# THE SCHOOL BOARD OF ESCAMBIA COUNTY, FLORIDA

#### MINUTES, SEPTEMBER 20, 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 was advertised in the *Pensacola News Journal* on August 15, 2016 – Legal No. 1505105

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 <a href="http://escambiacountysdfl.swagit.com/play/09202016-1064">http://escambiacountysdfl.swagit.com/play/09202016-1064</a>

# 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

Pastor John Stacey of Blue Angels Baptist Church delivered the invocation. Mr. Bergosh led the Pledge of Allegiance to the Flag of the United States of America.

b. Adoption of Agenda

The Superintendent noted the changes that had been 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 September 20, 2016 Regular Meeting agenda had been made for good cause. Motion was made by Mrs. Hightower and seconded by Mr. Bergosh, 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 Month

The Superintendent made the following announcement: It is my pleasure this evening to announce that the Stellar Employee for the month of September is Mr. Charlie Freeman, who is a

carpenter with our Maintenance Department. Mr. Freeman has been with the District in this role for ten years and is currently assigned to Scenic Heights Elementary School. It has been said that when thinking of recognizing one employee for his stellar performance, Charlie Freeman is the employee the staff at Scenic Heights believes should be the person honored. The Scenic Heights staff say that Mr. Freeman is a breath of fresh air, always smiling, pleasant to be around and a very hard worker. Mr. Freeman is always willing to lend a helping hand. One small example of his willingness to assist the staff was during preplanning. He was quick to help out when he saw teachers struggling with large loads of trash. He not only helped, but took it all to the dumpster and unloaded it for them. He will stop what he is doing and go out of his way to help. The principal states that she and the staff admire his ingenuity. While a smart board was being installed in a classroom, Mr. Freeman saw an immediate need for the students and custom made a stand so the little children could reach the smart board. At Christmas time each year, Mr. Freeman takes roses to the office personnel; a thoughtful act that puts a smile on everyone's face. Mr. Freeman is stellar because of his excellent work ethic and dedication to the staff at Scenic Heights Elementary School. He exemplifies the pillars of "people" and "service" and it is for these reasons, and so many others, that Mr. Freeman has been selected as our Stellar Employee of the Month of September 2016. 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. Childhood Cancer Awareness Month Resolution

The Superintendent read the following resolution:

WHEREAS, children are Escambia County's most valuable resource and their health is crucial to our county's economic development, continued success and well-being as a whole; and

WHEREAS, the Studer Family Children's Hospital at Sacred Heart reports an average of fifty (50) local children are diagnosed with cancer and treated at their hospital each year, and

WHEREAS, cancer is the number one disease killer of children in the United States, yet The National Cancer Institute allocates only 4% of their annual cancer research funding to children; and

WHEREAS, research in the field of childhood cancer will allow for better treatment options, safe quality therapies, and ultimately a cure for this deadly disease; and

WHEREAS, the Rally Foundation has provided a valuable resource to children and families who are afflicted with this horrendous disease;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida does hereby recognize the month of September 2016, as

#### CHILDHOOD CANCER AWARENESS MONTH

and encourages all schools to participate in efforts throughout the school year to raise awareness and funding for childhood cancer research while supporting families who face devastating effects and costs.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Cindi Bonner, Pensacola Director, of Rally.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to adopt a resolution recognizing the month of September 2016, as Childhood Cancer Awareness Month, carried unanimously.

#### DELETE

## 4. Foundation for Excellence Report

5. Five Star School Awards

The Superintendent made the following announcement: Tonight we recognize our 2015-2016 Five Star award winning schools. There are fourteen schools that won this prestigious award for last school year. If it seems we just did this in the Spring, we did. The awards from the state for 2014-2015 were provided later than normal due to school grades being released late in the year. As you are aware, school grades have been released for 2015-2016 and we are back on track with the timing of Five Star award recognition. For a school to be designated a Five Star school, that school must:

- have a strong community/business partnership program and provide recognition, training and opportunities for the school's partners to be actively involved in the school
- have strong family involvement including an active PTA, booster program or the like; offer educational opportunities and 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 performance
- have a strong volunteer program with 80% of school staff having participated in school-based volunteer training; have a designated volunteer coordinator who provides leadership; a total number of hours in volunteer service must equal twice the number of students enrolled in the school; and recognize volunteers
- must encourage and support student community service by providing learning opportunities that focus on community needs; have a minimum of 50% of the students involved in community activities
- have an active school advisory council
- must complete a portfolio that documents the requirements; and must
- have a "C" or better school grade as determined by the Florida DOE

