

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 17, 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 August 20, 2019 – Legal No. [3742822](#)

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

Video available at <http://escambiacountysdfl.swagit.com/play/09172019-1440>

[*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 5:47 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.*) Dr. Edler introduced Elder E.J. Williams, Jr., president of the Baptist Ministers' Union (Pensacola, Florida), vicinity pastor of Old Springhill Primitive Baptist Church (Brewton, Alabama), and member of Zion Hope Primitive Baptist Church (Pensacola, Florida). Elder Williams 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 person designated to preside over the meeting, and stated in the record. Mrs. Hightower called for a motion to adopt the agenda for the September 17, 2019 Regular Meeting, as amended 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

Ms. Tori Woods, president of the Escambia County Council PTA (ECCPTA) provided a report on the recent and upcoming events of the ECCPTA.

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 September is Belinda Gundelfinger. Belinda Gundelfinger has been with the District for 22 years. She has been with the Alternative Education Department for 16*

years as a Data Specialist II. The position of Data Specialist II involves entering student and employee data for five (5) charter schools, four (4) juvenile justice programs, one (1) contracted alternative education program and the teenage parent program. Belinda exemplifies the qualities of a high performing employee; she demonstrates efficiency, professionalism, and is a team player. She often interacts with parents and students, providing transcripts and contact information for schools or District staff. She is eager to provide assistance in any of the alternative education programs wherever help is needed. She is willing to complete duties outside of her job requirements to help get the job done! Belinda does everything from helping to pack boxes and conduct inventories for programs that have closed to visiting alternative education sites to provide training. Belinda provides training in FOCUS to assist with collecting data for employees, student schedules, master schedules, and other information which directly impacts transportation and FTE funding for schools. School administrators often comment on Belinda's ability to help staff feel welcome and comfortable when asking for assistance. Her calm demeanor during the FTE survey periods provide the alternative education staff with a sense of comfort and assurance. Belinda Gundelfinger 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 September, 2019. Ms. Gundelfinger received a plaque, a pin, and a check for \$100 from Members First Credit Union.

3. [Disability History and Awareness Weeks Resolution](#)

The Superintendent read aloud the following resolution:

WHEREAS, there are approximately three hundred and seventy-five thousand (375,000) students with disabilities in Florida's K-12 education system and approximately six thousand (6,000) students with disabilities in Escambia County; and

WHEREAS, research has shown that students with disabilities experience greater academic and social challenges than non-disabled students; and

WHEREAS, the Escambia County School District finds that in order to ensure the full inclusion of all people into society, there is a need to increase public awareness of the history of disabilities and the disability rights movement; and

WHEREAS, the School District of Escambia County finds that recognizing October as "Disability History and Awareness Month" and encouraging schools to include instruction and events focusing on disability history, people with disabilities and the disability rights movement will increase respect for and acceptance of people with disabilities.

NOW THEREFORE, BE IT RESOLVED, that the School Board of the Escambia County, Florida does hereby observe the first two weeks of October as

DISABILITY HISTORY AND AWARENESS WEEKS

and encourages our schools to provide instruction on disability history, people with disabilities, and the disability rights movement.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Mrs. Teri Szafran, Director, Exceptional Student Education.

Motion by Mr. Fetsko, seconded by Dr. Edler, to adoption a resolution observing the first two weeks of October as Disability History and Awareness Weeks, carried unanimously.

4. [National Bullying Prevention Month Resolution](#)

The Superintendent read aloud the following resolution:

WHEREAS, bullying is physical, verbal, sexual, or emotional harm or intimidation intentionally directed at a person or group of people; and

WHEREAS, bullying occurs in neighborhoods, playgrounds, schools, and through technology, such as the Internet and cell phones; and

WHEREAS, various researchers have concluded that bullying is the most common form of violence, affecting millions of American children and adolescents annually; and

WHEREAS, targets of bullying are more likely to acquire physical, emotional, and learning problems; and

WHEREAS, students who are repeatedly bullied often fear such activities as riding the bus, going to school, and attending school and community activities; and

WHEREAS, children who bully are at greater risk of engaging in more serious violent behaviors; and

WHEREAS, children who witness bullying often feel less secure, more fearful, and intimidated; and

WHEREAS, The State of Florida and the School District of Escambia County commits its resources to ensure the success of the Bullying Prevention Month's national theme: Friends Don't Let Friends Bully.

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida does hereby recognize the month of October, 2019, as

NATIONAL BULLYING PREVENTION MONTH

and encourages students, parents and staff of the School District of Escambia County to engage in a variety of awareness and prevention activities designed to make our schools and community safer for all children and adolescents.

BE IT FURTHER RESOLVED that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and a copy be tendered to Dr. Patti Thomas, Director of Elementary Schools, Vicki Gibowski, Director of Middle Schools, and Lesa Morgan, Director of High Schools, and Vickie Mathis, Director of Alternative Education.

Motion by Mr. Adams, seconded by Mr. Fetsko, to adopt a resolution recognizing the month of October 2019 as National Bullying Prevention Month, carried unanimously.

5. [Red Ribbon Week Resolution](#)

The Superintendent read aloud the following resolution:

WHEREAS, alcohol and other drug abuse in this nation has reached epidemic stages; and

WHEREAS, it is imperative that visible, unified prevention education efforts by community members be launched to eliminate the demand for drugs; and

WHEREAS, The National Family Partnership is sponsoring the Florida Red Ribbon Campaign offering citizens the opportunity to demonstrate their commitment to drug-free lifestyles (no use of illegal drugs, no illegal use of legal drugs); and

WHEREAS, the National Red Ribbon Campaign will be celebrated in every community in America during "Red Ribbon Week"; and

WHEREAS, business, government, parents, law enforcement, media, medical, religious institutions, schools, senior citizens, service organizations and youth will renew their commitment to healthy, drug-free lifestyles; and

WHEREAS, numerous schools and school districts throughout the country, along with national programs, are among those with innovative answers; and

WHEREAS, The State of Florida and the School District of Escambia County, Florida commits its resources to ensure the success of the Red Ribbon Campaign and the national theme: Send a Message. Stay Drug Free.

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County does hereby recognize the week of October 23-31, 2019 as

RED RIBBON WEEK

and encourages its staff and students to participate in drug prevention education activities, making a visible statement that we are strongly committed to a drug-free school district.

BE IT FURTHER RESOLVED that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and a copy be tendered to Dr. Patti Thomas, Director of Elementary Schools, Vicki Gibowski, Director of Middle Schools, and Lesa Morgan, Director of High Schools, and Vickie Mathis, Director of Alternative Education.

Motion by Mr. Slayton, seconded by Mr. Adams, to adopt a resolution recognizing the week of October 23-31, 2019 as Red Ribbon Week, carried unanimously.

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*.

III. MINUTES

- a. [08-01-19 Special Workshop](#)
- b. [08-20-19 Regular Meeting](#)

Motion by Mr. Fetsko, seconded by Mr. Slayton, to approve the minutes as presented (Items a and b), 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

DELETE

~~A. Approval To Advertise Notice of Intent To Adopt Amendments to Rules and Procedures Of The District School Board:~~

~~Chapter 1 Administration~~

~~Chapter 2 Human Resource Services~~

~~Chapter 3 School Operations~~

DELETE

~~B. Approval To Advertise Notice of Intent To Adopt Amendments to Rules and Procedures Of The District School Board: Chapter 3 School Operations~~

ADD

C. [Approval To Advertise Notice of Intent To Adopt Amendments to Rules and Procedures Of The District School Board: Chapter 1 – Administration](#)

Motion was made by Mr. Slayton and seconded by Mr. Adams, to advertise amendment to rules and procedures of the District School Board: Chapter 1 – Administration. Motion carried unanimously.

ADD

D. [Approval To Advertise Notice of Intent To Adopt Amendments to Rules and Procedures Of The District School Board: Chapter 2 – Human Resource Services](#)

Motion was made by Mr. Adams and seconded by Mr. Fetsko, to advertise amendment to rules and procedures of the District School Board: Chapter 2 – Human Resource Services. Motion carried unanimously.

ADD

E. [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. Slayton, to advertise amendment to rules and procedures of the District School Board: Chapter 3 – School Operations. Motion carried 4 to 1, with Dr. Edler voting “No.”

b. CONSENT AGENDA

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

1. Curriculum

A. Alternative Education

1. [Contract for Educational Services Between the School Board of Escambia County, Florida and PACE Center for Girls, Inc.](#)
2. [Contract for Services Between the School Board of Escambia County, Florida and the Children’s Home Society of Florida, Western Division](#)
3. [Contract Renewal Between the School Board of Escambia County, Florida and New Road to Learning, Inc. DBA Jacqueline Harris Preparatory Academy](#)

B. Continuous Improvement

1. [School Choice Student Transfers](#)
2. [Amendment to the Contract for External Operator for Holm Elementary School Between the School Board of Escambia County, Florida and The Rensselaerville Institute](#)
3. [Amendment to the Contract for External Operator for Warrington Elementary School Between the School Board of Escambia County, Florida and The Rensselaerville Institute](#)

C. Elementary Education

1. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Troy University](#)

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

1. [Amendment to the Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Action Program Committee, Inc.](#)

Motion by Mr. Slayton, seconded by Mr. Adams, to approve Item V.b.1.J.1., *Amendment to the Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Action Program Committee, Inc.*, carried 4 to 0, with Dr. Edler abstaining from vote.

K. Workforce Education

1. [Amendment 002 to Agreement Between Gaetz Aerospace Institute, Embry-Riddle Aeronautical University and the School Board of Escambia County, Florida Academic Years 2017-2020](#)

2. [Cooperative Agreement Between the School Board of Escambia County, Florida and the City of Pensacola, Florida](#)
- L. Other
-No items submitted
2. Finance and Business Services
- A. Finance
1. [Legal Services – General Fund](#)
 - a. The Hammons Law Firm \$ 805.00
 - b. The Hammons Law Firm \$ 2,120.50
 - c. The Hammons Law Firm \$ 4,683.75
 - d. The Hammons Law Firm \$ 3,710.00
 - e. Rumberger, Kirk & Caldwell \$ 730.78
 - f. Rumberger, Kirk & Caldwell \$ 135.00
 - g. Rumberger, Kirk & Caldwell \$ 720.00
 - h. Rumberger, Kirk & Caldwell \$ 15.74
 - i. Rumberger, Kirk & Caldwell \$ 100.00
 - j. Rumberger, Kirk & Caldwell \$ 460.00
 - k. Rumberger, Kirk & Caldwell \$ 24.44
 - l. Shell, Fleming, Davis & Menge, P.A. \$ 694.50
 - m. Akerman \$ 3,255.00
 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$13,182.31
- B. Accounting Operations
1. [Check Register for August 2019](#)
- C. Budgeting
1. Recap of General Fund Reserves (Non-Categorical) – no item submitted
 2. Resolutions to amend District School Budget:
 - a. No item submitted – General Operating Fund
 - b. No item submitted – Special Revenue – Federal Program
 - c. No item submitted – Capital Projects Fund
 - d. No item submitted – Special Revenue - Food Service Fund
 - e. No item submitted – Debt Service Fund
 3. [Scrap List I for September 2019](#)
 4. [Auction List I for September 2019](#)
 5. Financial Statements by Fund – no item submitted pending FYE Financial Statements
 6. [Donation of Surplus Food Product](#)
- D. Payroll and Benefits Accounting
1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
- ITEMS PREPARED BY PURCHASING:*
1. [Bid Renewal: Fire Alarm Inspection & Maintenance, RFP #150402](#)
 2. [Bid Renewal: Condiments, Spices, & Staples, Bid #190202](#)
 3. [Teacher Training Agreement: Southern Regional Education Board – Workman Middle School](#)
 4. [Teacher Training Agreement: Southern Regional Education Board – Various Schools](#)
 5. [Student Tutoring Agreement: Learning Connections of Pensacola, LLC \(Learning Rx\)](#)
 6. [Accreditation Renewal](#)
 7. [Multi-Use Copy Paper](#)
 8. [Furniture for the J. E. Hall Center](#)
 9. [New Tires and Related Services](#)
 10. [Band Uniforms – Washington High School](#)
- ITEMS PREPARED BY FACILITIES PLANNING:*
11. [Bid Award: Tate High School Chiller Plant](#)

12. [Architectural/Engineering Services for Beulah Elementary School Outdoor Covered Play Area and Multipurpose Room](#)
 13. [Architectural/Engineering Services for Longleaf Elementary School Outdoor Covered Play Area and Multipurpose Room](#)
 14. [Architectural/Engineering Services for Pine Meadow Elementary School Outdoor Covered Play Area and Multipurpose Room](#)
 15. [Change Notice #1 to Purchase Order #5421900091 – Architectural/Engineering Services for Repurpose West Florida High School to Success Academy, Buildings #25 and #26](#)
 16. [Change Notice #3 to Purchase Order #5421700219 – Architectural/Engineering Services for Pleasant Grove Elementary Replacement](#)
 17. [Change Notice #4 to Purchase Order #5421700040 - Construction Manager at Risk Services for Beulah Middle School](#)
 18. [Roof Replacement at Lincoln Park Elementary School](#)
 19. [Roof Replacement for Repurpose West Florida High School to Success Academy, Building #9](#)
3. Human Resource Services
 - A. Instructional/Professional
 1. [Appointments](#)
 2. [Reappointments](#)
 3. [Transfers](#)
 4. [Out-of-Field](#)
 5. [Resignations/Retirements/Other](#)
 6. [Leaves of Absence](#)
 7. Special Requests
-No items submitted
 - B. Educational Support Personnel
 1. [Appointments](#)
 2. Temporary Promotions
-No items submitted
 3. [Resignations/Retirements/Other](#)
 4. [Terminations](#)
 5. Leaves of Absence
 6. Special Requests
-No items submitted
 - C. Risk Management
 1. [Employee Benefits Changes Effective January 1, 2020](#)
 - D. Employee Services
-No items submitted
 - E. Affirmative Action
-No items submitted
 4. Operations
 - A. Facilities Planning
 1. Final Payments
 - a. [Oakcrest Elementary School Outdoor Covered Play Area and Multipurpose Room](#)
 2. Miscellaneous
 - a. [Name Change – Professional Architect](#)
 - 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. [Interlocal Agreement between the Escambia County School Board and Escambia County, Florida Relating to Public Sheltering Facilities](#)
- H. Energy Management
-No items submitted

AMEND

- 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 was made by Mr. Adams, seconded by Mr. Slayton, to accept the Superintendent’s recommendation 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 20-03-281 be placed on extended suspension, pending court adjudication, 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.
- 2. Recommend that consistent with the decision of the due process committee, student discipline number 20-04-281 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder of the 2019-2020 school year and all of the 2020-2021 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 was made by Mr. Slayton, seconded by Mr. Fetsko, to accept the Superintendent’s recommendation for student discipline as outlined in Item V.d.2.B., *Expulsions*, carried unanimously.

3. Employee Discipline

- A. Recommend that employee #0000031096 is suspended without pay beginning Wednesday, September 18, 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 #0000059407 is suspended without pay beginning Wednesday, September 18, 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 as more specifically identified in the notice letter to employee.](#)

ADD

ADD

C. [Recommend that employee #0000011821 is suspended without pay for one \(1\) working day beginning September 18, 2019, based on misconduct as more specifically identified in the notice letter to the employee.](#)

Motion by Mr. Fetsko, seconded by Mr. Adams, to approve the Superintendent's recommendation for employee discipline as outlined in Item V.d.3, *Employee Discipline* (Items A through C), carried unanimously.

4. Other Items
-No items submitted

e. INTERNAL AUDITING

1. [Inventory Adjustment Reports six cost centers](#)

Motion by Mr. Slayton, seconded by Mr. Adams, to approve Item V.e.1., *Inventory Adjustment Reports six cost centers*, carried unanimously.

2. [2017-2018 Annual Food Services Procurement Review](#)

Motion was made by Mr. Slayton, seconded by Mr. Adams, to approve Item V.e.2, *2017-2018 Annual Food Services Procurement Review*, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:32 p.m.

Attest:

Approved:

Superintendent

Chair