

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, OCTOBER 20, 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)
Dr. Laura Dortch Edler (District III)

Superintendent of Schools: Mr. Malcolm Thomas

Also present: Mr. Joseph L. Hammons, Esquire - Hammons Law Firm

Advertised in the *Pensacola News Journal* on September 25, 2020 – Legal No. [4388027](#)

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.*) Elder Charles Sapp delivered the invocation and 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. Motion by Mr. Slayton, seconded by Mr. Adams, to adopt the agenda *as amended*, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

The Superintendent was recognized by the Escambia County Council of PTAs/PTSAs for his service as Superintendent of Schools for the Escambia County School District and his support of 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 October is Melinda Crews. Melinda Crews is the Data Specialist at West Florida High School. She has been with the District for seven (7) years and in this position for seven (7) years. Melinda is a truly stellar employee. In her capacity as a data specialist, she excels at every task she is assigned. Melinda is proficient with most District platforms (Focus, Destiny, Skyward, etc.). Whether it be routine data entry, creating student schedules in Focus, rectifying reports in Focus, or any other number of tasks, she accomplishes them with speed, accuracy, and efficiency. When Melinda is unsure of how to accomplish a particular task, she knows where to solicit assistance, and takes the initiative to learn and implement that knowledge. Outside of her regular and crucial duties as data specialist, Melinda is a true team player. Whenever someone needs a helping hand, she is there to lend it. Melinda provides coverage for the front desk, where she greets*

guests and treats them with courtesy and respect. She also fills in for the attendance clerk, performing those important duties with the same attention to detail with which she approaches her regular duties. Melinda also assists the Intake Specialist with enrolling new students, and with the arduous but important task of assigning career academies to students. West Florida High School often has outside guests who attend orientations and tours, as well as numerous faculty events. Melinda is always a leader in organizing and staging these events. Whether it is planning the timeline for guests or making sure the events have everything they need to be successful, Melinda Crews is always willing and eager to help. Melinda Crews is humble, and unassuming, and would never advocate for herself to be recognized, but school administration wholeheartedly nominated Melinda for stellar employee because they feel her presence at and contributions to their school cannot be overstated. Melinda Crews 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, 2020. Ms. Crews received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. **Unsung Heroes Award**

The Superintendent made the following announcements:

Unsung Heroes Award, presented to Operations Division - Many people go above and beyond the call of duty each and every day. Most go the extra mile never seeking recognition. Strength of character, a steadfast belief in always doing the right thing and a genuine commitment to serving others is their motivation. We call these people *Unsung Heroes*. Each year we canvas our District's landscape full of heroic people to try and identify that one individual or group that typifies what it really means to be a true *Unsung Hero*. So many among us do an excellent job, not for fame, not for recognition, but simply for the satisfaction of a job well done. Tonight, it is my pleasure to recognize one such stellar group of District employees. The role of these men and women is to provide operational support for our School District. The Operations' Division Team is a group of *unsung heroes* who, each and every day, directly impact the quality of the learning and work environment for our students and staff. As we are all aware, 2020 has been a challenging year. Before the end of last school year, we were impacted by the global pandemic which radically transformed all our lives. Virtually every facet of how we routinely conduct the business of educating the youth of Escambia County has been affected. How we instruct, how we clean our facilities, how we transport and feed our students and how we safely operate as an organization have all been impacted. And every step of the way along this unprecedented journey of change, the Operations Division has had to adapt, occasionally improvise and always overcome every obstacle confronting them. The Operations Division consists of eight (8) departments; Maintenance and Custodial Services, Transportation, Facilities Planning, School Food Services, Warehouse and Materials Management, Protection Services, Information Technology and Energy Management. Like all of us, their work world was turned upside down and a myriad of challenges was thrust upon them; all requiring a solution just to carry out the act of opening and operating schools. And as if a pandemic was not enough challenge, in the midst of reworking how we safely conduct business as a School District, our community was devastated by Hurricane Sally. Once again, our *Unsung Heroes* stepped up to the plate. The Operations Division mobilized while others remained home. Each day they reported to work leaving their families and loved ones behind and worked to recover the District and get schools reopened in record time. Many of the staff sustained damages to their own homes yet they still came, worked late and never complained. Our Operations crews assessed every school and facility for damages before the winds even died down. In less than 48 hours, the district had a remediation/restoration plan for every site. They got busy making our schools safe. They worked day and night cutting down trees, removing debris, reinstalling miles of fencing, removing wet ceiling tiles, shattered awnings and windows and restoring flooded spaces. Electricians restored power, repaired equipment and tested HVAC systems while operations team members extracted and saved hundreds of thousands of dollars worth of frozen and refrigerated food from freezers and coolers throughout the district until power could be restored. IT technicians repaired downed and broken fiber optic cables and Transportation staff personally drove all school bus routes to reroute around obstructions and assure safe passage of our students. In less than a week schools

