

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 18, 2016

The School Board of Escambia County, Florida, convened in Regular Meeting at 5:30 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

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

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in *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/10182016-960>

I. CALL TO ORDER

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

a. Invocation and Pledge of Allegiance

Mr. Ryan English, Associate Pastor and Senior High School Pastor at Brownsville Assembly of God, delivered the invocation. Mr. Boone led the Pledge of Allegiance to the Flag of the United States of America.

b. Adoption of Agenda

The Superintendent noted the changes made to the agenda since initial publication. Mr. Slayton advised that Florida Statutes and School Board Rule required that changes made to an agenda after publication be based on a finding of good cause determined by the person designated to preside over the meeting and stated in the record. Mr. Slayton said he, as School Board Chair, had determined that the Superintendent's recommended changes to the October 18, 2016 Regular Meeting agenda were for good cause. Motion by Mrs. Moultrie, seconded by Mrs. Hightower, to adopt the agenda (*as amended*), carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Michelle Salzman, President of the Escambia County Council PTA (ECCPTA), introduce Sade Bradley, a senior at Washington High School and an active member of the Parent-Teacher-Student Association (PTSA) for nearly a decade. Miss Bradley gave a brief report on the recent and upcoming events and activities of the PTA.

2. Stellar Employee of the Month

The Superintendent made the following announcement: *It is my pleasure to announce this evening that the Stellar Employee for the month of October is Mr. John Norman. Mr. Norman has been employed with the Escambia County School District for over 30 years; however, he's in his first year as the Head Custodian at Lincoln Park Elementary School. The staff at Lincoln Park will be quick to tell you that Mr. Norman is hard working and he embodies what our District is all about. He stepped foot on the campus for the first time this summer and because Lincoln Park was going to be a host for summer school, he felt pressed for time to get the building in perfect condition and shape before the students returned. One such effort was backbreaking work as he stripped layers of wax that had been built up over time to reveal that the school actually had white floors and not beige! The staff share they all strive to make their school a place where everyone wants to work and a place where our students want to learn; but Mr. Norman has single handedly transformed Lincoln Park into a sparkling place. Windows that are located 12 feet above the floor are now shining. Everyone's faces on campus are shining as well because Mr. Norman is always so willing to help and has such a great pleasant personality. He'll drop whatever he is doing to assist anyone who needs his help. He's willing to stay late after parent functions to make sure that the school ready for students the next morning and he'll come in on the weekend if the need arises. For over 30 years, Mr. Norman has dedicated his life to making our schools a pleasant place for our students, teachers, parents and staff. You never see him without a smile and his smile is very contagious. He takes pride in his work and he believes that exemplifies what he does as he puts forth his best effort. Mr. Norman is our stellar employee because of his excellent work ethic and his dedication to the staff at Lincoln Park Elementary School. He exemplifies the pillars of "people" and "service" and it is for these reasons, and for so many others, that Mr. Norman has been selected as our Stellar Employee for the month of October. In recognition of his stellar performance, Mr. Freeman received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

3. [One-Half Cent Sales Tax Watchdog Quarterly Report](#)

Mr. Paul Fetsko, Chair of the One-Half Cent Sales Tax Watchdog Committee, presented the Committee's quarterly report. He noted that total collections of sales tax revenue and interest earned from July 2015 through July 2016, totaled \$24,820,781.65

4. Florida Healthy School District SILVER Award Presentation

Ms. Susan Kennedy and Ms. Rachael Terrin, members of the Coordinated School Health Partnership and the Executive Committee of Florida Action for Healthy Kids, presented the Escambia County School District with the Florida Healthy School District SILVER award. *Florida Action for Healthy Kids continues to collaborate with the Florida Coordinated School Health Partnership and most recently, the Florida Association of District School Superintendents to recognize qualified districts as Florida Healthy School Districts. This recognition is determined by submission of the Florida Healthy District Self-Assessment and a score rating at the bronze, silver or gold level. The Florida Healthy School Districts are districts that have made a high level commitment to meeting the health needs of students and staff in order to remove barriers to learning and maximize district resources.*

5. 2015-2016 Energy Incentive Award Presentation

The Superintendent made the following announcement: *Our energy management program was initiated in January 2006. Now in the 11th year of our program, we have avoided over \$39 million in utility costs. Even with the addition of numerous district wide capital improvements and three new schools, we still have managed to reduce our energy consumption by over 1.2 million MMBtus. This program has been very successful. The energy program success has been driven not only by the efforts of our Energy Management, Maintenance and Facilities Planning departments, but also the faculties and students at all of our campuses. This is the fourth year of our energy incentive*

program. This initiative recognizes and rewards schools for changing their behavior to comply with energy management guidelines. This year 37 of our 50 schools will receive a monetary award. The Superintendent called upon Ms. Tiffany Clark and Ms. Jackie Smith, energy managers, to present awards to the top schools, including: Escambia High School, Washington High School, Holm Elementary School, Ensley Elementary School, Jim Allen Elementary, Northview High School, Pine Forest High School, Bellview Middle School, Judy Andrews School, Navy Point Elementary School, N. B. Cook Elementary School, and Pensacola High School.

II. PUBLIC FORUM

Justin Dukes, representing the Beulah Volunteer Fire Department and the Escambia County Fire Rescue, presented the Superintendent with a plaque of appreciation for allowing the Beulah Fire Department and the Escambia County Fire Rescue, to use School District property, located at 6025 West Nine Mile Road, for their essential training exercises.

III. MINUTES

- a. [09-15-16 Special Workshop](#)
- b. [09-15-16 Special Meeting](#)
- c. [09-16-16 Regular Workshop](#)
- d. [09-20-16 Regular Meeting](#)
- e. [10-07-16 Special Meeting](#)

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

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

- a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES
 1. Rule(s) Adoption
-No items submitted
 2. Permission to Advertise
-No items submitted
- b. CONSENT AGENDA

Mr. Bergosh pulled Item V.b.1.G.1 for separate consideration. On motion made by Mrs. Moultrie and seconded by Mrs. Hightower, approval of the Consent Agenda, except for item pulled, carried unanimously.

1. Curriculum
 - A. Alternative Education
 1. [Memorandum of Understanding Between Pace Center for Girls, Inc. and the School Board of Escambia County, Florida](#)
 - 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. [IDEA Part B, Entitlement 2016-2017](#)
 2. [IDEA Part B, Preschool 2016-2017](#)

- F. High School Education
 - 1. [Cooperative Agreement Between the School Board of Escambia County and Beasley College Prep, LLC \(BCP\)](#)
- G. Middle School Education
 - 1. [District Instructional Leadership and Faculty Development Grant](#)

(NOTE: *This item was previously discussed during the [October 14, 2016 Regular Workshop](#).) Motion was made by Mrs. Hightower and seconded by Mr. Boone, to approve Item V.b.1.G.1., [District Instructional Leadership and Faculty Development Grant](#). Mr. Bergosh believed the cost of the training sessions to be unreasonable and as such, said he would not support the approval of this item. Motion carried 4 to 1, with Mr. Bergosh voting “No.”*

- H. Professional Learning
 - 1. [Master Inservice Plan \(MIP\) Revisions for 2013-2018](#)
- I. Student Service
 - No items submitted
- J. Title I
 - 1. [Title I, Part C Education of Migratory Children 2016-2017](#)
- K. Workforce Education
 - 1. [School Affiliation Renewal Agreement between Baptist Health Care Corporation and the School Board of Escambia County, Florida](#)
- L. Other
 - 1. [The School District of Escambia County Outside Support Organizations – Guidelines Manual](#)

AMEND

2. Finance and Business Services

A. Finance

- 1. [Legal Services – General Fund](#)
 - a. The Hammons Law Firm \$ 1,522.50
 - b. The Hammons Law Firm \$ 1,961.41
 - c. The Hammons Law Firm \$ 630.00
 - d. Rumberger, Kirk & Caldwell \$ 14,153.37
 - e. Shell, Fleming, Davis & Menge, P.A. \$ 2,645.50
 - f. Resolutions in Special Education \$ 560.00
- 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$ 9,804.69

B. Accounting Operations

- 1. [Check Register for September 2016](#)

C. Budgeting

- 1. [Recap of General Fund Reserves \(Non-Categorical\) as of September 30, 2016](#)
- 2. [Resolutions to amend 2016-2017 District School Budget:](#)
 - a. [Resolution 1 - General Operating Fund](#)
 - b. [Resolution 1 - Special Revenue – Federal Programs](#)
 - c. [Resolution 1 - Capital Projects Fund](#)
 - d. No item submitted – Special Revenue – Food Service Fund
 - e. No item submitted - Debt Service Fund
- 3. [Scrap List I for October 2016](#)
- 4. [Auction List I and II for October 2016](#)
- 5. [Financial Statements by Fund](#)

D. Payroll and Benefits Accounting

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

E. Purchasing

ITEMS PREPARED BY PURCHASING:

- 1. [Bid Renewal: Diplomas, RFP #140402](#)

2. [Bid Renewal: Water Treatment Services, RFP #151102](#)
 3. [Re-Award: Breakfast and Lunch Entrees, Bid #161902, Item #47](#)
 4. [Cyberlab/VILT Classroom for Pine Forest High School](#)
 5. [Annual Agreement Renewal: Claims Management Software for the Risk Management Department](#)
 6. [Chromebooks for Oakcrest Elementary School](#)
- ITEMS PREPARED BY FACILITIES PLANNING:*
7. [Annual Agreement Renewal: Portable Moving Services Throughout the District](#)
 8. [Architectural/Engineering Services for Outdoor Covered Play Area and Multi-Purpose Room at Bellview Elementary School](#)
 9. [Architectural/Engineering Services for Outdoor Covered Play Area and Multi-Purpose Room at McArthur Elementary School](#)
 10. [Change Notice #1 to Purchase Order #5421500194 – Architectural/Engineering Services for Workman Middle School New Gymnasium](#)
 11. [Change Notice #1 to Purchase Order # 5421700040 - Construction Manager at Risk Services for Beulah Middle School](#)

3. Human Resource Services

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 correction to Item V.b.3.A.1., approved at Regular School Board Meeting on September 20, 2016, to change Jennifer L. Cannon’s appointment employee type from I1001 to I1101.](#)
 - b. [Approve correction to Item V.b.3.A.1., approved at Regular School Board Meeting on September 20, 2016, to change Amanda L. Chapman’s appointment employee type from I1101 to I1001.](#)
 - c. [Approve correction to Item V.b.3.A.1., approved at Regular School Board Meeting on September 20, 2016, to change Tania F. Leon’s appointment employee type from I1001 to I1101.](#)

B. Educational Support Personnel

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

C. Risk Management

1. [Campus Security Resident Lease-Jim Allen Elementary School](#)
2. [Campus Security Resident Lease-Warrington Middle School](#)

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

AMEND

- A. Facilities Planning
 - 1. Final Payments
 - a. [Vernon McDaniel Building HVAC and Electrical Upgrades](#)
 - 2. Miscellaneous
 - a. [Renewal of Pre-Qualified Contractors](#)
- B. School Food Services
 - No items submitted
- C. Maintenance and Custodial Services
 - No items submitted
- D. Transportation
 - 1. [2016-17 Bus Routes](#)
- E. Central Warehouse
 - No items submitted
- F. Information Technology
 - No items submitted
- G. Protection Services
 - No items submitted
- H. Energy Management
 - No items submitted

c. ITEMS FROM THE BOARD
-No items submitted

d. ITEMS FROM THE SUPERINTENDENT

- 1. Administrative Appointments
 - No items submitted
- 2. Student Discipline
 - A. [Disciplinary Reassignments](#)
 - B. [Expulsions](#)

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 17-12-281 be expelled from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.
- 2. Recommend that consistent with the decision of the due process committee, student discipline number 17-14-1221 be expelled from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.
- 3. Recommend that consistent with the decision of the due process committee, student discipline number 17-16-951 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.

Motion by Mr. Bergosh, seconded by Mrs. Hightower, to accept the Superintendent's recommendations as outlined in Item V.d.2.A and Item V.d.2.B, carried unanimously.

3. Employee Discipline

- A. ~~FR~~Recommend that employee #0000054093 be suspended without pay beginning Wednesday, October 19, 2016, with suspension without pay to continue until the employee satisfies and

CORRECT

AMEND

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.

ADD

- B. [Recommend that employee #0000031710 is suspended without pay for five \(5\) working days beginning Wednesday, October 19, 2016, based on misconduct as more specifically identified in the notice letter to the employee.](#)

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

4. Other Items

~~No items submitted~~

ADD

- A. [Recommend that employee #000008571 is suspended without pay beginning Wednesday, October 19, 2016, based on conduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mrs. Moultrie, seconded by Mr. Bergosh, 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 6:20 p.m.

Attest:

Approved:

Superintendent

Chair

