

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 17, 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: Mr. Gerald W. Boone (District II)
Vice Chair: Mrs. Patricia Hightower (District IV)
Board Members*: Mr. Kevin L. Adams (District I)
Mr. Bill Slayton (District V)

**School Board Member, District III: Vacant*

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in *Pensacola News Journal* on September 14, 2017 - Legal No. [239161](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.
Video from this session is available at <http://escambiacountysdf1.swagit.com/play/10172017-1054>

I. CALL TO ORDER

Mr. Boone called the Regular Meeting to order at 5:30 p.m. He welcomed everyone in attendance as well as those watching via live streaming or television and thanked them for their interest in public education.

a. Invocation and Pledge of Allegiance

Mr. Slayton asked everyone to join in a moment of silence followed by the Pledge of Allegiance to the Flag of the United States of America.

b. Adoption of Agenda

The Superintendent listed all changes made to the agenda since initial publication. Mr. Boone 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, as determined by the person designated to preside over the meeting, and stated in the record. Mr. Boone said he, as School Board Chair, had determined that the Superintendent's recommended changes to the October 17, 2017 Regular Meeting agenda were for good cause. Motion by Mr. Adams, seconded by Mrs. Hightower, to adopt the agenda *as amended*, carried 4 to 0.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Pueschel Schneier, 2nd Vice 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 October is Mr. Paul Combes. Paul Combes is the Transportation GIS Manager. Paul has been in Transportation and with the District for eleven (11)*

years. Paul Combes is a consummate professional whose impact on District operations is broad and immense. Paul Combes leads by example; when he does a job, people know it has been done right. He exercises extraordinary initiative and outstanding judgment in developing new ideas and recommendations. Paul Combes is the person who analyzes student data so students can be accurately assigned to buses, he's the person who manually uploads student data every night so new students can be transported the following morning. Paul also locates and tracks sexual offender residences to ensure they don't encroach on school bus stops and schools. Paul Combes provides unique and valuable insight regarding school zoning to the SAZAC committee. Mr. Combes was instrumental in ensuring the SAZAC committee had the information necessary for them to reassign school attendance zones in support of the new Kingsfield Elementary and Beulah Middle schools. Paul Combes validates student attendance and eligibility criteria against state criteria through an exhaustive process to ensure accurate data for FTE funding. Paul also provides feedback to the Information Technology Department regarding student enrollment and data validity in order to facilitate timely correction of records so students can be transported to and from school accurately and on time. Those are just a few of the things Mr. Combes does for the School District, and he does them skillfully and seemingly effortlessly, a good bit of it after hours and on weekends. Not only is Paul Combes an amazing GIS Manager, he does all of this and maintains his role as dad while his wife, a chief in the United States Navy, is currently deployed. Paul Combes is stellar because of his excellent work ethic and dedication to the staff in the Transportation Department. He exemplifies the pillars of "people" and "service" and it is for these reasons, and so many others, that Mr. Combes has been selected as our Stellar Employee for the month of October, 2017. In recognition of his stellar performance, Mr. Combes received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. Outstanding Principal of the Year

The Superintendent made the following announcement: I am honored to announce to you this evening that Susan Sanders has been selected as the Escambia County School District's Outstanding Principal of the Year. Susan Sanders, Principal of R.C. Lipscomb Elementary is a product of the Escambia County School District, graduating from Tate High School. She earned a bachelor's degree in elementary and early childhood and a master's degree in elementary education from the University of West Florida. She taught at Oakcrest and Beulah elementary. She became an assistant principal while at Beulah and then served as assistant principal at R.C. Lipscomb before becoming the principal in 2012. Susan Sanders is married to Kevin Sanders, who is also an educator in Escambia County School District. They have two sons, Kevin and Tyler. During her tenure as principal at R.C. Lipscomb, Susan Sanders has provided outstanding leadership for the faculty, staff, and students. She is passionate about the work she does at her school and maintains a strong focus on data-driven instruction. This past year the school earned a school grade of "A". Susan Sanders will tell you it is a combination of student effort along with the ability of her staff to provide highly effective instruction. Her staff however, believe her leadership is a direct influence on the success at the school. During her years at the school, Susan Sanders has fostered this involvement by developing many positive relationships with parents and community members. An open door policy along with her welcoming and caring attitude contribute to the sense of belonging and feeling as if you are a part of the family that exists at the school. Susan Sanders is described as knowledgeable, engaging, determined, inspiring, dedicated, motivating, and kind-hearted. A colleague compares her to this quote by John Maxwell, "A leader is one who knows the way, goes the way, and shows the way." It has been said that true leaders don't create followers, they create more leaders. Without a doubt, this statement could have been written about Susan Sanders. She fosters the professional growth of teachers at her school giving future leaders many opportunities to develop the knowledge and skills they will need. Her track record speaks for itself as this past year one teacher became an assistant principal, two teachers became curriculum coordinators, and two teachers are now consulting teachers in our START program. Thank you for helping me to congratulate Susan Sanders on all her accomplishments and specifically, tonight, for being the Escambia County School District's Outstanding Principal of the Year.

4. Recognition of Outstanding Assistant Principal of the Year

The Superintendent made the following announcement: *It is also my pleasure this evening to announce that Mrs. Sandra Ames has been selected as the Escambia County School District's Outstanding Assistant Principal of the Year. Mrs. Sandra Ames is a product of the Escambia County School District. You can find her photograph on the Wall of Fame at Escambia High School for her many accomplishments, a few being that she was in the top 5 of her graduating class, a member of the National Honor Society and no surprise to those that know her, yearbook editor. With a desire to be a teacher, Mrs. Ames graduated from the University of West Florida magna cum laude with a Bachelor's degree in English education. She started her career as a teacher assistant at Pine Forest High School, working with Jim May. The next year she became a language arts teacher. She taught language arts at Pine Forest High for over 20 years, impacting the lives of many Escambia County school students. Mrs. Ames began her administrative journey as a dean at Pine Forest High School. She has served as assistant principal at Brown Barge Middle School, principal at Brown Barge Middle and assistant principal at Ransom Middle School. Mrs. Ames is married to Scott Ames, who is an agriscience teacher at Ransom. The Ames have three children, who are all graduates of West Florida High School. The Ames are indeed a complete Escambia County School District family! Mrs. Ames is respected by her peers, admired by the faculty and staff, and loved by her students. In her role as dean at Ransom Middle School she was named as Ransom Middle School teacher of the year. She displays the highest degree of integrity and honesty. Her many years as a successful teacher make her an outstanding instructional leader. Sandra Ames is hard working, making sure that any task given to her is completed with excellence. Her wisdom, experience, and thoughtfulness make her a valuable resource to her school and the principal. Most of all, Mrs. Ames puts students first. One colleague states; "Sandy Ames makes Ransom Middle a place where we feel more like family than faculty. Ransom is a great place to work because of her tireless dedication to education." The Escambia County School District is extremely proud of the accomplishments of Mrs. Sandra Ames, and I am honored to recognize her as the Outstanding Assistant Principal of the Year.*

5. [2016-2017 Energy Incentive Awards Presentation](#)

The Superintendent made the following announcement: *The School District's Energy Management Program was established twelve (12) years ago. The Energy Program has helped the School District avoid millions of dollars of utility costs and since last year, has reduced energy consumption by 11%. The success of the Energy Program has been driven not only by the efforts of the School District's Energy Management, Maintenance, and Facilities Planning Departments, but also by the staff, faculties and students at all of our campuses. This is the 5th year of the Energy Incentive Program. This initiative recognizes and rewards schools for changing their behavior to comply with Energy Management guidelines. This year all 51 of Escambia District schools will receive a monetary award ranging from \$350 to \$1,050. Energy Managers, Tiffany Clark and Jackie Smith called forward representatives of the following "Top 12" schools to be recognized by the Superintendent and School Board: Northview High, Brown Barge Middle, Ernest Ward Middle, Brentwood Elementary, Ferry Pass Elementary, Jim Allen Elementary, Lipscomb Elementary, Oakcrest Elementary, Pleasant Grove Elementary, Suter Elementary, Weis Elementary, West Pensacola Elementary.*

II. [PUBLIC FORUM](#)
None

THE FOLLOWING ITEM WAS MOVED FORWARD: [Administrative Appointments](#) [Item V.d.1.A.]

Motion was made by Mr. Slayton and seconded by Mrs. Hightower, to accept the Superintendent's recommendation for the administrative appointment of James Higgins to Assistant Director of Maintenance Services. Motion carried 4 to 0.

III. MINUTES

- a. [09-14-17 Special Meeting](#)
- b. [09-15-17 Regular Workshop](#)
- c. [09-19-17 Regular Meeting](#)
- d. [10-06-17 Special Meeting](#)

Motion by Mrs. Hightower, seconded by Mr. Adams, to approve the minutes as presented (Items a through d), carried 4 to 0.

IV. UNFINISHED BUSINESS

-None

V. NEW BUSINESS

a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

1. Rule(s) Adoption

A. [Notice of Intent to Adopt, Modify and/or Delete School Attendance Zone Boundaries](#)

Mr. Boone called for public hearing on this item; yet no one registered to speak. Motion by Mr. Slayton, seconded by Mr. Adams, to adopt the new boundaries as presented. Motion carried 4 to 0.

B. [Notice of Intent to Adopt Amendments to the District School Board Exceptional Student Education Policies and Procedures \(SP&P\)](#)

Mr. Boone called for public hearing on this item; yet no one registered to speak. Motion was made by Mrs. Hightower, seconded by Mr. Adams, to adopt the amendments as presented. Motion carried 4 to 0.

2. Permission to Advertise

A. [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. Slayton and seconded by Mr. Adams, to advertise changes to Chapter 3. Motion carried 4 to 0.

b. CONSENT AGENDA

School Board Members pulled no items for separate vote. On motion by Mr. Adams, seconded by Mr. Slayton, adoption of the entire Consent Agenda carried 4 to 0.

1. Curriculum

A. Alternative Education

-No items submitted

B. Continuous Improvement

1. [School Choice Student Transfers](#)

2. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Boys and Girls Club of the Emerald Coast](#)

C. Elementary Education

-No items submitted

D. Evaluation Services

-No items submitted

AMEND

- E. Exceptional Student Education
 - 1. [Multi-Agency Agreement Between Global Connections to Employment, Inc., University of West Florida, 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 and Beasley College Prep, LLC](#)
 - G. Middle School Education
 - No items submitted
 - H. Professional Learning
 - 1. [Master Inservice Plan \(MIP\) Revisions for 2013-2018](#)
 - 2. [Agreement Between SMG and the School Board of Escambia County, Florida \(All County Band\)](#)
 - 3. [Agreement Between SMG and the School Board of Escambia County, Florida \(All County Chorus\)](#)
 - I. Student Services
 - No items submitted
 - J. Title I
 - 1. [Title I, Part C Education of Migratory Children 2017-2018](#)
 - K. Workforce Education
 - 1. [School Affiliation Renewal Agreement Between Baptist Health Care Corporation and the School Board of Escambia County, Florida](#)
 - L. Other
 - No items submitted
2. Finance and Business Services
- A. Finance
 - 1. [Legal Services – General Fund](#)
 - a. The Hammons Law Firm \$ 1,295.00
 - b. The Hammons Law Firm \$ 857.50
 - c. The Hammons Law Firm \$ 192.50
 - d. Rumberger, Kirk & Caldwell \$ 10,583.00
 - e. Rumberger, Kirk & Caldwell \$ 16,333.81
 - f. Shell, Fleming, Davis & Menge, P.A. \$ 998.00
 - 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$ 10,864.00
 - B. Accounting Operations
 - 1. [Check Register for September 2017](#)
 - C. Budgeting
 - 1. [Recap of General Fund Reserves \(Non-Categorical\) as of September 30, 2017](#)
 - 2. [Resolutions to amend 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 2017](#)
 - 4. [Auction List I for October 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: Miscellaneous Condiments, Spices, and Staples, Bid #180302](#)

CORRECT

2. [Bid Renewal: Diplomas, RFP #140402](#)
3. [School Buses](#)
4. [Classroom Furniture and Cafeteria Chairs for Beulah Middle School](#)
ITEMS PREPARED BY FACILITIES PLANNING:
5. [Annual Agreement Renewal: Portable Moving Services Throughout the District](#)
6. [Architectural/Engineering Services for the Escambia Westgate Adaptable Play Facility](#)
7. [Canopy Replacement at Woodham Middle School](#)
8. [Change Notice #1 to Purchase Order #5421700142 – Pensacola High School Building 2 and Cafeteria OAU Replacement](#)
9. [Change Notice #1 to Purchase Order #5421700143 – Northview High School Central Utility Plant Upgrades](#)
10. [Change Notice #1 to Purchase Order #5421700192 – Ensley Elementary School New Driveway](#)
11. [Change Notice #1 to Purchase Order #5421700195 – J.E. Hall Center Repaving](#)
12. [Change Notice #2 to Purchase Order #5421700221 – Architectural/Engineering Services for Repurpose Woodham Middle School to West Florida High School](#)
13. [Change Notice #7 to Purchase Order #5421600024 – Bellview Middle School New Gymnasium](#)
14. [Roof Replacement at N.B. Cook Elementary School – Phase 3](#)
15. [Roof Replacement at West Florida High School – Building 25](#)

3. Human Resource Services

A. Instructional/Professional

1. [Appointments](#)
2. [Reappointments](#)
3. [Transfers](#)
4. Out-of-Field
-No items submitted
5. [Resignations/Retirements/Other](#)
6. [Leaves of Absence](#)
7. Special Requests
 - a. [Travis Barnes, Teacher at Holm Elementary, was incorrectly listed on the Regular School Board Meeting Agenda for September 19, 2017, under V.b.3.A.1 Appointments, with the effective date of 08/02/2017. His correct effective date is 08/03/2017.](#)
 - b. [Darby J O'Brien, Teacher at Pine Forest High, was incorrectly listed on the Regular School Board Meeting Agenda for September 19, 2017, under V.b.3.A.1 Appointments, with the effective Date of 08/02/2017. Her correct effective date is 08/03/2017.](#)
 - c. [Kailey M. Carter at Escambia Westgate Center, was incorrectly listed on the Regular School Board Meeting Agenda for September 19, 2017, under V.b.3.A.1. Appointments, as a Teacher. Her correct position is a Speech Language Pathologist.](#)
 - d. [For Board Information: Report the death Rosa Mae Dean, Teacher, at Semmes Elementary School, on July 23, 2017.](#)
 - e. [For Board Information: Report the death of Christopher A. Bailey, Social Worker, at Pensacola High School, on August 2, 2017.](#)
 - f. [Amend the 2017-2018 Department Personnel Planning Document for cost center 4406 – Continuous Improvement & School Choice.](#)

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
 - No items submitted
- D. Employee Services
 - No items submitted
- E. Affirmative Action
 - No items submitted

4. Operations

A. Facilities Planning

1. Final Payments

- a. [Bellview Middle and Ransom Middle Schools Chilled Water Tie-Ins](#)

2. Miscellaneous

- a. [Renewal of Pre-Qualified Contractors](#)
- b. [Name Change – Pre-Qualified Contractor](#)
- c. [Westside Elementary School Construction Manager at Risk Services](#)
- d. [Easement for Right-of-Way](#)
- e. [Third Amendment to Sales Agreement between the School Board of Escambia County, Florida and Two Hundred Garden West, Inc.](#)

B. School Food Services

-No items submitted

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

- 1. [2017-2018 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

- 1. Selection of the Florida School Boards Association Board of Directors Alternate

Motion was made by Mr. Slayton and seconded by Mr. Adams, to nominate Mrs. Patty Hightower, School Board Member District IV, for the position (Florida School Boards Association Board of Directors Alternate). Motion carried 4 to 0.

d. ITEMS FROM THE SUPERINTENDENT

- 1. Administrative Appointments

A. [Administrative Appointments](#)

This item was handled earlier in the meeting.

- 2. Student Discipline

A. [Disciplinary Reassignments](#)

B. [Expulsions](#)

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 18-29-281 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder of the 2017-2018 school year and all of

AMEND

the 2018-2019 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 was made by Mr. Adams and seconded by Mr. Slayton, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.A and Item V.d.2.B. Motion carried 4 to 0.

3. Employee Discipline

- A. Recommend that employee #000002504 is suspended without pay for three (3) working days beginning Wednesday, October 18, 2017, based on misconduct as more specifically identified in the notice letter to the employee.
- B. Recommend that employee #0000018890 be suspended without pay beginning Wednesday, October 18, 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 employee.

ADD

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to accept the Superintendent's recommendations as outlined in Item V.d.3.A and Item V.d.3.B. Motion carried 4 to 0.

4. Other Items

~~No items submitted~~

- A. Recommend that employee #0000056138 is suspended without pay beginning Wednesday, October 18, 2017, based on conduct as more specifically identified in the notice letter to the employee.

ADD

Motion by Mr. Slayton, seconded by Mr. Adams, to accept the Superintendent's recommendation as outlined in Item V.d.4.A, carried 4 to 0.

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 6:15 p.m.

Attest:

Approved:

Superintendent

Chair