

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA
MINUTES, FEBRUARY 17, 2006

The School Board of Escambia County, Florida, convened in Workshop Meeting at 9:00 a.m., in the Board Room, at the Dr. Vernon McDaniel Building, 215 West Garden Street, Pensacola, Florida, with the following present:

Chairman: Mr. Gary L. Bergosh Vice Chairman: Mrs. Patty Hightower

Board Members: Mrs. Cary Stidham
Dr. Charles E. Glover, Sr.
Mr. Pete Gindl, Sr.

School Board General Counsel: Mrs. Ellen Odom

Superintendent of Schools: Mr. Jim Paul

I. CALL TO ORDER

Mr. Bergosh called the Regular Workshop to order at 9:03 a.m. He announced that Board Members would be attending a luncheon and therefore, the meeting would recess around 10:30 a.m.

The following item was moved forward on the agenda:

Status of the Educational Support Personnel (ESP) Job Study (Item 1, under "Time Certain Items")

Ms. Laurie Barefoot, representative of HR Management Partners, Inc. gave a brief PowerPoint® presentation regarding the Educational Support Personnel Classification & Compensation Study. Ms. Barefoot then responded to general questions and comments from Board Members regarding the information provided in her presentation. It was noted that the next step of the job study process would involve a formal appeals process whereby ESP employees could express disagreement (if any) with the information outlined in the job study.

A. Open Discussion

Substitute Teacher Requirements

(NOTE: *The following discussion refers to the District's "practice" of allowing alternate substitute teachers in the north-end of the county. This "practice" was in affect due to the difficulties in obtaining regular substitute teachers willing to travel the distance to that area. An*

alternate substitute teacher must have a high school diploma with a minimum of 500 hours of volunteer or aid work in a classroom setting and a principal's recommendation.)

Mrs. Hightower noted that at the November 18, 2005 Regular Workshop, she had questioned whether it would be possible to expand the “practice” of allowing alternative substitute teachers to the entire county rather than just the north-end of the county. Mr. Keith Leonard, Chief Negotiator, indicated that if directed to do so by the Superintendent, he would facilitate a committee to develop recommendations on whether or not this “practice” would be feasible throughout the entire county.

District Accreditation (Item V.A.5 on February 21, 2006 Regular Meeting agenda)

Ms. Sandra Edwards, Director of Comprehensive Planning, gave a brief PowerPoint® presentation regarding the Southern Association of Colleges and Schools District Accreditation (this information is included in the backup documentation for this item). Ms. Edwards then responded to general questions and comments from Board Members regarding the information provided in her presentation.

NOTE: The Superintendent left the meeting at 10:15 a.m. Mr. Norm Ross, Deputy Superintendent, represented the Superintendent until the meeting recessed.

Resignation of Scott Woody, Director of Internal Auditing

Mr. Bergosh announced that Mr. Scott Woody, Director of Internal Auditing, had tendered his resignation. On behalf of the Board, Mr. Bergosh thanked Mr. Woody for his service to the District. Mr. Woody advised that the Audit Committee would recommend that the Board name David Bryant as Interim Director of Internal Auditing. He noted that the naming of an Interim Director was not required, but would “provide a smoother transition” should it be a while before the Director position was permanently filled. Mr. Bergosh requested that an item be placed on the February 21, 2006 Regular Meeting agenda under “Items from the Board” regarding the naming of an Interim Director of Internal Auditing. Later in the meeting, Mrs. Mary Helen Fryman, Director of Human Resource Services, suggested that when naming the Interim Director, the Board specify that the individual’s rate of salary be set as that reflected for the Director position on the current administrative salary schedule. On behalf of the Superintendent, Mr. Ross thanked Mr. Woody for his service to the District.

The Regular Workshop recessed at 10:45 a.m. and reconvened at 1:15 p.m., with Mrs. Hightower, Mrs. Stidham, Dr. Glover, Mr. Gindl, the Superintendent and Mrs. Odom present. (*Mr. Bergosh was not present for the remainder of the meeting.*)

II. COMMENTS FROM SUPERINTENDENT

The Superintendent had no comments on the agenda as presented.

III. TIME CERTAIN ITEMS

1. Status of Educational Support Personnel (ESP) Job Study

This item was handled earlier in the meeting.

IV. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

Notice of Policy Development. Revisions to update the Elementary and Secondary Rights and Responsibilities Handbooks (Item II.B.1 on February 21, 2006 Regular Meeting agenda)

Mrs. Odom indicated that this item would be revised to include the annual review and/or revision of all Board policies.

V. CONSENT AGENDA

A. Curriculum and Instruction

2. 2006-2007 Proposed Staffing Allocation Table

Upon inquiry by Mrs. Stidham, Mr. Paul Fetsko, Assistant Superintendent for Curriculum & Instruction, explained that the OASIS program was not listed on the staffing allocation table because it was a pilot program for 2005-2006 and therefore, not handled as a regular staffing situation. [NOTE: *Phase I of the OASIS pilot program was approved for 2005-2006 at the June 9, 2005 Special Meeting, with implementation of Phase II contingent upon the Board's review of Phase I evaluation(s).*] Mr. Fetsko noted that if the Board chose to continue the OASIS program after review of the Phase I evaluation(s), the program would then be handled as a regular staffing situation.

B. Finance

10. Approval of 2005-2006 Educational Support Personnel Salary Schedule

It was noted that the District and the Escambia Education Staff Professionals had tentatively agreed on the proposed salary schedule; if the salary schedule was not ratified by the bargaining unit prior to the February 21, 2006 Regular Meeting, this item would be pulled from the agenda.

13. Escambia County District School Board's Financial and Federal Single Audit for the Fiscal Year Ended June 30, 2005

Finding No. 1: Construction Contract Administration – Payment and Performance Bonds

Contrary to Section 255.05, Florida Statutes, during the emergency period subsequent to Hurricane Ivan, the District did not obtain payment and performance bonds from contractors hired to repair hurricane-related damages.

Board Members requested that Mrs. Odom develop policy language that would address the issue of obtaining payment and performance bonds from contractors hired for constructing or repairing District facilities.

C. Human Resource Services

2. Educational Support Personnel

f. Special Request

Request correction to December Board agenda for Lyubov Piatnitsky, Custodial Worker I at Ferry Pass Middle School. Change effective date of employment due to extenuating circumstances from 01/03/2006 to 12/15/2005. In addition, request employee to be compensated for paid days off and holiday pay.

Upon inquiry by Mrs. Stidham, Mr. Jerry Caine, Educational Support Personnel Manager, provided clarification on this special request item.

D. Purchasing

8. Renewal of Group Term Life Insurance

Upon inquiry by Mrs. Stidham, Mr. Kevin Windham, Director of Risk Management, explained that this was a request for authorization to renew the current agreement for Group Term Life, AD&D, and Dependent Life Insurance for employees and retirees.

E. Operations

No discussion was held.

F. Student Transfers

No discussion was held.

G. Internal Auditing

No discussion was held.

VI. UNFINISHED BUSINESS

No items submitted.

VII. NEW BUSINESS

A. Items from the Board

No items submitted.

B. Items from the Superintendent

1. School Attendance Zone Advisory Committee

Discussion took place regarding the responsibility of SAZAC based on the following motion that was approved at the December 13, 2005 Regular Meeting: *“That the rule-making process for school closures and consolidations as recommended by the Superintendent (outlined in the backup documentation for this item) be initiated for implementation for the school year 2007-2008; and that other alternatives for closures and consolidations also be considered during this time period as well.”* (Item VII.3.1, Woodham Consolidation Plan from December 13, 2005 Regular Meeting)

Discussion took place regarding the composition of SAZAC. Mrs. Gail Husbands, representative of Escambia Education Association, requested that the backup documentation be corrected to reflect that one (1) voting member would be appointed by the Escambia Education Association; and one (1) voting member would be appointed by Educational Support Personnel (as opposed to two (2) voting members being appointed by the Escambia Education Association).

Discussion took place regarding the relocation of the various academies at Woodham High School (including the OASIS program). Mrs. Stidham requested a list of all academies at Woodham High School.

C. Items from the General Counsel

No items submitted.

VIII. COMMITTEE/DEPARTMENTAL REPORTS

1. Diversity Hiring Report

Mrs. Mary Helen Fryman, Director of Human Resource Services, provided the Board with the following reports: (1) a listing of all new teachers hired since July 1, 2005; and (2) an overall listing of employees by classification and by work location.

IX. ADJOURNMENT

There being no further business, the Regular Workshop adjourned at 2:15 p.m.

Attest:

Approved:

Superintendent

Chairman