reopened long before normality returned to the rest of our community. We are so proud of the employees of the Operations' Division; their can-do spirit, their professionalism and their commitment to our students. It is for these reasons and many more that we would like to present Shawn Dennis, Assistant Superintendent of Operations and the Operations Division with a plaque and name them this year's *Unsung Heroes*.

Unsung Hero Award, presented to Norm Ross, Deputy Superintendent – Many people go above and beyond the call of duty each and every day. Most go the extra mile, never seeking recognition. Strength of character, a steadfast belief in always doing the right thing and a genuine commitment to serving others is their motivation. We call these people *Unsung Heroes*. Each year we canvas our District's landscape full of heroic people to try and identify that one individual or group that typifies what it really means to be a true *Unsung Hero*. So many among us do an excellent job, not for fame, not for recognition, but simply for the satisfaction of a job well done. This evening, we celebrate an individual who has freely dedicated their life to education. An individual who has provided four decades of service, compassion, guidance and leadership, and heart, to literally thousands of students, staff, and families. God truly blessed the entire Escambia County School District when this individual began his journey as a teacher for Escambia County School District in 1974. It is an honor to call him a very close friend, as well as the Deputy Superintendent, Mr. Norm G. Ross. Tonight, we will call him an *Unsung Hero*. It is without hesitation that each and every day, Norman G. Ross goes above and beyond the call of duty; he has set the standard for providing excellence in a life of service. Just look around this room, and the county as a whole. Mr. Ross' life's work is reflected in the multiple generations whose lives have been positively molded and guided due to his commitment to excellence. We appreciate his countless hours of hard work, the many sacrifices, energy, efforts, compassion and perseverance to the mission of education. Mr. Ross' incredible devotion to the students, families, and employees of Escambia County School District is beyond comparison. The decades of unwavering leadership and guidance have provided countless employees the knowledge, strength and growth so critical in education now, and into the future. It has been an honor to serve along with you for 12 years in the Superintendent's Office. On behalf of students, families, employees, district leadership and the entire district – thank you. You are truly our *Unsung Hero* for 2020.

4. Florida School Boards Association Master Board Presentation

On behalf of the Florida School Board's Association (FSBA), Mr. Stacy Kirvin presented a plaque to the Escambia County School Board recognizing their completion of the FSBA's Master Board training.

At this time, Dr. Edler took a moment to recognize her granddaughter, Tara Melton and husband Daniel.

II. PUBLIC FORUM

The following individuals registered to address the School Board during Public Forum:	
<u>Name</u>	<u>Special Problem/Issue*</u>
Carol Cleaver	(yielded time to Jonathan Peacock)
Jonathan Peacock	Veteran Teacher Salary
Frances Hinley, Escambia Education Association	(yielded time to Cynthia Brown)
Darzell Warren, Escambia Education Association	(yielded time to Cynthia Brown)
Cynthia Brown, Escambia Education Association	Veteran Employee Salary
Chelsea Alberda	Bargaining
Kim Skelton	Veteran Salary Raises
Debbie Springer	Blended Classes
Celestine Lewis	
Na'Keil Lovelace	(yielded time to Natalie Lackey)
Shauna Paedae	(yielded time to Natalie Lackey)
Natalie Lackey	Remote Learning, Hybrid Learning, Evaluations
Kimberly Garman, Escambia Education Association	Veteran Teacher Salaries
Kim Stefansson on behalf of Kim Krupa	Escambia Children's Trust
Tim Haralson, Union of Escambia ESP	(yielded time to Joe Dean)

Joe Dean, Union of Escambia ESP
David Elzbeck, Union of Escambia ESP
Rebecca Van Fleet

ESP Open
ESP Issues
Teacher Salary Raise

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

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

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

*Rebba Dickerson, from Teacher-Literacy Coach – Pensacola High (10 months) to Coordinator – I.B. Program – Pensacola High (12 months).

