

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, FEBRUARY 20, 2007

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

Vice Chair: Mr. Pete Gindl, Sr. (*present via speakerphone*)

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

School Board General Counsel: Mrs. Ellen D. Odom

Superintendent of Schools: Mr. Jim Paul

INVOCATION AND PLEDGE OF ALLEGIANCE

Ms. Frances Yeo gave the invocation and Ms. Arlene Costello led the Pledge of Allegiance to the United States of America.

PUBLIC FORUM

Mrs. Hightower called the Public Forum to order at 5:40 p.m.

The following speaker(s) requested to the address the Board regarding various subjects:
(Supplementary Minute Book, Exhibit "A")

<u>Name</u>	<u>Issue</u>
Gail Husbands	"Read Across America Day" – National Education Association (NEA)

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Hightower called the Regular Meeting to order at 5:42 p.m. The Superintendent listed the additions, deletions, amendments, and corrections to the agenda. There being no objection with any changes to the agenda, Mrs. Hightower called for a motion to adopt. Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to adopt the agenda (*as amended*), was approved 4 to 0, with Mr. Boone absent for vote.

II. COMMITTEE/DEPARTMENTAL REPORTS

1. Stellar Employee Recognition

The Superintendent announced that Ms. Kathy Ordonia, School Data Specialist II at the O.A.S.I.S. Academy, was the Stellar Employee for the month of February. Ms. Ordonia received a plaque and pin from the School District and a check in the amount of \$100 donated by Members First Credit Union.

2. Recognition of Arlene Costello, recipient of The Christa McAuliffe Award

Ms. Arlene Costello, Teacher on Special Assignment at the Program for Academically Talented Students (PATS) Center, was recognized for being selected by the Board of Directors of the National Education Association Foundation as the recipient of the 2006 Christa McAuliffe Award. In keeping with the spirit and achievements of Christa McAuliffe, this memorial award recognizes an educator who effectively uses technology for student-centered instruction, and who takes advantage of their position at the cutting edge to bring about positive change in education beyond their classrooms.

3. PTA Presentation

Ms. Dawn Johnson, representative of the Escambia County Council PTA (ECCPTA), gave a brief update on the recent and upcoming activities of the PTA.

4. Update from School Attendance Zone Advisory Committee (SAZAC)

Ms. Cindy Gerhardt, representative of the School Attendance Zone Advisory Committee (SAZAC), gave a brief update from the committee's recent meeting(s).

5. "Entrepreneurship Week" – Proclamation

The Superintendent read the following resolution:

WHEREAS, according to the Department of Labor, most of the new jobs created throughout the United States in the past decade have come from the creative efforts of entrepreneurs, which have been expanding and advancing technology and fueling the recent growth in the economy; and

WHEREAS, entrepreneurs have been the source of economic innovation throughout the history of the Nation, and the entire society has been improved because of the new ways of doing things that have been brought about by people who market their ideas; and

WHEREAS, entrepreneurs are engaged citizens who work to improve their local communities, providing better opportunities for businesses to operate and a better overall environment for the human resources they need to advance their innovative ideas; and

WHEREAS, more than 70 percent of young people envision starting a business or doing something entrepreneurial as adults, and entrepreneurial awareness will assist them in the future regardless of whether they run their own business or work in a business owned by others; and

WHEREAS, the high interest of young people in becoming entrepreneurs and the critical role entrepreneurs have played in advancing the national economy make it vital to encourage young people from all academic backgrounds and all walks of life to explore their entrepreneurial potential and see if they have it in them to 'make a job'; and

WHEREAS, through a national initiative to observe Entrepreneurship Week USA, the Ewing Marion Kauffman Foundation, New York Times, Inc. magazine and hundreds of partner organizations promote awareness of the contributions of entrepreneurs as innovators, positive forces in the economy, and important resources for improving communities as places to live and work; and

WHEREAS, through a local initiative to observe Entrepreneurship Week NWF, Junior Achievement of Northwest Florida and partnering organizations including Pensacola Bay Area Chamber of Commerce, High Growth Business Club, Pensacola Young Professionals, Florida Institute of Human & Machine Cognition, Team Santa Rosa Economic Development Council Inc., University of West Florida, Gulf Coast African American Chamber of Commerce, Best Buy, Duncan McCall Advertising and Whitesand Investments to inspire and prepare young people to begin a journey to fulfill their potential as self-starters and entrepreneurs;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida hereby proclaims the week of February 24 –March 3, 2007 as

ENTREPRENEURSHIP WEEK

and do call upon all citizens, companies and organizations to join in celebrating our great entrepreneurial spirit by encouraging our youth to begin a journey to explore their big idea – and take it on!

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 presented to Frances Yeo, Junior Achievement.

Motion by Mrs. Brown-Curry, seconded by Mr. Bergosh, to adopt a resolution proclaiming the week of February 24 – March 3, 2007, as "Entrepreneurship Week" was approved 4 to 0, with Mr. Boone absent for vote.

III. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES
(Supplementary Minute Book, Exhibit "B")

A. Rule(s) Adoption

1. Amendment to School District Rule 3.02(5)(f)1.b. - School Choice Office

Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to adopt an amendment to School District Rule 3.02(5)(f)1.b. – School Choice Office, was approved 4 to 0, with Mr. Boone absent for vote.

B. Permission to Advertise

CORRECTED

1. Notice of Intent to Adopt Amendments to 3.07(14) – Animals on Campus

Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to advertise amendments to 3.07(14) – Animals on Campus, was approved 4 to 0, with Mr. Boone absent for vote.

ADD

2. Notice of Intent to Adopt Revisions to School District Chapter 2

Motion by Mrs. Brown-Curry, seconded by Mr. Bergosh, to advertise revisions to School District Chapter 2, was approved 4 to 0, with Mr. Boone absent for vote.

THE FOLLOWING ITEM WAS MOVED FORWARD: *Administrative Appointment(s) [Item VII.B.1]*

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to accept the Superintendent's recommendation for the administrative appointment of Marsha Higgins, Principal of Brentwood Middle School to principal of the New Middle School, was approved 4 to 0, with Mr. Boone absent for vote.

Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to accept the Superintendent's recommendation for the administrative appointment of Larry Reid, Principal of Wedgewood Middle to Assistant Principal of the New Middle School, was approved 4 to 0, with Mr. Boone absent for vote.

Motion by Mrs. Brown-Curry, seconded by Mr. Bergosh, to accept the Superintendent's recommendation for the administrative appointment of Margaret Warr, Assistant Principal of Wedgewood Middle School to Assistant Principal of the New Middle School, was approved 4 to 0, with Mr. Boone absent for vote.

IV. APPROVAL OF MINUTES

1. 01-23-07 REGULAR MEETING

Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to approve the minutes from the January 23, 2007 Regular Meeting, carried 4 to 0, with Mr. Boone absent for vote.

V. CONSENT AGENDA

The following items were pulled from the Consent Agenda for separate vote: *Item V.C.1.g.8* and *Item V.C.1.g.9* (both pulled due to a speaker who requested to address the items). On motion by Mr. Bergosh and second by Mrs. Brown-Curry, the Consent Agenda, except for items pulled, was approved 4 to 0, with Mr. Boone absent for vote.

A. CURRICULUM

(Supplementary Minute Book, Exhibit "C")

1. Escambia County School District Wired Northwest Florida Accelerated Mathematics, Science and Technology Grant Application
2. 2007-2008 Proposed Staffing Allocation Table

CORRECTED

3. Memorandum of Agreement between the School Board of Escambia County, FL and the Florida Department of Corrections
4. School Advisory Council Additions and Deletions
5. Escambia County School District Strategic Plan 2006-2012 Mid-Point Evaluation
6. Agreement between the Florida Department of Environmental Protection, and the School Board of Escambia County, for School-based Greenhouse project

B. FINANCE

(Supplementary Minute Book, Exhibit "D")

1. Authorization for payrolls and vouchers for the month of March 2007
2. Check Register for January 2007
3. Legal Services:
 - General Fund
 - a) Hammons, Longoria & Whittaker, P.A. \$ 1,120.50
 - b) Hammons, Longoria & Whittaker, P.A. \$ 553.50
 - c) Hammons, Longoria & Whittaker, P.A. \$ 135.00
 - d) Hammons, Longoria & Whittaker, P.A. \$ 958.50
 - e) Hammons, Longoria & Whittaker, P.A. \$ 1,633.50
 - f) Shell, Fleming, Davis & Menge, P.A. \$ 558.00
 - g) Shell, Fleming, Davis & Menge, P.A. \$ 713.00
 - h) Steven J. Baker, P.A. \$ 472.50
 - i) Thompson, Sizemore & Gonzalez \$ 892.50
 - j) Gregory P. Farrar \$ 575.00
4. Legal Services:
 - Risk Management Fund
 - a) Hammons, Longoria & Whittaker, P.A. \$ 7,684.75
 - b) Steven J. Baker, P.A. \$11,418.75
5. Disposal of Capitalized and Non-Capitalized Assets:
 - a) Scrap List I for February 2007
 - b) Donation of Surplus Power Supply to Escambia County
6. Budget Amendments:
 - a) Resolution 5: General Operating Fund
 - b) Resolution 5: Other Special Revenue Fund
 - c) Resolution 1: Debt Service Fund
 - d) Resolution 5: Capital Projects Fund
7. Financial Status Report on Projects and Grants
8. Financial Statement for the month of January 2007
9. Request permission to readvertise 2 Mill budget
10. Agreement with Tiger Tranz for returned checks

C. HUMAN RESOURCE SERVICES

(Supplementary Minute Book, Exhibit "E")

1. Instructional/Professional

a. Appointments

<u>NAME</u>	<u>POSITION</u>	<u>WORK LOCATION</u>	<u>DATE</u>
Antoine, Kristi	Teacher	Bellview Elem	12/18/06
Balkum, Rickie	Teacher	Tate	01/25/07
Bartush, Erin	Teacher	Bellview Elem	12/18/06
Batzloff, Joan	Teacher	Longleaf	01/05/07
Bell, Corbitt	Specialist-Eval Svs	Hall Ctr	02/01/07
Bell, Miranda	Teacher	Bellview Elem	12/18/06
Burnham, Jacquelyn	Media Spec	Woodham	12/19/06
Castleberry, Stephen	Teacher	Spencer Bibbs	01/29/07

Celiberti, Desirae	Teacher	Pine Meadow	12/18/06
Colston, Adrian	Teacher	Lincoln Park	12/18/06
Crocker, Rena	Teacher	Montclair	01/08/07
Doidge, Leo	Teacher	Myrtle Grove	12/08/06
Fischer, April	Teacher	Ferry Pass Elem	01/05/07
Golab, Amanda	Teacher	Oakcrest	01/05/07
Juniper, James	Teacher	ESEAL	02/12/07
Massey, Cheryl	Teacher	Lincoln Park	01/05/07
Mavity, Sharon	Teacher	Myrtle Grove	01/08/07
Meadows, Belinda	Teacher	Washington	02/05/07
Panchaud, Brian	Law Enf Ins	George Stone	01/16/07 (PT)
Prout, Nancy	Teacher	Spencer Bibbs	01/29/07
Styron, Jennifer	Teacher	Navy Point	01/09/07
Swain, Tatum	Teacher	Semmes	01/25/07
Weaver, Deana	Teacher	Carver/Century	01/16/07
Womack, DeMonica	Teacher	West FL High	02/05/07
Woodruff, Jamie	Teacher	Myrtle Grove	01/18/07
Woodworth, Shaina	Teacher	Myrtle Grove	01/05/07

b. Reappointments

1. Annual
-None
2. Professional
-None
3. 4th Year Annual
-None

c. Transfers

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>DATE</u>
Carey, Julie	Semmes	FRAME	01/22/07
Carithers, Caroline	McArthur	Oakcrest	01/05/07
Chandler, Richard	Tate	George Stone	01/22/07
Farmer, Lauren	Bailey	Brentwood Mid	01/16/07
Parmer, Sara	Spencer Bibbs	Navy Point	12/11/06
Peters, Pete	Pine Forest	Washington	02/01/07
Wright, Jay	Woodham	Pine Forest	02/01/07

d. Out-of-Field

1. Appointments
-None
2. Reappointments
-None
3. Transfers
-None
4. Other
-None

e. Resignations/Retirements/Other

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>
Bush, Stephanie	Teacher	Montclair	12/21/06
Dubay, Deborah	TSA	Reading	01/31/07 (Ret)
Hetue, Gregg	Teacher	George Stone	02/28/07
Hicks, Beatrice	PT Teacher	Judy Andrews	12/21/06
Mavity, Sharon	Teacher	Myrtle Grove	01/12/07
Putnam, Leslie	Teacher	Wedgewood	02/02/07
Reeser, Cynthia	Teacher	Bailey	01/22/07
Taylor, Alice	Teacher	Sherwood	02/06/07
Thomas, Erin	Teacher	Holm	03/02/07
Turner, Linda	Teacher	Warrington Mid	01/30/07
Walker, Jacqueline	Counselor	Woodham	02/19/07
Yelverton, Mark	Dean	Woodham	01/12/07

f. Leaves of Absence

Approve leaves of absence without pay for the following personnel:

*Flannigan, Hanna	Teacher/Ferry Pass Elem	01/22/07 – 03/02/07
*Gomolka, Vivianne	Teacher/Warrington Elem	01/29/07 – 03/15/07
Hilleke, Diane	Teacher/Sid Nelson	01/11/07 – 05/30/07
*Nover, Phyllis	Teacher/Woodham	01/05/07 – 05/30/07
Scapin, Jennifer	Teacher/ESE	01/05/07 – 02/28/07
*Smith, Gay	Teacher/Montclair	01/08/07 – 02/28/07

*FMLA

g. Special Requests

1. Rescind appointment of Merinda Bilotta, teacher at FRAME, who declined her teaching position.
2. Correct beginning date of Megan Carroll, part-time teacher at Northview, to read December 6, 2006.
3. Approve James Brown, teacher at Woodham to report for Military Recall from February 2, 2007 through May 30, 2007 per orders received in Human Resources.
4. Approve Brant Thorn to teach a class as part of the CASE Team program with the Early Learning Coalition on February 17, 2007 for four (4) hours and to be paid at his regular hourly rate of pay from Title I funds.
5. Approve the following employees at Sherwood to work in the After School Academy from November 15, 2006 through February 19, 2007 and to be paid at their regular hourly rate of pay from Title I:

Bagwell, April	Hatch, Rebecca
Ballard, Melissa	Rickard, Phyllis
Scarbrough, Ella	Watson, Shirley

6. ~~Approve Twana McDaniel to work three additional hours the week of February 5, 2007 and to be paid from Title I funds at her regular hourly rate of pay to enter, track and receive purchases for all charter, non public and delinquent sites.~~

DELETED

7. Approve renewal agreement for the Establishment of an Air Force Junior Reserve Officer Training Corps Unit. (Agreement attached)
8. Approve Maintenance Manager-Grounds job description on the Professional Salary Schedule. Amend pages 12-13 (Maintenance Services) of the 2006-2007 Department Personnel Planning Document: delete Grounds Maintenance Supervisor ESP position and add Maintenance Manager – Grounds Professional position. (See attached)

Motion was made by Mr. Bergosh, seconded by Mrs. Brown-Curry, to approve this item. (NOTE: *Throughout the discussion on this item, there were also references to Item V.C.1.g.9 which involved a similar recommendation of removing a supervisor ESP position and replacing it with a Professional position.*) Mr. Shawn Dennis, Assistant Superintendent for Operations, began by explaining that there were over 70 supervisor-type ESP positions that were currently in the same bargaining unit as the employees that they supervise; this situation resulted from a contract merger that had occurred several years ago, in which the supervisor bargaining unit was combined with two other bargaining units to form just one overall unit. Mr. Dennis advised that the problem with the current situation was that according to the ESP bargaining agreement, no member of the bargaining unit may supervise another member of the same bargaining unit; and according to Florida Statutes, no member of a bargaining unit may file a grievance against another member of the same bargaining unit. He noted that the proposed recommendations (outlined in this item and in Item V.C.1.g.9) would begin the process of correcting this situation by removing these two ESP supervisor positions and replacing them with two Professional positions. He noted however, that there were still over 70 additional supervisor-type ESP positions, currently filled by permanent employees, that would eventually need to be replaced with Professional positions; a significant issue that the Superintendent and his staff would be addressing. (It was noted that these were the first supervisor-type positions that had become vacant since the merger took place.)

The Board recognized the following speakers, who expressed their opposition to this recommendation:

*David Pitman, President, Escambia Education Staff Professionals (ESP)
Tom Wazlavek, Executive Director, Escambia FEA Service Unit
Ellen Lawrence, Director, Escambia FEA Service Unit
Gail Husbands, President, Escambia Education Association (EEA)
Robert Husbands, former Executive Director, Escambia FEA Service Unit

**Mr. Pitman also chose express his opposition to Item V.C.1.g.9 at this time.*

In response to comments made by several speakers, Mrs. Odom advised that if the Board did approve the recommendation to remove the two ESP supervisor positions from the bargaining unit, then the Union, if they disagreed with that decision, did have the option of filing a petition for unit clarification with the Public Employees Relations Commission (PERC). She noted that if a petition was filed, PERC would make the final determination of whether these positions should remain in or be removed from the bargaining unit.

There was discussion as to whether Union representatives had previously stated that they would request a unit clarification or whether Union representatives and District staff had agreed to jointly request a unit clarification; regardless, it was noted that a request had not yet occurred.

Mrs. Hightower believed that the Board should support this recommendation if for no other reason than so that the Union may file a petition with PERC and the matter could be settled legally; then the District and the Board would know whether to move forward

with addressing the over 70 additional supervisor-type ESP positions that were in the same situation.

Motion was approved 3 to 1, with Mrs. Brown-Curry voting “No” and Mr. Boone absent for vote.

9. Approve Facilities Manager-Capital Improvements job description on the Professional Salary Schedule. Amend page 16 (Facilities Planning) of the 2006-2007 Department Personnel Planning Document: delete one Construction/Maintenance Supervisor II ESP position and add Facilities Manager-Capital Improvements Professional position. (See attached)

(NOTE: *This item was pulled due to a speaker who had requested to address the Board regarding this item; however, the speaker, Mr. David Pittman, chose to address this item during the discussion of Item V.C.1.g.8).* Motion by Mrs. Hightower, seconded by Mrs. Brown-Curry, to approve this item, carried 4 to 0, with Mr. Boone absent for vote. Mrs. Hightower called for a revote at the request of Mrs. Brown-Curry who had registered her vote incorrectly. Motion was approved 3 to 1, with Mrs. Brown-Curry voting “No” and Mr. Boone absent for vote.

10. Approve Teacher on Special Assignment-English for Speakers of Other Languages 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. (See attached)

2. Educational Support Personnel

a. Appointments

<u>NAME</u>	<u>JOB TITLE</u>	<u>LOCATION</u>	<u>EFF DATE</u>
Ewing, Isia	Cust Wrkr I	Lipscomb Elem	01/29/07
Garner, Latris	Tea Asst Spec	Hallmark Elem	02/01/07
Kranefuss, Terry	Cust Wrkr I	Allie Yniestra Elem	01/26/07
Murphy, Shari	Tea Asst Spec	Holm Elem	01/10/07
Olds, Freddie	Cust Wrkr I	Ferry Pass Mid	01/25/07
*Spencer, Kwanza (Prom)	Admin Sec II	Psychological Srvc	08/07/06

**Inadvertently omitted from previous Board agendas.*

Note: All positions were approved by Staff to be filled permanently or advertised prior to the hiring freeze.

b. Temporary Promotions

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>EFF DATE</u>
**Catchings, Henry J	Tea Asst Spec Wedgewood Mid	Sch Finance Spec Wedgewood Mid	01/22/07
**Gardner, Delores A	Fd Serv Mgr II Spencer Bibbs Elem	Fd Serv Mgr IV Pensacola High	02/02/07
**Hunter, Dorothy M	Cust Wrkr I Cordova Park Elem	Cust Wrkr II Longleaf Elem	01/22/07
**Kinion, Sharon	Sch Finance Spec Wedgewood Mid	Sr Sch Finance Spec Pensacola High	01/10/07

**Miller, Jennifer	Sch Data Spec I Spencer Bibbs Elem	Admin Sch Sec II Spencer Bibbs Elem	01/29/07
**Mixon, Jamie	Tea Asst Spec Wedgewood Mid	Admin Clerk II Wedgewood Mid	01/22/07
*Smith, Mary R	Admin Sec II Food Services	Admin Sec III Food Services	01/05/07
**Steen, Katie	Admin Sch Sec II Spencer Bibbs Elem	Admin Sch Sec III Lipscomb Elem	01/29/07

**Replacing an employee who is on leave until he/she returns.*

***Temporary vacancy due to hiring freeze.*

c. Resignations/Retirements

<u>NAME</u>	<u>JOB TITLE</u>	<u>LOCATION</u>	<u>EFF DATE</u>
Agadzi, Anthonina	Tea Asst Spec	Warrington Elem	01/08/07
Baxter, Desmond	Tea Asst Spec	Woodham High	01/19/07
Crum, Ashley	Cust Wrkr I	Pine Meadow Elem	02/09/07
Hooper, Cordell	Tea Asst Spec	Transportation	01/12/07
Jackson, Willie Mae (Ret)	Fd Serv Asst II	Lincoln Park Elem	12/31/06
Kennel, Eva R (Ret)	Sch Bus Oper	Transportation	01/08/07
Mathews, Carol A (Ret)	Human Res Aide	Teacher Certification	01/31/07
McCormick, Adele D	Cust Wrkr I	Beulah Elem	01/16/07
McGary, Hattie M (Ret)	Fd Serv Asst II	Pine Meadow Elem	02/28/07
Peck, Debbie	Cust Wrkr I	Warrington Elem	01/19/07
Shelby, Harvey (Ret)	Maint Supv II	Maintenance	01/31/07
Smith, Denise I	Fd Serv Asst I	Warrington Elem	01/05/07
Smith, Eunease (Ret)	Sch Bus Oper	Transportation	12/31/06
Snowden, Freda	Tea Asst Spec	Lincoln Park Elem	02/13/07
Speigle, Tammy L	Cust Wrkr I	Bailey Mid	01/31/07
Watson, Alecia	Sch Bus Oper	Transportation	01/19/07

d. Terminations

<u>NAME</u>	<u>TITLE</u>	<u>LOCATION</u>	<u>EFF DATE</u>
Coleman, Travaris	Cust Wrkr I	Navy Point Elem	01/29/07
Garrison, Heather	Tea Asst Spec	Transportation	01/30/07
Jackson, Clinton	Cust Wrkr I	Escambia High	01/30/07
Kimmons, Johnny	Cust Wrkr II	Judy Andrews	01/22/07
Luna, Kathryn	Fd Serv Asst I	W Pensacola Elem	01/29/07
*Nettles, Larry D	Cust Wrkr I	Pine Forest High	11/09/06

**Documentation received post previous Board Agenda deadlines.*

e. Leaves of Absence

<u>NAME</u>	<u>TITLE</u>	<u>LOCATION</u>	<u>DATES</u>
*Daniel, Wayne Ann (Ext)	Erly Childh'd Asst	Sid Nelson Pre-K	02/01/07-03/30/07
*Dickman, Toni (Ext)	Fd Serv Asst I	Edgewater Elem	01/09/07-02/09/07
*Fradejas, Janice E (Ext)	Tea Asst Spec	Transportation	01/09/07-04/06/07
Garner, James	Cust Wrkr II	Scenic Heights Elem	02/05/07-04/30/07
*Goodale, Nellie	Cust Wrkr II	Lipscomb Elem	02/05/07-04/11/07

Milton, Joan (Ext)	Tea Asst Spec	Holm Elem	01/09/07-05/24/07
Nettles, Theresa	Erly Childh'd Asst	McMillan Pre-K	01/16/07-01/30/07
*Roehrig, Brenda	Sch Bus Oper	Transportation	01/16/07-02/14/07
Sigler, Karen (Ext)	Sch Bus Oper	Transportation	01/09/07-05/24/07
*Soles, Regina	Sch Bus Oper	Transportation	01/08/07-03/30/07
Stallworth, Loretta (Ext)	Fd Serv Asst II	Food Services	01/17/07-05/25/07
*Strickland, Connie	Tea Asst Spec	ESE Dept	01/22/07-04/13/07
*Williams, Deborah (Ext)	Cust Wrkr I	Esc Westgate	01/08/07-01/26/07

**FMLA*

f. Special Requests

-Request approval of return-to-work agreement for employee #5501-0863-1 signed 01/25/07.

3. Risk Management
-No items submitted
4. Employee Services
-No items submitted
5. Affirmative Action
-No items submitted

D. PURCHASING

(Supplementary Minute Book, Exhibit "F")

1. Bid Renewal: Auditing Services, RFP #062301
2. Bid Renewal: Diesel Fuel and Gasoline for Motor Vehicles & Fuel Additive, Bid #061903
3. Annual Agreement Renewal: Cafeteria Management Software Maintenance and Support
4. SMARTR9 Software Upgrade and Dell Computers for Transportation Department
5. Child Care Services for Students in the Teen Parent Program
6. Dell Computers for Various Schools, Centers and Departments
7. SuccessMaker Software Technical Support Services and Professional Development
8. Floor Covering for Bellview Elementary School
9. SMART Boards for Various Schools
10. SMART Boards for Bailey Middle School
11. Apple Computers for Montclair Elementary School
12. Apple Computers for Title 1
13. Classroom Furniture for Warrington Middle School
14. Apple Computers for Various Schools and Departments
15. Change Notice #1 to Purchase Order #289828
16. Architectural/Engineering Services: Beulah Elementary School Eight (8) Classroom Addition
17. Architectural/Engineering Services: Cordova Park Elementary School Eight (8) Classroom Addition
18. Annual Agreement Renewal: Architectural/Engineering Services
19. Annual Agreement Renewal: Civil Engineering Services
20. Annual Agreement Renewal: Electrical Engineering Services
21. Annual Agreement Renewal: Mechanical Engineering Services
22. Annual Agreement Renewal: Roofing Consulting Services
23. Re-roofing Building #1 at West Pensacola Elementary School
24. Change Notice #1 to Purchase Order #282583
25. Change Notice #1 to Purchase Order #288483
26. Change Notice #1 to Purchase Order #285672
27. Change Notice #1 to Purchase Order #281186
28. Bid Award: General Moving Services, RFP #072002

ADD
ADD

E. OPERATIONS

(Supplementary Minute Book, Exhibit "G")

1. Facilities Planning

A. Final Payments

1. End User Support Facility (Hurricane Ivan)
2. End User Support Facility (Hurricane Ivan)
3. Bellview Elementary School Re-roofing Buildings 1, 2 & 3
4. Bellview Elementary School Re-roofing Buildings 1, 2 & 3
5. Conversion of Overhead Primary Power to Underground at the J.E. Hall Center

B. Miscellaneous

1. Pre-Qualification of Contractor
2. Maintenance
-No items submitted
3. Transportation
-No items submitted
4. School Food Services
-No items submitted
5. Central Warehouse
-No items submitted
6. Information Technology
-No items submitted
7. Security, Safety & Emergency Operations
-No items submitted
8. Energy Management
-No items submitted

F. STUDENT TRANSFERS

(Supplementary Minute Book, Exhibit "H")

G. INTERNAL AUDITING

(Supplementary Minute Book, Exhibit "I")

1. Internal Funds Audits with findings
-No items submitted
2. Internal Funds Audits without findings
-No items submitted
3. Inventory Adjustment Reports
4. Other
-No items submitted

VI. UNFINISHED BUSINESS

-No items submitted

VII. NEW BUSINESS

A. ITEMS FROM THE BOARD

-No items submitted

B. ITEMS FROM THE SUPERINTENDENT

(Supplementary Minute Book, Exhibit "J")

1. Administrative Appointment(s)

This item was handled earlier in the meeting.

2. Approval and Implementation of the Escambia STAR Performance Pay Plan

Motion was made by Mrs. Hightower, seconded by Mr. Bergosh, to accept the Superintendent's recommendation for approval and implementation of the Escambia STAR Performance Pay Plan.

The following speakers requested to address the Board regarding their opposition to this item:

Bill Vincent, representative, Escambia Education Association Bargaining Council
Gail Husbands, President, Escambia Education Association
Tom Wazlavek, Executive Director, Escambia Education Association

Mr. Malcolm Thomas, Director of Evaluation Services, gave a brief review of the proposed STAR performance pay plan (as outlined in backup documentation), highlighting items such as methods for determining student achievement and methods for ranking instructional personnel.

Mrs. Brown-Curry indicated that she would not support the proposed STAR plan, as she did not believe it to be equitable to all teachers from all schools in the District. Primarily she was concerned about teachers at high-poverty inner-city schools, who may not have the adequate resources to ensure that their students received an efficient education. Staff members responded to Mrs. Brown-Curry's concerns by pointing out, that in fact, most high-poverty inner-city schools did receive sufficient funds from Title I to acquire the necessary resources for efficiently educating students.

It was noted that regardless of whether the proposed STAR plan was approved, the State had mandated that school districts develop and implement some type of a performance pay plan. If the District did choose to submit a STAR plan, and if it was approved by the State, then the State would provide \$2,100,000 for implementation; however, if the District did not choose to submit a STAR plan, then the District would still be required to develop, implement, and provide the funds for some type of performance pay plan.

Upon inquiry by Mr. Bergosh, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, confirmed that the District did currently have a Board-approved performance pay plan; however, the current plan had a very cumbersome application process, which to date, no teacher had ever completed. He noted that from all indications, the District's current performance pay plan did not meet the State's requirements.

For the record, it was noted that the deadline for submitting the Escambia STAR plan to the State Board of Education for approval was March 1, 2007.

The following speakers requested to address the Board regarding their opposition to this item: Cathy Boehme; Chris Were; Robert Husbands; and Arlene Costello.

Mrs. Hightower and Mr. Bergosh indicated that they would support the approval of the proposed STAR plan, primarily because there were only two options: either approve the STAR plan and if approved by the State, then the State would provide the funding; or develop and implement some other type of performance pay plan and the District would have to provide its own funding.

Motion carried 3 to 1, with Mrs. Brown-Curry voting "No" and Mr. Boone absent for vote.

3. Student Recommendations

Motion by Mrs. Hightower, seconded by Mrs. Brown-Curry, to accept the Superintendent's recommendation for student expulsions Items 1 through 10, was approved 4 to 0, with Mr. Boone absent for vote.

1. Recommend that, consistent with the decision of the formal hearing officer, student number 07-50-301 not be expelled from the public schools of Escambia County and be allowed to return to regular school placement.
2. Recommend that, consistent with the decision of the due process committee, student number 07-52-521 be expelled from all public schools of Escambia County for the remainder of the 2006-2007 school year and all of the 2007-2008 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.
3. Recommend that, consistent with the decision of the due process committee, student number 07-53-862 be expelled from all public schools of Escambia County for the remainder of the 2006-2007 school year and all of the 2007-2008 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.
4. Recommend that, consistent with the decision of the due process committee, student number 07-54-851 be expelled from all public schools of Escambia County for the remainder of the 2006-2007 school year and all of the 2007-2008 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.
5. Recommend that, consistent with the decision of the due process committee, pursuant to the authority of Section 232.26(2), Florida Statutes, student number 07-55-671 be suspended from all classes of instruction on public school grounds during regular classroom hours until such time as the pending criminal charges are concluded, at which time the Superintendent will make further recommendation regarding suspension, expulsion, or re-enrollment of this student. The indefinite suspension provided herein shall not affect the delivery of educational services to the pupil, and the pupil should be immediately enrolled in a day-time alternative educational program.
6. Recommend that, consistent with the decision of the due process committee, student number 07-56-1221, be expelled from all public schools of Escambia County for the remainder of the 2006-2007 school year and all of the 2007-2008 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.
7. Recommend that, consistent with the decision of the due process committee, student number 07-57-061 be expelled from all public schools of Escambia County for the remainder of the 2006-2007 school year and all of the 2007-2008 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.
8. Recommend that, consistent with the decision of the due process committee, student number 07-58-851 be expelled from all public schools of Escambia County for the remainder of the 2006-2007 school year and all of the 2007-2008 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.
9. Recommend that, consistent with the decision of the due process committee, student number 07-59-541 be expelled from all public schools of Escambia County for the remainder of the 2006-2007 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.

10. Recommend that, consistent with the decision of the due process committee, student number 07-60-541, be expelled from all public schools of Escambia County for the remainder of the 2006-2007 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.

ADD

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.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to accept the Superintendent's recommendation that employee #0000024835 be suspended without pay for three (3) working days beginning Wednesday, February 21, 2007, carried 4 to 0, with Mr. Boone absent for vote.

ADD

5. Recommend that employee #8331-9360-152 be suspended without pay beginning Wednesday, February 21, 2007, pending successful completion of a return-to-work agreement based on circumstances more specifically set forth in notice letter to the employee.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to accept the Superintendent's recommendation that employee #8331-9360-152 be suspended without pay beginning Wednesday, February 21, 2007, pending successful completion of a return-to-work agreement, carried 4 to 0, with Mr. Boone absent for vote.

ADD

6. Recommend that employee #5501-0862-10 be terminated effective Wednesday, February 21, 2007, based on misconduct as more specifically identified in the notice letter to employee.

Motion by Mrs. Hightower, seconded by Mrs. Brown-Curry, to accept the Superintendent's recommendation that employee #5501-0862-10 be terminated effective Wednesday, February 21, 2007, carried 4 to 0, with Mr. Boone absent for vote.

ADD

7. Recommend that employee #45554-9610-2 be terminated effective Wednesday, February 21, 2007, based on misconduct as more specifically identified in the notice letter to employee.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to accept the Superintendent's recommendation that employee #45554-9610-2 be terminated effective Wednesday, February 21, 2007, carried 4 to 0, with Mr. Boone absent for vote.

ADD

8. Recommend that employee #380380 be suspended without pay beginning Wednesday, February 21, 2007, pending the disposition of criminal charges and/or the School District investigation of misconduct resulting from the criminal charges as more specifically identified in the notice letter to the employee.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to accept the Superintendent's recommendation that employee #380380 be suspended without pay beginning Wednesday, February 21, 2007, pending the disposition of criminal charges and/or the School District investigation of misconduct, carried 4 to 0, with Mr. Boone absent for vote.

C. ITEMS FROM THE GENERAL COUNSEL

(Supplementary Minute Book, Exhibit "K")

1. Agreement for Legal Services between the School Board and Thomas M. Gonzalez, Attorney at Law, and Thompson, Sizemore & Gonzalez, P.A., in re: Escambia Education Association v. School Board of Escambia County (STAR)

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to approve an agreement for legal services between the School Board and Thomas M. Gonzalez, Attorney at Law, and Thompson, Sizemore & Gonzalez, P.A., in re: Escambia Education Association v. School Board of Escambia County (STAR), was approved 4 to 0, with Mr. Boone absent for vote.

2. Settlement Agreement, Union of Escambia Education Staff Professional, FEA, NEA, AFT, AFL-CIO v. School District of Escambia County, Florida, State of Florida Public Employees Relations Commission, Case No. CA-2006-075.

Motion by Mrs. Hightower, seconded by Mr. Bergosh, to accept the General Counsel's recommendation to approve a settlement agreement, Union of Escambia Education Staff Professional, FEA, NEA, AFT, AFL-CIO v. School District of Escambia County, Florida, State of Florida Public Employees Relations Commission, Case No. CA-2006-075, carried 4 to 0, with Mr. Boone absent for vote.

VIII. ADJOURNMENT

Motion by Mr. Gindl, seconded by Mr. Bergosh, to adjourn the Regular Meeting at 7:28 p.m., was approved 4 to 0, with Mr. Boone absent for vote.

Attest:

Approved:

Superintendent

Chair