

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, FEBRUARY 20, 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 *Pensacola News Journal* on January 26, 2018 - Legal No. 2685120

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/02202018-1054>

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

Mrs. Hightower asked everyone to join in a moment of silence to reflect on the victims of a school shooting on February 14, 2018 at Marjory Stoneman Douglas High School in Parkland, Florida (Broward County). She then led the Pledge of Allegiance to the American Flag.

b. Adoption of Agenda

The Superintendent listed 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, 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 February 20, 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

Ms. Michelle Salzman, President of the Escambia County Council PTA (ECCPTA), gave a brief report on the recent and upcoming events and activities of the PTA.

2. Stellar Employee of the Month

The Superintendent made the following announcement: *It is my pleasure this evening to announce the Stellar Employee for the Month of February is Karen Rouchon. Karen Rouchon is a Food Service*

*Assistant at Blue Angels Elementary. She has been with the District and at Blue Angels for 13 years. Ms. Rouchon demonstrates great pride in her work and is a very hard worker. She excels daily in the kitchen and loves to bake for the students and staff at Blue Angels Elementary. She approaches each day with a positive attitude. Ms. Rouchon greets everyone who comes into the cafeteria and always welcomes them. Recently, Ms. Rouchon assisted a new employee on the kitchen staff who lost all of her possessions in the recent hurricane that hit Puerto Rico. Ms. Rouchon went out of her way to provide transportation for this employee so that they could save the expense of cab fare to and from work. Ms. Rouchon was a constant source of encouragement for this new employee. Ms. Rouchon has been over-heard saying that it's important to her to perform one act of kindness every day. The staff and students at Blue Angels Elementary think she performs many acts of kindness each and every day. Staff members have shared the following about Ms. Rouchon: She always has a smile on her face and comes to give you a hug when you might be having a bad day. She treats the teachers to delicious lunches and always goes out of her way to help in the lunchroom. Ms. Rouchon cares about the faculty, staff and students at Blue Angels Elementary School and treats them as though they were her very own family. She has genuine love and concern for every one of us! Karen Rouchon is stellar because of her excellent work ethic and dedication to the staff and students at Blue Angels Elementary. She exemplifies the pillars of "people" and "service" and it is for these reasons, and so many others, that she has been selected as our Stellar Employee of the Month of February, 2018. In recognition of her stellar performance, Ms. Rouchon received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.*

### 3. Black History Month Presentation

*Students from N.B. Cook Elementary School's drama class practiced their social studies skills through National History Fair performances. They conducted research to write and perform ten-minute-long plays as well as individual five-hundred-word bibliographic essays explaining the relevance of their sources to the topic. One hundred and fifteen students participated: six individual performances and thirty group performances. The Superintendent the following N.B. Cook Elementary School drama class students, who performed an edited version of their National History Fair plays in honor of Black History Month: Mia Angeles, Jaylen Murphy, Kaleb Davis, and Shawn Gray.*

### 4. Escambia County School District Teacher of the Year

*The Superintendent made the following announcement: It is my pleasure this evening to announce that Mrs. Carla Ross has been selected as the Escambia County School District's 2019 Teacher of the Year. Mrs. Ross is a 35 year veteran of Escambia County Schools and teaches 9th through 12th grade students in the Marketing and Entrepreneurship Academy at Booker T. Washington High School. Mrs. Ross has made a difference in the lives of thousands of students. She not only inspires her students, she challenges everyone to remember to model the behaviors they want from their students. Mrs. Ross launched the first student-run credit union at her school, a branch of Pen Air Federal Credit Union. Additionally, her students started a nationally recognized school spirit store, the "Cat Shack," that offers alternative food choices for students. Mrs. Ross is the instructor of an award-winning program and is dedicated to preparing her Distributive Education Clubs of America (DECA) students for annual competitive events. Mrs. Ross was awarded the 2016 Dare to Achieve Award from Florida DECA; an award presented to those who have accepted challenges and dared to inspire the very best in the people they have served. Her recognition by peers at Booker T. Washington, her DECA peers across the state, and the outpouring of love from her students both past and present should tell you that she matters – to her students and to her co-workers. She looks out for them, she coaches them, she encourages them, and she helps them find the right path to stay on. When Mrs. Ross sees a young teacher getting lost, she will reach out to them and say, "I am here to help." When she sees a student making poor choices, she will guide them to a better plan. When she sees one of her former students, she will celebrate their successes. Mrs. Ross was nominated by her peers at Booker T. Washington High School and was chosen as Escambia's Teacher of the Year from over 60 applicants. Mrs. Ross*

*was recently celebrated at the Escambia Public School Foundation's Golden Apple Awards where she received many gifts and acknowledgments for this prestigious accomplishment. Mrs. Ross is married to Mr. Norm Ross and they have three children: Ronald, Terrence and Caren.*

## II. PUBLIC FORUM

The following individuals registered to address the School Board:

- Dr. Eurydice Stanley, speaking as an individual  
*Special Problem or Issue: Disparities in Escambia County History Fair that Disadvantage Students*
- Melanie Richardson, speaking as an individual  
*Special Problem or Issue: Security within Schools*
- Dorie Waters, speaking as an individual  
*Special Problem or Issue: PTA Involvement*
- Donna Harper, representing Escambia Education Association (EEA)  
*Special Problem or Issue: Salaries*
- David Elzbeck, representing Union of Escambia ESP (time yielded to Donna Harper)

### **THE FOLLOWING ITEM WAS MOVED FORWARD:**

Final Order: DOAH Case No. 17-4220, Escambia County School Board vs. Justin Warren (Item V.f.1)

Attorneys for both Escambia County School Board Board and Justin Warren presented. Motion was made by Mr. Slayton and seconded by Mr. Adams, that the Board reject the exceptions filed by the Respondent, adopt the Administrative Law Judge's recommended order, and approve entry of the final order affirming Respondent's suspension without pay. Motion carried unanimously.

## III. MINUTES

- a. 01-11-18 Special Workshop
- b. 01-12-18 Regular Workshop
- c. 01-16-18 Regular Meeting
- d. 02-02-18 Special Meeting

Motion by Ms. Hansen, seconded by Mrs. Hightower, 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

School Board Members pulled no items from the Consent Agenda for separate vote. Motion by Mrs. Hightower, seconded by Mr. Slayton, to adopt the entire Consent Agenda, carried unanimously.

1. Curriculum
  - A. Alternative Education
    - No items submitted
  - B. Continuous Improvement
    1. School Choice Student Transfers
    2. Contract for Services Between the School Board of Escambia County, Florida and Turnaround Solutions, Inc.
  - 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
    - No items submitted
  - I. Student Services
    - No items submitted
  - J. Title I
    - No items submitted
  - K. Workforce Education
    1. Amendment to the Memorandum of Understanding Between Workforce Escarosa, Inc. DBA Careersource Escarosa and the School Board of Escambia County, Florida
  - L. Other
    1. Escambia District Schools 2018-19 Staffing Allocation Table
2. Finance and Business Services
  - A. Finance
    1. Legal Services – General Fund
 

a. The Hammons Law Firm	\$ 1,959.50
b. The Hammons Law Firm	\$ 472.50
c. The Hammons Law Firm	\$ 2,384.50
d. The Hammons Law Firm	\$ 217.10
e. The Hammons Law Firm	\$ 542.50
f. Rumberger, Kirk & Caldwell	\$ 8,805.15
g. Rumberger, Kirk & Caldwell	\$ 632.00
h. Resolutions in Special Education	\$ 38.00
    2. Legal Services - Risk Management Fund
 

a. The Hammons Law Firm	\$ 10,221.72
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    3. Comprehensive Annual Financial Report (CAFR) of the District School Board of Escambia County, Florida for the fiscal year ended June 30, 2017
    4. Escambia School District Employee Benefit Trust Audit Report: Financial Statements for the fiscal year ended June 30, 2017
    5. Escambia County School District Charter School Audit Reports for the fiscal year ended June 30, 2017
  - B. Accounting Operations
    1. Check Register for January 2018
  - C. Budgeting
    1. Recap of General Fund Reserves (Non-Categorical) as of January 31, 2018
    2. Resolutions to amend District School Budget:
      - a. Resolution 5 - General Operating Fund

- b. Resolution 5 - Special Revenue – Federal Programs
- c. Resolution 5 - Capital Projects Fund
- d. No item submitted – Special Revenue – Food Service Fund
- e. No item submitted - Debt Service Fund
- 3. Scrap List I for February 2018
- 4. Auction List I for February 2018
- 5. Financial Statements by Fund
- 6. Disposal and demolition of portable buildings #292 at Brown Barge Middle, #399 at Bellview Elementary, and #013 and #313 at Oakcrest Elementary
- D. Payroll and Benefits Accounting
  - 1. Financial Status Report: Employee Benefit Trust Fund
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

- 1. Bid Award: Miscellaneous Fruits & Vegetables – Frozen, Canned & Packaged, Bid #180402
- 2. Bid Award: Miscellaneous A la Carte Snacks and Beverages for Direct Delivery to School Cafeterias, Bid #180602
- 3. Re-Award: Breakfast and Lunch Entrees, Bid #172302, Item #56
- 4. Re-Award: Paper Products & Cleaning Supplies for School Cafeterias, Bid #172102, Item #15
- 5. Re-Award: Miscellaneous Condiments, Spices, and Staples, Bid #180302, Item #31
- 6. Bid Award: Internal Connections - Replace/Install Existing Fiber (ES-Group 2), RFP #470 180005052
- 7. Bid Award: Internal Connections - Replace/Install Existing Fiber (ES-Group 1), RFP #470 180005049
- 8. Agreement Renewal and Amendment 2: Aruba WLAN Equipment Maintenance for District Schools
- 9. Agreement Renewal and Amendment 1: Cafeteria Management Software Maintenance and Support
- 10. Agreement Renewal and Amendment 2: Fiber Services for the District
- 11. Agreement Renewal and Amendment 1: Discovery Education Subscriber Services
- 12. Annual Agreement: External Auditing Services
- 13. Change Notice #1 to Purchase Order 6241800033 – Speech Language Pathologist Services
- 14. Change Notice #1 to Purchase Order 6241800043 - Speech Language Pathologist Services
- 15. Change Notice #1 to Purchase Order #5331800010 - Lighted Sports Field Maintenance
- 16. Furniture for Beulah Middle School

ITEMS PREPARED BY FACILITIES PLANNING:

- 17. Annual Agreement Renewal: Professional Civil Engineering Services
- 18. Annual Agreement Renewal: Professional Electrical Engineering Services
- 19. Annual Agreement Renewal: Professional Mechanical Engineering Services
- 20. Bid Award: Molino Park Elementary School HVAC Renovations
- 21. Change Notice #2 to Purchase Order #5421800045 – Woodham Middle School Stormwater and Site Improvements
- 22. Change Notices #3 to Purchase Order #5421700040 - Construction Manager at Risk Services for Beulah Middle School
- 23. Change Notice #4 to Purchase Order #5421600227 – Architectural/Engineering Services for Beulah Middle School
- 24. Change Notice #8 to Purchase Order #5421600116 – Workman Middle School New Gymnasium
- 25. District-Wide Roof Condition Assessment Services

- 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
  - a. For Board Information: Report the death of Cheryl L. Bradley, Teacher at Brentwood Elementary, on January 8, 2018.

**AMEND**

B. Educational Support Personnel

- 1. Appointments
- 2. Temporary Promotions
- 3. Resignations/Retirements/Other
- 4. Terminations
- 5. Leaves of Absence
- 6. Special Requests
  - a. Approve correction to Item V.b.3.B.1, Appointments, approved during the Regular School Board Meeting on January 16, 2018, to change the start date of Kim A. Hanks from December 1, 2017 to January 2, 2018.

**AMEND**

C. Risk Management

- 1. Campus Security Resident Lease-Warrington Elementary School

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

A. Facilities Planning

- 1. Miscellaneous
  - a. Architectural/Engineering Services for Brown Barge Middle School Gymnasium and Track

**AMEND**

**ADD**

- b. Fourth Amendment to Sales Agreement between the School Board of Escambia County, Florida and Two Hundred Garden West, Inc.

B. School Food Services

- 1. Clinical Affiliation Agreement between Gulf Coast Dietetic Internship Program 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

-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  
-No items submitted
2. Student Discipline
  - A. Disciplinary Reassignments

Motion by Ms. Hansen, seconded by Mr. Adams, 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 18-80-521 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 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.
2. Recommend that consistent with the decision of the due process committee, student discipline number 18-91-671 be placed expelled from all public schools of Escambia County for the remainder of the 2017-2018 school year and the first semester of 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 by Mr. Slayton, seconded by Mrs. Hightower, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.B, *Expulsions*, carried unanimously.

3. Employee Discipline

- A. Recommend that employee #0000002883 is suspended without pay for three (3) working days beginning Wednesday, February 21, 2018, based on misconduct as more specifically identified in the notice letter to the employee.
- B. Recommend that employee #00000052602 is suspended without pay for ten (10) working days beginning Wednesday, February 21, 2018, based on misconduct as more specifically identified in the notice letter to the employee.
- C. Recommend that employee #0000003007 is suspended without pay for three (3) working days beginning Wednesday, February 21, 2018, based on misconduct as more specifically identified in the notice letter to the employee.
- D. Recommend that employee #0000007041 is suspended without pay for ten (10) working days beginning Wednesday, February 21, 2018, based on misconduct as more specifically identified in the notice letter to the employee.

Motion by Mr. Adams, seconded by Ms. Hansen, to accept the Superintendent's recommendations 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. Agreement for Legal Services between Akerman LLP and The School District of Escambia County, Florida
- B. Recommend that employee #0000005729 be restored back pay, less any unemployment compensation received, as well as restoration of benefits for the time period of November 15, 2017 through January 30, 2018.

Motion by Mrs. Hightower, seconded by Mr. Adams, 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

1. Final Order: DOAH Case No. 17-4220, Escambia County School Board vs. Justin Warren

This item was handled earlier in the session.

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:35 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair

PENDING BOARD APPROVAL