III. MINUTES

- a. [09-10-20 Special Meeting](#)
- b. [09-10-20 Special Workshop](#)
- c. [09-11-20 Regular Workshop](#)
- d. [09-15-20 Regular Meeting](#)
- e. [09-15-20 Special Meeting](#)
- f. [10-02-20 Special Meeting](#)

Motion by Mr. Adams, seconded by Mr. Slayton, to approve the minutes as listed (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

- A. [Notice of Intent to Adopt Amendments to the District School Board: Exceptional Student Education Policies and Procedures \(SP&P\)](#)

Mrs. Hightower called for public hearing on this item; however, no individuals wished to speak. Motion by Mr. Fetsko, seconded by Mr. Adams, to adopt amendments to the District School Board: Exceptional Student Education Policies and Procedures (SP&P), carried unanimously.

2. Permission to Advertise
-No items submitted

b. CONSENT AGENDA

Motion by Mr. Slayton, seconded by Mr. Fetsko, to approve the Consent Agenda (*as amended*). Mrs. Hightower advised that Item V.b.4.G.1, *2020-2021 FSSAT School Security Risk Assessment Recommendations*, would be pulled for separate vote due to presentation purposes. Motion to approve the Consent Agenda (*as amended*) minus item pulled, carried unanimously.

1. Curriculum

- A. Alternative Education

-No items submitted

- B. Continuous Improvement

1. [School Choice Student Transfers](#)

2. [DoDEA Military Grant Award: Project Afterburner: Taking Off With Health Science](#)

- C. Elementary Education

-No items submitted

- 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
1. [Professional Learning Catalog \(PLC\): Updates for 2020-2021](#)
- I. Student Services
-No items submitted
- 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](#)
- L. Other
-No items submitted
2. Finance and Business Services
- A. Finance
- | | |
|---|-------------|
| 1. Legal Services – General Fund | |
| a. The Hammons Law Firm | \$ 9,345.00 |
| b. The Hammons Law Firm | \$ 1,050.00 |
| c. The Hammons Law Firm | \$ 192.50 |
| d. The Hammons Law Firm | \$ 4,340.00 |
| e. Rumberger, Kirk & Caldwell | \$ 320.00 |
| f. Rumberger, Kirk & Caldwell | \$ 600.00 |
| g. Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux LLC | \$ 3,955.12 |
| 2. Legal Services - Risk Management Fund | |
| a. The Hammons Law Firm | \$ 8,872.50 |
- B. Accounting Operations
1. [Check Register for September 2020](#)
- 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
 - f. Resolution 1 – Cares Act Fund
 3. [Scrap List I and II for October 2020](#)
 4. [Auction List I for October 2020](#)
 5. [Financial Statements by Fund](#)
 6. [Removal from Inventory and Disposal of Vehicles](#)
 7. [Donation of Obsolete Functional Computers](#)
- D. Payroll and Benefits Accounting
1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
ITEMS PREPARED BY PURCHASING:
1. [Bid Award: COVID-19 Supplies, Bid #210403](#)
 2. [Bid Extension: Water Treatment Services, RFP #151102](#)
 3. [Bid Renewal: Diplomas, RFP #200602](#)
 4. [Change Notice #1 to Increase Purchase Order #5722000010 – Accelerated Communications](#)

