

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, MAY 17, 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. Gerald W. Boone
Mr. Jeff Bergosh
Mrs. Patricia Hightower

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting was advertised in the *Pensacola News Journal* on May 2, 2016 – Legal No. 1657507

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/05172016-1119>

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 introduced Mr. Anthony Suey, Middle/High School Director at Brownsville Assembly of God. Mr. Suey gave the invocation and Mr. Boone 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.a.2.A. AMENDED, Item V.b.1.I.1. AMENDED, Item V.b.2.E.14. AMENDED, Item V.b.3.A.7.a. AMENDED, Item V.b.3.A.7.u. AMENDED, Item V.b.3.A.7.bb. AMENDED, Item V.b.3.C.2. ADDED, Item V.d.2.A. CORRECTED, and Item V.d.4.A. ADDED. 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 May 17, 2016 Regular Meeting agenda had been made for good cause. Upon inquiry by Mr. Bergosh, the Superintendent said he had received Mr. Bergosh's request to add an item to this agenda; however, he would not consent to doing so because the matter had already been discussed during the May 13th Regular Workshop. Upon questioning by Mr. Bergosh, Mr. Slayton said that he was unaware of the item Mr. Bergosh was wanting to add and as such, he would not consider the addition at that time. Motion was made by Mrs. Hightower and seconded by Mr. Boone, to adopt the agenda (*as amended*). Motion 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 Year

The Superintendent made the following announcement: *It is my pleasure to inform you that the Escambia County School District's Stellar Employee for the 2015-2016 school year is Ricky Neuman. Mr. Neuman is a custodian at Beulah Elementary School. He has been employed with the School District for almost three years. It has been reported many times, that Mr. Neuman almost always goes beyond the call of duty. His outstanding dedication and amazing work ethic literally makes Beulah Elementary School shine. The staff at Beulah Elementary School call him "Ricky on the spot." He is always willing to lend a hand and always willing to help out in any way he can. In addition to his custodial duties, he works all the events at the schools that occur in the evening and he'll stay to clean up and make sure everybody gets to their car safe and sound. The staff at Beulah Elementary School indicate that Mr. Neuman is thoughtful, caring, knowledgeable and full of kindness. No problem is too big with Mr. Neuman's help. The staff at Beulah Elementary School is grateful to call him their "Mr. Clean." He exemplifies the pillars of "people" AND "service," it is for these reasons and many others that Mr. Neuman has been selected as the Escambia County School District's Stellar Employee of the Year for the 2015-2016 school year. To acknowledge his achievement and recognize his stellar performance, Mr. Neuman received a plaque from the School District and a check in the amount of \$500 from Members First Credit Union, as well as two VIP passes to the June 15th Pensacola Blue Wahoos baseball game.*

3. Kids License Tag Art

The Superintendent made the following announcement: *On behalf of the Kids Tag Art Program, in partnership with Janet Holley, Tax Collector, it is an honor to recognize the Choice Awards winners for Kids Tag Art 2016. This is the third year our School District has participated in the Kids Tag Art Program and with working Janet Holley. The purpose of the program is to advocate for our visual arts programs while bringing funds for the purchase of materials and supplies to the visual art programs in our elementary schools. This year sixteen (16) schools participated. Each school submitted their top two (2) winners. The Choice Awards were personally selected by myself and Ms. Janet Holley. Students, it is a pleasure to present to you a plaque and a car tag recognizing your talent in visual arts. The Superintendent's Choice Award goes to Hayden Ballinger, McArthur Elementary School. Her art teacher is Rebecca Burt and her principal is Dr. Tama Vaughn. The Janet Holley Tax Collector Choice Award is presented to Keandra Peazant at Longleaf Elementary School. Ms. Frances Jacobi is her art teacher and Dr. Patty Thomas is her principal. Students, thank you for a job well done.*

4. Elementary Science Olympiad

The Superintendent made the following announcement: *The first Elementary Science Olympiad was held on Saturday, April 23rd at Woodham Middle School. Ten schools and approximately 120 students competed in nine hands-on, minds-on events. From A is for Anatomy to Mindstorm Robotics, the students were engaged in having fun with science. The gymnasium was filled with students, great coaches, volunteers, district administrators, school staff and families cheering the students to victory. Sincere thanks to a grant from the Sansing Foundation, each school received a mindstorm robot for the event. The grant also provided the funds to purchase medals for the first, second and third place event winners and trophies for the first, second and third place overall schools. Without delay, let's recognize these students. 1st – N.B. Cook Elementary School, coach Julie Ferrara, 2nd – Blue Angels Elementary, coach Sarah Mason, and 3rd – Holm Elementary, coach Mark Goolsby.*

5. Escambia High School NJROTC

The Superintendent made the following announcement: *Congratulations to the Escambia High School NJROTC "Gator Elite" drill team on their 5th place finish in the NJROTC Nationals Academic, Athletic, and Drill Championship hosted on NAS Pensacola, April 1st – 2nd. This competition pits the best 25 teams in the nation. The Gator Elite finished an overall second place in drill and when evaluated in academics, athletics, and drill, they are ranked number 5 of 620 units in the nation. Special honors go to Cadet Commander Chris Gibson, the Cadet Executive Officer of the 300-plus unit, for placing number 1 of 1000 cadets competing in basic drill; earning him the title of Best Drilling Cadet in the Nation. Cadet Commander Faith Doby, the Cadet Operations Officer, also finished in the top ten. Additionally, the unit won its fourth consecutive area 8 drill championship, making them the number 1 unit of the 62 units representing the states of Arkansas, Mississippi, Louisiana, Alabama, and Northwest Florida. The unit has held this title, six of the last seven years.*

Additional Milestones Accomplished by the Drill Team this school year include:

- *Third Consecutive Undefeated Area Eight Regular Drill Season*
 - *1st place St. Amant Area 8 Meeting*
 - *1st place FAMU Area 7 Meet*
 - *1st place Southern University Area 8 Super-Meeting Drill Meet*
 - *1st place Tulane University Drill Meeting*

Remaining Total Unit Accomplishments:

- *Selected Distinguished Unit with Academic Honors for 16th consecutive year.*
- *Unit is ranked number 2 of 52 units representing the states of LA, MS, AL, AR, and Northwest Florida.*
- *The Unit performed over 13,000 man-hours of community service.*
- *31 of 49 seniors are headed to the military (16) or college (15).*
- *Cadet Captain Cassandra Harrison, Cadet Commanding Officer, has been awarded the Legion of Valor award for her top academic standing (only 20 awarded nationwide). This award has went to the Gator Elite four year consecutively.*
- *Cadet Gibson and Harrison awarded scholarships to Embry Riddle University totaling a combine \$98,000*
- *3 of 6 cadets selected by the Freedoms Foundation to attend Valley Forge are assigned to the Unit.*
- *Cadet Commander William Kane, next year's Cadet Executive Officer received a National Merit Scholarship.*
- *All five finalists of the Freedoms Foundation at Valley Forge Essay Contest, including the overall winner are assigned the EHS NJROTC.*

6. Unsung Hero Award

The Superintendent made the following announcement: *In mid-August 2004, the auditor positions were filled with David Bryant and Michelle Kiker starting on the same day. Less than a month later, the largest natural disaster in the District's history, Hurricane Ivan, struck our area, causing \$85 million in damages. The District was approached by several vendors offering to provide financial recovery services, at a cost of 4-10% of the amount recovered, which would have come at a cost of \$3.4-\$8.5 million, meaning the District would have had to absorb these costs. The Superintendent at that time approached the Director of Internal Auditing to discuss the possibility of the Office of Internal Auditing coordinating the financial recovery for the District. The tasks of financial recovery was initially assigned to the two new auditors in the office. Every single member of the OIA staff over the last 12 years has assisted in the recovery, from interns to the Director. To complicate matters, there was no established methodology for the recovery process. However, this team of dedicated employees set out to establish that methodology, and through their dedication to the School District, sought to recuperate all financial burdens placed on the District by this natural disaster. During the Hurricane Ivan temporary roofing appeal, the Office of Internal Auditing*

recovered \$668,000 in funding and through the Hurricane Ivan debris appeals with FEMA Headquarters the District's appeal provided another \$1.07 million in additional funding. Sometimes it is in the District's best interest to not repair a facility. As was the case with the damaged old USO building. Funds which were to be used for repairs can be used for other purposes and alternate projects. FEMA agreed to increase the grant project to the \$1.4 million level. With the \$1.4 million in funding from this one project, this District was able to take a major step in modernizing its fleet vehicles. Internal Auditing staff are still working with FEMA to get everything to which the District is entitled for Hurricane Ivan. In September 2015, 11 years after the disaster struck, Internal auditing personnel submitted its largest appeal ever, to request \$1.9 million in additional funding, from 263 grant projects where final costs did not agree with FEMA initial obligated amounts. Through the tenacity of Internal Auditing, the School District received its total insurance policy limit of \$55 million. Internal Auditing was also responsible for 418 FEMA grant requests submitted for Ivan to date, the District has recovered \$27.6 million from FEMA for Hurricane Ivan. At the request the Florida DOE and the Florida Governor's office, the District assembled an Escambia Educational Response Team of cognizant experts to assist other districts after natural disasters. The team included Director David Bryant. In September 2005, this team mobilized and traveled to Harrison County Mississippi to provide assistance to Harrison and surrounding districts. Over a 10 day period, the team met with dozens of districts, providing crucial guidance, and offering ongoing support to districts as they traveled on the long recovery journey. Also, the April 2014 Flood was another natural disaster whereby \$4.8 million in damages occurred, with \$3.3 million in damages at one location: Holm Elementary. Internal Auditing staff submitted thousands of source documents to the District's insurance carrier, which has resulted in nearly \$3 million in insurance recoveries to date, and they are working hard to secure the remaining \$1.4 million in damages. To summarize Internal Auditing staff has been able to help recover nearly \$61 million in insurance dollars and almost \$34 million in FEMA grants, with potentially more on the way! It is for these reasons and many more that Mr. Bryant and the entire Internal Auditing staff are being named this year's Unsung Heroes.

7. Five Star School Awards

The Superintendent made the following announcement: *School Board Members, staff, guests here tonight, we have the distinct honor to recognize our 2015 Five Star Award Winning Schools. There are 17 schools that won this prestigious award. The criteria in which to be name a Five Star School is rigorous. Schools must: have a strong community/business partnership program, providing recognition, training and opportunities for the partners to be actively involved in the school; have strong family involvement including an active PTA, booster program, offer educational opportunities to family, provide support to families, offer joint parent/student training, offer outreach activities, use a variety of techniques to communicate with families, and provide current information about school policies, practices and school performance; have a strong volunteer program, and have 80% of school staff participate in school-based volunteer training.*

- *Jim Allen Elementary – Principal Rachel Watts and Assistant Principal Maury Cowart*
- *Bellview Elementary – Principal Hollie Wilkins and Assistant Principal Brandy Gentry*
- *Beulah Elementary – Principal Monica Silvers and Assistant Principal Steve Shubart and ESE Teacher, Tammy Douglas*
- *Blue Angels Elementary – Principal Karen Montgomery*
- *Brown Barge Middle School – Principal Joy McMichael and School Secretary Angie Torpey*
- *Hellen Caro Elementary – Principal Sandra Moore and Assistant Principal Catrena Fieg*
- *N.B. Cook Elementary School of the Arts – Principal Troy Brown, Julie Ferrara, Science Olympiad Coach and Dee Price Williams, Guidance Counselor*
- *Cordova Park Elementary – Principal Aggie Bauer and Assistant Principal Shelly Cox*
- *Global Learning Academy – Principal Judy LaBounty and Assistant Principal Nicole Owens*
- *R.C. Lipscomb Elementary – Assistant Principal Barbara Quarells*
- *Longleaf Elementary – Principal Dr. Patti Thomas and Assistant Principal Melanie Haupt*
- *L.D. McArthur Elementary – Principal Dr. Tama Vaughn and Five Star Chair Jackie Hurley*
- *Molino Park Elementary – Principal Alice Woodward and Assistant Principal Quinn Evans*

- *Pine Meadow Elementary – Principal Terri Fina*
- *Pleasant Grove Elementary – Principal Pam Mullen*
- *Scenic Heights Elementary – Principal Mary Ellen Wiggins and Assistant Principal Alicia LaFrance*
- *A.K. Suter Elementary – Principal Russell Queen and Assistant Principal Dr. Kimberly Thomas*

8. NAFEPA Leadership Award

The Superintendent made the following announcement: *Marcia Nowlin, our Director of Title I, was selected by the National Association of Federal Education Program Administrators to receive the 2016 NAFEPA State Leadership Award for Florida. Mrs. Nowlin is one of four administrators in Florida to receive this prestigious award. The award recognizes members who have assumed significant roles and made outstanding contributions in the support of activities and goals of the state's affiliate organization, the Florida Association of State Federal Educational Program Administrators (FASFPEPA). Mrs. Nowlin has been the Director of Title I for the past twelve years. She began her service to the Escambia County School District as a classroom teacher. She went on to become the principal at Century Elementary School and then McArthur Elementary School. Mrs. Nowlin is an invaluable member of the District Leadership Team. As a member of FASFPEPA and NASFEPA for twelve years, Mrs. Nowlin held the office of the Regional Vice President for four years and chaired the by-laws and scholarship committees for the state organization. Congratulations to Mrs. Nowlin for exemplary leadership at the local, state and national level and for achievement of this most honorable award.*

II. PUBLIC FORUM

(Supplementary Minute Book, Exhibit “A”)

- Ellison Bennett, speaking as an individual, informed the School Board of a specific incident related to the interview of students by officers without having contacted the parent/guardian beforehand*.
- Erika Rudolph, speaking as an individual, informed the School Board of a specific incident related to the interview of students by officers without having contacted the parent/guardian beforehand*.
- William Clay, speaking as an individual, expressed concerns related to the interview of students by officers without having contacted the parent/guardian beforehand*.
- LuTimothy May, speaking as an individual, addressed the School Board regarding a specific incident related to the interview of students by officers without having contacted the parent/guardian beforehand*.

*The Superintendent advised that he would follow-up on the specific incident that the speakers alluded to but noted that the current Rights and Responsibilities Handbook (see: *Chapter 7: Safe Schools, Section F., Interviews of Students by Officers*) outlined the process for interviews of students by officers which included contacting a parent/guardian prior to the interview, if appropriate.

III. MINUTES

a. 04-19-16 Regular Meeting

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to approve the minutes from the April 19, 2016 Regular Meeting. Motion carried unanimously.

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

(Supplementary Minute Book, Exhibit “B”)

1. Rule(s) Adoption

-None

AMEND

2. Permission to Advertise
 - A. Approval to Advertise Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Rights and Responsibilities Handbook

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to approve for advertisement, *Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Rights and Responsibilities Handbook*. Motion carried unanimously.

b. CONSENT AGENDA

The following items were pulled for separate vote from the Consent Agenda: V.b.1.A.5. by Mrs. Moultrie, V.b.1.J.1. by Mrs. Moultrie, and Item V.b.2.E.14 by Mr. Slayton. Motion was made by Mr. Boone and seconded by Mrs. Hightower, to approve the Consent Agenda, except for items pulled. Motion carried unanimously.

1. Curriculum

(Supplementary Minute Book, Exhibit "C")

A. Alternative Education

1. Contract for Educational Services Between the School Board of Escambia County, Florida and Pace Center for Girls, Inc.
2. Amendment to the Charter Contract Between the School Board of Escambia County, Florida and Capstone Adaptive Learning & Therapy Centers, Inc., DBA Capstone Academy
3. Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Drug and Alcohol Council ECHO Program
4. Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Drug and Alcohol Council (RISE Program)
5. Cooperative Agreement Between the School Board of Escambia County, Florida and Escambia County, Florida

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to approve Item V.b.1.A.5., *Cooperative Agreement Between the School Board of Escambia County, Florida and Escambia County, Florida*. Mrs. Moultrie advised that she would abstain from voting on this item as she was an employee of the Escambia County Board of County Commission. Motion carried 4 to 0, with Mrs. Moultrie abstaining from vote.

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. Contract Between Carlton Palms Educational Center, Incorporated and the School Board of Escambia County, Florida
2. Cooperative Agreement Between Lakeview Center, Inc. and the School Board of Escambia County, Florida
3. Transportation Reimbursement Request
4. Agreement Between the School Board of Escambia County, Florida and the School Board of Seminole County, Florida
5. Cooperative Agreement Between ASL Consulting Services, LLC and the School Board of Escambia County, Florida
6. Transportation Reimbursement Request
7. Transportation Reimbursement Request
8. Transportation Reimbursement Request

- F. High School Education
-No items submitted
- G. Middle School Education
-No items submitted
- H. Professional Learning
-No items submitted
- I. Student Services
 - 1. Contract Between the School Board of Escambia County, Florida and Silvio Fina, LMHC
 - 2. Cooperative Agreement Between the School Board of Escambia County, Florida and Pensacola State College
 - 3. Cooperative Service Agreement Between the Florida State University and the School Board of Escambia County, Florida
- J. Title I
 - 1. Contract Between Community Action Program Committee, Inc. and the School Board of Escambia County, Florida

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to approve Item V.b.1.J.1., *Contract Between Community Action Program Committee, Inc. and the School Board of Escambia County, Florida*. Mrs. Moultrie advised that she would abstain from voting on this item as she currently served on the Board of Directors for the Community Action Program Committee, Inc. Motion carried 4 to 0, with Mrs. Moultrie abstaining from vote.

- K. Workforce Education
-No items submitted
- L. Other
 - 1. Amendment to the School District of Escambia County 2016-17 School Calendar
- 2. Finance and Business Services
(Supplementary Minute Book, Exhibit "D")
 - A. Finance
 - 1. Legal Services – General Fund

a. The Hammons Law Firm	\$ 210.00
b. The Hammons Law Firm	\$ 1,855.00
c. The Hammons Law Firm	\$ 210.00
d. The Hammons Law Firm	\$ 2,769.50
e. The Hammons Law Firm	\$ 1,856.00
f. Rumberger, Kirk & Caldwell	\$ 60.00
g. Shell, Fleming, Davis & Menge, P.A.	\$ 6,920.97
 - 2. Legal Services - Risk Management Fund

The Hammons Law Firm	\$ 4,502.25
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 - B. Accounting Operations
 - 1. Check Register for April 2016
 - C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical) as of April 30, 2016
 - 2. Resolutions to amend 2015-2016 District School Budget:
 - a. Resolution 9 – General Operating Fund
 - b. Resolution 8 – Special Revenue – Federal Programs
 - c. Resolution 8 – 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 May 2016
 - 4. Auction List I for May 2016
 - 5. Financial Statements by Fund

6. Disposal and demolition of portables #015 C400001500, #016 C400001600, #235 C400023500, #236 C400023600 at Ferry Pass Middle, #243 C400024300, #286 C400028600 at Camelot Academy, and #110 C400011000, #114 C400011400, #117 C400011700 at Scenic Heights Elementary
- D. Payroll and Benefits Accounting
 1. Financial Status Report: Employee Benefit Trust Fund
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Office Paper and Envelopes, Bid #161805
2. Bid Renewal: Travel Agency Services, RFP #153303
3. Bid Renewal: Computer and Peripheral Repair Services, RFP #103304
4. Bid Renewal: Tree Debris Removal, RFP #141802
5. Annual Agreement Renewal: School Improvement Network Edivate Software
6. Annual Agreement Renewal: Mass Notification System
7. Annual Agreement Renewal: Novell Network and GroupWise Software Licenses
8. Annual Agreement Renewal: Video Surveillance Security Systems, RFI #073704
9. Agreement Renewal: Skyward / Enterprise Resource Planning Software
10. Software Hosting: Skyward
11. Annual Agreement Renewal: Frontline Technologies (formerly Teachscape) Software Licensing
12. Fiber Network Maintenance
13. Fingerprint Processing and Record Retention
14. Custodial Services Agreement

AMEND

Mrs. Hightower offered the following motion concerning Item V.b.2.E.14 (as amended): *“I move that the Board adopt the Superintendent’s memorandum of May 11, 2016 setting forth the facts and circumstances requiring the award of this contract without delay in order to avoid an immediate and serious danger to the public health, safety or welfare, and that the contract be awarded as stated in the backup documents.”* Motion was seconded by Mr. Boone and approved unanimously.

15. Change Notice #1 to Purchase Order #5391600033 - ESE Student Transportation Services
16. Change Notice #1 to Purchase Order #6241600069 - Speech Language Pathologist Services

ITEMS PREPARED BY FACILITIES PLANNING:

17. Annual Agreement Renewal: Indefinite Quantity Environmental Contracting Services
18. Change Notice #4 to Purchase Order #5421600116 – Workman Middle School New Gymnasium
19. Professional Land Surveying Services for Westside Elementary School Property

3. Human Resource Services
(Supplementary Minute Book, Exhibit “E”)

A. Instructional/Professional

1. Appointments
2. Reappointments
-No items submitted
3. Transfers
-No items submitted
4. Out-of-Field
-No items submitted
5. Resignations/Retirements/Other
6. Leaves of Absence
7. Special Requests

AMEND

- a. Approve the following employees to receive payment funded by Escambia Virtual Academy (EVA) funds, to facilitate summer school courses offered through EVA for initial credit or course recovery and receive \$130 per course completion, from June 6, 2016 through July 29, 2016:

Jeffrey R. Anderson
Gail V. Atkins
Angela L. Avery
Victoria G. Baggett
Billy R. Bishop
Robin M. Blalock
Rose D. Briggs
Angelica L. Brooks
Susan E. Butler
Charles S. Cather
Joseph C. Chastain
Kristy D. Davis
Heather S. Dean
Theresa E. Doman
Christopher L. Everette
Patricia A. Forehand
Gregory S. Garrett
Shelia R. Giles
Heather T. Gilman
Christina L. Godwin
Keith Griffin
Carol A. Harris
Johnny B. Hawkins
Kenneth B. Hicks
Benjamin E. Hinton
Timothy L. Huggins
Mark A. Humphreys
James T. Jackson
Michael J. Keyes
Emily T. King
Jeffery P. Lance
Kristian D. Lapata
Andy L. Lashley
Linda J. Leggett
Jeremy S. Lowery
Julie A. Madison-Tompkins
Jeffery K. McCaskill
Marietta E. Britt-McCaskill~~McCaskill-Britt~~
Summer D. Machado~~Mahando~~
Tracey M. Nickerson
Minette L. Nodhturft
Cheyenna M. Novotony
Jerrod W. Novotony
Jeffrey E. Oliver
Linda P. Patti
Racheal Pleasant
Linda O. Quinn
Kimberly A. Rayburn
Kathy R. Reid
Christopher S. Schultz
Stefany L. Tompkins

Leslie A. Travis
Chet T. Truett
Kylee Ann J. Tullos
Raul E. Vellos
Robert P. Whitfield, III
Robin A. Withycombe
Kimberly C. Yonker

- b. Approve the following employees to receive their regular hourly rate of pay funded by FDLRS Associate Center IDEA Part B Discretionary funds, to prepare and provide professional development on Universal Design for Learning, at Spencer Bibbs Center, from July 11, 2016 through July 14, 2016, a total not to exceed 30 hours per employee:
Makeysa L. Rhymer
Julie D. Tourney
- c. Approve Michael D. Samala to receive his regular hourly rate of pay funded by Title I, Delinquent funds, to attend DJJ transition meetings with school and DJJ staff to place students referred back to the District from an out-of-county facility during the summer, from June 22, 2016 through June 30, 2016, a total not to exceed 48 hours.
- d. Approve Michael D. Samala to receive his regular hourly rate of pay funded by Title I, Delinquent funds, to attend DJJ transition meetings with school and DJJ staff to place students referred back to the District from an out-of-county facility during the summer, from July 5, 2016 through July 21, 2016, a total not to exceed 80 hours.
- e. Approve Denisha M. Reed to receive her regular hourly rate of pay funded by Title I, Part A, Basic funds, to prepare for and provide instruction at the Escambia Leadership UCon being held on June 21, 2016 at Spencer Bibbs Center, from June 15, 2016 through June 21, 2016, a total not to exceed of 40 hours.
- f. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to prepare instruction for an Aviation class, at George Stone Technical Center, from July 21, 2016 through August 1, 2016, a total not to exceed 55 hours per employee:
William A. Davis, III
Mark A. Webber
- g. Approve Justin D. Luciano to receive his regular hourly rate of pay funded by SAI Operational Cost - Regular Term funds, to re-image all computers, set up new technology labs, install needed software, and attend workshops and meetings regarding Vision 20/20 roll-out with school administration, at West Florida High School, from June 6, 2016 through July 29, 2016, a total not to exceed 320 hours.
- h. Approve Steven D. Miller to receive his regular hourly rate of pay funded by Advanced Placement Add-On Allocation funds, to set up and upgrade computers and chromebooks throughout the school and assist teachers as needed during workshops and professional development, at Booker T. Washington High School, from June 6, 2016 through July 29, 2016, a total not to exceed 150 hours.
- i. Approve the following employees to receive their regular hourly rate of pay funded by Summer Reading Allocation, to work in the Summer Reading Camp, from June 2, 2016 through July 13, 2016, not to exceed 175 hours per employee:

Jim Allen Elementary School
Karon D. Fletcher
Wynell B. Gainey
Pamala J. Maraman-Barnes
Amy H. Roby

Global Learning Academy
Cynthia E. Brown
Irish Brown
Rachel J. Cooley

Latisha D. Craig
Henry K. Degraft-Hanson
Michelle L. Edmondson
Carol A. Griffiths
John W. Herber
Lori J. Martin
Angela D. Nicks
Ouida K. Saunders

Lincoln Park Primary School

Jackie A. Adams
Jacqueline M. Chabot
Jo M. Coker
Maria D. Dewise
Sylvia Harvey-Thomas
Gena P. Keszthelyi
Brianna F. McCreary
Kristen M. Palmer
Beth F. Quenan
Annmarie T. Sluka

L. D. McArthur Elementary

Donna D. Adkison
Lisa M. Barretto
Jeanette M. English
Pamela N. Garrison
Maxine D. Mathis
Heidi A. Robar
Candace C. Tart
Laura L. Wesley

Scenic Heights Elementary School

Tatum R. Collins
Chelsea M. (Duell) Cooper
Megan R. Fieleke
Carolyn M. Mefford
Mary F. Samaras
Sharron L. Schreiber
Stephanie R. Stabler
Maderia T. Wallace
Martha G. Williams
Etter M. Wright
Sue A. York

West Pensacola Elementary School

Tereasa J. Allen
Rachel H. Brooks
Katherine B. Catalani
Anne C. Corrigan
Chelsey R. (Peterson) Fowler
Kimberly D. Gulley
Jordan L. Jackson
Uadona J. Lobley
Jan K. Long
Lisa Montgomery

Cynthia M. Pippin
Patrice L. Porterfield
Samantha D. Woltz

Substitutes

Elizabeth J. Richardson
Shannon Y. Rowe
Lynda M. Shald
Kanisha M. White

- j. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for the High School Co-Enrolled Summer Program 2016, at Escambia High School, from June 13, 2016 through June 23, 2016, a total not to exceed 56 hours per employee:

Alicia M. Bell
Keitha J. Brown
Jasmine N. Coleman
Charles E. Cox
Ashley M. Kemp
Cynthia H. Knowlton
Chelsea E. Mosko
Monica J Parries
William J. O'Quinn
Larissa V. Reyes
Dwana D. Styles
Robert W. Wetzell
Michael J. Zavison, II

- k. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for the High School Co-Enrolled Summer Program 2016, at Escambia High School, from July 11, 2016 through July 21, 2016, a total not to exceed 56 hours per employee:

Alicia M. Bell
Keitha J. Brown
Jasmine N. Coleman
Charles E. Cox
Ashley M. Kemp
Cynthia H. Knowlton
Chelsea E. Mosko
Monica J Parries
William J. O'Quinn
Larissa V. Reyes
Dwana D. Styles
Robert W. Wetzell
Michael J. Zavison, II

- l. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for the High School Co-Enrolled Summer Program 2016, at Pensacola High School, from June 13, 2016 through June 23, 2016, a total not to exceed 56 hours per employee:

Gerald D. Cox
Michael D. Graybeal
Barbara J. Haley
Elizabeth S. Howard
Caren L. Owens
James M. Ramey
Jan B. Sales

- m. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for the High School Co-Enrolled Summer Program 2016, at Pensacola High School, from July 11, 2016 through July 21, 2016, a total not to exceed 56 hours per employee:
- Gerald D. Cox
 - Michael D. Graybeal
 - Barbara J. Haley
 - Elizabeth S. Howard
 - Caren L. Owens
 - James M. Ramey
 - Jan B. Sales
- n. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for the High School Co-Enrolled Summer Program 2016, at Booker T. Washington High School, from June 13, 2016 through June 23, 2016, a total not to exceed 56 hours per employee:
- Jade M. Brown
 - Leslie E. Owen
 - Cynthia S. Palacios
 - Tatum L. Tirado
- o. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for the High School Co-Enrolled Summer Program 2016, at Booker T. Washington High School, from July 11, 2016 through July 21, 2016, a total not to exceed 56 hours per employee:
- Leslie E. Owen
 - Christopher D. Harris
 - Cynthia S. Palacios
 - Tatum L. Tirado
- p. Approve the following employees to receive their regular hourly rate of pay funded by Workforce Education funds, to provide instruction for Session 1 and/or Session 2 for the High School Co-Enrolled Summer Program 2016, at J. M. Tate High School, from June 13, 2016 through June 23, 2016 and July 11, 2016 through July 21, 2016, a total not to exceed 56 hours per employee per session:
- Gail V. Atkins
 - Andrew D. Baggett
 - Robin M. Blalock
 - Alan K. Culp
 - James A. Gallacher
 - Alton D. Gilmore
 - Jessica N. King
 - Evangeline M. Leventhal
 - Stacey N. Litton
 - Minette L. Nodhturft
 - Kelly R. Young
 - Amy J. Webb
- q. Approve the following employees to receive their regular hourly rate of pay funded by Supplemental Academic Instruction funds, to provide instruction for the High School Transition Summer Program 2016, at J. M. Tate High School, from June 13, 2016 through June 28, 2016, a total not to exceed 70 days per employee:
- Ursula J. Lamontagne
 - Minette L. Nodhturft
- r. Approve the following employees to receive their regular hourly rate of pay funded by Supplemental Academic Instruction, to provide instruction for the High School Transition Summer Program 2016, at Escambia High School, from June 13, 2016 through June 28, 2016, a total not to exceed 70 hours per employee:
- Hassan A. Al-Ansari

Angelica L. Brooks
Charles E. Cox
John J. Fuller
Ashley M. Kemp
Monica J. Parries
Shannon L. Seals

- s. Approve Rachel Pleasant to receive her regular hourly rate of pay funded by Supplemental Academic Instruction funds, to provide instruction for the High School Transition Summer Program 2016, at Northview High School, from June 13, 2016 through June 28, 2016, a total not to exceed of 70 hours.
- t. Approve the following employees to receive their regular hourly rate of pay funded by Supplemental Academic Instruction funds, to provide instruction for the High School Transition Summer Program 2016, at Pensacola High School, from June 13, 2016 through June 28, 2016, a total not to exceed 70 hours per employee:
 - Tamara T. Grimsley
 - Oliver W. Longley, II
 - Sheena R. Mincy
- u. Approve the following employees to receive their regular hourly rate of pay funded by Summer Voluntary Pre-K Education Program funds, to provide instruction for the summer VPK program, at Henry McMillan Community Learning Center, from June 2, 2016 through July 29, 2016, a total not to exceed 328 348.5 hours per employee:
 - Gracey P. Dunmore
 - Stephanie L. Gaffney
 - Jennifer A. Huffaker
 - Carolyn M. Mefford
 - Stephanie R. Stabler
- v. Approve the following employees to receive their regular hourly rate of pay funded by Title I, Part C - Migrant Education funds, to provide services for the Migrant School Readiness Summer Prekindergarten Program, at Henry McMillan Community Learning Center, from June 2, 2016 through June 27, 2016, a total not to exceed 99.5 hours per employee:
 - Stephanie K. Collins
 - Christine E. Dunson
 - Renee M. Khatena
- w. Approve the following employees to receive their regular hourly rate of pay funded by IDEA, Part B, Entitlement funds, to provide services to ESE students for Extended School Year, at various site locations, from June 15, 2016 through July 14, 2016, a total not to exceed 125 hours per employee:
 - Kailey M. Carter
 - Vivian Y. Gillard
 - Tammie O. Kirkland
 - Shirley R. Luster
 - Kimberly M. Norris
 - Cynthia P. Watzlavik
 - Kaye C. Wise
- x. Approve Samantha R. Wilkerson to receive her regular hourly rate of pay funded by IDEA, Part B, Entitlement funds, to provide home instruction services to ESE students for Extended School Year, from June 6, 2016 through June 28, 2016, a total not to exceed 36 hours.
- y. Approve Elizabeth M. Cooper, Teacher of the Deaf/Hard of Hearing, to provide academic support services to first grade ESE students during Summer Reading Camp, at L. D. McArthur Elementary School, from June 2, 2016 through July 13, 2016, a total not to exceed 175 hours.
- z. Approve Cathy S. Williams, Teacher of the Deaf/Hard of Hearing, to provide academic support services to third grade ESE students during Summer Reading Camp, at L. D.

AMEND

McArthur Elementary School, from June 2, 2016 through July 13, 2016, a total not to exceed 175 hours.

- aa. Approve Tancang Pham to receive her regular hourly rate of pay funded by Title I, Part C - Migrant Education funds, to provide services for the Migrant ACT/SAT Prep Program at the Henry McMillan Community Learning Center, from June 3, 2016 through June 23, 2016, a total not to exceed 52 hours.
- bb. Approve Laurie M. Cothran to receive her regular hourly rate of pay funded by Summer Voluntary Pre-K Education Program and Title I, Part C - Migrant Education funds, to provide coordination of the summer VPK and Migrant Programs, at Henry McMillan Community Learning Center, beginning June 2, 2016 through July 29, 2016, a total not to exceed ~~328~~ 348.5 hours.
- cc. Approve Monica D. Knight to receive her regular hourly rate of pay funded by Law Enforcement Training-Local Revenue Source funds, to provide instruction of First Aid in the Law Enforcement Academy, at George Stone Technical Center, from February 1, 2016 through June 30, 2016, a total not to exceed 100 hours.
- dd. Approve Thomas P. Connors to receive his regular hourly rate of pay funded by Overtime & Extra Pay funds, to coordinate network infrastructure improvement projects for the months of June and July at various locations throughout the District, from July 1, 2016 through July 29, 2016, a total not to exceed 320 hours.
- ee. Approve correction to Item V.b.3.A.7.k., approved at Regular School Board Meeting on April 19, 2016, to correct project funds from Reading Allocation funds to Carl Perkins Secondary funds.

B. Educational Support Personnel

- 1. Appointments
- 2. Temporary Promotions
- 3. Resignations/Retirements/Other
- 4. Terminations
- 5. Leaves of Absence
- 6. Special Requests
-No items submitted

C. Risk Management

- 1. Auto Liability Settlement
- 2. Workers' Compensation Settlement

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

(Supplementary Minute Book, Exhibit "F")

A. Facilities Planning

- 1. Final Payments
 - a. A.K. Suter Elementary School Replacement
 - b. Northview High School Gymnasium Renovations (Birkshire Johnstone, LLC)
 - c. Northview High School Gymnasium Renovations (DAG Architects, Inc.)
 - d. Brownsville Middle School Demolition

B. School Food Services

- 1. Contract for Off-Site Preparation of Meals – Practical Academic Cultural Education (PACE) Center for Girls, Inc.
- 2. Contract for Meal Service with Escambia County Head Start

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

-No items submitted

AMEND

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

1. Selection of Florida School Boards Association Legislative Liaison and Alternate

Motion was made by Mr. Boone and seconded by Mr. Bergosh, to appoint Mrs. Moultrie as the School Board's legislative liaison to the Florida School Board Association and Mrs. Hightower as the alternate. Motion carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

(Supplementary Minute Book, Exhibit "G")

1. Administrative Appointments
-No items submitted
2. Student Discipline

A. Disciplinary Reassignment

CORRECTED

Mr. Bergosh requested separate vote on the Superintendent's recommendations specific to the following students: 16-252-561, 16-253-561, 16-243-411, and 16-244-411. As such, he offered a motion to divide the question* so that the School Board could consider the recommendations for those four students separately (pursuant to §27 of *Robert's Rule of Order, Newly Revised*). Motion was seconded by Mrs. Moultrie. Mrs. Hightower offered an amendment to Mr. Bergosh's motion to divide the question so that the School Board could consider the recommendation for all students separately. That amendment was seconded by Mr. Bergosh and approved unanimously. The motion, as amended, carried 3 to 2, with Mr. Slayton and Mrs. Hightower voting "No." [*When a motion relating to a single subject contains several parts, each of which is capable of standing as a complete proposition if the others are removed, the parts can be separated to be considered and voted on as if they were distinct questions – by adoption of the motion for *Division of a Question* (or "to divide the question").]

Student Discipline Number: 16-240-1251

Charge(s): *Possession of marijuana*

Time Frame: 15/16 - 1st sem 16/17

Motion was made by Mrs. Hightower and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for discipline of student 16-240-1251. Motion carried unanimously.

Student Discipline Number: 16-241-951

Charge(s): *Possession of drug paraphernalia; Use of drugs*

Time Frame: 15/16 - 1st sem 16/17

Motion was made by Mrs. Hightower and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for discipline of student 16-242-951. Motion carried unanimously. Mr. Bergosh commented that although he did not typically like to support a recommendation for disciplinary reassignment that was less than one (1) full year for a drug offense, he would do so for student 16-242-951 based upon information he received from Mr. Jeremy Tompkins, Court Liaison. Motion carried unanimously.

Student Discipline Number: 16-242-561
Charge(s): *Disruption on campus – pulled fire alarm*
Time Frame: 15/16

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendation for discipline of student 16-242-561. Motion carried unanimously.

Student Discipline Number: 16-243-411
Charge(s): *Sexual offense*
Time Frame: 15/16 - 16/17

Motion was made by Mrs. Hightower and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for discipline of student 16-243-411*. Motion carried 4 to 1, with Mr. Bergosh voting "No."

Student Discipline Number: 16-244-411
Charge(s): *Sexual offense*
Time Frame: 15/16 - 16/17

Motion was made by Mrs. Hightower and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for discipline of student 16-244-411*. Motion carried 4 to 1, with Mr. Bergosh voting "No."

Student Discipline Number: 16-245-862
Charge(s): *Battery*
Time Frame: 15/16 - 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for discipline of student 16-245-862. Motion carried unanimously.

Student Discipline Number: 16-246-281
Charge(s): *Violation of behavior contract; Student in unauthorized area*
Time Frame: 15/16 - 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendation for discipline of student 16-246-281. Motion carried unanimously.

Student Discipline Number: 16-247-281
Charge(s): *Violation of behavior contract; Student in unauthorized area*
Time Frame: 15/16-16/17

Motion was made by Mrs. Hightower and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for discipline of student 16-247-281. Motion carried unanimously.

Student Discipline Number: 16-248-061
Charge(s): *Possession of a weapon (knife)*
Time Frame: 15/16 – 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendation for discipline of student 16-248-061. Motion carried unanimously.

Student Discipline Number: 16-249-521

Charge(s): *Possessing and transmitting child pornography (request approval by board for a formal hearing)*

Time Frame: 15/16 – 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendation for discipline of student 16-249-521. It was noted that student 16-249-521 had requested a formal hearing. Motion carried unanimously.

Student Discipline Number: 16-251-862

Charge(s): *Fighting-major (request approval by board of the formal hearing and the hearing officer's recommended order)*

Time Frame: 15/16 - 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendation for discipline of student 16-251-862. Motion carried unanimously.

Student Discipline Number: 16-252-561

Charge(s): *Sexual offense*

Time Frame: 15/16 - 1st sem 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendation for discipline of student 16-252-561*. Motion carried 4 to 1, with Mr. Bergosh voting "No."

Student Discipline Number: 16-253-561

Charge(s): *Sexual offense*

Time Frame: 15/16 - 1st sem 16/17

Motion was made by Mrs. Hightower and seconded by Mrs. Moultrie, to accept the Superintendent's recommendation for discipline of student 16-253-561*. Motion carried 4 to 1, with Mr. Bergosh voting "No."

Student Discipline Number: 16-254-561

Charge(s): *Possession of marijuana*

Time Frame: 15/16 – 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for discipline of student 16-254-561. Motion carried unanimously.

Student Discipline Number: 16-255-852

Charge(s): *Possession of marijuana*

Time Frame: 15/16 – 1st sem 16/17

Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, to accept the Superintendent's recommendation for discipline of student 16-255-852. Motion carried unanimously.

*The following comments were made by Mr. Bergosh concerning the Superintendent's disciplinary recommendation for students 16-243-411, 16-244-411, 16-252-561, and 16-253-561: *Mr. Bergosh stated that he felt the punishments for these students were being meted out in a disparate fashion, with these similar infractions resulting in disparate punishments for these*

students, with the students who had numerous disciplinary infractions previously and just as egregious sexual misconduct infractions receiving punishment that was not as severe as those students who had no previous disciplinary infractions. Furthermore, he stated that he feared that the administration of this punishment in such an apparently disparate manner was exactly the type of issue the OCR investigation would be looking at – as the two sets of students in question were of different races and the punishments appeared to him to be unequal, disparate.

B. Expulsions

-None

3. Employee Discipline

-No items submitted

4. Other Items

~~-No items submitted~~

ADD

A. Recommend that employee #0000007599 is terminated effective Wednesday, May 18, 2016, based on conduct as more specifically identified in the notice letter to the employee.

Motion by Mrs. Hightower, seconded by Mrs. Moultrie, to accept the Superintendent's recommendation as outlined in Item V.d.4.A., carried unanimously.

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 7:20 p.m.

Attest:

Approved:

Superintendent

Chair