

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, JUNE 18, 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)
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 June 3, 2019 – Legal No. [3519738](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.

Video from this session is available at <http://escambiacountysdfl.swagit.com/play/06182019-1671>

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 speaker request 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 asked everyone to join in a moment of silent appreciation for the completion of safe and successful school year and prayers for safety and success in the upcoming school year. Mr. Slayton then led the Pledge of Allegiance to the Flag of the United States of America.

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 June 18, 2019 Regular Meeting agenda were for good cause. Motion by Mr. Slayton, seconded by Mr. Adams, to adopt the agenda as amended, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

A report on the recent and upcoming events of the Escambia County Council PTA (ECCPTA) was provided by Tori Woods.

2. Capturing Kids' Hearts National Showcase School

The Superintendent made the following announcement: *Pine Forest High School has received a Capturing Kids' Hearts National Showcase Schools™ Award for the 2018-2019 school year from the Flippen Group. The District began a partnership with Capturing Kids' Hearts in 2012. To date, 24 total school faculties have completed the training and are implementing Capturing Kids' Hearts. Four years ago, Pine Forest High School began an initiative to transform the campus into an emotionally safe and relationally connected place for students, staff, and parents. After researching programs used by some of the nation's most successful schools, Pine Forest High School leaders chose to join hands with the Flippen Group to bring Capturing Kids' Hearts® to its campus. Teachers and staff learned processes to increase students' relationships with both peers and adults on campus. They learned how to create a classroom environment where students are excited to enter and learn every day. As a result of implementing Capturing Kids' Hearts®, Pine Forest High School has experienced an increase in student achievement, student engagement, and graduation rate. The graduation rate increased from 71% to 82% in just three years. In addition, the school continues to see a decline in office referrals, out of school suspensions, and bullying reports. Capturing Kids' Hearts® campuses across the country were considered for these awards based on the following criteria: 1) nomination based on observation by Flippen Group personnel, 2) level of implementation of Capturing Kids' Hearts processes by all staff as measured by online surveys, and 3) data demonstrating that Capturing Kids' Hearts has made a significant improvement in attendance, discipline, climate/culture, or academics. Pine Forest High School was selected as a Capturing Kids' Hearts National Showcase Schools Award for the 2018-2019 school year from the Flippen Group. They are the only high school in Florida to receive this distinction.*

II. [PUBLIC FORUM](#)

-No registration forms submitted

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

Motion by Mr. Slayton, seconded by Mr. Fetsko, to accept the Superintendent's recommendations for administrative appointments as outlined in Item V.d.1.A., *Administrative Appointments*, carried unanimously.

Kyle Kinser, from Safety Officer II, Protection Services (12 months) to Coordinator – Protection Services, Protection Services (12 months), effective May 31, 2019

Tyvanna Boulanger, from Teacher – Instructional Coach, Bellview Middle (11 months) to Middle School Assistant Principal, Ernest Ward Middle (12 months)

Michael Burton, from Teacher, Workman Middle (10 months) to Coordinator – I.B. Middle Years Program, Workman Middle (12 months)

David Joiner, from Teacher, Success Academy Special Center (10 months) to Special Center Assistant Principal, Success Academy Special Center (12 months)

Emily King, from Teacher – Literacy Coach, Pine Forest High (10 months) to High School Assistant Principal, Pine Forest High (12 months)

Michael Sherrill, from Special Center Assistant Principal, George Stone Technical College (12 months) to High School Principal, Northview High (12 months)

III. MINUTES

- a. [04-11-19 Special Workshop](#)
- b. [04-12-19 Regular Workshop](#)
- c. [05-21-19 Regular Meeting](#)

Motion by Mr. Fetsko, seconded by Mr. Adams, 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. [Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 – Operations](#)

Motion was by made Mr. Fetsko and seconded by Dr. Edler, to adopt amendments to rules and procedures of the District School Board: Chapter 3 – Operations. Mrs. Hightower called for public hearing; however, there were no speakers. Motion carried unanimously.

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

Motion was made by Mr. Fetsko and seconded by Mr. Adams, to adopt the School District of Escambia County, Florida Rights and Responsibilities Handbook for 2019-2020. Mrs. Hightower called for public hearing; however, there were no speakers. It was noted that the “Frequently Asked Questions” section, beginning page 8, had been inadvertently omitted from the handbook’s *Table of Contents*. Mrs. Waters advised that changes to the *Table of Contents* would not be considered substantive and therefore, could be made after adoption. 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 2 – Human Resource Services](#)

Motion was made by Mr. Adams and seconded by Mr. Fetsko, to advertise amendments to *Rules and Procedures of the District School Board: Chapter 2 – Human Resource Services*. Mr. Slayton reiterated concerns expressed at the June 17, 2019 Regular Workshop concerning the verbiage outlined in 2.04, Recruitment and Selection of Personnel, (12) Additional Requirements:

- E. *All individuals employed by Escambia County School District will be issued an employee ID badge bearing a photo of the employee that shall be worn and visible at all times while at work in order to promote a safe learning and working environment. The employee photo will also be utilized in the School District’s employee management system and email system as part of the School District’s security protocol to protect the safety and well-being of students and staff.*

Mr. Slayton clarified that he was not opposed to employees being required to wear an employee ID badge however, he did not think enough information was being provided to employees through this policy, in terms of what options were considered as being “worn and visible” manner. The Superintendent agreed that the phrase “worn and visible” was somewhat ambiguous, so if this policy was adopted by the School Board, he intended to prepare a communication to all employees, most likely via email, to inform them of the policy adoption, to provide clarity in terms of the variations in how an employee ID badge could be “worn and visible” (i.e., breakaway lanyard, clip or magnetic badge, armband), and to encourage employees to consult with their immediate supervisor to determine if any deviation from the variations that were listed would be considered appropriate. The Superintendent was to share that communication with the School Board at the workshop prior to the August Regular Meeting when the School Board would be asked to adopt this policy. Motion carried unanimously.

B. [Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 5 – Business Services](#)

Motion was made by Mr. Fetsko and seconded by Dr. Edler, to advertise amendments to Rules and Procedures of the District School Board: Chapter 5 – Business Services. Motion carried unanimously.

C. [Approval to Advertise Notice of Intent to Adopt Amendments to the District School Board Exceptional Student Education Policies and Procedures \(SP&P\)](#)

Motion was made by Mr. Adams and seconded by Mr. Fetsko, to advertise amendments to the District School Board Exceptional Student Education Policies and Procedures (SP&P). Motion carried unanimously.

b. CONSENT AGENDA

Motion was made by Mr. Slayton and seconded by Mr. Adams, to approve the Consent Agenda. The following items were pulled from the Consent Agenda for separate vote: Item V.b.1.J.1. by Dr. Edler, Item V.b.1.J.2. by Dr. Edler, Item V.b.1.J.5 by Dr. Edler and Item V.b.2.E.5 by Mr. Slayton. Dr. Edler advised that she would abstain from voting on these items and would file the appropriate paperwork. Mr. Slayton advised that he would abstain from voting on this item and would file the appropriate paperwork. Motion to approve the Consent Agenda, minus items pulled, carried unanimously.

1. Curriculum

A. Alternative Education

1. [Cooperative Agreement Between the School Board of Escambia County, Florida and CDAC Behavioral Healthcare, Inc.](#)
2. [Contract Between the School Board of Escambia County, Florida and CDAC Behavioral Healthcare, Inc.](#)
3. [Amendment to the Charter Contract Between the School Board of Escambia County, Florida and New Road to Learning, Inc. DBA Jacqueline Harris Preparatory Academy](#)
4. [Amendment to the Contract for Educational Services Between the School Board of Escambia County, Florida and PACE Center for Girls, Inc.](#)

B. Continuous Improvement

1. [School Choice Student Transfers](#)

C. Elementary Education

-No items submitted

D. Evaluation Services

-No items submitted

E. Exceptional Student Education

1. [Multi-Agency Agreement Between Global Connections to Employment, Inc., Fulford Harbour LLC dba Hilton Pensacola Beach Gulf Front, the Division of Vocational Rehabilitation Services, and the School Board of Escambia County, Florida](#)
2. [Transportation Reimbursement Request](#)
3. [Transportation Reimbursement Request](#)
4. [Transportation Reimbursement Request](#)
5. [Transportation Reimbursement Request](#)
6. [Transportation Reimbursement Request](#)
7. [Transportation Reimbursement Request](#)
8. [Cooperative Agreement Between the School Board of Escambia County, Florida and the Florida Department of Education](#)
9. [Cooperative Agreement Between the School Board of Escambia County, Florida and the Florida Department of Education](#)

- F. High School Education
 - 1. [Dual Enrollment Inter-Institutional Articulation Agreement Between the District Board of Trustees of Pensacola State College, FL and the School Board of Escambia County, FL](#)
- G. Middle School Education
 - No items submitted
- H. Professional Learning
 - No items submitted
- I. Student Services
 - No items submitted
- J. Title I
 - *1. [Contract Between the School Board of Escambia County, Florida and Community Action Program Committee, Inc.](#)
 - *2. [Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Action Program Committee, Inc.](#)
 - 3. [Agreement Between the School Board of Seminole County, Florida, O/B/O \(East Coast Technical Assistance Center\) and the School Board of Escambia County, Florida](#)
 - 4. [Contract for Services Between the School Board of Escambia County, Florida and EscaRosa Coalition on the Homeless](#)
 - *5. [State of Florida Statewide Voluntary Prekindergarten Provider Contract Form OEL-VPK 20](#)

*Motion was made by Mr. Fetsko and seconded by Mr. Adams, to approve Item V.b.1.J.1., *Contract Between the School Board of Escambia County, Florida and Community Action Program Committee, Inc.*, Item V.b.1.J.2., *Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Action Program Committee, Inc.*, and Item V.b.1.J.5, *State of Florida Statewide Voluntary Prekindergarten Provider Contract Form OEL-VPK 20*. Motion carried 4 to 0, with Dr. Edler abstaining from vote.

- K. Workforce Education
 - 1. [Agreement Between the School Board of Escambia County, Florida and Camp Fire USA Gulf Wind Council, Inc.](#)
 - 2. [Agreement Between the School Board of Escambia County, Florida and Childhood Dreams Learning Center, Inc.](#)
 - 3. [Workforce Education Fee Schedule 2019-2020](#)
 - 4. [Agreement Between the School Board of Escambia County, Florida and Young Men’s Christian Association of Pensacola, Florida, Inc.](#)
 - 5. [Cooperative Agreement Between the School Board of Escambia County, Florida and Pensacola Electrical Apprenticeship College, Group Non-Joint](#)
 - 6. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Escambia County, Florida](#)
 - 7. [Agreement Between the School Board of Escambia County, Florida and Creative School Age Child Care, Inc.](#)

- L. Other
 - No items submitted

2. Finance and Business Services

A. Finance

1. [Legal Services – General Fund](#)

a. The Hammons Law Firm	\$ 4,812.50
b. The Hammons Law Firm	\$ 4,375.00
c. The Hammons Law Firm	\$ 87.50
d. The Hammons Law Firm	\$ 3,255.00
e. The Hammons Law Firm	\$ 385.00
f. Rumberger, Kirk & Caldwell	\$ 760.00
g. Rumberger, Kirk & Caldwell	\$ 83.25

- h. Shell, Fleming, Davis & Menge, P.A. \$ 892.50
- 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$ 5,390.00
- 3. [Statement from Florida Association of District School Superintendents for 2019-2020 annual dues](#)
- B. Accounting Operations
 - 1. [Check Register for May 2019](#)
- C. Budgeting
 - 1. [Recap of General Fund Reserves \(Non-Categorical\) as of May 31, 2019](#)
 - 2. [Resolutions to amend District School Budget:](#)
 - a. Resolution 9 – General Operating Fund
 - b. Resolution 9 – Special Revenue – Federal Programs
 - c. Resolution 8 – Capital Projects Fund
 - d. No item submitted – Special Revenue - Food Service Fund
 - e. No item submitted – Debt Service Fund
 - 3. [Scrap List I and II for June 2019](#)
 - 4. [Auction List I and II for June 2019](#)
 - 5. [Financial Statements by Fund](#)
- D. Payroll and Benefits Accounting
 - 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing

ITEMS PREPARED BY PURCHASING:

 - 1. [Bid Renewal: Fresh Produce for Direct Delivery to School Cafeterias \(Includes Farm-to-School Program\), RFP #162102](#)
 - 2. [Bid Renewal: Miscellaneous Paper Products & Cleaning Supplies for School Cafeterias, Bid #190102](#)
 - 3. [Bid Renewal: Paper Products & Cleaning Supplies for School Cafeterias, Bid #181302](#)
 - 4. [Annual Agreement Renewal: Interpreting Services, RFP #152605](#)
 - 5. [Annual Agreement Renewal: Beverage Vending](#)

Motion was made by Mr. Adams, seconded by Dr. Edler, to approve Item V.b.2.E.5., *Annual Agreement Renewal: Beverage Vending*. Motion carried 4 to 0 with Mr. Slayton abstaining from vote.

- 6. [Annual Agreement Renewal: K12 Virtual School Program Curriculum and Materials](#)
- 7. [i-Ready Diagnostic and Instruction Software and Services Agreement](#)
- 8. [Annual Agreement Renewal: Mass Notification System](#)
- 9. [Annual Agreement Renewal: Workers' Compensation Managed Care Services](#)
- 10. [Renewal and Amendment 1 to Annual Agreement: School Health Services](#)
- 11. [Renewal and Amendment 1 to Annual Agreement: Custodial Services](#)
- 12. [Annual Agreement Renewal: Wertz York Capital Management Group, LLC](#)
- 13. [Annual Agreement Renewal: Focus SIS Master License Agreement](#)
- 14. [Annual Agreement Renewal: VMWare Virtual Desktop Software for George Stone Technical College](#)
- 15. [Renewal and Amendment II to Annual Agreement: K12 Virtual School Program Curriculum and Materials for Part-Time Students](#)
- 16. [Renewal and Amendment 1 to Annual Agreement: Florida Virtual School License](#)
- 17. [Evolution Labs Software and Services Agreement](#)
- 18. [Annual Agreement Renewal: VMWare Software Licenses](#)
- 19. [Renewal and Amendment 1 to Annual Agreement: GPS Software and Hardware for Transportation Fleet](#)
- 20. [Annual Agreement Renewal: Renaissance Learning STAR360 Assessment Software Licenses](#)
- 21. [Annual Agreement Renewal: K-12 Human Capital Management Platform](#)
- 22. [Renewal and Amendment 1 to Annual Agreement: Renaissance Learning Hosting](#)

23. [Dell Computer Equipment for West Florida High School](#)
24. [Change Notice #1 to Purchase Order #6241900046 – Speech Language Pathologist Services](#)
25. [Refrigerated Box Truck with Lift Gate for Food Services](#)
ITEMS PREPARED BY FACILITIES PLANNING:
26. [Annual Agreement Renewal: Annual Purchase Agreement for Fencing at Various Schools Throughout the District](#)
27. [Architectural/Engineering Services for Miscellaneous Site Work Improvement Projects at Multiple Facilities District Wide](#)
28. [Change Notice #1 to Purchase Order #5421700110 – Architectural/Engineering Services for Roy Hyatt Environmental Center New Classroom Building](#)
29. [Change Notice #1 to Purchase Order #5421900170 – Chiller and Air Handling Unit Upgrades at Pine Meadow Elementary School](#)
30. [Various Canopy/Walkway Projects at Multiple Facilities District Wide](#)

3. Human Resource Services

A. Instructional/Professional

1. [Appointments](#)
2. [Reappointments](#)
3. Transfers
-No items submitted
4. Out-of-Field
-No items submitted
5. [Resignations/Retirements/Other](#)
6. [Leaves of Absence](#)
7. Special Requests
 - a. [For Board Information: Report the death of Thearsa Collier, Teacher at Bellview Middle, on May 1, 2019](#)
 - b. [For Board Information: Report the death of Debra Pearson, Teacher at Brentwood Elementary, on April 19, 2019](#)

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
 - a. [Approval the following job descriptions on the Educational Support Personnel Salary Schedule:](#)
Special Center Instructional/Behavioral Assistant
Special Center Personal Care Assistant

C. Risk Management

1. [Campus Security Resident Lease – Navy Point Elementary School](#)
2. [Campus Security Resident Lease – Longleaf Elementary School](#)
3. [Property, Boiler & Machinery, and Crime Insurance](#)

D. Employee Services

-No items submitted

E. Affirmative Action

-No items submitted

4. Operations

A. Facilities Planning

1. Final Payments
-No items submitted

AMEND

AMEND

2. Miscellaneous
 - a. [Lease Agreement Renewal between the School Board of Escambia County, Florida and Camelot Schools of Florida, LLC](#)
 - 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. [Coach Aaron Feis School Guardian Program Agreement by and between the School Board of Escambia County, Florida and the Sheriff of Escambia County, Florida](#)
 - H. Energy Management
 - No items submitted

AMEND

c. ITEMS FROM THE BOARD

1. Selection of the Florida School Boards Association Legislative Liaison and Alternate

Motion was made by Mr. Fetsko, seconded by Mr. Slayton, to appoint Mr. Adams as the School Board's legislative liaison to the Florida School Boards Association and Mrs. Hightower as the alternate. Motion carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

1. Administrative Appointments
 - A. [Administrative Appointments](#)
 - This item was handled earlier in the meeting
 - B. [Reappointment of Administrative Personnel for the fiscal year 2019-2020](#)

Motion by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent's recommendation for reappointment of administrative personnel for the fiscal year 2019-2020 (as outlined in Item V.d.1.B., *Reappointment of Administrative Personnel for the fiscal year 2019-2020*). Motion carried unanimously.

2. Student Discipline
 - A. [Disciplinary Reassignments](#)

Motion by Mr. Fetsko, seconded by Mr. Slayton, 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
 - No items submitted
3. Employee Discipline
 - A. Recommend that employee #0000002776 is suspended without pay beginning Wednesday, June 19, 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.
 - B. Recommend that employee #0000054279 is suspended without pay beginning Wednesday, June 19, 2019, with suspension without pay to continue until the employee satisfies and successfully

AMEND

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.

- C. Recommend that employee #0000053138 is suspended without pay beginning Wednesday, June 19, 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, Item V.d.3.B, and Item V.d.3.C., carried unanimously.

4. Other Items

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

Motion was made by Mr. Fetsko, seconded by Dr. Edler, “to rescind existing agreement with the Escambia County Public School Foundation, and adopt the Memorandum of Understanding (MOU) on tonight’s agenda.” Motion carried unanimously.

- B. [Shell, Fleming, Davis & Menge Agreement for Legal Services](#)
- C. [Agreement for Legal Services Between The School Board of Escambia County, Florida and Joseph L. Hammons, Attorney at Law, and The Hammons Law Firm \(Counsel for Superintendent\)](#)
- D. [Agreement for Legal Services Between The School Board of Escambia County, Florida and Joseph L. Hammons, Attorney at Law, and The Hammons Law Firm \(Risk Management\)](#)
- E. [Agreement for Legal Services Between The School Board of Escambia County, Florida and Steven J. Baker, P.A., Attorney at Law \(Risk Management\)](#)
- F. [Agreement for Legal Services Between The School Board of Escambia County, Florida and Leonard J. Dietzen, III, Attorney at Law, and Rumberger, Kirk & Caldwell PA](#)
- G. Recommend that employee #0000025022 is returned to work effective May 22, 2019, as more specifically detailed in the notice letter to the employee.

Motion was made by Mr. Fetsko, seconded by Dr. Edler, to accept the Superintendent’s recommendation for the approval of Item V.d.4.B, Item V.d.4.C., Item V.d.4.D., Item V.d.4.E., Item V.d.4.F., and Item V.d.4.G. Motion 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 6:25 p.m.

Attest:

Approved:

Superintendent

Chair