

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, FEBRUARY 16, 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 January 26, 2016 – Legal No. 1653270

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/02162016-947>

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

Mrs. Hightower called for a brief moment of silence followed by 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.d.2.A. CORRECTED and Item V.D.3.C. 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 February 16, 2016 Regular Meeting agenda had been made for good cause. Motion was made by Mr. Bergosh and seconded by Mrs. Moultrie, to adopt the agenda (*as amended*). Motion carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Mrs. Bridgette Brooks, 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: *I am pleased to inform you that the Stellar Employee for this month is Catherine Born. Ms. Born serves our district as a teacher assistant for children with special needs at the Escambia Westgate Center and has been employee with the School District for seventeen (17) years. Ms. Born provides extra loving care, helping children transition through activities, doing so with unwavering patience and kindness. Her work day is spent feeding students, facilitating participation in the classroom, and assisting with occupational, physical, and speech therapy sessions. Ms. Born always goes above and beyond so that the time spent in the classroom environment enhances her students' success. Ms. Born has worked tirelessly with the community, and Escambia Westgate, to provide experiences and activities for these exceptional children. One particular project that comes to mind when thinking of this exemplary employee was developing an outdoor trail in an area behind the school that students and staff could utilize. She has formed relationships with many organizations, garnering support for the school to make this outdoor trail a reality. Ms. Born has worked tirelessly to make Escambia Westgate the very best special needs center for students in our area, and in the entire state. Ms. Born personifies the pillars of "people" and "service." It is for these reasons that she has been selected as our Stellar Employee of the Month of February.* To acknowledge her achievement and recognize her stellar performance, Ms. Born received a plaque and a pin from the School District and a check in the amount of \$100 from Members First Credit Union.

3. Black History Month Presentation

Ms. Cherie Arnette, Director of Social Studies, introduced Ty'kerria Beasley, a 7<sup>th</sup> grader at Bellview Middle School. Ty'kerria shared a "moment in black history" taken from her research project entitled, "The Harlem Renaissance: The Exchange of Culture." (Ty'kerria's project had been entered into the 2016 History Fair, Junior Division.)

II. PUBLIC FORUM  
-None

III. MINUTES  
a. 12-10-15 Special Workshop  
b. 12-11-15 Regular Workshop  
c. 01-15-16 Regular Workshop  
d. 01-19-16 Regular Meeting  
e. 02-02-16 Special Meeting

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

IV. UNFINISHED BUSINESS  
-None

V. NEW BUSINESS  
a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES  
1. Rule(s) Adoption  
-None  
2. Permission to Advertise  
-None

b. CONSENT AGENDA

There were no items pulled for separate vote from the Consent Agenda. There being no objection, the Consent Agenda was approved by unanimous consent.

1. Curriculum

(Supplementary Minute Book, Exhibit "A")

- A. Alternative Education
  - No items submitted
- B. Continuous Improvement
  - 1. School Choice Student Transfers
- C. Elementary Education
  - No items submitted
- D. Evaluation Services
  - No items submitted
- E. Exceptional Student Education
  - No items submitted
- F. High School Education
  - 1. Student Travel Outside Continental United States - Tate High School
- 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 "B")

- A. Finance
  - 1. Legal Services – General Fund
    - a. The Hammons Law Firm \$ 1,697.50
    - b. The Hammons Law Firm \$ 595.00
    - c. The Hammons Law Firm \$ 507.50
    - d. The Hammons Law Firm \$ 140.00
    - e. The Hammons Law Firm \$ 140.00
    - f. The Hammons Law Firm \$ 542.50
    - g. Shell, Fleming, Davis & Menge, P.A. \$ 3,752.50
  - 2. Legal Services - Risk Management Fund
    - The Hammons Law Firm \$ 5,437.83
  - 3. Comprehensive Annual Financial Report (CAFR) of the District School Board of Escambia County, Florida for the fiscal year ended June 30, 2015
  - 4. Escambia School District Employee Benefit Trust Audit Report: Financial Statements for the fiscal year ended June 30, 2015
- B. Accounting Operations
  - 1. Check Register for January 2016
- C. Budgeting
  - 1. Recap of General Fund Reserves (Non-Categorical) as of January 31, 2016
  - 2. Resolutions to amend 2015-2016 District School Budget:

- a. Resolution 5– General Operating Fund
  - b. Resolution 5 – Special Revenue – Federal Programs
  - c. Resolution 5 – Capital Projects Fund
  - d. No item submitted – Special Revenue – Food Service Fund
  - e. Resolution 1 – Debt Service Fund
  - f. No item submitted – Race to the Top Fund
3. Scrap Lists I and II for February 2016
  4. Auction Lists I, II, and III for February 2016
  5. Financial Statements by Fund
  6. Donation of Vehicle to Escambia County Fire and Rescue
  7. Disposal and demolition of modular building #17 at Pine Forest High
- D. Payroll and Benefits Accounting
1. Financial Status Report: Employee Benefit Trust Fund
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Fruits & Vegetables – Frozen, Canned & Packaged, Bid #161102
2. Bid Award: Pumping of Grease Traps, RFP #161403
3. Bid Renewal: General Moving Services, RFP #131902
4. Annual Agreement Renewal: Focus School Software/SIS
5. Annual Agreement Renewal: Cafeteria Management Software Maintenance and Support
6. Change Notice #1 to Purchase Order #6241600021 – ESE SLP Services
7. Vehicles for Maintenance and Facilities Planning Departments

ITEMS PREPARED BY FACILITIES PLANNING:

8. Annual Agreement Renewal: Professional Civil Engineering Services
9. Annual Agreement Renewal: Professional Mechanical Engineering Services
10. Annual Agreement Renewal: Professional Electrical Engineering Services
11. Change Notice #1 to Purchase Order #5421500291 – McMillan Pre-K Center Cafeteria Renovation
12. Change Notice #2 to Purchase Order #5421500096 – McDaniel Building HVAC and Electrical Upgrades
13. Change Notice #3 to Purchase Order #5421600116 – New Gymnasium - Workman Middle School
14. Change Notice #4 to Purchase Order #5421600024 – Bellview Middle School New Gymnasium
15. Change Notice #25 to Purchase Order #5421300233 – Ernest Ward Middle School Replacement
16. Direct Digital Controls (DDC) System Repair/Upgrade – Pensacola High School
17. Pine Forest High School Modular Classroom
18. Roof Replacement at the J.E. Hall Center

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

A. Instructional/Professional

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

- a. Approve Barbara L. McGill, Teacher, Escambia Westgate, to receive her regular hourly rate of pay funded by Overtime & Extra Pay funds, to provide home instruction, from January 19, 2016 through May 31, 2016, a total not to exceed 12 hours.
  - b. Approve Wayland Mann to receive his regular hourly rate of pay funded by Workforce Education funds, to provide EVOC driving course for EMT students at George Stone Technical Center, from January 5, 2016 through June 30, 2016, a total not to exceed 20 hours.
  - c. Approve Paul Panici to receive his regular hourly rate of pay funded by Workforce Education funds, to provide national registry EMT testing for the EMT program at George Stone Technical Center, from January 5, 2016 through June 30, 2016, a total not to exceed 30 hours.
- B. Educational Support Personnel
- 1. Appointments
  - 2. Temporary Promotions
  - 3. Resignations/Retirements/Other
  - 4. Terminations
  - 5. Leaves of Absence
  - 6. Special Requests
    - a. For Board Information: Reporting the death of Joann Langlois, Food Service Assistant I, James C. Bailey Middle School, on December 30, 2015.
- C. Risk Management  
-No items submitted
- D. Employee Services  
-No items submitted
- E. Affirmative Action  
-No items submitted
4. Operations  
(Supplementary Minute Book, Exhibit "D")
- A. Facilities Planning
- 1. Final Payments
    - a. McMillan Pre-K Center Cafeteria Renovations
    - b. Tate High and Washington High Schools Resurfacing Tennis Courts
    - c. Northview High School Bldg. 1 - HVAC Renovations - AHU & VAV Box Replacement
    - d. Northview High School Bldg. 3 - HVAC Renovations - AHU & VAV Box Replacement
  - 2. Miscellaneous
    - a. Certification of Florida Inventory of School Houses (FISH)
    - b. Name Change – Environmental Consultant
- B. School Food Services
- 1. Dietetic Intern in School Food Services – Iowa State University
  - 2. Dietetic Intern in School Food Services – Utah State University
- 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 “E”)
  - 1. Administrative Appointments
    - None
  - 2. Student Discipline
    - A. Disciplinary Reassignment

**CORRECTED**

Motion was made by Mr. Boone, seconded by Mrs. Hightower, to accept the Superintendent’s recommendation for Item V.d.2.A., *Disciplinary Reassignment*.

Mrs. Moultrie intended to abstain from voting on the Superintendent’s recommendation for the disciplinary reassignment of student 16-48-1251 and student 16-49-1251; however, after being advised that pursuant to §27 of *Robert’s Rule of Order, Newly Revised*, a motion to divide the question\* was necessary, Mrs. Moultrie elected to simply abstain from voting on Item V.d.2.A. in its entirety. [\*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”).] Mrs. Moultrie noted for the record, that she would abstain from voting on this item due to the involvement of a relative in one of the disciplinary reassignment matters under Item V.d.2.A.

Mr. Bergosh requested separate vote on the Superintendent’s recommendations specific to the following students: 16-165-521, 16-166-521, 16-48-1251, and 16-49-1251. As such, he offered a motion to divide the question (pursuant to §27 of *Robert’s Rule of Order, Newly Revised*); however, that motion died for lack of a second. *Students 16-165-521 and 16-166-521*: Mr. Bergosh was concerned that one of these students was receiving a disparate punishment compared to the other student; it was noted that these two students were of different races. *Students 16-48-1251 and 16-49-1251*: Mr. Bergosh believed the School Board’s hearing officer had made a mistake in his/her findings and conclusion in the matter involving these two students and as such, he believed it was inappropriate for the School Board to accept the recommendations. In particular, Mr. Bergosh disagreed with the hearing officer’s finding for student 16-49-1251, in that the misconduct of “battery on a peer”\* had not been established by a preponderance of the evidence (\*as defined under Florida Statute 784.03). Mr. Bergosh noted for the record that he would vote against Item V.d.2.A. in its entirety since he had not been able to consider them separately; however, his concerns pertained only to the recommendations he had mentioned in his discussion.

Motion carried 3 to 1, with Mr. Bergosh voting “No” and Mrs. Moultrie abstaining from vote.

**B. Expulsions**

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 16-154-061 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.

Motion was made by Mr. Boone and seconded by Mr. Bergosh, to accept the Superintendent’s recommendation for approval of Item V.d.2.B., *Expulsions*. Motion carried unanimously.

**ADD**

3. Employee Discipline
  - A. Recommend that employee #0000028103 is suspended without pay for 10 days beginning Wednesday, February 17, 2016, based on misconduct as more specifically identified in the notice letter to the employee.
  - B. Recommend that employee #0000004279 is suspended without pay for 3 days beginning Wednesday, February 17, 2016, and will be transferred to a comparable non elementary school position, based on misconduct as more specifically identified in the notice letter to the employee.
  - C. Recommend that employee #0000017157 be suspended without pay beginning Wednesday, February 17, 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.

Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to accept the Superintendent's recommendation for the approval of Item V.d.3.A., Item V.d.3.B., and Item V.d.3.C. Motion carried unanimously.

4. Other Items
  - None
- e. INTERNAL AUDITING (Supplementary Minute Book, Exhibit "F")
  1. Inventory Adjustment Reports for five (5) cost centers
  2. School Internal Accounts Audits
    - A. 2014-2015 Internal Accounts Audits without findings
      - District 1*
      - Bailey Middle
      - District 4*
      - A.K. Suter Elementary
      - District 5*
      - Ransom Middle
      - Bratt Elementary
      - Molino Park Elementary
      - Northview High
    - B. 2014-2015 Internal Accounts Audits with findings
      - District 1*
      - Hellen Caro Elementary
      - Pine Forest High
      - West Florida High School of Advanced Technology
      - District 2*
      - Warrington Middle
      - District 3*
      - Ensley Elementary
      - McMillan Pre-K Center
      - Montclair Elementary
      - District 4*
      - Cordova Park Elementary
      - District 5*
      - Pine Meadow Elementary
    - C. 2014-2015 Warrington Elementary School Internal Accounts Audit
    - D. 2014-2015 Escambia High School Internal Accounts Audit
    - E. District-wide Report on School Internal Accounts
  3. 2013-2014 Food Service Procurement Review
  4. NHS Baseball Booster Club Investigation
  5. NHS Booster Clubs – Compliance Update

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to accept the following items submitted by Internal Auditing: Item V.e.1, Item V.e.2.(A-E), Item V.e.3., Item V.e.4., and Item V.e.5. Motion carried unanimously.

- 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