AMEND

5. [Hurricane Sally Purchases](#)
ITEMS PREPARED BY FACILITIES PLANNING:
 6. [Architectural/Engineering Services for Tate High School Gymnasium and ROTC Building HVAC Equipment Upgrades](#)
 7. [Change Notice #1 to Purchase Order #5422000112 – Navy Point Elementary School - Chiller Replacement](#)
 8. [Change Notice #1 to Purchase Order #5422000131 – Miscellaneous Repairs at Various Facilities – Package Two](#)
 9. [Change Notice #1 to Purchase Order #5422000132 – Multiple Facilities – Miscellaneous Electrical Projects](#)
 10. [Change Notice #1 to Purchase Order #5422000136 – Bratt Elementary and Ernest Ward Middle Schools – HVAC Upgrades](#)
 11. [Change Notice #1 to Purchase Order #5422000149 – Ferry Pass Middle and Cordova Park Elementary Schools – Sitework](#)
 12. [Change Notice #1 to Purchase Order #5422000151 – Warrington Middle School – Sitework](#)
 13. [Change Notice #1 to Purchase Order #5422000152 – Tate High School - Band Building HVAC Replacement](#)
 14. [Change Notice #1 to Purchase Order #5422000186 – Pine Meadow Elementary School – Covered Play Area & Multipurpose Room](#)
 15. [Change Notice #1 to Purchase Order #5422000187 – Longleaf Elementary School – Covered Play Area & Multipurpose Room](#)
 16. [Change Notice #5 to Purchase Order #5421900142 – Brown-Barge Middle School New Gymnasium and Track](#)
 17. [Change Notice #5 to Purchase Order #5421900203 – Brown-Barge Middle School Renovations](#)
 18. [Chiller Repair at Bailey Middle School](#)
 19. [Roof Replacement for Sherwood Elementary School Building 6](#)
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 Christine R. Rathbun, Teacher, at N. B. Cook Elementary on August 31, 2020](#)
 - b. [Amend the 2020-2021 Department Personnel Planning Document for the following cost center: 4406 – Continuous Improvement & School Choice](#)
 - 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. [Benefits Administration/Software Platform Amendment](#)

- D. Employee Services
-No items submitted
- E. Affirmative Action

CORRECT/AMEND

- 1. [2019-2020 Annual Educational Equity Update](#)

4. Operations

A. Facilities Planning

1. Final Payments

- a. [Miscellaneous Repairs at Multiple Schools – Package One](#)
- b. [Oakcrest and Beulah Elementary Schools – Sitework](#)
- c. [Tate High School Chiller Plant Infrastructure – A.E. New Jr., Inc.](#)
- d. [Tate High School Chiller Plant Infrastructure – Premier Engineering Group, LLC](#)
- e. [Tate High School Press Box](#)
- f. [West Florida High School \(Longleaf Drive\) Repurpose to Success Academy - Alcala Architecture, LLC](#)
- g. [West Florida High School \(Longleaf Drive\) Repurpose to Success Academy - Joy Gordon Construction, LLC](#)

2. Miscellaneous

- a. [Renewal of Pre-Qualified Contractors](#)

B. School Food Services

-No items submitted

C. Maintenance and Custodial Services

-No items submitted

D. Transportation

- 1. [2020-2021 Bus Routes](#)

E. Central Warehouse

-No items submitted

F. Information Technology

-No items submitted

G. Protection Services

- 1. [2020-2021 FSSAT School Security Risk Assessment Recommendations](#)

Mr. Kyle E. Kinser, Coordinator-Protection Services, gave a brief presentation regarding this item. Motion by Mr. Mr. Fetsko, seconded by Mr. Adams, to approve Item V.b.4.G.1., *2020-2021 FSSAT School Security Risk Assessment Recommendations*, carried unanimously.

H. Energy Management

-No items submitted

c. ITEMS FROM THE BOARD

-No items submitted

d. ITEMS FROM THE SUPERINTENDENT

- 1. [Administrative Appointments](#)

-Handled earlier in the meeting

- 2. Student Discipline

A. [Disciplinary Reassignments](#)

Motion by Mr. Slayton, 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

-No items submitted

ADD

- A. [Recommend that employee #0000051847 is suspended without pay beginning Wednesday, October 21, 2020, 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.

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

4. Other Items

-No items submitted

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 7:38 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL