

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, JULY 21, 2020

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) – *present via speakerphone*
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 July 1, 2020 – Legal No. [4258833](#)

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

I. CALL TO ORDER

Mrs. Hightower 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.*) Dr. Edler introduced Dr. Floyd Peacock, Jr., Pastor of New Birth Missionary Baptist Church of Pensacola, Florida. Dr. Peacock delivered the invocation and Dr. Edler led the Pledge of Allegiance to 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 noted that all changes to the agenda had been discussed during the July 20, 2020 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

Samarys Kervin, President-Escambia County Council PTAs/PTSAs, joined by Sara Wiggins, 1st Vice President, read aloud the Council's positions on various issues related to the reopening of schools for the 2020-2021 school year.

2. [Anti Racism Resolution](#)

The Superintendent read aloud the following resolution:

WHEREAS, members of the School Board of Escambia County, as well as the Escambia Public Schools staff, are saddened and outraged by recent events that demonstrate injustice and inequity;

WHEREAS, racism and hate have no place in our schools or our society, and we must protect the Constitutional rights of every person who lives, works and learns in our community;

WHEREAS, we must act to stop injustice based on race, ethnicity, gender, socio-economic status, political affiliation or zip code that harms and anguishes people, who are our family, friends, neighbors, students, staff members and fellow Americans;

WHEREAS, education leaders are charged with ensuring that each of our children has equitable access to excellent educational opportunity;

WHEREAS, no student should confront bias, harassment, prejudice, or discrimination in our schools or communities;

WHEREAS, we must ensure that safe and enjoyable learning environments are established and maintained for all students in all communities; and

WHEREAS, our district can be and will be a sanctuary of safety in our community and a beacon of light for the world, as we build and strengthen trust with those we serve, and we model the acceptance of all people.

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida, does hereby stand steadfast in our commitment to foster an inclusive educational environment where every student, teacher, support professional, parent and community member is treated with dignity and respect, as well as our commitment to continue fighting for justice and human and civil rights for all.

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. Patricia Hightower, Chair, on behalf of the School Board of Escambia County, Florida.

Motion made by Mr. Adams and seconded by Mr. Slayton, to adopt Item II.c.2, *Anti Racism Resolution*. Dr. Edler reiterated comments from the July 20, 2020 Regular Workshop that she appreciated the intent of the resolution; however, given there was no ‘plan’ for change outlined in the resolution, she would not support the motion to adopt the resolution in its current format. Motion carried 4 to 1, with Dr. Edler voting “No.”

II. PUBLIC FORUM

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

<u>Name</u>	<u>Special Problem/Issue*</u>
Susan Smith	COVID-19
Carol Cleaver	Reopening of Schools for 2020-2021 School Year <i>Yielded time to Carol Cleaver</i>
Lisette Guttery	
Hannah Ard	<i>Yielded time to Hannah Ard</i>
Tracey Hotopp	Reopening of Schools for 2020-2021 School Year
Dorie Nickerson	Facemask Requirement
Melanie Johnson	Reopening of Schools for 2020-2021 School Year
Dr. Jason Struab, Pensacola Pediatrics	Reopening of Schools for 2020-2021 School Year
Sarah Brummet	
Courtney Robinson	
Alex Rigsby	Schools in relation to COVID-19
Chelsea Alberda	Delayed start date and changed facemask verbiage
Lindsey Foxhall	Safety
Sarah Backus	Reopening of Schools for 2020-2021 School Year
Rebecca Van Fleet	Reopening of Schools for 2020-2021 School Year <i>Yielded time to Rebecca Van Fleet</i>
Cheri Stoker	
Darzell Warren, Escambia Education Association	Reopening of Schools for 2020-2021 School Year
Hugh King, Sr.	Mandatory Mask
Ena Floyd-Johnson	
Chester Randall	
Larry Downs, Jr.	
Dr. Anthony G. Pietroni, Pensacola Pediatrics	Reopening of Schools for 2020-2021 School Year

**As specified by the individual on registration form submitted to the School Board.*

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

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

*Michel Henry-Slater, from Teacher – Curriculum Coordinator – Oakcrest Elementary (10 months) to Elementary School Assistant Principal – Blue Angels Elementary (11 months)

III. MINUTES

- a. [06-15-20 Regular Workshop](#)
- b. [06-16-20 Regular Meeting](#)

Motion by Mr. Adams, seconded by Mr. Slayton, to approve the minutes for the June 15, 2020 Regular Workshop and the June 16, 2020 Regular Meeting, 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 by Mr. Slayton, seconded by Mr. Adams, to approve the Consent Agenda (*as amended*). The following items were pulled for separate vote: Item V.b.2.C.7 by Mr. Adams; Item V.b.1.J.1, Item V.b.1.J.2., and Item V.b.1.J.3 by Dr. Edler; Item V.b.1.L.1 by Mr. Slayton; and Item V.b.1.D.1 pulled for an individual who registered to address the School Board. Motion to approve the Consent Agenda (*as amended*) minus items pulled, carried unanimously.

1. Curriculum

- A. Alternative Education
-No items submitted
- B. Continuous Improvement
 1. [School Choice Student Transfers](#)
 2. [Contract for Navigator Services Between the School Board of Escambia County, Florida and Children's Home Society of Florida – Western Division](#)
- C. Elementary Education
 1. [Agreement Between the School Board of Escambia County, Florida and the University of West Alabama](#)
- D. Evaluation Services
 1. [2020-2021 Uniform Statewide Assessment Calendar](#)

Motion made by Mr. Slayton and seconded by Mr. Adams, to approve Item V.b.1.D.1., *2020-2021 Uniform Statewide Assessment Calendar*. The following individuals registered to address the School Board regarding this item: Carol Cleaver and Mason Guttery (*yielded time to Carol Cleaver*). Motion carried unanimously.

- E. Exceptional Student Education
-No items submitted
- F. High School Education
 1. [Cooperative Agreement Between the School Board of Escambia County, Florida and Big Brothers Big Sisters of Northwest Florida](#)

- G. Middle School Education
 - No items submitted
- H. Professional Learning
 - No items submitted
- I. Student Services
 1. [Escambia County School District Mental Health Allocation Assistance Plan](#)
 2. [Cooperative Service Agreement Between the School Board of Escambia County, Florida and the Florida State University](#)
 3. [Contract for Mental Health Services Between the School Board of Escambia County, Florida and Children’s Home Society of Florida – Western Division](#)

- J. Title I
 1. [State of Florida Statewide Voluntary Prekindergarten Provider Contract Form OEL-VPK 20](#)
 2. [Contract Between the School Board of Escambia County, Florida and Community Action Program Committee, Inc.](#)
 3. [Cooperative Agreement Between the School Board of Escambia County, Florida and the Community Action Program Committee, Inc.](#)

Motion made by Mr. Slayton and seconded by Mr. Adams, to approve Item V.b.1.J.1, Item V.b.1.J.2, and Item V.b.1.J.3. Motion carried 4 to 0, with Dr. Edler abstaining* from vote.
 *Dr. Edler abstained from voting on these items, as she was a board member for both the Early Learning Coalition and the Community Action Program Committee.

- K. Workforce Education
 1. [Amendment to the Contract Between Workforce Escarosa, Inc. dba CareerSource Escarosa and the School Board of Escambia County, Florida for Youth Services WIOA-2020-2021-03](#)
 2. [Workforce Innovation & Opportunity Act \(WIOA\) Training Provider Agreement Between CareerSource Escarosa and the School Board of Escambia County, Florida](#)
 3. [Agreement Between Embry-Riddle Aeronautical University Gaetz Aerospace Institute and the School Board of Escambia County, Florida](#)
 4. [Workforce Education Fee Schedule 2020-2021](#)
 5. [Strengthening Career and Technical Education for the 21st Century Act \(Perkins V\) Secondary, Section 131 Entitlement Fiscal Year 2020-2021](#)
 6. [Strengthening Career and Technical Education for the 21st Century \(Perkins V\) Postsecondary, Section 132 Entitlement Fiscal Year 2020-2021](#)
 7. [Memorandum of Understanding Between the School Board of Escambia County, Florida and Escambia County, Florida](#)

- L. Other
 1. [Escambia County School District 2020-2021 Innovative Reopening Plan](#)
 Motion made by Mr. Slayton and seconded by Mr. Adams, to approve Item V.b.1.L.1, *Escambia County School District 2020-2021 Innovative Reopening Plan*. Motion carried unanimously.

AMEND

- 2. Finance and Business Services
 - A. Finance

1. [Legal Services - General Fund](#)
 - a. The Hammons Law Firm \$ 3120.00
 - b. The Hammons Law Firm \$ 892.50
 - c. The Hammons Law Firm \$ 140.00
 - d. Rumberger, Kirk & Caldwell \$ 700.00
 - e. Rumberger, Kirk & Caldwell \$ 11.58
 - f. Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux LLC \$ 210.00
2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$ 15,642.50
3. [2020-2021 Miscellaneous Salary Schedule](#)

B. Accounting Operations

1. [Check Register for June 2020](#)

C. Budgeting

1. [Recap of General Fund Reserves \(Non-Categorical\)](#)
2. [Resolutions to amend District School Budget:](#)
 - a. Resolution 10 – General Operating Fund
 - b. Resolution 10 – Special Revenue – Federal Program
 - c. Resolution 10 – Capital Projects Fund
 - d. No item submitted – Special Revenue - Food Service Fund
 - e. No item submitted – Debt Service Fund
3. [Scrap List I for July 2020](#)
4. [Auction List I for July 2020](#)
5. [Financial Statements by Fund](#)
6. [Disposal and Demolition of Storage Shed – Building #9 at Sherwood Elementary School and Portable #373 at Ferry Pass Elementary School](#)
7. [Permission to Advertise the Proposed 2020-2021 Tentative Millage and Tentative Budget](#)

Motion made by Mr. Slayton to approve Item V.b.2.C.7, *Permission to Advertise the Proposed 2020-2021 Tentative Millage and Tentative Budget*. Mr. Adams seconded the motion for discussion purposes. Mr. Adams reiterated comments from the July 20, 2020 Regular Workshop that he would not support the Superintendent’s recommendation believing the ‘timing is wrong’ for a tax increase, given the effects of the on-going COVID crisis on Escambia County taxpayers. Motion carried 4 to 1, with Mr. Adams voting “No.”

D. Payroll and Benefits Accounting

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

E. Purchasing

ITEMS PREPARED BY PURCHASING:

1. [Bid Award: Miscellaneous Food Items, Bid #202202](#)
2. [Bid Award: Frozen Dessert Novelties for Direct Delivery to School Cafeterias, Bid #202102](#)
3. [Bid Award: Pumping of Grease Traps, RFP #200303](#)
4. [Bid Renewal: Automatic Dishwashing Dispenser System and Cleaning Detergents, RFP#180102](#)
5. [Bid Renewal: Direct Delivery of Milk and Dairy Products to School Cafeterias, RFP #181502](#)
6. [Bid Renewal: Fast Food Partnership, RFP #151903](#)
7. [Annual Agreement: Student Transportation Services](#)
8. [Services Increase: Wireless Communications](#)
9. [Teacher Training Agreement for Math: Southern Regional Education Board – Various Schools](#)
10. [Teacher Training Agreement for Literacy: Southern Regional Education Board – Various Schools](#)
11. [School Buses](#)
12. [Annual Agreement Renewal: Destiny Library Manager, Media Library Manager, Textbook License and TitlePeek Software for District Libraries](#)

13. [Renaissance myON Software Licenses](#)

14. [Additional ebook Titles for Student Use](#)

15. [Additional Pin Pads for Hosted School Nutrition, Point of Sale, and Online Payment System](#)

ITEMS PREPARED BY FACILITIES PLANNING:

16. [Central Plant and Media Center HVAC Upgrade at Ensley Elementary School](#)

17. [Change Notice #1 to Purchase Order #5422000039 – Roof Replacement at Lincoln Park Elementary School](#)

18. [Change Notice #1 to Purchase Order #5422000060 – Middle School Window Replacements](#)

19. [Change Notice #1 to Purchase Order #5422000091 – Escambia Westgate Adaptive Play Facility](#)

20. [Change Notice #1 to Purchase Order #5422000092 – Miscellaneous Repairs at Multiple Facilities – Package One](#)
21. [Change Notice #2 to Purchase Order #5422000107 – Pleasant Grove Elementary Replacement School](#)
22. [Change Notice #2 to Purchase Order #5422000133 – Pensacola High School Tennis Courts and Bus Loop](#)
23. [Change Notice #3 to Purchase Order #5421900203 – Brown-Barge Middle School Renovations](#)
24. [Emergency Purchase of Foaming Hand Sanitizer and Antimicrobial Wipes](#)

ADD

3. Human Resource Services
 - A. Instructional/Professional
 1. [Appointments](#)
 2. [Reappointments](#)
 3. [Transfers](#)
 4. Out-of-Field
-No items submitted
 5. [Resignations/Retirements/Other](#)
 6. [Leaves of Absence](#)
 7. Special Requests
-No items submitted
 - B. Educational Support Personnel
 1. [Appointments](#)
 2. [Temporary Promotions](#)
 3. [Resignations/Retirements/Other](#)
 4. [Terminations](#)
 5. [Leaves of Absence](#)
 6. Special Requests
-No items submitted
 - C. Risk Management
 1. [School Resource Officer Agreement – City of Pensacola Police Department](#)
 2. [Campus Security Resident Lease – Myrtle Grove Elementary School](#)
 3. [Active Shooter/Workplace Violence Insurance Coverage Renewal](#)
 4. [School Resource Officer Agreement – Escambia County, Florida Sheriff’s Office](#)
 5. [Workers’ Compensation Mandate](#)
 - D. Employee Services
 1. [Approve Darzell B. Warren to serve as the President for the Escambia Education Association for the term of July 1, 2020, through June 30, 2023, pursuant to Article IV.4, Section A., of the Master Contract between the School District of Escambia County and the Escambia Education Association.](#)
 - E. Affirmative Action
-No items submitted
4. Operations
 - A. Facilities Planning
 1. Final Payments
-No items submitted
 2. Miscellaneous
 - a. [Architectural/Engineering Services for Beulah Elementary School Cafeteria and Classroom Retrofit](#)
 - b. [Easement for Electric Service – Navy Point Elementary](#)
 - c. [Educational Plant Five Year Survey](#)
 - d. [Pre-Qualification of Contractor](#)

ADD

AMEND



- B. School Food Services
-No item 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

1. [School Board Member Travel Requests: Out of State FY 2020-2021](#)

Motion made by Mr. Slayton and seconded by Mr. Adams, to approve Item V.c.1., *School Board Member Travel Requests: Out of State FY 2020-2021*. Motion carried unanimously.

2. [School Board Member Travel Requests: Out of District FY 2020-2021](#)

Motion made by Mr. Slayton and seconded by Mr. Adams, to approve Item V.c.2., *School Board Member Travel Requests: Out of District FY 2020-2021*. Motion carried unanimously.

3. [Selection of Appointed Superintendent Semi-Finalist Candidates](#)

Motion made by Mr. Adams, seconded by Mr. Slayton, to accept the Committee's recommendation* of six (6) names to be considered as semi-finalists for the position of Appointed Superintendent. (*As outlined in Item V.c.3., *Selection of Appointed Superintendent Semi-Finalist Candidates: Dr. Vincent Cotter, Dr. Earl Johnson, Keith Leonard, Keith Rittel, Dr. Timothy Smith, and Marques Stewart*).

Dr. Edler offered a motion to amend the current motion to include candidate #5 as a semi-finalist. Motion died for lack of a second.

Dr. Edler offered a motion to amend the current motion to include candidate #9 as a semi-finalist. Mrs. Hightower seconded the motion. Motion failed to 3 to 2, with Mr. Adams, Mr. Fetsko, and Mr. Slayton voting "No."

Mrs. Hightower offered a motion to amend the current motion to include candidate #26 as a semi-finalist. Motion died for lack of a second.

Dr. Edler offered a motion to amend the current motion to include candidate #10 as a semi-finalist. Motion died for lack of a second.

Dr. Edler offered a motion to amend the current motion to include candidate #12 as a semi-finalist. Motion died for lack of a second.

Dr. Edler offered a motion to amend the current motion to include candidate #20 as a semi-finalist. Motion died for lack of a second.

Dr. Edler offered a motion to amend the current motion to include candidate #24 as a semi-finalist. Mrs. Hightower seconded the motion. Motion failed to 3 to 2, with Mr. Adams, Mr. Fetsko, and Mr. Slayton voting "No."

Motion to accept the Committee's recommendation* of six (6) names to be considered as semi-finalists for the position of Appointed Superintendent, carried 4 to 1, with Dr. Edler voting "No." (*As outlined in Item V.c.3., *Selection of Appointed Superintendent Semi-Finalist Candidates: Dr. Vincent Cotter, Dr. Earl Johnson, Keith Leonard, Keith Rittel, Dr. Timothy Smith, and Marques Stewart*).

d. ITEMS FROM THE SUPERINTENDENT

1. [Administrative Appointments](#)

-Handled earlier in the meeting

- 2. Student Discipline
-No items submitted
- 3. Employee Discipline
 - A. Recommend that employee #0000031734 is suspended without pay for three working days beginning August 3, 2020, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

- B. Recommend that employee #0000026026 is suspended without pay for one (1) working day beginning July 22, 2020, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

- C. Recommend that employee #0000018655 is suspended without pay for three (3) working days beginning July 22, 2020, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

- D. Recommend that employee #0000018046 is suspended without pay for one (1) working day beginning July 31, 2020, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

- E. Recommend that employee #0000013238 is suspended without pay for one (1) working day beginning July 31, 2020, based on misconduct as more specifically identified in the notice letter to the employee.

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

4. Other Items

- A. Escambia County Public Schools Foundation Board of Directors Nominees

Motion by Mr. Slayton, seconded by Mr. Adams, to accept 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

- 1. Inventory Adjustment Reports forty-eight cost centers

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

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 8:35 p.m.

Attest:

Approved:

Superintendent

Chair