

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, MARCH 14, 2017

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. Linda Moultrie (District III)  
Vice Chair: Mr. Gerald W. Boone (District II)  
Board Members: Mr. Kevin L. Adams (District I)  
Mrs. Patricia Hightower (District IV)  
Mr. Bill Slayton (District V)

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Meeting advertised in the *Pensacola News Journal* on March 1, 2017 - Legal No. 1960158

NOTE: The minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.  
The video from this session is available at <http://escambiacountysdfl.swagit.com/play/03142017-833>

I. CALL TO ORDER

Mrs. Moultrie called the Regular Meeting to order at 5:30 p.m.

a. Invocation and Pledge of Allegiance

Mr. Boone called for a moment of silence, followed by the Pledge of Allegiance to the American Flag.

b. Adoption of Agenda

The Superintendent noted the changes made to the agenda since initial publication. Mrs. Moultrie advised that Florida Statutes and School Board Rule required that changes made to an agenda after publication be based on a finding of good cause determined by the person designated to preside over the meeting and stated in the record. Mrs. Moultrie said she, as School Board Chair, had determined that the Superintendent's recommended changes to the March 14, 2017 Regular Meeting agenda were for good cause. Motion by Mr. Adams, seconded by Mr. Slayton, to adopt the agenda (*as amended*), carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Anessa Flanigan, 1<sup>st</sup> Vice President of the Escambia County Council PTA (ECCPTA), gave a brief report on the recent and upcoming events and activities of the PTA.

2. Stellar Employee of the Month

The Superintendent made the following announcement: *I am pleased to inform you that the Stellar Employee for the month of March is Chad Sanders. Mr. Sanders has been employed with the District for 22 years, the last five years in the Maintenance Department as a Maintenance Mechanic I. Mr. Sanders is the maintenance crewman assigned to Bratt elementary school. Mr. Sanders was nominated because of his cooperative and "can-do" attitude. Mr. Sanders completes the work order*

requests for Bratt Elementary in a timely, efficient manner and maintains a pleasant, professional attitude toward school staff and his co-workers. If a request is out of his realm of expertise, he makes sure it is submitted to the correct person or department to be fulfilled. During his assignment to Bratt Elementary, Mr. Sanders has constructed “story stairs” for the school library, benches for the hallways and a reading gazebo, all from school recycled lumber. He has repaired numerous light fixtures and even evaluated the roof to determine the problem with the school satellite dish. After Mr. Sanders determined the satellite dish needed replacing, he and his crew replaced it with a new dish. Mr. Sanders has also been involved in the removal and replacement of outdated smart boards, TVs, overhead projectors and projector screens. In preparation for the library end of year reading celebration for the 2015-16 school year, Mr. Sanders hung ceiling decorations before the event and removed them after the event, saving teachers a great deal of time. Bratt Elementary feels they are very fortunate to have such a dedicated, caring, maintenance crewman assigned to their school. Mr. Sanders personifies the pillars of “people” and “service.” It is for these reasons that he has been selected as our Stellar Employee for the month of March. In recognition of his stellar performance, Mr. Dunmore received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.

### 3. Florida School-Related Employee of the Year

The Superintendent made the following announcement: *I am pleased to inform you that the 2017 School Related Employee of the Year is Mr. John Norman. Mr. Norman has been employed with the Escambia County School District for 30 years and is in his first year as Head Custodian at Lincoln Park Elementary School. The staff at Lincoln Park Elementary school shared that Mr. Norman is not only stellar, but hard-working, kind, and embodies what our District is all about. He stepped foot on the campus for the first time last summer, and because Lincoln Park hosted summer school, he was pressed to get the building in shape before the students returned. One such effort was hours of back-breaking work as he stripped layers of built up wax to reveal the school actually had white floors and not beige! Mr. Norman has single handedly transformed Lincoln Park into a sparkling place. Windows located 12 feet off the ground are now shining. Mr. Norman is always willing to help and has such a pleasant personality. He will drop whatever he is doing to assist anyone who needs his help. He is willing to stay late after parent functions to have the school ready for students the next morning and comes in on the weekend if the need arises. For over 30 years, Mr. Norman has dedicated his life to making our schools a pleasant place for our students, teachers, parents, and staff. You never see him without a smile and his smile is very contagious. The pride he takes in his work is exemplified in everything he does. For the reasons stated, for the many other reasons not stated, and because Mr. Norman exemplifies the pillars of “people” and “service, he has been selected as our 2017 school related employee of the year. In recognition of his stellar performance, Mr. Norman received a plaque from the School District and a check for \$100 from Members First Credit Union.*

