

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, JUNE 17, 2013

The School Board of Escambia County, Florida, convened in Regular Workshop at 10:00 a.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mr. Jeff Bergosh Vice Chair: Mrs. Linda Moultrie

Board Members: Mr. Gerald W. Boone
Mrs. Patricia Hightower
Mr. Bill Slayton

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting was advertised in the *Pensacola News Journal* on May 31, 2013 - Legal No. 1599580

I. CALL TO ORDER

Mr. Bergosh called the Regular Workshop to order at 10:00 a.m.

Lincoln Park Elementary

Mr. Bergosh said that in speaking with the Superintendent prior to this session, it was his understanding that there were several individuals who wished to address the School Board. There being no objection from any of the School Board Members, Mr. Bergosh said that they would be moved forward so they could go ahead and address the School Board as was the Superintendent's preference. The Superintendent said that this was a late addition to the agenda, that dealt with Lincoln Park Elementary. He said the reason why he felt it necessary to add this item to the agenda was because the Florida Department of Education had released FCAT scores and the School District's Evaluation Services Department worked to compile that, match it to the stability group that would be used for school grades and make some projections in terms of where our schools were. He said a school that was of particular interest to him would have been Lincoln Park because it was the only school in the District that had earned an "F" in the prior year. The Superintendent said that Florida statute that was put into play over a year ago had set some pretty rigorous restrictions and requirements for schools that scored consecutive "F's." He noted however, that the official grades had not been released and would not be released until the week after July 4th but he believed that the data was compelling enough that it was not in the best interest of students to delay a decision any longer. The Superintendent said he had provided School Board Members with a three-page handout showing Lincoln Park's 2012 school grade calculation (based on 2012 stability group data), it's 2013 school grade calculation (projected based on 2013 stability group data), and it's 2013 school grade point differences (projected based on 2013 - 2012 stability group data). The Superintendent noted that in 2012, Lincoln Park had scored an "F" with 393 points. He said they were just 2 points away from the benchmark of 395 for achieving a "D" and so of course he was concerned but it was reasonable to think that the School District was going to be able to pull the school up and that they would make progress. He pointed out that the scores he was providing for 2013 were projected so there might be slight variations when the official scores are received; however, he did not believe that there would be more than a 10 point difference. He said staff was projecting that for 2013, Lincoln Park would earn 231 points which was significantly far from the 395 required for achieving a "D." He said the most telling data was showing that the school had declined in every cell measured, with

the most significant losses in writing. He said the gain/losses were really what put the school into quite a problem noting that they were down 162 points from the prior year. Although official grades would not be received for several weeks, he believed the school was going to be an “F” and therefore, the School District would have only five (5) “turnaround” options under the Florida law: (1) convert the school to a district-managed turnaround school; (2) close the school and reassign the students to another school; (3) close the school and reopen it as a charter school; (4) contract with an outside entity to run the school; or (5) implement a hybrid of the turnaround options. (NOTE: *For all of these options, the School District would have no option but to remove current principal and current staff of Lincoln Park.*) The Superintendent said the solution to this “opportunity” that would be recommended to and outlined for the School Board during this session was a hybrid option that would close a portion of the school but would reinvent the other portion of the school that would remain open. He believed that the hybrid proposal was a good plan to move forward with as it would allow Lincoln Park to remain open and to focus on just the early grades of kindergarten through second grade. The Superintendent said that the School District had already begun the process to adjust or at least project the staffing for the schools; noting that as staff worked with parents, the “picture” would become clearer once they knew which choice options the parents were going to exercise. He said that the School District would have to advertise and hire staff for the primary school center at Lincoln Park and he expected that to begin today. He said that his staff had taken steps last week to declare a moratorium on elementary school until the few teachers that are currently at Lincoln Park could be placed elsewhere. He mentioned that the statute required that any teacher who would be rehired at Lincoln Park must have had 65% of higher learning gains in both reading and math; so there may be some teachers who have met that threshold who could reapply, otherwise they are not allowed to reapply at Lincoln Park (not his rule, those are state board rules and state statute). He said that he would also have to recommend to the School Board that they move forward with advertisement and then adoption of attendance zone changes. He said the attendance zones for Lincoln Park for kindergarten through second grade remained in place and would not be changed; however, the attendance zones for Brentwood Elementary, Pine Meadow Elementary, and Longleaf Elementary would be changed to allow those students in third through fifth grade at Lincoln Park to move there. The Superintendent said he would be bringing the School Board a late addition to their June 18, 2013 Regular Meeting agenda to advertise the attendance zones for Lincoln Park. He noted however, that there were not sufficient number of days (28 days as required for advertisement) from the School Board’s June Regular Meeting to their July Regular Meeting; therefore, he proposed that the adoption of the attendance zone changes be considered at a separate meeting either before or after the already scheduled 5:00 p.m. Special Meeting on July 23, 2013.

II. OPEN DISCUSSION

- July and August 2013 Calendar – *Bergosh*

There were no changes to the schedule for July 2013:

July 11th Regular Workshop, 2:00 p.m., Room 160, Hall Center

July 16th Regular Meeting, 5:30 p.m., Room 160, Hall Center

July 23rd Special Meeting, 5:00 p.m., Room 160, Hall Center

July 30th Special Meeting, 5:30 p.m., Room 160, Hall Center

Mrs. Hightower said she would not be attending the July 11th Regular Workshop. Mr. Bergosh said that General Counsel would be out on July 17th and July 18th. The Superintendent said there would need to be a meeting scheduled in July for the School Board to consider his recommendation to adopt attendance zones for Lincoln Park Elementary. It was decided that the adoption of attendance zones would be added to the agenda for the already scheduled Special Meeting on July 23rd. Mr. Shawn Dennis, Assistant Superintendent for Operations, said the package that School Board Members received with regard to that item would require a small edit so that the Notice of Intent would specify July 23rd at 5:00 p.m. as the date and time of the public hearing rather than June 18th at 5:30 p.m. Mr. Bergosh said that he would be on vacation, but could attend the July 23rd via speakerphone. Upon inquiry by Mr. Bergosh, Mrs. Moultrie confirmed that she would be available to act as chair for the July 23rd Special Meeting.

There were no changes to the schedule for August 2013:

August 15th Special Workshop, 3:00 p.m., Room 160, Hall Center

August 16th Regular Workshop, 9:00 a.m., Room 160, Hall Center

August 20th Regular Meeting, 5:30 p.m., Room 160, Hall Center

Mrs. Hightower said she would not be attending the August 15th Special Workshop or the August 16th Regular Workshop. The Superintendent asked School Board Members to note on their calendars that the annual Administrative Conference would be held on August 1st at Washington High School. He said the conference would be advertised in the event that more than one School Board Member wished to attend.

- Update on School Choice Plan Results – Hightower

At the request of Mrs. Hightower, Ms. Sandy Edwards, Director of Comprehensive Planning, provided a brief update on the results from the “school choice plan” for elementary schools that was instituted this past school year. Ms. Edwards reported that about 625 parents had used the online application to use the choice to change schools and of those 625, about 550 actually went to the schools and registered; so in other words, 550 students exercised a choice option and many of those were first time kindergarten students who had never been to a school before. She pointed out that parents had been very understanding about the fact that there were some schools that were already at capacity and therefore, did not have room for their child; she said those parents were given other choice options.

- Update on New Construction Projects being Considered for Future, Middle Schools Still Needing a Gymnasium and Number of Elementary Schools without Indoor PE Facilities – Slayton

Upon inquiry by Mr. Slayton, Mr. Shawn Dennis, Assistant Superintendent for Operations, said that there were fourteen (14) elementary schools still awaiting indoor P.E. facilities and three (3) middle schools awaiting gymnasiums (Bellview, Workman, and Brown Barge). He assured Mr. Slayton and the rest of the School Board that the middle school gymnasiums and the covered play areas were at the top of the district-wide priorities for the One-Half Cent Sales Tax projects. Upon inquiry by Mrs. Hightower, Mr. Dennis confirmed that there was no gymnasium or covered play area currently being considered for Escambia Westgate Center.

III. COMMENTS FROM SUPERINTENDENT

The Superintendent listed the changes that had been made to the June 18, 2013 Regular Meeting agenda since initial publication: Item VII.B.1 AMENDED and Item VII.B.2 AMENDED. He said that he would also be adding an item under Section IV, Proposed Additions or Revisions to School District Rules, to advertise school attendance zones related to the Lincoln Park Elementary situation that was discussed earlier in this session.

IV. PROPOSED ADDITIONS OR REVISIONS TO SCHOOL DISTRICT RULES

Notice of Intent to Advertise Naming the Media Center at Pine Forest High School the Hazel H. Scales Media Center

Upon inquiry by Mr. Slayton, the Superintendent confirmed that this recommendation to name the Pine Forest High School (PFHS) media center was submitted by the PFHS School Advisory Council (SAC). He confirmed that the SAC had followed the appropriate procedure for the selection of a name for this building.

Approval of Minutes, Section IV

1. 05-16-13 SPECIAL WORKSHOP
2. 05-17-13 REGULAR WORKSHOP
3. 05-21-13 REGULAR MEETING

Mr. Bergosh recalled that Ms. Sharon Goshorn, Legal Assistant had been tasked with preparing the minutes from the School Board's April 29, 2013 Special Meeting. He wanted to know why the Superintendent had not yet submitted the minutes from that particular session for the School Board's approval. Mr. Norm Ross, Deputy Superintendent, said that the minutes from the April 29, 2013 Special Meeting had been submitted to his office by Ms. Goshorn. He said it was just recently brought to his attention that those minutes should have been placed on the agenda. The Superintendent said those minutes should be submitted for the School Board's consideration on next month's agenda without a late add, but in the meantime, would be distributed electronically as soon as possible to School Board Members for their review.

V. CONSENT AGENDA

A. Curriculum and Instruction

8. Student School Entry Health Examinations Contract Renewal Between the School Board of Escambia County, Florida and the Escambia Community Clinics, Inc.

Mrs. Moultrie wanted to know if student school entry health examinations were something that could be provided by the School District's new health clinic. The Superintendent clarified that the School District's health clinic was strictly for providing health services to School District employees and dependents covered by the School District's health insurance plan. He noted that this item dealt with school entry health examinations for students who could not afford to pay for that exam. Ms. Martha Hanna, Coordinator of Health Services, said the Escambia Community Clinics (ECC) would be providing these exams at a reduced cost of only \$25 each which would most likely be less expensive than what it would cost for the School District's health clinic to provide. At the request of the Superintendent, Mr. Kevin Windham, Director of Risk Management, addressed the restrictions that the School District might have in trying to utilize the School District's health clinic to provide services for students.

B. Finance

11. Donation of Obsolete Functional Computers

It was noted that the School District was finally donating some obsolete functional computers; a total of five (5) computers and they paid \$209.

C. Human Resource Services

1. Instructional/Professional

g. Special Requests

23. Ratification of the 2013-~~2016~~ 2015 Master Contract between the School District of Escambia County and the Escambia Education Association.
24. Ratification of the 2013-2016 Master Contract between the School District of Escambia County and the Union of Escambia Education Staff Professionals, FEA, NEA, AFT.

The Superintendent noted that amendments were forthcoming for both Item V.C.1.g.23 and Item V.C.1.g.24. He said the amendments were necessary to correct several minor scrivener-type errors that had been identified. Mr. Bergosh said he had a couple of concerns with Item V.C.1.g.23.

*Article IV, Association and Management Rights
IV.3, Documents and District Committee Participation*

D. Depending on the size of the committee, a minimum of three ~~Three~~ (3) bargaining unit members appointed by the Association President, ~~will~~ shall serve as members of each county level committee concerning salary, wages, curriculum, schedules, other terms and conditions of employment and other items mutually identified by the parties, except the Board of Trustees of the Escambia District Self Insurance Plan. Should the Association President feel the members of the Bargaining Unit are under represented on the committee he/she may contact the District to determine the appropriate number of appointees to the committee. The Collaborative Bargaining Team will determine the appropriate composition of committees that arise from the Collaborative Bargaining process. (F.S. Ch. 447 Chapter 447, Florida Statutes).

Article VI, Professional Issues

VI.2, Duties and Record Keeping

F. Grades should be posted in electronic grade book in a timely manner.

Mr. Bergosh said that while most teachers did a “fantastic job” of posting grades in the electronic grade book, several parents had alerted him to the fact that there were a number of teachers who did not. He believed that the language under this section was “weak” and suggested that it should be revised to say “Grades shall be updated in a timely manner but not less frequently than once weekly.” The Superintendent said that once a week was the “rule” although that was not specified in this contract. Ms. Kelly Krostag, Coordinator of Employee Services, said she agreed with Mr. Bergosh; however this compromised verbiage, which was not even in the contract before, had been agreed upon by all parties during the negotiation process. Mrs. Hightower said that when parents and/or students had brought to her attention that a teacher was not posting grades in a timely manner, she had alerted the Superintendent or his staff and they in turn, had alerted the school principal. She suggested that all School Board Members do the same if they were contacted by parents and/or students because they could not address an issue that they did not know about.

D. Purchasing

16. Microsoft Enrollment for Education Solutions Agreement

Mr. Bergosh pointed out that Mrs. Waters had sent a memorandum (dated June 5, 2013) to School Board Members regarding the Microsoft Volume Licensing Agreement. He said he intended to support the approval of this item, but shared the concerns expressed by Mrs. Waters in the memorandum. (NOTE: A copy of the memorandum is included in the backup documentation for this item.) Mrs. Waters said that it appeared to be the “trend of the future” for software companies like Microsoft to essentially offer a “take it or leave it” type contract that says they may update their terms and conditions at any time, without providing any notice beyond changing the documents that appear on their website. Mrs. Waters said the purpose of her memorandum was simply to inform the School Board that they would need to choose between agreeing to the undesirable and unreasonable terms of this contract and not using the software.

E. Operations

-No items discussed

F. Student Transfers

-No items discussed

G. Internal Auditing

-No items submitted

VI. UNFINISHED BUSINESS

-None

VII. NEW BUSINESS

A. Items from the Board

1. Agreement Between The School Board of Escambia County, Florida and Donna Sessions Waters, Esquire – Jeff Bergosh

Upon inquiry by Mrs. Hightower, Mr. Bergosh confirmed that this contract, which was actually the renewal of the previous contract, would be for a two-year term (from July 1, 2013 until June 30, 2015). Mrs. Hightower wanted to know why Mrs. Waters would be offered a two-year contract when all other employees were only receiving one-year contracts. Mrs. Waters explained that the previous contract that was entered into two years ago, said that it would be renewed unless the School Board had notified her by December 31st that they did not intend to renew. Since this contract was actually a renewal of the previous contract, all terms would remain the same.

B. Items from the Superintendent

1. Administrative Appointments

Mrs. Moultrie had concern with the appointment to the principal position at C.A. Weis Elementary School because it appeared that all other individual who were recommended for appointment to a principal position had previously served in an assistant principal position. (NOTE: *The Superintendent's recommendation was for the administrative appointment of Robin Lechien, from Administrator on Special Assignment to Elementary School Principal at C.A. Weis Elementary.*) The Superintendent said the individual who was being recommended for appointment to the principal position at C.A. Weis Elementary had served the previous year as the Administrator on Special Assignment for that school which was in effect, an assistant principal position. He said that the individual "had done an outstanding job" at Weis and it was the recommendation of the interview committee that the individual be promoted to the principal position.

C. Items from the General Counsel

-No items submitted

VIII. COMMITTEE/DEPARTMENTAL REPORTS

1. Charter School Quarterly Report – June 2013
2. Camelot Academy Quarterly Report – June 2013

These items were handled earlier in the workshop.

IX. PUBLIC FORUM

Mr. Bergosh called for public forum; however, there were no speakers.

X. ADJOURNMENT

Prior to adjournment, School Board Members, the Superintendent, and staff joined together in congratulating Mrs. Hightower on her recent election as president of the Florida School Boards Association. Mrs. Hightower thanked those who had attended her recent installation ceremony that occurred during the FSBA annual meeting held on June 13th in Tampa.

AMENDED

There being no further business, the Regular Workshop was adjourned at 12:58 p.m.

Attest:

Approved:

Superintendent

Chair

PENDING BOARD APPROVAL