

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 19, 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 (*not present*)

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in the *Pensacola News Journal* on August 15, 2017 - Legal No. [2341131](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.
Video from this session is available at <http://escambiacountysdfl.swagit.com/play/09192017-1271>

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

Mrs. Hightower began with a reading of the School District's mission statement: *The mission of the Escambia County School District is to provide an environment that creates opportunities for all students to achieve their highest potential while building a foundation for continuous learning.* She then asked everyone to join her 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 noted any 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 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 September 19, 2017 Regular Meeting agenda were for good cause. Motion by Mr. Adams, seconded by Mr. Slayton, 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 September is Mr. Mark Daniels. Mark Daniels is a Plumber II in the Maintenance Department. He has worked in the Maintenance Department and with the District for thirty-one (31) years. Mark Daniels is a product of the Escambia County School District, born and raised in Escambia County, mark graduated from Tate High School. Mark has dedicated his life to the District and his trade. He furthered his education to get his master's degree in plumbing. Mark always has a positive attitude and a smile on his face. He is eager to help. Mark is a true leader and one of the pillars of the plumbing shop. Mark is always looking out for the District and the students' best interests. When nominating Mark, another District employee shared that she was working on mirrors on a bus. Struggling with the task, Mark saw this and stopped by to help. It was not within his department or job, but got the tool needed out of his truck and cut a bolt off. He regularly goes above and beyond and out of his way to help others. Mark Daniels is always there to assist in any way he can. For example, when Washington High School's water main broke, Mark worked during the weekend to make sure the school would be operational by Monday. When any plumbing issues arise, he always knows how to solve the problem. Mark pays great attention to detail, especially where the teachers and students are concerned. He has a can-do and a will-do attitude. Mark Daniels is stellar because of his excellent work ethic and dedication to the staff in the Maintenance Department. He exemplifies the pillars of "people" and "service" and it is for these reasons, and so many others, that Mr. Daniels has been selected as our Stellar Employee of the month of September 2017. In recognition of his stellar performance, Mr. Daniels received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.*

3. Five Star School Awards

The Superintendent and School Board recognized the following schools for winning the 2016-2017 Five Star School award: Jim Allen Elementary, Bellview Elementary, Beulah Elementary, Blue Angels Elementary, Hellen Caro Elementary, N.B. Cook Elementary, Cordova Park Elementary, Ferry Pass Elementary, R.C. Lipscomb Elementary, L.D. McArthur Elementary, Molino Park Elementary, Pleasant Grove Elementary, Scenic Heights Elementary, and A.K. Suter Elementary.

The Five Star School Award was created by the Commissioner's Community Involvement Council and is presented annually to those schools that have shown evidence of exemplary community involvement. In order to earn Five Star School recognition, a school must show documentation that it has achieved 100 percent of the established criteria in the following categories: business partnerships, family involvement, volunteerism, student community service, school advisory councils. Schools must also earn a grade of "C" or above, or school improvement rating of "maintaining or improving" for the year of nomination.

4. [Childhood Cancer Awareness Month 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 2017, 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 Foundation for Childhood Cancer Research.

Motion by Mrs. Hightower, seconded by Mr. Slayton, to adopt a resolution recognizing the month of September 2017, as Childhood Cancer Awareness Month, carried 4 to 0.

5. [Red Ribbon Week 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, 2017, as

RED RIBBON WEEK

and encourages its 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 Dr. Patti Thomas, 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. Adams, seconded by Mr. Slayton, to adopt a resolution recognizing the week of October 23-31, 2017, as Red Ribbon Week, carried 4 to 0.

6. [National Bullying Prevention Month 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, targets of bullying are more likely to acquire physical, emotional, and learning problems; and

WHEREAS, 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

WHEREAS, children who witness bullying often feel less secure, more fearful, and intimidated.

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida does hereby recognize the month of October, 2017 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 Dr. Patti Thomas, 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. Slayton, seconded by Mrs. Hightower, to adopt a resolution recognizing the month of October 2017, as National Bullying Prevention Month, carried 4 to 0.

7. [Disability History and Awareness Month 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 2017, 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. Hightower, seconded by Mr. Adams, to adopt a resolution recognizing the month of October 2017, as Disability History and Awareness Month, carried 4 to 0.

II. [PUBLIC FORUM](#)

Donna Harper, representing the Escambia Education Association (EEA), addressed the School Board regarding bargaining for salaries and contracts.

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

Motion by Mr. Adams, seconded by Mrs. Hightower, to accept the Superintendent's recommendation for the administrative appointment of Chris Everette to Coordinator-K-12 Virtual Education, carried 4 to 0.

III. MINUTES

- a. [07-13-17 Regular Workshop](#)
- b. [08-11-17 Regular Workshop](#)
- c. [08-15-17 Regular Meeting](#)
- d. [09-08-17 Special Meeting](#)

Motion by Mrs. Hightower, seconded by Mr. Slayton, to approve the minutes as listed (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 Amendments to the School District of Escambia County Student Progression Plan](#)

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 amendments to the *School District of Escambia County Student Progression Plan*, carried 4 to 0.

- B. [Permission to Adopt-Resolution to Name Building 2 of the training facility at Spencer Bibbs the "Dr. Elmer Jenkins Training Building"](#)

The Superintendent read the following resolution:

WHEREAS, the Superintendent respectfully requests to rename a training facility at Spencer Bibbs in honor of Dr. Elmer Jenkins; and

WHEREAS, Dr. Elmer Jenkins after receiving his Bachelor of Science degree from Florida Agricultural and Mechanical University, volunteered for the United States Air Force. He served four years as a Medical Laboratory Officer and was honorably discharged having received two Airmen Medals; and

WHEREAS, Dr. Elmer Jenkins began his career in Escambia County at Booker T. Washington Junior College; and

WHEREAS, Dr. Elmer Jenkins, became one of the first two black professors at Pensacola Junior College and served there for 26 years; and

WHEREAS, Dr. Elmer Jenkins began his 16 years of service as an Escambia County School Board member in 1986, serving as Board Chairman twice; and

WHEREAS, Dr. Elmer Jenkins while serving on the Florida School Boards Association, received the Outstanding Service Award as Chairman of the Multicultural and Diversity Committee; and

WHEREAS, Dr. Elmer Jenkins dedicated his time to help people change their lives and served on the Escambia County Community Action Program (CAP); and

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, recognizes Dr. Elmer Jenkins for his tireless and unselfish service, his contributions to the School District of Escambia County and to the community, and names Building 2 of the training facility at Spencer Bibbs "The Dr. Elmer Jenkins Training Building".

BE IT FURTHER RESOLVED that a copy of this resolution be spread upon the minutes of the regular meeting of said School Board and a copy be tendered to the family of Dr. Elmer Jenkins.

Motion by Mr. Adams, seconded by Mrs. Hightower, to adopt a resolution naming Building 2 of the training facility at Spencer Bibbs "The Dr. Elmer Jenkins Training Building," carried 4 to 0. Mr. Boone called for public hearing on this item; yet no one registered to speak.

2. Permission to Advertise
-No items submitted

b. CONSENT AGENDA

School Board Members pulled no items from the Consent Agenda for separate vote. On motion made by Mrs. Hightower and second by Mr. Slayton, approval of the Consent Agenda, carried 4 to 0.

1. Curriculum

A. Alternative Education

1. [Charter School Contract Renewal Between the School Board of Escambia County, Florida and Capstone Adaptive Learning & Therapy Centers, Inc. DBA Capstone Academy](#)
2. [Cooperative Agreement Between the School Board of Escambia County, Florida and the Florida Department of Juvenile Justice](#)

B. Continuous Improvement

1. [School Choice Student Transfers](#)

C. Elementary Education

-No items submitted

D. Evaluation Services

1. [2017-2018 Uniform Statewide Assessment Calendar](#)

E. Exceptional Student Education

1. [IDEA Part B K-12 Entitlement, 2017-2018](#)
2. [IDEA Part B Pre-K Entitlement, 2017-2018](#)
3. [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](#)
4. [Transportation Reimbursement Request](#)

F. High School Education

1. [Agreement Between the School Board of Escambia County, Florida and Miracle Radio, Inc., WPNN Radio](#)

AMEND

2. [Interdistrict Virtual Instruction Program Agreement Between the School Board of Brevard County, Florida and the School Board of Escambia County, Florida](#)
 3. [Interdistrict Virtual Instruction Program Agreement Between the School Board of Pasco County, Florida and the School Board of Escambia County, Florida](#)
 4. [Agreement Between the School Board Of Escambia County, Florida and BTO Media, LLC \(Blab TV\)](#)
- G. Middle School Education
-No items submitted
- H. Professional Learning
-No items submitted
- I. Student Services
-No items submitted
- J. Title I
1. [Cooperative Agreement Between the School Board of Santa Rosa County, Florida and the School Board of Escambia County, Florida](#)
- K. Workforce Education
1. [Bellview Middle School, Cyber-IT Academy](#)
 2. [Cooperative Agreement Between the School Board of Escambia County, Florida and the Pathways for Change Family Center](#)
 3. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Escambia County, Florida](#)
 4. [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
- A. Finance
1. [Legal Services – General Fund](#)

a. The Hammons Law Firm	\$ 1,732.50
b. The Hammons Law Firm	\$ 249.50
c. The Hammons Law Firm	\$ 70.00
d. Rumberger, Kirk & Caldwell	\$ 4,135.75
e. Rumberger, Kirk & Caldwell	\$ 15.00
f. Rumberger, Kirk & Caldwell	\$ 55.00
g. Shell, Fleming, Davis & Menge, P.A.	\$ 289.00
 2. [Legal Services - Risk Management Fund](#)

a. The Hammons Law Firm	\$ 22,820.55
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 3. [2017-2018 Miscellaneous Salary Schedule](#)
- B. Accounting Operations
1. [Check Register for August 2017](#)
- C. Budgeting
1. Recap of General Fund Reserves (Non-Categorical) – no item submitted
 2. Resolutions to amend 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
 3. [Scrap List I for September 2017](#)
 4. [Auction List I for September 2017](#)
 5. Financial Statements by Fund – no item submitted pending FYE Financial Statements

AMEND/ADD

6. [Disposal and demolition of portable buildings #264, #266, #267, #375 at Woodham Middle School](#)
- D. Payroll and Benefits Accounting
 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

 1. [Bid Renewal: Art Paper, Bid #170205](#)
 2. [Bid Renewal: New and Recapped Tire Services, RFP #124203](#)
 3. [Bid Renewal: Condiments, Spices, & Staples, Bid #160502](#)
 4. [Bid Renewal: Dispensing System for Foam Hand Soap, RFP #150702](#)
 5. [Bid Renewal: Water Treatment Services, RFP #151102](#)
 6. [Bid Renewal: Fire Alarm Inspection & Maintenance, RFP #150402](#)
 7. [Student Tutoring Agreement: Learning Connections of Pensacola, LLC \(Learning Rx\)](#)
 8. [Video Surveillance Security System for West Pensacola Elementary School](#)
 9. [Video Surveillance Security System for Brentwood Elementary School](#)
 10. [Video Surveillance Security System for Ensley Elementary School](#)
 11. [Video Surveillance Security System for Pine Meadow Elementary School](#)
 12. [Annual Agreement Amendment: Turnaround Solutions, Inc.](#)
 13. [Self-Insurer Assessment Fee](#)

ITEMS PREPARED BY FACILITIES PLANNING:

 14. [Architectural/Engineering Services for Oakcrest Elementary School Outdoor Covered Play Area and Multi-Purpose Room](#)
 15. [Architectural/Engineering Services for West Pensacola Elementary School Outdoor Covered Play Area and Multi-Purpose Room](#)
 16. [Bid Award: Annual Purchase Agreement for District-Wide Roof Maintenance, Repair and Replacement](#)
 17. [Change Notice #1 to Purchase Order #5421700156 – Bellview Elementary School Outdoor Covered Play Area and Multi-Purpose Room](#)
 18. [Change Notice #2 to Purchase Order #5421700172 – Architectural/Engineering Services for Hall Center ESE Renovation](#)

3. Human Resource Services
 A. Instructional/Professional

1. [Appointments](#)
2. Reappointments
-No items submitted
3. [Transfers](#)
4. [Out-of-Field](#)
5. [Resignations/Retirements/Other](#)
6. [Leaves of Absence](#)
7. Special Requests

a. [Approve the following eligibility requirements for The Florida Best and Brightest Teacher Scholarship Program:](#)

Section 1012.731, F.S. requires that each district school board determine the eligibility of classroom teachers who qualify for the scholarship.

Eligibility Requirements:

The individual applying for a scholarship must:

1. Be a full-time employee paid on the instructional salary schedule who is employed by the Escambia County School District (Escambia County, Florida), or a charter school located in Escambia County School District in 2017-2018;
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 by the deadline provided by Human Resource Services and established by legislation; and

AMEND

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.

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

1. [Employee Benefits Changes Effective January 1, 2018](#)
2. [Amendment to School Resource Officer Agreement – City of Pensacola Police Department](#)

D. Employee Services

1. [Approve the Memorandum of Understanding between the Escambia County School District and the Escambia Education Association regarding language that will supersede current Master Contract language for our schools with a grade of D or F.](#)

E. Affirmative Action

-No items submitted

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

1. Administrative Appointments
 - A. [Administrative Appointments](#)

This item was handled earlier in the meeting.

2. Student Discipline

- A. [Disciplinary Reassignments](#)

AMEND

Motion by Mr. Adams, seconded by Mr. Slayton, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.2.A, carried 4 to 0.

B. Expulsions

Motion by Mr. Slayton, seconded by Mrs. Hightower, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.2.B (1 through 5), carried 4 to 0.

1. Recommend that consistent with the decision of the due process committee, student discipline number 17-72-411 be expelled 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.
 2. Recommend that consistent with the decision of the due process committee, student discipline number 17-84-281 be expelled 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.
 3. Recommend that consistent with the decision of the due process committee, student discipline number 17-146-411 be expelled 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.
 4. Recommend that consistent with the decision of the due process committee, student discipline number 17-174-411 be expelled 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.
 5. Recommend that consistent with the decision of the due process committee, student discipline number 17-215-221 be expelled 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.
3. Employee Discipline
- A. Recommend that employee #0000001225 is suspended without pay for one (1) working day beginning Wednesday, September 20, 2017, based on misconduct as more specifically identified in the notice letter to the employee.
 - B. Recommend that employee #0000001960 is suspended without pay for five (5) working days beginning Wednesday, September 20, 2017, based on misconduct as more specifically identified in the notice letter to the employee.
 - C. Recommend that employee #0000053720 is terminated effective Wednesday, September 20, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

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

- 4. Other Items
 - A. Recommend that employee #0000055665 is suspended without pay beginning Wednesday, September 20, 2017, based on conduct as more specifically identified in the notice letter to the employee.
 - B. Recommend that employee #0000054434 is suspended without pay beginning Wednesday, September 20, 2017, based on conduct as more specifically identified in the notice letter to the employee.
 - C. Recommend that employee #0000000657 is returned to work effective Thursday, September 7, 2017, as more specifically detailed in the notice letter to the employee.
 - ~~D. Recommend that employee #0000056714 is suspended without pay beginning Wednesday, September 20, 2017, based on conduct as more specifically identified in the notice letter to the employee.~~

~~DELETE/ADD~~

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to accept the Superintendent’s recommendations as outlined in Item V.d.4.A, Item V.d.4.B, and Item V.d.4.C. Motion 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 6:25 p.m.

Attest:

Approved:

Superintendent

Chair