### 4. Purchasing Rebates Presentation

The Superintendent made the following announcement: *March is National Procurement Month. A time to acknowledge an outstanding group of professionals that have made a difference in governmental efficiency and effectiveness. This has become a tradition, we use this month and this School Board meeting as an opportunity for representatives of the two banks we utilize for the District’s purchasing card programs to symbolically present us with checks. These checks represent our District’s purchasing card rebates; or, revenue sharing, as it’s referred to in the finance world, earned from last year’s purchasing card program. These programs were implemented to empower District staff to fulfill their school and department needs in a more timely and efficient process. Our internal accounts purchasing card program has made student travel for school sports and academic team competitions much easier and more efficient. Teachers are no longer required to carry checks to handle student travel expenses but rather internal funds purchasing cards from compass bank. The schools not only save time but they earn 1.5% for each dollar spent. During the month of March, BBVA Compass Bank will disburse checks to each school for their portion of the rebate earned. Mr.*

*Mark Gretzinger, financial sales advisor, and Mr. Vince Bradley, branch retail executive from BBVA Compass Bank are here to present a check in the amount of \$51,779.66 for the internal accounts purchasing card program. This is an increase of \$12,164.52 from last year. This year, the budgeted funds purchasing cards have earned the largest rebate in the history of our ten year partnership with Regions Bank. Additionally, last month, the program also celebrated a milestone..... One million dollars in total rebates earned. To join us in celebrating our achievements this evening from regions bank are; Mr. Brett Barrow - senior vice president, commercial banking and Ms. Holley Carter - treasury management officer, these regions bank officials are here to present the 2016 calendar year purchasing card rebate check totaling \$257,151.15. This is an increase of \$106,799.20 from last year; a result of 32,947 transactions totaling \$20.4 million. I would like to thank both BBVA Compass Bank and Regions Bank for generously giving back to the community and our School District.*

5. Youth Success Week Resolution

The Superintendent read the following resolution:

WHEREAS, the Florida Department of Juvenile Justice supports a balanced approach to juvenile justice and is committed to protecting Florida's citizens; responding to victims of juvenile crime, preventing juvenile crime, meeting the treatment needs of juvenile offenders, diverting youth from a life of crime and returning youth to their communities as productive citizens; and

WHEREAS, the Department's targeted services, coupled with appropriate consequences, accountability and treatment for juveniles who commit serious crimes, have resulted in significant reductions in juvenile crime; and

WHEREAS, law enforcement, the court system, program providers, local boards and councils, schools, volunteers, and other juvenile justice partners – including parents – work tirelessly with young offenders, leading to declining juvenile crime rates; and

WHEREAS, juvenile justice programs have assisted juvenile offenders in remaining crime free, leading to fewer crimes and more saved lives; and

WHEREAS, we as part of the community believe that working together, we can make a difference in our students' lives; and

WHEREAS, the Escambia County School District is commemorating its twenty-third year of collaborating with the Department of Juvenile Justice in providing services to the citizens of Florida, the District has adopted and proclaimed the theme for Youth Success Week 2017 to be, "There is no Community without Unity!"

NOW, THEREFORE, BE IT RESOLVED that the School Board of Escambia County, Florida does hereby recognize the week of March 26 – April 1, 2017, as

**YOUTH SUCCESS WEEK**

and calls upon families, schools, religious and civic organizations, businesses and communities to become our partners in celebrating, motivating, and empowering our youth for success.

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 tendered to the Director of the Department of Alternative Education and the Chief Probation Officer for Circuit One, Department of Juvenile Justice.

Motion by Mrs. Hightower, seconded by Mr. Boone, to adopt a resolution recognizing the week of March 26-April 1, 2017 as Youth Success Week, carried unanimously.

6. Military Child Month Resolution

The Superintendent read the following resolution:

WHEREAS, Naval Air Station (NAS) Pensacola provides social, cultural, and financial benefits to the Pensacola community; and

WHEREAS, research shows that military families experience frequent relocations where families often move an average of every 2.9 years and children of military personnel can attend up to nine different schools by graduation; and

WHEREAS, deployments, which are necessary to the mission of our armed forces and are a normal cycle of the military lifestyle, can impact the educational outcome of children; and

WHEREAS, educators play a special role in the lives of children and school can serve as an oasis of stability for children, especially during a parent's deployment;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Escambia County, Florida, does hereby recognize the month of April 2017, as

**MILITARY CHILD MONTH**

and calls upon families, schools, businesses, and communities to be our partners in announcing this resolution and to become active in celebrating our military children.

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of the regular meeting of said Board and that a copy be tendered to Captain Chris Martin, Commanding Officer of NAS Pensacola, and Carissa Bergosh, School Liaison Officer, NAS Pensacola.

Motion by Mr. Adams, seconded by Mr. Slayton, to adopt a resolution recognizing the month of April 2017, as Military Child Month, carried unanimously.

## II. PUBLIC FORUM

- Robb Olson, speaking as an individual, requested to address the School Board regarding Charles Cox.
- Clerrissa Simmons, speaking as an individual, requested to address the School Board regarding limit of age for middle school sports.

## III. MINUTES

- a. 02-16-17 Special Workshop
- b. 02-17-17 Regular Workshop
- c. 02-21-17 Regular Meeting

Motion by Mr. Adams, seconded by Mrs. Hightower, to approve the minutes as listed (Items a through c), carried unanimously.

## IV. UNFINISHED BUSINESS

-None

## V. NEW BUSINESS

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

- 1. Rule(s) Adoption
  - No items submitted
- 2. Permission to Advertise
  - A. Approval to Advertise Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 7, Students

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve for advertising, *Notice of Intent to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 7, Students (7.01, 7.02, 7.05, 7.06, 7.09, 7.10, 7.11, 7.12, 7.13, 7.15, 7.17, 7.18, and 7.20)*. Motion carried unanimously.

### b. CONSENT AGENDA

On motion made by Mr. Boone and seconded by Mr. Adams, approval of the Consent Agenda, carried unanimously.

- 1. Curriculum
  - A. Alternative Education
    - No items submitted
  - B. Continuous Improvement
    - 1. School Choice Student Transfers
  - C. Elementary Education
    - 1. The School District of Escambia County, Florida Summer School Programs - 2017
  - D. Evaluation Services
    - No items submitted

- E. Exceptional Student Education
    - 1. Transportation Reimbursement Request
  - F. High School Education
    - No items submitted
  - G. Middle School Education
    - No items submitted
  - H. Professional Learning
    - No items submitted
  - I. Student Service
    - No items submitted
  - J. Title I
    - No items submitted
  - K. Workforce Education
    - No items submitted
  - L. Other
    - No items submitted
2. Finance and Business Services
- A. Finance
    - 1. Legal Services – General Fund
      - a. The Hammons Law Firm \$ 402.50
      - b. The Hammons Law Firm \$ 124.75
      - c. The Hammons Law Firm \$ 192.50
      - d. The Hammons Law Firm \$ 3,027.50
      - e. Rumberger, Kirk & Caldwell \$ 1,460.00
      - f. Shell, Fleming, Davis & Menge, P.A. \$ 2,352.50
    - 2. Legal Services - Risk Management Fund
      - a. The Hammons Law Firm \$ 5,005.49
    - 3. Amended 2016-2017 Instructional Supplements Schedule
  - B. Accounting Operations
    - 1. Check Register for February 2017
  - C. Budgeting
    - 1. Recap of General Fund Reserves (Non-Categorical) as of February 28, 2017
    - 2. Resolutions to amend 2016-2017 District School Budget:
      - a. Resolution 6 - General Operating Fund
      - b. Resolution 6 - Special Revenue – Federal Programs
      - c. Resolution 6 - Capital Projects Fund
      - d. No item submitted – Special Revenue – Food Service Fund
      - e. No item submitted - Debt Service Fund
    - 3. Scrap List I for March 2017
    - 4. Auction List I for March 2017
    - 5. Financial Statements by Fund
    - 6. Donation of surplus school bus to Jacqueline Harris Preparatory Academy
    - 7. Removal from inventory and Disposal of Vehicle
  - D. Payroll and Benefits Accounting
    - 1. Financial Status Report: Employee Benefit Trust Fund
  - E. Purchasing
    - ITEMS PREPARED BY PURCHASING:*
      - 1. Bid Award: Exterior Door Replacement, ITB #171503
      - 2. Bid Award: Food Processing: USDA Commodities, RFP #171102
      - 3. Bid Award: Bread for Direct Delivery to School Cafeterias, RFP #171702
      - 4. Annual Agreement: Administrative Services for Employee Dental Plan
      - 5. Annual Agreement Renewal: Medicaid Reimbursement Services
      - 6. Annual Agreement Renewal: Educational Impact Online Academy for Staff Development

**ADD**

7. Agreement Renewal: Wireless Communications Agreement – Verizon
8. Lease payment of GPS Software and Hardware for School Buses
9. Change Notice #1 to Purchase Order #6241700018 – ESE SLP Services

ITEMS PREPARED BY FACILITIES PLANNING:

10. Annual Agreement Renewal: Professional Architectural Services
11. Annual Agreement Renewal: Professional Civil Engineering Services
12. Annual Agreement Renewal: Professional Electrical Engineering Services
13. Annual Agreement Renewal: Professional Mechanical Engineering Services
14. Annual Agreement Renewal: Professional Land Surveying Services
15. Annual Agreement Renewal: Professional Roofing Consultant Services
16. Annual Agreement Renewal: Professional Structural Engineering Services
17. Annual Agreement Renewal: Professional Building Commissioning Services
18. Annual Agreement Renewal: Professional Environmental Consultant Services
19. Annual Agreement Renewal: Professional Land Surveying Services
20. Bid Award: Bellview Elementary School Outdoor Covered Play Area & Multipurpose Room
21. Bid Award: McArthur Elementary School Outdoor Covered Play Area & Multipurpose Room
22. Change Notice #2 to Purchase Order #5421500194 – Architectural/Engineering Services for Workman Middle School New Gymnasium
23. Change Notice #2 to Purchase Order #5421700075 - Construction Manager at Risk Services for Kingsfield Elementary School
24. Change Notice #6 to Purchase Order #5421600024 – Bellview Middle School New Gymnasium
25. Water Cooled Chiller – N.B. Cook Elementary School
26. Change Notice #2 to Purchase Order #5421600227 – Architectural/Engineering Services for Beulah Middle School
27. Change Notice #7 to Purchase Order #5421600116 – Workman Middle School New Gymnasium

3. Human Resource Services

A. Instructional/Professional

1. Appointments
2. Reappointments  
-No items submitted
3. Transfers
4. Out-of-Field  
-No items submitted
5. Resignations/Retirements/Other
6. Leaves of Absence
7. Special Requests  
-No items submitted

B. Educational Support Personnel

1. Appointments
2. Temporary Promotions
3. Resignations/Retirements/Other
4. Terminations
5. Leaves of Absence
6. Special Requests
  - a. Approve to rescind the resignation of Santora Savage, Custodial Worker I, at Pine Forest High, effective February 2, 2017, that was approved under Item V.b.3.B.3. Resignations/Retirements/Other during the February 21, 2017 Regular Meeting

C. Risk Management

- No items submitted

- D. Employee Services
  - 1. Approve Stipulation of Agreement between The Escambia County School District and The Escambia Education Association to add a supplement to the Instructional Supplements Schedule beginning in the 2016-2017 year for Flag Football
- E. Affirmative Action
  - No items submitted

4. Operations

- A. Facilities Planning
  - 1. Name Change-Land Surveying Consultant
  - 2. First Amendment to Sales Agreement between the School Board of Escambia County and Two Hundred Garden West, Inc.
- B. School Food Services
  - 1. 2017 Exemption from Ms. Willie Ann Glenn Act 595.407 Fla. Stat.
- C. Maintenance and Custodial Services
  - No items submitted
- D. Transportation
  - No items submitted
- E. Central Warehouse
  - No items submitted
- F. Information Technology
  - No items submitted
- G. Protection Services
  - No items submitted
- H. Energy Management
  - No items submitted

**ADD**

c. ITEMS FROM THE BOARD

-No items submitted

d. ITEMS FROM THE SUPERINTENDENT

- 1. Administrative Appointments
  - No items submitted
- 2. Student Discipline
  - A. Disciplinary Reassignments

Motion by Mr. Slayton and seconded by Mr. Adams, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.A., *Disciplinary Reassignments*, carried unanimously.

B. Expulsions

Motion by Mr. Slayton and seconded by Mr. Boone, to accept the Superintendent's recommendations for student discipline as outlined in Item V.d.2.B., *Expulsions*, carried unanimously.

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 17-122-221 be placed on extended suspension, pending court adjudication, from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 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.

2. Recommend that consistent with the decision of the due process committee, student discipline number 17-126-951 be expelled from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 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 discipline number 17-127-951 be expelled from all public schools of Escambia County for the remainder of the 2016-2017 school year and all of the 2017-2018 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. Employee Discipline

-No items submitted

**ADD**

A. Recommend that employee #0000052655 is suspended without pay for one (1) working day beginning Wednesday, March 15, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

B. Recommend that employee #0000003007 is suspended without pay for one (1) working day beginning Wednesday, March 15, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

C. Recommend that employee #0000020689 is suspended without pay for three (3) working days beginning Monday, March 27, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

**ADD**

D. Recommend that employee #0000028103 is terminated effective Wednesday, March 15, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

**AMEND/ADD**

E. Recommend that employee #0000017224 is suspended without pay for seventy-five ~~eighty ten~~ (75 ~~80-10~~) working hours ~~days~~ beginning Monday, June 5 ~~March 27~~, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

Motion was made by Mr. Adams and seconded by Mr. Boone, to accept the Superintendent's recommendations for employee discipline as outlined in Item V.d.3.A, Item V.d.3.B, Item V.d.3.C, Item V.d.3.D, and Item V.d.3.E. Motion carried unanimously.

4. Other Items

-No items submitted

e. INTERNAL AUDITING

-No items submitted

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

There being no further business, the Regular Meeting adjourned at 6:17 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair