

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 14, 2016

The School Board of Escambia County, Florida, convened in Regular Workshop at 9:00 a.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

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

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Chair Bill Slayton was not present for this session.

Meeting advertised in *Pensacola News Journal* on September 29, 2016 - Legal No. 1599434

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/10142016-610>

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

I. CALL TO ORDER

Mrs. Moultrie called the Regular Workshop to order at 9:00 a.m.

II. COMMENTS FROM THE SUPERINTENDENT

FTE Survey – The Superintendent said it appeared the School District would be complaint with class size; however, he had yet to receive an official and updated FTE report.

United Way's Day of Caring – The Superintendent reported that a number of area schools would receive minor landscaping as part of United Way's Day of Caring.

III. MINUTES

-No items discussed

IV. COMMITTEE/DEPARTMENTAL REPORTS

-No items discussed

V. UNFINISHED BUSINESS

-No items submitted

VI. 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

1. Curriculum

G. Middle School Education

1. [District Instructional Leadership and Faculty Development Grant](#)

At the request of Mrs. Hightower, the Superintendent had Ms. Vicki Gibowski, Director of Middle School Education, spend a few minutes explaining the various facets of the District Instructional Leadership and Faculty Development Grant allocation. Mr. Bergosh was concerned with the expense of the services:

\$22,500 – *Leadership Blueprint (Flippen Group) to provide two (2) consecutive days of training for up to 40 participants to improve communication and common goals for high performing, self-managing teams.*

\$31,500 – *Studer Group to provide coaching and training for Professional Learning Department.*

\$10,000 – *Studer Group to provide training and consultation for at least 15 participants from the Principal Pool for four sessions on performance and leader skill sets.*

\$18,500 – *McKay Consulting to provide five days of training on differentiating between effective and highly effective best practices.*

Mr. Bergosh took issue with the overall amount to be expended (in excess of \$97,000 including School District employee salaries, benefits, etc.) compared with the amount of time that the contractors would actually spend with staff. Using the \$31,500 expenditure for Studer Group as an example, he noted that for only 60 hours of coaching/training the School District's Professional Learning Department, Studer Group would receive approximately \$525/hour. He also questioned how the School District could quantifiably justify such an expense of taxpayer funds when there were so many free opportunities for professional development courses available online.

L. Other

1. [The School District of Escambia County Outside Support Organizations – Guidelines Manual](#)

At the request of Mrs. Hightower, Mr. David Bryant, Director of Internal Auditing, outlined the changes made to the draft version that the School Board had received in September.

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The IRS prohibits tax-exempt organizations from requiring people to participate in fundraisers. Likewise, OSOs may not require an amount be "donated" in lieu of participating in the fundraiser. People may choose whether or not to participate in a fundraiser and may choose whether or not to donate to the organization. If a person decides not to participate, that person cannot be excluded from having the opportunity to benefits from the fundraiser and cannot be penalized for choosing not to participate in the fundraiser. Furthermore, benefits given by a tax-exempt organization cannot be based on participation in a fundraiser or based on revenues raised individually.

Example: A high school booster organization is having a car wash fundraiser to help reduce the cost of a trip to Georgia for a competition. The cost of the trip is \$20,000 for 20 people. Therefore, each person's cost for the trip is \$1,000.

Of the 20 people participating in the trip, only 10 people participate in the fundraiser and raise a total of \$600. The \$600 must be split equally among the 20 people going on the trip, even though only 10 people participated in the fundraiser.

After much discussion, it was decided that the paragraph and example above would be deleted. The following general statement was to be added instead: *All OSOs shall be in*

compliance with IRS fundraising guidelines and prohibitions for tax-exempt organizations. It is the responsibility of each OSO to familiarize itself with these requirements and to remain informed of any changes. Additionally, it was decided that a statement should be added specifying that funds raised on behalf of, or for the benefit of an OSO, shall be considered the property of the OSO.

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Insurance

As OSOs are involved in a wide variety of activities, the District recommends that OSOs consider obtaining general liability insurance. When an OSO requests to conduct an activity with an elementary of risk on a District site, the District may require the OSO to provide proof of general liability coverage. For additional information, OSOs can contact the District's Risk management Department.

Mr. Bergosh initiated a discussion about the “nebulous” verbiage pertaining to insurance. Mr. Bryant said the vagueness was purposeful, noting that OSOs should certainly consider obtaining general liability insurance; however, the School District would not require them to do so. The Superintendent believed the verbiage was appropriate for a guidelines manual. The School Board requested no changes to the verbiage.

2. Finance and Business Services

9. [Architectural/Engineering Services for Outdoor Covered Play Area and Multi-Purpose Room at McArthur Elementary School](#)

Upon inquiry by Mr. Boone, Mr. Shawn Dennis, Assistant Superintendent for Operations, said he would provide School Board Members with the current schedule for completing covered play areas at all elementary schools.

3. Human Resource Services

-No items discussed

4. Operations

-No items discussed

c. ITEMS FROM THE BOARD

-No items submitted

d. ITEMS FROM THE SUPERINTENDENT

A. [Disciplinary Reassignments](#)

Student Discipline #17-10-521

Charge: Possession of marijuana

Time Frame: 16/17 – 17/18

Upon inquiry by Mr. Bergosh, Mr. Jeremy Tompkins, Court Liaison, said student #17-10-521 confirmed, in the presence of her parent/guardian, that she was aware of, but had not followed the safe harbor* provision.

**Safe Harbor – If a student who is in possession of an item of contraband (such as a pocket knife, drugs, etc.) voluntarily surrenders the item as soon as he/she realizes that it is in his/her possession to a responsible staff member, then the student may be eligible for mitigation, in whole or part, of the penalty for possessing the item as appropriate under the circumstances. To qualify for this provision, such surrender must occur prior to the beginning of any investigation or search that might uncover the item.*

Student Discipline #17-18-541

Charge: Battery on staff; Battery on peer; Abusive behavior toward a school official

Time Frame: 16/17 – 17/18

Mr. Bergosh questioned how this particular student had been able to accumulate 38 referrals at 11 years of age, noting that many of the referrals were due to abusive behavior towards other students. Mr. Jeremy Tompkins, Court Liaison, clarified that the 38 referrals were not accumulated at just one school. He noted the current school had been very pro-active in terms of removing this student from the general student population, utilizing an In Lieu of Removal (ILR) classroom instead, and then bringing that back to him. Mr. Tompkins said this was one of several unique situations that happen from time to time where perhaps a student is placed in an alternative school and then when they return to their regular school placement, maybe they are still not able to handle themselves appropriately. Mr. Tompkins said the School District was making much progress with its intervention methods to ensure that student behavior was not affecting classroom instruction.

Mr. Bergosh said the *Pensacola News Journal* had reported that sports teams in the Escambia County School District would no longer shake hands post-game. Mr. Bergosh said he assumed that a recent incident involving an area high school team might have spurred this action. If so, Mr. Bergosh thought it a bad idea to punish all students for the actions of a few. The Superintendent said he was not aware of any incident. He also clarified that the School District was not eliminating handshakes, but rather moving them to pre-game. He said athletic directors had proposed pre-game handshakes for a number of years and this past week, he agreed to allow them to pilot the proposition for the last few games of the season. He clarified that the decision was not an attempt to leave sportsmanship behind, but simply to improve logistically.

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VII. PUBLIC FORUM

Carissa Bergosh, representing Naval Air Station (NAS) Pensacola, expressed appreciation to Escambia High School for inviting teens from Naval Air Station Guantanamo Bay, Cuba, to a recent football game; those teens and their families had been evacuated to Pensacola NAS due to concerns over Hurricane Matthew.

VIII. ADJOURNMENT

There being no further business, the Regular Workshop adjourned at 10:40 a.m.

Attest:

Approved:

Superintendent

Chair