

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, NOVEMBER 15, 2016

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: 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/10182016-960>

I. CALL TO ORDER

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

a. Invocation and Pledge of Allegiance

Mrs. Moultrie called for a moment of silence to reflect on the upcoming Thanksgiving holiday. She then led the Pledge of Allegiance to the American Flag.

b. Adoption of Agenda

The Superintendent noted the changes made to the agenda since initial publication. Mr. Slayton 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. Mr. Slayton said he, as School Board Chair, had determined that the Superintendent's recommended changes to the November 15, 2016 Regular Meeting agenda were for good cause. Motion by Mr. Bergosh, seconded by Mrs. Hightower, to adopt the agenda (*as amended*), carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Michelle Salzman, 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 November is Mr. John Helping. Mr. Helping has been*

employed with the Escambia county school district for 10 years and has been employed in his current position for the past 7 years. Mr. Helpling is assigned to the J.E. hall center and is also responsible for the cleaning of all of the outlying areas, which includes the central warehouse, the Escambia county school district center for health and wellness, and the Escambia county school district employee fitness center. He also fills in as the day porter for the hall center when needed. Patients at the center for health and wellness complete satisfaction surveys which consistently affirm how clean the center is kept. The entire staff of the health and wellness center signed a letter stating that Mr. Helpling is meticulous in efficiently cleaning all areas, while taking the time to greet patients and workers. His care and attention to details in maintaining the cleanliness of the clinic provides patients with an unspoken reassurance that comes from being treated in a clean environment. Staff from warehouse operations praise Mr. Helpling for constantly going above and beyond. They say he is an integral member of their team, retains the highest degree of control over any situation, and gets the job done. The energy manager, housed in the central warehouse, says that Mr. Helpling does his job with integrity and pride and indicates he is very considerate of the employees located at that site. It is further stated that Mr. Helpling is focused and always stays on task. Mr. Helpling is stellar because of his excellent work ethic and dedication to the staff at hall center, health and wellness clinic, and the fitness center. He exemplifies the pillars of “people” and “service” and it is for these reasons, and so many others, that Mr. Helpling has been selected as our stellar employee of the month of November 2016. In recognition of his stellar performance, Mr. Helpling received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.

4. 2015-2016 Superintendent’s Wellness Challenge Winners

The Superintendent made the following announcement: On November 4, 2015, during the Escambia County School District’s Principal’s Meeting, principals and their staff were challenged to participate in the “choose wellness” challenge. The challenge was to see which school or major department could achieve the highest percentage of employee participation by the end of that school year in the “choose wellness” challenge. Each site administrator needed to motivate employees to complete all four steps of the health screening program and the winning group would collect \$1,000, paid from the superintendent’s circle. The superintendent circle funds are from private donations and no taxpayer dollars are used. As you know the original decision to create a district wellness center was made to promote the annual wellness checks because a healthy workforce costs less in medical costs and lost work hours. The winner was expected to come from a school or major department located near the health and wellness center, but once again we were proven wrong, as this year’s winner for the second straight year, is a school located the farthest away making it quite evident that mileage and inconvenience was absolutely not a factor. It is my pleasure to announce that Bratt elementary school is once again the award winner of the 2nd annual “choose wellness” challenge. Will representatives from Bratt elementary school please come to the front to collect your \$1000 prize check and be congratulated by the school board. Also noteworthy is ferry pass elementary school, who was the most improved location and will receive a \$500 check. Will representatives from ferry pass elementary school also come to the front to be presented with a plaque and check, and be congratulated by the School Board.

II. PUBLIC FORUM

Donna Harper, representing the Escambia Education Association (EEA), addressed the School Board and Superintendent regarding American Education Week (November 14-18, 2016).

III. MINUTES

- a. 10-13-16 Special Workshop
- b. 10-14-16 Regular Workshop
- c. 10-18-16 Regular Meeting

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to approve the minutes as listed (Items a through c), carried unanimously.

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

1. Rule(s) Adoption
-No items submitted

2. Permission to Advertise
-No items submitted

b. CONSENT AGENDA

On motion made by Mrs. Moultrie and seconded by Mr. Boone, approval of the Consent Agenda, carried unanimously.

1. Curriculum

A. Alternative Education
-No items submitted

B. Continuous Improvement

1. [School Choice Student Transfers](#)
2. [2016-2017 School Improvement Plans](#)
3. [2016-2017 School Advisory Council \(SAC\) Memberships](#)
4. [The School District of Escambia County Strategic Plan 2016-2017](#)

C. Elementary Education
-No items submitted

D. Evaluation Services
-No items submitted

E. Exceptional Student Education

1. [Multi-Agency Agreement between Global Connections to Employment, Inc., Baptist Health Care Corporation, the Division of Vocational Rehabilitation Services and the School Board of Escambia County, Florida](#)

F. High School Education

1. [Cooperative Agreement Between the School Board Of Escambia County, Florida and Big Brothers Big Sisters of Northwest Florida](#)

G. Middle School Education
-No items submitted

H. Professional Learning
-No items submitted

I. Student Service
-No items submitted

J. Title I
-No items submitted

K. Workforce Education
-No items submitted

L. Other
-No items submitted

2. Finance and Business Services

A. Finance

1. [Legal Services – General Fund](#)

- | | |
|--|-------------|
| a. The Hammons Law Firm | \$ 157.50 |
| b. The Hammons Law Firm | \$ 297.50 |
| c. The Hammons Law Firm | \$ 1,631.50 |
| d. The Hammons Law Firm | \$ 805.00 |
| e. Rumberger, Kirk & Caldwell | \$ 5,696.00 |
| f. Shell, Fleming, Davis & Menge, P.A. | \$ 1,939.00 |
| g. Resolutions in Special Education | \$ 3,663.80 |

2. [Legal Services - Risk Management Fund](#)

- | | |
|-------------------------|-------------|
| a. The Hammons Law Firm | \$ 7,999.54 |
|-------------------------|-------------|

B. Accounting Operations

1. [Check Register for October 2016](#)

C. Budgeting

1. [Recap of General Fund Reserves \(Non-Categorical\) as of October 31, 2016](#)

2. [Resolutions to amend 2016-2017 District School Budget:](#)

- a. [Resolution 2 - General Operating Fund](#)
- b. [Resolution 2 - Special Revenue – Federal Programs](#)
- c. [Resolution 2 - Capital Projects Fund](#)
- d. No item submitted – Special Revenue – Food Service Fund
- e. No item submitted - Debt Service Fund

3. [Scrap List I for November 2016](#)

4. [Auction List I for November 2016](#)

5. [Financial Statements by Fund](#)

6. [Disposal and demolition of portable building #251 at Brown Barge Middle](#)

D. Payroll and Benefits Accounting

1. [Financial Status Report: Employee Benefit Trust Fund](#)

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. [Bid Renewal: Communications Cabling, RFP #160704](#)
2. [Bid Renewal: Diesel Fuel, Gasoline and Fuel Additive, RFP #160305](#)
3. [Bid Renewal: Dispensing System for Toilet Tissue and Hand Towels, RFP #151602](#)
4. [Bid Extension: Security Services, RFP #131302](#)
5. [Change Notice #1 to Purchase Order #5511600015 – Securitas Security Services](#)
6. [Annual Agreement Renewal: Group Term Life Insurance](#)
7. [School Buses](#)
8. [Video Surveillance Security System for O. J. Semmes Elementary School](#)
9. [Video Surveillance Security System for Warrington Elementary School](#)
10. [Video Surveillance Security System for Montclair Elementary School](#)
11. [Emergency Purchase for Woodham Middle School](#)

ITEMS PREPARED BY FACILITIES PLANNING:

12. [Change Notice #1 to Purchase Order #5421600227 – Architectural/Engineering Services for Beulah Middle School](#)
13. [Construction Manager at Risk Services for Kingsfield Elementary School](#)

3. Human Resource Services

A. Instructional/Professional

1. [Appointments](#)

2. Reappointments

-No items submitted

3. Transfers

-No items submitted

4. [Out-of-Field](#)

5. [Resignations/Retirements/Other](#)
 6. [Leaves of Absence](#)
 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
- 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
-No items submitted
 - C. Risk Management
-No items submitted
 - D. Employee Services
-No items submitted
 - E. Affirmative Action
-No items submitted
4. Operations
 - A. Facilities Planning
 1. Final Payments
 - a. [Pensacola High School Media, Chorus & Kitchen AHU Replacements](#)
 - b. [Vernon McDaniel Building HVAC and Electrical Upgrades](#)
 2. Miscellaneous
 - a. [Purchase Agreement Between Darrell D. Harper and the School Board of Escambia County, Florida](#)
 - b. [Pre-Qualification of Contractors](#)
 - 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

1. Administrative Appointments
-No items submitted

2. Student Discipline

- A. [Disciplinary Reassignments](#)
B. [Expulsions](#)

1. Recommend that consistent with the decision of the due process committee, student discipline number 17-29-541 be expelled from all public schools of Escambia County for the remainder of the 2016-2017 school year and the first semester of the 2017-2018 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 17-39-281 be expelled from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 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 by Mr. Bergosh, seconded by Mrs. Moultrie, to accept the Superintendent's recommendations as outlined in Item V.d.2.A and Item V.d.2.B, carried unanimously.

3. Employee Discipline

- A. Recommend that employee #0000053527 is suspended without pay beginning Wednesday, November 16, 2016, with suspension without pay to continue until the employee satisfies and successfully completes all terms and conditions of a return-to-work agreement as a result of misconduct more specifically identified in the notice letter to employee.
- B. Recommend that employee #0000028561 is suspended without pay for one (1) working day effective Wednesday, November 16, 2016, based on misconduct as more specifically identified in the notice letter to the employee.
- C. [Recommend that employee #0000023136 is terminated effective Wednesday, November 16, 2016, based on misconduct as more specifically identified in the notice letter to the employee.](#)
- D. [Recommend that employee #0000051482 is terminated effective Wednesday, November 16, 2016, based on misconduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mr. Boone, seconded by Mrs. Hightower, to accept the Superintendent's recommendations as outlined in Item V.d.3.A, Item V.d.3.B, Item V.d.3.C., and Item V.d.3.D., carried unanimously.

4. Other Items

- A. Recommend that employee #0000055351 is removed from suspension without pay and returned to work on Monday, September 26, 2016, following a No Prosecution disposition on an arrest for a disqualifying offense.
- B. [Recommend that employee #0000053830 is suspended without pay beginning Wednesday, November 16, 2016 based on conduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mrs. Moultrie, seconded by Mr. Boone, to accept the Superintendent's recommendations as outlined in Item V.d.4.A and Item V.d.4.B., carried unanimously.

e. INTERNAL AUDITING

- No items submitted

CORRECT

ADD

ADD

ADD

- f. ITEMS FROM GENERAL COUNSEL
-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:10 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL