

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, MARCH 14, 2008

The School Board of Escambia County, Florida, convened in Workshop Meeting at 9:00 a.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. (*entered at 11:40 a.m.*)

Board Members: Mr. Jeff Bergosh
Mr. Gerald Boone
Mrs. Claudia Brown-Curry

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Jim Paul

I. CALL TO ORDER

Mrs. Hightower called the Regular Workshop to order at 9:02 a.m.

A. Open Discussion

NCLB-AYP School Choice Transfer Students Data Analysis

Mrs. Linda Harageones, Program Evaluator (Comprehensive Planning), gave a brief presentation regarding an analysis she had conducted with regard to NCLB-AYP School Choice transfer students. Her conclusion from the analysis was that based on results from the Stanford 9 (April 2007) and the FCAT (March 2007) in the areas of reading and mathematics, there was not a significant difference in the academic performance between NCLB-AYP transfer students and the general population of students who chose not to transfer within the District.

II. COMMENTS FROM SUPERINTENDENT

The Superintendent listed the additions, deletions, corrections and amendments to the March 18, 2008 Regular Meeting agenda.

III. TIME CERTAIN ITEMS

1. Charter School Quarterly Report (*9:30 a.m.*)

Ms. Vickie Mathis, Director of Alternative Education, indicated that she had provided the Board with a quarterly report (March 2008) on charter schools prior to this meeting. Representatives from the following charter schools were in attendance and responded to various questions posed by Board Members regarding information outlined in the quarterly report: Jacqueline Harris Preparatory Academy; Beulah Academy of Science, Byrneville Elementary, Escambia Charter and Life Skills Center.

2. Campus Security Provisions Update (10:00 a.m.)

Mr. Steve Sharp, Division Chief, gave a brief update regarding campus security provisions. Mrs. Hightower and Mrs. Brown-Curry suggested that the District establish a means by which to advise parents of the District's basic security procedures.

Mrs. Hightower also suggested that for the upcoming school year, the Superintendent consider asking each school to acquire an email address, if applicable, for all parents.

The Regular Workshop recessed at 10:25 a.m. and reconvened at 10:35 a.m. with Mrs. Hightower, Mr. Bergosh, Mr. Boone, Mrs. Brown-Curry, the Superintendent, and Mrs. Waters present. (Mr. Gindl was not present at this time, but did enter at 11:40 a.m.)

The following issues were also addressed during *Open Discussion*:

Request Report on Savings Realized from Closing and Consolidation of Schools

Mrs. Barbara Linker, Assistant Superintendent for Finance & Business Services, reviewed a handout she provided entitled "2006-2007 Closing and Consolidation Analysis of Actual Savings" (prepared on March 13, 2008).

Budget Update

Mrs. Laura Shaud, Director of Budgeting, reviewed information outlined in a handout entitled "School District of Escambia County Impact of Funding Changes FY 2007-08 3rd FEFP Calculation Compared to FY 2007-08 Revised 3rd FEFP Calculation."

Florida School Boards Association (FSBA) Legislative Days

Mrs. Hightower requested that the Superintendent and his staff put together "talking points" for the Board Members with regard to important topics that should be addressed with members of the local delegation during the upcoming Florida School Boards Association (FSBA) Legislative Days.

At this time, discussion regarding the following item occurred:

The School District of Escambia County, Florida, Summer School Programs – 2008
(see Item V.A.6)

IV. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

A. Rule(s) Adoption

Minor typographical errors were cited in the backup documentation for both Chapter 1 and Chapter 2 rule revisions. Mrs. Hightower noted for the record, that it was not necessary for staff to reprint the entire documents in order to simply correct minor typographical errors.

1. Revisions to School District Chapter 1, (2007) – Administration of the District School System

1.08 School Advisory Council

(3) Duties

- (b) Each School Advisory Council shall assist in the preparation and evaluation of the School Improvement Plan required pursuant to Section 1001.42(16), Florida Statutes. Each School Advisory Council shall provide input into the school's annual educational plan. Each School Advisory Council shall approve all programs and projects on which the Educational Enhancement Trust Funds (Lottery funds) allocated to the school are to be expended. School Advisory Councils must use these funds for implementing the

School Improvement Plan. A principal may not override the recommendations of the School Advisory Council as to the programs and projects to be funded. These monies may not be used for capital improvements or for any project or program that has duration of more than one year; however, a School Advisory Council may independently determine that a program or project formerly funded under this paragraph should receive funds in a subsequent year.

It was determined that the following phrase should not have been stricken from section 1.08(3)(b): “A principal may not override the recommendations of the School Advisory Council as to the programs and projects to be funded.” Mrs. Wanda Willis, Agency Clerk, indicated that she would provide the corrected backup documentation prior to the March Regular Meeting.

B. Permission to Advertise

1. Revisions to School District Chapter 2, (2008) – Human Resource Services

2.09 Substitute Teachers

(2) Eligibility Requirement for Placement in SEMS

(e) Conditional substitutes who substitute at Ernest Ward Middle, Northview High, Century/Carver K-8, Molino Park Elementary, and Bratt Elementary must have:

1. A high school diploma; and

2. The recommendation of the principal requesting the substitute.

(f) Conditional substitutes who substitute within the district at any school other than the ones listed above in 6Gx17-2.09(2)(e) are required to have:

1. A high school diploma;

2. The recommendation of the principal requesting the substitute; and

3. A minimum of five-hundred (500) hours (may be waived in critical situations) of volunteer or aide work in a classroom setting.

In light of comments and questions from several Board Members, Mr. Keith Leonard, Director of Human Resource Services, stated that he would take a closer look at this section to determine whether it could be written more clearly.

2.11 Fairness and Impartiality in the Supervision of Employees

(3) Definitions for Purposes of Implementing this Policy

(b) Relative – The terms “related” or “relative” as used in this policy refer to the following family relationships: spouse, parent, grandparent, sibling, child, stepchild, or grandchild.

Upon inquiry by Mrs. Brown-Curry, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, confirmed that staff had reviewed the “fairness and impartiality” policies from several other school districts and had actually drafted this policy based on a combination of those examples. Mrs. Brown-Curry requested that she be provided with copies of the policies from those other school districts prior to the March Regular Meeting.

Mrs. Hightower believed that the definition for “relative” and “immediate family” should be consistent throughout the entire Chapter 2 policy; therefore, she requested that staff take a look at the definition of “immediate family” as listed under Section 2.20, Bereavement Leave, as it appeared to be inconsistent with the definition of “relative” listed under this section.

2.35 Political Activities of Personnel

(6) Personnel elected to the office of Superintendent or membership on the School Board shall resign as an employee of the School Board prior to taking office. This resignation shall be given to the Superintendent prior to qualification as a candidate for the office sought. If the person is elected, the resignation shall be accepted any time between the general election and the installation into office. If the person is not elected, the resignation may be withdrawn at any time prior to the time the person would have been installed into office.

Personnel elected to full time public office which requires full time responsibilities shall, upon written request to the Human Resource Services office shall be granted a personal leave of absence. Employees whose terms of elected office extend beyond one (1) year shall be required to request a leave of absence each year during their terms of office. Upon termination of the personal leave for holding of public office, the employee shall be offered

an available position for which the employee is qualified to hold, in accordance with any applicable collective bargaining agreement.

Upon inquiry by Mr. Bergosh, Mrs. Waters explained that this revision would allow for personnel to request a leave of absence (renewable annually) in order to assume a full-time public office. She noted that the previous verbiage had required that personnel resign prior to assuming public office and thereby essentially forcing them to relinquish their position with the District in order to exercise their constitutional right of political expression.

2.41 Resignation

(1) An employee who wishes to resign shall submit his/her resignation in writing addressed to the supervisor. The letter of resignation or separation of employment form shall state the reasons for the resignation and the desired effective date. The supervisor shall forward the resignation to Human Resource Services for processing as the Superintendent's recommendation to the School Board. No resignation shall be effective until accepted by the School Board.

Upon inquiry by Mrs. Brown-Curry, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, advised that the term "personal" was considered by the Florida Department of Education (FLDOE) to be an acceptable reason for resignation. In response to Mrs. Hightower's request, Mrs. Waters stated that District policy could be revised to state that any individual facing the possibility of termination must indicate in their resignation letter that they are requesting a "resignation in lieu of termination."

Mrs. Brown-Curry commented that she would like to see a statement in policy that would require an "exit survey" to be completed by all employees upon resignation. It was noted that instructional personnel were already required to complete an "exit survey" yet non-instructional personnel were not.

V. CONSENT AGENDA

A. Curriculum and Instruction

1. User Agreement/Contract Summary Pensacola Civic Center and School District of Escambia County, Florida

Mr. Bergosh pointed out that the cost associated with the use of the Civic Center for 2007-2008 high school graduations was approximately \$8,000 less than the cost from 2006-2007 due to a reduction in the number of rental days. Mr. Bergosh, Mr. Boone, and Mrs. Brown-Curry, each indicated that they were pleased with the reduction in cost for 2007-2008, yet they still believed that even \$25,034.25 was still quite costly for two (2) days usage of the Civic Center.

Mrs. Hightower advised that there was an error on the "executive summary sheet" with regard to the "total project" figure that would need to be corrected prior to the March Regular Meeting.

Mr. Bergosh indicated that he would have to leave the meeting early and therefore, he requested to move the following items forward for discussion:

Revised Affirmative Action Plan (see Item V.C.5)

SuccessMaker Software for Non-Public Title I Schools (see Item V.D.7)

At this point Mr. Bergosh commented that he and several other Board Members had recently been criticized by the local press for leaving early from or being absent from Board workshops and/or meetings. He also commented that in the past, he had advocated for afternoon meetings for numerous reasons, the most important of which, was because he believed that afternoon meetings provided for more public attendance.

Mr. Bergosh noted that the draft version of minutes from the February 19, 2008 Regular Meeting did not reflect some questions he had asked under Item V.D.1, Bid Award: Musical Instruments, Bid #081803. He indicated that he would address the issue with Mrs. Holley DeWees, Administrative Recording Secretary, prior to the March Regular Meeting.

Mr. Bergosh left the meeting at 12:20 p.m.

3. Memorandum of Understanding between the School Board of Escambia County, FL and Workforce Escarosa, Inc. Pensacola, Florida

In response to questions posed by Mrs. Brown-Curry, Mr. Carl Leiterman, Director of Workforce Education, addressed the process for creating new CAPE academies and for transitioning current academies to CAPE* academies.

*(*refers to the Florida Career and Professional Education Act of 2007)*

6. The School District of Escambia County, Florida, Summer School Programs – 2008

It was noted that the phrase “summer school programs” was inclusive of the following programs that would be provided during the summer: elementary reading camp; middle school course recovery; voluntary prekindergarten program (VPK); extended school year; and migrant program.

Dr. Deborah Malishan, Director of Elementary Education, gave a brief review of the summer school programs for 2008. She and other staff members then responded to general questions posed by Board Members regarding various aspects of the summer reading program.

Upon inquiry by Mrs. Hightower, Mr. Paul Fetsko, Assistant Superintendent for Curriculum & Instruction, confirmed that every teacher in the summer reading camp program had reading endorsement and was reading certified.

In answer to a question posed by Mrs. Brown-Curry, Dr. Malishan confirmed that the Kaleidoscope program had been used as the reading curriculum for the summer reading camp over the past several years and that it was in fact, yielding the results warranted with regard to student achievement.

7. Contract Renewal between Community Action Program Committee, Inc. and the School Board of Escambia County, Florida

Mrs. Marcia Nowlin, Director of Title I, reviewed the various dates listed throughout the contract in an effort to clarify that though the some of the dates appeared to be incorrect, they were in fact, correct.

B. Finance

No discussion was held.

C. Human Resource Services

1. Instructional/Professional

- g. Special Requests

2. Approval for LaDonna Day and Paul Morrell, teachers, Title I to be paid at their regular hourly rate of pay for up to 20 hours per week from March 1, 2008 through March 31, 2008 to monitor SES from Title I funds.

Upon inquiry by Mrs. Brown-Curry, Mrs. Marcia Nowlin, Director of Title I, explained that these two individuals, LaDonna Day and Paul Morrell, would assist the

District through the end of March, in monitoring Supplemental Education Services (SES) that were being offered at two non-school sites by verifying student enrollment and confirming the use of Florida Department of Education-approved (FLDOE) curriculum.

3. Approval for the following instructional employees to be paid at their regular hourly rate of pay from Title I funds to monitor and administer SES:

From March 1, 2008 through April 30, 2008

Paula Jernigan	Carver/Century
Ashley McClarren	Lincoln Park
Christopher Angus	Oakcrest

From March 1, 2008 through May 30, 2008

Ed Seitz

Upon inquiry by Mrs. Brown-Curry, Mrs. Marcia Nowlin, Director of Title I, explained that Ed Seitz had the responsibility of confirming that the District was being properly invoiced by the private Supplemental Education Services (SES) providers.

4. Approval for Anita Gantt, teacher, Weis to work February 28 through March 10, 2008 at her regular hourly rate of pay from School Advisory Council funds to do a special SuccessMaker/FCAT Explorer Program.

Upon inquiry by Mrs. Hightower, staff confirmed that for any request to expend School Advisory Council funds, verification that the School Advisory Council had approved such expenditure was required.

5. Affirmative Action
-Revised Affirmative Action Plan

Upon inquiry by Mr. Bergosh, Dr. Alan Scott, Assistant Superintendent for Human Resource Services, confirmed that the Affirmative Action Plan was last reviewed on July 1, 2000.

Mr. Bergosh indicated that he would offer a motion at the March Regular Meeting, to accept the "Revised Affirmative Action Plan" with a change to the composition of the Affirmative Action Advisory Committee (as outlined on page 6 of the backup documentation), so that only two (2) members would be appointed by the Superintendent [instead of four (4)] and two (2) members would be appointed by the School Board.

At the request of Mrs. Brown-Curry, Mr. Horace Jones, Coordinator of Affirmative Action, stated that he could provide the Board Members with a monthly listing of any discrimination complaints or inquiries that had occurred.

- D. Purchasing
7. SuccessMaker Software for Non-Public Title I Schools

Upon inquiry by Mr. Bergosh, Mr. Paul Fetsko, Assistant Superintendent for Curriculum & Instruction, clarified that the District simply served as a "flow-through" for Title I funding allocated to Title I eligible non-public schools.

- 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

No discussion was held.

C. Items from the General Counsel

- Final Order, Clarification of Certification Numbers 850, 897, and 923 Bargaining Units, PERC Case No. DS-2008-001

(NOTE: *Information regarding the Final Order, Clarification of Certification Numbers 850, 897, and 923 Bargaining Units, PERC Case No. DS-2008-001 was outlined in a memorandum issued by Mrs. Waters on March 11, 2008.*) Mrs. Waters stated that she had placed this item on the workshop agenda in order to discuss with the Board, whether or not they wished to appeal the March 5, 2008 ruling in PERC Case No. DS-2008-01. It was the consensus of those Board Members who were present, not to proceed with an appeal.

Mrs. Hightower questioned whether “something could be put in writing” to stipulate that each of the three bargaining units would be represented on one contract rather than on three separate contracts. Mrs. Waters advised that such a request would have to be addressed through the bargaining process.

ADD

VIII. COMMITTEE/DEPARTMENTAL REPORTS

-No items submitted

IX. PUBLIC FORUM

Mrs. Hightower called for public forum; however, there were no speakers.

X. ADJOURNMENT

There being no further business, the Regular Workshop adjourned at 1:45 p.m.

Attest:

Approved:

Superintendent

Chair