The Superintendent and School Board congratulated the following schools for receiving the Five Star award:

- Jim Allen Elementary Rachel Watts, Principal and Susan Dorman, Assistant Principal
- Beulah Elementary Monica Silvers, Principal and Tammy Douglas, ESE Teacher and Five Star Coordinator
- Blue Angels Elementary Karen Montgomery, Principal and Christine Jenkins, Assistant Principal
- Hellen Caro Elementary Sandy Moore, Principal and Catrena Fieg, Assistant Principal
- N.B. Cook Elementary School of the Arts *Troy Brown, Principal and Dee Price Williams, Guidance Counselor*
- Cordova Park Elementary Aggie Bauer, Principal and Shelly Cox, Assistant Principal
- Ferry Pass Elementary Rhonda Shuford, Principal and Cathy Ray, Assistant Principal
- R.C. Lipscomb Elementary Susan Sanders, Principal and Barbara Quarells, Assistant Principal
- L.D. McArthur Elementary Tama Vaughn, Principal
- Molino Park Elementary Lisa Arnold, Principal and Quinn Evans, Assistant Principal
- Myrtle Grove Elementary Robin Maloy, Principal; Dawn Morris, Curriculum Coordinator; and Anita Gantt, Assistant Principal
- Pleasant Grove Elementary Pam Mullen, Principal and Julie Pearson, Assistant Principal
- Scenic Heights Elementary Mary Ellen Wiggins, Principal and Alicia Lafrance, Assistant Principal
- A.K. Suter Elementary Russell Queen, Principal

# 6. 2016 Florida Art Education Association Outstanding Elementary Art Educator Recognition

The Superintendent made the following announcement: The Florida Art Education Association has selected Sally Miller, Art Educator at R.C. Lipscomb as the 2016 Florida Art Education Association Outstanding Elementary Art Educator of the Year. Mrs. Miller is among 6,484 elementary arts teachers in the State of Florida. Mrs. Miller has taught at R.C. Lipscomb Elementary for 18 years and served in our District for 23 years. Mrs. Miller has a Master's Degree in Art Education, teaches the occasional art education course as the University of West Florida, and currently serves as the Artel Gallery Education Director on the Artel Gallery Board of Directors. Mrs. Miller was chosen for this award by the Florida Art Education Association because she exemplifies the highest professionalism in teaching, in developing an outstanding art program, and in her active community service through art education. Mrs. Miller demonstrates leadership at the state and local level in art education and has published articles and exhibits at the local, state and national level in art education journals and art competitions. Finally, she is also a leader in art advocacy across the State. The Superintendent and School Board congratulated Mrs. Miller for being selected as the Florida Art Education Association's 2016 Outstanding Elementary Art Educator.

## 7. Disability History and Awareness Month Resolution

The Superintendent read the following resolution:

WHEREAS, there are approximately three hundred seventy-five thousand (375,000) students with disabilities in Florida's K-12 education system and approximately six thousand (6,000) students with disabilities in Escambia County; and WHEREAS, research has shown that students with disabilities experience greater academic and social challenges than non-disabled students; and

WHEREAS, the Escambia County School District finds that in order to ensure the full inclusion of all people into society, there is a need to increase public awareness of the history of disabilities and the disability rights movement; and

WHEREAS, the Escambia County School District finds that instruction on disability history, people with disabilities and the disability rights movement will increase respect for and acceptance of people with disabilities.

NOW, THEREFORE, BE IT RESOLVED, that the School Board of the Escambia County, Florida does hereby recognize the month of October 2016, as

## DISABILITY HISTORY AND AWARENESS MONTH

and hereby encourages our schools to provide instruction on disability history, people with disabilities, and the disability rights movement.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Mrs. Teri Szafran, Director of Exceptional Student Education.

Motion by Mrs. Moultrie, seconded by Mrs. Hightower, to adopt a resolution recognizing the month of October 2016, as Disability History and Awareness Month, carried unanimously.

