

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, APRIL 16, 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 March 26, 2019 – Legal No. [3453508](#)

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/04162019-1540>

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 a tradition of the Escambia County School Board to begin their business meeting with an invocation or motivational moment followed by the Pledge of Allegiance.*) Mrs. Hightower asked everyone to join her in a moment of silence to reflect on the welfare, safety, and education of students in Escambia County. Mrs. Hightower 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 Chair of the School Board and stated in the record. Mrs. Hightower noted that changes to the April 16, 2019 Regular Meeting agenda were discussed by the School Board during the April 12, 2019 Regular Workshop. 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 was provided by Michelle Salzman.

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 April is Warnice Wilson. Warnice Wilson is the secretary at Lincoln*

*Park Elementary School. She has been at Lincoln Park for six (6) years and with the School District for eleven (11) years. Warnice Wilson is an employee who goes over and beyond her job duties. Lincoln Park Elementary is very fortunate to have Mrs. Wilson as their secretary and to them, she is much more than a secretary. On any given day, Mrs. Wilson can be found manning the front office, processing check-ins and check-outs, directing the car rider line, running the school store, decorating for faculty events, taking supplies to teachers. Assisting teachers by escorting students to the office, escorting tardy pre-k students to class, and you will hear Mrs. Wilson making announcements, talking with upset students, and setting up and serving food for family night events. She performs many other tasks in addition to those required of her on a daily basis. Mrs. Wilson is Principal Smith's "right-hand-man." Throughout the day you will hear parents, students, teachers and staff enter the office saying, "Where's Warnice? I need her." She has developed such a wonderful rapport with the Lincoln Park family that they all turn to her for help. They know she will not hesitate to do whatever she can to assist, and she does it wearing a friendly smile. On the second week of school, Lincoln Park was without a data specialist and admin clerk, two positions that play an essential role in keeping the school running smoothly. With only the two administrators in the office, Mrs. Wilson jumped in and rolled up her sleeves to fill in these vacancies. She learned what the two positions were responsible for and did what she could to fulfill those duties until the positions were filled. Mrs. Wilson 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 April. Mrs. Wilson will receive a plaque, a pin, and a check for \$100 from members first credit union.*

### 3. Florida School Related Employee of the Year

*The Superintendent made the following announcement: I am pleased to inform you that Mrs. Linda Rhodes is the School District's nominee for the 2019 Florida School-Related Employee of the Year. Mrs. Rhodes is the School Secretary for Kingsfield Elementary School and has been at this location for one year and nine months. She has been with the District for 17 years. Kingsfield Elementary School is a newly constructed school that opened in August 2018. Mrs. Rhodes went above and beyond her duties as school secretary, working extra hours to ensure all supplies were ordered and received, all classrooms equipped with furniture and making sure teachers had everything they needed not only start the school year, but open a brand new school. Additionally, Mrs. Rhodes was instrumental in coordinating all new hire interviews, registering and enrolling students, and working with district staff and contractors in selecting and ordering classroom furniture and equipment. In addition to performing her job duties in an exceptional manner, Mrs. Rhodes demonstrates loyalty and commitment to her co-workers, students and parents. She performs her duties with excellence and proficiency in each and every task. It is for these reasons and so many more that Mrs. Rhodes is our nominee for the 2019 Florida School-Related Employee of the Year. Mrs. Rhodes received a plaque from the School District and a check for \$100 from Members First Credit Union.*

### 4. FHSAA Academic State Champions

*The Superintendent made the following announcement: The FHSAA Academic Team Champion recognition program honors teamwork not only in competition, but in the classroom as well. The program recognizes teams in each of the Association's sanctioned and recognized sports, naming an Academic Team Champion in each classification. The team must at least a 3.0 cumulative grade point average on an unweighted 4.0 scale. The team aggregate cumulative GPA is submitted for nomination. To figure the cumulative team GPA, a school would take the grades of each student-athlete and calculate them the same way the individual's GPA is determined. All teams that meet the criteria are recognized and their GPA is posted on the FHSAA website. The Escambia County School District is proud to have two (2) top Academic Teams to honor this evening:*

*Pensacola High School won the Class 2A Boys Golf Academic State Championship with a Team GPA of 3.868 (Fall sports season). Coach: Justin Aultman. Team members: Melvin Davis, William McBroom, Nikhil Patel, and Jett Zhang.*

*Pensacola High Schools Girls Soccer won the Class 3A Academic State Championship with a team GPA of 3.703 (Winter sports season). Head Coach: Paul Fernandez, Assistant Coach: Molly Mereseau. Team members: Josie Cloutier, Lindsay Davis, Riley Duffy, Shannon Duffy, Jorjia Elmore, Kyla Homewood, Kylah Hosman, Grace Kimbrell, Amanda Langston, Amber Lee, Tiffany Lee, Claire Litvak, Sophia Nguyen, Delaney Orr, Mary Sherrill, Sophie Spangrud, Kira Tully, Kate Vandiver, Avery Vargason, Lillian Wiggins, Chloe Witkin, and Sophia Witkin.*

## 5. *Unsung Hero Award*

The Superintendent made the following announcement: *Many people go over and above the call of duty. When they go above and beyond the call of duty and they are not seeking recognition, they are the Unsung Heroes. Every year we look for a group that is the Unsung Hero. They are doing an excellent job, not for fame, not for recognition, but just to know they did a job well done. It is my pleasure tonight to recognize a stellar group of District employees whose essential role is to support education by saving educators time and money. The Warehouse Operations Team is a group of unsung heroes who, each and every day, directly impact the quality of the learning and work environment for our students and staff. Each school year, United Way of Escambia County holds a Cram the Van campaign in July. Cram the Van is a partnership between Sandy Sansing Dealerships, WEARTV, WFGX 35, Cat County 98.7, NewsRadio 1620, and the Escambia County School District, who work to ensure that Escambia County students have the supplies they need to succeed in the upcoming school year. With ECSD being one of the main sponsors for Cram the Van, our Warehouse staff, with additional support from Protection Services staff and the Energy Managers, really outdid themselves as they completely streamlined the collection and delivery process. The Warehouse collected supplies, sorted supplies and used the courier to deliver donations directly to the schools. The team spent their day off volunteering with 50 plus community volunteers receiving donations, staging and sorting for delivery to schools so that no student would have to start the school year without the essential supplies. We are so proud of the partnership developed with these employees of the Operation's division and their true desire to meet students' needs. It is for this reason and more that we would like to present Robert Reece and the Central Warehouse Team with a plaque and name them this year's Unsung Heroes. Joining in the celebration were United Way Representatives: Laura Gilliam – President/CEO and Kristy Craig – Education Outreach and Volunteer Manager. Central Warehouse Team: Tommy Arceneauz, Dewey Barker, Kevin W. Boone, Gary Cooper, Eric Jones, Anthony Kennedy, Terry Robinson, Anthony Savell, Nicholas Schuster, Luverne Shepherd, Michelle Simmons, Patrick Thompson, Wayne Travis, Joe Williamson, and Robert Reece (Manager). Protection Services: Jennifer Ellis, Chad Cherry, Kyle Kinser, and George Ann White. Energy Managers: Tiffany Clark and Jackie Smith.*

## 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 individuals registered to address the School Board during public forum:

- Dr. Gloria G. Horning, representing NAACP #5124 – Water Testing
- Jerry McIntosh, representing Movement for Change – Closing of McMillian School
- Rita Milton – yielded time to Jerry McIntosh
- Donna Harper, representing Escambia Education Association – Increase Funding for Public Schools
- Larry Williams – Issue at Tate High School
- Nehemiah McNealy - yielded time to Larry Williams

III. MINUTES

- a. [02-18-19 Regular Workshop](#)
- b. [03-26-19 Regular Meeting](#)

Motion by Mr. Adams, seconded by Mr. Fetsko, 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

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

Motion was made by Mr. Slayton and seconded by Mr. Fetsko, to advertise *Notice of Intent to Adopt Amendments to the School District of Escambia County, Florida Rights and Responsibilities Handbook*. Mrs. Hightower offered the following amendment: “I move to amend under Frequently Asked Questions on page 9, question 4 of the Rights and Responsibilities Handbook to insert the word “only” between the words “class” and “when”, so the sentence will read: Students can use headphones or ear buds in class only when directed by a teacher for instructional purposes. The amendment was seconded by Dr. Edler and approved unanimously. Motion as amended carried unanimously.

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

Motion was made by Mr. Fetsko and seconded by Mr. Adams, to advertise *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 3 – School Operations*. Motion carried unanimously.

b. CONSENT AGENDA

Motion was made by Mr. Adams and seconded by Mr. Slayton, to approve the Consent Agenda. Motion to approve the Consent Agenda carried unanimously.

1. Curriculum

A. Alternative Education

- 1. [Amendment to the Contract for Educational Services Between the School Board of Escambia County, Florida and Camelot Schools of Florida, LLC](#)

B. Continuous Improvement

- 1. [School Choice Student Transfers](#)

AMEND

2. [Contract for External Operator for Ensley Elementary School Between the School Board of Escambia County, Florida and the Rensselaerville Institute](#)
3. [Contract for External Operator for Holm Elementary School Between the School Board of Escambia County, Florida and the Rensselaerville Institute](#)
4. [Contract for External Operator for Global Learning Academy Between the School Board of Escambia County, Florida and the Rensselaerville Institute](#)
5. [Contract for External Operator for Warrington Elementary School Between the School Board of Escambia County, Florida and the Rensselaerville Institute](#)
- C. Elementary Education
  1. [Agreement Between the School Board of Escambia County, Florida and Louisiana State University Shreveport](#)
- 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
  - 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. The Hammons Law Firm	\$ 3,360.00
b. The Hammons Law Firm	\$ 3,010.00
c. The Hammons Law Firm	\$ 1,172.50
d. The Hammons Law Firm	\$ 262.50
e. Rumberger, Kirk & Caldwell	\$ 499.20
f. Shell, Fleming, Davis & Menge, P.A.	\$ 2,154.00
g. Resolutions in Special Education	\$ 37.75

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

a. The Hammons Law Firm	\$ 3,754.50
b. Steven J. Baker, P.A.	\$ 30,889.50

3. [Statement from Florida School Boards Association for 2019-2020 annual dues](#)

4. [2018-2019 Miscellaneous Salary Schedule](#)

B. Accounting Operations

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

C. Budgeting

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

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

- a. Resolution 7 - General Operating Fund
- b. Resolution 7 - Special Revenue – Federal Programs
- c. Resolution 6 - Capital Projects Fund
- d. No item submitted - Special Revenue – Food Service Fund

**AMEND**

- e. No item submitted - Debt Service Fund
- 3. [Scrap List I for April 2019](#)
- 4. [Auction List I for April 2019](#)
- 5. [Financial Statements by Fund](#)
- 6. [Disposal and Demolition of Portables #080, #084, #177, and #178 at Brentwood Elementary School](#)
- D. Payroll and Benefits Accounting
  - 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
  - ITEMS PREPARED BY PURCHASING:*
    - 1. [Bid Award: Breakfast and Lunch Entrees, Bid #192002](#)
    - 2. [Bid Award: Exterior Door Replacement \(Re-Bid\), Bid #192403](#)
    - 3. [Bid Award: Miscellaneous Cafeteria Equipment, Bid #192202](#)
    - 4. [Re-Award: Food Processing: USDA Commodities, RFP #191502, Items #20 & #21](#)
    - 5. [Bid Renewal: Travel Agency Services, RFP #153303](#)
    - 6. [Bid Renewal: Security and Crossing Guard Services, RFP #170603](#)
    - 7. [Bid Renewal: Computer and Peripheral Repair Services, RFP #103304](#)
    - 8. [Fiber Network Maintenance and Optic Cable Locator Services](#)
    - 9. [Annual Agreement Renewal: Agriculture Education Services and Technology](#)
    - 10. [Software Hosting: Skyward](#)
    - 11. [Agreement Renewal: Skyward/Enterprise Resource Planning Software](#)
    - 12. [Office and Lobby Furniture for the Exceptional Student Education Department](#)
    - 13. [Change Notice #1 to Purchase Order #5391900022 – ESE Student Transportation Services](#)
    - 14. [Change Notice #1 to Purchase Order 5721900006 – Fiber Network Maintenance and Optic Cable Locator Services](#)
  - ITEMS PREPARED BY FACILITIES PLANNING:*
    - 15. [Bid Award: Tate High School Press Box](#)
    - 16. [Change Notice #1 to Purchase Order #5421900142 – Brown-Barge Middle School New Gymnasium and Track](#)
    - 17. [Change Notice #1 to Purchase Order #5421900146 – Underground Gas Replacement for Repurpose Woodham Middle School to West Florida High School – Building 1](#)
    - 18. [Change Notice #2 to Purchase Order #5421800165 – Oakcrest Elementary School Outdoor Covered Play Area and Multi-Purpose Room](#)
    - 19. [Change Notice #3 to Purchase Order #5421800097 – Roy Hyatt Environmental Center New Classroom Building](#)
    - 20. [Change Notice #5 to Purchase Order #5421800028 – ECSD Hall Center – ESE Renovation](#)
    - 21. [Change Notice #5 to Purchase Order #5421800083 – Athletic Improvements for West Florida High School – Woodham Campus](#)
    - 22. [Preventive Roof Maintenance at Various Schools District Wide](#)
    - 23. [Roof Replacement at Pleasant Grove Elementary School – Building 4](#)
    - 24. [Six \(6\) Month Extension: Multi-Year Contract for HVAC Direct Digital Controls \(DDC\) Systems](#)
    - 25. [Replacement Chiller for George Stone Technical College](#)
    - 26. [Bid Award: Tate High School Chiller Plant Infrastructure](#)
- 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. [For Board Information: Report the death of Moneka Grace, Teacher at Cordova Park Elementary, on March 11, 2019](#)
  - b. [Approve the following job description on the Administrative Salary Schedule, effective July 1, 2019: Coordinator – Protection Services \(replaces Manager – Protection Services, amended from the Professional Salary Schedule\)](#)
  - c. [Approve the following job descriptions on the Professional Salary Schedule, effective July 1, 2019: Campus Security Officer Specialist – Title I and School Choice](#)
  - d. [Approve the 2019-2020 Department Personnel Planning Document](#)

AMEND

AMEND

- B. Educational Support Personnel
  - 1. [Appointments](#)
  - 2. [Temporary Promotions](#)
  - 3. [Resignations/Retirements/Other](#)
  - 4. [Terminations](#)
  - 5. [Leaves of Absence](#)
  - 6. Special Requests
    - a. [For Board Information: Report the death of David Tillery, Food Service Assistant at Navy Point Elementary, on January 10, 2019](#)
    - b. [For Board Information: Report the death of Charles Dix Jr, Electronics Technician at Maintenance Services, on February 2, 2019](#)
- 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. [Spot Survey - George Stone Technical College/West Florida High School](#)
      - b. [Spot Survey - Judy Andrews Center](#)
      - c. [Spot Survey - McMillan Pre-K Center](#)
      - d. [Spot Survey - Pleasant Grove Elementary School](#)
      - e. [Sales Agreement between the School Board of Escambia County, Florida and Adoor Development Company LLC](#)
  - B. School Food Services
    - 1. [Contract for Off-Site Preparation of Meals – Practical Academic Cultural Education \(PACE\) Center for Girls, Inc.](#)
    - 2. [Contract for Meal Service with Escambia County Head Start](#)
  - 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 items submitted
- 2. Student Discipline
  - A. [Disciplinary Reassignments](#)

Motion by Mr. Slayton, seconded by Mr. Fetsko, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.A, *Disciplinary Reassignments*, carried unanimously.

- B. [Expulsions](#)

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 19-180-601 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. Slayton, 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 that employee #0000056602 is suspended without pay for three (3) working days beginning Wednesday, April 17, 2019, based on misconduct as more specifically identified in the notice letter to the employee.
  - B. Recommend that employee #0000052827 is suspended without pay for three (3) working days beginning Wednesday, April 17, 2019, based on misconduct as more specifically identified in the notice letter to the employee.
  - C. [Recommend that employee #0000006120 is terminated effective Wednesday, April 17, 2019, based on misconduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mr. Fetsko, seconded by Mr. Slayton, to accept the Superintendent's recommendations for employee discipline as outlined in Item V.d.3.A, Item V.d.3.B, and Item V.d.3.C, carried unanimously.

- 4. Other Items
  - A. Recommend that employee #0000058883 is terminated effective Wednesday, March 27, 2019, pursuant to §1012.335, Florida Statutes.
  - B. [Recommend that employee #0000025022 is suspended without pay beginning Wednesday, April 17, 2019, based on conduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent's recommendations as outlined in Item V.d.4.A and Item V.d.4.B, carried unanimously.

- e. INTERNAL AUDITING

- 1. [Inventory Adjustment Reports twenty-one cost centers](#)



Motion by Mr. Fetsko, seconded by Mr. Adams, to approve Item V.e.1., *Inventory Adjustment Reports twenty-one cost centers*, carried unanimously.

- f. ITEMS FROM GENERAL COUNSEL  
-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:40 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair

PENDING BOARD APPROVAL