

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, DECEMBER 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: Mr. William E. Slayton (District V)
Vice Chair: Mr. Kevin L. Adams (District I)
Board Members: Mr. Paul Fetsko (District II)
Dr. Laura Dortch Edler (District III)
Mrs. Patricia Hightower (District IV)

Superintendent of Schools: Dr. Timothy A. Smith (*via speakerphone*)
Deputy Superintendent: Mr. Norm Ross

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

Advertised in the *Pensacola News Journal* on November 13, 2020 – Legal No. [4463375](#)

I. CALL TO ORDER

Mr. Slayton 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 Reverend Larry Watson, Jr., Pastor of Englewood Baptist Church. Reverend Watson delivered the invocation and Dr. Edler led the Pledge of Allegiance to the United States of America.

b. Adoption of Agenda

Mr. Ross listed all changes made to the agenda since initial publication. Mr. Slayton 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. Adams, seconded by Mr. Fetsko, to adopt the agenda *as amended*, carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

-None

2. Stellar Employee of the Month

Ms. Teresa Cardwell, teacher assistant within the Alternative Education Department at the Juvenile Justice School, was recognized as the Escambia County School District's Stellar Employee for the month of December.

3. Scientist in Every Florida School Award

Ms. Karen Bruening, an Earth and Space Experimental Science and Engineering teacher at Pensacola High School, was recognized for being named the Scientist in Every Florida School Superstar Teacher of the Quarter.

II. PUBLIC FORUM

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

<u>Name</u>	<u>Special Problem/Issue*</u>
Sarah Brummet	Teachers Union & Parent Letters
Brenda A. Coleman	Salary
Cheryl Ziegler	
Karen Hutchinson	
Simon Sherrod	Employee Pay Raise
Devin Cole	Teacher Union Demands
Debbie Springer	Hybrid Instruction
Danielle Thomas	Teachers Agreement
Jonathan Peacock	Veteran Teacher Salaries
Cynthia Brown	<i>yielded time to Jonathan Peacock</i>
Robyne Peacock	<i>yielded time to Jonathan Peacock</i>
Laura Hobbs, Escambia County School Librarian Association	Florida House Bill 641 and Veteran Teachers
Gigi Massingill	<i>yielded time to Laura Hobbs</i>
Jennifer Kemp	ESP Raises
Nikki Cole	
John Cole Jr.	<i>yielded time to Nikki Cole</i>
Larry Downs, Jr.	Teacher Pay/Distance Learning
Alice Downs	<i>yielded time to Larry Downs, Jr.</i>
Dorie Nickerson	Teacher Pay Raise
Donald Cooper	Teacher Impasse/Pay
Andrea Teate	<i>yielded time to Donald Cooper</i>
Natalie Lackey	Salary for Veteran Teachers
Christina B. Angel	If money be in “reserves,” why is it allocated? / Who has the final say on how funds are allocated? / If there be funds unallocated in reserves, and we can afford \$1.3 million to raise instructional salaries, why don’t we?
Darzell Warren	<i>yielded time to Christina Angel</i>
Terah Bryant	<i>yielded time to Christina Angel</i>
David Elzbeck, Union of Escambia ESP	On Behalf of Education Support
Jennah Bryant	Teacher Salary

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

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

Motion by Mr. Fetsko, seconded by Mr. Adams, to accept the Superintendent’s recommendation for administrative appointments as outlined in Item V.d.1., *Administrative Appointments* (as amended).

- *Shenna Payne, from High School Principal – West Florida Tech High (12 months) to Deputy Superintendent – Superintendent – General (12 months), effective January 4, 2021*
- *Esi Shannon, from High School Assistant Principal – Escambia High (12 months) to High School Principal – West Florida Tech High (12 months), effective January 4, 2021*
- *Monica Willis, from Teacher – Hellen Caro Elementary (10 months) to .50 position as Specialist – Grants Management – Continuous Improvement & School Choice (12 months), effective December 1, 2020*

III. MINUTES

- a. [11-12-20 Special Workshop](#) (1 p.m.)
- b. [11-12-20 Special Workshop](#) (3 p.m.)
- c. [11-13-20 Regular Workshop](#)
- d. [11-17-20 Installation Ceremony & Organizational Meeting](#)
- e. [11-17-20 Regular Meeting](#)

Motion by Mrs. Hightower, seconded by Mr. Adams, 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

- A. [The School Board of Escambia County, Florida Notice of Intent to Advertise Renaming the Tate High School Football Field the Carl Madison Field](#)

Motion by Mrs. Hightower, seconded by Mr. Fetsko, to advertise Notice of Intent to Advertise Renaming the Tate High School Football Field the Carl Madison Field, carried unanimously.

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

Motion by Mr. Fetsko, seconded by Mr. Adams, to advertise Notice of Intent to Adopt Amendments to the District School Board Exceptional Student Education Policies and Procedures (SP&P), carried unanimously.

b. CONSENT AGENDA

School Board Members pulled the following items for separate vote: Item V.b.1.L.1. by Mrs. Hightower; Item V.b.3.A.7.a. by Mr. Fetsko; and Item V.b.4.A.2.a. by Mr. Adams. Motion by Mr. Adams, seconded by Mr. Fetsko, 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](#)

- C. Elementary Education
 - No items submitted
- D. Evaluation Services
 - No items submitted
- E. Exceptional Student Education
 - No items submitted
- F. High School Education
 - 1. [License Agreement Between the School Board of Escambia County, Florida and Pel Industries, Inc.](#)
- 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
 - 1. [Spring 2021 Education Plan and Assurances](#)

Motion made by Mrs. Hightower, seconded by Mr. Fetsko, to approve Item V.b.1.L.1., *Spring 2021 Education Plan and Assurances*. Mrs. Hightower expressed her appreciation to Mr. Steve Marcanio, Assistant Superintendent for Curriculum & Instruction, and his staff, for being able to produce this plan within a restricted timeframe. Motion carried unanimously.

- 2. Finance and Business Services
 - A. Finance

- 1. [Legal Services – General Fund](#)
 - a. The Hammons Law Firm \$ 3,500.00
 - b. The Hammons Law Firm \$ 367.50
 - c. The Hammons Law Firm \$ 2,345.00
 - d. Carver, Darden, Koretzky, Tessier, Finn, Blossman & Areaux LLC \$ 525.00
 - e. Rumberger, Kirk & Caldwell \$ 7,747.74
- 2. [Legal Services - Risk Management Fund](#)
 - a. The Hammons Law Firm \$10,360.00
 - b. Steven J. Baker, P.A. \$41,278.49
- 3. [2020-2021 Miscellaneous Salary Schedule](#)

- B. Accounting Operations
 - 1. [Check Register for November 2020](#)
 - 2. [Banking Resolutions and Authorizing Agreements](#)
- 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
- f. Resolution 3 – Cares Act Fund
- 3. [Scrap List I for December 2020](#)
- 4. [Auction List I for December 2020](#)
- 5. [Financial Statements by Fund](#)
- D. Payroll and Benefits Accounting
 - 1. [Financial Status Report: Employee Benefit Trust Fund](#)
- E. Purchasing
 - ITEMS PREPARED BY PURCHASING:*
 - 1. [Bid Renewal: Diesel Fuel, Gasoline and Fuel Additive, RFP #160305](#)
 - 2. [Annual Agreement: Solid Waste Collection Services](#)
 - 3. [Annual Agreement Renewal: Consultant Services for the School Board](#)
 - 4. [Annual Agreement Renewal: Employee Benefits Consulting Services, RFP #140601](#)
 - 5. [Annual Agreement: As Needed Real Estate Services](#)
 - 6. [Annual Agreement Renewal: Employee Health Clinic Agreement](#)
 - 7. [Annual Agreement Renewal: Group Medical Benefits \(Including Prescription Drugs\)](#)
 - 8. [Annual Agreement Renewal: Group Term Life Insurance](#)
 - 9. [Annual Agreement: Employee Dental Plan](#)
 - 10. [Amendment 1: Computer and Peripheral Repair Services, RFP #201606](#)
 - 11. [Re-Award: Food Processing: USDA Commodities, RFP #201302, Item #26](#)
 - 12. [Re-Award: Breakfast and Lunch Entrees, Bid #201502, Item #15](#)
 - 13. [Apple Equipment for Pine Forest High School](#)
 - 14. [Subcontractor Authorization: Communications Cabling, RFP #160704](#)
 - 15. [Hurricane Sally Purchases](#)
 - ITEMS PREPARED BY FACILITIES PLANNING:*
 - 16. [Annual Agreement Renewal: Aluminum Covered Walks & Bus Ramps Installation and Repairs at Various School District Facilities](#)
 - 17. [Annual Agreement Renewal: Professional Architectural Services](#)
 - 18. [Architectural/Engineering Services for Bratt Elementary School Covered Play Area and Multipurpose Room](#)
 - 19. [Architectural/Engineering Services for Ferry Pass Elementary School Covered Play Area and Multipurpose Room](#)
 - 20. [Change Notice #1 to Purchase Order #5422000185 – Beulah Elementary School – Covered Play Area and Multipurpose Room](#)
 - 21. [Change Notice #2 to Purchase Order #5422000089 – Architectural/Engineering Services for C.A. Weis Elementary School Roof Replacement](#)
 - 22. [Change Notice #5 to Purchase Order #5421700219 – Architectural/Engineering Services for Pleasant Grove Elementary Replacement](#)
- 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. [Approve the following amended job description on the Administrative Salary Schedule: General Counsel](#)
 - b. [For Board Information: Report the death of Genea L. Jackson, Teacher, at Escambia High on November 4, 2020](#)

Mr. Fetsko asked everyone to join in a moment of silence in remembrance of Genea L. Jackson, Teacher, at Escambia High. Motion by Mr. Fetsko, seconded by Mr. Adams, to accept the notification outlined in Item V.b.3.7.b., carried unanimously.

B. Educational Support Personnel

1. [Appointments](#)
2. [Temporary Promotions](#)
3. [Resignations/Retirements/Other](#)
4. [Terminations](#)
5. [Leaves of Absence](#)
6. Special Requests
 - a. [Request to rescind the termination of Tadricka M. Robinson, Teacher Assistant Special, at McArthur Elementary, effective September 3, 2020, that was approved during the Regular School Board Meeting on November 17, 2020, under Item V.b.3.B.4., Terminations](#)

C. Risk Management

1. [Campus Security Resident Lease-McArthur Elementary School](#)

D. Employee Services

1. [Approve the Memorandum of Understanding between the Escambia County School District and the Union of Escambia Education Staff Professionals concerning the use of sick leave for illness without a probationary period](#)

E. Affirmative Action

- No items submitted

CORRECT

4. Operations

A. Facilities Planning

1. Final Payments
 - a. [ECSD Hall Center – ESE Renovation](#)
2. Miscellaneous
 - a. [Tentative Facilities Work Program](#) (Five Year Plan)

Motion made by Mr. Adams and seconded by Mrs. Hightower to approve Item V.b.4.A.2.a., *Tentative Facilities Work Program (Five Year Plan)*. Mr. Adams noted that Mr. Shawn Dennis, Assistant Superintendent for Operations and his staff had drafted a “cover letter” that would accompany the Five Year Plan when forwarded to the County Planning Department. This cover letter would include a disclaimer that the Five Year Plan (a state-reporting document) was not an accurate reflection of the District’s utilizations and therefore, caution should be taken with any County-planning approvals. Motion carried unanimously.

- b. [Interruptible Natural Gas Service Agreement \\$2.95/MMBTU](#)
- c. [Interruptible Natural Gas Service Agreement \\$3.45/MMBTU](#)
- d. [Interruptible Natural Gas Service Agreement \\$4.95/MMBTU](#)
- e. [Resolution to Adopt the 2020 Local Mitigation Strategy Multi-Jurisdictional Plan](#)
- f. [Easement for Electric Service – Beulah Elementary School](#)

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

1. Appointment of School Board Member to the Escambia Children’s Trust

Motion by Mr. Fetsko, seconded by Mr. Adams, to appoint Mrs. Hightower to serve as the School Board’s representative to the Escambia Children’s Trust, carried unanimously.

d. ITEMS FROM THE SUPERINTENDENT

AMEND

1. [Administrative Appointments](#)

-Handled earlier in the session

2. Student Discipline

A. [Disciplinary Reassignments](#)

Motion by Mrs. Hightower, seconded by Mr. Adams, to accept the Superintendent’s recommendation for student discipline as outlined in Item V.d.2.A., *Disciplinary Reassignments*, carried unanimously.

B. [Expulsions](#)

1. Recommend that consistent with the decision of the due process committee, student discipline number 21-16-281 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder of the 2020-2021 school year and all of the 2021-2022 school year with the option to enroll, if qualified and if space is available, in an alternative educational program exclusive of regular school placement. Placement to be at the discretion of the Superintendent and to be available as an alternative during the full expulsion time frame.

Motion made by Mr. Adams and seconded by Mr. Fetsko, to accept the Superintendent’s recommendation for student discipline as outlined in Item V.d.2.B., *Expulsions*. Dr. Edler

complimented staff, particularly Mr. Jeremy Tompkins, Coordinator-Student Engagement, for improvements made to the student discipline process. Motion carried unanimously.

3. Employee Discipline
-No items submitted
4. Other Items
-No items submitted

e. INTERNAL AUDITING

AMEND

1. [School Internal Accounts Audits](#)

District 1

Bellview Elementary
Jim C. Bailey Middle
Bellview Middle
Longleaf Elementary

District 2

Pleasant Grove Elementary
Sherwood Elementary
West Pensacola Elementary
Escambia High

District 3

Oakcrest Elementary
West Florida High

Global Learning Academy

District 4

N.B. Cook Elementary
Scenic Heights Elementary
O.J. Semmes Elementary
Ferry Pass Middle

District 5

R.C. Lipscomb Elementary
Ransom Middle
Ernest Ward Middle
J.M. Tate High
Northview High

2. [District-Wide Report on School Internal Accounts](#)

3. [Inventory Adjustment Reports twenty-five cost centers](#)

Motion made by Mr. Adams, seconded by Mr. Fetsko, to approve Item V.e.1., Item V.e.2., and Item V.e.3, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 8:10 p.m.

Attest:

Approved:

Superintendent

Chair