

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, NOVEMBER 13, 2018

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)
Ms. Lee H. C. Hansen (District III)
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 November 1, 2018 – Legal No. [3230220](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.

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

Ms. Hansen called for a moment of reflection and then led everyone in reciting the Pledge of Allegiance to the American Flag.

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 November 13, 2018 Regular Meeting agenda were for good cause. Motion by Mr. Slayton, seconded by Mr. Adams, to adopt the agenda *as amended*, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

-None

2. Stellar Employee of the Month

The Superintendent made the following announcement: *I am pleased to inform you that the Stellar Employee for the month of November is Carrie Hollon. Mrs. Carrie Hollon is the Administrative Specialist and first point of contact in the Superintendent's Office, both in person and on the phone. Her interaction with callers and visitors is always professional; Mrs. Hollon's patience and positive demeanor means everyone is treated with respect. Carrie Hollon began her career with the Escambia county school district as an administrative clerk in the transportation department. She then served as an administrative secretary in the level directors' office, and then was welcomed as an*

addition to the Superintendent's staff. Mrs. Hollon's working knowledge and experience with transportation as well as curriculum and instruction, allow her to handle a majority of the calls received in the Superintendent's Office. She has developed exceptional working relationships with school staff and administrators alike. As an integral member of the Superintendent's Office staff, Mrs. Hollon handles calls and interactions from various emergency medical services, and law enforcement agencies, regularly taking calls from school staff regarding medical and/or safety concerns. She has a calming effect during these situations, handling communications with the Deputy Superintendent and others promptly and efficiently. Mrs. Hollon is usually the first to receive calls from concerned or upset parents, whether it be about their child's school, school bus or inclement weather, she handles their calls with the ability to deescalate conflict. Mrs. Hollon's ability to deescalate conflict with reassurance and resolution is invaluable. She is willing to assist and readily accepts additional responsibilities, one of which is assisting in the processing of public records requests, which require a substantial amount of review and attention to detail additionally, Carrie is team player; always ready to help out wherever she is needed; even in the most tedious functions; she is a true asset to the district. Most importantly, Carrie is a delight to work with; always finding a way to make coworkers laugh and smile on a daily basis. Mrs. Hollon personifies the pillars of "people" and "service". It is for these reasons and more that she has been selected as our Stellar Employee for the month of November. Mrs. Hollon will receive a plaque, a pin, and a check for \$100 from Members First Credit Union. In recognition of her stellar performance, Mrs. Hollon received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

II. [PUBLIC FORUM](#)

-No registration forms submitted

III. MINUTES

- a. [09-13-18 Special Workshop](#)
- b. [09-14-18 Regular Workshop](#)
- c. [10-16-18 Regular Meeting](#)

Motion by Mrs. Hightower, seconded by Ms. Hansen, to approve the minutes as presented, carried unanimously.

IV. UNFINISHED BUSINESS

-No items submitted

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

Motion by Mrs. Hightower, seconded by Mr. Adams, to adopt the Consent Agenda, carried unanimously.

1. Curriculum
 - A. Alternative Education
-No items submitted
 - B. Continuous Improvement
 1. [The School District of Escambia County Strategic Plan 2018-2019](#)
 2. [School Choice Student Transfers](#)

3. [2018-2019 School Improvement Plans](#)
 4. [2018-2019 School Advisory Council \(SAC\) Memberships](#)
 - C. Elementary Education
 - No items submitted
 - D. Evaluation Services
 - No items submitted
 - E. Exceptional Student Education
 - No items submitted
 - F. High School Education
 - No items submitted
 - G. Middle School Education
 - No items submitted
 - H. Professional Learning
 1. [2018-2023 Master Inservice Plan \(MIP\)](#)
 - I. Student Services
 - No items submitted
 - J. Title I
 - No items submitted
 - K. Workforce Education
 1. [Cooperative Agreement Between the School Board of Escambia County, Florida and the City of Pensacola, Florida](#)
 - L. Other
 - No items submitted
2. Finance and Business Services
 - A. Finance
 1. [Legal Services – General Fund](#)

a. The Hammons Law Firm	\$ 997.50
b. The Hammons Law Firm	\$ 1,820.00
c. The Hammons Law Firm	\$ 87.50
d. The Hammons Law Firm	\$ 6,562.50
e. The Hammons Law Firm	\$ 577.50
f. Rumberger, Kirk & Caldwell	\$ 6,633.23
g. Rumberger, Kirk & Caldwell	\$ 190.49
h. Rumberger, Kirk & Caldwell	\$ 109.32
i. Shell, Fleming, Davis & Menge, P.A.	\$ 149.00
j. Resolutions in Special Education	\$ 4,500.43
k. Resolutions in Special Education	\$ 10,309.50
 2. [Legal Services - Risk Management Fund](#)

a. The Hammons Law Firm	\$ 6,300.00
b. Steven J. Baker, P.A.	\$ 23,817.25
 - B. Accounting Operations
 1. [Check Register for October 2018](#)
 - C. Budgeting
 1. [Recap of General Fund Reserves \(Non-Categorical\) - no item submitted as of October 31, 2018](#)
 2. [Resolutions to amend District School Budget:](#)
 - a. Resolution 2 - General Operating Fund
 - b. Resolution 2 - 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 November 2018](#)
 4. [Auction List I for November 2018](#)
 5. [Financial Statements by Fund](#)

ADD

- D. Payroll and Benefits Accounting
 - 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 - 1. [Bid Renewal: Communications Cabling, RFP #160704](#)
 - 2. [Re-Award: Condiments, Spices, & Staples, Bid #190202](#)
 - 3. [Agreement Extension: Focus School Software – Post-Secondary SIS and Finance Systems](#)
 - 4. [District Vehicles for Auditing, Student Services, Maintenance, and Transportation](#)
 - ITEMS PREPARED BY FACILITIES PLANNING:*
 - 5. [Architectural/Engineering Services for Repurpose West Florida High School to Success Academy/Second Chance Buildings #25 and #26](#)
 - 6. [Architectural/Engineering Services for Tate High School - New Campus Central Utility Plant and Infrastructure](#)
 - 7. [Change Notice #1 for Purchase Order #5421800080 – Architectural/Engineering Services for Molino Park Elementary School - HVAC Renovations](#)
 - 8. [Change Notice #1 for Purchase Order #5421800081 – Architectural/Engineering Services for Ransom Middle School - HVAC Renovations](#)
 - 9. [Change Notice #2 to Purchase Order #5421800097 – Roy Hyatt Environmental Center New Classroom Building](#)
 - 10. [Change Notice #3 to Purchase Order #5421700145 - Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School](#)
 - 11. [Change Notice #3 to Purchase Order #5421800028 - ECSD Hall Center – ESE Renovation](#)
 - ITEM PREPARED BY PURCHASING:*
 - 12. [Emergency Purchase for Washington High School](#)
- 3. Human Resource Services
 - 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](#)
 - 7. Special Requests
 - No items submitted
 - 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
 - No items submitted
 - B. School Food Services
 1. [Affiliation Agreement between Be Well Solutions Dietetic Internship Program, LLC and the School Board of Escambia County, Florida](#)
 - 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
 1. [2018-2019 Florida District Safe Schools Assessment](#)
 - H. Energy Management
 - No items submitted
- c. ITEMS FROM THE BOARD
 - No items submitted
- d. ITEMS FROM THE SUPERINTENDENT
 1. Administrative Appointments
 - No items submitted
 2. Student Discipline
 - A. [Disciplinary Reassignments](#)

Motion by Mrs. Hightower and seconded by Mr. Slayton, to accept the Superintendent's recommendations for student discipline 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 19-36-1221 be expelled from all public schools of Escambia County for the remainder of the 2018-2019 school year and the first semester of the 2019-2020 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 19-37-221 be expelled from all public schools of Escambia County for the remainder of the 2018-2019 school year and all of the 2019-2020 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 19-38-411 be expelled from all public schools of Escambia County for the remainder of the 2018-2019 school year and all of the 2019-2020 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 19-51-561 be expelled from all public schools of Escambia County for the remainder of the 2018-2019 school year and the first semester of the 2019-2020 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 Ms. Hansen, seconded by Mrs. Hightower, to accept the Superintendent's recommendation for student discipline as outlined in Item V.d.3.B, *Expulsions*, carried unanimously.

3. Employee Discipline

~~No items submitted~~

ADD

A. [Recommend that employee #0000025009 is suspended without pay for three \(3\) working days beginning November 14, 2018, based on misconduct as more specifically identified in the notice letter to the employee.](#)

ADD

B. [Recommend that employee #0000030901 is suspended without pay for one \(1\) working day beginning November 14, 2018, based on misconduct as more specifically identified in the notice letter to the employee.](#)

ADD

C. [Recommend that employee #0000024318 is suspended without pay for three \(3\) working days beginning November 26, 2018, based on misconduct as more specifically identified in the notice letter to the employee.](#)

ADD

D. [Recommend employee #0000002504 is suspended without pay for seven \(7\) working days beginning November 14, 2018, based on misconduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mr. Slayton, seconded by Mr. Adams, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.A, Item V.d.3.B, Item V.d.3.C, and Item V.d.3.D, carried unanimously.

4. Other Items

A. Recommend that employee #0000052404 is suspended without pay beginning Wednesday, November 14, 2018, based on conduct as more specifically identified in the notice letter to the employee.

ADD

B. [Recommend that employee #0000057893 is terminated effective Friday, November 9, 2018, pursuant to §1012.335, Florida Statutes.](#)

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

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 5:50 p.m.

Attest:

Approved:

Superintendent

Chair