

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 15, 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 September 26, 2019 – Legal No. [3803009](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.  
[General discussion among School Board Members, the Superintendent, and staff occurred throughout this session.]

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 registration 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.*) Mrs. Hightower called for a 'moment of silence' followed by 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 called for a motion to adopt the agenda for the October 15, 2019 Regular Meeting, as amended for good cause. Motion by Mr. Slayton, seconded by Dr. Edler, to adopt the agenda as amended for good cause, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

-None

2. Stellar Employee of the Month

The Superintendent made the following announcement: *It is my pleasure this evening to announce the Stellar Employee for the month of October is Natalie Melear. Natalie Melear is a Teacher Assistant Special at Navy Point Elementary School. She has been with the District and Navy Point for eleven (11) years. Natalie Melear is the human version of the Energizer bunny - she keeps going and going, and always with a smile. She shares her positive, cheerful personality with everyone; faculty, staff, students, parents, and volunteers are greeted with sincere greetings and an offer to help. Ms. Melear's official duties are to provide ESE support to our students in kindergarten and 3rd grade. She quickly develops a rapport with her students and teachers, and familiarizes herself with IEP goals and*

accommodations. Her students are happy to see her, and because of this she is able to spend her time focusing on teaching and supporting students. Ms. Melear assists with star and FLKRS testing, assists with SRA groups, and helps students in achieving their i-Ready and accelerated reading goals. Ms. Melear arrives early each morning, and provides support to the office staff answering the phone, checking in late students, and doing anything that needs to be done. Ms. Melear cheerfully fills in for anyone that is missing. During her lunch break, she is often at the front counter welcoming visitors to our school. This allows office staff additional time to complete some of their many daily responsibilities. She also provides assistance answering phones and helping parents as needed. The words most often heard from her are, "How can I help?" she has stated on more than one occasion that her goal is to help everyone while doing her job to the best of her ability. Our District vision is to create a school district where parents want to send their children, students want to learn, teachers want to teach and employees want to work. Ms. Melear works towards that goal every single day, with every action that she takes. Navy Point Elementary is thankful to have her. Natalie Melear is stellar because of her excellent work ethic and dedication to the staff and students throughout the Escambia County School District. She exemplifies the pillars of "people" and "service" and it is for these reasons, and so many others, that she has been selected as our Stellar Employee of the month of October, 2019. Ms. Melear received a plaque, a pin, and a check for \$100 from Members First Credit Union.

3. 2018-2019 Energy Incentive Awards Presentations

The School District's Energy Managers, Ms. Tiffany Clark and Ms. Jackie Smith, made the following presentation: *Our Energy Management Program was established 14 years ago. The program has helped the District avoid millions of dollars in utility costs. The success of the Energy Management Program has been driven not only by the efforts of our Energy Management, Maintenance and Facilities Planning departments, but also by the staff, faculties and students at all of our campuses. This is the 7<sup>th</sup> year of our Energy Incentive Program. This initiative recognizes and rewards schools for changing their behavior to comply with energy management guidelines. This year 100% of our schools will receive a monetary award ranging from \$300 to \$1,100. The following schools received the maximum energy incentive award: Ernest Ward Middle, Ransom Middle, Global Learning Academy, Jim Allen Elementary, Lipscomb Elementary, Molino Park Elementary, and Success Academy.*

4. SHAPE Florida 2019-20 Elementary Physical Education Program of the Year and Adapted Physical Education Teacher of the Year

