

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 30, 2008

The School Board of Escambia County, Florida, convened in Special 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.

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/ADOPTION OF AGENDA

Mrs. Hightower called the Special Meeting to order at 4:00 p.m. Motion by Mrs. Brown-Curry, seconded by Mr. Boone, to adopt the agenda (as amended), was approved unanimously.

II. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

(Supplementary Minute Book, Exhibit "A")

A. Rule (s) Adoption

-None

B. Permission to Advertise

1. Revisions to School District Rule 6Gx17-7.09 – Student Progression Plan

Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to advertise revisions to School District Rule 6Gx17-7.09 – Student Progression Plan, was approved unanimously.

III. CURRICULUM

~~1. Contract between Escambia School District and K12 Florida LLC~~

IV. FINANCE

(Supplementary Minute Book, Exhibit "B")

1. Resolution 1: Capital Projects Fund

Motion by Mr. Bergosh, seconded by Mrs. Brown-Curry, to approve Resolution 1: Capital Projects Fund, carried unanimously.

2. Miscellaneous Banking Resolutions and Authorizing Agreements

Motion by Mr. Bergosh, seconded by Mr. Boone, to approve *Miscellaneous Banking Resolutions and Authorizing Agreements*, carried unanimously.

V. HUMAN RESOURCE SERVICES  
(Supplementary Minute Book, Exhibit “C”)

1. Instructional/Professional

a. Out-of-Field

1. Appointments

Holland, David                      Warrington Middle              09/29/08

Tibbs, Yalonda                      Warrington Middle              09/29/08

2. Reappointments

Motley, Marie                      Warrington Middle              09/10/08

Motion by Mrs. Brown-Curry, seconded by Mr. Boone, to approve out-of-field appointments and reappointments (as listed), carried unanimously.

2. Risk Management

a. Adoption Agreement – 403(b) Plan Document

b. American Century Investments – 403(b) Plan Service

c. Plan Member Services Agreement

d. AXA Equitable 403(b) Plan

e. Program Agreement – Waddell & Reed Advisors Retirement 403(b) Plan  
(Nationwide Trust Company)

f. Group Master Applications – AIG Retirement (VALIC) 403(b) and 457(b) Plans

Motion by Mr. Boone, seconded by Mr. Bergosh, to approve items (a) through (f), carried unanimously.

VI. OPERATIONS

(Supplementary Minute Book, Exhibit “D”)

1. Closing Documents – Gulf Power Real Property Purchase

Motion by Mr. Bergosh, seconded by Mr. Boone, to approve closing documents related to the Gulf Power real property purchase, carried unanimously.

**CORRECTED**

2. Amended Interlocal Agreement for School Facility Planning

Motion by Mr. Boone, seconded by Mr. Bergosh, to approve the *Amended Interlocal Agreement for School Facility Planning*, carried unanimously.

VII. ITEMS FROM THE SUPERINTENDENT

1. Recommend that employee #860453 be suspended without pay for ten (10) working days beginning Wednesday, October 1, 2008, based on misconduct as more specifically identified in the notice letter to employee.

*[At the September 16, 2008 Regular Meeting the Board decided to postpone any decision on the Superintendent’s recommendation that employee #860453 be suspended without pay for ten (10) working days and reduced one step on the salary schedule beginning September 17, 2008, based on misconduct as more specifically identified in the notice letter to employee.]*

It was noted that the Superintendent’s recommendation regarding employee #860453 had changed since it was initially presented at the September 16, 2008 Regular Meeting. Since the recommendation that was originally presented to and postponed by the Board was still on the table, Mrs. Waters advised that the Superintendent’s previous recommendation would have to be dealt with prior to any consideration of his new recommendation. A motion was made by Mr. Bergosh and seconded by Mr. Boone, to postpone indefinitely, the Superintendent’s previous

recommendation from the September 16, 2008 Regular Meeting, that employee #860453 be suspended without pay for ten (10) working days and reduced one step on the salary schedule beginning September 17, 2008, based on misconduct as more specifically identified in the notice letter to employee. Motion carried unanimously. A motion was then made by Mr. Boone and seconded by Mr. Bergosh, to accept the Superintendent's new recommendation that employee #860453 be suspended without pay for ten (10) working days beginning Wednesday, October 1, 2008, based on misconduct as more specifically identified in the notice letter to employee.

In response to concerns expressed by Board Members at the September 16, 2008 Regular Meeting, the Superintendent had removed the one-step salary reduction that was part of his previous recommendation. The Superintendent noted however, that he was not actually required to obtain Board-approval on the reduction in this employees' salary because according to Board policy, the Superintendent had the ability to increase or decrease an employees' step placement along the same pay grade. Therefore, although he had removed the one-step salary reduction from his recommendation to the Board, he would still, by his own authority as the Superintendent, implement a one-step salary reduction for this employee effective October 1, 2008.

Mrs. Brown-Curry noted that several employees under the supervision of employee #860453 had expressed concerns about that particular employee's leadership style. At the request of Mrs. Brown-Curry, the Superintendent stated that he would see to it that employee #860453 received proper leadership training.

Motion to accept the Superintendent's recommendation that employee #860453 be suspended without pay for ten (10) working days beginning Wednesday, October 1, 2008, carried unanimously.

VIII. PUBLIC FORUM & ADJOURNMENT

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

Motion by Mr. Gindl, seconded by Mr. Bergosh, to adjourn the Special Meeting at 4:25 p.m., carried unanimously.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair