

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 18, 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 August 19, 2018 – Legal No. [3106962](#)

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. Ricky Skaggs, Pastor of Windy Hill Baptist Church, delivered the invocation. Mr. Adams 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 September 18, 2018 Regular Meeting agenda were for good cause. Motion by Mr. Slayton, seconded by Ms. Hansen, 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 September is Stephen Shasteen. Stephen Shasteen is the Transportation Video and GPS Specialist for the District. He has worked in Transportation for fifteen (15) years, first as a bus operator and in his current position as Video/GPS Specialist for the last three (3) years. Steve Shasteen is a tireless and versatile employee who sets the standard for diligence with*

a sense of duty in the performance of his job. He can be counted on in all that needs to be done; whether driving across the county to retrieve a school bus video, reviewing a school bus video to assist with locating a missing student, or remaining in contact with District vehicles electronically to track and monitor vehicle movements after hours and on weekends. Mr. Shasteen conducts all video and GPS investigations for the Transportation Department with absolute integrity and insight. His experience and perspective as a former school bus operator is instrumental in resolving transportation issues. Mr. Shasteen has saved the Transportation Department thousands of dollars by refitting older video systems with new discs rather than spending additional dollars on replacement parts. He also took the initiative to store archived school bus video on network storage so that video footage could be archived, watermarked, and shared with schools in a timely and secure fashion. In addition to all of that, Mr. Shasteen provides assistance driving a school bus when needed and assisting in the Dispatch Office. Mr. Shasteen 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 September. In recognition of his stellar performance, Mr. Shasteen received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. [Red Ribbon Week Resolution](#)

The Superintendent read the following resolution:

WHEREAS, alcohol and other drug abuse in this nation has reached epidemic stages; and
WHEREAS, it is imperative that visible, unified prevention education efforts by community members be launched to eliminate the demand for drugs; and

WHEREAS, the National Family Partnership is sponsoring the Florida Red Ribbon Campaign offering citizens the opportunity to demonstrate their commitment to drug-free lifestyles (no use of illegal drugs, 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 renew their commitment to healthy, drug-free lifestyles; and

WHEREAS, numerous schools and school districts throughout the country, along with national programs, are among those innovative answers; and

WHEREAS, the State of Florida and the School District of Escambia County, Florida commits its resources to ensure the success of the Red Ribbon Campaign and the national theme: Life is Your Journey, Travel Drug Free.

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County does hereby recognize the week of October 23-31, 2018, 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 Mrs. Hightower, seconded by Mr. Adams, to adopt a resolution recognizing the week of October 23-31, 2018, as Red Ribbon Week, carried unanimously.

4. [National Bullying Prevention Month Resolution](#)

The Superintendent read the following 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, 2018 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 2018, as National Bullying Prevention Month, carried unanimously.

AMEND

5. **Disability History and Awareness Needs Weeks Resolution**

The Superintendent read the following resolution:

WHEREAS, there are approximately three hundred and 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 recognizing October as "Disability History and Awareness Month" and encouraging schools to include instruction and events focusing 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 observe the first two weeks of October as

DISABILITY HISTORY AND AWARENESS WEEKS

and 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, Exceptional Student Education.

Motion by Ms. Hansen, seconded by Mrs. Hightower, to adopt a resolution observing the first two weeks of October, as Disability History and Awareness Weeks, carried unanimously.

6. [American Founders' Month and Celebrate Freedom Week Resolution](#)

The Superintendent read the following resolution:

WHEREAS, the nation's founding fathers and the sacrifices made for freedom hold a special place in the history of the United States of America and the state of Florida; and

WHEREAS; during the month of September various groups, including civic, fraternal, and religious organizations, as well as public and private educational institutions, are urged to recognize and observe American Founders' Month through appropriate programs, meetings, services and celebrations in which state, country, and local governmental officials are invited to participate; and

WHEREAS, during American Founders' Month public schools, at all grade levels, are encouraged to coordinate instruction related to the nation's founding fathers, including an in-depth study of the intent, meaning, and importance of the Declaration of Independence.

NOW THEREFORE, BE IT RESOLVED, that the School Board of Escambia County does hereby recognize the week of September 23-29, 2018, as

CELEBRATE FREEDOM WEEK IN FLORIDA

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 Cherie Arnette, Social Studies Specialist.

Motion by Mr. Adams, seconded by Mr. Slayton, to adopt a resolution recognizing the week of September 23-29, 2018, as Celebrate Freedom Week in Florida, carried unanimously.

7. EnVisioneer of the Year Award

The Superintendent made the following announcement: *The Escambia County School District employs only one mechanical engineer, Roger McGraw. Mr. McGraw works in Facilities Planning and one of Mr. McGraw's responsibilities includes ensuring the District's facilities run efficiently. Over the last seven (7) years, working closely with the Maintenance, Facilities Planning and Energy Management departments and lead contractors, Mr. McGraw has helped to dramatically improve the District's energy efficiency, saving the District millions of dollars. This success has made our District a leader in the state. Danfoss, a current provider to the District, is an international engineering firm with over 26,000 employees dedicated to providing energy efficient technologies worldwide. Tonight, Mr. McGraw will be named the end user winner of Danfoss' annual EnVisioneer of the year award competition. Danfoss presents this award annually to recognize exemplary performance in energy efficiency and environmentally responsible engineering. John Gaylen, president of Danfoss North America and Lisa Tryson, director of corporate communications for Danfoss will be presenting the EnVisioneer of the year award to Mr. Roger McGraw. Accompanying Mr. Gaylen and Ms. Tryson are victor smith and Danny Agnew, Mr. McGraw's primary local contacts for Danfoss.*

8. [Public School Appreciation Month Resolution](#)

The Superintendent read the following resolution:

WHEREAS, Eighty-four percent of America's children attend traditional public schools. Six percent attend charter public schools. The remaining ten percent are in private schools or home schools; and

WHEREAS, traditional public schools are required to accommodate all children regardless of ability and to maintain building safety standards above that of other schools; and

WHEREAS, traditional public schools are required to hire only qualified and trained teachers; and

WHEREAS, traditional public schools supply transportation to and from school within that school's area

WHEREAS, traditional public schools are funded by tax dollars on the basis of the number of children enrolled and are funded per student based on the consideration that a small percentage will require more expensive accommodation, and the aggregate funding will cover those who require more; and

WHEREAS, traditional public schools provide breakfast and lunch with costs to the students apportioned by a sliding scale based on ability to pay. Many students in traditional public schools get free or reduced cost meals; and

WHEREAS, traditional public school students in general do as well as if not better than students in charter public schools and voucher supported schools; and

WHEREAS, traditional public schools best serve our children when they are under the supervision of local boards which know the local strengths and weaknesses and can best determine where changes are needed for the benefit of the students served; and

WHEREAS, free universal public education is the way to assure ourselves of productive and educated citizens, an aware voting electorate which is the best defense for our democratic processes.

NOW, THEREFORE, BE IT RESOLVED that in the interest of our children and our democracy that traditional public schools are deserving of the full support of our communities and our legislature. Further we, the School Board of Escambia County, Florida, do hereby recognize the month of September, 2018 as

PUBLIC SCHOOL APPRECIATION MONTH

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 Mr. Gerald W. Boone, Chair, on behalf of the School Board of Escambia County, Florida.

Motion by Mrs. Hightower, seconded by Mr. Slayton, to adopt a resolution recognizing the month of September 2018, as Public School Appreciation Month, carried unanimously. *A copy of this resolution also tendered to Paula Montgomery, Education Chair League of Women Voters of Pensacola Bay Area.*

II. PUBLIC FORUM

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

- Carol Cleaver, teacher
- Paula Montgomery, Education Chair League of Women Voters of Pensacola Bay Area

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

Motion by Mr. Slayton, seconded by Mr. Adams, to accept the Superintendent's recommendation for administrative appointments*, as outlined in the amended backup for this item, carried unanimously.

**Rena Ellsworth, from Teacher-Educational Specialist – Exceptional Student Education to Subject Area Specialist/ESE – Physical Disability Services – Exceptional Student Education (12 month position)*

III. MINUTES

- a. [07-12-18 Regular Workshop](#)
- b. [08-21-18 Regular Meeting](#)
- c. [08-27-18 Special Meeting](#)
- d. [09-10-18 Special Meeting](#)

Motion by Mr. Slayton, 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

~~DELETE~~

~~A. Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board:
Chapter 5 – Business Services~~

2. Permission to Advertise

-No items submitted

b. CONSENT AGENDA

Motion by Ms. Hansen, seconded by Mrs. Hightower, to adopt the Consent Agenda, carried unanimously.

1. Curriculum

A. Alternative Education

1. [Amendment to the Contract Between the School Board of Escambia County, Florida and Capstone Adaptive Learning & Therapy Centers, Inc. DBA Capstone Academy](#)

B. Continuous Improvement

1. [School Choice Student Transfers](#)

C. Elementary Education

1. [Agreement Between the School Board of Escambia County, Florida and Capella University](#)

D. Evaluation Services

-No items submitted

E. Exceptional Student Education

1. [Amendment to the Contract Between Lakeview Center, Inc. and the School Board of Escambia County, Florida](#)

F. High School Education

1. [Agreement Between the School Board of Escambia County, Florida and BTO Media, LLC \(BlabTV\)](#)

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. [Agreement Between the School Board of Escambia County, Florida and the Florida Department of Law Enforcement](#)
2. [Escambia County School District High School Career Academy Application West Florida High School Agriculture Biotechnology Academy](#)
3. [Adult Education and Family Literacy Adult General Education Fiscal Year 2018-2019](#)

L. Other

-No items submitted

2. Finance and Business Services

A. Finance

1. [Legal Services – General Fund](#)

- | | |
|-------------------------|-------------|
| a. The Hammons Law Firm | \$ 262.50 |
| b. The Hammons Law Firm | \$ 105.00 |
| c. The Hammons Law Firm | \$ 3,552.50 |

- d. The Hammons Law Firm \$ 402.50
- e. The Hammons Law Firm \$ 210.00
- f. Rumberger, Kirk & Caldwell \$ 40.00
- g. Rumberger, Kirk & Caldwell \$ 1,185.00
- h. Shell, Fleming, Davis & Menge, P.A. \$ 753.00
- i. Resolutions in Special Education \$ 22,313.98
- j. Resolutions in Special Education \$ 10,617.58
- 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$ 8,937.61
- B. Accounting Operations
 - 1. [Check Register for August 2018](#)
- 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 2018](#)
 - 4. [Auction List I for September 2018](#)
 - 5. Financial Statements by Fund – no item submitted pending FYE Financial Statements
 - 6. [Donation of Longboard Equipment to Brevard County School District](#)
 - 7. [Disposal and Demolition of Portable #381](#)
 - 8. [Schedule of Litigated Refunds to Tax Collector-Beach Taxes](#)
- D. Payroll and Benefits Accounting
 - 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 - 1. [Bid Award: Miscellaneous Paper Products & Cleaning Supplies for School Cafeterias, Bid #190102](#)
 - 2. [Bid Award: Condiments, Spices, & Staples, Bid #190202](#)
 - 3. [Re-Award: Breakfast and Lunch Entrees, Bid #181402, Items #44 and #48](#)
 - 4. [Educational Services Agreement: Learning for Life Character Education Program](#)
 - 5. [Student Tutoring Agreement: Learning Connections of Pensacola, LLC \(Learning Rx\)](#)
 - 6. [Amendment I: i-Ready Diagnostic and Instruction Agreement](#)
 - 7. [Annual Agreement Renewal: Claims Management Software for the Risk Management Department](#)
 - 8. [Amendment II: Employee Health Clinic Agreement](#)
 - 9. [Software Site Licenses for Microsoft Certification Programs](#)
 - 10. [Software for Middle School Workforce Academies](#)
 - 11. [Apple Computer Equipment for Pine Forest High School](#)
 - 12. [Change Notice #1 to Purchase Order #6241900037 - Lakeview Center, Inc.](#)
 - ITEMS PREPARED BY FACILITIES PLANNING:*
 - 13. [Architectural/Engineering Services for Brown-Barge Middle School Renovations](#)
 - 14. [Change Notice #2 to Purchase Order #5421700145 - Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School](#)
 - 15. [Change Notice #3 to Purchase Order #5421800083 – Athletic Improvements for West Florida High School – Woodham Campus](#)
 - 16. [Change Notice #4 to Purchase Order #5421800045 – Woodham Middle School Stormwater and Site Improvements](#)
- 3. Human Resource Services
 - A. Instructional/Professional

[DELETE](#)

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. [Request to rescind the resignation of Robert D Price, Teacher at Bailey Middle School, effective May 25, 2018, that was approved during the Regular School Board Meeting on July 17, 2018, under Item V.b.3.A.5., Resignations/Retirements/Other.](#)
- 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 Randie Robinson, Driver-Equipment Operator, Inventory Systems, on August 5, 2018.](#)
 - b. [For Board Information: Report the death of Robert E. Davis, Jr., Teacher Assistant Special, Pensacola Boys Base, on August 31, 2018.](#)
- C. Risk Management
1. [Employee Benefits Changes Effective January 1, 2019](#)
 2. [Workers' Compensation Settlement](#)
- D. Employee Services
-No items submitted
- E. Affirmative Action
-No items submitted
4. Operations
- A. Facilities Planning
1. Final Payments
 - a. [Bellview Elementary School Outdoor Covered Play Area and Multi-Purpose Room](#)
 - b. [McArthur Elementary School Outdoor Covered Play Area and Multi-Purpose Room - Quina Grundhoefer Architects, P.A.](#)
 - c. [McArthur Elementary School Outdoor Covered Play Area and Multi-Purpose Room - A.E. New, Jr., Inc.](#)
 2. Miscellaneous
 - a. [AIA Document A101-2017 - Standard Form of Agreement Between Owner and Contractor](#)
 - b. [AIA Document A201-2017 - General Conditions of the Contract for Construction](#)
 - c. [AIA Document B101-2017 - Standard Form of Agreement Between Owner and Architect](#)
- 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

1. [Appointment of Allison Jones as the School Board's Appointee to Escambia County School District Audit Committee](#)

Motion by Mrs. Hightower, seconded by Mr. Slayton, to appoint Allison Jones as the School Board's appointee to the Escambia County School District Audit Committee, carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

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

This item handled earlier in the meeting.

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.

[AMEND](#)

- B. [Expulsions](#)
 1. 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.
 2. Recommend that consistent with the decision of the due process committee, student discipline number 18-252-281 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder 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 19-01-281 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder 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.
 4. Recommend that consistent with the decision of the due process committee, student discipline number 19-02-281 be expelled from all public schools of Escambia County from August 29, 2018 through August 29, 2019 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 Mrs. Hightower, seconded by Ms. Hansen, to accept the Superintendent's recommendation for employee discipline as outlined in Item V.d.3.B, *Expulsions*, carried unanimously.

3. Employee Discipline

- A. Recommend that employee #0000019716 is suspended without pay for five (5) working days beginning Wednesday, September 19, 2018, based on misconduct as more specifically identified in the notice letter to the employee.

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

4. Other Items

-No items submitted

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 6:22 p.m.

Attest:

Approved:

Superintendent

Chair