

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, FEBRUARY 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)

Superintendent of Schools: Mr. Malcolm Thomas

Also present: Mr. Joseph L. Hammons, Esquire - Hammons Law Firm
Not present: Mrs. Donna Sessions Waters, School Board General Counsel

Meeting advertised in the *Pensacola News Journal* on January 25, 2019 – Legal No. [3339931](#)

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

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

Reverend Leron Bush, Youth Pastor at Beulah Free Will Baptist Church, delivered the invocation. Mrs. Hightower led 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 February 19, 2019 Regular Meeting agenda were for good cause, as all changes had been discussed at the February 18, 2019 Regular Workshop. 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), 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 February is Sharon Goshorn. Sharon Goshorn works in the General Counsel's office as a Certified Paralegal. She has been with the District in that position for*

nine years. Ms. Goshorn is responsible for processing dozens of contracts and agreements each year for legal review prior to their consideration by the Board. Her proofreading skills and familiarity with federal and state statutes ensure that every agreement is accurate and in compliance with existing law. In addition to simply reviewing these contracts, Ms. Goshorn has taken the initiative to develop templates and checklists for contracts and supporting documents for staff to use when they negotiate and prepare contracts, thus expediting the approval process. Ms. Goshorn also serves as the official agency clerk to the school board. When the legislature imposed a requirement that documents from certain school board hearings be filed with the department of administrative hearings (DOAH), there was no guidance on how that should be done. Ms. Goshorn thoroughly researched DOAH rules and the process followed by other agencies and developed a procedure which the legal office has shared with other districts statewide. Another duty of the agency clerk is preparation of the official court records when legal cases are appealed. While there are many intricate formal rules which must be followed, there is little guidance as to the “nuts and bolts” of submitting these documents. Ms. Goshorn has done extensive research to develop a comprehensive guide regarding these duties. This model has also been shared with other school districts. Often, school and district staff are subpoenaed to appear and to produce records in juvenile, criminal and family law cases. Ms. Goshorn was instrumental in developing a process for written authentication of records, which in many cases relieves staff of the time-consuming and stressful obligation of appearing in court personally. She helps keep staff on their campus serving students rather than waiting in a courthouse lobby for hours at a time. Thanks to the professionalism and dedication of Ms. Goshorn, the legal office has had exceptional success in protecting the School Board’s interests in a wide variety of situations. Ms. Goshorn 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 February. Ms. Goshorn will receive a plaque, a pin, and a check for \$100 from Members First Credit Union.

3. Black History Month Presentation

The Superintendent made the following announcement: *Students from N.B. Cook Elementary practiced their social studies skills through the national history fair performances. They conducted research to write and perform ten-minute-long plays as well as individual five-hundred-word bibliographic essays explaining the relevance of their sources to the topic. Tonight, Liniyah Reeves will present the black history moment from her history fair performance “Madam C. J. Walker: The Wonderful Hair Grower.”*

4. West Florida High School Cheerleaders – 2019 FHSAA State Champion Runner-up

The Superintendent made the following announcement: *The cheer squad from West Florida High School traveled to the state championships in Gainesville to compete in the Class 1A Large Varsity category and they took second place! For the second year in a row! The West Florida High School varsity competition cheer squad five years in review includes: 2014 last in their division in the state; 2015 & 2016 state semifinalist; 2018 Florida FHSAA state runner-up and once again in 2018 in 2019 FHSAA Region 1 and FHSAA state runner up!*

5. Tate High School Cheerleaders – 2019 FHSAA State Champion

The Superintendent made the following announcement: *What an amazing season it has been for these athletes. From the beginning of the season they had their hearts set on excellence. They refused to settle for anything other than the best which has led them to a state championship as well as 5th in the nation. The success of the season is credited to the incredibly talented and dedicated cheerleaders and their parents. These athletes were able to make their mark not only in the state, but nation as well! The squad from Tate high competed in the class 1a small coed division. They took first place, making them the first squad from Tate High School or Escambia County to take first place in their division and they are the first ECSD squad to win a FHSAA state championship since cheerleading was recognized as a sport and included in the FHSAA competitions. Tate finished as regional*

champions for the second year in a row after finishing third in state last year. Tate's squad also qualified to compete at Orlando's wide world of sports at the UCA high school nationals Feb. 8 – 11 where they finished 5th in the nation.

6. 2018 Superintendent's Wellness Challenge Winners

The Superintendent made the following announcement: *Each year, the district challenges employees to participate in the "choose wellness" challenge. The challenge is to see which school or major department could achieve the highest percentage of employee participation by the end of the school year in the "choose wellness" challenge. In addition, schools and departments were also challenged to achieve the highest percentage of improvement from one year to the next. Each site-based administrator and wellness coordinator needed to motivate employees to complete all four steps of the health screening program. The group would collect the recognition of being the winner plus a financial reward to be used for wellness initiatives. Rewards of either \$1,000 for the highest percentage participation, and \$500 for the greatest percentage of improvement would be awarded for 2017-18. Awards are paid from wellness dollars, so no taxpayer dollars are used. The decision to create a district wellness center and program was made to promote employee wellness because a healthy workforce costs less in medical costs and lost work hours which in turn creates a more productive and higher achieving workforce. It is my pleasure to announce the following awards:*

- *The overall winner for the first time - and yes - unseating Bratt elementary school as the past three years and reigning champion, but only by a very slim margin, is the ese department with a 71.1% participation. Worthy to note, the ese department won last year's most improved award with a 29.2% increase, so great job ese department. As the 2017-18 superintendent's wellness challenge overall winner, will representatives from the ese department please come up to receive your plaque and oh yes, the \$1000 check and come be congratulated by the school board.*
- *The next award is for the most improved. The most improved winner this year is Molino Park Elementary school with an increase participation of 10.2%. Will representatives from Molino Park Elementary school please come up to receive your plaque and the \$500 check and come be congratulated by the school board.*
- *In addition, to create a "healthy" competition between schools at each school level, award certificates will also be given at this time to the highest percentage participation at each school level. As your school is announced, please come up to receive your certificate and be congratulated by the school board.*
- *The highest percentage participation at the elementary level goes to Beulah Elementary School with a 68.2% participation.*
- *The highest percentage participation at the middle school level goes to our north end Ernest Ward Middle School with a 57.7% participation*
- *The highest percentage participation at the high school/secondary level goes to another north end school - Northview High School with a 44.8% participation*

Congratulations to all schools and departments for your success.

For 2019, schools and departments will begin receiving periodic updates during the year indicating where they stand in relation to their peers. In order to achieve higher participation through a little friendly competition, the 2018-19 superintendent wellness challenge awards will include a wellness award per level to the school or department that has the highest percentage participation for the year, so let's see how schools and departments will step up for the 2018-19 superintendent's wellness challenge.

7. Escambia County School District Teacher of the Year

The Superintendent made the following announcement: *It is my pleasure this evening to announce that Ms. Alanna Rohling has been selected as the Escambia County School District's 2020 Teacher of the Year. Alanna Rohling is a kindergarten teacher at Lincoln Park Elementary School where she has made amazing achievements. She has been with Escambia County School District and with Lincoln*

Park Elementary School since August, 2015. Lincoln Park Elementary School's primary focus is to create an environment that engages students, families and the community. Ms. Rohling has impacted her students through her kind and patient disposition and her ability to foster the special needs of many of her students. Ms. Rohling is a teacher that can embrace students with emotional challenges and help them grow and succeed. Her creative teaching style is unique and acknowledged by all. One parent stated that Ms. Rohling is the most responsive teacher she has had the pleasure of working with, she is responsive to all forms of communication without delay, regardless of the time of day, and she keeps parents well informed of their student's progress. Ms. Rohling goes above and beyond to ensure her student's academic success. She is a true champion. Alanna Rohling has a strong desire to make a positive difference. Her contributions to Lincoln Park Elementary School include the use of data, prior experiences, and relationship building, which are the tools she utilizes to determine the best needs of her students. The faculty and staff at Lincoln Park attribute Alanna Rohling as a significant factor in the school's turn around model. Escambia County School District is proud of the student achievement and growth of Lincoln Park Elementary School and very proud to recognize Alanna Rohling as the 2020 Teacher of the Year!

II. [PUBLIC FORUM](#)

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

- Jerry McIntosh, representing Movement for Change – McMillian Pre-K Center*
- Nicole Sipka, representing Escambia Education Association (EEA) – *yielded time to Donna Harper*
- Donna Harper – representing Escambia Education Association (EEA)
- Walter Wallace, speaking as an individual – McMillian Pre-K Center*
- Barbara A. Hale, speaking as an individual – McMillian Pre-K Center*
- Cindy Martin, speaking as an individual – McMillian Pre-K Center*
- Kelly Henderson, speaking as an individual – Drainage Issue on Hernandez Street & Grandview
- Joe Williamson, speaking as an individual – Pay Inequity
- Terry Robinson, representing Union of Escambia Educational Support Professionals (ESP) – Pay Inequity
- Larry Williams, speaking as an individual – McMillian Pre-K Center*
- James Royster, representing Englewood – *yielded Time to Larry Williams*
- Ebere Robinson Griffin, speaking as an individual – McMillian Pre-K Center*

*Item V.b.1.L.1., [Escambia District Schools 2019-20 Staffing Allocation Table](#), specifically page 16 of 17 – 0741 McMillan Learning Center

III. MINUTES

- a. [12-13-18 Special Workshop](#)
- b. [12-14-18 Regular Workshop](#)
- c. [01-15-19 Regular Meeting](#)

Motion by Mr. Fetsko, 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

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

Mrs. Hightower called for public forum; however, there were no speakers. Motion by Mr. Slayton, seconded by Dr. Edler, to adopt amendments to *Rules and Procedures of the District School Board: Chapter 5 – Business Services*, carried unanimously.

2. Permission to Advertise
-No items submitted

b. CONSENT AGENDA

Motion was made by Mr. Fetsko and seconded by Mr. Slayton, to approve the Consent Agenda. Dr. Edler requested that Item V.b.1.L.1 be pulled for separate vote. Item V.b.3.A.7.b and Item V.b.3.A.7.c were pulled for separate vote because a speaker had requested to address the School Board on those items. Motion carried unanimously.

1. Curriculum
 - A. Alternative Education
-No items submitted
 - B. Continuous Improvement
 1. [School Choice Student Transfers](#)
 - C. Elementary Education
-No items submitted
 - 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. ~~2018-2019 Instructional Materials Adoption~~
 - I. Student Services
-No items submitted
 - J. Title I
-No items submitted
 - K. Workforce Education
-No items submitted
 - L. Other
 1. [Escambia District Schools 2019-20 Staffing Allocation Table](#)

[DELETE](#)

[AMEND](#)

Motion was made by Mr. Slayton and seconded by Mr. Fetsko, to accept the Superintendent's recommendation to approve Item V.b.1.L.1, *Escambia District Schools 2019-20 Staffing Allocation Table*. Dr. Edler made it clear that she would never support the closure of McMillan Learning Center or any school in District III. It was her desire that the building remain open to serve the pre-kindergarten students in District III. (NOTE: *Dr. Edler previously expressed her concerns during the February 18, 2019 Regular Workshop.*) The Superintendent clarified that his plan was to transfer classes, teachers and support staff out of the McMillan Learning Center and into traditional elementary schools next year. It was noted that the McMillian building would be maintained as offices in the short-term and possibly repurposed for another educational purposed in the long-term. Mr. Fetsko, Mr. Adams, and Mrs. Hightower said they would support the Superintendent's recommendation as they wanted to ensure that pre-kindergarten students from all across the county had a program to attend next year. Motion carried 4 to 1, with Dr. Edler voting "No."

2. Finance and Business Services

A. Finance

1. [Legal Services – General Fund](#)

a. The Hammons Law Firm	\$ 2,275.00
b. The Hammons Law Firm	\$ 367.50
c. The Hammons Law Firm	\$ 1,995.00
d. The Hammons Law Firm	\$ 2,800.00
e. The Hammons Law Firm	\$ 11,725.00
f. The Hammons Law Firm	\$ 1,225.00
g. Rumberger, Kirk & Caldwell	\$ 452.60
h. Rumberger, Kirk & Caldwell	\$ 20.27
i. Rumberger, Kirk & Caldwell	\$ 2,001.52
j. Rumberger, Kirk & Caldwell	\$ 1,060.00
k. Shell, Fleming, Davis & Menge, P.A.	\$ 446.50
l. Resolutions in Special Education	\$ 1,566.80
m. Akerman	\$ 39,080.00
n. Akerman	\$ 46,815.99

2. [Legal Services - Risk Management Fund](#)

a. The Hammons Law Firm	\$ 12,845.00
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3. [Comprehensive Annual Financial Report \(CAFR\) of the District School Board of Escambia County, Florida for the fiscal year ended June 30, 2018](#)

4. [Escambia School District Employee Benefit Trust Audit Report: Financial Statements for the fiscal year ended June 30, 2018](#)

5. [Escambia County School District Charter School Audit Reports for the Fiscal Year Ended June 30, 2018](#)

B. Accounting Operations

1. [Check Register for January 2019](#)

C. Budgeting

1. [Recap of General Fund Reserves \(Non-Categorical\) as of January 31, 2019](#)

2. [Resolutions to amend District School Budget:](#)

- a. Resolution 5 - General Operating Fund
- b. Resolution 5 - Special Revenue – Federal Programs
- c. Resolution 4 - Capital Projects Fund
- d. No item submitted - Special Revenue – Food Service Fund
- e. No item submitted - Debt Service Fund

3. [Scrap List I for February 2019](#)

4. [Auction List I for February 2019](#)

5. [Financial Statements by Fund](#)

6. [Disposal and Demolition of Portable #343 at Pine Meadow Elementary School](#)

D. Payroll and Benefits Accounting

1. [Financial Status Report: Employee Benefit Trust Fund](#)

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. [Annual Agreement Renewal: External Auditing Services](#)

2. [Annual Agreement Renewal: Medicaid Reimbursement Services](#)

3. [Annual Agreement Renewal: Florida Virtual School License](#)

4. [Agreement Renewal and Amendment 3: Fiber Services for the District](#)

5. [Professional Development eResources](#)

6. [E-Rate RFP Award: WLAN Access Points and Supporting Equipment](#)

7. [E-Rate RFP Award: Campus Edge Switches and Supporting Equipment](#)

8. [E-Rate RFP Award: Campus Core Switches and Supporting Equipment](#)

9. [E-Rate RFP Award: UPS Systems and Supporting Equipment](#)

10. [Agreement Renewal and Amendment 3: Aruba WLAN Equipment Maintenance for District Schools](#)

CORRECT

11. [Crane for Maintenance Department](#)
 12. [Change Notice #1 to Purchase Order #6241900003 – Speech Language Pathologist Services](#)
 13. [Change Notice #1 to Purchase Order #6241900028 – Speech Language Pathologist Services](#)
 14. [Change Notice #1 to Purchase Order #6241900041 – Speech Language Pathologist Services](#)
 15. [Change Notice #1 to Purchase Order #6241900005 – Speech Language Pathologist Services](#)
 16. [Change Notice #2 to Purchase Order #6331900002 – School Psychologist Services](#)
 17. [Change Notice #2 to Purchase Order #6241900004 – Speech Language Pathologist Services](#)
 18. [Change Notice #1 to Purchase Order #6301900002 – School Psychologist Services](#)
- ITEMS PREPARED BY FACILITIES PLANNING:*
19. [Bid Award: Brown-Barge Middle School New Gymnasium and Track](#)
 20. [Change Notice #1 to Purchase Order #5421800144 – Architectural/Engineering Services for Brown-Barge Middle School Gymnasium and Track](#)
 21. [Change Notice #2 to Purchase Order #5421800164 – West Pensacola Elementary School Outdoor Covered Play Area and Multi-Purpose Room](#)
 22. [Change Notice #4 to Purchase Order #5421700145 - Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School](#)
 23. [Change Notice #5 to Purchase Order #5421700145 - Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School](#)
 24. [Engineering Services for Northview High School Wastewater Treatment Plant Replacement](#)
 25. [Roof Replacement at West Florida High School – Building 26](#)

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. [Request to change the date of the one \(1\) day suspension without pay for employee #0000018890 approved during the Regular School Board Meeting on January 15, 2019, under Item V.d.3.A., from January 16, 2019, to February 20, 2019.](#)
 - b. [Delete the following job description on the Educational Support Personnel Salary Schedule, effective February 19, 2019: Audit Specialist](#)
 - c. [Establish the following job description on the Professional Salary Schedule, effective February 19, 2019: Technician – Internal Auditing](#)

Motion was made by Mr. Slayton, to accept the Superintendent’s recommendation as outlined in Item V.b.3.A.7.b and Item V.b.3.A.7.c. Mr. Fetsko seconded the motion for discussion purposes. Mr. David Elzbeck, representing the Union of Escambia Education Support Personnel, requested to address the School Board regarding these two items. His concern was that the School District had not contacted him, as president of the bargaining unit, to discuss these recommendations prior to placement on the School Board’s agenda. Motion carried unanimously.

- d. [Amend the 2018-2019 Department Personnel Planning Document for cost center 4202 – Auditing.](#)
- e. [For Board Information: Report the death of Jacquelyne E. Wilson, Teacher at Henry McMillan Community Learning Center, on January 6, 2019.](#)

B. Educational Support Personnel

1. [Appointments](#)

AMEND

2. [Temporary Promotions](#)
 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. [AIA Document B121-2018 – Standard Form of Master Agreement Between Owner and Architect for Services Provided Under Multiple Service Orders](#)
 - b. [Engineering Services for Tate High School Chiller Plant](#)
 - 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
 - No items submitted
- d. ITEMS FROM THE SUPERINTENDENT
1. Administrative Appointments
 - No item 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 unanimously.
 - B. Expulsions
 - No items submitted
3. Employee Discipline
- A. Recommend that employee #0000031082 is suspended without pay beginning Wednesday, February 20, 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. Slayton, seconded by Mr. Fetsko, to accept the Superintendent’s recommendation for employee discipline as outlined in Item V.d.3.A, carried unanimously.

4. Other Items

~~A. Recommend that employee #0000051526 is suspended without pay beginning Wednesday, February 20, 2019, based on conduct as more specifically identified in the notice letter to the employee.~~

DELETE

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 7:22 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL