



**SCHOOL BOARD OF OKEECHOBEE COUNTY**

**AGENDA FOR REGULAR MEETING  
DECEMBER 8, 2015  
6:00 P.M.**

**Chairperson**  
Malissa Morgan  
**Vice Chairperson**  
Jill Holcomb  
**Members**  
Joe Arnold  
Dixie Ball  
India Riedel

**Vision**

*Achieving Excellence:  
Putting Students First*

**Mission**

*To prepare all students  
to be college and career  
ready and function as  
productive citizens.*

**Core Values**

**P**erseverance

**R**espect

**I**ntegrity

**D**ependability

**E**thics

**I. Call to Order**

- A. Prayer
- B. Pledge of Allegiance

**II. Opening Items**

- A. Student Recognition
  - ★ OHS FFA Dairy Evaluation – National Competitors
  - ★ OHS Cross Country – State Competitors
  - ★ OHS Bowling Team – State Competitor
  - ★ OHS Golf Team – State Competitor
  - ★ OHS Swim Team – Regional Competitors
- B. School Recognition
  - ★ OHS Freshman Campus – U.S. News & World Report  
“2015 Best High Schools Bronze Award”
- C. Staff Recognition
  - ★ ESE Making A Difference Award  
- Nicole Maciejewski, 5<sup>th</sup> Grade Teacher, Central Elementary School
  - ★ Retirements  
- Marilyn Lundy, 1<sup>st</sup> Grade Teacher, South Elementary School

**III. Scheduled Recess**

**IV. Approval of Minutes**

- Meeting of November 10, 2015

**V. Presentations**

- A. Check & Connect Program..... Wendy Coker  
Director of Exceptional Student Education
- B. Special Facilities Construction for Okeechobee High School  
Pre-Application Presentation ..... Superintendent Kenworthy

**VI. Items for Action**

- A. Recommendation for Expulsion
  - 1. #16-01, 9<sup>th</sup> Grade Student at Okeechobee Achievement Academy.....1
- B. School Improvement Plan – Everglades Elementary School .....2
- C. School Improvement Plan – Central Elementary School.....3
- D. School Improvement Plan – Osceola Middle School.....4
- E. Bid and Contract for Asphaltting Okeechobee High School Track .....5  
(This item was tabled at the November 10<sup>th</sup> Board meeting)
- F. Ratification of Contract with Instructional Unit for 2015-17 .....6

SCHOOL BOARD OF  
OKEECHOBEE COUNTY

AGENDA FOR  
REGULAR MEETING  
DECEMBER 8, 2015

**VII. Consent Agenda**

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**VIII. Information Items:**

- A. Superintendent
- B. School Board Members
- C. School Board Attorney
- D. Public

*The next regular School Board meeting is Tuesday, January 19, 2016, at 6:00 p.m.*

Persons are advised that if they decide to appeal any decisions made at this meeting, they will need a record of the proceedings, and for such purpose, they may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be made.

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EXPULSION OF #16-01, 9<sup>TH</sup> GRADE STUDENT**  
**DATE:** December 8, 2015

RECOMMENDATION:

That #16-01, 9<sup>th</sup> grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2015-16 school year and that a final order for expulsion of this student be issued based upon the following acts of misconduct and violations of the *Code of Student Conduct*:

- C. Defiance of Authority
  - 1. Disobeying or disregarding school personnel or rules.
- G. Inappropriate Conduct
  - 2. Disruptive Behavior – Disrespect, disruptive behavior and minor confrontations.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SCHOOL IMPROVEMENT PLAN – EVERGLADES ELEMENTARY SCHOOL**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the Board approve the School Improvement Plan for Everglades Elementary School for the 2015-16 school year.

BACKGROUND INFORMATION:

The School Improvement Plan will be presented at the Board meeting.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SCHOOL IMPROVEMENT PLAN – CENTRAL ELEMENTARY SCHOOL**  
**DATE:** December 8, 2015

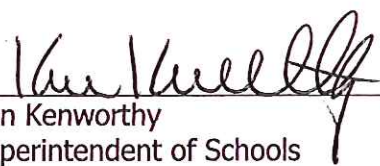
RECOMMENDATION:

That the Board approve the School Improvement Plan for Central Elementary School for the 2015-16 school year.

BACKGROUND INFORMATION:

The School Improvement Plan will be presented at the Board meeting.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SCHOOL IMPROVEMENT PLAN – OSCEOLA MIDDLE SCHOOL**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the Board approve the School Improvement Plan for Osceola Middle School for the 2015-16 school year.

BACKGROUND INFORMATION:

The School Improvement Plan will be presented at the Board meeting.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **BID AND CONTRACT FOR ASPHALTING OKEECHOBEE HIGH SCHOOL TRACK**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the Board approve a bid for asphaltting the track at the Okeechobee High School and a contract submitted by Lynch Paving & Construction Company, Inc. in the amount of \$55,952.00.

BACKGROUND INFORMATION:

After issuing an invitation to bid, one bid was received. The bid opening occurred on October 5, 2015, at 2:30 p.m. in the office of the Director of Operations.

The bid tab sheet and contract are included in Board member agendas. All bid documentation is available upon request from Brian Barrett, Director of Operations.

The Board tabled this recommendation at their meeting on November 10, 2015.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **RATIFICATION OF CONTRACT WITH INSTRUCTIONAL UNIT FOR 2015-17**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the Board ratify proposals for the 2014-17 Instructional Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2015, through June 30, 2017, including the following Salary Schedules:

- #1 2015-16 Grandfather Schedule/Performance Pay Instructional Personnel/Certified Permanent Substitute Teachers
- #1B 2015-16 Differentiated Pay
- #1D 2015-16 Instructional Personnel – Less Than 4 Hours
- #33 2015-16 Payment Rates for Time Other Than Normal Work Hours
- #34 2015-16 Part-Time Pay for Athletic Events

BACKGROUND INFORMATION:

The attached proposals have been negotiated and tentatively agreed upon by the parties. The Instructional Bargaining Unit will conduct a ratification vote on December 3, 2015, and the results will be reported at the Board meeting.

The negotiated items are attached and are available upon request in the Superintendent's office.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



T.A.  
KCH  
9/2/15

TA  
RH  
9/2/15

## ARTICLE II

### C. Unchanged Prior Provisions

All details such as dates and names appearing in the existing Agreement shall be brought up to date. All other provisions of the existing Agreement not modified by the negotiation of these proposed changes and additions shall remain in full force and effect.

TA  
KCK  
11/16/15

TA  
11/16/15  
RA

**ARTICLE VIII    Employment Conditions**

**F.    Planning Period**

Planning time shall be defined as individual teacher planning and preparation, individual teacher evaluation and grading of students' work, and other similar tasks associated with the immediate demands of classroom teaching. Each teacher on the secondary level shall be provided one daily uninterrupted class period during the normal work day, free from supervision of students, and each teacher on the elementary level shall be provided one daily uninterrupted period of not less than forty (40) minutes during the normal work day, free from the supervision of students, for planning. Principals shall preserve planning time reserved in this section for the stated planning period. Meetings shall not be scheduled during a teacher's planning period in excess of the following:

August – 2	December – <del>42</del>	April – <del>53</del>
September – <del>54</del>	January – <del>43</del>	May – <del>32</del>
October – <del>54</del>	February – <del>54</del>	June – <del>2</del>
November – <del>43</del>	March – <del>54</del>	

Meetings for the purpose of this provision shall include, but not be limited to, grade level meetings, department meetings, IEP meetings, team meetings, parent conferences, group planning times, professional development meetings, training meetings, curriculum meetings, evaluation conferences, etc. This restriction shall not apply to brief consultations regarding student discipline, student services, administrative inquiries or any meeting initiated or requested by the teacher.

This provision shall supersede any other provisions concerning work hours and planning period.

TA  
6/12/15  
RH

TA  
Kew  
6/12/15

## ARTICLE VIII Employment Conditions

### N. Safe Conditions

### O. Tobacco-Free Environment

No student, employee, parent, volunteer, contractor, spectator, or school visitor is permitted to use tobacco products of any kind, including chewing tobacco, synthetic tobacco products, and electronic cigarettes/cigars, in any District-owned/controlled facility or vehicle, or at any District or school sponsored event in the presence of students.

The District will work with the Tobacco-Free Partnership to provide tobacco cessation literature, classes, aids and supplies.

### EQ. Instructional Personnel/Board Responsibilities



T.N  
KCCW  
9/2/15

TA  
RHA  
9/2/15

## ARTICLE VIII Employment Conditions

### BB. Transfers and Reassignments

**Transfer** shall mean the movement of the employee to a different school or worksite.

**Reassignment** shall mean the change of classroom or assignment for an employee within a school or worksite.

**Voluntary transfer** or voluntary reassignment shall mean an employee initiated transfer or reassignment.

**Involuntary transfer** or involuntary reassignment shall mean an employer initiated transfer or reassignment of an employee.

Voluntary transfer requests will be considered based upon the following guidelines:

1. Instructional personnel who wish to make application for transfer shall submit their requests in writing to the Human Resources Department. Such requests shall remain valid from August 1<sup>st</sup> of any given year until July 31<sup>st</sup> of the following year. An application for an unknown vacancy shall specify subject matter, grade level, and/or special education classification being sought or position preferred.
2. Instructional personnel properly certificated and qualified for an opening shall be considered for transfer as requested.
3. If a vacancy occurs during the student year, the vacancy may be filled for the following year via transfer request procedures. All vacancies throughout the calendar year shall be listed on the district website and e-mailed to all instructional staff.
4. A list of known and/or anticipated vacancies shall be posted in each school when the vacancy occurs by school with grade or subject area. When a vacancy is posted during the school year, it shall remain posted for a minimum of five (5) working days. At any time during the summer, the vacancy will be posted for a minimum of three (3) working days.
5. When more than one applicant is properly certificated and meets the transfer criteria, seniority in Okeechobee County will be a primary consideration.
6. All voluntary transfers shall be subject to the approval of the receiving principals.
7. All job postings shall be e-mailed to the Association office at the time of posting.
8. Voluntary transfer requests shall be given priority consideration over new employees.
9. Instructional personnel applying for vacancies at any given school site who meet requirements as listed in Guideline 2 shall be granted one face-to-face interview by the principal and/or supervisor per school year. This interview shall apply for all positions that may open at that site for any given year as specified in BB.1. of this Article. This guideline covers only those instructional personnel who have been reappointed for the following school year.
10. Involuntary transfers and involuntary changes in teaching assignments deemed necessary by the administration of the Board shall be made only after the principal has met with the instructional employee to state the reasons for such transfers or changes in assignments.
11. Principals are prohibited from recruiting employees or coercing employees to transfer.
12. Instructional personnel may submit requests in writing to their principals for consideration of placement in a different grade level, academic level or department, i.e. voluntary reassignment. When more than one (1) request from teachers who are properly certificated and who meet the reassignment criteria are submitted, seniority in Okeechobee County will be a primary consideration.
13. An employee receiving an involuntary reassignment from one school year to the next shall be notified no later than ten (10) days before the last student day of the year when practicable. When such notice is not given, an employee shall be provided with custodial support in moving classrooms and shall be paid at the inservice rate for up to 14 hours to move his/her classroom.



KCIC  
TA  
9/2/15

TA  
AA  
9/2/15

**ARTICLE IX**      **Leaves of Absence**

**J. Bereavement Leave**

Instructional personnel may be granted two (2) days of Bereavement Leave with pay in the event of the death of the employee's spouse, parent, step parent, father-in-law, mother-in-law, son-in-law, daughter-in-law, child, step child, legally adopted child, brother, sister, grandmother, grandfather, or grandchild. After the two (2) days, the employee will be allowed to use accumulated sick leave, personal leave with pay, or personal leave without pay contingent upon approval of immediate supervisor when it is determined the needs of the school can be met.

Instructional personnel will be allowed to use accumulated sick leave, personal leave with pay, or personal leave without pay, as approved by the immediate supervisor, in the event of the death of the employee's foster parent, foster child, step brother, aunt, uncle, ~~son-in-law, daughter-in-law~~, step sister, current spouse's parent, current spouse's step parent, current spouse's foster parent, current spouse's grandparent, sister-in-law, brother-in-law.

TARA 11/16/15

J.A. KOK 11/16/15

2015-2016

Okeechobee County School Board  
 Salary Schedule No. 1 – Grandfather Schedule/Performance Pay  
 Instructional Personnel - Bachelor's Degree  
 Certified Permanent Substitute Teacher

STEP	YEARS EXPERIENCE	BASE SALARY	STEP	YEARS EXPERIENCE	BASE SALARY
1	0,1	37,000 <u>37,800</u>	18	24	50,600 <u>51,400</u>
1.5	1	37,400 <u>38,200</u>	18.5		51,000 <u>51,800</u>
2	2	37,800 <u>38,600</u>	19	24,25	51,400 <u>52,200</u>
2.5		38,200 <u>39,000</u>	19.5	25	51,800 <u>52,600</u>
3	2,3,4,5	38,600 <u>39,400</u>	20	26	52,200 <u>53,000</u>
3.5	3	39,000 <u>39,800</u>	20.5		52,600 <u>53,400</u>
4	4,5,6	39,400 <u>40,200</u>	21		53,000 <u>53,800</u>
4.5	7	39,800 <u>40,600</u>	21.5		53,400 <u>54,200</u>
5		40,200 <u>41,000</u>	22	26	53,800 <u>54,600</u>
5.5	7	40,600 <u>41,400</u>	22.5	27	54,200 <u>55,000</u>
6	8	41,000 <u>41,800</u>	23		54,600 <u>55,400</u>
6.5	8	41,400 <u>42,200</u>	23.5	27	55,000 <u>55,800</u>
7	9	41,800 <u>42,600</u>	24	28	55,400 <u>56,200</u>
7.5		42,200 <u>43,000</u>	24.5		55,800 <u>56,600</u>
8	9,10	42,600 <u>43,400</u>	25		56,200 <u>57,000</u>
8.5	10	43,000 <u>43,800</u>	25.5		56,600 <u>57,400</u>
9	11,12,13	43,400 <u>44,200</u>	26		57,000 <u>57,800</u>
9.5	12	43,800 <u>44,600</u>	26.5		57,400 <u>58,200</u>
10	13,14	44,200 <u>45,000</u>	27		57,800 <u>58,600</u>
10.5	14,15,16	44,600 <u>45,400</u>	27.5		58,200 <u>59,000</u>
11	15	45,000 <u>45,800</u>	28		58,600 <u>59,400</u>
11.5	16,17,18	45,400 <u>46,200</u>	28.5		59,000 <u>59,800</u>
12	18	45,800 <u>46,600</u>	29		59,400 <u>60,200</u>
12.5	19	46,200 <u>47,000</u>	29.5		59,800 <u>60,600</u>
13	19	46,600 <u>47,400</u>	30		60,200 <u>61,000</u>
13.5	20	47,000 <u>47,800</u>	30.5		60,600 <u>61,400</u>
14		47,400 <u>48,200</u>	31	28+	61,000 <u>61,800</u>
14.5	20,21	47,800 <u>48,600</u>	31.5	29+	61,400 <u>62,200</u>
15	21	48,200 <u>49,000</u>	32		61,800 <u>62,600</u>
15.5	22	48,600 <u>49,400</u>	32.5		62,200 <u>63,000</u>
16	22	49,000 <u>49,800</u>	33		62,600 <u>63,400</u>
16.5	23	49,400 <u>50,200</u>	33.5		63,000 <u>63,800</u>
17		49,800 <u>50,600</u>	34		63,400 <u>64,200</u>
17.5	23	50,200 <u>51,000</u>	34.5		63,800 <u>64,600</u>

- Regular Year Personnel Work Days: 196 - Regular Teacher / Drop Out Prevention Credit Retrieval Teacher
- Extended Year Personnel Work Days: 198 - Beginning Teacher
- 206 - Exceptional Child Staffing Specialist #2 / Exceptional Child Behavior Specialist / Exceptional Child Job Development Counselor / Exceptional Child Extended Year Speech Teacher / Exceptional Child Extended Year PK Teacher / Reading Coach / Exceptional Child Transition Counselor / ESE Counselor #2
- 216 - High School Guidance / High School Voc. Resource / Middle School Guidance Counselor / Elementary Guidance Counselor / ESE Counselor #1 / Exceptional Child Staffing Spec. #1 / Teacher on Special Assignment, Title I
- Exceptional Child Case Mgr. / ROTC Instructor #2 / Technology Spec. Instructional / Exceptional Child Social Worker/Intervention Specialist
- 236 - High School Agriculture Teacher / ROTC Instructor #1 / Head Football Coach

Initial placement on the Performance Pay salary schedule for teachers shall be based upon years of successful experience as shown on the salary schedule above. After initial placement, teachers shall move on the salary schedule in accordance with Article XI.B. or XI.D., unless otherwise negotiated.

Instructional personnel at the secondary level who agree to teach an additional class during their planning period shall be paid at their hourly rate of pay for the semester during which the additional class is scheduled. Instructional personnel shall be responsible for making up the missed planning time on their own time.

ROTC Instructors shall receive Minimum Instructor Pay as stipulated by the U.S. Army or be placed on the Instructional Salary Schedule commensurate with experience, whichever is greater.



T.A.  
RAA  
11/16/15

2014-2015					
# of Days	\$500 Value between Steps		General Fund		
196 Days		2014-2015 Experience	Date Certain 9/1/15	Salary	
STEP					
1	37,000	0,1	85.51	3,163,870.00	
1.5	37,400	400		-	
2	37,800	400		-	
2.5	38,200	400		-	
3	38,600	400	2,3,4,5	2,770,862.40	
3.5	39,000	400	HE 2,3,4,5	390,000.00	
4	39,400	400	6	631,188.00	
4.5	39,800	400		-	
5	40,200	400	(6)	40,200.00	
5.5	40,600	400	7	19,263	782,077.80
6	41,000	400		-	
6.5	41,400	400	8	22.11	915,354.00
7	41,800	400		-	
7.5	42,200	400		-	
8	42,600	400	9,10	29.11	1,240,086.00
8.5	43,000	400		-	
9	43,400	400	11,12,13	27,162	1,178,830.80
9.5	43,800	400		-	
10	44,200	400	(11,12,13)	2	88,400.00
10.5	44,600	400	14,15,16	30.73	1,370,558.00
11	45,000	400		-	
11.5	45,400	400	(14,15,16) 17,18	24.10	1,094,140.00
12	45,800	400		-	
12.5	46,200	400	(17,18)	2	92,400.00
13	46,600	400	19	7.01	326,666.00
13.5	47,000	400		-	
14	47,400	400		-	
14.5	47,800	400	20,21	18.241	871,919.80
15	48,200	400		-	
15.5	48,600	400		-	
16	49,000	400	22	7	343,000.00
16.5	49,400	400		-	
17	49,800	400		-	
17.5	50,200	400	23	2	100,400.00
18	50,600	400	HE 23	1	50,600.00
18.5	51,000	400	(23)	1	51,000.00
19	51,400	400	24,25	4.10	210,740.00
19.5	51,800	400		-	
20	52,200	400		-	
20.5	52,600	400		-	
21	53,000	400		-	
21.5	53,400	400		-	
22	53,800	400	26	8.21	441,698.00
22.5	54,200	400		-	
23	54,600	400		-	
23.5	55,000	400	27	1	55,000.00
24	55,400	400		-	
24.5	55,800	400	(27)	1	55,800.00
25	56,200	400		-	
25.5	56,600	400		-	
26	57,000	400		-	
26.5	57,400	400		-	
27	57,800	400		-	
27.5	58,200	400		-	
28	58,600	400		-	
28.5	59,000	400		-	
29	59,400	400		-	
29.5	59,800	400		-	
30	60,200	400		-	
30.5	60,600	400		-	
31	61,000	400	28+	45.361	2,767,021.00
31.5	61,400	400		-	
32	61,800	400	(28+)	1	61,800.00
32.5	62,200	400		-	
33	62,600	400		-	
33.5	63,000	400		-	
34	63,400	400		-	
34.5	63,800	400		-	
			437.71	19,093,611.80	

2015-2016							400
196 Days	2015-2016 Experience	2015-2016 Number of Employees Step Increase	2015-2016 Salary	Base Salary after Step Increase	HE		
STEP							
1	37,800	0	41.41	1,565,298.00	(1,598,572.00)	800	
1.5	38,200	1	26.00	993,200.00	993,200.00	1,200	
2	38,600	2	18.10	698,660.00	698,660.00	1,600	
2.5	39,000			-	-		
3	39,400			-	(2,770,862.40)		
3.5	39,800	3	32.34	1,287,132.00	897,132.00	1,200	
4	40,200	HE 3,4,5,6 AND 4,5,6	49.444	1,987,648.80	1,356,460.80	1,600	
4.5	40,600	7	18.02	731,612.00	731,612.00	1,200	
5	41,000			-	(40,200.00)		
5.5	41,400	(7)	1.000	41,400.00	(740,677.80)	1,200	
6	41,800	8	17.2628	721,585.04	721,585.04	1,200	
6.5	42,200			-	(915,354.00)		
7	42,600	9	22.11	941,886.00	941,886.00	1,200	
7.5	43,000			-	-		
8	43,400			-	(1,240,086.00)		
8.5	43,800	10	13.01	569,838.00	569,838.00	1,200	
9	44,200	11	16.10	711,620.00	(467,210.80)	1,600	
9.5	44,600	12	9.20	410,320.00	410,320.00	1,200	
10	45,000	13,14	17.9621	808,294.50	719,894.50	1,600	
10.5	45,400	(12,13)	2.0000	90,800.00	(1,279,758.00)	1,200	
11	45,800	15	9.3302	427,323.16	427,323.16	1,200	
11.5	46,200	16,17	21.40	988,680.00	(105,460.00)	1,600	
12	46,600	(15,16,17) 18	14	657,060.00	657,060.00	1,200	
12.5	47,000	19	10	470,000.00	377,600.00	1,600	
13	47,400	(18,19)	2	94,800.00	(231,866.00)	1,200	
13.5	47,800	20	7.01	335,078.00	335,078.00	1,200	
14	48,200			-	-		
14.5	48,600			-	(871,919.80)		
15	49,000	21	8.10	396,900.00	396,900.00	1,200	
15.5	49,400	22	10.1408	600,955.52	600,955.52	1,600	
16	49,800			-	(343,000.00)		
16.5	50,200	23	7.00	351,400.00	351,400.00	1,200	
17	50,600			-	-		
17.5	51,000			-	(100,400.00)		
18	51,400	24	2.00	102,800.00	52,200.00	1,200	
18.5	51,800	HE 24	1.00	51,800.00	800.00	1,200	
19	52,200	(24)	1.00	52,200.00	(158,540.00)		
19.5	52,600	25	1.00	52,600.00	52,600.00	1,200	
20	53,000	26	3.10	164,300.00	164,300.00	1,600	
20.5	53,400			-	-		
21	53,800			-	-		
21.5	54,200			-	-		
22	54,600			-	(441,698.00)		
22.5	55,000	27	8.21	451,550.00	451,550.00	1,200	
23	55,400			-	-		
23.5	55,800			-	(55,000.00)		
24	56,200	28	1	56,200.00	56,200.00	1,200	
24.5	56,600			-	(55,800.00)		
25	57,000	(28)	1.00	57,000.00	57,000.00		
25.5	57,400			-	-		
26	57,800			-	-		
26.5	58,200			-	-		
27	58,600			-	-		
27.5	59,000			-	-		
28	59,400			-	-		
28.5	59,800			-	-		
29	60,200			-	-		
29.5	60,600			-	-		
30	61,000			-	-		
30.5	61,400			-	-		
31	61,800			-	(2,767,021.00)		
31.5	62,200	29+	45.361	2,821,454.20	2,821,454.20	1,200	
32	62,600			-	(61,800.00)		
32.5	63,000	(29+)	1.00	63,000.00	63,000.00	1,200	
33	63,400			-	-		
33.5	63,800			-	-		
34	64,200			-	-		
34.5	64,600			-	-		
			437.71	19,654,395.22	560,783.42		

Notes:  
Increases for 2012-13 HE eval applied in 2013-14 will be reflected in ( )  
Increases for 2013-14 HE eval applied in 2014-15 will be reflected as HE

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	Base Salaries	Supp Ab/Acad Master/Spec/Doctorate	7.65% Social Security	7.85% Retirement	Insurance \$609.91 * 12 Months	Workers Comp	Total Salaries with Benefits	% Increase over current Salary with Benefits	New Dollars
2014-2015	19,093,611.80	1,075,793.00	1,542,959.47	1,583,298.28	3,203,571.06	201,694.05	26,700,927.65	2.50%	\$ 668,661.10
		10% of Employees - Allowance for Highly Effective 2014-2015							
	Base Salaries	Supp Ab/Acad Master/Spec/Doctorate	7.65% Social Security	7.85% Retirement	Insurance \$605.40 * 12 Months	Workers Comp	Total Salaries with Benefits		
2015-2016	19,654,395.22	17,508.44	1,091,793.00	1,588,422.79	1,629,950.19	3,179,882.15	207,636.97		27,369,588.75
	\$ 560,783.42	\$ 17,508.44	\$ 16,000.00	\$ 45,463.33	\$ 46,651.91	\$ (23,688.91)	\$ 5,942.92		\$ 668,661.10

Peer Supplement

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**ARTICLE XI                      Salaries**

**F.      Salary Schedule – Differentiated Pay**

~~2014-2015~~ 2015-2016  
**OKEECHOBEE COUNTY SCHOOL BOARD  
SALARY SCHEDULE IB  
DIFFERENTIATED PAY**

<b>POSITION</b>	<b>ALLOCATION</b>	<del>2014-2015</del> <u>2015-2016</u> <b>AMOUNT</b>
High School Athletic Director	1	5,000
Middle School Athletic Director	2	1,550
Varsity Football Coach	1	5,000
Assistant Varsity Football Coach	5	2,730
JV / 9th Grade Football Coach (Payment: if participating, 80% Fall / 20% Spring)	4	2,100
Weight Lifting Coach	1	1,300
Varsity Flag Football	1	1,300
Assistant Varsity Flag Football	1	650
JV Flag Football	1	1,000
Varsity Soccer Coach	2	2,900
JV Girls/Boys Soccer Coach/Asst. Varsity Soccer Coach	2	1,710
Middle School Soccer Coach	2	1,700
Middle School Assistant Soccer Coach	2	850
Varsity Basketball Coach	2	3,200
JV Basketball Coach	2	2,100
9th Grade Basketball Coach/Asst. Varsity Basketball Coach	2	1,600
Middle School Basketball Coach	4	1,600
Middle School Assistant Basketball Coach	4	875
Varsity Baseball Coach / Softball Coach	2	3,200
Assistant Varsity Baseball Coach / Softball Coach	2	2,175
JV Baseball Coach / Softball Coach	2	2,100
9th Grade Baseball Coach / Softball Coach	2	1,600
Varsity Track Coach	2	2,700
Varsity Cross Country Coach	1	1,800
Assistant Varsity Track and Field Coach	1	1,750
Varsity Tennis Coach	2	1,600
Varsity Wrestling Coach	1	3,200
Assistant Varsity Wrestling Coach	1	1,600
Varsity Golf Coach	2	1,600
Varsity Volleyball Coach	1	3,200
Assistant Varsity Volleyball Coach	1	1,600
JV Volleyball Coach	1	1,750
9th Grade Volleyball Coach	1	1,500
Middle School Volleyball Coach	2	1,600
Middle School Assistant Volleyball Coach	2	800
Varsity Bowling Team Coach	1	1,600
Varsity Swimming Coach	1	2,500
Assistant Varsity Swimming Coach	1	1,700
High School Agriculture Teacher	2	1,700
Freshman Campus Agriculture Teacher	1	1,700

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**ARTICLE XI Salaries**

**F. Salary Schedule – Differentiated Pay (Continued)**

POSITION	ALLOCATION	2014-2015	2015-2016
		AMOUNT	
High School Band Director	1		5,000
Assistant High School Band Director	1		2,000
Varsity Cheerleader Sponsor	1		3,200
JV Cheerleader Sponsor	1		1,300
9 <sup>th</sup> Grade Cheerleader Sponsor	1		1,000
High School Auxiliary	1		1,400
Senior Class Sponsor	2		1,500
Junior Class Sponsor	2		1,300
Sophomore Class Sponsor	2		500
Freshman Class Sponsor	2		500
High School Student Council Sponsor	1		1,100
High School Yearbook Sponsor	1		1,400
High School Journalism Sponsor	1		1,150
High School Drama Sponsor	1		1,550
High School Academic Team Sponsor	2		500
High School Audio/Visual Coordinator	1		700
Freshman Campus Student Council Sponsor	1		650
Freshman Campus Journalism Sponsor	1		650
Middle School Agriculture Teacher	2		1,700
Middle School Band Director	2		1,700
Middle School Pep Squad Sponsor	2		600
Middle School Steppers Coach	2		550
Middle School Student Council Sponsor	2		800
Middle School Yearbook Sponsor	3		800
Elementary Yearbook Sponsor	5		600
Elementary Student Council Sponsor	6		350
K-5 Split Class to Meet Class Size Reduction	10		750
Teachers of Intensive Emotional Behavior Disordered Students	4		1,000
Teachers: Middle School Discipline Program	1		1,000
Teachers: High School Discipline Program	1		1,000
Teachers: Critical Shortage Areas	215		600
Teachers: ♦ Highest Poverty Area School	55		400
♦ Title I Schools (Not Including Highest Poverty)	250		100
Teachers: Schools That Earned an "F" or 3 Consecutive "D's"			100
District Math/Computer Contact Person	1		1,000
District Science Contact / Science Fair Person	1		1,300
Department Head, Grade & Pod Chairman, Team Leader	72		1,400
Peer Teacher/Mentor Teacher	50		800
<u>Peer Teacher/Mentor Teacher (2016-17 year only)</u>	<u>40</u>		<u>1,400</u>
Middle School Department Head	14		1,400
Osceola 5 <sup>th</sup> Grade Department Head	1		1,050
School Level Computer Contact Person	29		700
Teacher Serving as Bus Driver, Alt. Prog/SED Center	2		1,300
High School Dean	2		3,100
Middle School Dean	3		1,700
ROTC Drill and Ceremony Coach	2		1,300
ROTC Competition Coach	2		1,170
<u>Wellness Champion</u>	<u>2</u>		<u>500</u>

\*Normal: If a school wishes to deviate from the normal allocation, such request shall be made in writing to the Superintendent.

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**ARTICLE XI**      **Salaries**

**J.    Payment Rates for Time Other Than Normal Work Hours**

~~2014-2015~~2015-2016  
Okeechobee County School Board  
Salary Schedule No. 33

**After School Program Teachers**  
**Homebound Teachers**  
**Summer School Teachers**

All Degree Levels      ~~\$20.00~~23.00 Per Hour

**Inservice/Curriculum Planning**

Instructional Personnel\*      \$13.50 Per Hour  
\*\*Instructional Personnel as Inservice Instructor\*      \$24.00 Per Hour

Note: Okeechobee County School Board and OCEA agree to accept the rate of pay stipulated within grants written and approved by the Heartland Education or other state funded regional consortia. In the event the Heartland Education or other state funded regional consortia rates are less than the District inservice rate, the District will guarantee a minimum of the District's inservice rate to teachers attending these trainings.

**Bus Driving Rate**

Instructional Personnel – All Degree Levels      \$11.50 Per Hour

**Bus Driving Training Rate**

Instructional Personnel – All Degree Levels      Inservice/Curriculum Rate

\*During time other than the normal work day.

\*\*Instructors shall be paid for one (1) additional hour of planning for each eight (8) hours of inservice.



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## ARTICLE XI Salaries

### Q. Annual Payment for Accumulated Sick Leave Days

The Board agrees to pay any employee a percentage of his/her daily rate of pay multiplied by no more than five (5) of their unused accumulated sick days on an annual basis, provided that such employee is willing to have those unused sick days deducted from his/her accumulated sick days. It is understood that such payment is limited to available dollars in the fund to be established. The percentage shall be determined as follows:

- Employees with three years of Okeechobee service shall receive an amount equal to thirty-five percent (35%) of their base daily rate of pay for each day.
- Employees with four to six years of Okeechobee service shall receive an amount equal to forty percent (40%) of their base daily rate of pay for each day.
- Employees with seven to nine years of Okeechobee service shall receive an amount equal to forty-five percent (45%) of their base daily rate of pay for each day.
- Employees with ten to twelve years of Okeechobee service shall receive an amount equal to fifty percent (50%) of their daily rate of pay for each day.
- Employees with thirteen or more years of Okeechobee service shall receive an amount equal to seventy-eight percent (78%) of their base daily rate of pay for each day.
- An employee is not eligible for this benefit until after the third year of service in Okeechobee County.

A fund not to exceed \$25,000.00 shall be established for payment of annual accumulated sick days. Any employee seeking payment under the provisions of this policy must obtain an application from his/her principal, supervisor, or county staff administrator and submit such application for payment to the Finance Department. ~~Applications received after April 15, are not valid.~~ Applications may be submitted any time between September 1<sup>st</sup> and April 30<sup>th</sup> of each year. The rate of pay will be determined and fixed at the time of application, and disbursements will be made within the next two (2) pay periods. An employee has access to this provision so long as his/her sick leave balance is not less than five (5) days after payment. If applications for payment of unused accumulated sick days exceed the amount of the fund, such applications shall be considered in the order in which they are submitted and approved.

~~Any employee applying for payment of accumulated sick leave will not be eligible for the Sick Leave Bank in the coming fiscal year.~~ Any employee who receives payment will be ineligible for participation in the Sick Leave Bank for 12 months from the date of payment.



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**ARTICLE XII**      **Evaluation**

**A. Authority and Purpose**

The purpose of the assessment and evaluation process is to enhance instruction for students by assisting teachers in continuous quality improvement of their professional skills. The process designed to achieve this goal must be formalized and negotiated to the extent it supports decisions on salary, transfers, reduction in force, promotions and dismissals.

**B. Overview**

The Okeechobee County Instructional Evaluation System (OCIES) will be comprised of two components; the score on the Instructional Practice Components (IPC) and the score on the State of Florida's value added tables of student learning growth or other student learning growth data approved by the State and specified below. Also specified below is the percentage that each will contribute to a teacher's total evaluation score. Each teacher will receive an overall rating of Highly Effective, Effective, Needs Improvement/Developing, or Unsatisfactory based upon the total number of points accrued on the two measures.

Procedures pertaining to the evaluation process are hereby incorporated and made a part of this Agreement, and there shall be no unilateral changes. Required procedures and standards for evaluation are specified in the OCIES Procedures Manual.

~~The Performance Appraisal Committee will meet regularly and shall have the opportunity to make recommendations to the Association and the Board regarding any changes to the OCIES. It is understood that changes will be negotiated.~~

## ARTICLE XII Evaluation

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### C. Definitions

1. State assessments: Any statewide approved assessment for a given subject area.
2. District assessments: A district-wide created and state-approved assessment for a given subject area.
3. Value added state model: Formula developed by the state to measure student-learning growth.
4. Learning targets: Locally agreed upon goal for measurement of student progress for students who do not take statewide assessments.
5. Three years of data: Current year plus two immediately preceding years. ~~Year one of data collection will begin in 2011-2012.~~
6. OCIES: Okeechobee County Instructional Evaluation System, the term for the overall evaluation of an Okeechobee teacher.
7. IPC: Instructional Practice Components, the observation portion of a teacher's OCIES evaluation which is based on multiple observations undertaken by the teacher's supervisor.
8. Unsatisfactory performance: Two consecutive Unsatisfactory annual OCIES evaluations, two Unsatisfactory annual OCIES evaluations within a three-year period, or three consecutive annual OCIES evaluations of Needs Improvement or a combination of Needs Improvement and Unsatisfactory.
9. Developing teacher: Instructional personnel in the first (3) years of District employment who need improvement.
10. Entry level teacher: a teacher within the first three (3) years of District employment, who may or may not be a Developing teacher.
11. Regular teacher: any teacher not an Entry Level teacher.
12. Teacher Improvement Plan (TIP): A process afforded to teachers to support performance concerns as identified in OCIES.
13. 90-day Performance Probation: The statutory 90-day process for which unsuccessful completion could lead to termination of a professional services or continuing contract teacher for Unsatisfactory Performance. During this 90-day period the district will offer assistance to the teacher.
14. Deliberate Practice: In deliberate practice, teachers identify one thin slice of teaching to focus their efforts to improve. Deliberate practice requires establishing a baseline for performance in a focus area (thin slice) and engaging in focused practice, feedback and monitoring of progress within a time-bound goal for improvement.



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## ARTICLE XII Evaluation

### C. Definitions

1. State assessments: Any statewide approved assessment for a given subject area.
2. District assessments: A district-wide created and state-approved assessment for a given subject area.
3. Value added state model: Formula developed by the state to measure student-learning growth.
4. Learning targets: Locally agreed upon goal for measurement of student progress for students who do not take statewide assessments.
5. Two years of data: Current year plus one immediately preceding year.
56. Three years of data: Current year plus two immediately preceding years. Year one of data collection will begin in 2011-2012.
67. OCIES: Okeechobee County Instructional Evaluation System, the term for the overall evaluation of an Okeechobee teacher.
78. IPC: Instructional Practice Components, the observation portion of a teacher's OCIES evaluation which is based on multiple observations undertaken by the teacher's supervisor.
89. Unsatisfactory performance: Two consecutive Unsatisfactory annual OCIES evaluations, two Unsatisfactory annual OCIES evaluations within a three-year period, or three consecutive annual OCIES evaluations of Needs Improvement or a combination of Needs Improvement and Unsatisfactory.
910. Developing teacher: Instructional personnel in the first years of District employment who need improvement.
1011. Entry level teacher: a teacher within the first three years of District employment, who may or may not be a Developing teacher.
1112. Regular teacher: any teacher not an Entry Level teacher.
1213. Teacher Improvement Plan (TIP): A process afforded to teachers to support performance concerns as identified in OCIES.
1314. 90-day Performance Probation: The statutory 90-day process for which unsuccessful completion could lead to termination of a professional services or continuing contract teacher for Unsatisfactory Performance. During this 90-day period the district will offer assistance to the teacher.
1415. Deliberate Practice: In deliberate practice, teachers identify one thin slice of teaching to focus their efforts to improve. Deliberate practice requires establishing a baseline for performance in a focus area (thin slice) and engaging in focused practice, feedback and monitoring of progress within a time-bound goal for improvement.



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**ARTICLE XII Evaluation**

**D. Evaluation Components**

Component	Description	Timeline
Annual Planning Conference	<ul style="list-style-type: none"> <li>• Setting expectations</li> <li>• Individual questions regarding procedures</li> <li>• Goal setting</li> <li>• Review of forms</li> <li>• Review of electronic data components of evaluation system</li> <li>• Identify status teacher</li> <li>• Identify areas of focus for enhancement</li> <li>• Teacher selects one (1) indicator in Domain 1 for Deliberate Practice</li> </ul>	<ul style="list-style-type: none"> <li>• September 30</li> </ul>
Formal Observation – mutually scheduled	<ul style="list-style-type: none"> <li>• 30 minutes (elementary) or a class period (secondary), whichever is greater</li> <li>• A scheduled reflection conference (occurs within <del>five (5)</del> <u>seven (7)</u> days following the observation)</li> <li>• Used for annual evaluation</li> <li>• Written feedback</li> <li>• Observer gathers evidence regarding classroom instructional practices and behaviors</li> </ul>	<p>At a minimum:</p> <ul style="list-style-type: none"> <li>• 1<sup>st</sup> year Teacher: - 3 formal observations: 1 in first 20 days of employment, 1 by end of 1<sup>st</sup> semester, and 1 during 2<sup>nd</sup> semester</li> <li>• 2<sup>nd</sup> &amp; 3<sup>rd</sup> year Teacher – 1 formal observations per semester</li> <li>• <u>Regular Teachers - 1 formal observation per year</u></li> <li>• <u>Refer to XII.G.g.</u></li> </ul>
Informal Observation – announced or unannounced	<ul style="list-style-type: none"> <li>• At least 15 minutes in length</li> <li>• Used for annual evaluation</li> <li>• Written feedback</li> <li>• Observer gathers evidence regarding classroom instructional practices and behavior</li> </ul>	<ul style="list-style-type: none"> <li>• <del>All teachers—minimum of five (5) observations</del></li> <li>• <del>Occurs at least 2 weeks apart unless concerns raised that indicate more frequent visits are necessary</del></li> <li>• <u>2<sup>nd</sup> &amp; 3<sup>rd</sup> year Teacher – 1 informal observation per year</u></li> <li>• <u>Regular Teachers – 2 informal observations per year</u></li> <li>• <u>Refer to XII.G.g.</u></li> </ul>
Walkthroughs – unannounced	<ul style="list-style-type: none"> <li>• Minimum of 3 minutes in length</li> <li>• Used for annual evaluation</li> <li>• Written feedback</li> <li>• Observer gathers evidence regarding classroom instructional practices and behaviors</li> </ul>	<ul style="list-style-type: none"> <li>• <del>All Teachers—three (3) times per year</del></li> <li>• <del>Occurs at least 2 weeks apart unless concerns raised that indicate more frequent visits are necessary</del></li> <li>• <u>All Teachers – no minimum</u></li> <li>• <u>Refer to XII.G.g.</u></li> </ul>
Teacher/Principal Interaction/Engagement	<ul style="list-style-type: none"> <li>• Engagement which relates to deliberate practice and/or student growth which provides evidence of indicators and/or domains</li> <li>• Includes but not limited to: conversations, staff meetings, conferences, and the like</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
Summative Conference	<ul style="list-style-type: none"> <li>• Individual overview of performance</li> <li>• Finalizing the evaluation</li> <li>• Review of previously submitted artifacts and</li> </ul>	<ul style="list-style-type: none"> <li>• Entry Level teachers: One (1) summative conference prior to the end of the 1st semester,</li> </ul>

	<p>opportunity to present additional ones</p> <ul style="list-style-type: none"><li>• Signing of forms</li></ul>	<p>and the 2nd summative conference 6-weeks prior to the end of the school year</p> <ul style="list-style-type: none"><li>• Regular teacher: 6 weeks prior to the end of the school year</li></ul>
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## ARTICLE XII Evaluation

### F. Value Added/Student Learning Growth/Gain Data

The Evaluation Components will be calculated for instructional personnel as follows:

1. For the ~~2014-15~~2015-16 school year, the Instructional Practice Component (IPC) will comprise 66.7% of the final summative evaluation and the Student Growth and Achievement (SGA) will comprise 33.3% of the final summative evaluation.

Where available, SGA/VAM calculations will be performed using up to the three (3) most recent SGA/VAM values, including two (2) and three (3) year aggregate calculations.

2. ESE teachers will be assessed as follows:

- a. ESE teachers serving a combination of students taking multiple type of assessments, i.e., Florida Standards Alternate Assessment (FSAA), or other state or district approved assessment, will have their student growth and achievement based on a percentage of students assigned to each of these categories. For the 2015-16 school year, proficiency on the FSAA will be defined as students scoring in the top two (2) tertiles.

- b. Classroom teachers teaching K-2 students with significant cognitive disabilities will have their student growth and achievement calculated ~~through mastery of 70% or more of learning targets~~using Unique Learning System assessments for reading.

- c. Classroom teachers teaching juniors through age 22 with significant cognitive disabilities will have their student growth and achievement calculated by the percent of students who make .5 year's growth on iReady ELA and math. Weighting will be as follows: 50% ELA, 50% math.

3. PreK students will be assessed as follows:

- a. Developmental PreK (ACE) teachers' student growth will be calculated using ~~the Brigance Developmental Inventory~~Unique Learning System assessments.

- b. The Voluntary PreK teachers' student growth will be measured using the Florida VPK Assessment.

4. Classroom teachers teaching grades K-2 will have their student growth and achievement determined by the percent ~~of students scoring 70% or higher making one (1) year's growth in iReady ELA and the percent making one (1) year's growth in iReady math as determined by student performance on the diagnostic assessments.~~ For ELA and Math, weighting will be as follows: 50% ELA, 50% math.

5. Classroom teachers teaching grade 3 will have their student growth and achievement determined by the percent of students scoring ~~Level 3 or higher on in the top two tertiles in~~ FSA ELA and ~~the percent of students scoring Level 3 or higher on FSA~~ math. Weighting will be as follows: 50% ELA, 50% math.

6. Classroom teachers, teaching grades ~~4-5 or above with three (3) years of VAM data~~ whose students take FSA in ~~the~~ subject area(s) of ELA and math taught by them will ~~have their VAM calculation determined by the be based on the FSA ELA and math. Weighting will be as follows: 50% ELA, 50% math.~~three-year aggregate VAM classification released by the Florida Department of Education.



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F. **Value Added/Student Learning Growth/Gain Data** (Continued)

7. ~~Classroom teachers, teaching only ELA or math in grades 4 or above, will have their student growth and achievement based on the FSA VAM for their students in the subject area taught.~~ Classroom teachers teaching grades 4 or above without a three-year aggregate VAM calculation whose students take FSA in the subject area(s) of ELA and math taught by them will use their individual students' scores for FSA ELA and math. Weighting will be as follows: 50% ELA, 50% math.
8. Classroom teachers, teaching 8th grade science or departmentalized 5th grade science, will have their student growth and achievement calculated by using the percent of students scoring Level 3 or above on the science FCAT.
9. Classroom teachers who teach courses with district-developed End Of Course exams will have their student growth and achievement based on the percent of students scoring 70% or higher. Student growth and achievement will be based on the proration of the district-developed End Of Course exams for which the teacher is responsible.
10. Classroom teachers who teach courses with End of Course (EOC) exams ~~in which passing scores have been established by the state~~ will have their students' growth and achievement calculated based on the percentage of students passing the EOC or PERT if recognized as a concordant score. ~~(Examples: Non-VAM Algebra I, Geometry, Biology I, US History, Civics)~~
11. Classroom teachers who teach Algebra I in grades 8-9 will have their student growth and achievement calculated using the Algebra I VAM in grades 8-9.
- ~~11. Classroom teachers who teach courses with End of Course exams in which passing scores have not been established by the state will have their student growth and achievement calculated based upon the percentage of students scoring in the top two (2) tertiles. (Example: Algebra II, Geometry)~~
12. Classroom teachers who teach Advanced Placement (AP) courses will have their students' growth calculated by the percentage of students scoring at Level 2 or above on the AP exam.
13. Music and PE teachers in elementary and non-classroom teachers assigned to specific schools or multiple schools will have their student growth and achievement calculated by using the ELA and math assessments assigned to the students they serve weighted fifty percent (50%) in ELA and fifty percent (50%) in math. **(Examples: music and PE teachers, guidance counselors, deans, staffing specialists, speech therapists, social workers, etc.)**
14. ELA coaches and media specialists will have their student growth and achievement calculated by using the ELA assessments assigned to the students they serve.
15. Science and math coaches will have their student growth and achievement calculated by using assessments assigned to the students they serve weighted seventy-five percent (75%) in math and twenty-five percent (25%) in science.
1516. Classroom teachers whose students are in dual enrollment courses will have their student growth and achievement calculated based on the percentage of students scoring 70% or greater on the dual enrollment final exams.
1617. Classroom teachers teaching band will have their student growth and achievement calculated based on FBA adjudications for grades 9-12 and district-developed End Of Course exams for grades 6-8 (see #9).



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**F. Value Added/Student Learning Growth/Gain Data (Continued)**

~~17~~18. Career education teachers teaching courses with certification exams will have their student growth and achievement based upon the percentage of students passing the industry certification. For other CTE courses, student growth and achievement will be based on the percent of students passing the district-developed End Of Course exams at 70% or higher.

~~18~~19. Classroom teachers teaching Credit Retrieval will have their student growth and achievement based on the percent of students scoring 70% or higher on the semester test for the course in which they are enrolled.

20. Classroom teachers teaching intensive reading courses for grades 11-12 will have their student growth and achievement based on the percent of students passing the required statewide assessment for reading/ELA.

21. Classroom teachers at Okeechobee Achievement Academy in grades 6-12 will have their student growth and achievement based upon state assessments when applicable and the percentage of students showing 1 year's growth on iReady reading and math for students who have been in their classes a minimum of nine (9) weeks.

~~19~~22. Student growth and achievement scores for classroom teachers teaching semester-long classes will be calculated based on student data from both semesters. If the classroom teacher teaches a year-long course, only students present in both FTE Survey periods will count for student growth and achievement.

~~20~~23. Student growth and achievement will be calculated using the cut scores listed below unless instructed otherwise by the Florida State Board of Education.

- Unsatisfactory: 0-32
- Needs Improvement: 33-45
- Effective: 46-71
- Highly Effective: 72-100

a. For the ~~2014-15~~2015-16 school year only, any classroom teacher whose students are measured with an achievement assessment, as compared to a growth model (VAM) assessment, and whose class is comprised of at least 50% or more of students who score in the lowest quartile for any test or measure used for classroom placement or any classroom teacher whose class is comprised of 11<sup>th</sup> and 12<sup>th</sup> grade students of which 50% or more have not met either the FCAT reading, FSA ELA, or the concordant score graduation requirement will have their student growth/achievement calculated using the following cut scores:

- Unsatisfactory: 0-29
- Needs Improvement: 30-42
- Effective: 43-68
- Highly Effective: 69-100

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**F. Value Added/Student Learning Growth/Gain Data (Continued)**

- b. For the ~~2014-15~~2015-16 school year only, classroom teachers who teach courses with state-developed EOC exams and at least 50% of their students were previously unsuccessful on the EOC exam; or instructional personnel at Okeechobee Achievement Academy who serve students in ACE PreK, EBD, MSD, and HSD; or classroom teachers teaching 8<sup>th</sup> grade science or departmentalized 5<sup>th</sup> grade science will have their student growth and achievement calculated using the following cut scores:
- Unsatisfactory: 0-24
  - Needs Improvement: 25-37
  - Effective: 38-63
  - Highly Effective: 64-100
- c. For the ~~2014-15~~2015-16 school year only, classroom teachers whose student growth and achievement score is calculated using either the science FCAT or an End Of Course (EOC) exam in which a passing score has been established by the state will have their student growth and achievement calculated using the following cut scores:
- Unsatisfactory: 0-27
  - Needs Improvement: 28-40
  - Effective: 41-66
  - Highly Effective: 67-100
- d. When student growth and achievement is calculated using non-VAM assessment data, teachers must complete a district provided Excel spreadsheet by entering matched student names, all district-developed End Of Course exam scores, identify any special exception in which an additional set of cut scores may apply, and submit electronically to their principal in Excel format.



## ARTICLE XII Evaluation

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### G. Procedure

1. Evaluations shall be based on observations made by the principal or assigned evaluator and shall encompass deliberate practice and teaching strategies, duties and responsibilities of the teacher as outlined in the OCIES.
2. Evaluation criteria shall be both general and specific and be made known to the teacher, in addition to identifying and documenting the status of the teacher (Developing, Entry or Regular) at the annual planning conference. Teachers hired after September 30th shall be informed of the evaluation criteria/procedures before their assignment begins. An annual planning conference for such teachers will be held during the first 30 work days of employment and shall include an explanation and discussion of both the general and specific criteria and the evaluation process.
3. Teacher evaluations and ratings shall exclude observations conducted on the day before Thanksgiving break, Winter break, or Spring break.
4. Non-participation in voluntary extra-curricular activities (i.e., activities unrelated to the teacher's classroom duties) that take place outside of the 7.5 hour day shall not be used for evaluative purposes. However, voluntary participation may be considered when applicable.
5. Any indicator which is not marked on the final IPC shall be defaulted to a performance value of "Effective." This does not apply if an employee does not provide an artifact or demonstrate proficiency upon written request of the evaluator. Said request must be submitted to the teacher by March 1 of each year. In the event that an additional formal observation is necessary for the teacher to demonstrate proficiency, the date of the observation shall be mutually agreed upon by the teacher and the evaluator. Proficiency on indicators can also be documented through classroom walkthroughs and informal observations as provided in this contract.
6. Evaluators
  - a. Evaluation procedures for assessing the performance of duties and responsibilities of teachers are functions and responsibilities of the administration.
  - b. The Principal may assign responsibility of observing selected teachers to his/her assistant principal(s).
  - c. An administrator who cannot demonstrate consistent accuracy in correctly identifying performance responsibility indicators and deliberate practice strategies within the OCIES framework of direct instruction and classroom management at a ninety percent (90%) or greater accuracy rate shall not be permitted to evaluate teachers.
  - d. The evaluating administrator must submit a written or electronic observation report with comments to the teacher no later than ~~five (5)~~ seven (7) work days after the observation takes place.
  - e. The evaluating administrator is required to sign and date the ~~planning conference~~, reflection conference and the summative evaluation forms.

**ARTICLE XII**      **Evaluation**

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**G. Procedure** (Continued)

- f. When a single Indicator is scored as developing, needs improvement or unsatisfactory the evaluating administrator shall document the deficiencies, the recommendations for improvement, and the assistance to be provided. As part of the improvement process, the evaluating administrator may suggest participation in specific professional development programs.
  - g. No observation shall occur until two (2) weeks after the employee receives written feedback on their previous observation unless required by contract for 1<sup>st</sup> year teachers. The two-week waiting period may be waived in instances where an evaluator notes issues of student safety or professional responsibilities in an observation.
  - gh. The summative document will be placed in the personnel files housed in the District office.
7. Members of the Bargaining Unit
- a. Teachers are entitled to and shall receive an evaluation which is fair, equitable and procedurally sound.
  - b. Prior to and at the summative conference, the teacher may provide artifacts of deliberate practice that have occurred throughout the year. Examples of supportive information may include but are not limited to observations, conferences, plan book, grade book, parent contacts, student products, and peer collaborations.
  - c. The summative evaluation form shall be signed by both parties. The following statement is included, "My signature does not necessarily imply agreement with the evaluation, but acknowledges that I have read it. I understand that I may submit a written reaction within ten (10) working days from the date of my signature." The written reaction will provide the opportunity for the teacher to make comments regarding the final appraisal which shall be attached to the form for placement in the teacher's personnel file.
  - d. Any data collected for evaluative purposes will be accessible to the teacher in electronic format within ~~five (5)~~ seven (7) work days from inception of the data. When data are not available in electronic form they will be shared with the teacher in the existing format.
8. All statements within the evaluation shall relate to job performance.
9. Any and all documents pertaining to the evaluation of the employee will be kept confidential and exempt from provisions of s.119.07(1) until the end of the school year immediately following the school year in which the evaluation was made.



## ARTICLE XII Evaluation

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### H. Criteria for Initiating a TIP

1. When it is determined that an instructional employee's final summative performance is unsatisfactory or needs improvement, the evaluating administrator shall hold a conference with the employee within ~~seven (7)~~ ten (10) work days following the determination and shall make specific, comprehensive suggestions, in writing, as to how the performance of the employee can be improved.
2. Such plan shall include:
  - a. A form indicating the plan of improvement and results.
  - b. A reasonable time frame for implementing changes. This language may not be construed so as to require the renewal of an annual contract.
  - c. Specific criteria that will indicate improved performance.
  - d. All forms and conference notes shall be signed by the administrator and teacher.
  - e. The teacher will have the right to representation at the initial and final TIP conference.
3. Any PSC or CC teacher will have his or her contract held in abeyance until the student growth portion is completed on the OCIES except as otherwise provided by law.

### I. Outcome of Final Evaluation

1. Annual contract teachers will have their contracts renewed for the subsequent school year provided the following criteria have been met in the current school year:
  - a. Received 88% or more of the total available points on the IPC portion of the evaluation for two (2) consecutive years;
  - b. Received an Effective or higher score on the Student Growth portion of the evaluation for the year immediately preceding the current school year;
  - c. Received no indicators marked Unsatisfactory or Needs Improvement on the final IPC;
  - d. Received no disciplinary action for the current school year.
2. Annual contract renewal decisions will be made no later than six (6) weeks prior to the end of the school year.
3. Paragraphs #1 and #2 above are subject to Article VIII.AA. *Reduction in Personnel*.



**ARTICLE XII**      **Evaluation**

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**J. Student Roster Verification**

1. Survey Two and Three FTE verification will be used for roster verification.
2. Teachers shall verify students assigned to their classroom prior to data submission by the District to the FLDOE. This verification shall occur at a minimum of twice annually corresponding to the October and February FTE survey counts.
3. Teachers will review the student roster and verify its accuracy by signing and dating the list. A copy of this signed list shall be provided to the teacher. A schedule will be provided to teachers allowing the verification of student rosters to occur during non-academic instructional time. One of the planning periods reserved for administrative use will be forfeited for teachers to use as personal planning time during the months of roster verification.
4. Teachers will be notified of the due date for submission of verified rosters to the District within two (2) days of receipt of notification from the FLDOE to the District that the roster verification process has begun.
5. The District will provide training each year, within the work day, for the student roster verification process. This training will include written directions for roster verification that are clear and easily understood as well as contact information for assistance in the verification process.
6. A teacher may request a change to the roster through the addition/deletion district process if the change is due to a data entry error from the corresponding FTE survey count.

**K. Evaluation Committee**

An evaluation Committee comprised of three (3) representatives selected by the Superintendent and three (3) representatives selected by Okeechobee County Education Association #1604 shall be established to review and make recommendations regarding evaluation procedures, including but not limited to those contained in this Article, for instructional personnel. All recommendations made by the Committee shall be submitted to the parties' respective bargaining teams for consideration.

SCHOOL DISTRICT OF OKEECHOBEE COUNTY

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**INSTRUCTIONAL PERSONNEL**

**OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT**

Name	<input type="checkbox"/> Formal Observation	Date
	<input type="checkbox"/> Informal Observation	
Subject/Course	School/Dept.	

**DOMAIN 1: Classroom Strategies and Behaviors**

CLASSROOM MANAGEMENT	Performance Values (Check One)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
1. Establishes and maintains a safe and organized physical environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Manages materials and equipment effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Uses effective student behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Demonstrates that classroom routines are established and uses time effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

DIRECT INSTRUCTION	Performance Values (Check One)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
5. Engages all students in the work of the lesson from start to finish.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Ensures all students are working with content aligned to the appropriate standards for their subject and grade.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Organizes instruction so that students are carrying the cognitive load in the classroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Ensure that all students demonstrate that they are learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Adjusts instruction for all students, including students with disabilities and students who have limited English proficiency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. Uses a range of questioning and discussion techniques to promote higher level thinking aligned to curriculum standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11. Monitors learning activities providing feedback and reinforcement to students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

ASSESSMENT/EVALUATION	Performance Values (Check One)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
12. Checks for understanding throughout the lesson using informal deliberate methods (such as questioning or short tasks).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
13. Interprets data including but not limited to standardized and other test results for diagnosis, instructional planning, program evaluation, and effectiveness of teaching strategies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
14. Provides students with recognition of their current status and their knowledge gain relative to the learning goal.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	



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TECHNOLOGY	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
15. Explores and implements innovative ways to incorporate existing technologies to increase active participation by students and enhance student achievement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	2.88	=	
Effective	X	5.73	=	
Highly Effective	X	7.20	=	
Category Raw Score				

### Domain 1 Rating

Unsatisfactory 0-24	Needs Improvement/ Developing 25-75	Effective 76-97	Highly Effective 98-108

\*Each decimal will be rounded to the nearest whole number.

