

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, JANUARY 17, 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 *Pensacola News Journal* on January 2, 2017 - Legal No. 1795608

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/01172017-1113>

I. CALL TO ORDER

Mrs. Moultrie called the Regular Meeting to order at 5:30 p.m. She welcomed those in attendance to the regular monthly meeting of the Escambia County School Board and thanked them for their interest in public education, and in particular, the education of students in Escambia County, Florida.

a. Invocation and Pledge of Allegiance

Mr. Slayton called for a moment of silence to reflect on the 2017 New Year. Mr. Slayton then led 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 January 17, 2017 Regular Meeting agenda were for good cause. Motion by Mr. Adams, seconded by Mrs. Hightower, to adopt the agenda (*as amended*), carried unanimously.

c. Committee/Departmental Reports

1. PTA Presentation

Michelle Salzman, 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: *It is my pleasure this evening to announce that the stellar employee for the month of January is Ms. Frieda Dixon. Mrs. Dixon has been*

*employed with the Escambia county school district for 22 years and has been employed in her current position for the past 6 years. Mrs. Dixon is assigned as the school data specialist ii at Woodham middle school and is described as one of the most efficient, positive, and caring employees at Woodham middle school. It is also said that she is the best data specialist in the district. She works as long as it takes to get a job done efficiently and ahead of schedule, no matter the task. She is always pleasant, calm, positive and has a smile on her face. Not only does she do a fantastic job as a data specialist, it is said she is a team player by assisting her fellow employees when a need arises. For several years she has volunteered to work in the concession stand during basketball games and during field days. Mrs. Dixon has also been an active member of the Woodham school advisory council for the past three years, offering her input and support. She is always helpful to teachers, answering questions about schedules, attendance and grades. Mrs. Dixon has a calming effect on all who work with her, and is a role model to both staff and students. Mrs. Dixon is stellar because of her excellent work ethic and dedication to the staff at Woodham middle school. She exemplifies the pillars of “people” and “service” and it is for these reasons, and so many others, that Mrs. Dixon has been selected as our stellar employee of the month of January 2017. In recognition of his stellar performance, Ms. Dixon received a plaque and pin from the School District and a check for \$100 from Members First Credit Union.*

### 3. Florida Music Education Association District School Board Member of the Year

*The Superintendent made the following announcement: The Florida music educators association (FMEA) awards and recognition program is one of the more visible ways in which FMEA can recognize those who make outstanding contributions to music education throughout the state. The program strives to identify and honor esteemed individuals from throughout the state of Florida. The FMEA district school board/school board member of the year is awarded to a Florida district school board or an individual school board member who have demonstrated support for and commitment to high-quality music education throughout the school district. This award recognizes excellence in leadership, encouragement and promotion of music education. The 2017 FMEA school board member of the year is Mr. William Slayton. Prior to entering administration in Escambia county, Mr. Slayton served as a high school band director and a fine arts supervisor for the district. As a music educator, Mr. Slayton’s bands consistently turned out superior ratings. He is highly respected among the music community in Pensacola. Mr. Bill Slayton’s roots in the music world has served the district well in his role on the school board. He has consistently and actively supported and advocated for resources, staffing, and funding for every area of music education. Even during times of budgetary hardships, Mr. Slayton has backed funding to allow the growth of music programs and establishing permanent uniform, instrument and instructional resource funding. Mr. Slayton also consistently attends school music functions to show his support to the county’s music directors at all levels. Mr. Slayton demonstrates his ongoing support for music education through action and deeds. Music education is alive and well in Escambia county thanks to the leadership of school board member, Mr. William Slayton. Mr. William Slayton was honored as the FMEA school board member of the year award during the FMEA professional development clinic/conference at the Tampa bay convention center on January 13, 2017.*

### 4. PBIS Model School Awards

*The Superintendent made the following announcement: It is my honor to present to you the 2015-2016 PBIS: MTSS model school recipients. This year we have nine schools that have met the requirements to become a PBIS model school. It should be noted that we have more model school award recipients this year than in any other year in the past. PBIS is the application of evidence-based strategies and systems to assist schools to increase academic performance, increase safety, decrease problem behavior, and establish positive school cultures. This process is a team-based approach that relies on a strong collaboration between families and professionals from a variety of disciplines regardless of the level implemented. We would like to begin by recognizing our four bronze level model schools. In order to receive bronze status, schools must demonstrate an overall*

*effectiveness of tier one behavioral data and use this data to develop a plan of action that ensures equitable behavioral outcomes for all students. Mr. Jeremy Tompkins, PBIS district coordinator, will announce our bronze level schools:*

*Escambia High School – Principal Frank Murphy, Assistant Principal Melanie McElhaney and RTI Coach Ryan James*

*Longleaf Elementary School – Principal Patti Thomas, Assistant Principal Maury Cowart, PBS Coach Cecilia Hale*

*Pleasant Grove Elementary School – Principal Pam Mullen, Assistant Principal Julie Pearson, Alice Downs, and Amber Gunnels*

*West Pensacola Elementary School – Principal Sabrina Cunningham, Assistant Principal Tim Rose, and PBS Coach Kelley Morris*

*Next we would like to recognize our four gold-level schools. In order to receive gold status, schools must demonstrate overall effectiveness in all three tiers of the systems of support. As with the bronze level, to receive gold status the team members had to develop a plan of action to reduce disproportionality and implement the plan with fidelity. And now, Mr. Tompkins will announce our gold level schools:*

*Blue Angels Elementary School – Principal Karen Montgomery and Vanessa Griffin*

*Booker T. Washington High School – Assistant Principal Sherita Williams and RTI Coach Tara Rush*

*Holm Elementary School – Principal Debra Simpkins, Assistant Principal Robin Lechien, and PBS Coach Susan Tapparo*

*Sherwood Elementary School – Principal Larry Knight and PBS Coach Alexis Quick*

*Finally tonight, we have one school that has led the way since the start of the PBIS project in our district. This school has reached a significant milestone this year and has received a special award from the PBIS project. Oakcrest elementary has been a model school for seven years. The last five of those years, including this past school year, they have been recognized as a gold model school. Tonight the PBIS project presents them with this special recognition to celebrate this tremendous accomplishment.*

*Oakcrest Elementary School – PBS Coach John Herber, Rodney Ford, and Lori Martin*

## 5. Military Recognition Day Resolution

The Superintendent read the following resolution:

WHEREAS, the first Navy volunteer program was established between the Naval Air Station Pensacola and the School District of Escambia County, Florida, in 1983; and

WHEREAS, over twenty (20) military commands have established partnerships with local schools in the School District of Escambia County, Florida; and

WHEREAS, the men and women who served in the armed forces provide countless hours of volunteer service each year to students and teachers; and

WHEREAS, military personnel from the Army, Navy, Air Force, Coast Guard, and Marines stationed at Corry Field participate as tutors with fourth and fifth grade students in the Saturday Scholars Program, which is the longest active Saturday Scholars Program in the country; and

WHEREAS, military volunteers serve as Youth Motivator Mentors and are matched one-on-one with students and spend one hour a week at the schools; and

WHEREAS, military men and women who volunteer in our schools are an integral part of the education of our students;

NOW, THEREFORE, BE IT RESOLVED, that the members of the School Board of Escambia County, Florida, by this resolution, recognize and proclaim Thursday, February 23, 2017, as

### MILITARY RECOGNITION DAY

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 Nan Harper, President, Pensacola Council of Navy League

Motion was made by Mr. Boone and seconded by Mr. Slayton, to adopt a resolution, recognizing and proclaiming, Thursday, February 23, 2017, as Military Recognition Day. Motion carried unanimously.

6. National FFA Week Resolution

The Superintendent read the following resolution:

WHEREAS, the National FFA Organization, formerly known as the Future Farmers of America, is an organization of more than six hundred forty-nine thousand students studying agriculture; and

WHEREAS, the National FFA Organization is dedicated to making a positive difference in the lives of young people by developing their potential for premier leadership, personal growth, and career success through agricultural education at the local, state, and national level; and

WHEREAS, nationally more than seventy-five percent of FFA members enroll in a two-year or four-year program of higher education following graduation from high school in preparation for one of the more than three hundred career opportunities in agriculture, which include more than eight thousand job titles; and

WHEREAS, Florida agriculture represents a one hundred eight billion dollar industry within the State of Florida and serves as an economic engine for the state economy, while nationally, agriculture employs over twenty-two percent of the national workforce; and

WHEREAS, the FFA motto, "Learning to Do, Doing to Learn, Earning to Live, and Living to Serve" epitomizes those high standards and qualities of leadership possessed by FFA members; and

WHEREAS, the Escambia County FFA and the agriscience education programs in the Escambia County School District are tremendously successful and extremely valuable in improving the quality of life for Escambia County citizens; and

WHEREAS, the Escambia County FFA Programs are launching the observance of

**NATIONAL FFA WEEK**

from February 18 through February 25, 2017;

NOW, THEREFORE, BE IT RESOLVED, that the members of the Escambia County School Board, by this resolution, recognize and commend Escambia County National FFA Organization members, their advisors, school administrators, parents, and all who support, promote, and encourage these students of agricultural education on the occasion of the observance of National FFA Week, February 18-25, 2017.

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 Michelle L. Taylor, Director, Workforce Education.

Motion was made by Mr. Slayton and seconded by Mr. Adams, to adopt a resolution, recognizing and commending Escambia County National FFA Organization members, their advisors, school administrators, parents, and all who support, promote, and encourage these students of agricultural education on the occasion of the observance of National FFA Week, February 18-25, 2017. Motion carried unanimously.

7. Career and Technical Education Month Resolution

The Superintendent read the following resolution:

WHEREAS, profound economic and technological changes in our society are rapidly placing new and additional responsibilities on our educational system; and

WHEREAS, the efforts of career and technical educators, businesses, and industry stimulate the growth and vitality of our local, state, and national economies, by preparing graduates for careers that are forecast to experience the largest and fastest growth in the next decade; and

WHEREAS, career and technical education provides Floridians with a school-to-career connection, helping students experience practical and meaningful applications of a variety of skills; and

WHEREAS, secondary schools in 68 school districts, 28 colleges, and 48 technical centers in the state of Florida offer career and technical education courses.

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

**CAREER AND TECHNICAL EDUCATION MONTH**

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 Dr. Michelle Taylor, Director, Workforce Education.

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to adopt a resolution, observing the month of February, 2017, as Career and Technical Education Month. Motion carried unanimously.

## II. PUBLIC FORUM

David Suhor, representing the Satanic Temple of West Florida, requested to address the School Board regarding its invocation practice.

Thomas Young, speaking as an individual, requested to address the School Board regarding how classes are weighted.

## III. MINUTES

- a. 11-28-16 Installation Ceremony
- b. 12-09-16 Regular Workshop
- c. 12-13-16 Regular Meeting

Motion by Mr. Slayton, seconded by Mr. Adams, 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

- A. NOI to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 6, Student Transportation

Motion was made by Mr. Slayton and seconded by Mr. Boone, to adopt *Notice of Intent (NOI) to Adopt Amendments to Rules and Procedures of the District School Board: Chapter 6, Student Transportation*. Mrs. Moultrie called for public hearing; however, there was no one who wished to address the School Board on this matter. Motion carried unanimously.

2. Permission to Advertise  
-No items submitted

### b. CONSENT AGENDA

Mrs. Hightower requested the following items be pulled from the Consent Agenda for separate vote: Item V.b.4.A.1.a., Item V.b.4.A.1.b., and Item V.b.4.A.1.c. On motion made by Mrs. Hightower and seconded by Mr. Slayton, approval of the Consent Agenda, except for items pulled, carried unanimously.

#### 1. Curriculum

- A. Alternative Education  
-No items submitted
- B. Continuous Improvement  
-No items submitted
- C. Elementary Education  
-No items submitted
- D. Evaluation Services  
-No items submitted
- E. Exceptional Student Education  
-No items submitted

- 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 \$ 787.50
      - b. The Hammons Law Firm \$ 210.00
      - c. The Hammons Law Firm \$ 987.75
      - d. The Hammons Law Firm \$ 6,772.50
      - e. Rumberger, Kirk & Caldwell \$ 784.75
      - f. Shell, Fleming, Davis & Menge, P.A. \$ 1,348.50
    - 2. Legal Services - Risk Management Fund
      - a. The Hammons Law Firm \$ 7,366.69
    - 3. Comprehensive Annual Financial Report (CAFR) of the District School Board of Escambia County, Florida for the fiscal year ended June 30, 2016
    - 4. Escambia School District Employee Benefit Trust Audit Report: Financial Statements for the fiscal year ended June 30, 2016
  - B. Accounting Operations
    - 1. Check Register for December 2016
  - C. Budgeting
    - 1. Recap of General Fund Reserves (Non-Categorical) as of December 31, 2016
    - 2. Resolutions to amend 2016-2017 District School Budget:
      - a. Resolution 4 - General Operating Fund
      - b. Resolution 4 - Special Revenue – Federal Programs
      - c. Resolution 4 - Capital Projects Fund
      - d. No item submitted – Special Revenue – Food Service Fund
      - e. No item submitted - Debt Service Fund
    - 3. Scrap List I for January 2017
    - 4. Auction List I for January 2017
    - 5. Financial Statements by Fund
  - D. Payroll and Benefits Accounting
    - 1. Financial Status Report: Employee Benefit Trust Fund
  - E. Purchasing
    - ITEMS PREPARED BY PURCHASING:
      - 1. Bid Award: Ala Carte Snack Items and Beverages for Direct Delivery to School Cafeterias, Bid #171002
      - 2. Bid Renewal: External Auditing Services, RFP #122201
      - 3. Bid Renewal: General Moving Services, RFP #131902
    - ITEMS PREPARED BY FACILITIES PLANNING:
      - 4. Architectural/Engineering Services for New Classroom Building at Roy Hyatt Environmental Center

5. Architectural/Engineering Services for Woodham Middle School Repurposed to West Florida High School
6. Building Commissioning Services for Beulah Middle School
7. Building Commissioning Services for Kingsfield Elementary School
8. Change Notice #1 to Purchase Order #5421700028 – Sherwood Elementary School Outdoor Covered Play Area and Multi-Purpose Room
9. Change Notice #1 to Purchase Order #5421700029 – O.J. Semmes Elementary School Outdoor Covered Play Area and Multi-Purpose Room
10. Change Notice #1 to Purchase Order #5421700075 - Construction Manager at Risk Services for Kingsfield Elementary School

3. Human Resource Services  
 A. Instructional/Professional

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

**DELETE**

~~a. Amend the following job descriptions on the Professional Salary Schedule:~~

- ~~Auditing Administration Specialist~~
- ~~Coordinator V—Community Involvement~~
- ~~Office Administration Specialist~~
- ~~Project Coordinator—Mentor Program~~
- ~~Title I Finance Specialist~~
- ~~Workforce Finance Specialist~~

**DELETE**

~~b. Amend the following job description on the Educational Support Personnel Salary Schedule:~~

- ~~Transportation Dispatcher~~

B. Educational Support Personnel

1. Appointments
2. Temporary Promotions  
-No items submitted
3. Resignations/Retirements/Other
4. Terminations
5. Leaves of Absence
6. Special Requests  
-No items submitted

C. Risk Management  
-No items submitted

D. Employee Services  
-No items submitted

E. Affirmative Action  
-No items submitted

4. Operations

A. Facilities Planning

1. Miscellaneous
  - a. Natural Gas Service Agreement \$2.95/MMBTU
  - b. Natural Gas Service Agreement \$3.45/MMBTU
  - c. Natural Gas Service Agreement \$4.95/MMBTU

Motion was made by Mrs. Hightower and seconded by Mr. Slayton, to approve Item V.b.4.A.1.a., Item V.b.4.A.1.b, and Item V.b.4.A.1.c. As Mrs. Hightower thought it would be helpful for the public, Mr. Shawn Dennis, Assistant Superintendent for Operations, took a moment to explain the reason for the rate differences in each of these contracts. Prior to the negotiation of these contracts, all schools consuming natural gas were paying a standard fixed rate of \$4.95/MMBTU; now schools would pay a rate of \$2.95/MMBTU to \$4.95/MMBTU, based on consumption volume and resulting in a net savings in overall natural gas costs. Mrs. Hightower expressed appreciation to School District staff for being good fiscal agents of taxpayer money and applauded their efforts in reducing energy costs. Motion carried unanimously.

- d. Repurpose Woodham Middle School to West Florida High School – Construction Manager Ranking
  - B. School Food Services
    - No items submitted
  - 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
- 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. Adams, seconded by Mrs. Hightower, to accept the Superintendent's recommendations as outlined in Item V.d.2.A, *Disciplinary Reassignments*, carried unanimously.

B. Expulsions

- 1. Recommend that consistent with the decision of the due process committee, student discipline number 17-52-411 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.

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

- 3. Employee Discipline
  - No items submitted



**ADD**

- A. Recommend that employee #0000001634 is terminated effective Wednesday, January 18, 2017, based on misconduct as more specifically identified in the notice letter to the employee.

Motion by Mrs. Hightower, seconded by Mr. Adams, to accept the Superintendent's recommendation as outlined in Item V.d.3.A, carried unanimously.

4. Other Items

- A. Foundation for Excellence Board of Director Nominee

Motion by Mr. Slayton and seconded by Mrs. Hightower, to accept the Superintendent's recommendation as outlined in Item V.d.4.A, carried unanimously.

- B. Recommend that employee #0000029850 is suspended without pay beginning Wednesday, January 18, 2017, with suspension without pay to continue until the employee satisfies and successfully completes all terms and conditions of a return-to-work agreement as a result of misconduct more specifically identified in the notice letter to employee.

Motion by Mrs. Hightower and seconded by Mr. Adams, to accept the Superintendent's recommendation as outlined in Item V.d.4.B, carried unanimously.

e. INTERNAL AUDITING

1. Inventory Adjustment Reports for fifteen (15) cost centers

Motion by Mr. Boone and seconded by Mrs. Hightower, to approve Item V.e.1, carried unanimously.

2. School Internal Accounts Audits

Motion by Mr. Adams and seconded by Mr. Slayton, to approve Item V.e.2.A and Item V.e.2.B, carried unanimously.

- A. 2015-2016 Internal Accounts Audits *without* findings

*District 1*

Beulah Elementary  
George Stone Technical Center

*District 2*

Myrtle Grove Elementary  
Navy Point Elementary

*District 3*

Lincoln Park Primary School  
Montclair Elementary  
Brown Barge Middle

*District 4*

Ferry Pass Elementary  
Booker T. Washington High

- B. 2015-2016 Internal Accounts Audits *with* findings

*District 1*

Bellview Elementary  
Blue Angels Elementary  
Bellview Middle

West Florida High School of Advanced Technology

*District 4*

J.H. Workman Middle

*District 5*

L.D. McArthur Elementary  
Molino Park Elementary  
Escambia Westgate  
J.M. Tate High

3. Interpreting Services RFP Compliance Review

Motion by Mrs. Hightower and seconded by Mr. Slayton, to approve Item V.e.3, carried unanimously.

f. ITEMS FROM GENERAL COUNSEL

-No items submitted

VI. ADJOURNMENT

Prior to adjournment, there was discussion regarding the scheduling of an upcoming joint session between the School Board and the Escambia County Board of County Commissioners. It was the consensus of the School Board to propose the date of March 7, beginning at 5:30 p.m. The Superintendent was to contact the BOCC regarding the proposed date and time. It was noted that topics for that agenda could be discussed at the School Board's next Special "Open Discussion" Workshop in February.

There being no further business, the Regular Meeting adjourned at 6:25 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair