

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, AUGUST 11, 2016

The School Board of Escambia County, Florida, convened in Special Workshop at 3:00 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 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 July 25, 2016 – Legal No. [1442100](#)

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/08112016-756>

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

I. CALL TO ORDER

Mr. Slayton called the Special Workshop to order at 3:00 p.m.

II. OPEN DISCUSSION

- Calendar

There was discussion regarding the schedules for individual School Board Members as well as the schedule for various district-wide school-related events. The Superintendent advised that it was necessary to schedule a Special Meeting for the School Board to consider approval of the Annual Financial Report (AFR). The School Board agreed to schedule that session for September 9, 2016, beginning at 8:30 a.m., in the Superintendent's Conference Room, at the Dr. Vernon McDaniel Building.

There were no changes to the schedule of School Board workshops/meetings for October:

- Special Workshop, October 13th, beginning at 3:00 p.m.*
- Regular Workshop, October 14th, beginning at 9:00 a.m.*
- Regular Meeting, October 18th, beginning at 5:30 p.m.*

**To be held in Room 160 at the J.E. Hall Educational Services Center*

The following changes were made to the schedule of School Board workshops/meetings for November:

- *Rescheduled:* Due to the Veteran's Day holiday, the November 11th Regular Workshop* was rescheduled for November 10th, beginning at 2:00 p.m. It was agreed that the agenda for that session would include an "open discussion" segment.
- *Canceled:* Because an "open discussion" segment would be included as part of the November 10th Regular Workshop, the previously scheduled November 10th Special Workshop was no longer necessary and was therefore canceled.
- *Tentatively Scheduled:* The School Board's Installation Ceremony & Organizational Meeting* was tentatively scheduled for November 15th, beginning at 5:00 p.m.

**To be held in Room 160 at the J.E. Hall Educational Services Center*

There was discussion as to the appropriateness of scheduling the Installation Ceremony & Organizational Meeting for November 15th, given that a newly elected School Board Member for District I would not officially assume office until November 22nd. Mr. Bergosh noted the awkwardness of conducting the installation of that newly elected School Board Member on November 15th, while he himself would remain in that position until the effective date of his resignation, which was 11:59:59 p.m. (CST) on November 21st. It was suggested that the November 15th Installation Ceremony & Organizational Meeting could be moved to November 22nd, but the Superintendent pointed out that the entire School District would be observing the Thanksgiving holidays during that week of Fall Break (November 21st through November 25th). It was decided that this matter would be readdressed at the August 12, 2016 Regular Workshop.

- Mandatory Ethics Training – *Slayton*

There was a very brief discussion as to when each School Board Member intended to complete their mandatory ethics training.

- Job Study Update - *Superintendent*

Dr. Alan Scott, Assistant Superintendent for Human Resource Services, introduced Dr. Linda Recio, President of Evergreen Solutions, Inc. and project director of the job classification and compensation study for the School District. Dr. Recio narrated a brief PowerPoint [presentation](#) that outlined a summary of results from the study. (NOTE: *Prior to this presentation, Dr. Scott clarified that the implementation of any recommendations made by Evergreen would require negotiation with employee bargaining units.*) Following her presentation, Dr. Recio responded to general questions posed by School Board Members regarding the information outlined in her presentation and/or in the actual study.

III. PUBLIC FORUM

Mr. Bill Vincent, representing Escambia Education Association (EEA), began by thanking the Superintendent and his staff for including the employee bargaining units in the job classification and compensation study process. Mr. Vincent addressed the matter of “double rewards for years of service” as it pertained to Evergreen’s recommendation to eliminate supplement pay* for the Educational Support Professional (ESP) Salary Schedule. [**Longevity, Omnibus Agreement, No Child Left Behind (NCLB), Food Service Mentoring*]

IV. ADJOURNMENT

There being no further business, the Special Workshop was adjourned at 4:11 p.m.

Attest:

Approved:

Superintendent

Chair