The Superintendent made the following announcement: *This year, Escambia County School District has been recognized for the second year in a row by the Florida Society of Health and Physical Education (SHAPE), as having the best elementary physical education program in the State of Florida. Additionally, we have also been recognized as having the top Adapted Physical Education Teacher in the state. Ferry Pass Elementary School is the 2019-2020 SHAPE Florida recipient of the Elementary Physical Education Program of the year award. This program, instructed by Lisa Moss and Ian Waldron, are top notch for a variety of reasons. They are constantly finding ways to put students directly in charge of their learning. An example includes how they use Google Docs so students can track and mark their achievement of each state standard throughout their learning process. Next, they are true leaders when implementing Kagan and capturing kids heart strategies. Their implementation of technology is outstanding. They work with students in recording instructional videos by unit that incorporate geography, language arts, and special effects as a method for being more efficient with class time. They have also set the standard in how virtual reality can be used in PE class to record lessons and provide experiences for students. These two instructors are prime examples of what a quality physical education program should look like and we are ecstatic that the state organization has recognized them for all their efforts. Jessica Wolford is SHAPE Florida's 2019-2020 adapted Physical Education Teacher of the Year recipient. Her department specialist, Renae Ellsworth calls her "creative, passionate, organized, and intuitive." She demonstrates a passion for her students and their success. She truly creates a learning environment where students want to learn and they enjoy all that she teaches them through her creative lessons that are adapted to*

allow her students to participate to the fullest of their abilities. Additionally, she collaborates with the general education PE teachers on inclusive lessons in an effort to build an environment of respect, safety, and empathy for all. She truly demonstrates the attributes of the teacher of the year in all that she does consistently throughout the year.

## II. PUBLIC FORUM

The following individuals requested to address the School Board during Public Forum:

Carol Cleaver registered to comment on the *Legislative forum*.

Laura Baney registered to discuss *bus issue, lacking, losing teachers*.

Caleb Lovely, representing Warrington Action Committee, registered to discuss *student futures*.

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

Motion made by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent's recommendation\* as outlined in Item V.d.1.A., *Administrative Appointments*, carried unanimously.

\*Georganna Gordan, from Teacher-Child Find Specialist-FDLRS (11 months) to Project Manager-SEDNET-FDLRS (12 months), effective September 3, 2019

## III. MINUTES

- a. [08-15-19 Special Workshop](#)
- b. [08-16-19 Regular Workshop](#)
- c. [09-10-19 Special Meeting](#)
- d. [09-17-19 Special Meeting](#)
- e. [09-17-19 Regular Meeting](#)
- f. [10-04-19 Special Meeting](#)

Motion by Mr. Slayton, seconded by Mr. Fetsko, to approve the minutes as presented (Items a through f), carried unanimously.

## IV. UNFINISHED BUSINESS

-No items submitted

## V. NEW BUSINESS

### a. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

1. Rule(s) Adoption  
-No items submitted
2. Permission to Advertise  
-No items submitted

### b. CONSENT AGENDA

Motion made by Mr. Fetsko and seconded by Mr. Slayton, to approve the Consent Agenda. Mrs. Hightower pulled Item V.b.4.G.1. for separate vote to fulfil a statutory requirement\*. Motion to approve the Consent Agenda, minus item pulled, carried unanimously. (\*Section 1006.07(6), Florida Statutes (F.S.), Safety and Security Best Practices: *Annually, each district school board must receive such findings and the school safety specialist's recommendations at a publicly noticed district school board meeting to provide the public an opportunity to hear the district school board members discuss and take action on the findings and recommendations.*)

#### 1. Curriculum

##### A. Alternative Education

-No items submitted

##### B. Continuous Improvement

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

##### C. Elementary Education

###### 1. [Agreement Between the School Board of Escambia County, Florida and Florida State University](#)

**ADD**

2. [Agreement Between the School Board of Escambia County, Florida and Western Governors University](#)
- D. Evaluation Services
  - No items submitted
- E. Exceptional Student Education
  - ~~No items submitted~~
1. [Transportation Reimbursement Request](#)
- F. High School Education
  - No items submitted
- G. Middle School Education
  - No items submitted
- H. Professional Learning
  - No items submitted
- I. Student Services
  1. [Amendment to the Contract Between the School Board of Escambia County, Florida and Children's Home Society of Florida – Western Division \(Mental Health Services\)](#)
- J. Title I
  - No items submitted
- K. Workforce Education
  1. [School Affiliation Renewal Agreement Between Baptist Health Care Corporation and the School Board of Escambia County, Florida](#)
  2. [Escambia County School District High School Career Academy Application Pensacola High School i-Tech Academy](#)
  3. [Escambia County School District Middle School Career Academy Application Beulah Middle School Architecture & Construction Academy](#)
  4. [Escambia County School District High School Career Academy Application Pensacola High School Digital/Social Media Academy](#)
  5. [Escambia County School District High School Career Academy Application Northview High School i-Tech Academy](#)
  6. [Escambia County School District Middle School Career Academy Application Warrington Middle School Cyber-IT Academy](#)
  7. [Escambia County School District Middle School Career Academy Application Beulah Middle School Veterinary Assisting Academy](#)
  8. [Escambia County School District High School Career Academy Application Pine Forest High School Pharmacy Services Academy](#)
- L. Other
  - No items submitted
2. Finance and Business Services
  - A. Finance
    1. [Legal Services – General Fund](#)
      - a. The Hammons Law Firm \$ 472.50
      - b. The Hammons Law Firm \$ 1,050.00
      - c. The Hammons Law Firm \$ 500.00
      - d. The Hammons Law Firm \$ 6,264.74
      - e. The Hammons Law Firm \$ 5,835.25
      - f. The Hammons Law Firm \$11,683.50
      - g. Shell, Fleming, Davis & Menge, P.A. \$ 122.50
      - h. Akerman \$15,935.00
    2. [Legal Services - Risk Management Fund](#)
      - a. The Hammons Law Firm \$13,079.63
      - b. Steven J. Baker, P.A. \$38,269.00
  - B. Accounting Operations
    1. [Check Register for September 2019](#)

C. Budgeting

1. [Recap of General Fund Reserves \(Non-Categorical\)](#)
2. [Resolutions to amend District School Budget:](#)
  - a. Resolution 1 – General Operating Fund
  - b. Resolution 1 – Special Revenue – Federal Program
  - c. Resolution 1 – Capital Projects Fund
  - d. No item submitted – Special Revenue - Food Service Fund
  - e. No item submitted – Debt Service Fund
3. [Scrap List I for October 2019](#)
4. [Auction List I for October 2019](#)
5. [Financial Statements by Fund](#)
6. [Disposal and Demolition of Portable #184 and Portable #401 at Ensley Elementary School](#)
7. [Donation of Surplus Buses to Okaloosa County School District](#)
8. [Schedule of Litigated Refunds to Tax Collector – Beach Taxes](#)

D. Payroll and Benefits Accounting

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

E. Purchasing

*ITEMS PREPARED BY PURCHASING:*

1. [Bid Award: Miscellaneous Condiments, Spices, & Staples, Bid #200502](#)
2. [RFP Award: Diplomas, RFP #200602](#)
3. [Video Surveillance Security System for Sherwood Elementary School](#)
4. [School Buses](#)
5. ~~Professional Services Agreement: Mr. Robbins' Neighborhood After School Program~~

*ITEMS PREPARED BY FACILITIES PLANNING:*

6. [Annual Agreement Renewal: Portable Moving Services Throughout the District](#)
7. [Bid Award: Brown-Barge Middle School Window Replacement](#)
8. [Bid Award: George Stone Technical College Concrete Foundation](#)
9. [Bid Award: Middle School Window Replacements](#)
10. [Change Notice #1 to Purchase Order #5421900205 – West Florida High School Drivers Ed Range and Parking Upgrades](#)
11. [Change Notice #1 to Purchase Order #5421900204 – West Florida High School Repurpose to Success Academy](#)
12. [Change Notice #3 to Purchase Order #5421900170 – Chiller and Air Handling Unit Upgrades at Pine Meadow Elementary School](#)
13. [Change Notice #6 to Purchase Order #5421700075 - Construction Manager at Risk Services for Kingsfield Elementary School](#)
14. [Freezer Unit Replacement for District Warehouse](#)
15. [Playground Shade Structures for McArthur, Molino Park, and West Pensacola Elementary Schools](#)
16. [Replacement Chiller for West Florida High School](#)

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 Allan H. Robinson, Teacher at Pensacola High, on September 25, 2019](#)

DELETE

- 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 Margaret E. Bodiford, School Bus Operator at Transportation Services, on August 22, 2019](#)
      - b. [For Board Information: Report the death of Helen H. Hildebrand, Teacher Assistant Special at Mcarthur Elementary, on June 30, 2019](#)
  - C. Risk Management
    - 1. [Worker's Compensation Medical Bill](#)
    - 2. [Worker's Compensation Medical Bill](#)
    - 3. [Auto Liability Payment](#)
  - D. Employee Services
    - No items submitted
  - E. Affirmative Action
    - No items submitted
4. Operations
- A. Facilities Planning
    - 1. Final Payments
      - a. [Beulah Middle School – Morette Company](#)
      - b. [Beulah Middle School – DAG Architects, Inc.](#)
    - 2. Miscellaneous
      - a. [Purchase Agreement between Constancio Maghirang and Teresita Maghirang and the School Board of Escambia County, Florida](#)
      - b. [Purchase Agreement between Mary Ann Baltz and the School Board of Escambia County, Florida](#)
      - c. [Purchase Agreement between David Edward Everage and the School Board of Escambia County, Florida](#)
      - d. [Renewal of Pre-Qualified Contractors](#)
  - B. School Food Services
    - No items submitted
  - C. Maintenance and Custodial Services
    - No items submitted
  - D. Transportation
    - 1. [2019-2020 Bus Routes](#)
  - E. Central Warehouse
    - No items submitted
  - F. Information Technology
    - No items submitted
  - G. Protection Services
    - 1. [2019-2020 FSSAT School Security Risk Assessment Recommendations](#)  
 Motion made by Mr. Slayton and seconded by Mr. Adams, to approve Item V.b.4.G.1., *2019-2020 FSSAT School Security Risk Assessment Recommendations*. Mr. Kyle Kinser, Coordinator-Protection Services, reviewed the recommendations made in response to the 2019-2020 FSSAT School Security Risk Assessments. Motion carried unanimously.
  - H. Energy Management
    - No items submitted



c. ITEMS FROM THE BOARD

-No items submitted

d. ITEMS FROM THE SUPERINTENDENT

1. Administrative Appointments

A. [Administrative Appointments](#)

This item handled earlier in the meeting.

2. Student Discipline

A. [Disciplinary Reassignments](#)

Motion by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent's recommendation 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 #0000027943 is suspended without pay beginning Wednesday, October 16, 2019, with suspension without pay to continue until the employee satisfies and successfully completes all terms and conditions of a return-to-work agreement as a result of misconduct more specifically identified in the notice letter to employee.

B. Recommend that employee #0000053120 is suspended without pay beginning Wednesday, October 16, 2019, with suspension without pay to continue until the employee satisfies and successfully completes all terms and conditions of a return-to-work agreement as a result of misconduct more specifically identified in the notice letter to employee.

C. Recommend that employee #0000031710 is suspended without pay for ten (10) working days beginning October 16, 2019, based on misconduct as more specifically identified in the notice letter to the 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., Item V.d.3.B., and Item V.d.3.C, carried unanimously.

4. Other Items

A. [Escambia County Public Schools Foundation Board of Directors Nominees](#)

Motion by Mr. Fetsko, seconded by Mr. Adams, to approve the Superintendent's recommendation as outlined in Item V.d.4.A., *Escambia County Public Schools Foundation Board of Directors Nominees*, 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 6:10 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair