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. She called the Regular Meeting to order at 5:30 p.m.

a. Invocation and Pledge of Allegiance

Mr. Slayton asked everyone to take a moment to reflect on the safety and education of all students. He also solicited prayers for the family and friends of Sean Alexander Banks, a 15-year old Tate High School sophomore and his 22-year old sister Antoinette Marie McCoy, who were killed in a tragic car crash on January 12, 2019. Following the moment of reflection and prayer, Mr. Slayton asked everyone to join him 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. 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. Mrs. Hightower said she, as School Board Chair, had determined that the Superintendent’s recommended changes to the January 15, 2019 Regular Meeting agenda were for good cause, as she believed that all changes had been discussed at the January 11, 2019 Regular Workshop. Motion by Mr. Adams, seconded by Mr. Slayton, 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), gave a brief report on recent and upcoming events and activities.
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 January is Ricky Newman. Ricky Neumann has been with the District for five years and he is assigned to Beulah Middle School which opened this school year. Mr. Neumann took on the difficult task of lead custodian at the new middle school and though this may seem like an easy start, Beulah Middle School has over 205,000 square feet with over 120 bathrooms in the school. Though the building is brand new, it was much more challenging than anticipated. Mr. Neumann was tasked with finding the right team and he has worked diligently to do whatever it takes to get the job done because he believes “it needs to be done.” Mr. Neumann takes pride in his job and his school and it shows in his work ethic and leadership. His custodial team are happy and they all work equally as hard. Beulah Middle School administrators have not received any complaints about the school’s cleanliness and they, along with faculty and staff, have nominated Mr. Neumann as the Stellar Employee of the Month. Mr. Neumann 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 January. I am pleased to inform you that the Stellar Employee for the month of January is Jessica Soto. Jessica Soto is a Bilingual Assistant at Ensley Elementary School. She has been in this position for one year and with the District for two years. Jessica Soto has become a valued member of the Ensley Team and has gained the respect of students, parents, faculty, staff and administration. She has set the bar high when it comes to dedication, performance and attitude. Ms. Soto plays an important role in supporting the teacher and ensuring that the English Language Learners (ELLs) receive the maximum benefit from day-to-day activities. She works with ELL students helping them with educational and social development. Students know that Ms. Soto cares about them because she takes the time to understand what they are saying, shows interest in the things that are important to them, demonstrates patience as they work through lessons, and recognizes their own unique qualities. Her genuine and caring attitude help students to stay motivated and engaged in learning activities. Ms. Soto is also an effective communicator. She is sensitive to student needs as she carefully articulates information and she uses discernment when talking with parents. Ms. Soto is also serving on the school advisory committee (SAC) this year and has graciously accepted the responsibility to act as secretary. It is through these examples of positive interactions with parents, faculty and staff that she has formed united partnerships and good working relationships. Ms. Soto exemplifies dedication to her position as she maintains steady performance, always ready to take on new challenges. She recently volunteered to attend a training for SRA Reading Mastery so she could assist more effectively. Her willingness to accept new challenges ensure the students receive additional support they need to be successful. Ms. Soto is a team player, showing flexibility, and collaborating among other ESOL team members to get the job done! She works beyond the confines of her job description and completes each day with honesty, integrity, and inspiring others along the way. Ms. Soto 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 January. Ms. Soto will receive a plaque, a pin, and a check for $100 from Members First Credit Union.

3. PBIS Model School Awards

The Superintendent made the following announcements:

It is my honor to present to you the 2017-2018 Positive Behavior Interventions and Support (PBIS): MTSS Model School Recipients. This year we have twenty-one (21) schools that have met the requirements to become a PBIS Model School. It should be noted that we have more model school award recipients this year than in any other year in the past. PBIS is the application of evidence-based strategies and systems to assist schools to increase academic performance, increase safety, decrease problem behavior, and establish positive school cultures. This process is a team-based approach that relies on a strong collaboration between families and professionals from a variety of disciplines regardless of the level implemented. We would like to begin by
recognizing our two Bronze Level Model Schools. In order to receive Bronze status, schools must demonstrate an overall effectiveness of tier one behavioral data and use this data to develop a plan of action that ensures equitable behavioral outcomes for all students.

Brentwood Elementary – Principal Jennifer Sewell and Behavior Coach Scotti Mason
Longleaf Elementary – Principal Troy Brown and PBIS Coach Cecelia Hale

Next, we would like to recognize our six Silver Level Schools. In order to receive Silver status, schools must meet Bronze criteria and exemplify improve student outcome, less than 15% increase over the last two years and less than the state average for their school type, in office discipline referrals and out-of-school suspension.

Ernest Ward Middle – Principal Nancy Gindl-Perry and PBIS Coach Kenneth Hicks and Co-PBIS Coach Ashley Long
Escambia High – Principal Frank Murphy and RtI Coach Ryan James
Myrtle Grove Elementary – PBIS Coach Meaghan Caffelle and Aurora Paul
Navy Point Elementary – AP Catherine Rudd and PBIS Coach Pam Frick
Pleasant Grove Elementary – PBIS Coach Aaron Foote and PBIS Lead Teacher Alice Downs
Booker T. Washington High – AP Sherita Williams and RTI Coach Charlotte Watts

Escambia County Schools have been recipients of PBIS Model School status for eight years. The first year we had two schools. This year we have twenty-one schools and we continue to add model schools every year. Next, we would like to recognize our thirteen Gold Level Schools. In order to receive Gold status, schools must meet Silver criteria and strive for equitable student outcomes during the 2018-2019 school year. A school must have zero subgroups with significant disproportionality to be eligible for Gold.

Bailey Middle – AP Tara Rush and PBIS Coordinator Dr. Julie Britt
Bellview Middle – AP Tara Palasciano and Dean Vermonda Ongeri
Beulah Middle – Principal Wilson Taylor and PBIS Coach Ashleigh Crowson
Blue Angels Elementary – Principal Jayne Murphy and Guidance Counselor Vanessa Griffin
Holm Elementary – Principal Kristin Cain and PBIS Coach Susan Tapparo
Lakeview Day – Subject Area Specialist Donna Perry and Behavior Analyst Marcia Storniolo
Montclair Elementary – Principal Hollie Wilkins and PBIS Coach Torey Wright
Oakcrest Elementary – PBIS Coach Lori Martin and PBIS Lead Teacher John Herber
Ransom Middle – Principal Regina Lipnick and Dean and PBIS Coach Stephanie Hamrac
Sherwood Elementary – Principal Kristen Danley and PBIS Coach Alexis Quick
Warrington Middle – Principal Brent Brummet and PBIS Coach Romelle Farmer
Weis Elementary – Behavior Coach Megan Stephenson and Behavior Coach Jenny Hurd
West Pensacola Elementary – Principal Christine Baker and PBIS Coach Jeremy Gibson

4. Military Recognition Day Resolution

The Superintendent read the following resolution:

WHEREAS, the first Navy volunteer program was established between the Naval Air Station Pensacola and the School District of Escambia County, Florida, in 1983; and
WHEREAS, over twenty (20) military commands have established partnerships with local schools in the School District of Escambia County, Florida; and
WHEREAS, the men and women who served in the armed forces provide countless hours of volunteer service each year to students and teachers; and
WHEREAS, military personnel from the Army, Navy, Air Force, Coast Guard, and Marines stationed at Corry Field participate as tutors with fourth and fifth grade students in the Saturday Scholars Program, which is the longest active Saturday Scholars Program in the country; and
WHEREAS, military volunteers serve as Youth Motivator Mentors and are matched one-on-one with students and spend one hour a week at the schools; and
WHEREAS, military men and women who volunteer in our schools are an integral part of the education of our students;
NOW, THEREFORE, BE IT RESOLVED, that the members of the School Board of Escambia County, Florida, by this resolution, recognize and proclaim Thursday, February 21, 2019, as MILITARY RECOGNITION DAY
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 Dan McCort, President, Pensacola Council of Navy League

Motion was made by Mr. Adams and seconded by Mr. Fetsko, to approve a resolution recognizing and proclaiming Thursday, February 21, 2019, as Military Recognition Day. Motion carried unanimously.

5. National FFA Week Resolution

The Superintendent read the following resolution:

WHEREAS, the National FFA Organization, formerly known as the Future Farmers of America, is an organization of more than six hundred fifty thousand students studying agriculture; and
WHEREAS, the National FFA Organization is dedicated to making a positive difference in the lives of young people by developing their potential for premier leadership, personal growth, and career success through agricultural education at the local, state, and national level; and
WHEREAS, nationally more than seventy-five percent of FFA members enroll in a two-year or four-year program of higher education following graduation from high school in preparation for one of the more than three hundred career opportunities in agriculture, which include more than eight thousand job titles; and
WHEREAS, Florida agriculture represents a one hundred eight billion dollar industry within the State of Florida and serves as an economic engine for the state economy, while nationally, agriculture employs over eleven percent of the national workforce; and
WHEREAS, the FFA motto, “Learning to Do, Doing to Learn, Earning to Live, and Living to Serve” epitomizes those high standards and qualities of leadership possessed by FFA members; and
WHEREAS, the Escambia County FFA and the agriscience education programs in the Escambia County School District are tremendously successful and extremely valuable in improving the quality of life for Escambia County citizens; and
WHEREAS, the Escambia County FFA Programs are launching the observance of National FFA Week, February 16-23, 2019.

NOW, THEREFORE, BE IT RESOLVED, that the members of the Escambia County School Board, by this resolution, recognize and commend Escambia County FFA Organization members, their advisors, school administrators, parents, and all who support, promote, and encourage these students of agricultural education on the occasion of the observance of National FFA Week, February 16-23, 2019.

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 Dr. Michelle Taylor, Director, Workforce Education.

Motion was made by Mr. Slayton and seconded by Mr. Fetsko, to approve a resolution recognizing and commending Escambia County FFA Organization members, their advisors, school administrators, parents, and all who support, promote, and encourage these students of agricultural education on the occasion of the observance of National FFA Week, February 16-23, 2019. Motion carried unanimously.
6. Career and Technical Education Month Resolution

The Superintendent read the following resolution.

WHEREAS, profound economic and technological changes in our society requires workers who are trained in skilled professions; and
WHEREAS, career and technical education ensures that competitive and skilled workers are ready, willing, and capable of performing in high-wage, high-skill, and in-demand career fields; and
WHEREAS, the efforts of career and technical educators, businesses, and industry stimulate the growth and vitality of our local, state, and national economies by preparing graduates for careers that are forecast to experience the largest and fastest growth in the next decade; and
WHEREAS, career and technical education provides students with a school-to-career connection, helping students experience practical and meaningful applications of a variety of skills; and
WHEREAS, sixty-four percent of Escambia County School District middle school students and sixty-nine percent of high school students are enrolled in a career academy, and
WHEREAS, six-hundred students are enrolled in George Stone Technical College for adult education and career certificate programs.
NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida does hereby observe the month of February, 2019 as CAREER AND TECHNICAL EDUCATION MONTH
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 Dr. Michelle Taylor, Director, Workforce Education.

Motion was made by Mr. Slayton and seconded by Mr. Adams, to approve a resolution observing the month of February, 2019 as Career and Technical Education Month. Motion carried unanimously.

II. PUBLIC FORUM

The following individuals registered to address the School Board during public forum:

- David Elzbeck, representing Union of Escambia ESP
- Larry Downs, Jr., speaking as an individual
- Steve Skaggs, speaking as an individual
- De Palazzo, speaking as an individual
- Donna Harper, representing Escambia EEA

III. MINUTES

a. 11-08-18 Special Workshop
b. 11-09-18 Regular Workshop
c. 12-18-18 Regular Meeting

Motion by Mr. Adams, seconded by Mr. Slayton, 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

   Motion was made by Mr. Fetsko and seconded by Mr. Adams, to approve the Consent Agenda. Mr. Slayton requested that Item V.b.2.E.2 be pulled for separate vote. Motion was made by Mr. Adams and seconded by Mr. Fetsko, to approve the Consent Agenda, except for item pulled. Motion carried unanimously.

1. Curriculum
   A. Alternative Education
      - No items submitted
   B. Continuous Improvement
      - No items submitted
   C. Elementary Education
      1. Agreement Between the School Board of Escambia County, Florida and the University of Northern Colorado
   D. Evaluation Services
      - No items submitted
   E. Exceptional Student Education
      1. IDEA Part B K-12 Entitlement 2018-2019
      2. IDEA Part B Pre-K Entitlement 2018-2019
   F. High School Education
      DELETE
      1. Cooperative Agreement Between the School Board of Escambia County, Florida and the College Board
   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
      - No items submitted
   L. Other
      - No items submitted

2. Finance and Business Services
   A. Finance
      1. Legal Services – General Fund
         a. Rumberger, Kirk & Caldwell $ 12,319.20
         b. Rumberger, Kirk & Caldwell $ 253.00
         c. Rumberger, Kirk & Caldwell $ 443.90
         d. Shell, Fleming, Davis & Menge, P.A. $ 210.00
         e. Resolutions in Special Education $ 229.50
      2. Legal Services - Risk Management Fund – No item submitted
   B. Accounting Operations
      1. Check Register for December 2018
   C. Budgeting
      1. Recap of General Fund Reserves (Non-Categorical) as of December 19, 2018
      2. Resolutions to amend District School Budget:
         a. Resolution 4 - General Operating Fund
b. Resolution 4 - Special Revenue – Federal Programs

c. Resolution 3 - Capital Projects Fund

d. No item submitted - Special Revenue – Food Service Fund

e. No item submitted - Debt Service Fund

3. Scrap List I for January 2019

4. Auction List I for January 2019

5. Financial Statements by Fund

D. Payroll and Benefits Accounting

CORRECT

1. Financial Status Report: Employee Benefit Trust Fund

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. Bid Award: Fruits & Vegetables – Frozen, Canned & Packaged, Bid #191302

2. Bid Award: Ala Carte Snack Items and Beverages for Direct Delivery to School Cafeterias, Bid #191402

Motion was made by Mr. Fetsko and seconded by Mr. Adams, to approve Item V.b.2.E.2, Bid Award: Ala Carte Snack Items and Beverages for Direct Delivery to School Cafeterias, Bid #191402. Mr. Slayton advised that he would abstain from voting on this item as his son was an employee of one of the two companies. Motion carried 4 to 0, with Mr. Slayton abstaining from vote.

3. Bid Renewal: General Moving Services, RFP #131902

4. Mitel Phone System for the J. E. Hall Center

5. Cafeteria Tables for West Florida High School

6. Vehicles for the Maintenance Department and Warehouse

7. Annual Agreement: AEST Software and Services Agreement

8. Change Order #1 to Purchase Order #5391900039 – Vehicles for Transportation

9. Science Lab Furniture for West Florida High School

ITEMS PREPARED BY FACILITIES PLANNING:

10. Annual Agreement: Professional Architectural Services

11. Architectural/Engineering Services for Brown-Barge Middle School Window Replacement

12. Change Notice #1 to Purchase Order #5421700219 - Architectural/Engineering Services for Westside Elementary School

13. Change Notice #1 to Purchase Order #5421800164 – West Pensacola Elementary School Outdoor Covered Play Area and Multi-Purpose Room

14. Change Notice #1 to Purchase Order #5421800165 – Oakcrest Elementary School Outdoor Covered Play Area and Multi-Purpose Room

15. Change Notice #1 for Purchase Order #5421900066 – Emergency Purchase for Washington High School Chiller – Additional Month Rental Fee

16. Change Notice #2 to Purchase Order #5421800115 – Molino Park Elementary School HVAC Renovations

17. Change Notice #4 to Purchase Order #5421800083 – Athletic Improvements for West Florida High School – Woodham Campus

18. Emergency Purchase for Washington High School – Cooling Tower & Installation

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. Request approval, under School Board Rule 2.06 (4) C., for the transfer of Gerry L. Pippins from High School Assistant Principal at Northview High School to acting interim Principal at Northview High effective January 8, 2019.
   b. For Board Information: Report the death of Deborah L. Copeland, Teacher at Beulah Middle School, on December 15, 2018.

B. Educational Support Personnel
   1. Appointments
   2. Temporary Promotions
      -No items submitted
   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

E. Affirmative Action
   -No items submitted

4. Operations
   A. Facilities Planning
      1. Final Payments
         -No items submitted
      2. Miscellaneous
         a. Interruptible Natural Gas Service Agreement $2.95/MMBTU
         b. Interruptible Natural Gas Service Agreement $3.45/MMBTU
         c. Interruptible Natural Gas Service Agreement $4.95/MMBTU
   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
      1. Interlocal Agreement between the Escambia County School Board and Escambia County, Florida Relating to Public Sheltering Facilities
   H. Energy Management
      -No items submitted

c. ITEMS FROM THE BOARD
   1. School Board Appointee to the Escambia County Planning Board
   2. School Board Appointee to the Community Action Committee
   3. School Board Appointee to the Early Learning Coalition Board
   4. School Board Appointee to the Escambia County Value Adjustment Board
   5. School Board Appointee to the Military Affairs Committee
6. School Board Appointee to the Escambia County Public Schools Foundation

   Motion was made by Mr. Slayton and seconded by Mr. Fetsko to appoint: Mrs. Hightower as the School Board Appointee to the Escambia County Planning Board; Dr. Edler as the School Board Appointee to the Community Action Committee; Dr. Edler as the School Board Appointee to the Early Learning Coalition; Mr. Adams as the School Board Appointee to the Escambia County Value Adjustment Board; Mr. Fetsko as the School Board Appointee to the Military Affairs Committee; and Mr. Slayton as the School Board Appointee to the Escambia County Public Schools Foundation. Motion carried unanimously.

7. Reappointment of Gerald Adcox as the School Board’s Appointee to Escambia County Value Adjustment Board

   Motion by Mr. Adams, seconded by Mr. Fetsko, to reappoint Gerald Adcox as the School Board’s Appointee to the Escambia County Value Adjustment Board, carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

   1. Administrative Appointments
      - No item submitted

   2. Student Discipline
      
      CORRECT
      A. Disciplinary Reassignments

      Motion by Mr. Adams and seconded by Mr. Slayton, 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 19-93-301 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 was made by Mr. Slayton and seconded by Mr. Fetsko, to accept the Superintendent’s recommendation for student discipline as outlined in Item V.d.2.B, Expulsions. Mrs. Waters cautioned speakers about student’s right to privacy. The following individuals requested to address the School Board regarding the recommendation outlined in Item V.d.2.B.1:

      Motion carried unanimously.

   3. Employee Discipline
      - No items submitted

      ADD
      A. Recommend that employee #0000018890 is suspended without pay for one (1) working day beginning Wednesday, January 16, 2019, based on misconduct as more specifically identified in the notice letter to the employee.

      ADD
      B. Recommend that employee #0000054347 is suspended without pay beginning Wednesday, January 16, 2019, 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.

      Motion by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent’s recommendations for employee discipline as outlined in Item V.d.3.A and Item V.d.3.B, carried unanimously.
4. Other Items
   - No items submitted

**ADD**

A. **Recommend that employee #0000015809 is returned to work effective January 8, 2019, as more specifically detailed in the notice letter to the employee.**

   Motion by Mr. Slayton, seconded by Mr. Fetsko, to accept the Superintendent’s recommendation as outlined in Item V.d.4.A, carried unanimously.

e. INTERNAL AUDITING

1. School Internal Accounts Audits
   A. **2017-2018 Internal Accounts Audits without findings**
      District 1
      James C. Bailey Middle
      District 2
      Warrington Elementary
      District 3
      McMillan Pre-K Center
      District 4
      Cordova Park
      District 5
      Ransom Middle

      Motion by Mr. Adams, seconded by Mr. Fetsko, to approve Item V.e.1.A, 2017-2018 Internal Accounts Audits without findings, carried unanimously.

   B. **2017-2018 Internal Accounts Audits with findings**
      District 1
      Bellview Middle
      Blue Angels Elementary
      Hellen Caro Elementary
      West Florida High School of Advanced Technology
      District 2
      Warrington Middle
      Escambia High
      District 3
      Brentwood Elementary
      Ensley Elementary
      W.J. Woodham Middle
      District 4
      A.K. Suter Elementary
      Ferry Pass Elementary
      District 5
      Bratt Elementary
      J.M. Tate High
      Pine Meadow Elementary
      R.C. Lipscomb Elementary

      Motion by Mr. Fetsko, seconded by Mr. Adams, to approve Item V.e.1.B, 2017-2018 Internal Accounts Audits with findings, carried unanimously.
C. District-Wide Report on School Internal Accounts

Motion by Mr. Fetsko, seconded by Mr. Slayton, to approve Item V.e.1.C, District-Wide Report on School Internal Accounts, carried unanimously.

2. Chromebook Inventory Audit

Motion by Mr. Adams, seconded by Mr. Slayton, to approve Item V.e.2, Chromebook Inventory Audit, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL
- No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:52 p.m.

Attest: Approved:

________________________________  __________________________________
Superintendent  Chair