

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 21, 2020
(Rescheduled from SEPTEMBER 15, 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
Not present: Mrs. Donna Sessions Waters, School Board General Counsel

Meeting advertised in the *Pensacola News Journal* on August 17, 2020 – Legal No. 4331327
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 5:33 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. Slayton called for a moment of silence, followed by 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~~
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 Janet Sanchez. Janet Sanchez is Bilingual Teacher Assistant at Scenic Heights Elementary School. She has been with the District for thirteen (130) years and in this position for two (2) years. Janet Sanchez goes above and beyond every day to assist her students, their families, and the entire staff at Scenic Heights Elementary. Mrs. Sanchez is a Bilingual Teacher Assistant and works directly with the first and fourth grade ESOL students. What sets Mrs. Sanchez apart is her willingness to step outside her normal duties and help in so many other ways! You will often find Mrs. Sanchez in the office assisting our Spanish speaking families with registration, welcoming new – often nervous, ESOL students, and acting as an interpreter whenever needed. Ms. Sanchez is described as a gracious and giving person with a huge heart. She is someone who is truly called to this profession and is making a huge impact in our community. In addition to what Mrs. Sanchez does for the Scenic Heights family, she has also helped at the District level by translating District documents for Spanish speaking families. She has translated Title I documents, and most*

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recently has translated COVID letters. Her love and passion for all of the ESOL students at Scenic Heights is truly inspiring. When asked to help, which can be multiples times a day, she is quick to say “yes” and is always genuinely happy to do so! Janet Sanchez has been called “the link that connects all of our ESOL families to Scenic Heights!” The entire staff at Scenic Heights Elementary owes her their gratitude and they all love and appreciate her! Janet Sanchez 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, 2020. Ms. Sanchez received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

3. Family & Community Involvement Award

The Superintendent made the following announcement: *The Florida Department of Education's 2019-2020 Family and Community Involvement Award winner is Legacy House. This annual award highlights exemplary school programs and practices which meaningfully engage families and the community to enhance student success. For Region I – Florida's Panhandle and Big Bend area – Legacy House Church in Partnership with Montclair Elementary School, is recognized for being an outstanding family and community involvement program. Pastors Curtis and Bethany Curry reached out to Montclair Elementary School because they wanted to be their partner. When asked what he had in mind for supporting Montclair. Pastor Curry replied, “I don't think you understand, I want you to tell me what you need, we are here to serve you.” This is the third year that Legacy House has served Montclair. The church supports Montclair in many different ways. At Christmas each child is presented with their very own individually wrapped gift. They provide dinner for family nights, countless volunteers for Science Night, and members of the congregation volunteer for Field Day. Legacy House church participates in National Literacy Month by reading to classes. Legacy House hosted a community back to school bash which included eye exams, haircuts, and provided backpacks with school supplies for each child. Members of the congregation have even been known to cater lunches for the faculty and staff on several different occasions. Not only does Legacy House support Montclair Elementary School, they immerse themselves into the communities that surround them. They set up outdoor libraries so the community members can have books in their homes. During the pandemic they passed out over 300 lunches each day to the Montclair community. They have also supported food drives for the families at Montclair. Although volunteers are not permitted on campus as of yet, every student at Montclair received school supplies and teachers were given handwritten notes of encouragement. Without the efforts of partners, volunteers, and mentors, and the resources to support our programs, Montclair would not be as successful as it is today. Montclair is honored to have Legacy House as part of our family.*

4. Red Ribbon Week Resolution

The Superintendent read 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 commit their resources to ensure the success of the Red Ribbon Campaign and the national theme: Be Happy. Be Brave. Be Drug Free.

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County does hereby recognize the week of October 23-31, 2020 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, Lesa Morgan, Director of High Schools, and Kerri Coots, Director of Alternative Education.

Motion by Mr. Slayton, seconded by Mr. Adams, to adopt a resolution recognizing the week of October 23-31, 2020 as Red Ribbon Week, carried unanimously.

5. Disability History and Awareness Weeks Resolution

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

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 Mr. Adams, to adopt a resolution to observe the first two weeks of October as Disability History and Awareness Weeks, carried unanimously.

6. National Bullying Prevention Month Resolution

The Superintendent read 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 national theme: Choose Kindness, Acceptance, and Inclusion.

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida
does hereby recognize the month of October, 2020, 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, Lesa Morgan, Director of High Schools and
Kerri Coats, Director of Alternative Education.

Motion by Mr. Adams, seconded by Mr. Slayton, to adopt a resolution recognizing the month of
October 2020 as National Bullying Prevention Month, carried unanimously.

II. PUBLIC FORUM

-No registration forms submitted

THE FOLLOWING ITEM WAS MOVED FORWARD: 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.

*Dana S. Boddy, from Teacher-Academic Advisor – Tate High (10 months) to Administrator on Special
Assignment – Virtual School (12 months).

III. MINUTES

- a. 08-13-20 Special Workshop
- b. 08-14-20 Regular Workshop
- c. 08-18-20 Regular Meeting
- d. 08-27-20 Superintendent Finalist Interviews
- e. 09-01-20 Special Meeting

Motion by Mr. Slayton, seconded by Mr. Fetsko, to approve the minutes as listed (Items a through e),
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. Adams, seconded by Mr. Fetsko, to approve the Consent Agenda (*as amended*), carried
unanimously.

1. Curriculum

- A. Alternative Education
-No items submitted

AMEND

- B. Continuous Improvement
 - 1. School Choice Student Transfers
 - 2. The School District of Escambia County Strategic Plan 2020-2021

AMEND

- C. Elementary Education
 - No items submitted
- D. Evaluation Services
 - 1. 2020-2021 Uniform Statewide Assessment Calendar – Amended September 15, 2020
- E. Exceptional Student Education
 - 1. Transportation Reimbursement Request
 - 2. Transportation Reimbursement Request
 - 3. Transportation Reimbursement Request
 - 4. Agreement Between Concordia University and the School Board of Escambia County, Florida
 - 5. Transportation Reimbursement Request
- F. High School Education
 - 1. Agreement Between the School Board of Escambia County, Florida and ADX Communications of Escambia County, LLC, ESPN Radio
 - 2. Agreement Between the School Board of Escambia County, Florida and BTO Media, LLC Blab TV
 - 3. Agreement Between the School Board of Escambia County, Florida and Sinclair Communications, LLC DBA WEARTV/WFGX
- G. Middle School Education
 - No items submitted
- H. Professional Learning
 - No items submitted
- I. Student Services
 - 1. 2020-2022 School Health Services Plan
- J. Title I
 - No items submitted
- K. Workforce Education
 - 1. Amendment to the Florida Job Growth Training Sub-Award Agreement Between Pensacola State College and the School Board of Escambia County, Florida
 - 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 \$ 3,115.00
 - b. The Hammons Law Firm \$ 52.50
 - c. The Hammons Law Firm \$ 490.00
 - d. Rumberger, Kirk & Caldwell \$ 80.02
 - e. Rumberger, Kirk & Caldwell \$ 360.00
 - f. Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux LLC \$ 5,775.00
 - g. Resolutions in Education \$ 114.75
- 2. Legal Services - Risk Management Fund
 - a. The Hammons Law Firm \$10,165.25

B. Accounting Operations

- 1. Check Register for August 2020

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 2020
- 4. Auction List I for September 2020
- 5. Financial Statements by Fund – no item submitted pending FYE Financial Statements
- 6. Donation of Surplus Food Products
- D. Payroll and Benefits Accounting
 - 1. Financial Status Report: Employee Benefit Trust Fund
- E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 - 1. Bid Award: Condiments, Spices, & Staples, Bid #210202
 - 2. Bid Award: Paper Products & Cleaning Supplies for School Cafeterias, Bid #210102
 - 3. Bid Award: Dispensing System for Foaming Hand Soap and Sanitizer, RFP #202003
 - 4. Bid Renewal: Fire Alarm Inspection & Maintenance, RFP #150402
 - 5. Annual Agreement: Elevator Preventative Maintenance and Repair
 - 6. Fingerprint Processing and Record Retention
 - 7. Apple Computer Equipment for Escambia High School
 - 8. Student Tutoring Agreement: Learning Connections of Pensacola, LLC (Learning Rx)
 - 9. Training Agreement: ALIVE Schools, LLC
 - 10. Speech Language Pathologist Services for Kids Talk Place
 - 11. Speech Language Pathologist Services for Advanced Medical Personnel Services, Inc.
 - 12. Multi Use Copy Paper
 - 13. Additional Support Engineer Services for Information Technology
 - 14. Change Notice #1 to Increase Purchase Order #6242100061 – Speech Language Pathologist Services
 - ITEMS PREPARED BY FACILITIES PLANNING:*
 - 15. Aluminum Canopy for McArthur Elementary School
 - 16. Annual Agreement: Professional Environmental Consultant Services
 - 17. Architectural/Engineering Services for Beulah Elementary School Cafeteria and Classroom Retrofit
 - 18. Change Notice #1 to Purchase Order #5422000134 – Booker T. Washington High School Concessions and Restroom Building
 - 19. Change Notice #3 to Purchase Order #5422000061 – Brown-Barge Middle School Window Replacement
 - 20. Change Notice #3 to Purchase Order #5422000133 – Pensacola High School Tennis Courts and Bus Loop
 - 21. Change Notice #4 to Purchase Order #5421700219 – Architectural/Engineering Services for Pleasant Grove Elementary Replacement
 - 22. Change Notice #4 to Purchase Order #5421900203 – Brown-Barge Middle School Renovations
 - 23. Chilled Water Piping at George Stone Technical College
 - 24. Roof Replacement for Brentwood Elementary School - Building 2
 - 25. Roof Replacement for Escambia High School - Building 20
- 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

AMEND

- 7. Special Requests
 - a. Request to rescind the resignation of Katie C. Rode, Teacher, at McArthur Elementary, effective May 27, 2020, that was approved during the Regular School Board Meeting on July 21, 2020, under Item V.b.3.A.5., Resignations/Retirements/Other
 - b. Request to rescind the resignation of Randall S. Zahand, Teacher, at Holm Elementary, effective July 27, 2020, that was approved during the Regular School Board Meeting on August 18, 2020, under Item V.b.3.A.5., Resignations/Retirements/Other

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. Campus Security Resident Lease-Ferry Pass Elementary School
- 2. Medical Plan and Premium Changes, Effective January 1, 2021
- 3. The Standard Insurance Company Dental Plan, Effective January 1, 2021
- 4. Voluntary Benefit Providers and Plans, Effective January 1, 2021

D. Employee Services

- 1. Approval of the Memorandum of Understanding between the Escambia County School District and the Escambia Education Association concerning language regarding the remote learning option available to Escambia County students for the 2020-2021 school year

E. Affirmative Action

-No items submitted

4. Operations

A. Facilities Planning

- 1. Final Payments
 - a. Construction Manager at Risk Services for Repurpose Woodham Middle School to West Florida High School (E. Burgess Road)
 - b. Architectural/Engineering Services for Repurpose Woodham Middle School to West Florida High School (E. Burgess Road)
- 2. Miscellaneous
 - a. Ground Lease Agreement between the School Board of Escambia County, Florida and Escambia County

B. School Food Services

- 1. Affiliation Agreement between the School Board of Escambia County, Florida and the Florida Department of Agriculture and Consumer Services

C. Maintenance and Custodial Services

- 1. Staging Agreement between the School Board of Escambia County, Florida and Gulf Power Company

D. Transportation

-No items submitted

E. Central Warehouse

-No items submitted

F. Information Technology

-No items submitted

G. Protection Services

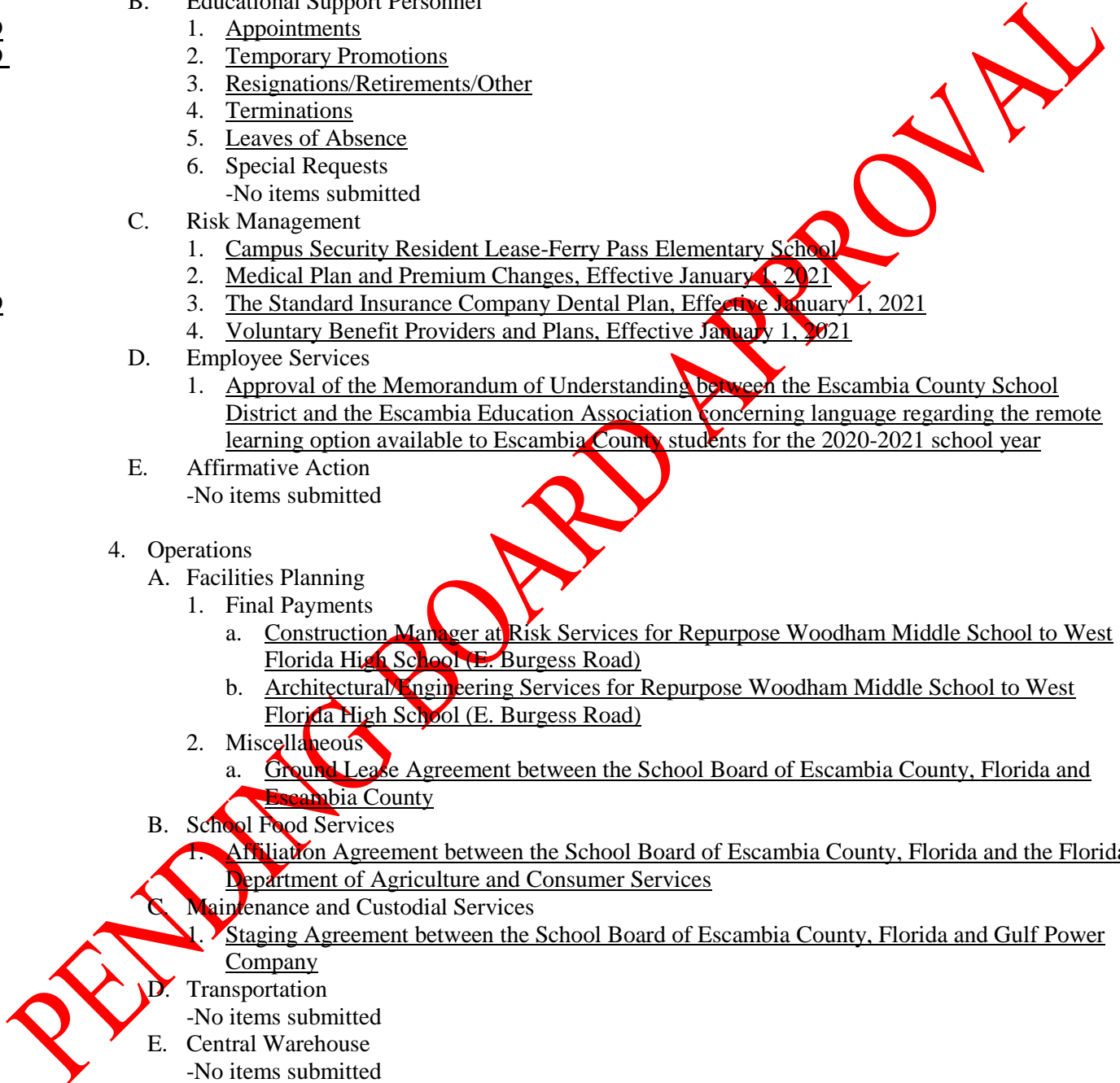
-No items submitted

H. Energy Management

-No items submitted

AMEND
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AMEND

c. ITEMS FROM THE BOARD

1. Appointed Superintendent Contract

Motion made by Mr. Slayton and seconded by Mr. Adams, to approve *as amended*, Item V.c.1., *Appointed Superintendent Contract* (Dr. Timothy Andrew Smith). Dr. Edler was under the impression that the School Board would finish "proofing" the contract at this meeting. Mrs. Hightower noted that Mr. Hammons had thoroughly reviewed the contract with the School Board during the September 11, 2020 Regular Workshop. Given that School Board Members did not recommend any changes at that time, Mrs. Hightower understood the School Board to be satisfied with the contract as presented; therefore, it was forwarded to Dr. Smith for review. Mr. Hammons clarified that any substantial changes to the contract already accepted by Dr. Smith would require renegotiation. Dr. Edler proceeded to outline her concerns with the contract, which included the response Attorney Hammons previously made in reference to the temporary housing allocation ("if the money is not spent, he can do what he wants to do with it"). Dr. Edler stated, to allow this would be poor management of the people's money. After much discussion, Mr. Slayton offered a motion to call the question, which was seconded by Mr. Adams and approved 4 to 1, with Dr. Edler voting "No." Motion to approve *as amended* Item V.c.1., *Appointed Superintendent Contract* (Dr. Timothy Smith), carried 4 to 1, with Dr. Edler voting "No."

d. ITEMS FROM THE SUPERINTENDENT

1. Administrative Appointments

-Handled earlier in the meeting

2. Student Discipline

A. Disciplinary Reassignments

-No items submitted

B. Expulsions

-No items submitted

3. Employee Discipline

-No items submitted

4. Other Items

-No items submitted

e. INTERNAL AUDITING

1. Inventory Adjustment Reports thirty cost centers

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

2. 2019-2020 Summary of Inventory Reports Submitted

Motion by Mr. Adams, seconded by Mr. Fetsko, to approve Item V.e.2., *2019-2020 Summary of Inventory Reports Submitted*, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:42 p.m.

Attest:

Approved:

Superintendent

Chair