

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, NOVEMBER 10, 2016

The School Board of Escambia County, Florida, convened in Regular Workshop at 2:00 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mr. Bill Slayton  
Vice Chair: Mrs. Linda Moultrie  
Board Members: Mr. Jeff Bergosh  
Mr. Gerald W. Boone  
Mrs. Patricia Hightower

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in the *Pensacola News Journal* on November 1, 2016 - Legal No. [1696527](#)

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/11102016-724>

[*General discussion among School Board Members, the Superintendent, and staff occurred throughout this session.*]

I. CALL TO ORDER

Mr. Slayton called the Regular Workshop to order at 2:00 p.m.

II. OPEN DISCUSSION

- Calendar

School Board Members reviewed their schedule of workshops/meetings/events for November and December. One such event discussed was the All County Chorus, which was taking place the night of this Board meeting. Also discussed was the All County Band event to be held on Thursday, November 17, 2016. Mr. Slayton discussed the date and time of the organizational meeting and the installation meeting. He also congratulated Mr. Bergosh on his successful bid for County Commissioner. Mr. Bergosh shared with the School Board that he would be sworn into office as the County Commissioner for District 1 on November 22 at 9 a.m. Mrs. Hightower asked about the Repurpose meetings and staff shared while these meetings are not necessarily advertised, all are welcome. It was shared that Dr. Thornton, as a Watchdog Committee appointee by the Board, could represent the School Board at these Repurpose meetings. Mrs. Hightower discussed the importance of the naming of the West Florida High School facility. Mr. Thomas reported that the signage would state "West Florida High School formerly Woodham High School." He further stated that within the school a trophy case would display important trophies, pictures, etc. The Superintendent discussed the fact that the School District's Public Relations Office could alert the media of the need to fill the trophy case, etc. Mr. Slayton suggested the organization of a subcommittee of sorts consisting of Woodham High alumni. Mrs. Moultrie, speaking as a Woodham High School alumni, shared the flip side and that is she wanted to be sure that West Florida High School does not lose their identity in the move.

- Career Academy Presentation – Early Childhood Education Academy at Booker T. Washington High School – Superintendent

Amy Gordon, Assistant Principal, introduced family members of the students attending the Board Meeting and indicated that parents are an important element to the success of any student. Students discussed the program and provided their own testimony as to how beneficial the program was to them. They also discussed the certification requirements while a video solidified what was discussed and shared. Mrs. Hightower thanked the students for presenting. Mrs. Moultrie thanked the students and asked how many of them wanted to own a day care center. Several students indicated that was their desire. The Superintendent then asked the students which of them had a desire to become a teacher and several other students raised their hands. Mr. Slayton then thanked the school administrators.

- Legislative Update – *Superintendent*

Mr. Jim Hamilton works with Mixon and Associates. This company provides legislative guidance and assistance to the Escambia County School District. The Superintendent provided to Mr. Hamilton some topics in which to lobby for on the district's behalf which included the raffle issue; criminal penalty for those who trespass on a school bus; allowing School Boards/Districts to determine best time to schedule the Organizational meeting; and lastly, DROP flexibility, specifically for teachers who could substitute within the first year of retiring. He stated that if we use an employee leasing company we would pay the substitute rate plus 18%. Mr. Thomas indicated that he was looking to see if it is feasible to outsource. Mr. Bergosh indicated he supports outsourcing. Mr. Hamilton spoke of how well the Escambia County School District looks financially as compared to other districts. He shared how he felt School Districts would now be competing for students and indicated staff should be aware of this new mind-set/philosophy. He spoke of the legislature funding charter school capital through public school capital funds. Mrs. Hightower shared the language included and addressed renovating non-public buildings with public money. Mr. Hamilton shared that the long range financial outlook is not good, as the current budget has no surplus for next year. He advised that if the leadership had a desire to spend new dollars, the reality is that the district will need to self-fund that expense in future years. Mr. Hamilton discussed that at this time there is no legislation on accountability and assessment. Mr. Bergosh asked if there was any push to go back to paper and pencil for testing students. Mr. Hamilton indicated that the Department of Education does not support paper and pencil as a way to administer state testing.

III. COMMENTS FROM THE SUPERINTENDENT

- Superintendent acknowledged this would be Mr. Jeff Bergosh's last workshop. He shared that the continuity with having the same School Board Members, the same Superintendent and the same leadership team was very beneficial to accomplishing goals and moving the school district forward. He named some of the accomplishments to include an online agenda book, live streaming of each School Board meeting, the opening of the Health Clinic, the comprehensive drug plan, drug dogs, career academies, etc. Mr. Thomas shared that it takes a team to accomplish all of this. Mr. Bergosh shared that ten years went by very quickly. He stated he was thankful for the leadership in the School District. He shared that when voting "no" on a particular item he had no malice when doing so. He thanked everyone and indicated he was ready for his next challenge.
- Mr. Thomas distributed the latest report on first grade retention. He shared the goal is to see the numbers improve. Mrs. Hightower asked if the district was documenting how many times parents are contacted. Mr. Thomas indicated that all correspondence to parents was noted.

IV. MINUTES

-No items discussed

V. COMMITTEE/DEPARTMENTAL REPORTS

-No items discussed

VI. UNFINISHED BUSINESS

-No items submitted

VII. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

1. Rule(s) Adoption
2. Permission to Advertise

b. CONSENT AGENDA

1. Curriculum
  - No items discussed

2. Finance and Business Services

E. Purchasing

13. [Construction Manager at Risk Services for Kingsfield Elementary School](#)

Mrs. Hightower asked for clarification regarding this item. Mr. Dennis responded that it was the actual contract. Mr. Bergosh asked if 18 months was enough time for such a big construction project, and the Superintendent indicated the timeline was within industry standards.

3. Human Resource Services
  - A. Instructional/Professional
    1. [Appointments](#)

Mr. Slayton asked if all teachers listed were working in-field. Dr. Scott indicated they were.

7. Special Requests
  - a. Establish the following job description on the Professional Salary Schedule:  
[Title I Finance Specialist](#)
  - b. [Amend the 2016-2017 Department Personnel Planning Document for the following cost centers:](#)
    - 4204 – Accounting Operations
    - 4207 – Purchasing & Business Services
    - 4405 – Title I
    - 4406 – Continuous Improvement & School Choice

Mrs. Hightower indicated her concern was more global regarding this item. She indicated the district just contracted to have a job study done and she did not feel we should hire any new employees until the results of the job study were shared. She further stated that she understood the need for purchasing agents; however, schools are reporting to her they need technology coordinators, leaving her to believe resources should be at the school level and not at the district level. She said she understood the need for an advancement track within the departments, but would like to see the global plan. Mr. Thomas reported that the job study would not show alignment issues. The job study researched job titles and how they align with salaries. He further stated that he did not want to job study to paralyze the district and that needs will arise. The Purchasing Department employees are a necessary group to be sure that we are receiving what was ordered and receiving the best price. He provided an example of the importance of the Purchasing Department by sharing that internal funds requests are received from schools and they must supply three bids. The Purchasing Department verifies these bids and then recommends the Superintendent's signature for approval. Mr. Thomas reported that over the years, the schools have been adequately staffed. Mr. St Cyr is eliminating one position to request this new one as he feels the need is that important. The Superintendent further stated the district offices also needs help. Dr. Colo indicated that the current position of Title 1 Coordinator job title is not reflective of the actual duties of the job and that is why a change of the job title and job description. Mrs. Hightower also asked about the grant position and she thought it would be better to hire someone part-time rather than hiring a retiree. She explained she was aware that it was a grant position. Mr. Hollon reported that should the district receive additional grants having one person full-time to oversee all these type of grants would be very beneficial. After discussion, Mrs. Hightower indicated she would be supporting these positions. Mrs. Hightower did say she was concerned about job study progress. Dr. Scott indicated the job study continued to be a work in progress and that the final check would not be issued until the end product was produced which could be sometime in April 2017.

4. Operations
  - No items discussed
- c. ITEMS FROM THE BOARD
  - No items submitted
- d. ITEMS FROM THE SUPERINTENDENT
  - No items discussed
- e. INTERNAL AUDITING
  - No items submitted
- f. ITEMS FROM GENERAL COUNSEL
  - No items submitted

VIII. PUBLIC FORUM

Mr. Slayton called for public forum; however, no one had registered to speak.

IX. ADJOURNMENT

There being no further business, the Regular Workshop adjourned at 10:10 a.m.

Attest:

Approved:

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Superintendent

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Chair

PENDING BOARD APPROVAL