

I. Call to Order

Call to Order: Jill Holcomb, Chairman

Present: District 1 – Joe Arnold
District 2 – Malissa Morgan
District 3 – Melisa Jahner
District 4 – Amanda Riedel
District 5 – Jill Holcomb, Chairman

Ken Kenworthy, Superintendent of Schools
Tom Conely, School Board Attorney

Invocation: Fr. Jim Shevlin, Church of Our Saviour Episcopal
Pledge of Allegiance: Led by Chairman Holcomb

II. Recognition Items

Staff Recognition

- ★ Retirement
 - Elizabeth Stanley, Teacher, North Elementary School

III. Oath of Office for Elected/Re-Elected Board Members

Chairman Holcomb introduced Judge William Hendry to administer the oath of office to elected/re-elected School Board members. Judge Hendry stated that Okeechobee was originally Brevard County. There were no dwellings at the time. By 1870 there were a few dwellings in Ft. Drum and Bassinger. Judge Hendry shared the duties and powers of teachers in force in 1920, which included every teacher must labor faithfully and require pupil's cleanliness and promptness. Back in those days there were only three School Board members, in the mid 40's it increased to five members. Teachers faced various challenges which required a lot of thought and study. During the depression, the hurricane damaged or destroyed all Okeechobee schools, including the current School Board office. A vote was taken and all schools were closed and teachers were laid off. School closing could affect graduation for a student. This was a challenge. A Federal Grant came through with funds. In 1934 teachers forfeited their salary and money was spent on the operation of schools. One home economics teacher received a sewing machine as salary. Your job as a Board member is to make informed decisions and be a good listener. Ask questions, until you can make informed decisions, use common sense, and be a problem solver. The Board has five members, not three, and you will not always agree. Disagree without being disagreeable. Civility is a very important ingredient on Boards or committees to complete a project. Judge Hendry then administered the oath of office to re-elected School Board members Joe Arnold (District #1), and Jill Holcomb (District #5) and newly elected School Board member Melisa Jahner (District #3). Judge Hendry congratulated members and thanked the Board for the invitation.

IV. Reorganization of the Board

Chairman Holcomb turned the meeting over to Superintendent Kenworthy for reorganization of the Board. Mr. Kenworthy explained that according to Florida Statute 1001.371, the Board is required to reorganize each November by electing a Chairman and Vice Chairman and establishing the schedule and location for regular meetings.

Superintendent Kenworthy, acting as Secretary to the Board for the purpose of reorganization and in accordance with Statute, declared the floor open for nominations for Chairman of the School Board. Joe Arnold nominated Jill Holcomb as Chairperson, and Melisa Jahner seconded the motion. Superintendent Kenworthy asked for any other nominations and hearing none, ceased nominations. The Board voted unanimously to reelect Jill Holcomb as Chairperson of the School Board of Okeechobee County.

Superintendent Kenworthy declared the floor open for nominations for Vice Chairman of the School Board. A motion was made by Joe Arnold nominating Amanda Riedel as Vice Chairman. The motion was seconded by Malissa Morgan. Superintendent Kenworthy asked for any other nominations and hearing none, ceased nominations. The Board voted unanimously to elect Amanda Riedel as Vice Chairman of the School Board of Okeechobee County.

Joe Arnold made a motion that the School Board continue to hold regular meetings on the 2nd Tuesday of each month at 6:00 p.m. in the District School Board Administration Office, Room #303, located at 700 S.W. 2nd Avenue, Okeechobee, Florida, unless otherwise advertised. The motion was seconded by Malissa Morgan, and the Board voted unanimously to continue the regular meeting schedule and location as stated. The meeting was then turned over to Chairman Jill Holcomb for continuance of the agenda.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

V. Approval of Minutes

- Minutes of Meeting on October 9, 2018

Motion to Approve Minutes:	Joe Arnold
Second:	Amanda Riedel
Vote:	5-0 In Favor

VI. Items for Action

Chairman Holcomb asked if there were any changes, additions, or deletions to the Items for Action agenda. None were requested.

Approval of Items for Action Agenda:	
Motion:	Joe Arnold
Second:	Malissa Morgan
Vote:	5-0 In Favor

A. ADOPTION OF BOARD POLICY 3.71 RELIGIOUS EXPRESSION IN PUBLIC SCHOOLS

Superintendent's Recommendation: That the Board approve adoption of Board Policy 3.71 Religious Expression in Public Schools.

Motion:	Malissa Morgan
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that Florida Statute 1002.206 requires each district school board to adopt and implement the proposed Policy 3.71. Advertisement of intent to adopt Policy 3.71 was approved by the School Board on October 9, 2018, and legally advertised to the public on October 10, 2018, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0

B. ADVERTISEMENT TO AMEND BOARD POLICY 2.80* WELLNESS POLICY

Superintendent's Recommendation: That the Board approve advertisement to amend Board Policy 2.80* Wellness Policy.

Motion:	Malissa Morgan
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed amendment was revised to comply with the Child Nutrition and WIC Reauthorization Act of 2004. Mr. Kenworthy highlighted items throughout the policy. Member Arnold asked about a mental health component and considering the whole child. Mr. Kenworthy stated that the Mental Health Plan, required by Legislation, requires extensive mental health reporting.
Vote:	5-0

C. RATIFICATION OF CONTRACT WITH INSTRUCTIONAL UNIT FOR 2018-19

Superintendent's Recommendation: That the Board ratify proposals for the 2017-20 Instructional Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2018, through June 30, 2019.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that the proposals have been negotiated and tentatively agreed upon by the parties. The Instructional bargaining unit conducted a ratification vote on November 8, 2018: FOR AGAINST 210 25 Member Jahner asked the number of members eligible for vote, Superintendent Kenworthy stated that the Instructional staff totals 460.
Vote:	5-0 In Favor

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

	new mid-year appointments. The newly appointed member will serve a partial term until the annual appointment in June.
Vote:	5-0 In Favor

I. APPOINTMENT TO DISTRICT EMPLOYMENT WELLNESS STEERING COMMITTEE

Superintendent's Recommendation: That the Board appoint a member to serve on the District Employee Wellness Steering Committee.

Motion:	Joe Arnold nominated Melisa Jahner. Member Jahner accepted.
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that this appointment is considered in April each year. A change in Board members due to the election require new mid-year appointment. The newly appointed member will serve a partial term until the annual appointment in April.
Vote:	5-0 In Favor

J. BOARD APPOINTMENT FOR SMALL SCHOOL DISTRICT COUNCIL CONSORTIUM

Superintendent's Recommendation: That the Board appoint a member to serve on the Small School District Council Consortium (SSDCC) Board of Directors.

Motion:	Joe Arnold nominated Amanda Riedel. Vice Chair Riedel accepted.
Second:	Malissa Morgan
Vote:	5-0 In Favor

K. APPOINTMENT TO OKEECHOBEE COUNTY ECONOMIC COUNCIL

Superintendent's Recommendation: That the Board appoint a member to serve on the Okeechobee County Economic Council as an ex-officio member.

Motion:	Joe Arnold nominated Malissa Morgan. Member Morgan declined. Malissa Morgan nominated Joe Arnold. Member Arnold accepted.
Second:	Melisa Jahner
Vote:	5-0 In Favor

L. MEMORANDUM OF UNDERSTANDING WITH FLORIDA ATLANTIC UNIVERSITY

Superintendent's Recommendation: That the Board approve Memorandum of Understanding with Florida Atlantic University. The Memorandum of Understanding will establish a mechanism for the parties to plan cooperative education, training, professional learning, and research activities of mutual interest.

Motion:	Malissa Morgan
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated this is a new agreement for a joint graduate level leadership preparation program that addresses the continuum of professional learning for district administrators. This is a two year program and students will intern with the District.
Vote:	5-0 In Favor

M. INTERAGENCY AGREEMENT REGARDING SHARING INFORMATION ABOUT JUVENILE OFFENDERS

Superintendent's Recommendation: That the Board approve a five-year renewable Interagency Agreement between the Okeechobee County School District; State of Florida Department of Juvenile Justice Probation and Community Intervention (DJJ-C9); Okeechobee County Sheriff's Office; and the Okeechobee Police Department.

Motion:	Malissa Morgan
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that this is a renewal agreement that provides for sharing information about juvenile offenders F.S. 985.04 paragraph (c) of subsection (1).
Vote:	5-0 In Favor

N. 2018-2019 ANNUAL BLEACHER INSPECTION

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

Superintendent's Recommendation: That the Board approve the 2018-2019 Annual Bleacher Inspections for all schools.

Motion:	Melisa Jahner
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated this inspection is required by law and that Bill Huddle, Building Official and Inspector, found no significant findings. Chairman Holcomb noted that YMS bleachers appear to be in most need of repair, and asked if they were slated for replacement. Mr. Kenworthy will follow-up with Director of Operations, Brian Barrett.
Vote:	5-0 In Favor

O. TRANSPORTATION AGREEMENT WITH OKEECHOBEE CHRISTIAN ACADEMY

Superintendent's Recommendation: That the Board approve an Agreement for transportation services for bus trips, locally and out of town from November 20, 2018 through June 1, 2019, with Okeechobee Christian Academy.

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated this is a new agreement, but is the standard contract for anyone requesting use of District transportation. Member Arnold asked the per-mile cost and how it compares with other Districts or how the District arrived at the figure. Superintendent Kenworthy stated that there is a formula used to arrive at the figure and that salary is above the per-mile rate. Member Morgan asked if the driver is paid by the contracting agency. Superintendent Kenworthy stated that the driver is paid by the District. The contracting agency is charged a flat rate for the driver since the rate paid to a driver can vary.
Vote:	5-0 In Favor

P. SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2018-19

Superintendent's Recommendation: That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2018, for the 2018-19 fiscal year:

- #1A Substitute Teacher and Authorized Substitute Paraprofessionals
- #2 School Principal – 12 Months
- #3 Assistant Principal – 12 Months
- #4 Assistant Principal – 11 Months
- #6 Assistant Superintendent – 12 Months
- #7 Building Code Administrator / Energy Manager – 12 Months
- #8 Director – 12 Months
- #9 Supervisor I – 12 Months
- #11 Coordinator / School Psychologist – 11 Months and 12 Months
- #12 Administrative Asst. / Superintendent's Secretary / Executive Sec. – 12 Months
- #15 Maintenance Foreman / Assistant Director of Finance – 12 Months
- #23 Lunchroom Manager – 10 Months and 11 Months

Motion:	Joe Arnold
Discussion/Additional Information	Member Jahner asked if this item could be moved to December since employees have questions and they couldn't attend the meeting since it is a holiday week. Superintendent Kenworthy stated that it could be moved, but it could delay raises prior to the holiday. Members decided to proceed with discussion. Member Arnold asked how the figures were derived on the Principal and Assistant Principal schedules. He received calls stating that it seems excessive compared to the teacher salary, how was this schedule set up. Superintendent Kenworthy stated that the meeting was scheduled for this date by Legislation. The

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

	salaries increased: 2.04% Administration, 2.42% Instructional and 4.73% Classified. No additional dollars have been added to the Administrative schedules since 2014-15, minus last year when no dollars were added to any schedule. Chairperson Holcomb discussed the percentages and stated that teacher salaries are comparable to surrounding counties where administrator salaries are not. Member Arnold stated that we need to attract and maintain good administrators. Every year an increase is delayed, the bigger the deficit. Superintendent Kenworthy shared surrounding and like-size county administrator salaries.
Second:	Malissa Morgan
Vote:	5-0 In Favor

**2018-2019
OKEECHOBEE COUNTY SCHOOL BOARD
SALARY SCHEDULE NO. 1A
SUBSTITUTES**

**SUBSTITUTE TEACHERS
AND
AUTHORIZED SUBSTITUTE PARAPROFESSIONALS**

Rank I (less than 60 college credit hours)	\$11.00 per hour
Rank II (60 or more college credit hours)	\$12.00 per hour
Rank III (Bachelor's degree or higher)	\$13.00 per hour

SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS

\$11.00 per hour

SUPPLEMENTARY TEMPORARY PERSONNEL

\$8.25 per hour

2018-2019 Okeechobee County School Board Salary Schedule No. 2 - Performance Pay School Principal - 12 Months			
Step	Elementary	Middle School/ OHS Freshman Campus	High School
1	71500	76500	81800
2	72200	77200	82500
3	72900	77900	83200
4	73600	78600	83900
5	74300	79300	84600
6	75000	80000	85300
7	75700	80700	86000
8	76400	81400	86700
9	77100	82100	87400
10	77800	82800	88100
11	78500	83500	88800
12	79200	84200	89500
13	79900	84900	90200
14	80600	85600	90900
15	81300	86300	91600
16	82000	87000	92300
17	82700	87700	93000
18	83400	88400	93700
19	84100	89100	94400
20	84800	89800	95100
21	85500	90500	95800
22	86200	91200	96500
23	86900	91900	97200
24	87600	92600	97900
25	88300	93300	98600
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00			

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2017-2018 will receive a \$600 longevity stipend.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

2018-2019 Okeechobee County School Board Salary Schedule No. 3 - Performance Pay Assistant Principal – 12 Months			
Step			High School
1			67050
2			67500
3			67950
4			68400
5			68850
6			69300
7			69750
8			70200
9			70650
10			71100
11			71550
12			72000
13			72450
14			72900
15			73350
16			73800
17			74250
18			74700
19			75150
20			75600
21			76050
22			76500
23			76950
24			77400
25			77850
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00			

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

2018-2019 Okeechobee County School Board Salary Schedule No. 4 - Performance Pay Assistant Principal – 11 Months			
Step	Elementary		Middle School/ OHS Freshman Campus
1	60650		62150
2	61100		62600
3	61550		63050
4	62000		63500
5	62450		63950
6	62900		64400
7	63350		64850
8	63800		65300
9	64250		65750
10	64700		66200
11	65150		66650
12	65600		67100
13	66050		67550
14	66500		68000
15	66950		68450
16	67400		68900
17	67850		69350
18	68300		69800
19	68750		70250
20	69200		70700
21	69650		71150
22	70100		71600
23	70550		72050
24	71000		72500
25	71450		72950
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00			

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

2018-2019 Okeechobee County School Board Salary Schedule No. 6 Assistant Superintendent – 12 Months			
Step			Annual Salary
1			83670
2			84440
3			85210
4			85980
5			86750
6			87520
7			88290
8			89060
9			89830
10			90600
11			91370
12			92140
13			92910
14			93680
15			94450
16			95220
17			95990
18			96760
19			97530
20			98300
21			99070
22			99840
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00			

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

2018-2019 Okeechobee County School Board Salary Schedule No. 7 Building Code Administrator 12 Months				
Step				Hourly Rate
0				30.00
Energy Manager 12 Months				
Step				Hourly Rate
0				20.00

2018-2019 Okeechobee County School Board Salary Schedule No. 8 Director – 12 Months				
Step				Annual Salary
1				75925
2				76550
3				77175
4				77800
5				78425
6				79050
7				79675
8				80300
9				80925
10				81550
11				82175
12				82800
13				83425
14				84050
15				84675
16				85300
17				85925
18				86550
19				87175
20				87800
21				88425
22				89050
23				89675
24				90300
25				90925
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00				

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

2018-2019 Okeechobee County School Board Salary Schedule No. 9 Supervisor I – 12 Months				
Step				Annual Salary
1				71100
2				71725
3				72350
4				72975
5				73600
6				74225
7				74850
8				75475
9				76100
10				76725
11				77350
12				77975
13				78600
14				79225
15				79850
16				80475
17				81100
18				81725
19				82350
20				82975
21				83600
22				84225
23				84850
24				85475
25				86100
26				86725
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00				

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

2018-2019 Okeechobee County School Board Salary Schedule No. 11 Coordinator School Psychologist/Behavior Analyst			
Step	11 Months 206 Days	11 Months 224 Days	12 Months 249 Days
1	52292	56860	65860
2	52803	57420	66420
3	53314	57980	66980
4	53825	58540	67540
5	54336	59100	68100
6	54847	59660	68660
7	55358	60220	69220
8	55869	60780	69780
9	56380	61340	70340
10	56891	61900	70900
11	57402	62460	71460
12	57913	63020	72020
13	58424	63580	72580
14	58935	64140	73140
15	59446	64700	73700
16	59957	65260	74260
17	60468	65820	74820
18	60979	66380	75380
19	61490	66940	75940
20	62001	67500	76500
21	62512	68060	77060
22	63023	68620	77620
23	63534	69180	78180
24	64045	69740	78740
25	64556	70300	79300
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00			

For the 2018-2019 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2017-2018 will receive a \$600 longevity stipend.

2018-2019 Okeechobee County School Board Salary Schedule No. 12 Administrative Assistant Superintendent's Secretary Executive Secretary 12 Months			
Step			Annual Salary
1			40600
2			42200
3			43800
4			45400
5			47000
6			48600
7			50200
8			51800
9			53400
10			55000
11			56600

One (1) step on the schedule will be granted for each year of related experience up to a maximum of five (5) years.

Two years of college credit (60 semester hours) may count as one (1) step on the schedule. However, combined college credit and related experience may not exceed a total of five (5) steps on the schedule.

2018-2019 Okeechobee County School Board Salary Schedule No. 15 Maintenance Foreman Transportation Foreman Assistant Director of Finance 12 Months			
Step			Annual Salary
1			46900
2			48500
3			50100
4			51700
5			53300
6			54900
7			56500
8			58100

One (1) step may be granted for each year of related experience up to a maximum of five (5) years.

Two years of college credit (60 semester hours) may count as one (1) step on the schedule. However, combined college credit and related experience may not exceed a total of five (5) steps on the schedule.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

2018-2019 Okeechobee County School Board Salary Schedule No. 23 Lunchroom Manager				
Step	Without Completed Courses 10 Months 195 Days	7 Completed Courses 10 Months 195 Days	Without Completed Courses 11 Months 229 Days	7 Completed Courses 11 Months 229 Days
1	22500	24200	26885	28916
2	23500	25200	28080	30111
3	24500	26200	29275	31306
4	25500	27200	30470	32501
5	26500	28200	31665	33696
6	27500	29200	32860	34891
7	28500	30200	34055	36086
8	29500	31200	35250	37281
9	30500	32200	36445	38476
10	31500	33200	37640	39671
11	32500	34200	38835	40866

One (1) step may be granted for each year of related experience up to a maximum of five (5) years.
The High School and Base Kitchen Lunchroom Managers may receive, at the discretion of the Superintendent, a supplement of \$150.00 per month.

Q. APPOINTMENT OF DISTRICT ADMINISTRATIVE PERSONNEL

Superintendent's Recommendation: That the following District Administrative Personnel be appointed for the 2018-19 fiscal year:

Name	Position
Stanley, Britani	Coordinator of K12 Accountability and Assessment
Motion:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy acknowledged Britani Stanley in the audience. The District is very proud to have Britani, she has a steep learning curve, but is doing well.
Second:	Malissa Morgan
Vote:	5-0 In Favor

R. APPOINTMENT OF PRINCIPAL

Superintendent's Recommendation: That the following Principal be appointed for the 2018-19 fiscal year:

Name	Position
Robinson, Tuuli – Effective 9/20/2018	Principal, North Elementary School
Motion:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated there were cheers and applause at North Elementary when Dr. Robinson was named Principal.
Second:	Amanda Riedel
Vote:	5-0 In Favor

S. REVISIONS TO PERSONNEL ALLOCATIONS FOR 2018-19

Superintendent's Recommendation: That the Board approve the following revisions to personnel allocations for the 2018-2019 fiscal year.

Instructional Personnel

Action		#	Position	Location	Effective Date
Add	Delete				
✓		1	Teacher, Basic	South Elementary School	11-26-2018
	✓	1	Teacher, Perm Sub	Central Elementary School	11-26-2018
Motion:		Joe Arnold			
Discussion/Additional Information		Superintendent Kenworthy stated that the vacant position at CES was moved to SES. The District will advertise for part-time position, but would take two part-time positions, back to back to share a class. This will help SES with the number of long term substitutes.			
Second:		Malissa Morgan			
Vote:		5-0 In Favor			

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

VII. Consent Agenda

Chairman Holcomb asked if there were any changes, additions, or deletions to the *Consent Agenda*. Superintendent Kenworthy asked that Item B. 2018-2019 Out-of-Field Teachers, Item E. Resignation, Termination, and Suspension of Employment, and Item G. Leave Requests be pulled for revision.

Motion To Approve Consent Agenda pulling Item B., E. and G. for revision:	Joe Arnold
Second:	Malissa Morgan
Vote:	5-0 In Favor

A. 2018-2019 OUT-OF-FIELD - ESOL

<u>North Elementary School</u>		
Boyett, Jacqueline		300/300

B. PULLED FOR REVISION

C. EMPLOYMENT OF PERSONNEL

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective</u>
Anise, Leah	Food Service Assistant	North Elementary School	10/19/2018
Conroy, Meghan	Office Aide, Guidance	Central & South Elementary School	10/02/2018
Cooper, Nicole Janette	Food Service Assistant, 6 hr Permanent Substitute	Food Service	10/09/2018
Denisuk, Theodore	Custodian II	Osceola Middle School	10/29/2018
Hayles, Reginald	Custodian II	Yearling Middle School	10/02/2018
Timko, Andrew	Paraprofessional, ISS	Okeechobee High School	10/22/2018
Varnadore, Christan Out of Field-Math M/J	Teacher, Math-M/J	Osceola Middle School	10/17/2018

D. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Riles, Demetre	Assistant Varsity Girls Basketball Coach	11/05/2018

E. PULLED FOR REVISION

F. TRANSFER OF PERSONNEL

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Brady, Melissa Out of Field - ESE	Teacher, Second Everglades Elementary School	Teacher VE (Inclusion) South Elementary School	11/12/2018
Dodson, Jimmy	Custodian II South Elementary School	Custodian II Okeechobee Achievement Academy	11/12/2018
Duke, Trent	Custodian II Everglades Elementary School	Maintenance Worker Maintenance Department	10/15/2018
Hudson, Pamela	Teacher, Lang Arts-M/J Osceola Middle School	Teacher Lib/Med Spec – E South Elementary School	10/01/2018
Storey, Cathy	Office Aide, Guidance Okeechobee High School	Health Aide North Elementary School	11/12/2018
Wagner, Laura	Custodian II Central Elementary School	Custodian II Everglades Elementary School	10/22/2018

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

G. PULLED FOR REVISION

H. ADDITIONS TO SUBSTITUTE TEACHERS FOR 2018-19

DeSarro, Angela	True Core
Dowler, Julianne	I
Furse, Leah	I
McDavid, Amy	I
Proulx, Cheryl	III
Ramirez, Marialejandra	III
Talavera, Jairo	True Core
Torres, Nicole	I
Wright, John	III

Rank I – Less than 60 college credit hours
Rank II – 60 or more college credit hours
Rank III – Bachelor’s degree or higher

I. PAYMENTS TO PERSONNEL

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
1 NES Teacher	Chair PFEP Committee for 2018-2019 Family Engagement Plan revisions and edits	\$13.50 Per Hour	Up to 5 hours 8/1/18 – 10/1/18	#4931 – Title I, Part A
4 Math Teachers	Build accelerated middle school math courses in PLATO.	\$13.50 Per Hour	Up to 60 hours 12/01/18 – 6/30/19	#4950 – Title V, Student Support and Academic Enrichment
43 Teachers	Participate in the 2018 OCSB AVID Summer Institute	\$13.50 Per Hour	Up to 15 hours each 12/1/18- 6/30/19	#4950 – Title V, Student Support and Academic Enrichment
Belanger, Christopher Hoisington, Elizabeth	To attend Agile Mind Summer Training.	\$13.50 Per Hour	2018-19 School Year Up to 14 hours	#4921 - Title II
Talavera, Mayra	Translation of Student Code of Conduct 2018-19	\$12.00 Per Hour	As Needed for the 2018-19 School Year	District Funds
Tankersley, Tamara	Initial Recruitment Bonus (PB)	\$350.00	N/A	Transportation Budget
Watson, Lorraine	Initial Recruitment Bonus (BW)	\$350.00	N/A	Transportation Budget
Wehde, Elizabeth	Final Recruitment Bonus (JH)	\$350.00	N/A	Transportation Budget
Whitaker, Sharon	Facilitate GED Testing	\$23.00 Per Hour	2 Hour Per Day, Up to 3 Days Per Month 09/03/18- 06/01/19	#1905 – Community Education Fee Support

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

J. APPROVAL OF GED TEST ADMINISTRATOR - ADDITION

The Board approved the following employee to administer the GED tests scheduled for the 2018-19 school year:

- Britani Stanley

K. APPROVAL TO TEMPORARILY EXCEED MAXIMUM CLASS SIZE

The Board approved and allowed the temporary exceeding of Class Size maximums as needed and as allowed by Florida Statute 1003.03 (2)(b)(1) thru(3), which states:

1003.03. Maximum class size.

(2) IMPLEMENTATION

(b) *A student who enrolls in a school after the October student membership survey may be assigned to an existing class that temporarily exceeds the maximum number of students in subsection (1) if the district school board determines it to be impractical, educationally unsound, or disruptive to student learning to not assign the student to the class. If the district school board makes this determination:*

1. *Up to three students may be assigned to a teacher in kindergarten through grade 3 above the maximum as provided in paragraph (1)(a);*
2. *Up to five students may be assigned to a teacher in grades 4 through 12 above the maximum as provided in paragraphs (1)(b) and (c), respectively; and*
3. *The district school board shall develop a plan that provides that the school will be in full compliance with the maximum class size in subsection (1) by the next October student membership survey.*

L. K-12 COMPREHENSIVE READING PLAN

The Board approved the K-12 Comprehensive Reading Plan for the 2018-19 school year with a budget of \$371,919.

M. SCHOOL HEALTH SERVICES PLAN FOR 2018-2020

The Board approved the revised School Health Services Plan for 2018-20.

N. TITLE I, PART A, SCHOOL IMPROVEMENT FUND 1003(G) COHORT 4 (SIG4)

The Board approved the Title I, Part A, School Improvement Grant application for Local Programs based on 2013-14 data resulting in South Elementary being awarded additional funds in the amount of \$407,705.17 for the 2018-2019 project year.

O. TITLE I, PART C, MIGRANT EDUCATION PROGRAM

The Board approved the Title I, Part C, Migrant Education Program in the amount of \$622,364.00 for the 2018-2019 project year.

P. TITLE I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR NEGLECTED AND DELINQUENT

The Board approved the Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$107,081.00 for the 2018-2019 project year.

Q. TITLE II, PART A, TEACHER AND PRINCIPAL TRAINING AND RECRUITING GRANT APPLICATION FOR 2018-2019

The Board approved the Title II, Part A, Teacher and Principal Training and Recruiting Fund Grant application in the amount of \$247,174.00, plus estimated roll forward and the allocation adjustment for the 2017-18 school year.

R. TITLE IV, GRANT APPLICATION FOR STUDENT SUPPORT AND ACADEMIC ENRICHMENT

The Board approved the Title IV, Student Support and Academic Enrichment Program in the amount of \$144,327.32 for the 2018-2019 project year.

S. TITLE V, PART B, RURAL & LOW INCOME SCHOOLS PROGRAM GRANT APPLICATION

The Board approved the Title V, Part B Grant application for Rural & Low Income Schools Program in the amount of \$96,074.00 for the 2018-2019 project year.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

T. FORMULA GRANT APPLICATION FOR INDIAN EDUCATION

The Board approved the Formula Grant for Indian Education in the amount of \$9,348.00 for the 2018-19 school year.

U. GRANT AGREEMENT WITH THE OKEECHOBEE COUNTY COMMISSIONERS

The Board approved a grant agreement with the Okeechobee County Commissioners for the reimbursement of expenses for driver education safety programs effective October 1, 2018 through September 30, 2019.

V. MONTHLY FINANCIAL STATEMENT FOR SEPTEMBER, 2018

The Board approved the Monthly Financial Statement for September, 2018, and ordered it filed as public record.

W. BUDGET AMENDMENT #3 FOR SEPTEMBER, 2018

The Board approved Budget Amendment #3 for September, 2018.

X. WARRANT REGISTER FOR OCTOBER, 2018

The Board approved the Warrant Register for October, 2018, as follows:

General Disbursement Account – Warrants #169026 thru #169388

Operating General Fund	\$ 3,158,492.20
Federal Programs Fund	156,721.88
Food Service Fund	217,287.54
Capital Improvement Fund	163,527.48
Total	\$ 3,696,029.10

Pulled for Revision:

B. 2018-2019 OUT-OF-FIELD TEACHERS

<u>Osceola Middle School</u>		
Varnadore, Christan	Math M/J	1 st Year of Assignment

Okeechobee Achievement Academy <u>South Elementary School</u>		
Brady, Melissa	ESE	1 st Year of Assignment

<u>Okeechobee High School</u>		
Wasson, Lydia	Health	1 st Year of Assignment

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that this revision corrects the name of the school.
Vote:	5-0 In Favor

E. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

Name	Position	School or Center	Effective Date
Calzada, Oscar	Custodian I	Okeechobee High School	11/01/2018
Stanley, Elizabeth - Retirement	Teacher, First	North Elementary School	11/01/2018

That the resignation of Leah Anise, Food Service Assistant, North Elementary School, be accepted with prejudice effective November 5, 2018, due to lack of sufficient notice.

That the resignation of Ciara Clay, Paraprofessional, General, Okeechobee High School, be accepted with prejudice effective October 8, 2018, due to lack of sufficient notice.

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

That the resignation of Maria Garcia, Custodian II, Okeechobee Achievement Academy, be accepted with prejudice effective October 9, 2018, due to lack of sufficient notice.

That the resignation of Brittany Talavera, Paraprofessional, Health Aide, North Elementary School, be accepted with prejudice effective October 12, 2018, due to lack of sufficient notice.

That Elizabeth Hoisington, Teacher, Math Senior High & VE (Fill-Time), Osceola Middle School, be terminated as a probationary employee effective October 15, 2018, in accordance with Florida Statute 1012.335.

That Richard Ochsenbine, II, Custodian II, Osceola Middle School, be terminated as a probationary employee effective October 8, 2018, in accordance with Florida Statute 1012.335.

That Cathy Taylor, Bus Driver, Transportation, be terminated as a probationary employee effective October 17, 2018, in accordance with Florida Statute 1012.335.

[That the resignation of Richard Shane Miller, Teacher, Science-Senior High, Okeechobee Freshman Campus, be accepted with prejudice effective November 15, 2018, due to lack of sufficient notice.](#)

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that a resignation came in after the Agenda was printed. The resignation was added so the position could be advertised.
Vote:	5-0 In Favor

G. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Egli, Jason	Okeechobee High School	Personal/without pay	11/01/2018	10/31/2019
Fraser, Debra	Administrative Offices	Short Term	09/27/2018	12/12/2018
Quick, Alisa	Paraprofessional, ESE Ages 6-21	Short Term	09/24/2018	10/26/2018
Selvey, Kathyn Kathryn	Everglades Elementary School	Short Term	10/15/2018	01/28/2019
Stout, Sandra	Operations	Short Term	09/25/2018	10/15/2018
Motion:	Joe Arnold			
Second:	Malissa Morgan			
Discussion/Additional Information	Superintendent Kenworthy stated that this revision corrects the spelling of a name.			
Vote:	5-0 In Favor			

VIII. Information Items

A. SUPERINTENDENT

- Remember to submit your Ethics form to Sharon before December 31.
- Update Everglades Boulevard: the original drainage work at EES occurred in 1986 under SE 40 to the canal. During the 2004, 2005, and 2006 hurricanes damage occurred and the county with FEMA funds made repairs. The original culvert was concrete and it was replaced with corrugated pipe. The pipe failed, and water back-flowed into the underground pipe at the canal. The soil was compromised and must be mined out. The county removed the pipe and put in temporary solution and notified the District. Ken met with them about a month and a half ago and was given the amount of \$300,000 to repair. Ken met again last week with the County Administrator, Brian Barrett, two Engineers and Pete. There will be a cost share. A manhole will be installed on the east side of the road, drainage will be upgraded for the community, including the new development of 21 homes along the canal. The District is waiting on the pro-share amount for the estimate of \$270,000. Corp of Engineers will repair the bottom of the culvert, below the water, estimate \$80,000. The work will be go out by bid in phases.
- Bring your calendars to the December meeting to look at two items: #1 School start times survey will be sent to OHS students, information will be gathered for a workshop in January

Minutes of
Okeechobee County School Board Meeting
November 20, 2018
6:00 p.m.

and #2 should the March 12, School Board meeting be moved up or back a week due to Spring break.

- B. SCHOOL BOARD MEMBERS
 - Member Arnold - Wish everyone an awesome Thanksgiving
- C. SCHOOL BOARD ATTORNEY
 - Join with Member Arnold in wishing everyone a Happy Thanksgiving.
- D. PUBLIC
 - Dr. McCoy invited everyone to the City's Tree Lighting Ceremony on November 27.
 - Ms. Steiert invited everyone to the Jingle Bell Jog on December 1, at Okee Tantie.

IX. Adjournment

There being no further business to discuss, on a motion by Malissa Morgan, seconded by Joe Arnold, the Board adjourned at 7:20 p.m. The next meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, December 11, 2018, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File _____
Jill Holcomb
Chairperson

Signature on File _____
Ken Kenworthy
Superintendent of Schools