

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, NOVEMBER 19, 2019

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: Mrs. Patricia Hightower (District IV)
Vice Chair: Mr. Bill Slayton (District V)
Board Members: Mr. Kevin L. Adams (District I) – *via speakerphone*
Mr. Paul Fetsko (District II)
Dr. Laura Dortch Edler (District III)

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in the *Pensacola News Journal* on October 21, 2019 – Legal No. [3848023](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.
[General discussion among School Board Members, the Superintendent, and staff occurred throughout this session.]

I. CALL TO ORDER

Mrs. Hightower welcomed everyone in attendance as well as those watching via live streaming and thanked them for their interest in public education. Mrs. Hightower reminded those who wished to speak at Public Forum or to a specific agenda item, they would need to submit a registration form. She called the Regular Meeting to order at 5:30 p.m.

a. Invocation and Pledge of Allegiance

(NOTE: *It is the tradition of the Escambia County School Board to begin their business meeting with an invocation or motivational moment followed by the Pledge of Allegiance.*) Mr. Slayton called for a 'moment of silence' followed by the Pledge of Allegiance.

b. Adoption of Agenda

The Superintendent listed all changes made to the agenda since initial publication. Mrs. Hightower advised that Florida Statutes and School Board Rule require 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. It was her understanding that the School Board was noticed of all changes during the November 15, 2019 Regular Workshop. Mrs. Hightower called for a motion to adopt the agenda for the November 19, 2019 Regular Meeting, as amended for good cause. Motion by Mr. Slayton, seconded by Mr. Fetsko, to adopt the agenda as amended, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Ms. Tori Woods, president of the Escambia County Council PTA (ECCPTA) provided a report on the recent and upcoming events of the ECCPTA.

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 November is Karen Mizell. Karen Mizell is the Custodian at Blue Angels Elementary School. She has been at Blue Angels and with the District for 13 years. Karen Mizell's co-workers describe her as friendly, kind and hardworking; she always has a smile and demonstrates that she genuinely cares about others. Not only is Ms. Mizell a friendly co-worker, she is a team player. Being a custodian is a challenging job, but Karen Mizell is a dedicated Custodian.*

She often fills in when there is a need to reschedule or there is a change on a custodial team, whether for a day, a week or a month. She works hard to make sure her tasks are completed, always doing what needs to be done, doing the work of three people when the school is short staffed. Karen Mizell has a pleasant attitude and works hard to create positive relationships with all employees. She greets everyone with a smile, is quick to offer encouraging words and takes pride in her work, placing a high value on the school's cleanliness. The hallways always look and smell "spic and span." Karen Mizell received multiple nominations for Stellar Employee of the month and her co-workers state that whenever you hear Karen's name mentioned, everyone speaks highly of her and they never want to lose her as their custodian. Karen Mizell is stellar because of her excellent work ethic and dedication to the staff and students throughout the Escambia County School District. 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 November 2019. Ms. Mizell received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. Recognition of Outstanding Assistant Principal of the Year

The Superintendent made the following announcement: It is my pleasure this evening to announce that Esi Shannon has been selected as the 2019-2020 Escambia County School District's Outstanding Assistant Principal of the year. The Outstanding Assistant Principal Achievement Award was established to recognize exemplary assistant principals for the contributions to their schools and communities. The program honors assistant principals that have utilized teamwork and leadership skills to increase student performance, promote safe learning environments and establish partnerships with parents and community members. Esi Shannon has been the Assistant Principal at Escambia High School since 2012 and with the District for 12 years. She is an outstanding administrator who cares deeply for her students and works tirelessly to help each student succeed academically and find his or her purpose after graduation. One of Mrs. Shannon's many strengths is providing professional development that focuses on the individual academic needs of students. Graduation rate has increased 25% during her time at Escambia High School, which is evidence of her commitment to helping students find their path to success. Escambia High School has been a bronze, silver and gold level positive behavior intervention support school (PBIS) due to her proactive implementation of PBIS when she arrived at Escambia High School in 2012. Mrs. Shannon has also been successful with implementation of the canvas Learning Management System (LMS). Staff, students and parents have embraced the canvas LMS; as a result, communication and collaboration between teachers, students and parents has significantly improved. Mrs. Shannon leads by example as she works closely with her teachers and district subject area specialists to improve achievement for all students. She is creative and innovative; always willing to do more for the benefit of her teachers and students. She values the opportunity to network with others and values the opportunities to grow professionally as change occurs. She is well respected by teachers, students, parents, and co-workers. Her "can do" attitude and positive energy is displayed no matter the circumstances or the time of day or night. Esi Shannon is always willing and ready to lead or lend a helping hand. The Escambia County School District is extremely proud of the accomplishments of Esi Shannon and I am honored to recognize her as the outstanding assistant principal of the year.

4. Recognition of Outstanding Principal of the Year

*The Superintendent made the following announcement: It is my pleasure this evening to announce that Wilson Taylor has been selected as the 2019-2020 Escambia County School District's Outstanding Principal of the Year. The principal achievement award for outstanding leadership was established in 1988 to recognize exemplary principals for their contributions to their schools and communities. The program honors principals who have spearheaded initiatives to increase student performance and promote safe learning environments, often through establishing partnerships with parents and community members. Wilson Taylor has been with the district for **31 years!!!** He has been the principal at Beulah middle school since June 2018 and he was the principal of Woodham middle school from 2013-2018, where he was successful in creating a culture that fostered building relationships with students. Mr. Taylor's first goal has always been to build meaningful and supportive relationships with and between his parents, students, and staff. Mr. Wilson was challenged*

with both leading a title one middle school while simultaneously assisting with the opening of the new Beulah middle school, a state of the art school designed to accommodate 1200 students. Mr. Wilson was effective at navigating the many challenges as principal at Woodham middle school while working with architects, contractors and district personnel to help design the new Beulah middle school. Mr. Taylor had to maintain the morale and the staff, maintain an academic focus for the students at the closing school while working to build and open the new school. When the doors opened at Beulah middle school in 2018, students were offered opportunities in pre-engineering, agricultural science, arts, (band, orchestra, chorus, and art), culinary, health, multi-media, and information technology academies, allowing students many alternatives to discover new skills and passions. Beulah middle is a title I school, serving a very diverse community. One parent said of Mr. Taylor; “he is an approachable, available, supportive, knowledgeable, caring, but firm man, who is guiding our students.” He is known for his compassion for those in need, and was instrumental in leading a drive to collect supplies for disaster relief for hurricane Michael, personally making two trips to the most devastated areas to deliver the supplies. The Escambia county school district is extremely proud of the accomplishments Wilson Taylor and I am honored to recognize him as the outstanding principal of the year.

5. 2018-2019 Family and Community Involvement Award Winner

The Superintendent made the following announcement: *The Florida Department of Education recently recognized Escambia County School District for having a 2018-2019 Family & Community Involvement Award winner. The Family & Community Involvement Award recognizes one elementary and one secondary school program for their exemplary, innovative and collaborative practice that brings schools, families, students, and community partners together to reach school improvement goals and impact student success. We are pleased to recognize Workman Middle School for their Student-led Conferences and as the winner of the 2018-2019 Secondary School Family & Community Involvement Award! The J.H. Workman Middle School Student-Led Conference event was an opportunity for parents and the community to dedicate time to Workman’s students by being the listener, encourager, and supporter for students while students took ownership of their learning and communicated it in their own way. Students presented their stories, academic achievements, learning goals, and ways to meet their goals through digital portfolios that focused on all academic subjects. In August and early September last year, teachers introduced student-led conferences to students by presenting them with digital templates and explained the importance of the project. By the end of October, students had completed their digital portfolios while preparing for their student-led conference with their teachers. The students’ portfolios focused on all academic subjects and, as such, students were able to seek help and advice from all of their teachers. Parents were kept informed through call-outs, fliers, postcards, videos and social media. Community members were asked to volunteer as advocates for students. In early November of last year, the student-led conferences took place in the school’s gym. Conferences were held from 9:15 a.m. to 3:50 p.m. in 15-minute increments. The student-led conference event was a roaring success. Parent and community feedback were overwhelming positive as they expressed their appreciation and support. Students concluded their student-led conference event by reflecting on their progress, attainment of their goals and celebration of their achievements! Congratulations Workman Middle School for winning the Secondary school Family and Community Award.*

~~DELETE~~

~~6. One Half Cent Sales Tax Watchdog Quarterly Report~~

II. PUBLIC FORUM

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

Donna Harper, representing Escambia Education Association, discussed *American Education Week*. David Elzbeck, representing Union of ESP, registered to address *American Education Week* but donated his time to Donna Harper.

Rainy Ellis, a student at West Florida High School, discussed *high school graduation expenses*.

III. MINUTES

- a. [09-16-19 Regular Workshop](#)
- b. [10-15-19 Regular Meeting](#)
- c. [11-06-19 Special Meeting](#)

Motion by Mr. Fetsko, seconded by Mr. Slayton, to approve the minutes as presented (Items a through c), 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. [Approval To Adopt Amendments To Rules and Procedures Of The District School Board: Chapter 1 – Administration](#)

Motion by Mr. Slayton, seconded by Mr. Fetsko, to adopt amendments to *Rules and Procedures of the District School Board: Chapter 1 – Administration*. Mrs. Hightower called for public hearing; however, no one wished to speak. Motion carried unanimously.

B. [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. Fetsko and seconded by Mr. Slayton, to adopt amendments to *Rules and Procedures of the District School Board: Chapter 2 – Human Resource Services*. Mrs. Hightower called for public hearing; however, no one wished to speak. Motion carried unanimously.

C. [Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 – School Operations](#)

Motion was made by Mr. Slayton and seconded by Mr. Fetsko, to adopt amendments to *Rules and Procedures of the District School Board: Chapter 3 – School Operations*. Mrs. Hightower called for public hearing; however, no one wished to speak. Motion carried unanimously.

ADD

2. Permission to Advertise

~~A. [Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 – School Operations](#)~~

DELETE

THE FOLLOWING ITEM WAS MOVED FORWARD ON THE AGENDA:

[Agreement for Legal Services Between The School Board of Escambia County, Florida and Beggs & Lane, RLLP and Frazer Law, PLC](#) Motion was made by Mr. Slayton and seconded by Mr. Fetsko, to approve Item V.d.4.A., *Agreement for Legal Services Between The School Board of Escambia County, Florida and Beggs & Lane, RLLP and Frazer Law, PLC*. Motion carried unanimously.

b. CONSENT AGENDA

Motion made by Mr. Fetsko and seconded by Mr. Slayton, to approve the Consent Agenda. Mrs. Hightower pulled Item V.b.4.A.2.a. for separate vote in order to conduct a public hearing. Motion to approve the Consent Agenda, minus item pulled, carried unanimously.

1. Curriculum

A. Alternative Education
-No items submitted

B. Continuous Improvement

1. [The School District of Escambia County Strategic Plan 2019-2020](#)

2. [School Choice Student Transfers](#)
 3. [2019-2020 School Improvement Plans](#)
 4. [2019-2020 School Advisory Council \(SAC\) Memberships](#)
 - C. Elementary Education
 1. [Agreement Between the School Board of Escambia County, Florida and Mayville State University](#)
 2. [Agreement Between the School Board of Escambia County, Florida and the University of South Alabama](#)
 - 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. [Master Inservice Plan \(MIP\) 2018-2023 Revisions](#)
 - I. Student Services
 - No items submitted
 - J. Title I
 - No items submitted
 - K. Workforce Education
 1. [Agreement Between National Math and Science Initiative K-12 CS AlignED Program 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	\$ 630.00
b. The Hammons Law Firm	\$ 385.00
c. The Hammons Law Firm	\$ 4,222.40
d. The Hammons Law Firm	\$ 87.50
e. The Hammons Law Firm	\$ 980.00
f. The Hammons Law Firm	\$ 315.00
g. Rumberger, Kirk & Caldwell	\$ 905.00
h. Rumberger, Kirk & Caldwell	\$ 800.00
i. Rumberger, Kirk & Caldwell	\$ 11.11
j. Shell, Fleming, Davis & Menge, P.A.	\$ 577.50
k. Akerman	\$ 1,586.57
 2. [Legal Services - Risk Management Fund](#)

a. The Hammons Law Firm	\$12,562.75
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 - B. Accounting Operations
 1. [Check Register for October 2019](#)
 - C. Budgeting
 1. [Recap of General Fund Reserves \(Non-Categorical\)](#)
 2. [Resolutions to amend District School Budget:](#)
 - a. Resolution 2 – General Operating Fund
 - b. Resolution 2 – Special Revenue – Federal Program
 - c. Resolution 2 – Capital Projects Fund
 - d. No item submitted – Special Revenue - Food Service Fund
 - e. No item submitted – Debt Service Fund

AMEND

3. [Scrap List I for November 2019](#)
4. [Auction List I for November 2019](#)
5. [Financial Statements by Fund](#)
6. [Removal from Inventory and Disposal of Vehicles](#)
- D. Payroll and Benefits Accounting
 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 1. [Bid Renewal: Dispensing System for Toilet Tissue and Hand Towels, RFP #151602](#)
 2. [Bid Renewal: Custodial Supplies, Bid #170703](#)
 3. [Bid Renewal: Dispensing System for General Cleaning Supplies, RFP #151702](#)
 4. [Bid Renewal: Fruits & Vegetables – Frozen, Canned & Packaged, Bid #191302](#)
 5. [Bid Renewal: Communications Cabling, RFP #160704](#)
 6. [Agreement Renewal: Voice Over Internet Protocol Master Purchase & Service Agreement](#)
 7. [Mitel Phone System for J.M. Tate High School](#)
 8. [Addendum 1: Evolution Labs Software and Services Agreement](#)
 9. [Change Notice #1 to Purchase Order #6122000019 – Camelot / KAPS Program](#)
 10. [Agreement Amendment: Southern Regional Education Board – Various Schools](#)
 - ITEMS PREPARED BY FACILITIES PLANNING:*
 11. [Change Notice #1 to Purchase Order #5421900029 – Architectural/Engineering Services for Brentwood Elementary School Outdoor Covered Play Area and Multipurpose Room](#)
 12. [Change Notice #2 to Purchase Order #5421900184 – Tate High School Press Box](#)
 13. [Change Notice #2 to Purchase Order #5421900204 – West Florida High School \(Longleaf Drive\) Repurpose to Success Academy](#)
 14. [Change Notice #3 to Purchase Order #5421800115 – Molino Park Elementary School HVAC Renovations](#)
 15. [Change Notice #3 to Purchase Order #5421900142 – Brown-Barge Middle School New Gymnasium and Track](#)
 16. [Change Notice #7 to Purchase Order #5421700145 - Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School \(E. Burgess Road\)](#)
 17. [Roof Replacement at Holm Elementary 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
 - a. [Amend the 2019-2020 Department Personnel Planning Document for the following cost center: 4406 – Continuous Improvement & School Choice](#)
 - b. [Approve the following job description: Superintendent](#)
 - 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
 - 1. [Campus Security Resident Lease – Blue Angels Elementary School](#)
- D. Employee Services
 - No items submitted
- E. Affirmative Action
 - No items submitted

4. Operations

- A. Facilities Planning
 - 1. Final Payments
 - No items submitted
 - 2. Miscellaneous
 - a. [Tentative Facilities Work Program \(Five Year Plan\)](#)

Mrs. Hightower called for public hearing; however, no one wished to speak. Motion by Mr. Slayton, seconded by Mr. Fetsko, to adopt the *Tentative Facilities Work Program (Five Year Plan)*, carried unanimously.
 - b. [Architectural/Engineering Services for C.A. Weis Elementary School Roof Replacement](#)
- 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

AMEND

- 1. [School Board Member Travel Requests: Out of State FY 2019-2020](#)

Motion by Mr. Fetsko, seconded by Mr. Slayton, to approve Item V.c.1., *School Board Member Travel Requests: Out of State FY 2019-2020*, as amended, carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

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

Motion by Mr. Slayton, seconded by Mr. Fetsko, to accept the Superintendent’s recommendations for student discipline as outlined in Item V.d.2.A., *Disciplinary Reassignments*, carried 4 to 1, with Dr. Edler voting “No.”
 - B. [Expulsions](#)
 - 1. Recommend that consistent with the decision of the due process committee, student discipline number 20-59-411 be expelled from all public schools of Escambia County for the remainder of the 2019-2020 school year and all of the 2020-2021 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 Mr. Fetsko, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.B., Expulsions, carried unanimously.

3. Employee Discipline

~~No items submitted~~

ADD

A. Recommend that employee #0000059021 is terminated effective Wednesday, November 20, 2019, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

B. Recommend that employee #0000005487 is suspended without pay for three (3) working days beginning Wednesday, November 20, 2019, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

C. Recommend that employee #0000001059 is suspended without pay for one (1) working day beginning Wednesday, November 20, 2019, based on misconduct as more specifically identified in the notice letter to the employee.

Motion by Mr. Fetsko, seconded by Mr. Slayton, to accept the Superintendent's recommendations 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

A. [Agreement for Legal Services Between The School Board of Escambia County, Florida and Beggs & Lane, RLLP and Frazer Law, PLC](#)

This item handled earlier in the meeting.

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

1. [Final Order: DOAH Case No. 18-2270, Escambia County School Board vs. Justin Warren](#)

Motion by Mr. Slayton, seconded by Mr. Fetsko, to accept the General Counsel's recommendation to approve Item V.f.1., *Final Order: DOAH Case No. 18-2270, Escambia County School Board vs. Justin Warren*, carried unanimously.

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:22 p.m.

Attest:

Approved:

Superintendent

Chair