

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, AUGUST 16, 2013

The School Board of Escambia County, Florida, convened in Regular Workshop at 9:00 a.m., in Room 160, at the J. E. Hall 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  
Mr. Bill Slayton  
Mrs. Patricia Hightower (not in attendance)  
School Board General Counsel: Mrs. Donna SessionsWaters  
Superintendent of Schools: Mr. Malcolm Thomas

[General discussion among Board Members, the Superintendent and staff occurred during this meeting. Note: The minutes below represent a summary of this workshop. Any additional information can be accessed by review of the video in its entirety at <http://escambiacountysdfl.swagit.com/play/08162013-530> ]

Meeting was advertised in the *Pensacola News Journal* on July 26, 2013 – Legal No. 1604543

**I. CALL TO ORDER/ADOPTION OF AGENDA**

Mr. Bergosh called the Regular Workshop to order at 9:00 a.m. He asked if there were any changes to the agenda. Mr. Thomas reported the following changes:

Page 1, Item 2, Approval of Minutes, Item A has been corrected.

Page 6, under Operations, Item A-1 Facilities Planning has been amended, and Item B-1, School Food Services has been corrected.

Page 7, under Items from General Counsel, Item F-1 has been deleted.

**II. COMMENTS FROM THE SUPERINTENDENT**

Mr. Thomas recognized Erin Kourkournis with the Pensacola News Journal. She's leaving to go to Tampa Tribune as an educational reporter. She was given a certificate for Outstanding Journalism in Educational Reporting. She thanked the board for being so cooperative and accessible.

Mr. Thomas recognized outgoing School Board Chair from last year, Mr. Slayton, and the Vice-Chair from last year (Chair this year), Mr. Bergosh.

**III. COMMITTEE/DEPARTMENTAL REPORTS**

There were none.

**IV. UNFINISHED BUSINESS**

Mr. Boone asked about approval of minutes from several workshops. Mr. Bergosh informed him that the notes are a month behind.

## V. NEW BUSINESS

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

#### 1. Rule Adoptions

Regarding re-naming the media center of Pine Forest High School, The Hazel Scales Media Center, Mr. Boone listed grammatical errors in the proposal. Mrs. Spooner will correct the wording and it will be amended. Members of the Scales family will be in attendance of the name change presentation.

Mr. Bergosh asked if there were any questions on the Student Progression Plan document. He stated for the record that he saw a lot of benefits to the first grade retention in that it engaged the parents. He feels the same should be done for the eighth grade. He stated that “social promotion” needs to be evaluated. Mr. Slayton said that what they are doing is correct [by making the moves] they are making in the early grades. Mr. Slayton stated doesn’t feel 16, 17 or 18 year olds should be retained with younger students. Mr. Thomas stated there are over-age programs in most if not all of the middle schools and that students must pass their course work to be promoted.

Mrs. Gibowski, Director of Middle School Education, confirmed there are over-age programs in all but one middle school. There are designated teachers for the program. She said most of the students in these programs are motivated to work and are separate from the younger students.

Mr. Bergosh suggested having a minimum score on the FCAT test to go along with the grade point average (GPA) requirements in order to be promoted. Mr. Thomas disagreed and Mrs. Gibowski said that from her experience with middle school students, it would discourage them. Mr. Bergosh said that standards are very low to get into the 9<sup>th</sup> grade.

Mrs. Gibowski was asked by Mr. Boone about the success rate of the program that Warrington Middle School had this past year. She did not have that information but will obtain it and provide it to him.

Mr. Thomas stated the GPA issue would be reviewed with Mrs. Gibowski and middle school principals and that there would have to be some systemic changes made. Perhaps by next year, there will be recommendations for GPA requirements in middle schools for core courses.

Mr. Slayton asked Mrs. Gibowski about what is done with 16 year old students who are under Compass learning once they master the course. She said that four elective 9<sup>th</sup> grade courses were purchased that they can access while they are in middle school and it will give them a cushion for when they can go to high school. Those courses are English I, a physical science, a world cultural geography and a personal fitness for a total of three credits.

Mr. Boone asked Mrs. Gibowski how many students will be in the special classes in middle schools. She said that it depended on the number of teachers. Most schools allotted one teacher, so a little less than 22 or maybe 20. Warrington Middle School had two teachers last year but may go up to three. Mr. Boone asked if there would be students who, because of staffing issues, would not be able to be in the program. Mrs. Gibowski said that may happen, as there is a lot of paperwork involved for the parents and teachers to participate in the class. For a student to be removed from the class, the principal has to approve it. A student has to decide that they are not going to do it, in order for them to be replaced. Mrs. Gibowski stated

if all 20 students were working hard and there were another 20 that needed the class, the principal would need to look at it to see if they need to designate another unit. Mr. Boone asked for regular updates from Mrs. Gibowski.

Mr. Bergosh stated that he believed that 12,500 of Duvall's 100,000 students are behind and asked Mrs. Gibowski the number of our 40,000 students who are one or two years behind. Mrs. Gibowski said that there are about 650 across all grade levels that are two or more years behind. She said that they are looking at students who are one year behind for this program as well. She will provide information on the Warrington Middle School students who completed the program last year.

## **2. Permission to Advertise**

No items listed.

### **b. CONSENT AGENDA**

#### **1. Curriculum and Instruction**

Mr. Bergosh asked for any items from the School Board Members. Under Item b.1.B.4, Continuous Improvement, he is abstaining from voting on that item, because his wife works for UWF under that grant.

#### **2. Finance and Business Affairs**

Mr. Bergosh asked for questions on finance. He asked Mr. St. Cyr, Assistant Superintendent for Finance, if the latest report on the Employee Benefits Trust Fund would get us through the fiscal year and asked for a brief accounting of how we did in terms of projections. Mr. St. Cyr stated that there may be some minor changes to the 6/30 fiscal year end information as the final financial statements are prepared. He stated the financial condition of the trust fund balances are right at \$5.8 million. Projected fund balance for the year was \$6.1 million, almost \$6.2 million. An adjustment was made in the Incurred But Not Reported (IBNR) based on the actuarial valuation, which bumped it up for June at the end of the year; so it wasn't tracked that close until the adjustment on IBNR which is a much more accurate reflection of where we are. Mr. St. Cyr said that we are looking at an operating decrease for the month of June 2013 of \$356 million then we added the \$1.8 million which is non-operating and that kicked it up to \$5.8 million. He stated that steady progress has been made but the clinic still has to be evaluated and the effect won't be known until this year. Mr. Bergosh asked when budgeting for next year, what "placeholder" will the clinic have in terms of savings or costs. Mr. St. Cyr said not to give it anything at this point as far as budgeting. Mr. Thomas agreed since anything they do is speculative, and the conservative approach is that you don't take credits for that; if they do come, they will help add to the fund balance.

Mr. Bergosh thanked Mr. St. Cyr, Mr. Marcanio (Assistant Superintendent for Curriculum and Instruction) and Dr. Scott (Assistant Superintendent for Human Resource Services) for reaching out, sending e-mails and calling School Board Members, thus making the meetings go a lot quicker.

#### **3. Human Resource Services**

Mr. Thomas brought up the issue of the miscellaneous salary schedule. He recommended improving the substitute pay. The task force had made recommendations several months ago and, after the School Board made adjustments, recommended \$60 for those substitutes in the north end of the county, Associate of Arts (AA) people would receive \$70 and a Bachelor

Degree would be \$80. There would be an adjustment on long-term substitutes. Principals would make that determination at the beginning of the job as it would typically be maternity leave or Family Medical Leave Act outage, so long-term pay would start from the beginning. It will help the fill rate and helps the teachers and the students.

Dr. Scott stated on the long-term sub rate of pay, the School Board rule says that it will be double the regular rate and it has been recognized and will actually bring an amendment, but what the School Board is approving with this document is \$125 from day one. Mr. Boone questioned the wording of the back-up, "Effective August 12, 2013, the rate....." Should it not say "upon Board approval and retroactive to August 12, 2013...." Mr. Thomas explained that Human Resource Services' items are often in arrears, so if it's turned down, the previous salary schedule is in force. If it is approved, then you've approved that rate of pay and it is effective August 12, 2013. It is not going to happen if it's not approved and it will revert back to the previous schedule.

Mr. Slayton asked how "healthy" was our substitute teacher pool. Dr. Scott said currently there are over 600 individuals in the pool. There are only 21 people who do not have a minimum of a Bachelors Degree.

Ms. Moultrie asked Dr. Scott the status of Warrington Middle School's reading endorsements for out-of-field employees. He said he would have to give approval. These individuals agree to work toward this reading endorsement. It is a two year program. They take a minimum of two college courses and some other things. At the end of the year, if they have not completed at least half of those requirements, they are not eligible to be reappointed next year in a reading position.

#### **4. Operations**

Mr. Bergosh asked for any questions in Operations. Mrs. Moultrie stated that she would be abstaining from voting on the contract with the Escambia County Sheriff's Office, as she is an employee. Mrs. Moultrie said she will get the paperwork from Mrs. West, Coordinator of Board Affairs, to complete indicating she would abstain from voting on that item.

#### **c. ITEMS FROM THE BOARD**

No items discussed.

#### **d. ITEMS FROM THE SUPERINTENDENT**

Mr. Bergosh stated there were no student issues and there are administrative appointments. Mr. Thomas said there was just one administrative appointment, which was the new assistant principal at Weis Elementary because that person was moved to Lincoln Park Primary as Principal. Mr. Bergosh said there were a number of discipline recommendations from the Superintendent. He thanked Mr. Thomas and Dr. Scott for taking the time to discuss one of these issues with him.

#### **e. INTERNAL AUDITING**

Mr. Slayton asked Mr. Brummet, Principal of Ransom Middle School, if the situation with the school dance was corrected. Mr. Brummet stated he met with "her" personally and made corrections. He also provided a PowerPoint presentation that addressed the four areas that the audit addresses. Teachers will be clear on expectations by the end of the day. Mr. Bergosh

brought up issues with dances where the janitors are there during their normal shift, if they would be responsible for sweeping up, etc., since parents usually volunteer to clean up. Mr. Brummet said the janitors are there until 10:30 p.m., and they know it's their responsibility to be a part of the clean up. Mr. David Bryant, Director of Internal Auditing, stated that the school asked them to come in. Mr. Bryant said it wasn't something that was brought as an investigation. Regarding the tips the janitors were paid, Mr. Bryant stated his concern was with regards to when janitors are paid outside the payroll process; a lot of employees are subject to garnishments and other payroll issues regarding withholding. He expressed concerns they could get in trouble. Mr. Thomas agreed that compensation should be through regular payroll and will communicate this with all schools.

Mr. Bergosh asked for questions on the inventory report regarding the 77 cost centers. He commented that he likes the format that Mr. Bryant is using with the bold highlights on the side. The report on the dance and the maintenance were very good with good management recommendations. Some of the recommendations are already being put into place in the Operations department.

Mr. Thomas talked about the inventory reports showing the impact of vandalism over the last six months. He wants to manage up Operations/Maintenance. When the flurry of vandalism started in the spring, some of the Operations staff in Mr. Peterson's shop started looking for ideas to deter the vandalism. Mr. Thomas stated there were very few alarm systems, and Mr. Peterson's shops created an economical way to create alarm systems which are being monitored and eventually will be moved into many, if not all, schools. Motion detectors set off the alarms which are monitored and the police are called. There has been some success in schools where the system is installed. One of the schools previously had 57 items stolen. Since the alarm was installed, one school was hit one time and the suspects had to leave quickly. The big siren goes off, it can't be turned off, but more importantly, the monitoring company calls the police. Mr. Thomas said, "Kudos to the Maintenance shop and those particular shops that were involved in this because without their ability to think outside the box and be innovative, I don't think we could've pulled this solution off because of the expense."

Mr. Bergosh asked Mr. Thomas if there would be a meeting with the School Board regarding the Security Task Force presenting their recommendations. Mr. Thomas said there would be field work on each site. Once that work is complete, that is when the *shade* meeting should occur to discuss school security, weak areas of each school, and a tentative plan to resolve these issues. The Security Task Force has set up the prototype and the model that is to be followed and will meet with Mr. Thomas this week. They will be collecting feedback from the principals at each site, as they have been collecting for the last few months.

Mrs. Moultrie asked Mr. Thomas where the trailer residents fit into the security issue. Mr. Thomas said that a lot of the campuses are large, they are coming in the middle of the night and the trailer resident may not know anyone is in the school until it is too late. With the alarm systems, trailer residents will be alerted. Without these alarms, there's nothing to deter the schools from being broken into.

Mr. Bergosh asked if staff has looked into security guards. Mr. Thomas replied that it was more economical to have a monitored alarm system; a security guard may not be where he is needed at the right time. A motion detector can be in every hallway.

**f. ITEMS FROM GENERAL COUNSEL**

No items discussed.

**PUBLIC FORUM**

Mrs. Carissa Bergosh informed the School Board that four of the military family life counselors started at the schools yesterday to assist families and teachers with orientation. They will be full time at Blue Angels Elementary, and Hellen Caro Elementary, part-time at Pleasant Grove Elementary and Bailey Middle, Navy Point Elementary and Escambia High School. She has asked for more from the Department of Defense. She asked if anyone had heard anymore about the military grant, but no one had.

**VI. ADJOURNMENT**

There being no further business, Mr. Bergosh adjourned the meeting at 10:05 a.m.

Attest:

Approved:

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Superintendent

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Chair

Pending Board Approval