

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 16, 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 October 1, 2018 – Legal No. [3182475](#)

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

Mr. Boone delivered the invocation 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 October 16, 2018 Regular Meeting agenda were for good cause. Motion by Mr. Slayton, seconded by Ms. Hightower, to adopt the agenda *as amended*, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

A representative provided 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 October is Latresa Carlisle, Information Technology Specialist. She has been in the District serving in this role for five (5) years. Mrs. Carlisle is an important and integral part of the Information Technology (IT) department. She is tasked with many demanding responsibilities such as supporting the District's surveillance system, internet filters, Google User accounts, and device management. She works diligently to ensure schools have everything they need to support their technology demands. She has proven herself time and time again not only through her assistance with the IT help desk tickets, emails and phone calls; but also her willingness to jump at a problem and tackle it head on. Yet, with all the hard works she puts in on a daily basis, she takes it all in stride and keeps coming back with a calm, knowledgeable demeanor and great attitude! Mrs. Carlisle regularly reviews internet filter data to identify students who need assistance using their technology in a responsible manner. In fact, it is in this capacity she has been instrumental in identifying students who may be contemplating self-harm. Mrs. Carlisle takes this responsibility very seriously and contacts school administrators on a regular basis to ensure students receive the assistance they need. Mrs. Carlisle has a large number of responsibilities, and she fulfills all of them admirably. Mrs. Carlisle 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 October.*

In recognition of her stellar performance, Mrs. Carlisle received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. [Education Support Professionals Week Resolution](#)

The Superintendent read the following resolution:

WHEREAS, Education Support Professionals Day was first celebrated in 1987 after the National Education Associations (NEA's) Representative Assembly called for the creation of a way to honor contributions of school support staff; and

WHEREAS, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility, and equality; and

WHEREAS, by equipping young people with both practical skills and broader intellectual abilities, traditional public schools give them hope for and access to a productive future; and

WHEREAS, schools are a community that bring together adults and children, educators and volunteers, business leaders, and elected officials in our common goal of creating Public Schools for every child; and

WHEREAS, Education Support Professionals are an integral part of the education process; and

WHEREAS, Education Support Professionals provide a safe and healthy learning environment for staff and students; and

WHEREAS, Education Support Professionals work tirelessly to serve our children and communities with care and professionalism.

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida does hereby recognize the week of November 11-17, 2018 as

EDUCATION SUPPORT PROFESSIONALS WEEK

and recognizes and acknowledges the importance of Education Support Professionals in our public schools.

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 David Elzbeck, Union of Escambia ESP and Nicole Sipka, Florida Education Association.

Motion by Mr. Adams, seconded by Ms. Hansen, to adopt a resolution recognizing the week of November 11-17, 2018, as Education Support Professional Week, carried unanimously.

II. PUBLIC FORUM

The following individuals registered to address the School Board during Public Forum:

- Donna Woodard – Compensation for teachers at low-performing/turnaround schools
- Vikki Garrett – Introduction to School Board Members
- Laura Gilliam, representing United Way of Escambia County
- Michelle Salzman – Appointed/Elected Superintendent
- Walker Wilson – Appointed/Elected Superintendent

III. MINUTES

- a. [08-16-18 Special Workshop](#)
- b. [08-17-18 Regular Workshop](#)
- c. [09-18-18 Special Meeting](#)
- d. [09-18-18 Regular Meeting](#)
- e. [10-05-18 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

- A. [Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 2 – Human Resource Services](#)

Motion was made by Mr. Adams and seconded by Mr. Slayton, to adopt amendment to *Rules and Procedures of the District School Board: Chapter 2 – Human Resource Services*. Mr. Boone called for public hearing; however, no one registered to speak. Motion carried unanimously.

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](#)

Mr. Slayton offered a motion to advertise amendments to Rules and Procedures of the District School Board: Chapter 3 – School Operations. Mr. Adams seconded the motion for discussion purposes. Mr. Adams reiterated comments made during the October 12, 2018 Regular Workshop

as to why he would not support the motion to advertise amendments to Chapter 3 – Operations, specifically Section 3.07(17) – *Administration of Medical Marijuana to Qualified Students on District Property*. Motion carried 4 to 1, with Mr. Adams voting “No.”

B. [Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 7 – Students](#)

Motion by Ms. Hansen, seconded by Mr. Slayton, to advertise amendment to *Rules and Procedures of the District School Board: Chapter 7 – Students*, carried unanimously.

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

-No items submitted

C. Elementary Education

-No items submitted

D. Evaluation Services

-No items submitted

E. Exceptional Student Education

1. [Transportation Reimbursement Request](#)

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 Escarose, Inc. DBA CareerSource Escarosa and the School Board of Escambia County, Florida](#)

2. [School Affiliation Renewal Agreement Between Baptist Health Care Corporation and the School Board of Escambia County, Florida](#)

3. [Escambia County School District High School Career Academy Application Escambia High School Pharmacy Services Academy](#)

L. Other

-No items submitted

2. Finance and Business Services

A. Finance

1. [Legal Services – General Fund](#)

a. The Hammons Law Firm	\$ 1,540.00
b. The Hammons Law Firm	\$ 140.00
c. The Hammons Law Firm	\$ 1,137.50
d. The Hammons Law Firm	\$ 192.50
e. The Hammons Law Firm	\$ 1,592.50
f. The Hammons Law Firm	\$ 1,592.50
g. Rumberger, Kirk & Caldwell	\$ 1,171.27
h. Rumberger, Kirk & Caldwell	\$ 225.00
i. Rumberger, Kirk & Caldwell	\$ 1,060.00
j. Rumberger, Kirk & Caldwell	\$ 7,270.00
k. Shell, Fleming, Davis & Menge, P.A.	\$ 385.50
l. Resolutions in Special Education	\$ 8,663.13

2. [Legal Services - Risk Management Fund](#)

a. The Hammons Law Firm	\$ 6,037.50
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B. Accounting Operations

1. [Check Register for September 2018](#)

C. Budgeting

1. Recap of General Fund Reserves (Non-Categorical) – no item submitted

2. [Resolutions to amend District School Budget:](#)

- a. Resolution 1 - General Operating Fund
- b. Resolution 1 - 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 October 2018](#)

4. [Auction List I for October 2018](#)

5. [Financial Statements by Fund](#)

6. [Disposal and Demolition of Greenhouses at Bellview Middle School – Buildings #11 and #12](#)

D. Payroll and Benefits Accounting

1. [Financial Status Report: Employee Benefit Trust Fund](#)

E. Purchasing

ITEMS PREPARED BY PURCHASING:

- 1. [Bid Award: Classroom and Office Supplies, Bid #190405](#)
- 2. [Bid Renewal: Fire Alarm Inspection & Maintenance, RFP #150402](#)
- 3. [Bid Renewal: Dispensing System for Foam Hand Soap, RFP #150702](#)
- 4. [Bid Renewal: Water Treatment Services, RFP #151102](#)
- 5. [Software for Middle and High School Agricultural Workforce Academies](#)
- 6. [Change Order #1 to Purchase Order #3011900001 – LANGUAGE! Live Software](#)

ITEMS PREPARED BY FACILITIES PLANNING:

- 7. [Annual Agreement Renewal: Portable Moving Services Throughout the District](#)
- 8. [Change Notice #1 to Purchase Order #5421800115 – Molino Park Elementary School HVAC Renovations](#)
- 9. [Change Notice #1 to Purchase Order #5421800186 – Ransom Middle School HVAC Renovations](#)

10. [Change Notice #3 to Purchase Order #5421700221 – Architectural/Engineering Services for Repurpose Woodham Middle School to West Florida High School](#)

ITEM PREPARED BY PURCHASING:

11. [Bid Renewal: Diplomas, RFP #140402](#)

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. [Approve correction to Item V.b.3.B.1., Appointments, approved during the Regular School Board Meeting on September 18, 2018, to change the start date of Tiyanka Jones from August 23, 2018 to August 20, 2018.](#)
 - b. [Approve the following job description on the Administrative Salary Schedule effective October 16, 2018: Specialist – Grants Management](#)

B. Educational Support Personnel

1. [Appointments](#)
2. [Temporary Promotions](#)
3. [Resignations/Retirements/Other](#)
4. [Terminations](#)
5. [Leaves of Absence](#)
6. Special Requests
 - a. [For Board Information: Report the death of Robert Davis Jr., Teacher Assistant Special at Pensacola Boys Base, on August 31, 2018.](#)

C. Risk Management

1. [Campus Security Resident Lease-Workman Middle School](#)
2. [Workers' Compensation Medical Bill](#)

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

A. Facilities Planning

1. [Renewal of Pre-Qualified Contractors](#)

B. School Food Services

-No items submitted

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

1. [2018-2019 Bus Routes](#)

ADD

- 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 Mr. Slayton and 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 19-08-1221 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.
2. Recommend that consistent with the decision of the due process committee, student discipline number 19-09-601 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 19-10-561 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.
4. Recommend that consistent with the decision of the due process committee, student discipline number 19-11-061 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.

5. Recommend that consistent with the decision of the due process committee, student discipline number 19-12-951 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.
6. Recommend that consistent with the decision of the due process committee, student discipline number 19-17-281 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

- A. Recommend that employee #0000056602 is suspended for one (1) working day beginning Wednesday, October 17, 2018, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

- B. Recommend that employee #0000055270 is suspended without pay beginning Wednesday, October 17, 2018, 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

- C. Recommend that employee #0000053024 is terminated effective Wednesday, October 17, 2018, based on misconduct as more specifically identified in the notice letter to employee.

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

4. Other Items

~~No items submitted~~

ADD

- A. Recommend that employee #0000054434 is returned to work effective October 1, 2018, as more specifically detailed in the notice letter to the employee.

ADD

- B. Recommend that employee #0000014924 is suspended without pay beginning Wednesday, October 17, 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 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 6:42 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL