

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, MARCH 10, 2016

The School Board of Escambia County, Florida, convened in Special Workshop at 3:00 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mr. Bill Slayton

Board Members: Mr. Jeff Bergosh
Mr. Gerald Boone
Mrs. Patricia Hightower

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

Vice Chair Linda Moultrie was not present for this session.

Meeting was advertised in the *Pensacola News Journal* on March 1, 2016 – Legal No. 1654534

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/03102016-769>

[General discussion among School Board Members, the Superintendent, and staff occurred throughout this session.]

I. CALL TO ORDER

Mr. Slayton called the Special Workshop to order at 3:00 p.m.

II. OPEN DISCUSSION

- Tate High School Early Childhood Education Career Academy Presentation – Superintendent

Students enrolled in Tate High School's Early Childhood Education Career Academy, addressed the School Board regarding their experience in this program. *The Early Child Education Program focuses on broad, transferable skills and stresses understanding and demonstration of the following elements of the Early Childhood industry: planning, management, finance, technical and production skills; underlying principles of technology' labor, community, health, safety, and environmental issues; and developmentally appropriate practices for children birth through age eight.*

- Cradle to Career Presentation – Superintendent

Ms. Jennifer Grove, Community Development Manager at Gulf Power Company, and Andrea Krieger, President/CEO of United Way-Escambia County, narrated a brief PowerPoint presentation regarding the "Cradle to Career" initiative.

- Calendar Updates

There were no changes to the remaining schedule of School Board workshops/meetings for March:

- Regular Workshop, March 11th, beginning at 9:00 a.m.*

- Regular Meeting, March 15th, beginning at 5:30 p.m.*
**To be held in Room 160 at the J.E. Hall Educational Services Center*

There were no changes to the schedule of School Board workshops/meetings for April:

- Special Workshop, April 14th, beginning at 3:00 p.m.*
- Regular Workshop, April 15th, beginning at 9:00 a.m.*
- Regular Meeting, April 19th, beginning at 5:30 p.m.*
**To be held in Room 160 at the J.E. Hall Educational Services Center*

There was general discussion regarding the schedules for individual School Board Members and Mrs. Waters. There was also brief mention of the schedule for high school graduation ceremonies.

The following changes were made to the schedule of School Board workshops/meetings for June:

- Special Workshop, June 16th, beginning at 3:00 p.m. was canceled.
- Regular Workshop, June 17th, beginning at 9:00 a.m. was rescheduled to June 16th, beginning at 2:00 p.m.*
**To be held in Room 160 at the J.E. Hall Educational Services Center*

The following changes were made to the schedule of School Board workshops/meetings for July:

- Special Workshop, July 14th, beginning at 3:00 p.m. was canceled.
- Regular Workshop, July 15th, beginning at 9:00 a.m. was rescheduled to July 14th, beginning at 2:00 p.m.*
**To be held in Room 160 at the J.E. Hall Educational Services Center*

It was noted that during the February 11th Special Workshop, staff had provided School Board Members with a copy of the [proposed budget and TRIM calendar](#). The Superintendent advised that it was necessary to schedule a Special Meeting to consider approval for advertisement of the 2016-2017 tentative budget and tentative millage. The School Board agreed to “tentatively” schedule that session for July 21, 2016, beginning at 8:00 a.m., in Room 160, at the J.E. Hall Educational Services Center.

- How to do Evaluation of Board Staff – Hightower

Mrs. Hightower initiated a discussion regarding the process for the annual evaluation of School Board staff. She noted the importance of that process especially this year, given that the School Board had recently hired a new Coordinator of Board Affairs and needed an opportunity to provide performance feedback. The Superintendent advised that the School District had recently implemented a new evidence-based evaluation process (TrueNorth Logic system) for all administrative and professional/technical employees. He thought it possible that individual School Board Members could enter comments and ratings for each of the School Board’s employees and then a single School Board Member, perhaps the Chair, could summarize and finalize each employee’s evaluation. Mrs. Waters however, advised that the Superintendent’s suggested process would be prohibited by Attorney General Opinion (AGO) 9093. It was later determined that individual School Board Members could use the new evaluation process to make their comments and ratings, but those comments and rating would then need to be presented and discussed during a public meeting. (NOTE: This was essentially the same process that the School Board had been using the past several years, with the exception of using the School District’s new automated evaluation system to enter comments and ratings.) It was noted that Ms. Elisabeth Buswell, Coordinator of Board Affairs and Mrs. Donna Waters, School Board General Counsel were the only School Board employees that would be evaluated in this manner; the Director of Internal Auditing, Mr. David Bryant, would continue to be evaluated by the Audit Committee (per School Board policy). It was determined that a training session on the new evaluation system would be necessary for both School Board Members and School Board employees. That session was scheduled for April 19, 2016, beginning at 3:30 p.m., in Room 130, at the J.E. Hall Educational Services Center. It was noted that an additional School Board session would be needed in order to conduct the evaluations. Upon inquiry by Mr. Slayton, the Superintendent advised that departments were currently in the process of making employee contract renewal recommendations. Dr. Scott said those recommendations

would be presented to the School Board at the June Regular Meeting and as such, employees who would not be recommended for renewal would need to be given reasonable notice prior to that time.

- Exit Interviews for Non-Renewed Teachers – *Bergosh*

Upon inquiry by Mr. Bergosh, the Superintendent advised that regardless of reason for exit, employees of all job classifications regardless of reason for exit (i.e., retirement, non-renewal) were given the opportunity to complete an anonymous exit interview. Dr. Alan Scott, Assistant Superintendent for Human Resource Services, said that typically only those individuals who had either a very positive or very negative employment experience will complete an exit interview; most individuals generally did not take the time to do so. Dr. Scott said he receives a copy of each exit interview and if an individual's comments cause him concern, he forwards those comments to the appropriate principal or supervisor so that they may check into.

- Teacher Recruitment – *Superintendent*

At the request of the Superintendent, Dr. Marion Torrence, Equal Employment Opportunity Commission (EEOC) Coordinator, gave a brief update on the School District's recent and upcoming college recruiting activities/efforts. Ms. Elizabeth Oakes, Director of Personnel Services, gave a brief report on the recent Teacher Fair that was held February 27th and plans for the upcoming hiring event on May 7th.

III. PUBLIC FORUM

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

IV. ADJOURNMENT

There being no further business, the Special Workshop was adjourned at 4:56 p.m.

Attest:

Approved:

Superintendent

Chair