

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, MAY 16, 2017

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: Mrs. Linda Moultrie (District III)  
Vice Chair: Mr. Gerald W. Boone (District II)  
Board Members: Mr. Kevin Adams (District I)  
Mrs. Patricia Hightower (District IV)  
Mr. Bill Slayton (District V)

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in the *Pensacola News Journal* on April 28, 2017 - [Legal No. 2097520](#)

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://escambiacitysdf.com/play/05162017-1135/#2>

I. CALL TO ORDER –

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

a. Invocation and Pledge of Allegiance

Mrs. Hightower requested a moment of silence, and then led the Pledge of Allegiance to the American Flag.

b. Adoption of Agenda

The Superintendent noted the changes made to the agenda since initial publication. Mrs. Moultrie advised that Florida Statutes and School Board Rule required that changes made to an agenda after publication be based on finding of good cause determined by the person designated to preside over the meeting and stated in the record. Mrs. Moultrie said she, as School Board Chair, had determined that the Superintendent's recommended changes to the May 16, 2017 Regular Meeting agenda were for good cause. Motion by Mr. Adams, seconded by Mrs. Hightower, to adopt the agenda (*as amended*), carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Pueschel Schneider, Second Vice President of Escambia County Council PTA (ECCPTA) provided a brief update on recent and upcoming events and activities of the PTA.

2. Stellar Employee of the Year –

The Superintendent made the following announcement: *It is my pleasure this evening to announce that the Stellar Employee for the year is Mr. Charlie Freeman. Mr. Freeman is a Carpenter with our Maintenance Department and has been with the district in this role for ten years. He is currently assigned to Scenic Heights Elementary School.*

*Mr. Freeman, will you, your family and friends, and your work family, please step to the podium. It has been said that when thinking of recognizing one employee for stellar performance, Charlie Freeman is the employee the staff at Scenic Heights believe should be recognized. The Scenic Heights staff state 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 Year. Tonight, we have Ms. Adetoun Sanders, Vice President of Marketing and Business Development, Members First Credit Union to present the check to Mr. Freeman.*

### 3. Kids License Tag Art

*The Superintendent made the following announcement: On behalf of the Kids Tag Art Program, in partnership with Scott Lunsford, Tax Collector, it is an honor to recognize the Choice Awards winners for kids tag art 2017. This is the fourth year our school district has participated in the Kids Tag Art Program working with the Escambia County Tax Collector. The purpose of the program is to advocate for our visual arts programs while bringing funds for the purchase of materials and supplies to the visual art programs in our elementary schools. This year, nine schools participated. Each school submitted their top two winners. The choice awards were personally selected by myself and Mr. Scott Lunsford. Students, it is a pleasure to present to you a plaque and a car tag recognizing your talent in visual arts. The Superintendent's Choice Award goes to Yasal Kader, of Beulah Elementary School. The Beulah Elementary Art Teacher is Melissa Price and the Principal is Monica Silvers; School Board Member is Kevin Adams.*

### 4. Unsung Hero Award 2016-2017

*The Superintendent made the following announcement: Many people go over and above the call of duty. When they go above and beyond the call of duty and they are not seeking recognition, they are the unsung heroes. Every year we look for a group that is the "unsung hero." They are doing an excellent job, not for fame, not for recognition, but just to know they did a job well done. It is my pleasure tonight to recognize a stellar group of district employees whose essential role is to provide capital improvements to facilities throughout our district. The Capital Improvements Crew is a multi-trade group of unsung heroes who, each and every day, directly impact the quality of the learning and work environment for our students and staff. The Capital Improvements Crew constructs and renovates spaces in both schools and district offices. The crew is supervised and lead by Michael Barnes. They have become well known for their excellent "can do" attitude, impeccable professionalism on the job and their unparalleled workmanship. Their work ranges from fabrication of cabinetry and casework to full scale space renovations and remodeling. This group of employees has far exceeded their already excellent reputation, and have gone above and beyond the call of duty this school year in assisting with the unique request for creating "calming rooms" for children with disabilities throughout the district. As the district has worked to address the behavioral needs of students and the best techniques to assist them with learning, coping and self-calming; the Capital Improvement Crew was drawn into these requests that are outside their norm of daily operations. One particularly notable example involved creating a calming room at Washington High School. When the ESE teachers and therapists first approached the Capital Crew with their idea, they were greeted with somewhat quizzical expressions; however, it was clear the gentlemen were listening very carefully. It wasn't long before the crew started asking more questions. Chad Cherry began to research the equipment and eventually the crew began to utilize scrap wood to create some of the items that would have been very costly for the district to purchase. Some of the equipment included a swirl board, a rocker board, a platform swing, a texture wall, a two-wheel weighted wheelbarrow and a fiber optic light board. As final touches to the calming room were being made, the crew had an opportunity to see a student benefit from the use of the room and the equipment. The Capital Crew has always been thought of as the experts in construction and cabinetry and we knew they could fix problems in our buildings, but they are also partners in education of our students. We are so proud of the partnership developed with these employees of the Operation's Division and their true desire to meet students' needs. It is for this reason and more that we would like to present Mike Barnes and the Capital Improvement Crew with a plaque and name them this year's Unsung Heroes. The Superintendent introduced the Capital Improvement Crew: Mike Barnes, Supervisor, William (Billy) Bailey, Construction Mechanic II, Joseph (Greg) Booher, Construction Mechanic II, Brandon (Chad) Cherry, Construction Mechanic II, Cameron Hamilton, Construction, Mechanic II, Randall Henderson, Construction Mechanic II, Randall Henderson, Jr., Construction Mechanic II, James (Jay) King, Construction Mechanic II, John Martin, Construction Mechanic II, Roy*

(James) Padgett, Construction Mechanic II, Keevan Pugh, Construction Mechanic II, Montie Roberts, Construction Mechanic II, Donald (Donnie) Wade, Construction Mechanic II, and Ryan Willis, Construction Mechanic II.

5. Escambia High School Latin Club

The Superintendent made the following announcement: *This year, the Latin students at Escambia High School have successfully carried on the program's decades-long tradition of excellence. They placed first overall at the Regional Latin Forum in January, for the 26th year in a row. At the state Latin Forum, they placed 2nd, continuing an 11 year streak of top five finishes for the school. Escambia was the only school to place in the top five in both the creative and academic areas of the competition; and the only public school to place in the top five overall. The twenty-five students who participated devoted countless hours to studying for their academic contests and preparing their creative events. They all placed in both of their categories. Amy Hornick is the Latin teacher at Escambia High School. Ms. Hornick, would you and your students please come forward so they may receive a certificate and shake hands with the School Board Members.*

6. [Water Safety Week Resolution](#)

The Superintendent read the following resolution:

*WHEREAS, Water and Youth Safety, Pensacola is a non-profit organization made up entirely of volunteers dedicated to promoting water safety in Escambia County; and*

*WHEREAS, over a dozen local agencies and businesses have collaborated with Water and Youth Safety, Pensacola to provide a free water safety program to the Escambia County School District, and*

*WHEREAS, since inception nearly 5,000 second grade students in the Escambia County School District have been educated by Water and Youth Safety, Pensacola on basic water safety skills; and*

*WHEREAS, the Escambia County School District understands the essential role that education plays in preventing drownings and water-related injuries and recognizes the ongoing efforts and commitment to educating our youth on pool and water safety issues; and*

*WHEREAS, the Escambia county School District is commemorating its ninth year of collaborating with Water and Youth Safety, Pensacola*

*NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida does hereby recognize the week of May 22-26, 2017 as WATER SAFETY WEEK, and calls upon families, schools, religious and civic organizations, businesses and communities to become our partners in helping prevent youth drownings through water safety education.*

*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 Casandra Waller, Specialist for the Department of Physical Education, Health, Wellness and Driver Education and Jack Lynch, President of Water and Youth Safety, Pensacola. Adopted this 16<sup>th</sup> day of May, 2017.*

Motion by Mr. Slayton, seconded by Mrs. Hightower, to adopt the resolution, carried unanimously.

[ADD](#)

7. Mission of Mercy Presentation

Dr. Kim Jernigan, DDS, provided a brief overview of the Mission of Mercy event held at Woodham Middle School. She noted that 1,648 volunteers treated 1,900 patients, and provided in two days over \$1,750,000 worth of dental care free. Dr. Jernigan thanked the administration and staff of Woodham Middle School for their tremendous assistance and support during this outreach of mercy.

II. [PUBLIC FORUM](#)

- Mr. Thomas Waller addressed the Board, expressing his concerns regarding the reading materials provided for 11<sup>th</sup> grade International Baccalaureate English.

III. MINUTES

- [04-13-17 Special Workshop](#)
- [04-14-17 Regular Workshop](#)
- [04-18-17 Regular Meeting](#)

Motion to approve Items a. through c., by Mr. Boone, seconded by Mrs. Hightower, motion passed 5-0.

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

On motion made by Mr. Adams, and seconded by Mrs. Hightower, Mrs. Moultrie requested the following items be pulled for separate vote; Item V.b.1.J.1 and Item V.b.1.J.2. Mrs. Moultrie stated she had filed the proper paperwork to abstain from voting on said items, due to her affiliation with this organization. The motion to approve the Consent Agenda (minus pulled items) passed 5-0.

1. Curriculum

A. Alternative Education

1. [Contract Between the School Board of Escambia County, Florida and the Community Drug and Alcohol Council](#)
2. [Contract for Services Between the School Board of Escambia County, Florida and the Children's Home Society of Florida, Western Division](#)
3. [Contract for Educational Services Between the School Board of Escambia County, Florida and Pace Center for Girls, Inc.](#)
4. [Cooperative Agreement Between the School Board of Escambia County, Florida and AMIKids Pensacola, Inc. DBA Escambia Boys' Base](#)

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. [Contract Between Kids Talk Place, LLC and the School Board of Escambia County, Florida](#)
2. [Agreement Between the School Board of Escambia County, Florida and the School Board of Seminole County, Florida](#)
3. [Multi-Agency Agreement between Global Connections to Employment, Inc., Baptist Health Care Corporation, the Division of Vocational Rehabilitation Services and the School Board of Escambia County, Florida](#)

F. High School Education

1. [Cooperative Agreement Between the School Board of Escambia County, Florida and Big Brothers Big Sisters of Northwest Florida](#)

G. Middle School Education

-No items submitted

H. Professional Learning

1. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Studies Weekly, Inc.](#)
2. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Pearson Education, Inc.](#)
3. [Memorandum of Understanding Between the School Board of Escambia County, Florida and McGraw-Hill School Education, LLC](#)

- I. Student Services
  - 1. [Cooperative Agreement Between the School Board of Escambia County, Florida and Pensacola State College](#)
  - 2. [Contract Between the School Board of Escambia County, Florida and Silvio Fina, LMHC](#)
- J. Title I
  - 1. [Contract Between Community Action Program Committee, Inc., and the School Board of Escambia County, Florida](#)

Motion to approve by Mrs. Hightower, seconded by Mr. Boone; with Mrs. Moultrie abstaining from the vote. *Item V.b.J.1. Contract Between Community Action Program Committee, Inc., and the School Board of Escambia County, Florida, was approved 4-0.*

- 2. [Cooperative Agreement Between the Community Action Program Committee, Inc., and the School Board of Escambia County, Florida](#)

Motion to approve by Mrs. Hightower, seconded by Mr. Adams; with Mrs. Moultrie abstaining from the vote. *Item V.b.J.2. Cooperative Agreement Between Community Action Program Committee, Inc., and the School Board of Escambia County, Florida, was approved 4-0.*

- 3. [Partnership for Professional Innovation Agreement Between the University of West Florida and the School Board of Escambia County, Florida](#)

- K. Workforce Education
  - No items submitted
- L. Other
  - No items submitted

2. Finance and Business Services

A. [Finance](#)

- 1. Legal Services – General Fund
  - a. The Hammons Law Firm \$ 752.50
  - b. The Hammons Law Firm \$ 105.00
  - c. Rumberger, Kirk & Caldwell \$ 1,440.00
  - d. Shell, Fleming, Davis & Menge, P.A. \$ 1,290.00
- 2. [Legal Services - Risk Management Fund](#)
  - a. The Hammons Law Firm \$10,627.70

B. Accounting Operations

- 1. [Check Register for April 2017](#)
- 2. [Results of annual Physical Inventory of Warehouse for 2016-2017](#)

C. Budgeting

- 1. [Recap of General Fund Reserves \(Non-Categorical\) as of April 30, 2017](#)
- 2. [Resolutions to amend 2016-2017 District School Budget:](#)
  - a. Resolution 8 - General Operating Fund
  - b. Resolution 8 - Special Revenue – Federal Programs
  - c. Resolution 8 - Capital Projects Fund
  - d. No item submitted – Special Revenue – Food Service Fund
  - e. No item submitted - Debt Service Fund
- 3. [Scrap List I for May 2017](#)
- 4. [Auction Lists I and II for May 2017](#)
- 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 Award: Cafeteria Equipment, Bid #172202](#)
2. [Bid Award: Copier/Printer/Computer/Electrical Supplies, Bid #172006](#)
3. [Bid Award: Commercial Freezer & Refrigeration Maintenance & Repair, RFP #171903](#)
4. [Bid Renewal: Classroom and Office Supplies, Bid #162005](#)
5. [Annual Agreement Renewal and Amendment #1: School Health Services](#)
6. [Annual Agreement Renewal: Discovery Education Subscriber Services](#)
7. [Annual Agreement Renewal and Amendment #4: K-12 Human Capital Management Platform \(TNL\)](#)
8. [Fingerprint Processing and Record Retention](#)
9. [Annual Agreement Renewal: Frontline Technologies \(formerly Teachscape\) Software Licensing](#)
10. [Annual Agreement Renewal: Mass Notification System](#)
11. [Dell Computer Equipment for Information Technology Department](#)

ITEMS PREPARED BY FACILITIES PLANNING:

12. [Annual Agreement Renewal: Indefinite Quantity Environmental Contracting Services](#)
13. [Bid Award: Ensley Elementary School New Driveway](#)
14. [Bid Award: J. E. Hall Center Repaving](#)
15. [Bid Award: Workman Middle School Parking Lot Addition](#)
16. [Change Notice #1 to Purchase Order #5421600130 – Architectural/Engineering Services for Kingsfield Elementary School](#)

3. Human Resource Services
  - A. Instructional/Professional
    1. [Appointments](#)
    2. Reappointments  
-No items submitted
    3. Transfers  
-No items submitted
    4. Out-of-Field  
-No items submitted
    5. [Resignations/Retirements/Other](#)
    6. [Leaves of Absence](#)
    7. Special Requests  
-No items submitted
  - 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. Workers' Compensation Settlement
  - D. Employee Services  
-No items submitted
  - E. Affirmative Action  
-No items submitted
4. Operations
  - A. Facilities Planning
    1. Miscellaneous
      - a. [Architectural/Engineering Services for Westside Elementary School](#)

AMEND

b. [Pre-Qualifications of Contractors](#)

- 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

1. Selection of Florida School Boards Association Legislative Liaison and Alternate

Mrs. Moultrie stated that Mrs. Hightower has volunteered to serve as Liaison; and Mr. Slayton as the Alternate. Motion by Mr. Boone, [*to nominate Mrs. Hightower to be Legislative Liaison, and Mr. Slayton as Alternate,*] seconded by Mr. Adams, motion passed 5-0.

2. [General Counsel Contract Renewal](#)

Motion to adopt by Mr. Slayton, seconded by Mr. Adams, to approve V.c.2. *General Counsel Contract Renewal*, carried unanimously.

3. Selection of Florida School Boards Association Board of Directors Alternate

Mrs. Moultrie noted this year that Santa Rosa County would provide the Director, with Escambia County to serve as an Alternate, and she had agreed to do so. Motion by Mr. Slayton, seconded by Mr. Boone, to name Mrs. Moultrie as the Florida School Boards Association Board of Directors Alternate, carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

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

Motion by Mr. Adams, seconded by Mrs. Hightower, to accept the Superintendent's Recommendations as outlined in Item V.d.2.A., *Disciplinary Reassignments*, carried unanimously.

- B. [Expulsions](#)

1. Recommend that consistent with the decision of the due process committee, student discipline number 17-174-411 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. Slayton, seconded by Mr. Boone, to accept the Superintendent's Recommendations as outlined in Item V.d.2.B., *Expulsions*, carried unanimously.

3. Employee Discipline

A. Recommend that employee #0000030473 is suspended without pay beginning Wednesday, May 17, 2017, with suspension without pay to continue until the employee satisfies and 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 the employee.

ADD B. Recommend that employee #0000001960 is suspended without pay for one (1) working day beginning Wednesday, May 17, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

ADD C. Recommend that employee #0000005487 is suspended without pay for three (3) working days beginning Wednesday, May 17, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

Motion by Mr. Boone, seconded by Mr. Adams, to accept the Superintendent's Recommendations as outlined in V.d.3.A., B., and C., *Employee Discipline*, passed 5-0.

4. Other Items

A. Recommend that employee #0000050352 is terminated effective Wednesday, May 17, 2017, based on conduct as more specifically identified in the notice letter to the employee.

ADD B. Recommend that employee #0000013474 is suspended without pay beginning Wednesday, May 17, 2017, based on conduct as more specifically identified in the notice letter to the employee.

Motion by Mr. Slayton, seconded by Mrs. Hightower, to accept the Superintendent's Recommendations as outlined in V.d.4.A., and B., *Other Items*, passed 5-0

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

1. [Resolution Regarding Beach Tax Litigation](#)

WHEREAS, The School Board receives a significant portion of its annual budget from the assessment of property taxes, and

WHEREAS, the Escambia County Property appraiser has been involved in ongoing litigation with the Pensacola Beach leaseholders and residents associations regarding the appraisals on and taxability of the values of leasehold improvements and the land on Santa Rosa Island, and

WHEREAS, some Pensacola Beach leaseholders have chosen to pay the assessed taxes, while other have chosen not to pay the assessed taxes pending the outcome of the litigation,

WHEREAS, depending upon the ultimate outcome of this litigation, the District may be entitled to receive its portion of the gross taxes uncollected from residential leaseholders, or the District may be required to return a portion, approximately \$7,000,000.00, of the gross taxes previously collected from leaseholders, and

WHEREAS, the School Board is holding over \$6,000,000.00 in escrow against the possibility that it may be required to return such funds to the leaseholders, and

WHEREAS, the interests of justice require that the question of entitlement to these funds should be resolved, and

WHEREAS, as a recipient of the collected taxes, the School Board is a real party at interest with standing to litigate the question, and

WHEREAS, the School Board desires to participate as an intervenor in the litigation filed against the Escambia County Property Appraiser to resolved this issue, and

WHEREAS, the School Board has a contract for legal services with the law firm of Rumberger, Kirk and Caldwell,

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County directs that Rumberger, Kirk, and Caldwell seek intervenor status in the pending beach tax case and represent the School Board in the litigation of this matter.

BE IT FURTHER RESOLVED that a certified copy of this Resolution be forwarded forthwith to the Office of the Property Appraiser and Rumberger, Kirk, and Caldwell. Adopted this the 16<sup>th</sup> day of May, 2017.

Motion by Mrs. Hightower and seconded by Mr. Boone, to approve the resolution. Mrs. Waters provided a brief overview of the Board's position with regard to this resolution. Motion passed 5-0.

2. [Assignment To R. D. Ward Construction Co., Inc.](#)

Motion to approve Item V.f.2, *Assignment to R.D. Ward Construction Co., Inc.*, by Mr. Slayton, seconded by Mrs. Hightower, carried unanimously.

VI. ADJOURNMENT

There being no further business, the meeting was adjourned at 6:40 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair