

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, MAY 21, 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 May 1, 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/05212019-2212>

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 practice of the Escambia County School Board to begin their business meeting with an invocation or motivational moment followed by the Pledge of Allegiance.*) Dr. Edler introduced Reverend Carl E. Reeves of Greater Mount Lily Missionary Baptist Church in Pensacola, Florida. Reverend Reeves delivered the invocation and Dr. Edler 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 Chair of the School Board and stated in the record. Mrs. Hightower noted that changes to the May 21, 2019 Regular Meeting agenda were made 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 Angel Bradley.

2. Escambia High School Latin Club

The Superintendent made the following announcement: *This year, the Latin students at Escambia High School have successfully carried on the program's decades-long tradition of excellence. They placed first overall at the Regional Latin forum in January, for the 28th year in a row. Twenty-seven (27) Escambia High School students competed at the Florida Junior Classical League State Latin Forum, April 4th-7th. The students returned with the overall second place trophy, continuing a thirteen-year streak of top five finishes (the longest in the state). The team also earned first place in the creative contests and fifth place in academics. Latin team members: Rhapeepan Antrim, Clara Bonnlander, Carley Cox, Laylah Curran, Allie Davis, Ashton Floda, Alena Freyhofer, Briana Grasty, Krystin Gunn, Christopher Harden, Zoe Johnson, Caitlin Kane, Maggie Kidder, Teri Laird, Kimberly Le, Kimberly Lay, Michael Lombardozz, Mattlyn Mandrell, Skyler McLeod, Victoria Mitchell, Brandon Mitra, Sarah Quinlan, Connor Raymer, Joel Sexson, Eli Shasteen, Hayden Smith, Zakariya Thiam, and Malaika Voyou. Latin teacher: Amy Hornick.*

3. Stellar Employee of the Year

The Superintendent made the following announcement: *I am pleased to inform you that the Stellar Employee of the Year is Stephanie Bass. Many of you will remember Stephanie Bass as the Stellar Employee for the month of March. Stephanie Bass is a cafeteria manager at Blue Angels Elementary School. Mrs. Bass is compassionate, cares about her entire school family and she has a very special place in her heart for the cafeteria staff. Her "can-do" spirit and attitude is contagious to those around her. She approaches her tasks and responsibilities in a flexible manner and believes there is a positive solution to every situation. Mrs. Bass is extremely loving and kind to every student at Blue Angels, whether they come through the service line or not. She genuinely cares about their academic and social success. Mrs. Bass has designed the Blue Angels lunchroom into the Blues Café – a warm and inviting place, it is most definitely a "five star" dining experience! As the leader of the cafeteria team, she ensures high-quality food choices, a clean and inviting service line, and excellent customer service, even to the youngest customer on campus. Mrs. Bass provides extra time and personal resources when decorating the kitchen and lunch line for holidays. She sincerely wants students to be happy coming in and going out of the Blues Café. Students really enjoy all the extra touches the cafeteria staff add to the atmosphere of the service line. Mrs. Bass has done a great job creating a climate of teamwork and helpfulness in the cafeteria. The staff morale has blossomed under her leadership which has created a positive cafeteria experience for the entire school family. Mrs. Bass personifies the pillars of "people" and "service." It is for these reasons and more that she has been selected as our Stellar Employee of the Year. Mrs. Bass received a plaque from the School District and a check for \$500 from Members First Credit Union. Adetoun Sanders, Vice President of Marketing and Business Development at Members First Credit Union presented the check.*

4. Kids License Tag Art

The Superintendent made the following announcement: *On behalf of the Kids Tag Art Program, in partnership with Scott Lunsford, Tax Collector, it is an honor to recognize the Choice Awards winners for Kids Tag Art 2019. This is the sixth year our school district has participated in the Kids Tag Art Program working with the Escambia County Tax Collector. The purpose of the program is to advocate for our visual arts programs while bringing funds for the purchase of materials and supplies to the visual art programs in our elementary schools. This year four high schools participated. Each school submitted their top two winners. The Choice Awards were personally selected by Mr. Scott Lunsford and myself. Students, it is a pleasure to present to you a plaque and a car tag recognizing your talent in visual arts. The Superintendent's Choice Award was presented to Daniel Perkins, Booker T. Washington High School (Sarah Kelly, Art Teacher; Dr. Michael Roberts, Principal). The Tax Collectors Choice Award was presented to Amelia Hoffman, Bailey Middle School (Tracey Burnett, Art Teacher; Janet Penrose, Principal).*

5. FCAN FAFSA Challenge Award

The Superintendent made the following announcement: *The Florida Free Application for Federal Student Aid (FAFSA) challenge encourages schools, districts, and communities to set bold and attainable FAFSA completion goals and to implement strategies that help more students afford college. This initiative aims to increase the proportion of Florida high school seniors who complete the free application for Federal Student Aid (FAFSA), one of the largest forms of federal aid available to low-income students. Completing the application is the first step to accessing financial aid for college and completion is a strong indicator of future college attendance. The results are in and the Florida College Access Network (FCAN) recently announced that Escambia County was recognized as the #1 most improved district. Achieve Escambia was a key district partner in improving the number of students completing the application. Max Petion is the communications intern with Achieve Escambia. He was Achieve Escambia's "boots on the ground" working with students at each of our high schools throughout the challenge. We would not have been successful without his assistance. Carlton Ulmer serves as co-chair for Achieve Escambia's Leadership Council and has been very supportive of our efforts with this challenge. Holly Busse, Student Services, was the District representative. Three (3) of our seven (7) high schools individually met their 5% goal of increasing FAFSA completions: Booker T. Washington High School was recognized as the #1 most improved medium school in the state, followed very closely by Pine Forest in the #2 spot! Congratulations to all Escambia County high schools! You played a part in helping the District meet its goal of increasing application completions. Amy Gordon, Assistant Principal and Elise Glidden, 12th grade Guidance Counselor from Booker T. Washington High School were present to receive this award.*

6. Florida Theater Teacher of the Year 2019

The Superintendent made the following announcement: *It is an honor to recognize Barbie Spears, theater educator at Booker T. Washington High School, as the Florida Association for Theatre Education Outstanding Theatre Arts Educator for 2018. Mrs. Spears was presented this honor by the Florida Association for Theater Education because of her contributions to theater education not only in our school district and the Panhandle, but throughout the State of Florida. Mrs. Spears is a leader, mentor, and theater education advocate in her field. Her intentional focus on designing a student-focused theater program embodies relevant, personalized learning. It is with great pleasure to present Barbie Spears as the 2018 Florida Outstanding Theater Arts Educator.*

II. [PUBLIC FORUM](#)

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 explained that the purpose of Public Forum was to give members of the public, the opportunity to address the School Board on any matter of concern particularly relating to education and the administration of public schools in Escambia County, Florida. She advised that in this setting, School Board Members were not compelled to answer questions or respond and typically would not engage in a "back and forth" dialogue; however, speaker concerns would be noted by the School Board, Superintendent, and the Superintendent's staff and all would do their best to resolve the issue. She invited members of the public to contact any School Board Member by email or by phone for a follow-up after this meeting. She noted that contact information for School Board Members, as well as a list of School Board meeting dates and times was available on the School District website. Finally, she asked that speakers adhere to the guidelines printed on the back of the speaker request form.

The following individual(s) registered to address the School Board during public forum:

-Jerry McIntosh, representing Movement for Change – Closing of McMillian School

- III. MINUTES
 - a. [03-14-19 Special Workshop](#)
 - b. [03-15-19 Regular Workshop](#)
 - c. [04-16-19 Regular Meeting](#)

Motion by Mr. Fetsko, seconded by Dr. Edler, 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 Advertise Notice of Intent to Adopt Amendments to the District School Board Exceptional Student Education Policies and Procedures (SP&P)~~

- 2. Permission to Advertise
 - No items submitted

- b. CONSENT AGENDA

Motion was made by Mr. Adams and seconded by Mr. Slayton, to approve the Consent Agenda. School Board Members did not request to pull any items from the Consent Agenda; however, Mrs. Hightower advised that Item V.b.2.E.14, *Agreement: VOLO Master Services Agreement* would be pulled due to speakers who had registered to address that item. Mrs. Hightower then asked that the motion to approve the Consent Agenda be taken off the table and the School Board proceeded to handle the pulled item (see: Item V.b.2.E.14, *Agreement: VOLO Master Services Agreement*). Motion by Dr. Edler, seconded by Mr. Adams, to approve the Consent Agenda minus item pulled (Item V.b.2.E.14, *Agreement: VOLO Master Services Agreement*), carried unanimously.

- 1. Curriculum

- A. Alternative Education

- 1. [Cooperative Agreement Between the School Board of Escambia County, Florida and AMIkids Pensacola, Inc. DBA Escambia Boys' Base](#)
- 2. [Cooperative Agreement Between the School Board of Escambia County, Florida and Escambia County, Florida](#)

- B. Continuous Improvement
 - No items submitted

- C. Elementary Education
 - No items submitted

- D. Evaluation Services
 - No items submitted

- E. Exceptional Student Education
 - No items submitted

- F. High School Education

- 1. [Agreement Between the School Board of Escambia County, Florida and Sinclair Communications, LLC DBA WEAR TV/WFGX](#)

- 2. ~~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

- 1. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Walch Education 2019-2022](#)

2. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Pearson K-12 Learning LLC 2019-2022](#)
 - 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. The Hammons Law Firm	\$ 3,552.50
b. The Hammons Law Firm	\$ 3,692.50
c. The Hammons Law Firm	\$ 87.50
d. The Hammons Law Firm	\$ 367.50
e. Rumberger, Kirk & Caldwell	\$ 320.00
f. Rumberger, Kirk & Caldwell	\$ 18.55
g. Shell, Fleming, Davis & Menge, P.A.	\$ 219.50
 2. [Legal Services - Risk Management Fund](#)

a. The Hammons Law Firm	\$ 11,182.50
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 3. [2018-2019 Miscellaneous Salary Schedule](#)
 - B. Accounting Operations
 1. [Check Register for April 2019](#)
 - C. Budgeting
 1. [Recap of General Fund Reserves \(Non-Categorical\) as of April 30, 2019](#)
 2. [Resolutions to amend District School Budget:](#)
 - a. Resolution 8 – General Operating Fund
 - b. Resolution 8 – Special Revenue – Federal Programs
 - c. Resolution 7 – 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 May 2019](#)
 4. [Auction List I for May 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 Award: Bread for Direct Delivery to School Cafeterias, RFP #192602 \(RE-ISSUE\)](#)
 2. [Re-Award: Breakfast and Lunch Entrees, Bid #192002](#)
 3. [Annual Agreement Renewal: Solid Waste Collection Services](#)
 4. [Bid Renewal: Lighted Sports Field Maintenance, Bid #172903](#)
 5. [Bid Renewal: Speech Language Pathologist, School Psychologist, Occupational Therapist, and Physical Therapist Services, RFP #190806](#)
 6. [Bid Renewal: Video Surveillance Security Systems RFP #180206](#)
 7. [Drug Screening Services](#)
 8. [Agreement Renewal: Wireless Communications Agreement – Verizon](#)
 9. [Agreement Renewal: Itslearning Learning Management System](#)
 10. [Annual Agreement Renewal: Micro Focus Network and GroupWise Software Licenses](#)
 11. [Agreement Renewal: Schoolnet Software](#)

12. [Software Agreement Renewal and Amendment 1: Hosted School Nutrition, Point of Sale, and Online Payment](#)
13. [GoGuardian Software](#)
14. [Agreement: VOLO Master Services Agreement](#)

Description of Purchase: *A five (5) year agreement, subject to annual renewal, to enhance security and safety of District staff and students by providing District staff the ability to alert and communication regarding emergency situations with designated, appropriate personnel and authorities. This software has expansion capabilities for video surveillance integration and additional notification/communication which will be explored, following a successful implementation. Services provided to the District will include training, licensing, and support.*

Amount of Purchase: *\$104,100 estimated (Purchase amount is estimated for Year 1 to include licensing and potential purchase of additional expansion capabilities)*

Funding Source: *General Fund (1110) – Safe Schools (6162)*

The following individuals requested to address the School Board regarding this item: Donna Harper, president of the Escambia Education Association (EEA) and David Elzbeck, president of the Union of Escambia Education Staff Professionals. *Mr. Elzbeck yielded his time to Donna Harper.* Ms. Harper was concerned that this item was not previously discussed by the School Board during a public session. Ms. Harper was also concerned with a perceived lack of transparency and collaboration between the School District and the employee unions regarding this particular software application. She asked that the School Board take the time to thoroughly review all facets of this software application before proceeding with purchase.

Mrs. Hightower called for a motion on this item. Motion was made by Mr. Slayton to approve Item V.b.2.E.14., *Agreement: VOLO Master Services Agreement.* That motion was seconded by Mr. Adams for discussion purposes. The Superintendent took a moment to explain the “geo-fencing” technology behind this software application and to also respond to concerns expressed by Ms. Harper, by noting the following:

- Installation of application required for all District-owned devices; installation on an employee’s privately-owned device encouraged, but completely optional
- Employees held harmless if a report is actually a false alarm

The Superintendent also explained that it was necessary to submit the purchase request on this agenda in order to hopefully receive School Board approval so training and implementation could occur prior to the start of the 2019-2020 school year. In regards to the cost of this particular application, the Superintendent said that other applications reviewed were much more expensive.

Motion carried unanimously.

15. [Multi Use Copy Paper](#)
 16. [Dell Chromebooks for Various Schools](#)
 17. [Firearms for George Stone Technical College Criminal Justice Program](#)
- ITEMS PREPARED BY FACILITIES PLANNING:*
18. [Annual Agreement Renewal: Indefinite Quantity Environmental Contracting Services](#)
 19. [Architectural/Engineering Services for Miscellaneous Repairs at Multiple Facilities District-Wide](#)
 20. [Bid Award: Brentwood Elementary School – Covered Outdoor Play Area and Multipurpose Room](#)
 21. [Bid Award: Brown-Barge Middle School Renovations](#)
 22. [Bid Award: West Florida High School – Repurpose to Success Academy](#)
 23. [Bid Award: West Florida High School – Drivers Ed Range and Parking Upgrades](#)
 24. [Change Notice #6 to Purchase Order #5421700145 - Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School](#)
 25. [Change Notice #6 to Purchase Order #5421800028 - ECSD Hall Center – ESE Renovation](#)
 26. [Tate High School – Band Instrument Cabinets](#)

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. [Approve the following amended job description on the Professional Salary Schedule:](#)
Executive Director – Escambia County Public Schools Foundation
 - b. [Amend the 2018-2019 Department Personnel Planning Document for the following cost center:](#)
4125 – Protection Services
 - c. [Amend the 2019-2020 Department Personnel Planning Document for the following cost centers:](#)
4006 – Escambia County Public Schools Foundation
4208 – Information Technology
4426- Workforce Education
4430 – Subject Area Specialists
- B. Educational Support Personnel
1. [Appointments](#)
 2. [Temporary Promotions](#)
 3. [Resignations/Retirements/Other](#)
 4. Terminations
-No items submitted
 5. [Leaves of Absence](#)
 6. Special Requests
 - a. [For Board Information: Report the death of Krista Greathouse, Food Service Assistant at Hellen Caro Elementary, on March 19, 2019](#)
- C. Risk Management
1. [Workers' Compensation Settlement](#)
- D. Employee Services
1. [Approve the Memorandum of Understanding between the Escambia County School District and the Union of Escambia Education Staff Professionals concerning posting of all educational support positions for five \(5\) days](#)
 2. [Approve the Memorandum of Understanding between the Escambia County School District and the Union of Escambia Education Staff Professionals concerning the authority of the External Operator, pursuant to Section 1008.33 \(4Xb\), if the 2018-2019 Florida School Accountability grade for Ensley Elementary, Global Learning Academy, Holm Elementary, Warrington Middle, and/or Warrington Elementary is lower than a "C."](#)
 3. [Approve the Memorandum of Understanding between the Escambia County School District and the Escambia Education Association concerning the authority of the External Operator, pursuant to Section 1008.33 \(4Xb\), if the 2018-2019 Florida School Accountability grade for Ensley Elementary, Global Learning Academy, Holm Elementary, Warrington Middle, and/or Warrington Elementary is lower than a "C."](#)
 4. [Approve the Memorandum of Understanding between the Escambia County School District and the Escambia Education Association concerning the placement of new hires beginning with the 2019-2020 school year.](#)

[AMEND](#)

[AMEND](#)

- E. Affirmative Action
-No items submitted

4. Operations

A. Facilities Planning

1. Final Payments

- a. [Ransom Middle School HVAC Renovations – The Wright Company, Inc.](#)
- b. [Ransom Middle School HVAC Renovations – Premier Engineering Group, LLC](#)

2. Miscellaneous

- a. [Pre-Qualification of Contractor](#)

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. [2018-2019 Facility Life Safety Inspections](#)
- 2. [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

c. ITEMS FROM THE BOARD

1. Selection of Florida School Boards Association Board of Director for District 1

Motion by Mr. Fetsko, seconded by Mr. Slayton, to appoint Mr. Adams as the Florida School Boards Association Board of Director for District 1, carried unanimously.

AMEND

2. [General Counsel Contract Renewal 2019-2021](#)

(NOTE: *Previously discussed at December 13, 2018 Special Workshop.*) Motion by Mr. Slayton, seconded by Mr. Fetsko, to approve *General Counsel Contract Renewal 2019-2021*, carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

1. Administrative Appointments

-No items submitted

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](#)

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 19-198-301 be expelled from all public schools of Escambia County for the remainder of the 2018-2019 school year and all of the 2019-2020 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular

school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.

Motion by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent’s recommendations for student discipline as outlined in Item V.d.2.B., *Expulsions*, carried 4 to 1, with Dr. Edler voting “No.”

3. Employee Discipline

- A. Recommend employee #0000008718 is suspended without pay for ten (10) working days beginning Wednesday, May 22, 2019, for five (5) working days and beginning Monday, August 26, 2019 for five (5) working days, based on misconduct as more specifically identified in the notice letter to the employee.
- B. Recommend that employee #0000010667 is suspended without pay for three (3) working days beginning Wednesday, May 22, 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 and Item V.d.3.B, carried unanimously.

4. Other Items

-No items submitted

e. INTERNAL AUDITING

- 1. [Inventory Adjustment Reports thirty-three cost centers](#)

Motion by Mr. Slayton, seconded by Mr. Adams, to accept Item V.e.1., *Inventory Adjustment Reports thirty-three cost centers*, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:45 p.m.

Attest:

Approved:

Superintendent

Chair