

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, APRIL 17, 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 April 2, 2018 – Legal No. [2825030](#)

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/04172018-2045>

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. Adams introduced Pastor Nancy Hammond from Bellview United Methodist Church. Pastor Hammond delivered the invocation and Mr. Adams led 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 April 17, 2018 Regular Meeting agenda were for good cause. Motion by Mr. Slayton, seconded by Mrs. Hansen, to adopt the agenda *as amended*, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

The School Board received a brief report on the recent and upcoming events and activities of the Escambia County Council PTA (ECCPTA).

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 April is Mark Davis. Mr. Davis has been employed with the District for two (2) years and the last year in the Maintenance Department as an HVAC/R Technician. Mr. Davis is the HVAC Technician assigned to Woodham Middle School. Woodham Middle School is an*

older facility that will soon be receiving a renovation. Until then, Mr. Davis has been instrumental in keeping Woodham Middle School's HVAC system running efficiently and under control. Mr. Davis has been very helpful in solving the mechanical problems in a timely manner; whether it's too hot or too cold, he manages to get the system back up and running. Mr. Davis was successful in getting the HVAC system "on-line" so that he could monitor the temperature from his laptop, something that was unable to happen for a long time. Mr. Davis is always friendly and professional with everyone he comes in contact with when he is on the middle school campus. He updates the front office and administration, always keeping them well informed of maintenance issues affecting the HVAC equipment. Mr. Davis comes early in the morning to ensure that everything is operating and he works very hard to make sure the staff at Woodham Middle School have a great start every day. Mr. Davis personifies the pillars of "people" and "service." It is for these reasons and more that he has been selected as our Stellar Employee for the month of April. In recognition of his stellar performance, Mr. Davis received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. Florida School Related Employee of the Year

The Superintendent made the following announcement: *I am pleased to inform you that the 2018 School Related Employee of the Year is Ms. Kelli Knight. Ms. Knight is a teacher assistant in Woodham Middle School's over-age program (Jag-Jump-A-Grade). She has been a District employee for fourteen (14) years and has been in her current position for ten (10) years. Ms. Knight was nominated by Woodham Middle School's principal and the overage program teacher because they both attribute the success of this program to Ms. Knight's direct impact on students. Students who are one or two years behind in grade level utilize the anywhere learning system (ALS) computer program where students complete 570 online lessons to proceed to their appropriate grade level. The impact Ms. Knight has on the overage program not only affects each student meeting state requirements for promotion, it improves the District's graduation rate when students are able to progress to high school. Ms. Knight is a tremendous motivator for the 6th through 8th grade students assigned to Woodham Middle School's overage program who struggle academically. Her excellent organizational and classroom management skills combined with her love, passion and enthusiasm are evident by the success of the students. Ms. Knight challenges her students to accelerate and succeed in school; inspiring them to believe in themselves. Ms. Knight assists the teacher in creating an environment that is warm, inviting and educationally stimulating. For the reasons stated, for the many other reasons not stated, and because Ms. Knight exemplifies the pillars of "people" and "service," she has been selected as our 2018 School Related Employee of the Year. Ms. Knight received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.*

4. Unsung Hero Award

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 an individual or 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 Lawrence Young, Band Director and Fine Arts Department Head at Booker T. Washington High School as this year's Unsung Hero. As most of you probably know, on March 13, 2018, a chartered tour bus was transporting Channelview High School band students back to their home in Houston, Texas, after a trip to Disney World in Orlando, when it crashed on Interstate 10, just a few miles east of the Wilcox Road exit. The driver of the bus was killed, and dozens of students and chaperones were hospitalized at Sacred Heart Hospital in Pensacola, Florida. As soon as Mr. Young heard about the accident, he immediately contacted band booster club members who work at Sacred Heart Hospital. Mr. Young asked what could be done to aid, support and comfort the Channelview students and staff that were being treated at Sacred Heart. Lawrence Young delivered Papa John's pizzas, cases of Powerade, a case of water, a couple of bags of oranges, bags of potato chips and gift cards to the twenty (20) people hospitalized at Sacred Heart*

Hospital. Mr. Young and some of the band students personally visited with each student; encouraging them and letting them know the Washington High School band was ready to help in any way. When one of the Channelview students had a birthday while still in the hospital, Mr. Young and some of his band students made sure he was celebrated on his birthday. After the majority of students were released from Sacred Heart Hospital to return to Houston, Mr. Young took the opportunity to visit with the Channelview High School band director, Mr. Aaron Allison, who was still being treated in the hospital. Mr. Young also had the pleasure of meeting the Channelview ISD Superintendent, Mr. Greg Ollis. Mr. Young reassured them that Escambia County School District was available to provide any support that may still be needed. After the Channelview staff, students and chaperones were released from Sacred Heart Hospital, there was one final student not released with the others, and Mr. Young continued to reach out to him and his family, bringing encouragement, meals, and support. In addition to all that Mr. Young and the Booker T. Washington High School band did to support the Channelview students, there were a few other high school band booster club parents that deserve to be recognized: the Escambia High School band booster club provided clothing and snacks. The West Florida High School band parents organized food for the Channelview students. Tonight, it is for these reasons and more that we would like to present Mr. Lawrence Young and the Booker T. Washington High School band with a plaque and name them this year's Unsung Heroes.

5. [One-Half Cent Sales Tax Watchdog Committee Quarterly Report](#)

Mr. Joe Hooten, Chairman of the One-Half Cent Sales Tax Watchdog Committee, presented the Committee's [quarterly report](#).

II. PUBLIC FORUM

The following individual registered to address the School Board:

- Randy Thompson
Special Problem or Issue: School Safety/Gun Violence

III. MINUTES

- a. [02-15-18 Special Workshop](#)
- b. [02-16-18 Regular Workshop](#)
- c. [03-20-18 Regular Meeting](#)

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

- A. [Approval to Advertise Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Rights and Responsibilities Handbook](#)

[AMEND](#)

Motion by Mrs. Hightower, seconded by Mr. Slayton, to approve for advertisement, amendments to the School District of Escambia County, Florida Rights and Responsibilities Handbook, carried unanimously.

b. CONSENT AGENDA

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

1. Curriculum

- A. Alternative Education
 - No items submitted
- B. Continuous Improvement
 - 1. [School Choice Student Transfers](#)
- C. Elementary Education
 - No item submitted
- D. Evaluation Services
 - No items submitted
- E. Exceptional Student Education
 - 1. [Contract Between Pyramid, Inc. 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](#)
- 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. [Florida Job Growth Training Grant Sub-Award Agreement Between Pensacola State College 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 \$ 1,522.50
 - b. The Hammons Law Firm \$ 1,190.00
 - c. The Hammons Law Firm \$ 490.00
 - d. The Hammons Law Firm \$ 770.00
 - e. The Hammons Law Firm \$ 2,012.50
 - f. The Hammons Law Firm \$ 472.50
 - g. Rumberger, Kirk & Caldwell \$ 8,083.85
 - h. Rumberger, Kirk & Caldwell \$ 8,508.08
 - i. Rumberger, Kirk & Caldwell \$ 371.35
 - j. Rumberger, Kirk & Caldwell \$ 1,045.41
 - k. Shell, Fleming, Davis & Menge, P.A. \$ 735.00
 - 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$ 9,345.00
 - 3. [Statement from Florida School Boards Association for 2018-2019 annual dues](#)
 - 4. [2017-2018 Educational Support Personnel Salary Schedule](#)
- B. Accounting Operations
 - 1. [Check Register for March 2018](#)

CORRECT/ADD

C. Budgeting

1. [Recap of General Fund Reserves \(Non-Categorical\) as of March 31, 2018](#)
2. [Resolutions to amend District School Budget:](#)
 - a. Resolution 7 - General Operating Fund
 - b. Resolution 7 - Special Revenue – Federal Programs
 - c. Resolution 7 - Capital Projects Fund
 - d. No item submitted – Special Revenue – Food Service Fund
 - e. No item submitted - Debt Service Fund
3. [Scrap List I for April 2018](#)
4. [Auction List I for April 2018](#)
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: Hosted School Nutrition and Point of Sale Software, RFP #180704](#)
2. [Bid Renewal: Commercial Freezer & Refrigeration Maintenance & Repair, RFP #171903](#)
3. [Bid Renewal: Tree Debris Removal, RFP #141802](#)
4. [Bid Extension: Paper Products & Cleaning Supplies for School Cafeterias, Bid #172102](#)
5. [Bid Renewal: Computer and Peripheral Repair Services, RFP #103304](#)
6. [Agreement Renewal: Schoolnet Software](#)
7. [Agreement Renewal: VMWare Software Licenses](#)
8. [Agreement Renewal: Skyward/Enterprise Resource Planning Software](#)
9. [Software Hosting: Skyward](#)
10. [Chromebook Protective Sleeves](#)
11. [Drug Screening Services](#)
12. [Fiber Network Maintenance](#)
13. [Apple Computer Equipment for Beulah Middle School](#)
14. [Sharp Copiers for Beulah Middle School](#)
15. [Furniture for Kingsfield Elementary School](#)
16. [Miscellaneous Furniture for Kingsfield Elementary School](#)
17. [Change Notice #1 to Purchase Order #6301800004 – School Psychologist](#)
18. [Emergency Purchases – District Wide Lock Replacement](#)

ITEMS PREPARED BY FACILITIES PLANNING:

19. [Annual Agreement: Professional Building Commissioning Services](#)
20. [Annual Agreement: Professional Environmental Consultant Services](#)
21. [Annual Agreement: Professional Land Surveying Services](#)
22. [Change Notice #6 to Purchase Order #5421600227 – Architectural/Engineering Services for Beulah Middle School](#)
23. [Six \(6\) Modular Classroom Units - Ferry Pass Middle 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
 - a. [Approve the 2018-2019 Department Personnel Planning Document](#)

[AMEND](#)

[AMEND](#)

- 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
 - No items submitted
- D. Employee Services
 - ~~No items submitted~~
 - 1. [Ratification of the 2017-2020 Master Contract between the School District of Escambia County and the Union of Escambia Education Staff Professionals, FEA, NEA, AFT](#)
- E. Affirmative Action
 - No items submitted

ADD

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

AMEND

Motion by Mr. Slayton, seconded by Mrs. Hansen, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.A, *Disciplinary Reassignments*, carried unanimously.

- B. [Expulsions](#)

Motion by Mr. Adams, seconded by Mrs. Hightower, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.B, *Expulsions*, carried unanimously.

1. Recommend that consistent with the decision of the due process committee, student discipline number 18-159-951 be 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.
 2. Recommend that consistent with the decision of the due process committee, student discipline number 18-162-951 be expelled 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.
 3. Recommend that consistent with the decision of the due process committee, student discipline number 18-190-221 be expelled 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.
3. Employee Discipline
- A. Recommend that employee #0000050331 is suspended without pay for three (3) working days beginning Wednesday, April 18, 2018, based on misconduct as more specifically identified in the notice letter to the employee.
 - B. Recommend that employee #0000051651 is suspended without pay for one (1) working day beginning Wednesday, April 18, 2018, based on misconduct as more specifically identified in the notice letter to the employee.

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

4. Other Items
- A. [Memorandum of Understanding Between the School Board of Escambia County, Florida and the Escambia County Public School Foundation, Inc.](#)

Motion by Mrs. Hightower, seconded by Mr. Adams, to adopt Item V.d.4.A., *Memorandum of Understanding Between the School Board of Escambia County, Florida and the Escambia County Public School Foundation, Inc.*, carried unanimously.

- B. [Resolution – Escambia County School District Referendum \(Appoint or Elect Superintendent of Schools of Escambia County\)](#)

Motion was made by Mrs. Hansen and seconded by Mrs. Hightower, to accept Item V.d.4.B., *Resolution – Escambia County School District Referendum (Appoint or Elect Superintendent of Schools of Escambia County)*. Mr. Slayton said he would not support the motion to approve this item, as none of his constituents had asked him to do so. The Superintendent reiterated comments made during the April 13, 2018 Regular Workshop when this matter was initially discussed. Motion carried 4 to 1, with Mr. Slayton voting “No.”

- C. Recommend that employee #0000051980 is suspended without pay beginning Wednesday, April 18, 2018, based on employment ineligibility as more specifically identified in the notice letter to the employee.
- D. Recommend that employee #0000051737 is suspended without pay beginning Wednesday, April 18, 2018, based on conduct as more specifically identified in the notice letter to the employee.

Motion by Mr. Adams, seconded by Mrs. Hightower, to accept the Superintendent's recommendation as outlined in Item V.d.4.C and Item V.d.4.D, carried unanimously.

e. INTERNAL AUDITING

1. [Inventory Adjustment Reports for thirty-one \(31\) cost centers](#)

Motion by Mrs. Hightower, seconded by Mr. Slayton, to approve Item V.e.1, *Inventory Adjustment Reports for thirty-one (31) cost centers*, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

DELETE

1. ~~Final Order: DOAH Case No. 17-5600, Escambia County School Board vs. Deborah Peterson~~

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:25 p.m.

Attest:

Approved:

Superintendent

Chair