
  - C. Budgeting
    - 1. Recap of General Fund Reserves (Non-Categorical)
      - a. General Fund Reserves as of June 30, 2015
      - b. General Fund Reserves as of September 30, 2015
    - 2. Resolutions to amend 2014-2015 District School Budget:

- a. Resolution 13– General Operating Fund
  - b. No item submitted – Special Revenue – Federal Programs
  - c. Resolution 12 – 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. Resolutions to amend 2015-2016 District School Budget:
    - a. Resolution 1– General Operating Fund
    - b. Resolution 1 – Special Revenue – Federal Programs
    - c. Resolution 1 – 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
  4. Scrap Lists I and II for October 2015
  5. Auction List I for October 2015
  6. Financial Statements by Fund
  7. Donation of Surplus Property to the Century Correctional Institute

D. Payroll and Benefits Accounting

1. Financial Status Report: Employee Benefit Trust Fund

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Miscellaneous Ala Carte Food Items For Direct Delivery to School Cafeterias, Bid #160602
2. Bid Renewal: Dispensing System for Foam Hand Soap, RFP #150702
3. Bid Renewal: Fire Alarm Inspection & Maintenance, RFP #150402
4. Bid Extension: Maintenance Agreement for Refrigeration, A/C & Heating Equipment, RFP #141402
5. Bid Renewal: Diplomas, RFP #140402
6. Bid Extension: Office Paper, Bid #150805
7. Video Surveillance Security System for Cordova Park Elementary School
8. Amendment to Agreement: READ 180 Expansion for District Middle Schools
9. Annual Agreement Renewal: Group Term Life Insurance
10. Memorandums of Understanding for the Provision of Interpreting Services Secured Via Request for Proposal #152605
11. Renewal of Agreement for the Provision of Transportation Management and Logistics Services
12. Claims Management Software for the Risk Management Department
13. Bid Extension: Pumping of Grease Traps, RFP #100202

ITEMS PREPARED BY FACILITIES PLANNING:

14. Architectural/Engineering Services for Northwest Middle School
15. Construction Manager at Risk Services for Northwest Middle School
16. Bid Award: New Gymnasium - Workman Middle School
17. Change Notice #1 to Purchase Order #5421600024 – Bellview Middle School New Gymnasium
18. Change Notice #1 to Purchase Order #5421500264 – Scenic Heights Elementary School Drainage Correction
19. Change Notice #2 to Purchase Order #5421500319 – Safety Repairs at Various Schools
20. Change Notice #22 to Purchase Order #5421300232 – A. K. Suter Elementary School Replacement
21. Roof Replacement at Washington High School

3. Human Resource Services

(Supplementary Minute Book, Exhibit “G”)

A. Instructional/Professional

1. Appointments

**AMENDED**

2. Reappointments
3. Transfers
4. Out-of-Field  
-No items submitted
5. Resignations/Retirements/Other
6. Leaves of Absence
7. Special Requests
  - a. Approve the following employees to receive their regular hourly rate of pay funded by General Fund, to provide home instruction for a Pensacola High School IB student unable to attend classes, at the student's home, for the 2015-2016 school year, a total not to exceed 78 hours per employee:
    - Alita K. Brooks
    - Craig C. Butcher
    - Kimberly A. Fehr
    - James M. Jones
    - Shauna M. Paedae
    - Thomas J. Pennington
  - b. Approve Bradley M. Naggatz to receive his regular hourly rate of pay funded by SAI Operations Cost – Regular Term funds, to provide course credit recovery to students using Compass Learning software, Escambia Virtual School, and/or Florida Virtual School, at the Escambia County Jail, from August 3, 2015 through June 30, 2016, a total not to exceed 330 hours.
  - c. Approve Rebecca L. Mead to receive her regular hourly rate of pay funded by Reading Allocation funds, for modifying Reading Wonders assessments, creating Discovery Ed probes for each unit, creating Edmodo Snapshot suggested calendar with standards, answering webpage emails, requests for access, posting tier 2 resources, updating to website including literature representatives' meeting minutes, gathering and posting of Framework materials in Edmodo/Google Classroom, and creating PD videos, at the J. E. Hall Center, from October 21, 2015 through December 18, 2015, a total not to exceed 200 hours.
  - d. Approve the following employees to receive their regular hourly rate of pay funded by Head Start/Title I Pre-School Program funds, for Creative Curriculum training, New Teacher Head Start Collaborative training, Classroom materials training, and Head Start Performance training, at the Spencer Bibbs Center and Warrington Elementary School, from July 29, 2015 through July 31, 2015, a total not to exceed 22.50 hours per employee:
    - Ana C. Farias
    - Estelle F. Gille
    - Lisa L. Mitchell
  - e. Approve the following employees to receive their regular hourly rate of pay funded by Title I, Part A, Basic funds, to attend twelve (12) hours of required Teacher Strategies Gold training, at the Spencer Bibbs Center, on August 15, 2015 and September 12, 2015, a total of 12 hours per employee:
    - Adam B. Burke
    - Sherry D. Casey
    - Stephanie K. Collins
    - Jessica A. Crites
    - Gracey P. Dunmore
    - Emily J. Ellis
    - Ryan A. Fell
    - Ingrid L. Gamblin
    - Estelle F. Gille
    - Rebecca J. Hamric
    - Harris-House, Carmen D.
    - Huffaker, Jennifer