# 8. Red Ribbon Week Resolution

The Superintendent read the following resolution:

WHEREAS, alcohol and other drug abuse in this nation has reached epidemic stages; and

WHEREAS, it is imperative that visible and unified prevention education efforts by community members be launched to eliminate the demand for drugs; and

WHEREAS, Informed Families/the Florida Family Partnership is sponsoring the Florida Red Ribbon Campaign offering citizens the opportunity to demonstrate their commitment to drug-free lifestyles as defined as no use of illegal drugs and no illegal use of legal drugs; and

WHEREAS, the National Red Ribbon Campaign will be celebrated in every community in America during "Red Ribbon Week"; and

WHEREAS, business, government, parents, law enforcement, media, medical, religious institutions, schools, senior citizens, service organizations and youth will demonstrate their commitment to healthy, drug-free lifestyles by wearing and displaying Red Ribbons during this campaign; and

WHEREAS, numerous schools and school districts throughout the country are united in their efforts to increase awareness and continue to implement innovative solutions; and

WHEREAS, the State of Florida and the School District of Escambia County commits its resources to ensure the success of the Red Ribbon Campaign and the district's Comprehensive Drug Prevention Initiative.

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida does hereby recognize the week of October 23-31, 2016, as

#### RED RIBBON WEEK

and encourages staff and students to participate in drug prevention education activities, making a visible statement that we are strongly committed to a drug-free school district.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and a copy be tendered to Linda Maletsidis, Director of Elementary Schools; Vicki Gibowski, Director of Middle Schools; Lesa Morgan, Director of High Schools and Vickie Mathis, Director of Alternative Education.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to adopt a resolution recognizing the week of October 23-31, 2016, as Red Ribbon Week, carried unanimously.

## 9. National Bullying Prevention Month Resolution

The Superintendent read the following resolution:

WHEREAS, bullying is physical, verbal, sexual, or emotional harm or intimidation intentionally directed at a person or group of people; and

WHEREAS, bullying occurs in neighborhoods, playgrounds, schools, and through technology, such as the Internet and cell phones; and

WHEREAS, various researchers have concluded that bullying is the most common form of violence, affecting millions of American children and adolescents annually; and

WHEREAS, students who are targets of bullying are more likely to acquire physical, emotional, and learning problems and students who are repeatedly bullied often fear such activities as riding the bus, going to school, and attending school and community activities; and

WHEREAS, children who bully are at greater risk of engaging in more serious violent behaviors; and children who witness bullying often feel less secure, more fearful, and intimated.

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida does hereby recognize the month of October 2016, as

#### NATIONAL BULLYING PREVENTION MONTH

and encourages students, parents and staff of the School District of Escambia County to engage in a variety of awareness and prevention activities designed to make our schools and community safer for all children and adolescents.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and a copy be tendered to Linda Maletsidis, Director of Elementary Schools; Vicki Gibowski, Director of Middle Schools; Lesa Morgan, Director of High Schools and Vickie Mathis, Director of Alternative Education.

Motion by Mr. Bergosh, seconded by Mr. Boone, to adopt a resolution recognizing the month of October 2016, as National Bullying Prevention Month, carried unanimously.

# II. PUBLIC FORUM

Mr. Slayton called for Public Forum; however, there was no one who registered to speak.

## III. MINUTES

- a. 07-14-16 Regular Workshop
- b. 08-11-16 Special Workshop
- c. 08-12-16 Regular Workshop
- d. 08-16-16 Regular Meeting
- e. <u>09-09-16 Special Meeting</u>

Motion was made by Mrs. Moultrie and seconded by Mrs. Hightower, to approve the minutes as listed (Items a through e). Motion carried 4 to 1, with Mr. Bergosh voting "No." Mr. Bergosh advised that he had registered an incorrect vote so Mr. Slayton called for a revote, which carried 4 to 1, with Mr. Slayton voting "No." Mr. Slayton advised that he had registered an incorrect vote so he called for another revote, which carried unanimously.

## IV. UNFINISHED BUSINESS

-None

# V. NEW BUSINESS

- a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES
  - 1. Rule(s) Adoption

(Supplementary Minute Book, Exhibit "A")

A. <u>The School Board of Escambia County, Florida Notice of Intent to Adopt Amendments to the</u> School District of Escambia County Student Progression Plan

Mr. Slayton called for public hearing; however, there was no one who had registered to speak to this item. Motion by Mr. Boone, seconded by Mrs. Moultrie, to adopt amendments to the *School District of Escambia County Student Progression Plan*, carried unanimously.

B. The School Board of Escambia County, Florida Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 - School Operations

Mr. Slayton called for public hearing; however, there was no one who had registered to speak to this item. Motion by Mrs. Hightower, seconded by Mr. Boone, to adopt amendments to *Rules and Procedures of the District School Board: Chapter 3 – School Operations*, carried unanimously.

## 2. Permission to Advertise

-No items submitted

# b. CONSENT AGENDA

No items were pulled from the Consent Agenda for separate vote. On motion by Mrs. Moultrie, second by Mr. Boone, approval of the Consent Agenda carried unanimously.

#### 1. Curriculum

(Supplementary Minute Book, Exhibit "B")

- A. Alternative Education
  - -No items submitted
- B. Continuous Improvement
  - 1. School Choice Student Transfers
  - 2. Title III, Part A: English Language Acquisition 2016-2017
  - 3. Title III Part A: Immigrant 2016-2017
- C. Elementary Education
  - -No items submitted
- D. Evaluation Services
  - 1. 2016-2017 Uniform Statewide Assessment Calendar
- E. Exceptional Student Education
  - -No items submitted
- F. High School Education
  - 1. <u>Interdistrict Virtual Instruction Program Participation Agreement Between the School Board</u> of Brevard County, Florida and the School Board of Escambia County, Florida
- G. Middle School Education
  - -No items submitted
- H. Professional Learning
  - -No items submitted
- I. Student Services
  - 1. 2016-2018 School Health Services Plan
- J. Title I
  - -No items submitted
- K. Workforce Education
  - 1. <u>Affiliation Agreement Between the School Board of Escambia County, Florida and Sacred Heart Health System, Inc.</u>
  - 2. Agreement Between the School Board of Escambia County, Florida and Yamaha Motor Corporation, U.S.A.
  - 3. Agreement Between Embry-Riddle Aeronautical University Gaetz Aerospace Institute and the School Board of Escambia County, Florida
- L. Other

-No items submitted

# 2. Finance and Business Services

(Supplementary Minute Book, Exhibit "C")

- A. Finance
  - 1. <u>Legal Services General Fund</u>

a.	The Hammons Law Firm	\$ 350.00
b.	The Hammons Law Firm	\$ 2,817.50
c.	The Hammons Law Firm	\$ 2,100.00
d.	Rumberger, Kirk & Caldwell	\$ 28,154.41
e.	Shell, Fleming, Davis & Menge, P.A.	\$ 1,987.00

- 2. Legal Services Risk Management Fund
  - a. The Hammons Law Firm \$ 4.498.00

- B. Accounting Operations
  - 1. Check Register for August 2016
- C. Budgeting
  - 1. Recap of General Fund Reserves (Non-Categorical) no item submitted
  - 2. Resolutions to amend 2015-2016 District School Budget:
    - a. No item submitted General Operating Fund
    - b. No item submitted Special Revenue Federal Programs
    - c. No item submitted 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 September 2016
  - 4. Auction List I for September 2016
  - 5. Financial Statements by Fund no item submitted pending FYE Financial Statements
- D. Payroll and Benefits Accounting
  - 1. Financial Status Report: Employee Benefit Trust Fund
- E. Purchasing

# ITEMS PREPARED BY PURCHASING:

- 1. Bid Award: Miscellaneous Foods, Bid #170102
- 2. Bid Award: Art Paper, Bid #170205
- 3. Bid Renewal: Dispensing System for Foam Hand Soap, RFP #150702
- 4. Bid Renewal: Fire Alarm Inspection & Maintenance, RFP #150402
- 5. Bid Renewal: New and Recapped Tire Services, RFP #124203
- 6. Radio Equipment for Protection Services
- 7. Chromebooks for Various Schools
- 8. Cranium Chromebook Covers
- 9. Self-Insurer Assessment Fee
- 10. Educational Materials for Workforce Education

ITEMS PREPARED BY FACILITIES PLANNING:

- 11. Construction Manager at Risk Services for Beulah Middle School
- 3. Human Resource Services

(Supplementary Minute Book, Exhibit "D")

- A. Instructional/Professional
  - 1. Appointments
  - 2. Reappointments
  - 3. Transfers
  - 4. Out-of-Field
  - 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 August 16, 2016, to change Elise M. Glidden's appointment employee type from I1001 to I1101 and start date from August 3, 2016 to July 25, 2016.
    - b. Approve correction to Item V.b.3.A.1., approved at Regular School Board Meeting on August 16, 2016, to change the Linda M. Sweeting's appointment employee type, from I1001 to P1101, assignment description from Teacher to Technician IV-School Based IT, and start date from August 3, 2016 to July 25, 2016.
- 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. Aon HIPAA Business Associate Agreement
- D. Employee Services
  - -No items submitted
- E. Affirmative Action
  - -No items submitted

# 4. Operations

(Supplementary Minute Book, Exhibit "E")

- A. Facilities Planning
  - 1. Final Payments
    - a. Scenic Heights Elementary School Drainage Correction
  - 2. Miscellaneous
    - a. Purchase Agreement Between James and Doris Robinson and the School Board of Escambia County, Florida
    - b. <u>Sales Agreement Between the School Board of Escambia County, Florida and Two Hundred Garden West, Inc.</u>
- B. School Food Services
  - -No items submitted
- C. Maintenance and Custodial Services
  - -No items submitted
- D. Transportation
  - -No items submitted
- E. Central Warehouse
  - -No items submitted
- F. Information Technology
  - 1. District Digital Classroom Plan
- G. Protection Services
  - -No items submitted
- H. Energy Management
  - -No items submitted

# c. ITEMS FROM THE BOARD

-No items submitted

# d. ITEMS FROM THE SUPERINTENDENT

(Supplementary Minute Book, Exhibit "F")

- 1. Administrative Appointments
  - -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 17-09-281 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. Boone, seconded by Mrs. Moultrie, 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

#### -No items submitted

<u>ADD</u>

A. Recommend that employee #0000054245 be suspended without pay beginning Wednesday,
September 21, 2016, with suspension without pay to continue until the employee satisfies and
successfully completes all terms of conditions of a return-to-work agreement as a result of
misconduct more specifically identified in the notice letter to employee.

Motion by Mrs. Moultrie, seconded by Mrs. Hightower, to accept the Superintendent's recommendation as outlined in Item V.d.3.A, carried unanimously.

#### 4. Other Items

Motion by Mr. Bergosh, seconded by Mr. Boone, to accept the Superintendent's recommendations as outlined in Item V.d.4.A, Item V.d.4.B, Item V.d.4.D, Item V.d.4.E, and Item V.d.4.F, carried unanimously.

- A. Foundation for Excellence Board of Director Nominees
- B. Contract for Legal Services with Resolutions in Special Education
- C. Jani-King
  - 1. Exceptions to Recommended Order

Motion by Mrs. Moultrie, seconded by Mr. Boone, to accept the Superintendent's recommendation as outlined in Item V.d.4.C.1, carried unanimously.

## 2. Final Order

Motion by Mr. Bergosh, seconded by Mrs. Hightower, to accept the Superintendent's recommendation as outlined in Item V.d.4.C.2, carried unanimously.

<u>ADD</u>

**AMEND** 

- D. Recommend that employee #0000055351 is suspended without pay beginning Wednesday. September 21, 2016, based on conduct as more specifically identified in the notice letter to the employee.
- <u>ADD</u>

E. Recommend that employee #0000012684 is placed on suspension without pay effective Wednesday, September 21, 2016, based on conduct as more specifically identified in the notice letter to employee.

<u>ADD</u>

- F. Recommend that employee #0000027006 is suspended without pay beginning Wednesday, September 21, 2016, based on conduct as more specifically identified in the notice letter to the employee.
- e. INTERNAL AUDITING
  - -No items submitted
- f. ITEMS FROM GENERAL COUNSEL

-No items submitted

Superintendent

# VI. ADJOURNMENT

There being no further business, the Regular Weeting adjourned at 0.25 p.m.				
Attest:	Approved:			

Chair

There being no further business, the Deculer Meeting edicurned at 6:25 n m