

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, DECEMBER 15, 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: Mr. Bill Slayton
Vice Chair: Mrs. Linda Moultrie
Board Members: Mr. Gerald W. Boone
Mr. Jeff Bergosh

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

(NOTE: School Board Member Mrs. Patricia Hightower was not present for this session.)

Meeting was advertised in the *Pensacola News Journal* on December 1, 2015 - Legal No. 1650388

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/12152015-826>

I. CALL TO ORDER

Mr. Slayton called the Regular Meeting to order at 5:30 p.m. He 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. Invocation and Pledge of Allegiance

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

b. Adoption of Agenda

The Superintendent noted the following changes that had been made to the agenda since initial publication: Item V.b.2.A.5. CORRECTED, Item V.b.2.A.6. CORRECTED, and Item V.b.3.A.5. AMENDED. 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 December 15, 2015 Regular Meeting agenda had been made for good cause. Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to adopt the agenda (*as amended*). Motion carried 4 to 0, with Mrs. Hightower absent for vote.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Michelle Salzman, 1st 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: *Thank you for the opportunity to announce to you that Aurelia Montanez has been named the Stellar Employee of the month for December. I understand that Mrs. Montanez is one of the most positive, encouraging people employed in “Bulldog County” at Bailey Middle School. Mrs. Montanez is the Maintenance Crew Supervisor and is a powerhouse of energy and boundless enthusiasm. She treats everyone with love and respect and is in constant motion, smiling at everyone. Mrs. Montanez makes sure that the large campus is transformed by keeping it clean and in working order. Mrs. Montanez’s contributions to the Bailey family have changed over the past 12 years, as circumstances in her own life presented challenges that some people would see as barriers, however, through her determination and dedication, Mrs. Montanez found these barriers as opportunities. Prior to being employed by the District, Mrs. Montanez’s husband and father to their two little girls went into the hospital for a routine procedure, and never came back to their beautiful life. Mrs. Montanez never imagined she would be a young widow with two little girls to raise by herself and having to do so living so far from her family in Puerto Rico. Undaunted, and with a love of children at Bailey Middle School who are facing their own challenges, Mrs. Montanez began working at Bailey Middle School as a paraprofessional assisting teachers with exceptional children. In this capacity, parents, children, and teachers were all inspired by Mrs. Montanez’s dedication and ability to break down difficult academic skills into manageable parts, all while making the children feel loved and cared for. Circumstances in 2005 led to an unexpected change as Mrs. Montanez transferred from being a beloved teaching paraprofessional to a custodian where her work ethic and positive attitude were clearly evident. She worked as part of the custodial team from 2005 until 2014, when Bailey’s Head Custodian was overcome by a sudden and serious illness. Making the transition from team member to their supervisor was definitely a challenge, but one which Mrs. Montanez’s leadership skills and the mutual respect she had gained made her a natural supervisor. Her willingness to work harder than anyone else has served her well as the “boss.” Mrs. Montanez never asks a custodian to perform a task she has not tried and completed herself. Her organizational skills are natural, effective, and reflect her remarkable work ethic. Mrs. Montanez’s infectious positivity and unparalleled dedication to her work all contributes to her being named the Stellar Employee for the month of December. The Superintendent and School Board congratulated Mrs. Montanez for being selected as the Stellar Employee for the month of December. To acknowledge her achievement and recognize her stellar performance, Mrs. Montanez received a plaque and a pin from the School District and a check in the amount of \$100 from Members First Credit Union.*

3. Escambia County Career Academy Branding

The Superintendent commented that Escambia County Commissioner Steven Barry, had convinced his fellow commissioners to contribute \$25,000 to the new Firefighter Academy at Pine Forest High School and \$25,000 to the new Criminal Justice Academy at Escambia High School. The Superintendent announced that from this point forward, these two academies would be “branded” as the Escambia County Firefighter Academy and the Escambia County Criminal Justice Academy. On behalf of the Escambia County Board of County Commissioners, Commissioner Barry and his guests presented a \$50,000 check to the Escambia County Public Schools Foundation.

II. PUBLIC FORUM

-None

III. MINUTES

- a. 10-19-15 Regular Workshop
- b. 11-17-15 Organizational Meeting
- c. 11-17-15 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 4 to 0, with Mrs. Hightower absent for vote.

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

(Supplementary Minute Book, Exhibit "A")

1. Rule(s) Adoption

- a. Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapters 1.17, 2.05, and 3.18

Mr. Slayton called for public input on this item; however, there was no one who wished to address the School Board. Motion by Mr. Bergosh, seconded by Mr. Boone, to adopt amendments to Rules and Procedures of the District School Board: Chapters 1.17, 2.05, and 3.18, carried 4 to 0, with Mrs. Hightower absent for vote.

2. Permission to Advertise

-No items submitted

b. CONSENT AGENDA

Mr. Bergosh requested that Item V.b.1.B.2. be pulled for separate vote from the Consent Agenda. Motion was made by Mrs. Moultrie and seconded by Mr. Boone to approve the Consent Agenda, except for item pulled. Motion carried 4 to 0, with Mrs. Hightower absent for vote.

1. Curriculum

(Supplementary Minute Book, Exhibit "B")

A. Alternative Education

-No items submitted

B. Continuous Improvement

1. School Choice Student Transfers
2. The School District of Escambia County Strategic Plan 2015-2016

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to approve Item V.b.1.B.2., *The School District of Escambia County Strategic Plan 2015-2016*. Mr. Bergosh said he would not support the motion to approve this item as he believed that the following measurement that appeared as Q.2.3 was unnecessary: *Reduce the number of African American students who are suspended from school as reported to the Florida Department of*

Education in Survey 5. Mr. Bergosh said he supported the School District's efforts to reduce the number of students who are suspended from school; however, he was concerned that Q.2.3 would incentivize school personnel and School District staff to treat one race of students (African-American) differently than others in terms of discipline. Motion carried 3 to 1, with Mr. Bergosh voting "No" and Mrs. Hightower absent for vote.

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
 - K. Workforce Education
-No items submitted
 - L. Other
-No items submitted
2. Finance and Business Services
(Supplementary Minute Book, Exhibit "C")
- A. Finance
 - 1. Legal Services – General Fund
 - a. The Hammons Law Firm \$ 1,520.00
 - b. The Hammons Law Firm \$ 87.50
 - c. The Hammons Law Firm \$ 1,670.00
 - d. The Hammons Law Firm \$ 157.50
 - e. Shell, Fleming, Davis & Menge, P.A. \$ 1,435.00
 - 2. Legal Services - Risk Management Fund
The Hammons Law Firm \$ 4,456.48
 - 3. 2015-2016 Grandfather Base and Grandfather Performance Base Instructional Salary Schedules, 2015-2016 Performance Base and Performance Plus Instructional Salary Schedules, and 2015-2016 Instructional Supplements Schedule
 - 4. 2015-2016 Educational Support Personnel Salary Schedule
 - 5. 2015-2016 Professional Salary Schedule and Classification Guide
 - 6. 2015-2016 Administrative Salary Schedule – District Level, 2015-2016 Administrative Salary Schedule – School Level Performance Base, 2015-2016 Administrative Salary Schedule – School Level Performance Plus, and Classification Guide
 - B. Accounting Operations
 - 1. Check Register for November 2015
 - 2. Banking Resolutions and Authorizing Agreements
 - C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical) as of November 30, 2015
 - 2. Resolutions to amend 2015-2016 District School Budget:
 - a. Resolution 3– 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 List I for December 2015
 - 4. Auction List I for December 2015
 - 5. Financial Statements by Fund
 - D. Payroll and Benefits Accounting
 - 1. Financial Status Report: Employee Benefit Trust Fund

CORRECTED
CORRECTED

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Bread for Direct Delivery to School Cafeterias, Bid #160902
2. Bid Award: Diesel Fuel, Gasoline and Fuel Additive, RFP #160305
3. Bid Renewal: Security Services, RFP #131302
4. Bid Renewal: Custodial Supplies, RFP #151502
5. Bid Renewal: Employee Benefits Consulting Services, RFP #140601
6. Annual Agreement Renewal: Employee Health Clinic Agreement
7. Annual Agreement Renewal: Group Medical Benefits (Including Prescription Drugs)
8. Annual Agreement Renewal: Focus School Software – Post-Secondary SIS and Finance Systems
9. Annual Agreement Renewal: Administrative Services for Employee Dental Plan
10. Bid Extension: Art Supplies, Bid #150605
11. Chromebooks for Warrington Middle School
12. Chromebooks for Washington High School
13. Chromebooks for West Florida High School
14. Chromebooks for Blue Angels Elementary School
15. Chromebooks for Escambia High School
16. Chromebooks for Northview High School
17. Chromebooks for Pensacola High School
18. Chromebooks for Pine Forest High School
19. Chromebooks for Tate High School
20. Change Notice #1 to Purchase Order #6241600020 – ESE SLP Services

ITEMS PREPARED BY FACILITIES PLANNING:

21. Annual Agreement Renewal: Professional Architectural Services
22. Change Notice #1 to Purchase Order #5421400247 – Architectural/Engineering Services for Life Safety Upgrades – District Wide
23. Change Notice #1 to Purchase Order #5421600116 – New Gymnasium - Workman Middle School
24. Change Notice #3 to Purchase Order #5421600024 – New Gymnasium - Bellview Middle School
25. Change Notice #23 to Purchase Order #5421300232 – A. K. Suter Elementary School Replacement
26. Construction Manager at Risk Services for Northwest Elementary School

3. Human Resource Services

(Supplementary Minute Book, Exhibit “D”)

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. Approve Allan H. Robinson to receive his regular hourly rate of pay funded by Academic Competition funds, to teach and coach the Escambia County All-Star Academic Team and attend the Commissioner’s Academic Challenge with the team, at various locations, from October 21, 2015 through June 30, 2016, a total not to exceed 80 hours.

AMENDED

- b. Approve the following employees to receive extra pay funded by Escambia Virtual Academy in the amount of \$130 per student per course successfully completed, from January 5, 2016 through May 26, 2016:

- Benjamin E. Hinton
- Blake D. Lee
- Christine L. Odille
- Jesse E. Wolfe

- 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. For Board Information: Reporting the death of Ralph E. McKee, School Bus Operator, Transportation Services, on November 1, 2015.

- C. Risk Management

- 1. Security Resident Lease-McArthur Elementary School
- 2. Stop Loss Policy Renewal

- D. Employee Services

- 1. Approval of the 2015-2018 Master Contract between the School District of Escambia County and the Escambia Education Association

- E. Affirmative Action

- No items submitted

- 4. Operations

- (Supplementary Minute Book, Exhibit "E")

- A. Facilities Planning

- 1. Final Payments
 - a. Spencer Bibbs Faculty/Staff Resource Center Renovations – Hewes & Company
 - b. Spencer Bibbs Faculty/Staff Resource Center Renovations – Bay Design
- 2. Miscellaneous
 - a. Sales Agreement between the School Board of Escambia County, Florida and Ed Carson, and or his 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

- c. ITEMS FROM THE BOARD

- No items submitted

d. ITEMS FROM THE SUPERINTENDENT

(Supplementary Minute Book, Exhibit "F")

1. Administrative Appointments

-None

2. Student Discipline

A. Disciplinary Reassignment

B. Expulsions

1. Recommend that consistent with the decision of the due process committee, student discipline number 16-81-281 be expelled 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.
2. Recommend that consistent with the decision of the due process committee, student discipline number 16-99-561 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.

Motion was made by Mr. Bergosh and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for approval of Item V.d.2.A., *Disciplinary Reassignment* and Item V.d.2.B., *Expulsions*. Motion carried 4 to 0, with Mrs. Hightower absent for vote.

3. Employee Discipline

- A. Recommend that employee #0000050975 is terminated effective Wednesday, December 16, 2015, based on misconduct as more specifically identified in the notice letter to the employee.

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. Motion carried 4 to 0, with Mrs. Hightower absent for vote.

4. Other Items

- A. Escambia County Public Schools Foundation, Board of Directors' Nominees
- B. Recommend to rescind the termination of employee #0000016658 on July 22, 2015 as outlined in the Stipulated Disposition dated November 12, 2015, and accept a separation of employment effective July 22, 2015.
- C. Recommend that employee #0000051980 is suspended without pay beginning Wednesday, December 16, 2015, based on conduct as more specifically identified in the notice letter to the employee.
- D. Recommend that employee #0000024622 is terminated effective Wednesday, December 16, 2015, based on conduct as more specifically identified in the notice letter to the employee.
- E. Recommend approval of the Settlement Agreement and General Release between the Escambia Education Staff Professionals FEA, NEA, AFT, the School District of Escambia County and employee #0000052402 dated October 20, 2015.

Motion was made by Mr. Bergosh and seconded by Mr. Boone, to accept the Superintendent's recommendation as outlined on the agenda, with details provided in the backup documentation, for Item V.d.4.A., Item V.d.4.B., Item V.d.4.C., Item V.d.4.D. Motion carried 4 to 0, with Mrs. Hightower absent for vote.

Motion was made by Mr. Boone and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation as outlined on the agenda, with details provided in the backup documentation, for Item V.d.4.E. Mr. Bergosh said he would not support the motion to accept the

Superintendent's recommendation for reasons he discussed at length during the December 11, 2015 Regular Workshop. Motion carried 3 to 1, with Mr. Bergosh voting "No" and Mrs. Hightower absent for vote.

e. INTERNAL AUDITING
(Supplementary Minute Book, Exhibit "G")

1. Inventory Adjustments Reports for fifteen (15) cost centers

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to approve Item V.e.1., *Inventory Adjustment Reports for fifteen (15) cost centers*. Motion carried 4 to 0, with Mrs. Hightower absent for vote.

f. ITEMS FROM GENERAL COUNSEL
-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:08 p.m.

Attest:

Approved:

Superintendent

Chair