Kappler-Bennett, Kristen  
Renee M. Khatena  
Elizabeth L. Leonard  
Stella A. McKinney  
Soi Thi Tran  
Elizabeth L. Walker  
Tiana J. Walker  
Johnnye B. Watson  
Lillian S. Welch

- f. Approve the following employees to receive their regular hourly rate of pay funded by Title I, Part A, Basic funds, to attend six (6) hours of required Teacher Strategies Gold training, at the Spencer Bibbs Center, on August 15, 2015, a total of 6 hours per employee:

Jessica C. Cloud  
Ana C. Farias  
Gabrielle P. Merritt

- g. Request approval as required in School Board Rule 2.44 and Florida Statute 1001.03 (4), for the Professional Educators Network of Florida (PEN), that the Board grant the organization status as a bona fide professional teacher association.

B. Educational Support Personnel

1. Appointments
2. Temporary Promotions
3. Resignations/Retirements/Other
4. Terminations
5. Leaves of Absence
6. Special Requests

- a. Approve to rescind the resignation of Sharon Renae Pleasant, Custodial Worker I, at Escambia High, effective August 7, 2015, that was approved under Item V.b.3.B.3. Resignations/ Retirements/Other during the September 15, 2015 Regular Meeting.

C. Risk Management

1. Workers' Compensation Medical Bill
2. Workers' Compensation Medical Bill
3. Correction of Board Approved Medical Premium Schedule for January 1, 2016
4. Workers' Compensation Medical Bill

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit "H")

A. Facilities Planning

1. Final Payments
  - a. Northview High School Weight Training Facility
2. Miscellaneous
  - a. Renewal of Pre-Qualified Contractors
  - b. Northwest Elementary School
  - c. Sales Agreement between the School Board of Escambia County, Florida and the District Board of Trustees of Pensacola State College, Florida

B. School Food Services

1. Contract for Off-Site Preparation of Meals for Jacqueline Harris Early Learning

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

1. 2015-2016 Bus Routes

**CORRECTED**  
**ADD**

- 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 "I")
1. Administrative Appointments  
-No items submitted
  2. Student Discipline
    - A. Disciplinary Reassignment

Motion was made by Mr. Boone and seconded by Mr. Slayton, to accept the Superintendent's recommendation for student discipline as outlined in the backup documentation for Item V.d.2.A., *Disciplinary Reassignment*. Mr. Bergosh said he would not support the motion to accept the Superintendent's recommendation for the reasons he discussed at length during the October 19, 2015 Regular Workshop. 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 15-110-951 be expelled from all public schools of Escambia County for the remainder 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.
2. Recommend that consistent with the decision of the due process committee, student discipline number 16-26-951 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder of the 2015-2016 school year and all of the 2016-2017 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 16-31-411 be expelled from all public schools of Escambia County for the remainder 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. Bergosh, seconded by Mr. Slayton, 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~~

A. Recommend that employee #0000018490 is suspended without pay for three (3) working days beginning Wednesday, October 21, 2015, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**



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 unanimously.

**DELETE/ADD**

~~B. Recommend that employee #0000004385 is suspended without pay for five (5) working days beginning Wednesday, October 21, 2015, based on misconduct as more specifically identified in the notice letter to the employee.~~

- 4. Other Items  
-No items submitted

e. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit "J")

- 1. Inventory Adjustment Reports for forty-one (41) cost centers

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to approve Item V.e.1., *Inventory Adjustments Reports for forty-one (41) cost centers*. Motion carried unanimously.

- 2. 2014-2015 Summary of Inventory Reports Submitted

Motion was made by Mrs. Moultrie and seconded by Mr. Slayton, to approve Item V.e.2., *2014-2105 Summary of Inventory Reports Submitted*. Motion carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

- ~~1. Settlement Agreement and General Release~~

**DELETED**

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:12 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair