

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, AUGUST 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. Jeff Bergosh*
Mr. Gerald W. Boone
Mrs. Patricia Hightower

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

**Mr. Bergosh exited the Regular Meeting immediately following the vote on Item V.a.1.B.*

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/08162016-909>

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

Dr. Ted Traylor, Pastor of Olive Baptist Church, gave the invocation. Mr. Slayton 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 August 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

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 August is Ms. Teresa Pace, Administrative Secretary at Ferry Pass Middle School. Ms. Pace is very dedicated to her job and goes above and beyond each day. She has been known to capture a stray cat in a classroom, corner a lizard in an office, fill in for the crossing guard, and help during lunch duty solidifying that she is a team player and chooses to serve in any way necessary. Ferry Pass Middle School has over 1,000 students, 70 teachers, and 10 employees who serve as support staff. She keeps up with this fast pace environment and assists all employees with anything they may need. The Data Clerk was diagnosed with an illness that required difficult treatments, which led to some time away from the office and her work responsibility. Ms. Pace stepped up to learn the varying aspects of the data clerk position so that her co-worker did not have to worry and the school did not have to miss a beat. It has been said about Ms. Pace that she has a heart of gold and puts her heart into her job every day. She is stellar for excellent work and dedication to the staff at Ferry Pass Middle and she exemplifies the pillars of "people" and "service." It is for these reasons, and many others, that Ms. Pace has been selected as our Stellar Employee for the month of August, 2016. In recognition of her stellar performance, Ms. Pace received a plaque from the School District and a check in the amount of \$100 from Members First Credit Union.*

3. Workman Middle School TSA (Technology Student Association National Champions)

The Superintendent made the following announcement: *The Technology Student Association National Conference this year was held in Nashville, Tennessee. Over 6,000 middle and high school students from across the nation competed in over 65 STEM competition such as technology problem solving, debating technological issues, geospatial technology, and structural engineering. Escambia County is able to boast about the fact that we had students from Workman Middle School walk away with awards from this national competition. The following students placed 10th in this national competition in the leadership strategies category: Luke Allen, Aiden Enfinger, and Dannon O'Brien. The following students placed 8th in inventions and innovations: Isabella Kunze, Aidan Enfinger, Dannon O'Brien. And in technical design, we have two students who were awarded first place in the entire nation! They are: Jackson Allen and Dustin Meyer. Please let us also recognize, Kim Ridings, their teacher, who because of her dedication and leadership, guided these students into the successes they have achieved.*

4. State SRO of the Year Award and Escambia SRO Best in State

The Superintendent made the following announcements:

State SRO of the Year Award - *It is my honor to announce to you the School Resource Officer of the Year for the entire State of Florida – Ernest Ward Middle School's School Resource Officer, Senior Deputy James Gill. Senior Deputy Gill has been in the Escambia County School District School Resource Program for more than 12 years, however, his law enforcement career spans approximately 40 years. While he works hard protecting the students, faculty, and staff within the school in which he is assigned, he also gives selflessly of his time and many times his finances to mentor and help students in need. Students describe him as a confidant and a friend who has an open door policy for all. Senior Deputy Gill can be found using his personal money to take care of the needs of the students he knows come from a background of poverty. He has been known to pay for lunches, trip fees, club dues, yearbooks, and even paid for Christmas shopping. The relationships that Senior Deputy Gill has established with students and young people do not just end at the middle school. When these middle school students graduated to high school, their sentiment and desire was that Deputy Gill go with them! Senior Deputy Gill plays a crucial role in the education of children for the Escambia County School District. He is also breaking down any barriers that exist between law enforcement and the*

young people in our county. It is for these reasons, and many more, that makes it very evident that Senior Deputy Gill is the School Resource Officer of the Year for the State of Florida!