\*Observation Code: O-Observed    I-Clearly Indicated    C-Collected Data    NE-Not Evident



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**SCHOOL DISTRICT OF OKEECHOBEE COUNTY**

**INSTRUCTIONAL PERSONNEL**

**OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT**

Name	<input type="checkbox"/> Formal Observation	Date
Subject/Course	<input type="checkbox"/> Informal Observation	School/Dept.

**DOMAIN 2: Planning and Preparation**

PLANNING/PREPARATION	Performance Values (Check)				Observation Code*
Performance Responsibilities	U	NI/D	E	HE	Indicate all that apply
16. Plans lessons that reflect the full intent of the standard(s) or parts thereof.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
17. Uses Multi-Tiered System of Support (MTSS/RTI), Individual Education Plans (IEPs), Limited English Proficiency (LEP) plans and 504 plan goals as a basis for planning differentiated instruction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
18. Plans tasks that are aligned to the full intent of the grade-level content standard(s).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
19. Develops lesson and unit plans that demonstrate knowledge of the content, prerequisite relationships between important concepts, instructional strategies specific to the subject matter, instructional shifts, organizes strategies and activities in an appropriate sequence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	2.51	=	
Effective	X	5.00	=	
Highly Effective	X	6.00	=	
Category Raw Score				

**Domain 2 Rating**

Unsatisfactory 0-6	Needs Improvement/ Developing 7-16	Effective 17-22	Highly Effective 23-24

\*Each decimal will be rounded to the nearest whole number.

\*Observation Code: O-Observed    I-Clearly Indicated    C-Collected Data    NE-Not Evident

SCHOOL DISTRICT OF OKEECHOBEE COUNTY

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INSTRUCTIONAL PERSONNEL

OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT

Name	<input type="checkbox"/> Formal Observation	Date
Subject/Course	<input type="checkbox"/> Informal Observation	
	School/Dept.	

DOMAIN 3: Reflecting on Teaching

PROFESSIONAL LEARNING	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
20. Engages in a continuing improvement of professional skills and knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
21. Identifies an indicator within Domain 1 annually to focus on for professional development and improvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Unsatisfactory	X	0.0	=	
Needs Improvement/Developing	X	3.50	=	
Effective	X	6.50	=	
Highly Effective	X	8.00	=	
Category Raw Score				

Domain 3 Rating

Unsatisfactory 0-5	Needs Improvement/ Developing 6-10	Effective 11-14	Highly Effective 15-16

\*Each decimal will be rounded to the nearest whole number.

\*Observation Code: O-Observed I-Clearly Indicated C-Collected Data NE-Not Evident

**SCHOOL DISTRICT OF OKEECHOBEE COUNTY**

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**INSTRUCTIONAL PERSONNEL**

Name	<input type="checkbox"/> Formal Observation	Date
Subject/Course	<input type="checkbox"/> Informal Observation	
	School/Dept.	

**DOMAIN 4: Collegiality and Professionalism**

COLLABORATION	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
22. Collaborates with peers and other professionals to enhance student learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
23. Establishes and maintains a positive collaborative relationship with the students' families to increase student achievement and provides accurate, timely academic and behavioral information to parents and students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

PROFESSIONAL RESPONSIBILITIES	Performance Values (Check)				Observation Code*
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
24. Acts in a professional and ethical manner and adhere at all times to the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
25. Complies with instructional and administrative policies, procedures and programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
26. Exercises appropriate professional judgment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
27. Supports school improvement initiatives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Unsatisfactory		X	0.0	=	
Needs Improvement/Developing		X	2.0	=	
Effective		X	4.15	=	
Highly Effective		X	5.33	=	
Category Raw Score					

**Domain 4 Rating**

Unsatisfactory 0-6	Needs Improvement/ Developing 7-20	Effective 21-28	Highly Effective 29-32

\*Each decimal will be rounded to the nearest whole number.

\*Observation Code: O-Observed I-Clearly Indicated C-Collected Data NE-Not Evident

This observation has been discussed with me. <input type="checkbox"/> Yes <input type="checkbox"/> No			
Signature of Observer	Date	Signature of Observee	Date
My signature does not necessarily indicate agreement with this observation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.			



SCHOOL DISTRICT OF OKEECHOBEE COUNTY

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**INSTRUCTIONAL PERSONNEL**

**OBSERVATION AND DATA COLLECTION/ANALYSIS INSTRUMENT**

**SUMMATIVE INSTRUMENT**

Name	Position
School/Dept.	School Year

Instructional Practices Domains	Unsatisfactory	Needs Improvement/Developing	Effective	Highly Effective
Classroom Strategies and Behaviors				
Planning and Preparing				
Reflecting on Teaching				
Collegiality and Professionalism				
<b>Total</b>				

Instructional Practices Score	Unsatisfactory 0-41	Needs Improvement/Developing 42-124	Effective 125-161	Highly Effective 162-180
Instructional Practice Rating				

Comments of the Evaluatee: \_\_\_\_\_

Comments of the Evaluator: \_\_\_\_\_

Information from parents was collected and analyzed in the preparation of this report.  Yes  No

This evaluation has been discussed with me.  Yes  No

\_\_\_\_\_  
Signature of Evaluator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Evaluatee

\_\_\_\_\_  
Date

**My signature does not necessarily indicate agreement with this observation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.**

<b>Contract Year:</b>	<input type="checkbox"/> AC 1	<input type="checkbox"/> AC 2	<input type="checkbox"/> AC 3	<input type="checkbox"/> AC 4+	<input type="checkbox"/> CC/PSC	<b>Semester</b>	<input type="checkbox"/> 1	<input type="checkbox"/> 2
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<b>Contract Recommendation:</b>	<input type="checkbox"/> Annual 2	<input type="checkbox"/> Annual 3	<input type="checkbox"/> Annual 4+	<input type="checkbox"/> Holds CC/PSC	<input type="checkbox"/> Not recommended for reappointment
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STUDENT GROWTH AND ACHIEVEMENT	Performance Values (Check)				Observation Code
	U	NI/D	E	HE	Indicate all that apply
Performance Responsibilities					
Ensure that student growth and achievement are continuous and appropriate for age group, subject area, and/or student program classification.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Student Growth and Achievement Score	Unsatisfactory 15	Needs Improvement/ Developing 50	Effective 96	Highly Effective 120
Student Growth Rating				

	Points Earned	Unsatisfactory	Needs Improvement/ Developing	Effective	Highly Effective
Instructional Practice					
Student Growth and Achievement					

The IPC will be weighted at 66.7% (use a multiplier of 1.111 to convert the raw score) and the Student Growth section will be weighted 33.3% (use a multiplier of 0.8333 to convert the raw score).

**FINAL RATING**

Unsatisfactory 0 – 59	Needs Improvement/Developing 60-199	Effective 200-264	Highly Effective 265-300

Comments of the Evaluatee: \_\_\_\_\_  
 \_\_\_\_\_

Comments of the Evaluator: \_\_\_\_\_  
 \_\_\_\_\_

This evaluation has been discussed with me.  Yes  No

\_\_\_\_\_  
 Signature of Evaluator                      Date                      Signature of Evaluatee                      Date

**My signature does not necessarily indicate agreement with this observation. I understand that I may submit a written response to the observation within ten working days of the date of my signature.**

**Memorandum of Agreement**  
**between**  
**The Okeechobee County Education Association #1604**  
**and**  
**The School District of Okeechobee County**  
**Instructional Personnel Unit**

Re: 2014-15 Student Growth and Achievement Scores

The Okeechobee County Education Association (OCEA) and the School District of Okeechobee County (the District) agree that for the 2014-15 school year only, the following points will be awarded for Student Growth and Achievement on the instructional personnel evaluation:


- Needs Improvement – 74 points
- Unsatisfactory- 24 points

For the Board:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools  
Okeechobee County School Board

11/16/15  
\_\_\_\_\_  
Date

For the Association:

  
\_\_\_\_\_  
Lisa Harwas  
President  
Okeechobee County Education Association #1604

11/16/15  
\_\_\_\_\_  
Date



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EMPLOYMENT OF PERSONNEL**  
**DATE:** December 8, 2015

**RECOMMENDATION:**

That the following personnel be employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Alaniz, Ami	Paraprofessional, ESOL	Osceola Middle School	10-30-2015
Hudoff, Jessica Out of Field	Teacher Reading/Lang.Arts/History	Osceola Middle School	11-16-2015
Jimenez, Laura	Food Service Assistant	Everglades Elementary School	11-03-2015
Shockley, Sherman Out of Field	Teacher, Drop Out	Okeechobee Achievement Academy	10-26-2015
Soto, Brenda	Bus Driver	Transportation	11-10-2015

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

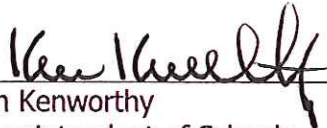
**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EMPLOYMENT OF TEMPORARY PERSONNEL**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the following temporary personnel be employed as needed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Collins, Raymond	JV Basketball Coach	10-01-2015
Smith, Joseph	Assistant Varsity Football, Fall	08-01-2015
Smith, Steven	JV/9 <sup>th</sup> Football, Fall	08-01-2015
Soto, Brenda	Sub-Bus Driver	11-05-2015
Throop, Lauren	Osceola Middle School Head Volleyball Coach	08-17-2015
Waack, Cheryl	Sub-Food Service Assistant	10-27-2015
Whipple, LiAnn	Assistant Volleyball Coach	08-17-2015
Whitehead, Rebecca	Aide, Extended Daycare	10-20-2015

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT**

**DATE:** December 8, 2015

RECOMMENDATION:


That resignations for the following personnel be accepted:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Arbogast, Genia Retirement	Administrative Assistant, Executive Secretary to Superintendent	District Office	07-01-2016
Hofheinz, Amanda	Teacher, Elementary	Seminole Elementary School	12-21-2015
Mayernik, Gerald Retirement	Teacher, Science	Yearling Middle School	12-21-2015
Tilton, Debra Retirement	Teacher, Elementary	Everglades Elementary School	11-17-2015

That Kyle Harrison, Elementary Teacher at Seminole School, be terminated as a probationary employee effective November 13, 2015, in accordance with Florida State Statute 1012.33 (1)b.

That the resignation of Laura Jimenez, Food Service Assistant, Everglades Elementary School, be accepted with prejudice effective November 11, 2015, due to lack of sufficient notice.

RECOMMENDED BY:

  
 \_\_\_\_\_  
 Ken Kenworthy  
 Superintendent of Schools



**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **TRANSFER OF PERSONNEL**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the following personnel transfers be approved:

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Lunt, Debra	TBA	Teacher, ESE South Elementary School	10-19-2015
Perez, Maria	Van Driver Food Service	Food Service Assistant North Elementary School	10-14-2015
Queen, Colleen	Teacher, Language Arts Okeechobee High School	Teacher, ESE South Elementary School	11-30-2015
Sanchez, Manuel	Teacher, Drop Out Okeechobee Achievement Academy	Teacher, Math Osceola Middle School	10-12-2015
Whitlon, Leda	Paraprofessional, ESOL Osceola Middle School	Custodian II Seminole Elementary School	10-30-2015

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **LEAVE REQUEST**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the following leave of absence be approved:

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Lamb, Connie Extension	Yearling Middle School	Short Term	11-16-2015	12-01-2015
Sherlock, Jean Extension	Okeechobee High School	Short Term	10-23-2015	10-30-2015

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **ADDITIONS TO SUBSTITUTE TEACHERS FOR 2015-16**

**DATE:** December 8, 2015

RECOMMENDATION:

That the following personnel be added to the Substitute Teacher List for the 2015-16 school year:

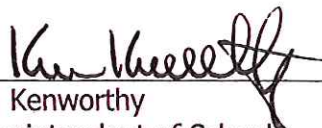
<u>Name</u>	<u>Rank</u>
Brown, Melody Brooke	III

Rank I – Less than 60 college credit hours

Rank II – 60 or more college credit hours

Rank III – Bachelor's degree or higher

RECOMMENDED BY:



Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **PAYMENTS TO PERSONNEL**  
**DATE:** December 8, 2015

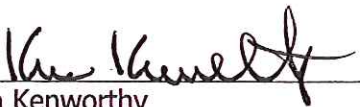
RECOMMENDATION:

That the Board approve the following payments to personnel:

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Kimberly Burkes	ESOL Endorsement	\$1,000.00	August, 2015	#1637 – ESOL Training
Christina Todd	Additional Bonus for Bus Driver Recruitment (AC)	\$350.00	N/A	Transportation Budget
Catherine Lehman	Yoga Club Instructor	\$20.00 Per Hour	1 Hour Per Week 11/09/15-04/20/16	#1673 – Student Wellness

**Note:** All professional development shall comply with provisions in the negotiated personnel contracts.

RECOMMENDED BY:

  
 \_\_\_\_\_  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **COLLEGE READINESS AND SUCCESS CONTRACT WITH THE COLLEGE BOARD**  
**DATE:** December 8, 2015

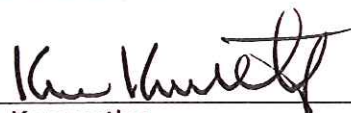
RECOMMENDATION:

That the Board approve a College Readiness and Success Contract with the College Board for *AP Insight*, effective July 1, 2015, through June 30, 2016, at no cost to the District.

BACKGROUND INFORMATION:

The *AP Insight* program is provided through the College Partnership. The program is web-based and provides prep courses for teachers to use with students in Advanced Placement Chemistry and World History classes in preparation for taking Advanced Placement exams. The agreement is included in Board member agendas and is available upon request from the Director of Student Services.

RECOMMENDED BY:



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Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **AGREEMENT WITH RAULERSON HOSPITAL FOR STUDENT CLINICAL EXPERIENCE**  
**DATE:** December 8, 2015

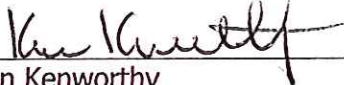
RECOMMENDATION:

That the Board approve an Affiliation Agreement with Okeechobee Hospital, Inc. d/b/a Raulerson Hospital, effective December 1, 2015, through November 30, 2017, to provide clinical experience for the Okeechobee High School Nursing Assistant program.

BACKGROUND INFORMATION:

This agreement will allow students in the Nursing Assistant program to gain clinical experience through application of knowledge and skills in actual patient-centered situations in a health care facility. Raulerson Hospital has agreed to make its facility available for clinical experience as allowed by the agreement. The agreement is included in Board member agendas and is available upon request from the Coordinator of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **TRANSITION TO TEACHING (T2T) AGREEMENT WITH INDIAN RIVER STATE COLLEGE**  
**DATE:** December 8, 2015


RECOMMENDATION:

That the Board approve a Transition to Teaching (T2T) Agreement with Indian River State College.

BACKGROUND INFORMATION:

This is a renewal agreement that permits the placement of highly qualified teacher candidates from IRSC's School of Education programs into District classrooms as the teacher of record. Teacher interns will be assigned a mentor teacher at their school as well as being provided guidance by their University Supervisor and a Transition to Teaching coach. The District will pay one-half of a beginning teacher's annual salary including benefits per semester. The agreement is included in Board member agendas and is available upon request from the Director of Human Resources.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **AMENDMENT OF AGREEMENT WITH TREASURE COAST THERAPEUTICS, P.A.**  
**DATE:** December 8, 2015

RECOMMENDATION:

That the Board approve an amended contract with Treasure Coast Therapeutics, P.A., to provide speech therapy services for students effective December 8, 2015, through July 31, 2016.

BACKGROUND INFORMATION:

The agreement was approved by the School Board on August 11, 2015, and this amendment changes fees for services as shown on Schedule A. The hourly rate for Speech Language Pathologist (CCC/SLP) is being increased from \$53.00 to \$60.00 per hour and Speech Language Pathologist, Assistant (SLP/A) is increasing from \$53.00 to \$55.00 per hour. Medicaid is billed for reimbursable services to eligible students. The agreement and amended Schedule A are included in Board member agendas and are available upon request in the office of the Director of Exceptional Student Education.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **TITLE I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR  
NEGLECTED AND DELINQUENT**

**DATE:** December 8, 2015

RECOMMENDATION:

That the Board approve the Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$134,830.00 for the 2015-16 project year.

BACKGROUND INFORMATION:

Title I, Part D, Subpart II, funds supplementary services and materials at Department of Juvenile Justice sites in Okeechobee County. The funded amount reflects a decrease of \$11,575.00.00 in comparison to the 2014-15 project year.

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request from the Coordinator of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **TITLE VI, PART B, SUBPART 2, GRANT APPLICATION FOR RURAL & LOW INCOME SCHOOLS PROGRAM**

**DATE:** December 8, 2015

RECOMMENDATION:

That the Board approve the Title VI Grant application for Rural & Low Income Schools Program in the amount of \$122,366.00 for the 2015-16 project year.

BACKGROUND INFORMATION:

Funds from this grant will be used for one paraprofessional at Okeechobee High School to assist in the credit retrieval lab. Title VI funds also provide supplemental instructional materials at Okeechobee High School and tutorials at both high school sites. Supplemental materials and services, such as the Reflex Math program at elementary sites, APTT supplies for district implementation, and AVID supplies at the middle and high school level are supported through this project. The funded amount reflects a decrease of \$897.00 in comparison to the 2014-15 project year.

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request from the Coordinator of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

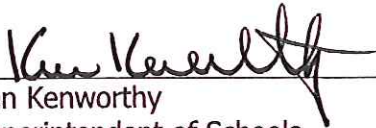
**SUBJECT: PROPERTY DISPOSAL LIST #3 FOR THE 2015-16 FISCAL YEAR**

**DATE:** December 8, 2015

RECOMMENDATION:

That the items listed on the attached Property Disposal List #3 for the 2015-16 fiscal year be declared as surplus, to be removed from property records, and that the Superintendent be authorized to donate or sell such items in accordance with state statute.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools





**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **MONTHLY FINANCIAL STATEMENTS FOR SEPTEMBER AND OCTOBER, 2015**

**DATE:** December 8, 2015


RECOMMENDATION:

That the Monthly Financial Statements for September and October, 2015, be accepted and filed as part of public record.

BACKGROUND INFORMATION:

The Financial Statements are included in Board member agendas and are available upon request from the Director of Finance.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **BUDGET AMENDMENTS #3 AND #4 FOR SEPTEMBER AND OCTOBER, 2015**

**DATE:** December 8, 2015

RECOMMENDATION:

That Budget Amendments #3 and #4 for September and October, 2015, be approved.

BACKGROUND INFORMATION:

The Budget Amendments are included in Board member agendas and are available upon request from the Director of Finance.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **WARRANT REGISTER FOR NOVEMBER, 2015**  
**DATE:** December 8, 2015

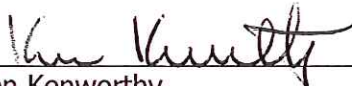
RECOMMENDATION:

That the Warrant Register for November, 2015, be approved as follows:

General Disbursement Account – Warrants #156800 thru #157055

Operating General Fund	\$ 1,390,393.21
Federal Programs Fund	38,257.48
Food Service Fund	213,937.71
Capital Improvement Fund	<u>16,595.80</u>
Total	\$ 1,659,184.20

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools