

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, FEBRUARY 18, 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)
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

Vice Chair Mr. Bill Slayton (District V) was not present.

Meeting advertised in the *Pensacola News Journal* on January 27, 2020 – Legal No. 4020992
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. She 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.

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 students from Global Learning Academy who recited a poem and sang several songs in honor of Black History Month. Dr. Edler then 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 changes to the agenda were discussed at the February 14, 2020 Regular Workshop. Mrs. Hightower called for a motion to adopt the agenda for the February 18, 2020 Regular Meeting, as amended for good cause. Motion by Mr. Adams, seconded by Mr. Fetsko, to adopt the agenda as amended, carried 4 to 0, with Mr. Slayton absent for vote.

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

Ms. Janet Reithmiller, Microimaging Technician in the Continuous Improvement/School Choice Office, was recognized as the Stellar Employee for the month of February. She received a plaque and pin from the School District and check for \$100 from Members' First Credit Union.

3. Superintendent Search Digital Media Contest Winners
 - Honorable Mention (\$150): Escambia High School’s Digital Design Academy/Program
 - Honorable Mention (\$150): Tate High School’s Game Animation & Simulation Academy
 - Third Place (\$250): Northview High School’s Graphic Arts Academy
 - Second Place (\$500): Pine Forest High School’s New Media Academy
 - First Place (\$1,000): Booker T. Washington High School’s Media Academy

After receiving an envelope containing their portion of the cash prize, students were congratulated by the Superintendent and School Board Members.
4. Escambia County School District Teacher of the Year

Mrs. Cheyenna Novotny, teacher at West Florida High School of Advanced Technology, was recognized for being selected as the Escambia County School District’s 2021 Teacher of the Year.
5. Black History Month Presentation

Fifth Grade students from N.B. Cook Elementary performed a portion of their play entitled: *Ruby Bridges, Breaking the Racial Barrier in Education*. Their entry won first place in the Escambia County History Fair and received recognition from the Omega Golden Rule Foundation.

6. 2019 Superintendent’s Wellness Challenge Winners

The following schools and/or departments were recognized for achieving the highest percentage of employee participation by the end of the 2018-2019 school year in the “Choose Wellness” challenge:

In addition, schools and departments are also challenged to achieve the highest percentage of improvement from one year to the next. This includes a financial incentive reward (paid from wellness dollars) that’s going to be used for wellness activities at each location.

Plaques

Overall - reclaiming from a prior history of winning for three consecutive years. They got beat last year, but they're back again – Bratt Elementary School - 69.1% of its faculty completing the wellness challenge – received check for \$1,000 to be used for our wellness initiatives at Bratt Elementary.

Most Improved - Myrtle Grove elementary school. They increased their participation by 18.7% - larger than any other school or department. Received a plaque and a check for \$500 to keep that wellness.

Highest percentage participation in middle school – Ernest Ward Middle School - 58.6%

Highest percentage participation at the high school secondary level – Northview High School. had a percentage of 55.6% of their faculty complete the wellness challenge

highest percent participation in a major department that’s going to go to the Spencer Bibbs Center – coming in at 68.4% of all their employees completed the welders.

Congratulate all the schools and departments for your success.

“choose wellness” challenge - to see which school or major department could achieve the highest percentage of employee participation by the end of the school year in the “choose wellness” challenge. In addition, schools and departments were also challenged to achieve the highest percentage of improvement from one year to the next. Each site based administrator and wellness coordinator needed to motivate employees to complete all four steps of the health-screening program. The locations with the highest achievement would be recognized annually, including a financial incentive reward to be used for wellness initiatives at each location. Awards are paid from wellness dollars, so no taxpayer dollars are used.

The decision to create a district wellness center and program was made to promote employee wellness because a healthy workforce costs less in medical costs and lost work hours which in turn creates a more productive and higher achieving workforce.

- Overall – The overall winner, reclaiming a prior history of winning for three consecutive years is once again Bratt Elementary School at 69.1%. As the 2018-19 Superintendent’s wellness challenge overall winner, they received a plaque and a check for \$1,000.
- Most Improved - The most improved winner is Myrtle Grove Elementary School with an increase participation of 18.7% which is an outstanding increase and one of the largest increases we have seen so great job. They received a plaque and a check for \$500.

In addition, to create a “healthy” competition between schools and major departments at each level, awards of \$250 each will also be given at this time to the highest percentage participation at each school or major departmental level.

- The highest percentage participation at the middle school level goes to Ernest Ward Middle School at 58.6%.
- The highest percentage participation at the high school/secondary level goes to Northview High School at 55.6%.
- The highest percentage participation at the major department level goes to the Spencer Bibbs Center at 68.4%.

Congratulations to all schools and departments for your success. Worthy to mention that each winner announced also increased participation compared to prior year so great job modeling and supporting employee wellness at your locations.

7. Workplace Giving Campaign

Presentation by Ms. Kristie Kelley, Executive Director-Escambia County Public Schools Foundation – recognizing winners of the Escambia County Public Schools Foundation Workplace Giving Campaign. Money that was raised by the foundation goes towards supporting initiatives that directly impact Escambia County School District students and teachers. All the winners will have their names added to a plaque that will be displayed in Room 160 (J.E. Hall Educational Services Center, 30 East Texar Drive). Winner received an award and were congratulated by the Superintendent and School Board Members. The mission of the Escambia County Public Schools Foundation is to enhance education by investing in our children's future to ensure they graduate on time and are college and career ready. Since 1986, the Foundation has distributed just over \$12.5 million back into the public schools. We only accomplish that through our partnerships with the educators, the community and business leaders to raise private funds and resources for our students, teachers, and also schools. The donations that we receive can enhance the grants for excellence program, the golden Apple awards banquet for teachers of the year as we just learned the academic or Mira awards receptions as well as our take stock in children program. So contributions [00:50:30] can also be matched dollar for dollar through the consortium of Florida education foundations. And this year we had the privilege of making a few minor tweaks and enhancements to our workplace giving campaign. And we would like to thank the district for allowing us to do that. And this year we are proud to announce that the workplace giving totaled \$15,547 and 75 sent directly to the foundation that we are able to match dollar for dollar to enhance our grants. Warrington Elementary – Mr. Rose, principal Ransom Middle School, Dr. Lipnick, Principal, and Ms. Lakhani, coordinator for the Workplace giving campaign from Washington High School. Mrs. Gordon and the assistant principal as well as ms Oberholser who was the coordinator for the campaign. Mr. McFarland, School Choice and Continuous Improvement. Thank you all – you will be named on the inaugural plaque from the foundation as our workplace giving first ever cohort.

II. PUBLIC FORUM

-No registration forms submitted

III. MINUTES

- a. 12-12-19 Regular Workshop
- b. 01-16-20 Special Workshop
- c. 01-17-20 Regular Workshop
- d. 01-21-20 Regular Meeting
- e. 01-31-20 Special Meeting

Motion made by Mr. Adams and seconded by Mr. Fetsko, to approve the minutes as presented (Items a through e). Dr. Edler advised that she would not support the motion to approve the minutes as presented (Item a through e), as she believed the submission of the minutes from the December 12, 2019 Regular Workshop to be out of compliance with Section 1.06 of School Board policy. Motion carried 3 to 1, with Dr. Edler voting “No” and Mr. Slayton absent for vote.

Content of the minutes – robert’s rules of order – think we need to discuss at our meeting – workshop – no action taken at workshop – timeline always related to – reviewed the policy – don’t see that we have to change the policy – changes for clarity. Mr. Adams – Waters – opinion – meeting minutes within 30 –day – no statutory – plain language of the rule does not apply to minutes from workshop. Yes in compliance. Edler – in writing. Review the policy and bring forth any wording changes. Adams – thanks for her work.

Edler - which States that the minutes should be brought before the board within 30 days – in no instance should it be brought before the board longer than 30 days. December set is out of compliance with that policy. Mrs. Hightower – referred Dr. Edler to Robert’s Rules of Order, (1) that to either approve or disapprove the minutes has to do with the content of minutes, not procedure and (2) we had our meeting on December 12, just prior to Christmas Break (December 21 – January 2) so there were just....also noted that there is no action taken at workshop sessions – related to the timeline for submitting agenda items – if we need to change that, I have reviewed the policy and do not really see a need to change it, but we could make some changes for clarity – to clarify there is a timeline for the submission of agenda items and as such, sometime because of meetings that timeline is not conducive to her getting things done in 30 days. But that is a conversation for a different time, as the current motion on the floor is to approve the minutes as presented. Dr. Edler - clarifying why I am will not support approval. You must operate within the policy that exist.

Mr. Adams attorneys, do you have an opinion on this for you to, and what the policy says is that meeting minutes will be done within 30 days. There is no statutory or policy requirement that we do minutes for workshops. We do it in a sense of transparency for the public. Uh, but the plain language of the rule does not apply to any minutes produced from workshops all the way to meetings. in your opinion. Yes sir.

Edler - if you have something in writing until that's changed, you need to follow that rule.

Well stated those is that we are in compliance, right? With the re with the rules that we have stated that.

I've just heard from our attorney that we are in compliance, but I'll go back and check and see and then maybe the next time we won't have to go through this again. Encouraged Dr. Edler to review the policy and bring forth at a future session, any wording changes she felt necessary – because as I read them, we are okay and we have that from our attorney.

Edler – asked that the record reflect that she would support the motion to approve them minutes as presented (Item a through e), because she felt they were out of compliance with the School Board’s policies, which state that minutes should be presented to the School Board within 30 days – in no instance should it be brought before the School Board longer than 30 days. Minutes from December are out of compliance with policy. Mrs. Hightower - would refer you to Robert's rule of order number one that to either approve or disapprove the minutes has to do with the content of the minutes, not about procedure. Secondly, we had our meeting on the 12th of December and then there was the Christmas break. So there were not really, actually, I, I, I think that we need to have a discussion or a meeting about that because that was a workshop. Uh, workshops do not have, have items to be approved or, or just approved, adopted or not adopted. There's actually no action taken at workshops. Submission is always related to the timeline –

and if we need to change that, I have reviewed the, the policy, um, and I at this point don't really see that we have to change it for clarity - so that we understand that there is a time, there is a timeline that is put into place where all items have to be to the board agenda by a certain time and sometimes because of meetings that timeline is not conducive to her getting things done in 30 days. So if we need to change policy, that's a different conversation. But the motion on the floor this time is, is whether to adopt or amend the well, it's to adopt the minutes as they are proposed. Edler – if you have a policy - I believe until you change that policy, you must operate within that policy. Mr. Adams attorneys, do you have an opinion on this for you to, and what the policy says is that meeting minutes will be done within 30 days. There is no statutory or policy requirement that we do minutes for workshops. We do it in a sense of transparency for the public. Uh, but the plain language of the rule does not apply to any minutes produced from workshops all the way to meetings. in your opinion. Edler - If you have something in writing until that's changed, you need to follow that rule. Well stated those is that we are in compliance, right? With the re with the rules that we have stated that. Edler - I would just encourage mr Adam to go back and read them. Yeah, turn [00:58:00] right to be recognized. No, I was just going to say that I encouraged miss to Adam to go back and read the policy in Mediterra. I've just heard from our attorney that we are in compliance, but I'll go back and check and see and then maybe the next time we won't have to go through this again. Um, I would encourage dr Adler to review the policy and to bring forth at a future workshop, any wording changes that she thinks needs [00:58:30] to be made. Um, because as I read them, we're okay and we have that from our attorney.

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

Dr. Edler asked that Item V.b.4.A.2.a., *Sales Agreement between the School Board of Escambia County, Florida and John G. Ralls Jr.*, 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 4 to 0, with Mr. Slayton absent for vote.

1. Curriculum
 - A. Alternative Education
-No items submitted
 - B. Continuous Improvement
 1. School Choice Student Transfers
 - C. Elementary Education
-No items submitted
 - D. Evaluation Services
-No items submitted
 - E. Exceptional Student Education
 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
 - No items submitted
 - J. Title I
 - No items submitted
 - K. Workforce Education
 - 1. Third Amendment to the Memorandum of Understanding Between Workforce Escarosa, Inc. DBA CareerSource Escarosa and the School Board of Escambia County, Florida
 - 2. Computer Science Certification Grant
 - L. Other
 - No items submitted
2. Finance and Business Services
- A. Finance
 - 1. Legal Services – General Fund
 - a. The Hammons Law Firm \$ 840.00
 - b. The Hammons Law Firm \$ 1,365.00
 - c. The Hammons Law Firm \$ 122.50
 - d. The Hammons Law Firm \$ 105.00
 - e. The Hammons Law Firm \$ 1,067.50
 - f. The Hammons Law Firm \$ 157.50
 - g. The Hammons Law Firm \$ 4,077.50
 - h. The Hammons Law Firm \$ 927.50
 - i. Rumberger, Kirk & Caldwell \$ 300.00
 - j. Rumberger, Kirk & Caldwell \$ 370.00
 - k. Rumberger, Kirk & Caldwell \$ 65.52
 - 2. Legal Services - Risk Management Fund
 - a. The Hammons Law Firm \$ 11,438.70
 - 3. A Resolution of the School Board of Escambia County Florida to retain the services of Bryant Miller Olive P.A. as bond counsel to the School Board
 - 4. A Resolution of the School Board of Escambia County Florida establishing its intent to reimburse certain capital expenditures with proceeds of a future tax-exempt financing; providing certain other matters in connection therewith
 - B. Accounting Operations
 - 1. Check Register for January 2020
 - C. Budgeting
 - 1. Recap of General Fund Reserves (Non-Categorical)
 - 2. Resolutions to amend District School Budget:
 - a. Resolution 5 – General Operating Fund
 - b. Resolution 5 – Special Revenue – Federal Program
 - c. Resolution 5 – Capital Projects Fund
 - d. No item submitted – Special Revenue - Food Service Fund
 - e. No item submitted – Debt Service Fund
 - 3. Scrap List I for February 2020
 - 4. Auction List I for February 2020
 - 5. Financial Statements by Fund
 - 6. Disposal and Demolition of Portable #263 at Myrtle Grove Elementary School and Portable #305 at Pine Forest High School
 - D. Payroll and Benefits Accounting
 - 1. Financial Status Report: Employee Benefit Trust Fund
 - E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 - 1. Bid Award: Miscellaneous Fruits & Vegetables – Frozen, Canned & Packaged, Bid #201102
 - 2. E-Rate RFP Award: Campus Edge Switches and Supporting Equipment
 - 3. E-Rate RFP Award: WLAN Access Points and Supporting Equipment

4. E-Rate RFP Award: Campus Core Switches and Supporting Equipment
5. Bid Renewal: Cleaning and Degreasing Kitchen Exhaust Systems, RFP #191703
6. Bid Renewal: Commercial Freezer & Refrigeration Maintenance & Repair, RFP #171903
7. Bid Renewal: HVAC Air Filters, Bid #171403
8. Annual Agreement Renewal: External Auditing Services
9. Renewal and Addendum 1: Don Johnston Software and Services Agreement
10. Agreement Renewal and Amendment 4: Fiber Services for District Schools
11. Annual Agreement Renewal: Medicaid Reimbursement Services
ITEMS PREPARED BY FACILITIES PLANNING:
12. Annual Agreement Renewal: Professional Civil Engineering Services
13. Annual Agreement Renewal: Professional Electrical Engineering Services
14. Annual Agreement Renewal: Professional Mechanical Engineering Services
15. Bid Award: Navy Point Elementary School Chiller Replacement
16. Bid Award: Warrington Middle School - Locker Rooms & Chiller Plant HVAC Renovation
17. Change Notice #1 to Purchase Order #5422000025 - Architectural/Engineering Services for Warrington Middle School - Locker Rooms and Chiller Plant HVAC Renovation
18. Change Notice #1 to Purchase Order #5422000061 – Brown-Barge Middle School Window Replacement
19. Change Notice #8 to Purchase Order #5421800028 - ECSD Hall Center – ESE Renovation
20. Replacement Chiller for Pine Forest High School
21. Roof Replacement at Bratt Elementary School – Building 1
22. Amendment III: Employee Health Clinic Agreement
23. Professional Services Agreement: Marketing Services

ADD
ADD

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
-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
-No items submitted
 - D. Employee Services
-No items submitted
 - E. Affirmative Action
-No items submitted
4. Operations
 - A. Facilities Planning

1. Final Payments
 - a. Pine Meadow Elementary School – Chiller and Air Handling Unit Upgrades
2. Miscellaneous
 - a. Sales Agreement between the School Board of Escambia County, Florida and John G. Ralls Jr.

(NOTE: *Item previously discussed during the February 14, 2020 Regular Workshop.*)
Motion made by Mr. Fetsko and seconded by Mrs. Hightower to approve Item V.b.4.A.2.a., *Sales Agreement between the School Board of Escambia County, Florida and John G. Ralls Jr.* Dr. Edler advised that she would not support the motion to approve this item. Motion carried 3 to 1, with Dr. Edler voting “No” and Mr. Slayton absent for vote.

- 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
-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. Fetsko, seconded by Mr. Adams, to accept the Superintendent’s recommendations for student discipline as outlined in Item V.d.2.A., *Disciplinary Reassignments*, carried 4 to 0, with Mr. Slayton absent for vote.
 - B. Expulsions
-No items submitted
 3. Employee Discipline
-No items submitted
 4. Other Items
 - A. Escambia County Public Schools Foundation Board of Directors Nominees
Motion by Mr. Adams, seconded by Mr. Fetsko, to accept the Superintendent’s recommendation for approval of Item V.d.4.A., *Escambia County Public Schools Foundation Board of Directors Nominees*, carried 4 to 0, with Mr. Slayton absent for vote.
 - B. Agreement for Legal Services between the School Board of Escambia County, Florida and Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux, LLC
Motion made by Mr. Adams and seconded by Mr. Fetsko, to accept the Superintendent’s recommendation for approval of Item V.d.4.B., *Agreement for Legal Services between the School*

Board of Escambia County, Florida and Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux, LLC. Motion carried 4 to 0, with Mr. Slayton absent for vote.

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

1. Appointment of Hearing Officer

Motion made by Mr. Fetsko and seconded by Mr. Adams, to accept the General Counsel's recommendation as outlined in Item V.f.1., *Appointment of Hearing Officer*. Motion carried 4 to 0, with Mr. Slayton absent for vote.

2. MOU with Property Appraiser and Tax Collector

Motion made by Mr. Adams and seconded by Mr. Fetsko, to accept the General Counsel's recommendation for approval of Item V.f.2., *MOU with Property Appraiser and Tax Collector*, carried 4 to 0, with Mr. Slayton absent for vote.

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:35 p.m.

Attest:

Approved:

Superintendent

Chair