Escambia SRO Best in State – *It is my honor to inform the School Board Members, staff, and guests that the Escambia County Sheriff's Office School Resource Unit has been named the Florida Association of School Resource Officers Agency of the Year. In 1996, the Escambia County Sheriff's Office was one of the first agencies in northwest Florida to initiate a School Resource Officer Program in the state. This program began with one officer at an inner-city high school. Since that time, the program has flourished to include 15 officers, 1 K-9, and three supervisors, covering our community which has over 300,000 residents and 41,000 students. Our SRO's will take the time to study a disruptive situation, provide their findings to the school administration and staff, and as a team work together to determine the best course of action for a positive outcome. Just like Senior Deputy Gill, many of the men and women who serve as SRO's in our schools are dedicated to the task at hand and provide a safe school environment while serving as strong role models. School Resource Officers also create and present numerous presentations aimed at modifying poor behavior. School Resource Officers, because of their willingness to establish relationships have the ability to encourage a student to know their life has purpose. Our School Resource Officers can be seen outside of the school work day at many community events further solidifying their involvement in our community as a whole. Please accept this certificate as a way to acknowledge the hard work and dedication of every resource officer.*

5. Principal of the Year Award/Assistant Principal of the Year Award

The Superintendent made the following announcements:

Principal of the Year Award – *It is my pleasure this evening, to announce that Mr. David Williams has been selected as the Escambia County School District's Outstanding Principal of the Year. You may not know this about Mr. Williams, but he has the distinct privilege of having graduated from Pensacola High School in 1977. He began teaching and coaching at Pensacola High School in 1986. He then became assistant principal at Pensacola High School in 2004, and then ultimately, principal in 2008. Mr. Williams' leadership abilities set a stellar example for our school district. He is also a leader within the community and amongst his peers. Under his direction, Pensacola High School is excelling because he accepts no excuses for failure and sets high expectations for all. Under his leadership, the focus has been on meeting the individual needs of his students regardless of their background and ability. As a result, the graduation rate at Pensacola High School continues to increase with the 2016 graduation rate currently at 74.6%. In just two years, the graduation rate has increased 13.1% and the African-American male graduation rate is at an all-time high of 61.1%. The Escambia County School District is very proud of Mr. David Williams and I am honored to recognize him as the outstanding principal of the year.*

Assistant Principal of the Year Award – *It is also my pleasure this evening to announce that Catrena Fieg has been selected as the Escambia County School District's Outstanding Assistant Principal of the Year. As an elementary assistant principal, Mrs. Fieg has helped to make Helen Caro Elementary School a place in which the community, faculty, and students take great pride. Mrs. Fieg is respected by her peers, parents, and students. Her dedication to excellence and the love of her school community make her an excellent role model for all assistant principals in our district. Mrs. Fieg has a unique trait that assists her success at an elementary school. An elementary school that can boast about its high military student presence. She is a military wife, which allows her to understand the challenges that children of military parents face. The Escambia County School District is extremely proud of the accomplishments of Mrs. Catrena Fieg and I am honored to recognize her as the outstanding assistant principal of the year.*

6. PTA Membership Month Resolution

The Superintendent read the following resolution:

WHEREAS, the Escambia County Council of PTAs has a long tradition of seeking the highest possible educational advantages for all children and youth so they can realize their full potential; and

WHEREAS, the Escambia County Council of PTAs assists parents in developing the skills they need to nurture and protect their children, and encourages parent and public involvement in public schools in our community, and speaks on behalf of children and schools in the community, in organizational meetings, and before public governing bodies; and

WHEREAS, during the month of September 2016, special activities will be held to promote parent involvement, expand the membership of the Escambia County Council of PTAs, and broaden the PTAs base of support so it becomes a stronger and more effective voice for children and education; and

WHEREAS, it is the role of the Escambia County Council of PTAs to encourage parent involvement by promoting an environment in which parents are valued as primary influences in their children's lives; and

WHEREAS, for more than 119 years, PTA has been a powerful voice for children, a relevant resource for parents, and a strong champion for public education committed to making sure parent participation in education is meaningful;

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

PTA MEMBERSHIP MONTH

in the School District of Escambia County, Florida and calls upon families, schools, businesses, and communities to be our partners in announcing this resolution and to become active in participating this month.

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 Michelle Salzman, ECCPTA President and Anessa Flannigan, ECCPTA First Vice President.

Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to adopt a resolution recognizing the month of September 2016 as PTA Membership Month. Motion carried unanimously.

II. PUBLIC FORUM

(Supplementary Minute Book, Exhibit "A")

-Joseph Jackson, speaking as an individual, addressed the School Board with questions related to improving the school grade for District 3 schools, specifically, Weis Elementary and Montclair Elementary. The Superintendent advised that he would follow-up with Mr. Jackson and respond to his inquiries.

III. MINUTES

- a. 07-19-16 Special Meeting
- b. 07-19-16 Regular Meeting
- c. 08-01-16 Special Meeting

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

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

(Supplementary Minute Book, Exhibit "B")

1. Rule(s) Adoption

- A. The School Board of Escambia County, Florida Adoption of "Kingsfield Elementary School" as the Name of the New North West Elementary School

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to adopt "Kingsfield Elementary School" as the name of the new North West elementary school. Mr. Slayton called for public hearing; however, there was no one who had registered to speak. Motion carried unanimously.

- B. The School Board of Escambia County, Florida Adoption of “Beulah Middle School” as the Name of the New West Side Middle School

Motion was made by Mr. Bergosh and seconded by Mrs. Hightower, to adopt “Beulah Middle School” as the name of the new North West middle school. Mr. Slayton called for public hearing; however, there was no one who had registered to speak. Motion carried unanimously.

NOTE: *Mr. Bergosh exited the Regular Meeting immediately following the vote on Item V.a.1.B.*

2. Permission to Advertise

- A. The School Board of Escambia County, Florida Approval to Advertise Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Student Progression Plan

Motion was made by Mrs. Moultrie and seconded by Mrs. Hightower, to advertise *Notice of Intent Adopt Amendments to the School District of Escambia County, Florida Student Progression Plan*. Motion carried 4 to 0, with Mr. Bergosh absent for vote.

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

Motion was made by Mr. Boone and seconded by Mrs. Moultrie, to advertise *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 – School Operations*. Motion carried 4 to 0, with Mr. Bergosh absent for vote.

b. CONSENT AGENDA

The following item was pulled for separate vote from the Consent Agenda: V.b.3.A.7.a. by Mrs. Hightower. Approval of the Consent Agenda, except for item pulled, carried 4 to 0, with Mr. Bergosh absent for vote.

1. Curriculum

(Supplementary Minute Book, Exhibit “C”)

- A. Alternative Education
 - No items submitted
- B. Continuous Improvement
 - 1. School Choice Student Transfers
 - 2. Department of Defense Education Activity (DoDEA) Grant
- C. Elementary Education
 - No items submitted
- D. Evaluation Services
 - No items submitted
- E. Exceptional Student Education
 - No items submitted
- F. High School Education
 - 1. Agreement Between the School Board of Escambia County, Florida and Easy Media INC., ESPN Pensacola
 - 2. Amendment to the Dual Enrollment Inter-Institutional Articulation Agreement Between the District Board of Trustees of Pensacola State College, 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
 - No items submitted
- J. Title I
 - No items submitted
- K. Workforce Education
 - 1. Adult Education and Family Literacy Adult General Education Fiscal Year 2016-2017
- L. Other
 - No items submitted

2. Finance and Business Services

(Supplementary Minute Book, Exhibit "D")

A. Finance

1. Legal Services – General Fund

- a. The Hammons Law Firm \$ 140.00
- b. The Hammons Law Firm \$ 227.50
- c. The Hammons Law Firm \$ 297.50
- d. Rumberger, Kirk & Caldwell \$ 5,004.45
- e. Shell, Fleming, Davis & Menge, P.A. \$ 3,258.00

2. Legal Services - Risk Management Fund

- a. The Hammons Law Firm \$ 7,228.75
- b. Steven J. Baker, P.A. \$ 23,182.34

B. Accounting Operations

- 1. Check Register for July 2016

C. Budgeting

- 1. Recap of General Fund Reserves (Non-Categorical) as of June 30, 2016

- 2. Resolutions to amend 2015-2016 District School Budget:

- a. Resolution 12 – General Operating Fund
- b. Resolution 11 – Special Revenue – Federal Programs
- c. Resolution 11 – Capital Projects Fund
- d. No item submitted – Special Revenue – Food Service Fund
- e. Resolution 2 – Debt Service Fund
- f. No item submitted – Race to the Top Fund

- 3. Scrap List I and II for August 2016

- 4. Auction List I for August 2016

- 5. Financial Statements by Fund – no item submitted pending FYE Financial Statements

- 6. Disposal and demolition of portable building #288 at Pleasant Grove Elementary

D. Payroll and Benefits Accounting

- 1. Financial Status Report: Employee Benefit Trust Fund

E. Purchasing

ITEMS PREPARED BY PURCHASING:

- 1. Bid Renewal: Condiments, Spices, & Staples, Bid #160502
- 2. Software Site Licenses for Microsoft Certification Programs
- 3. Dell Computer Equipment for Ferry Pass Middle School
- 4. Dell Computer Equipment for Workman Middle School
- 5. Computer Peripheral Equipment for Food Services Department
- 6. Dell Computer Equipment for Food Services Department
- 7. Equipment Purchase With Trade-in: BrailleNote Touch

ITEMS PREPARED BY FACILITIES PLANNING:

- 8. Annual Agreement Renewal: District-Wide Roof Maintenance, Repair, and Replacement on an "As-Needed" Basis
- 9. Change Notice #1 to Purchase Order #5421500137 – Architectural/Engineering Services for Bellview Middle School New Gymnasium
- 10. Emergency Purchase for Woodham Middle School

ADD

3. Human Resource Services
(Supplementary Minute Book, Exhibit "E")
 - 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
-No items submitted
 7. Special Requests
 - a. Approve the following eligibility requirements for The Florida Best and Brightest Teacher Scholarship Program:
Section 1012.731, F.S. establishes the following eligibility requirements for the scholarship. The individual applying for a scholarship must:
 1. Be a classroom teacher as defined in section 1012.01(2)(a), F.S., who is employed by a Florida school district, charter school or the Florida School for the Deaf and Blind (FSDB) in 2016-2017;
 2. Submit an official record that demonstrates his or her composite score on either the ACT or SAT was at or above the 80th percentile based on the National Rank in effect when the assessment was taken; and
 3. A. Be newly hired by the district school board and not have been evaluated pursuant to section 1012.34, or
B. Have received an evaluation of highly effective on his or her evaluation for the school year immediately preceding the year in which the scholarship will be awarded.

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to approve Item V.b.3.A.7.a. Mrs. Hightower offered the following amendment to Item V.b.3.A.7.a., Section 1, by deleting "a classroom teacher as defined in section 1012.01(2)(a), F.S." and inserting "a full-time employee paid on the instructional salary schedule"; that amendment was seconded by Mr. Boone and approved 4 to 0, with Mr. Bergosh absent for vote. Motion to approve Item V.b.3.A.7.a., as amended, carried 4 to 0, with Mr. Bergosh absent for vote.

- B. Educational Support Personnel
 1. Appointments
 2. Temporary Promotions
 3. Resignations/Retirements/Other
 4. Terminations
-No items submitted
 5. Leaves of Absence
 6. Special Requests
-No items submitted
- C. Risk Management
-No items submitted
- D. Employee Services
-No items submitted
- E. Affirmative Action
-No items submitted

AMEND

4. Operations
 - A. Facilities Planning
-No items submitted
 - 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
-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 "F")

1. Administrative Appointments
-No items submitted
2. Student Discipline
 - A. Disciplinary Reassignment
-No items submitted
 - B. Expulsions
-No items submitted
3. Employee Discipline
~~No items submitted~~

ADD

A. Recommend that employee #0000018065 is suspended without pay for one (1) working day beginning Wednesday, August 17, 2016, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

B. Recommend that employee #0000002504 is suspended without pay for one (1) working day beginning Wednesday, August 17, 2016, based on misconduct as more specifically identified in the notice letter to the employee.

Motion was made by Mrs. Hightower and seconded by Mr. Boone, to accept the Superintendent's recommendations for employee discipline as outlined in Item V.d.3.A. and Item V.d.3.B. Motion carried 4 to 0, with Mr. Bergosh absent for vote.

4. Other Items
-No items submitted

- e. INTERNAL AUDITING
(Supplementary Minute Book, Exhibit "G")

1. Inventory Adjustment Reports for eighty-two (82) cost centers

Motion was made by Mrs. Moultrie and seconded by Mr. Boone, to approve Item V.e.1., *Inventory Adjustment Reports for eighty-two (82) cost centers*. Motion carried 4 to 0, with Mr. Bergosh absent for vote.

2. 2015-2016 Summary of Inventory Reports Submitted

Motion by Mrs. Hightower, seconded by Mrs. Moultrie, to approve Item V.e.2., *2015-2016 Summary of Inventory Reports Submitted*, carried 4 to 0, with Mr. Bergosh absent for vote.

- f. ITEMS FROM GENERAL COUNSEL
-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:26 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL