

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, FEBRUARY 15, 2007

The School Board of Escambia County, Florida, convened in Workshop Meeting at 4:00 p.m., in the Board Room, at the Dr. Vernon McDaniel Building, 215 West Garden Street, Pensacola, Florida, with the following present:

Chair: Mrs. Patricia Hightower

Vice Chair: Mr. Pete Gindl, Sr. (*not present*)

Board Members: Mr. Jeff Bergosh  
Mr. Gerald Boone (*not present*)  
Mrs. Claudia Brown-Curry

School Board General Counsel: Mrs. Ellen Odom

Superintendent of Schools: Mr. Jim Paul

I. CALL TO ORDER

Mrs. Hightower called the Regular Workshop to order at 4:00 p.m.

A. Open Discussion

1. Review of NSBA Federal Relations Network Conference

Mrs. Hightower gave a brief synopsis of the types of issues that were discussed at the National School Boards Association (NSBA) Federal Relations Network Conference. She noted that the recurring theme of the conference was "change the law to correct the flaws" which referred to the No Child Left Behind Act. She indicated that she would provide Board Members with copies of a handbook she received at the conference which outlined specific items of interest to the NSBA and the Florida School Boards Association (FSBA).

2. Rescheduling of April 2007 Regular School Board Meeting

Due to the availability of Board Members and the Superintendent, the Board agreed to change the date of the April Regular Meeting from April 17, 2007 to April 24, 2007. The Board also agreed to change the time of the April 12, 2007 Regular Workshop from 4:00 p.m. to 3:00 p.m., so that Board Members and the Superintendent would be able to attend an awards ceremony later that afternoon.

3. Discussion of Assignment of School Board Members to Participate in Policy Chapter Review

At the request of Mrs. Hightower, the Superintendent agreed that his staff would provide Board Members with advance notice of the time frame during which a specific chapter of policy would undergo annual review. It was noted that each individual Board Member would have the

responsibility of reviewing that specific chapter of policy and forwarding any suggestions, comments, and/or questions to the Superintendent.

## II. COMMENTS FROM SUPERINTENDENT

The Superintendent listed the additions, deletions, corrections and amendments to the February 20, 2007 Regular Meeting agenda.

## III. TIME CERTAIN ITEMS

**ADD**

### 1. Communication Plan

Mr. David Voss, Voss & Associates, gave a brief PowerPoint® presentation entitled “Communicating for Student Achievement” in which the following topics were addressed:

- Why Communicate?
- Communications Audit
- Strategic Communications Plan

It was noted that an update on the Communications Plan would occur at the March Regular Workshop.

## IV. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

No discussion was held.

## V. CONSENT AGENDA

### A. Curriculum and Instruction

#### 2. 2007-2008 Proposed Staffing Allocation Table

Staff members responded to general questions posed by Mrs. Hightower regarding various aspects of the staffing allocation process. Dr. Alan Scott, Assistant Superintendent for Human Resources, specifically addressed the process as it related to determining the number of assistant principals at the middle school level. He explained that only one non-teaching unit could be used to fund an assistant principal at the middle school level; should a middle school earn any additional or partial non-teaching units they could choose to fund an additional support role such as a dean or guidance counselor, but only one non-teaching unit could be used to fund an assistant principal. It was noted however, that “special consideration” would be given to the new middle school in that there would be two assistant principal positions, in order to ensure a smooth transition for the 2007-2008 school year.

#### 5. Escambia County School District Strategic Plan 2006-2012 Mid-Point Evaluation

Mrs. Sandra Edwards, Director of Comprehensive Planning, responded to general questions posed by Board Members regarding various aspects of this item as outlined in backup documentation.

### B. Finance

#### 9. Request permission to readvertise 2 Mill budget

Mrs. Barbara Linker, Assistant Superintendent for Finance and Business Services, stated that this item was a request for authorization to amend the 2006-2007 capital outlay tax (2 mill) advertisement to include the Construction and Remodeling category, as this category was not stipulated in the original advertisement. The inclusion of this category was necessary to facilitate

funding for the purchase of modular classrooms to accommodate the school closing and consolidation plan.

10. Agreement with Tiger Tranz for returned checks

*(This Agreement authorizes that all qualified checks payable to the School District, including Food Service, that are returned marked or stamped “insufficient funds,” “uncollected funds” or “account closed” be assigned to Tiger Tranz for collection.)* Upon inquiry by Mr. Bergosh, Mrs. Barbara Linker, Assistant Superintendent for Finance and Business Services, confirmed that the District would receive 100% face value reimbursement of all collected checks; Tiger Tranz would collect their fees from the check writer, not the District.

Mrs. Linker then responded to various questions posed by individual Board Members regarding general financial issues, not necessarily related to any particular agenda item.

C. Human Resource Services

1. Instructional/Professional

g. Special Requests

10. Approve Teacher on Special Assignment-English for Speakers of Other Language job description on the Instructional Salary Schedule. Amend pages 53-54 (Subject Area Specialists) of the 2006-2007 Department Personnel Planning Document: add 11-month Teacher on Special Assignment – English for Speakers of Other Languages Instruction position.

At the request of Mrs. Brown-Curry, Ms. Beverly Patteson, Subject Area Specialist-Elementary Language Arts/ESOL, provided rationale for the request to add the 11-month Teacher on Special Assignment – English for Speakers of Other languages instructional position. Major responsibilities of this position would include assisting in the planning, implementation, articulation, coordination, and evaluation of the District plan for limit English Proficient (LEP) students.

D. Purchasing

27. Change Notice #1 to Purchase Order #281186

Upon inquiry by Mrs. Hightower, Mr. Kevin Windham, Director of Risk Management, explained that it was necessary to increase the existing purchase order in the amount of \$250,000 in order to make both the February and March 2007 premium payments to Standard Life Insurance Company for both employees and retirees group term life insurance. It was noted that the original purchase order issued for the period April 1, 2006 through March 31, 2007 was not sufficient to pay the last two months of the 12 monthly premiums due to increases in both basic and additional life insurance purchased, based on participation and increase in salaries. (Salary increases affect premiums as the coverage amounts are directly tied to employee salaries.) Mr. Windham explained that estimates for the 12-month period are at best an “educated guess” based on prior experience; however, since the addition of more favorable “age-based rates,” the District had found that many more new employees were taking advantage of purchasing additional term life insurance when hired. He noted that the rate the District pays for employees (1 times the annual salary) had not changed in a number of years and actually only increases as the number of employees hired increases or salaries increase.

28. Bid Award: General Moving Services, RFP #072002

Upon inquiry by Mrs. Hightower, Mr. John Dombroskie, Director of Purchasing, explained that this bid award would provide general moving services throughout the District on an “as needed” basis and was especially necessary in order to facilitate the upcoming school closure and consolidation process.

E. Operations

**ADD** -Comprehensive Realty Evaluation (provided as an informational item only)

Prior to the meeting, Mr. Shawn Dennis, Assistant Superintendent for Operations, provided Board Members with an official notice that the District had engaged The Staubach Company (real estate firm) for site evaluation services.

F. Student Transfers

Mrs. Sandy Edwards, TITLE, reviewed a handout entitled “Student Transfers Two Year Comparison (2006-07 and 2007-08)” which outlined the following student transfer information:

- High School Out-of-District
- Choice Academies/Programs
- Rezoned Seniors Transfer Requests

F. Internal Auditing

No discussion was held.

VI. UNFINISHED BUSINESS

No items were submitted.

VII. NEW BUSINESS

A. Items from the Board

No items were submitted.

B. Items from the Superintendent

4. Recommend that employee # 0000024835 be suspended without pay for three (3) working days beginning Wednesday, February 21, 2007, based on misconduct as more specifically identified in the notice letter to employee.

Mrs. Hightower and Mr. Bergosh had concerns with this particular recommendation as they believed that this employee had been “let off lightly” considering the fact that the employee, who held a management-type position, had failed to report an accident which caused significant damage to a District vehicle. Mr. Shawn Dennis, Assistant Superintendent for Operations, explained the process that is typically followed in determining the severity of disciplinary actions. Mr. Chuck Peterson, Director of Maintenance Services, believed that three (3) working days suspension was equivalent to the amount of damage that had occurred to the District vehicle.

C. Items from the General Counsel

No discussion was held.

VIII. COMMITTEE/DEPARTMENTAL REPORTS

1. OASIS Student Update

Dr. Ruth Forrester, Principal/OASIS High School Preparatory Academy, gave a brief update on the performance of the OASIS students from the 2005-2006 inaugural class. (NOTE: *This information was outlined in a handout entitled, "An Analysis of Former O.A.S.I.S. and Non-O.A.S.I.S. FCAT Achievement Level 1 and 2 Ninth Grade Student's First and Second Nine Weeks Average Course Grades."*)

**DELETED**  
**ADD**

~~2. Communication Plan (Item moved under "Time Certain Items")~~

3. Energy Management Project Update

Mr. Shawn Dennis, Assistant Superintendent for Operations, gave a brief update regarding the Energy Management project. (NOTE: *This information was outlined in a handout entitled, "Escambia County Public Schools Program Update: January 2006 – December 2006."*) It was noted that overall, there had been a 20.1% of avoided utility expenses (electricity, natural gas, water & sewer) for Year 1 (January 2006 through December 2006) of the Energy Management project.

IX. ADJOURNMENT

There being no further business, the Regular Workshop adjourned at 6:30 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair