

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, DECEMBER 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 December 2, 2019 – Legal No. 3918862

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

Video available at <http://escambiacountysdfl.swagit.com/play/01212020-2180>

[*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.*) Mr. Adams introduced his guest who delivered the invocation. Mr. Adams 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 called for a motion to adopt the agenda for the December 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 December is James Byrd. James Byrd is a teacher assistant special at Ensley elementary school. He has been in this position for six (6) years and with the district almost sixteen (16) years. James Byrd has become a valued member of the Ensley team and has gained the respect of students, parents, faculty, staff and administration. Mr. Byrd demonstrates a*

high standard of dedication and performance on a daily basis. He is always visible on the Ensley campus as he performs a variety of duties each day. Beginning each morning, Mr. Byrd not only greets students and parents, Mr. Byrd has taken on the lead of the daily car rider line, ensuring students are safely dropped off and traffic lines kept moving. He then proceeds to the cafeteria to make sure that late arrivals do not miss getting breakfast so they will be able to focus on their academics. James Byrd keeps a radio on his person at all times, completing each task willingly and without hesitation. He is always quick to support another member of the Ensley team by taking a challenging or disruptive student and skillfully working with that student to diffuse escalating situations. Mr. Byrd never complains when asked to go on an unexpected field trip, only to stand out in the cold, wind and rain with the entire fifth grade class or report back to the zoo once again with an excited group of fourth graders. Mr. Byrd takes the initiative to look for ways to improve the overall climate at Ensley. Often, he steps in to help escort walkers across the street or help Ensley team members carry food items when setting up for a special luncheon. During these special events, James Byrd relieves teachers so everyone has an opportunity to fix a plate and take part in the celebration. James Byrd has been a true gentleman, staying late numerous times to ensure that faculty, staff, and administration have made it safely to their cars after a very long day or evening event. Mr. Byrd always offers his continued support to administration, attempting to lend help in simple ways such as sitting with a student who has not been picked up at the end of the day or after a special program. Serving as a positive role model and problem-solver for Ensley elementary, Mr. Byrd has earned the respect of all stakeholders. He skillfully handles behavioral issues among students with humor and wisdom, setting high expectations and not accepting less. Mr. Byrd completes various school endeavors each day with honesty and integrity, inspiring others along the way. James Byrd is stellar because of his excellent work ethic and dedication to the staff and students throughout the Escambia County School District. He exemplifies the pillars of “people” and “service” and it is for these reasons, and so many others, that he has been selected as our Stellar Employee of the month of December, 2019. Mr. Byrd received a plaque and pin from the School District and check for \$100 from Members’ First Credit Union.

3. One-Half Cent Sales Tax Watchdog Quarterly Report

Mr. Charles Thornton, Chairman of the One-Half Cent Sales Tax Watchdog Committee, presented the Committee’s quarterly information as of September 30, 2019. Following the report, Mr. Thornton responded to questions posed by Dr. Edler regarding initiatives of the One-Half Cent Sales Tax Watchdog Committee.

ADD

4. Manna Food Bank Presentation

Ms. DeDe Flounlacker, Executive Director of Manna Food Bank, made a brief presentation recognizing the Escambia County School District for providing meals to people in need.

II. PUBLIC FORUM

-No registration forms submitted

III. MINUTES

- a. 10-09-19 Special Meeting
- b. 10-10-19 Special Workshop
- c. 10-11-19 Regular Workshop
- d. 11-19-19 Special Meeting
- e. 11-19-19 Regular Meeting

Motion by Mr. Slayton, seconded by Mr. Fetsko, to approve the minutes as presented (Items a through e), carried 4 to 1, with Dr. Edler voting “No.”

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

Mr. Slayton asked that Item V.b.2.E.2., *Bid Renewal: Ala Carte Snack Items and Beverages for Direct Delivery to School Cafeterias, Bid #191402* be pulled from the Consent Agenda for separate vote. Motion by Mr. Fetsko, seconded by Mr. Adams, to approve the Consent Agenda, minus item pulled, carried unanimously.

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 University of Phoenix, Inc.
 2. Agreement Between the School Board of Escambia County, Florida and Grand Canyon 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
-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 \$ 280.00
 - b. The Hammons Law Firm \$ 1,557.50
 - c. The Hammons Law Firm \$ 227.50
 - d. The Hammons Law Firm \$ 105.00
 - e. The Hammons Law Firm \$ 4,270.00
 - f. The Hammons Law Firm \$ 713.10
 - g. The Hammons Law Firm \$ 122.50
 - h. Rumberger, Kirk & Caldwell \$ 3,097.00

- i. Shell, Fleming, Davis & Menge, P.A. \$ 1,150.00
 - j. Akerman \$ 1,080.00
 - 2. Legal Services - Risk Management Fund
 - a. The Hammons Law Firm \$ 6,464.47
- B. Accounting Operations
 - 1. Check Register for November 2019
- C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical)
 - 2. Resolutions to amend District School Budget:
 - a. Resolution 3 – General Operating Fund
 - b. Resolution 3 – Special Revenue – Federal Program
 - c. Resolution 3 – Capital Projects Fund
 - d. No item submitted – Special Revenue - Food Service Fund
 - e. No item submitted – Debt Service Fund
 - 3. Scrap List I for December 2019
 - 4. Auction List I for December 2019
 - 5. Financial Statements by Fund
 - 6. Removal from Inventory and Disposal of Jet Ski, Boats, and Car
 - 7. Disposal and Demolition of Portable #076 at Warrington Middle School
- D. Payroll and Benefits Accounting
 - 1. Financial Status Report: Employee Benefit Trust Fund
- E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 - 1. Bid Award: Custodial Supplies, Bid #201003
 - 2. Bid Renewal: Ala Carte Snack Items and Beverages for Direct Delivery to School Cafeterias, Bid #191402

Motion by Mr. Adams, seconded by Mr. Fetsko, to approve Item V.b.2.E.2., *Bid Renewal: Ala Carte Snack Items and Beverages for Direct Delivery to School Cafeteria, Bid #191402*, carried 4 to 0, with Mr. Slayton abstaining from vote, as his son was an employee of the contract company. (Form 8B Memorandum of Voting Conflict)

- 3. Bid Renewal: Diesel Fuel, Gasoline and Fuel Additive, RFP #160305
- 4. Bid Renewal: General Moving Services, RFP #131902
- 5. Tracked Loaders for Maintenance Department
- 6. Addendum to Kronos Master Agreement
- 7. Multi-Use Copy Paper
- 8. Annual Agreement Renewal: Consultant Services for the School Board
- 9. Annual Agreement Renewal: Employee Benefits Consulting Services, RFP #140601
- 10. Annual Agreement: As Needed Real Estate Services
- 11. Annual Agreement Renewal: Employee Health Clinic Agreement
- 12. Annual Agreement Extension: Group Medical Benefits (Including Prescription Drugs)
- 13. Annual Agreement Renewal: Group Term Life Insurance
- 14. Annual Agreement Renewal: Administrative Services for Employee Dental Plan
- ITEMS PREPARED BY FACILITIES PLANNING:*
- 15. Annual Agreement Renewal: Professional Architectural Services
- 16. Architectural/Engineering Services for Bratt Elementary and Ernest Ward Middle Schools HVAC Upgrades
- 17. Architectural/Engineering Services for C. A. Weis Elementary Roof Replacement
- 18. Architectural/Engineering Services for Navy Point Elementary School Chiller Replacement
- 19. Bid Award: Escambia Westgate Adaptive Play Facility
- 20. Bid Award: Miscellaneous Repairs at Multiple Facilities – Package One
- 21. Change Notice #1 to Purchase Order #5422000026 – West Florida High School Resurface Tennis Courts & Track Events (E. Burgess Road)

22. Change Notice #1 to Purchase Order #5422000064 - Playground Shade Structures for McArthur, Molino Park, and West Pensacola Elementary Schools
23. Change Notice #2 to Purchase Order #5421900029 – Architectural/Engineering Services for Brentwood Elementary School Outdoor Covered Play Area and Multipurpose Room
24. Change Notice #7 to Purchase Order #5421800083 – Athletic Improvements for Woodham Middle School (West Florida High School – E. Burgess Road)
25. Bid Award: Multi-Year Contract for HVAC Direct Digital Controls (DDC) Systems

AMEND

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. Amend the following job descriptions on the Educational Support Personnel Salary Schedule, effective January 1, 2020:
Benefits Specialist
Risk Management Specialist
 - b. Approve the following job description on the Educational Support Personnel Salary Schedule, effective January 1, 2020:
Lead Benefits Specialist
 - c. Amend the 2019-2020 Department Personnel Planning Document for the following cost centers:
4302 – Risk Management
4304 – Human Resource Management – General
 - 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 Harry E. McCartney, Food Service Assistant at Cordova Park Elementary, on October 31, 2019
 - C. Risk Management
 1. Workers’ Compensation Medical Bill
 - D. Employee Services
-No items submitted
 - E. Affirmative Action
-No items submitted
4. Operations
 - A. Facilities Planning
 1. Final Payments
 - a. Molino Park Elementary School HVAC Renovations
 2. Miscellaneous
 - a. Interruptible Natural Gas Service Agreement \$2.95/MMBTU
 - b. Interruptible Natural Gas Service Agreement \$3.45/MMBTU
 - c. Interruptible Natural Gas Service Agreement \$4.95/MMBTU

AMEND

- d. Pre-Qualification of Contractor
 - e. Resolution Authorizing the Reclassification of Surplus Property – McMillan Pre-K Center
 - f. Lease Agreement Between the School Board of Escambia County, Florida and Camelot Schools of Pennsylvania, LLC
- 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. Adoption of Student Crime Watch Programs
 - 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 4 to 1, with Dr. Edler voting “No.”

- B. Expulsions
 - No items submitted
- 3. Employee Discipline
 - ~~-No items submitted~~

ADD

A. Recommend that employee #0000056495 is terminated effective Wednesday, December 18, 2019, based on misconduct as more specifically identified in the notice letter to the employee.

ADD

B. Recommend that employee #0000031710 is terminated effective Wednesday, December 18, 2019, based on misconduct 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 for employee discipline as outlined in Item V.d.3.A. and Item V.d.3.B., carried unanimously.

- 4. Other Items
 - No items submitted
- e. INTERNAL AUDITING
 - No items submitted
- f. ITEMS FROM GENERAL COUNSEL
 - No items submitted

VI. ADJOURNMENT

Motion by Mr. Slayton, seconded by Mr. Adams, to adjourn the Regular Meeting at 6:12 p.m., carried unanimously.

Attest:

Approved:

Superintendent

Chair