



Vision

*Achieving Excellence:
Putting Students First*

Mission

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

Core Values

Perseverance

Respect

Integrity

Dependability

Ethics

OKEECHOBEE COUNTY SCHOOL BOARD

AGENDA FOR REGULAR ZOOM MEETING

<https://us02web.zoom.us/j/87263026973?pwd=Ny9JTGxWdUMwSTRKWlp4YUUh1WUxIUOT09>
Meeting ID: 872 6302 6973 Passcode: 022469

**JANUARY 19, 2021
6:00 P.M.**

Chairperson
Amanda Riedel
Vice Chairperson
Melisa Jahner
Members
Joe Arnold
Jill Holcomb
Malissa Morgan

I. Call to Order

- A. Prayer
- B. Pledge of Allegiance

II. Opening Items

- A. Community Recognition
 - ★ New Teacher Orientation Vendors
 - ★ OHS 2020 FCEE Stock Market Challenge
- B. Student Recognition
 - ★ OHS 2020 FCEE Stock Market Challenge
 - ★ OHS FFA Ag Mechanics Team
 - ★ OHS FFA Dairy Evaluation Team
 - ★ OHS FFA Livestock Evaluation Team
 - ★ OHS FFA Poultry Evaluation Team
 - ★ YMS FFA Citrus Evaluation Team
 - ★ YMS FFA Tool Evaluation Team
 - ★ The Florida Migrant Education Program
 - Migrant Scholar of the Year
 - Exemplary Migrant Scholar of the Year
 - PASS Student of the Year
 - ★ Sandy Hook Promise's Start with Hello 2020 Student Voices Contest Winners for the Spoken Word Category
- C. Staff Recognition
 - ★ Sandy Hook Promise's Start with Hello 2020 Student Voices Contest Winners for the Spoken Word Category
 - ★ 2019-20 Silver Model School FLPBIS
 - ★ 2019-20 Gold Model Schools FLPBIS
 - ★ Retirements
 - Patricia Kenney, Teacher, First, South Elementary School
 - Joyce Autrey, Paraprofessional, Elementary, North Elementary School
 - Gwen Faulkner, Food Services Manager, Yearling Middle School
 - Laura Pharr, Health Aide, Okeechobee High School

-----Scheduled Recess-----

III. Adoption of the Agenda

IV. Approval of Minutes

- Meeting of November 17, 2020
- Meeting of December 8, 2020

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OKEECHOBEE COUNTY
SCHOOL BOARD

AGENDA FOR
REGULAR ZOOM
MEETING

JANUARY 19, 2021

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VII. Information Items

- A. Superintendent
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- D. Public

The next regular School Board meeting is Tuesday, February 9, 2021, 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: **INTERNAL FUNDS FINANCIAL STATEMENT/AUDIT REPORT**
DATE: January 19, 2021

RECOMMENDATION:

That the Internal Funds Financial Statement/Audit Report for all schools for the period ending June 30, 2020, be accepted and filed as part of public record.

BACKGROUND INFORMATION:

The report is included in Board member agendas and is available upon request in the Superintendent's office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **AUDITOR GENERAL'S REPORT NO. 2021-081**
DATE: January 19, 2021

RECOMMENDATION:

That the Board accept the Auditor General's Report No. 2021-081, Financial and Federal Single Audit, for the period ending June 30, 2020.

BACKGROUND INFORMATION:

An Executive Summary is attached. A copy of the entire Audit Report is available upon request in the Superintendent's Office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **DISTRICT STRATEGIC PLAN FOR SY 20-21 – SY 22-23**

DATE: January 19, 2021

RECOMMENDATION:

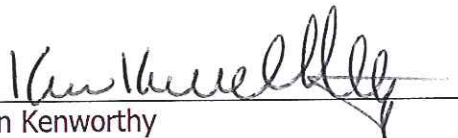
That the Board approve the SY 20-21 – SY 22-23 Strategic Plan for the Okeechobee County School Board.

BACKGROUND INFORMATION:

The Strategic Plan contains data covering a 3-year period to 2022-2023. The Plan contains five goals: Engaging Instruction, Educational Equity, Talent Management, Communications and Engagement, and Fiscal Responsibility. The Strategic Plan is included in Board member agendas and is available upon request in the Superintendent's office.

RECOMMENDED BY:

3



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **MINIMUM JOB QUALIFICATIONS FOR DIRECTOR OF OPERATIONS**
DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the following minimum Qualifications for the following position:

- Director of Operations

Qualifications

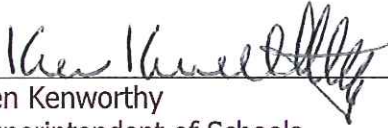
- (1) Master's degree in educational leadership, business administration, business management, public administration, building construction or related area from an accredited educational institution; or Bachelor's degree and five (5) years of management experience related to facilities plant design, construction, maintenance, and physical plant operation; or in lieu of above, a combination of training and experience substantially equivalent.
- (2) Valid Florida driver's license.
- (3) Satisfactory criminal background check and drug screening.

BACKGROUND INFORMATION:

This is a revised Job Description and is included in Board member agendas and is available upon request from the Director of Human Resources.

RECOMMENDED BY:

4



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AMENDMENT OF BOARD POLICY 6.43 UNLAWFUL DISCRIMINATION PROHIBITED**

DATE: January 19, 2021

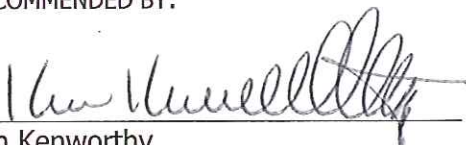
RECOMMENDATION:

That the Board approve amendment of Board Policy 6.43 Unlawful Discrimination Prohibited.

BACKGROUND INFORMATION:

Revision of Policy 6.43 prohibits discrimination in the education of students and employment. Advertisement of intent to amend Policy 6.43 was approved by the School Board on November 17, 2020, and legally advertised to the public on November 18, 2020, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. The policy, with revisions noted, is attached and is also available upon request in the Superintendent's office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools



THE SCHOOL BOARD OF OKEECHOBEE COUNTY

Chapter 6.00: Personnel

6.43+

UNLAWFUL DISCRIMINATION PROHIBITED

POLICY

- I. No person shall, on the basis of race ([including anti-Semitism](#)), color, religion, gender, pregnancy, age, national or ethnic origin, genetic information, political beliefs, marital status, sexual orientation, gender identity, disability if otherwise qualified, social and family background, or on the basis of the use of a language other than English by Limited English Proficiency (LEP) students, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, or in any employment conditions or practices conducted by this School District, except as provided by law.

- II. The School Board shall comply with all federal and state laws which include the Title II of the Americans with Disabilities Act of 1990 (ADA), as amended by the ADA Amendments Act of 2008 (ADAAA), Title IX, Section 504, Florida Education Equity Act, Age Discrimination in Employment Act (ADEA), Genetic Information Non-Discrimination Act of 2008 (GINA), and the Boy Scouts of America Equal Access Act.

- III. Any employee, student, applicant for admissions, or applicant for employment who believes he/she has been discriminated against or has been harassed by another employee, student, or third party is encouraged to use the Equity Plan Grievance Procedure for filing complaints. Complaints may be filled with the principal or immediate supervisor, District Equity Coordinator/Director of Human Resources, or the Superintendent.

- IV. The Superintendent shall develop procedures to notify employees, applicants for employment, and students regarding their rights under this policy.

STATUTORY AUTHORITY:	1000.05 , 1001.41, 1001.42, 1012.22, 1012.23, F.S.	
LAWS IMPLEMENTED:	1000.05, 1000.21, 1001.43, 1012.22, F.S. 28 CFR 35, 34 CFR 100, 34 CFR 104, 34 CFR 108, 34 CFR 200 PL 100-233 Americans with Disabilities Act (ADA)	
STATE BOARD OF EDUCATION RULES:	6A-19.002, 6A-19.003, 6A-19.009, 6A-19.010	
HISTORY:	Adopted:	07/14/1998
	Revision Date(s):	10/12/1999, 10/11/2011, 10/13/2015, 07/10/18
	Formerly:	C-39, D-25, E-6
©EMCS		

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: DATA INFORMED SUPPORTS GRANT
DATE: January 19, 2021

RECOMMENDATION:

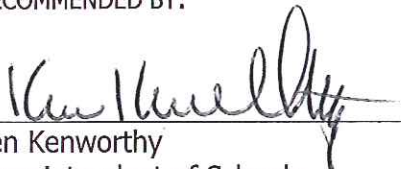
That the Board approve the Data Informed Supports Grant Application.

BACKGROUND INFORMATION:

The purpose of this program is to provide resources for using data to improve schools and student outcomes. School Districts across Florida are generating an unprecedented amount of data through progress monitoring tools, student support services, school improvement, and innovated instructional models during this pandemic. Therefore, this funding is aimed to leverage this data for making data-driven decisions during these extraordinary times. Funding source: CFDA 84.4258, P.L. 116-136 CARES ACT, K-12 Fund. District allocation-\$63,000.

The application is included in the Board member agendas. The complete application is available upon request from the Superintendent.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **K-12 CIVIC LITERACY READING LIST GRANT**
DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the K-12 Civic Literacy Reading List Grant Application.

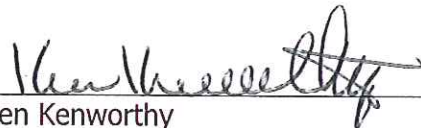
BACKGROUND INFORMATION:

The Florida Department of Education is committed to preparing students to become civically engaged and knowledgeable adults who make positive contributions to their communities. Florida's new B.E.S.T. English Language Arts (ELA) Standards became the first in the nation to include a K-12 civic literacy booklist, and with this funding the FDOE will help LEAs buy directly from this list. Funding source: Governor's Emergency Education Relief (GEER) Fund under the Coronavirus Aid, Relief, and Economic Security (CARES) Act Fund CFDA # 84.425C. District allocation- \$15,408.30.

The application is included in the Board member agendas. The complete application is available upon request from the Superintendent.

RECOMMENDED BY:

7



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **HIGH-QUALITY CURRICULUM FOR READING GRANT**
DATE: January 19, 2021

RECOMMENDATION:

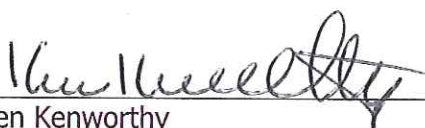
That the Board approve the High-quality Curriculum for Reading Grant Application.

BACKGROUND INFORMATION:

The focus of these funds is to support Local Educational Agencies, including Charter School Local Educational Agencies, with high-quality reading curriculum that is evidence-based, targeted to elementary schools with the greatest achievement gap, and implemented for K-3 students who have been identified with a reading deficiency or a substantial deficiency in reading and therefore receive Tier 2 or Tier 3 instructional supports. Funding sources: CFDA # 84.425D, Elementary and Secondary School Emergency Relief (ESSER) Fund, under the Coronavirus Aid, Relief and Economic Security (CARES) Act, P.L. 116-136, section 18003. District allocation- \$47,265.

The application is included in the Board member agendas. The complete application is available upon request from the Superintendent.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **QUOTE FOR SNAP-ON INDUSTRIAL**
DATE: January 19, 2021

RECOMMENDATION:

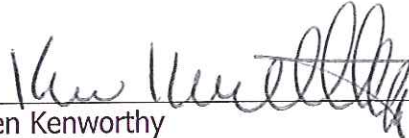
That the Board approve Quote- IMP-000599002 from Snap-on Industrial Certification Program Kits: Multimeter, Precision Measuring Instruments, and Multimeter Certifications at the cost of \$ 66,170.71.

BACKGROUND INFORMATION:

This is a one-time purchase from Snap-on Industrial utilizing 75% of the funds from the CARES Act Governor's Emergency Education Relief GEER Building K-12 CTE Infrastructure and 25% District funds.

The quote is included in Board member agendas and are available upon request from the Superintendent's Office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: AGREEMENT WITH TREASURE COAST HOSPICE
DATE: January 19, 2021

RECOMMENDATION:

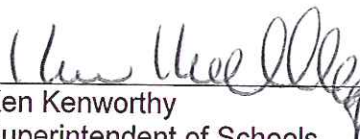
That the Board approve an agreement with Treasure Coast Hospice, for student mental health services effective August 1, 2020, through July 31, 2021.

BACKGROUND INFORMATION:

This is a new contract. Referrals for services are made by the school psychologists or guidance counselors to the school social worker who then contacts the agency. There are no fees assessed to the School Board unless there are special circumstances approved by the Director of Exceptional Student Education. The agreement is included in Board member agendas and is available upon request in the office of the Director of Exceptional Student Education.

RECOMMENDED BY:

10



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: ARCHITECT SHORT LIST FOR OKEECHOBEE HIGH SCHOOL
DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the Architect Short List for Okeechobee High School.


BACKGROUND INFORMATION:

Four architectural firms submitted proposals in response to RFP # 20/21-01. The Architectural Selection Committee ranked the responses and established a short list of firms. Short list firms were notified on December 18, 2021 and on January 11, 2021, delivered presentations to the Selection Committee.

The list is included in the Board member agendas and is available upon request from the Superintendent's Office.

RECOMMENDED BY:

11


Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: NEGOTIATION OF ARCHITECTURAL AGREEMENT WITH CRA
DATE: January 19, 2021

RECOMMENDATION:

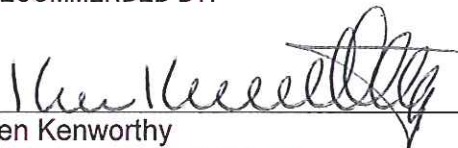
That the Board approve negotiation of an agreement for architectural services with CRA for replacement of Okeechobee High School.

BACKGROUND INFORMATION:

The Architectural Selection Committee heard presentations from the Short List of firms on January 11, 2021 and scored the firms based on pre-established criteria outlined in RFP #20/21-01. CRA received the highest sum of scores given to each firm by all voting members of the Selection Committee.

The ranking is included in the Board member agendas and is available upon request from the Superintendent's Office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **ADDENDUM ONE (1) FOR PROJECT AGREEMENT WITH DONADIO AND ASSOCIATES, ARCHITECTS, P.A. FOR THE OKEECHOBEE COUNTY SCHOOL BOARD ADMINISTRATIVE OFFICES**

DATE: January 19, 2021

RECOMMENDATION:

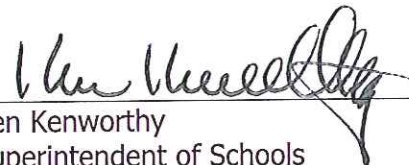
That the Board approve this Addendum one (1) to the Project Agreement with Donadio and Associates, Architects, P.A., for Exterior Repairs and Renovations at the Okeechobee County School Board Administrative Office. This addendum order is not to exceed \$1,000.00.

BACKGROUND INFORMATION:

This is a Continuing Construction Management Agreement with Donadio and Associates, P.A., Board approved on April 9, 2019. The addendum will provide for a site visit to ensure an accurate and complete HVAC Load Calculation.

The Project Agreement is included in Board member agendas and available in the Okeechobee County School Board's Office of Operations.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **CHANGE ORDER ONE (1) FOR PROJECT AGREEMENT WITH CORE CONSTRUCTION SERVICES OF FLORIDA, LLC, FOR PHASE I RENOVATIONS AT YEARLING MIDDLE SCHOOL**

DATE: January 19, 2021

RECOMMENDATION:

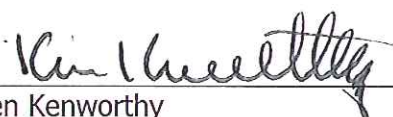
That the Board approve Change Order One (1) to the Project Agreement with CORE Construction Services of Florida, LLC for Phase I Renovations at Yearling Middle School. The change order is to decrease the original Contract Sum by \$28,704.54 bringing the new Contract Total to \$283,269.94.

BACKGROUND INFORMATION:

This is a Continuing Construction Management Service Agreement with CORE Construction Services of Florida, LLC. approved on April 9, 2019. This construction project will include the demolition, roofing, mechanical, electrical, fire safety and plumbing plans for Administration and Lab Renovations.

The Project Agreement is included in Board member agendas and available in the Okeechobee County School Board's Office of Operations.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2020-21**
DATE: January 19, 2021

RECOMMENDATION:

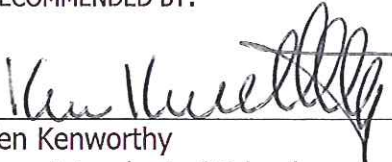
That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2020 (unless otherwise noted), for the 2020-21 fiscal year:

- #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
- #31 Travel Expense

BACKGROUND INFORMATION:

The proposed salary schedules are attached and are available upon request in the Superintendent's office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

~~2020-2021-2019-2020~~
OKEECHOBEE COUNTY SCHOOL BOARD
SALARY SCHEDULE NO. 1A
SUBSTITUTES

SUBSTITUTE TEACHERS
AND
AUTHORIZED SUBSTITUTE PARAPROFESSIONALS
The following ~~updated~~ rates ~~became~~ are effective February 3, 2020

Rank I (less than 60 college credit hours)	\$ 11.50 per hour
Rank II (60 or more college credit hours)	\$ 12.50 per hour
Rank III (Bachelor's degree or higher)	\$ 13.50 per hour

SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS

\$11.00 per hour

Effective date January 1, 2020

SUPPLEMENTARY TEMPORARY PERSONNEL

\$ 9.00 per hour through September 29, 2021

\$10.00 per hour beginning on September 30, 2021*

*The Florida Constitution Section 24 (c) Florida minimum wage

(c) MINIMUM WAGE. Employers shall pay Employees Wages no less than the Minimum Wage for all hours worked in Florida. Six months after enactment, the Minimum Wage shall be established at an hourly rate of \$6.15. Effective September 30th, 2021, the existing state Minimum Wage shall increase to \$10.00 per hour, and then increase each September 30th thereafter by \$1.00 per hour, until the Minimum Wage reaches \$15.00 per hour on September 30th, 2026. On September 30th of 2027 and on each following September 30th, the state Agency for Workforce Innovation shall calculate an adjusted Minimum Wage rate by increasing the current Minimum Wage rate by the rate of inflation during the twelve months prior to each September 1st using the consumer price index for urban wage earners and clerical workers, CPI-W, or a successor index as calculated by the United States Department of Labor. Each adjusted Minimum Wage rate calculated shall be published and take effect on the following January 1st. For tipped Employees meeting eligibility requirements for the tip credit under the FLSA, Employers may credit towards satisfaction of the Minimum Wage tips up to the amount of the allowable FLSA tip credit in 2003.

**2020-2021 ~~2019-2020~~ Okeechobee County School Board
Salary Schedule No. 2 - Performance Pay
School Principal – 12 Months**

Step	Elementary	Middle School/ OHS Freshman Campus	High School
1	73850-72500	78850-77500	84150-82800
2	74550-73200	79550-78200	84850-83500
3	75250-73900	80250-78900	85550-84200
4	75950-74600	80950-79600	86250-84900
5	76650-75300	81650-80300	86950-85600
6	77350-76000	82350-81000	87650-86300
7	78050-76700	83050-81700	88350-87000
8	78750-77400	83750-82400	89050-87700
9	79450-78100	84450-83100	89750-88400
10	80150-78800	85150-83800	90450-89100
11	80850-79500	85850-84500	91150-89800
12	81550-80200	86550-85200	91850-90500
13	82250-80900	87250-85900	92550-91200
14	82950-81600	87950-86600	93250-91900
15	83650-82300	88650-87300	93950-92600
16	84350-83000	89350-88000	94650-93300
17	85050-83700	90050-88700	95350-94000
18	85750-84400	90750-89400	96050-94700
19	86450-85100	91450-90100	96750-95400
20	87150-85800	92150-90800	97450-96100
21	87850-86500	92850-91500	98150-96800
22	88550-87200	93550-92200	98850-97500
23	89250-87900	94250-92900	99550-98200
24	89950-88600	94950-93600	100250-98900
25	90650-89300	95650-94300	100950-99600
26	91350	96350	101650

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the 2019-2020 Fiscal Year:

- ~~Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.~~
- ~~Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.~~

**2020-2021-2019-2020 Okeechobee County School Board
Salary Schedule No. 3 - Performance Pay
Assistant Principal – 12 Months**

Step	High School
1	69400-68050
2	69850-68500
3	70300-68950
4	70750-69400
5	71200-69850
6	71650-70300
7	72100-70750
8	72550-71200
9	73000-71650
10	73450-72100
11	73900-72550
12	74350-73000
13	74800-73450
14	75250-73900
15	75700-74350
16	76150-74800
17	76600-75250
18	77050-75700
19	77500-76150
20	77950-76600
21	78400-77050
22	78850-77500
23	79300-77950
24	79750-78400
25	80200-78850

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the 2019-2020 Fiscal Year:

- ~~Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.~~
- ~~Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.~~

**~~2020-2021~~ ~~2019-2020~~ Okeechobee County School Board
Salary Schedule No. 4 - Performance Pay
Assistant Principal – 11 Months**

Step	Elementary	Middle School/ OHS Freshman Campus
1	63000-61650	64500-63150
2	63450-62100	64950-63600
3	63900-62550	65400-64050
4	64350-63000	65850-64500
5	64800-63450	66300-64950
6	65250-63900	66750-65400
7	65700-64350	67200-65850
8	66150-64800	67650-66300
9	66600-65250	68100-66750
10	67050-65700	68550-67200
11	67500-66150	69000-67650
12	67950-66600	69450-68100
13	68400-67050	69900-68550
14	68850-67500	70350-69000
15	69300-67950	70800-69450
16	69750-68400	71250-69900
17	70200-68850	71700-70350
18	70650-69300	72150-70800
19	71100-69750	72600-71250
20	71550-70200	73050-71700
21	72000-70650	73500-72150
22	72450-71100	73950-72600
23	72900-71550	74400-73050
24	73350-72000	74850-73500
25	73800-72450	75300-73950
26	74250	75750
27	74700	76200
28	75150	76650

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the 2019-2020 Fiscal Year:

- ~~Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.~~
- ~~Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.~~

**2020-2021 ~~2019-2020~~ Okeechobee County School Board
Salary Schedule No. 6
Assistant Superintendent – 12 Months**

Step	Annual Salary
1	86020-84670
2	86790-85440
3	87560-86210
4	88330-86980
5	89100-87750
6	89870-88520
7	90640-89290
8	91410-90060
9	92180-90830
10	92950-91600
11	93720-92370
12	94490-93140
13	95260-93910
14	96030-94680
15	96800-95450
16	97570-96220
17	98340-96990
18	99110-97760
19	99880-98530
20	100650-99300
21	101420-100070
22	102190-100840

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

~~2020-2021-2019-2020~~
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

~~2020-2021~~ ~~2019-2020~~ Okeechobee County School Board
 Salary Schedule No. 8
 Director – 12 Months

Step	Annual Salary
1	78275-76925
2	78900-77550
3	79525-78175
4	80150-78800
5	80775-79425
6	81400-80050
7	82025-80675
8	82650-81300
9	83275-81925
10	83900-82550
11	84525-83175
12	85150-83800
13	85775-84425
14	86400-85050
15	87025-85675
16	87650-86300
17	88275-86925
18	88900-87550
19	89525-88175
20	90150-88800
21	90775-89425
22	91400-90050
23	92025-90675
24	92650-91300
25	93275-91925

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the 2019-2020 Fiscal Year:

- ~~Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.~~
- ~~Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.~~

~~2020-2021~~ ~~2019-2020~~ Okeechobee County School Board
Salary Schedule No. 9
Supervisor I – 12 Months

Step	Annual Salary
1	73300-72100
2	73925-72725
3	74550-73350
4	75175-73975
5	75800-74600
6	76425-75225
7	77050-75850
8	77675-76475
9	78300-77100
10	78925-77725
11	79550-78350
12	80175-78975
13	80800-79600
14	81425-80225
15	82050-80850
16	82675-81475
17	83300-82100
18	83925-82725
19	84550-83350
20	85175-83975
21	85800-84600
22	86425-85225
23	87050-85850
24	87675-86475
25	88300-87100
26	88925-87725

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the 2019-2020 Fiscal Year:

- ~~Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.~~
- ~~Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.~~

**~~2019-2020~~ 2020-2021 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	53292 54492	57860 59060	66860 68060
2	53803 55003	58420 59620	67420 68620
3	54314 55514	58980 60180	67980 69180
4	54825 56025	59540 60740	68540 69740
5	55336 56536	60100 61300	69100 70300
6	55847 57047	60660 61860	69660 70860
7	56358 57558	61220 62420	70220 71420
8	56869 58069	61780 62980	70780 71980
9	57380 58580	62340 63540	71340 72540
10	57891 59091	62900 64100	71900 73100
11	58402 59602	63460 64660	72460 73660
12	58913 60113	64020 65220	73020 74220
13	59424 60624	64580 65780	73580 74780
14	59935 61135	65140 66340	74140 75340
15	60446 61646	65700 66900	74700 75900
16	60957 62157	66260 67460	75260 76460
17	61468 62668	66820 68020	75820 77020
18	61979 63179	67380 68580	76380 77580
19	62490 63690	67940 69140	76940 78140
20	63001 64201	68500 69700	77500 78700
21	63512 64712	69060 70260	78060 79260
22	64023 65223	69620 70820	78620 79820
23	64534 65734	70180 71380	79180 80380
24	65045 66245	70740 71940	79740 80940
25	65556 66756	71300 72500	80300 81500

Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00

For the ~~2019-2020~~ 2020-2021 Fiscal Year:

- ~~Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.~~
- Employees initially moving to the top step of the salary schedule in ~~2019-2020~~ 2020-2021 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in ~~2018-2019~~ 2019-2020 will receive a \$600 longevity stipend.

**~~2020-2021-2019-2020~~ Okeechobee County School Board
 Salary Schedule No. 12
 Administrative Assistant
 Superintendent's Secretary Executive Secretary
 12 Months**

Step	Annual Salary
1	41925-41600
2	43525-43200
3	45125-44800
4	46725-46400
5	48325-48000
6	49925-49600
7	51525-51200
8	53125-52800
9	54725-54400
10	56325-56000
11	57925-57600
12	59525-59200
13	61125

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 six (6) steps on the schedule. Notwithstanding the above, no new employee hired will be placed on a step, based on experience, above current board employees with equal experience.

**~~2019-2020~~ 2020-2021 Okeechobee County School Board
 Salary Schedule No. 15
 Maintenance Foreman
 Transportation Foreman
 Assistant Director of Finance
 12 Months**

Step	Annual Salary
1	47900 48350
2	49500 49950
3	51100 51550
4	52700 53150
5	54300 54750
6	55900 56350
7	57500 57950
8	59100 59550

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 six (6) steps on the schedule. Notwithstanding the above, no new employee hired will be placed on a step, based on experience, above current board employees with equal experience.

~~2020-2021~~ ~~2019-2020~~ 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	23700 - 23500	25400 - 25200	28085 - 27885	30116 - 29916
2	24700 - 24500	26400 - 26200	29280 - 29080	31311 - 31111
3	25700 - 25500	27400 - 27200	30475 - 30275	32506 - 32306
4	26700 - 26500	28400 - 28200	31670 - 31470	33701 - 33501
5	27700 - 27500	29400 - 29200	32865 - 32665	34896 - 34696
6	28700 - 28500	30400 - 30200	34060 - 33860	36091 - 35891
7	29700 - 29500	31400 - 31200	35255 - 35055	37286 - 37086
8	30700 - 30500	32400 - 32200	36450 - 36250	38481 - 38281
9	31700 - 31500	33400 - 33200	37645 - 37445	39676 - 39476
10	32700 - 32500	34400 - 34200	38840 - 38640	40871 - 40671
11	33700 - 33500	35400 - 35200	40035 - 39835	42066 - 41866

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.

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: 2020-2021 ESOL Out-of-Field Teachers

DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the following Out-of-Field Teachers for the 2020-2021 February FTE Survey:

Central Elementary School

OOF ESOL	Feldman, Nicole
OOF ESOL	Fosler, Megan
OOF ESOL	George, Martha-Ann
OOF ESOL	Heidelmeyer, Pauline
OOF ESOL	Loschiavo, Krista
OOF ESOL	Osterman, Alysa
OOF ESOL	Pickles, Julee
OOF ESOL	Stark, Karli
OOF ESOL	Tuten, Angela

Everglades Elementary School

OOF ESOL	Beigle, Jeff
OOF ESOL	Brinson, Cynthia
OOF ESOL	Coury, Monica
OOF ESOL	Donahue, Danielle
OOF ESOL	Faircloth, Alexandria
OOF ESOL	Todd, Ana

OOF ESOL	Tomilson, Kayla
OOF ESOL	Wells, Hannah

North Elementary School

OOF ESOL	Bockoras, Caleb
OOF ESOL	Love, Stefanie
OOF ESOL	McGlamory, Candace
OOF ESOL	Myers, Jeanne
OOF ESOL	Pahach, Cassandra
OOF ESOL	Ross, Amy
OOF ESOL	Wagoner, Jennifer
OOF ESOL	Wisener, Jessica

Okeechobee Achievement Academy

OOF ESOL	Douglas, Taylor
OOF ESOL	Gold, Vickie
OOF ESOL	Lowe, Raymond

Okeechobee Freshman Campus/Okeechobee High School

OOF ESOL	Mulvey, Jennifer
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Okeechobee High School

OOF ESOL	Davis, Makayla
OOF ESOL	Hornung, Eden
OOF ESOL	Keaton, John

OOF ESOL	Leclair, Aimee
OOF ESOL	Talas, Michael
OOF ESOL	Walker, Kyle

Okeechobee Virtual School

OOF ESOL	Erickson, Kaela
OOF ESOL	Giudici, Stanley
OOF ESOL	Nolte, Kristen
OOF ESOL	Oliver, Elizabeth

Okeechobee Youth Correction Center

OOF ESOL	
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Osceola Middle School

OOF ESOL	Blomerth, Sarah
OOF ESOL	Garcia, Andee
OOF ESOL	Jarriel, Kelsey
OOF ESOL	Morrow, Anna
OOF ESOL	Pertuch, Kevin
OOF ESOL	Petty, Josh
OOF ESOL	Phares, Sandra
OOF ESOL	Ruff, Sean
OOF ESOL	Schrock, Jonathan
OOF ESOL	Washington, Jack

Seminole Elementary School

OOF ESOL	Cruz, Martha
OOF ESOL	Dobbins, Cory
OOF ESOL	Hicks, Morgan
OOF ESOL	Martinez, Jesenia

South Elementary School


OOF ESOL	Altman, Kendra
OOF ESOL	Arana, Hilary
OOF ESOL	Burford, Dawn
OOF ESOL	Giles, Karen
OOF ESOL	Greseth, Brian
OOF ESOL	Hurst, Alexandra
OOF ESOL	Hurst, Casey
OOF ESOL	Kerr, Ashley
OOF ESOL	Leduc, Paige
OOF ESOL	Ramirez, Marialejandra Valentina Zapata
OOF ESOL	Stephen, Laurie

Yearling Middle School

OOF ESOL	Banks, Viven
OOF ESOL	Brown, Megan
OOF ESOL	Campbell, Corinna
OOF ESOL	Dove, Heidi

OOF ESOL	Falter, Emma
OOF ESOL	Garcia, Leslie
OOF ESOL	Gaucin, Caitlyn
OOF ESOL	Hickman, Stephen
OOF ESOL	Imoudrg, Melissa
OOF ESOL	Knight, Jennifer
OOF ESOL	Mitchum, Andrea
OOF ESOL	Rexroad, Natalie
OOF ESOL	Rouzer, Catherine
OOF ESOL	Smart, Ashlin

Recommended By:

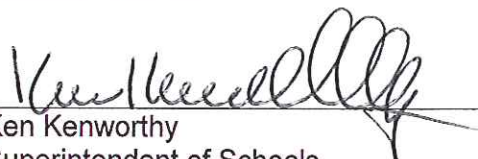

Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: 2020-2021 DJJ OUT OF FIELD TEACHERS
DATE: January 19, 2021

That the Board approve the following Out-of-Field Teachers at Tantie Juvenile Academy for the 2020-2021 February FTE Survey:

Anderson, Thomas	Math, Grades 6-12
Dulanski, Kathryn	Science, Grades 5-9

RECOMMENDED BY:


Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: 2020-2021 OUT-OF-FIELD TEACHERS
DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the following Out-of-Field Teachers for the 2020-2021 February FTE Survey:

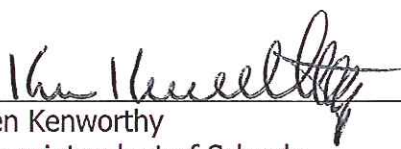
Name	School Site	Out-of-Field Certification Level	Out-of-Field Certification Area
Carroll, Erin Lynn	Central Elementary School	Endorsement	Reading
Clark, Susanna Mabel	Central Elementary School	Endorsement	Reading
Davis, Morgan	Central Elementary School	Preschool-Secondary (PK-12)	Guidance & Counseling
Eldred, Amie	Central Elementary School	Endorsement	Reading
Feldman, Nicole Leigh	Central Elementary School	Endorsement	Reading
Fosler, Megan Lynn	Central Elementary School	Endorsement	Reading
George, Martha-Ann Tiffani	Central Elementary School	Endorsement	Reading
Heidelmeyer, Pauline Teresa	Central Elementary School	Endorsement	Reading
Howard, Lori Lynn	Central Elementary School	Endorsement	Reading
Lowry, Shera Lee	Central Elementary School	Endorsement	Reading
Miller, Trisha Renee	Central Elementary School	Endorsement	Reading
Osterman, Alysa Jade	Central Elementary School	Endorsement	Reading
Osterman, Alysa Jade	Central Elementary School	Elementary (K-6)	Elementary Education
Pickles, Julee Anne	Central Elementary School	Endorsement	Reading
Porter, Rachel H	Central Elementary School	Elementary (K-6)	Elementary Education
Stark, Karli Irene	Central Elementary School	Endorsement	Reading
Syple, Kimberly	Central Elementary School	Endorsement	Reading
Anselmo, Lucina	Everglades Elementary School	Endorsement	Reading
Beigle, Jeffrey G	Everglades Elementary School	Endorsement	Reading
Brinson, Cynthia Ann	Everglades Elementary School	Endorsement	Reading
Brookhart, Megan	Everglades Elementary School	Endorsement	Reading
Coury, Monica Marie	Everglades Elementary School	Endorsement	Reading
Donahue, Danielle R	Everglades Elementary School	Endorsement	Reading
Faircloth, Alexandria Dayven	Everglades Elementary School	Endorsement	Reading
Franklin, Jennifer	Everglades Elementary School	Endorsement	Reading
Fulwider, Jennifer	Everglades Elementary School	Endorsement	Reading
Hollin, Cheryl A	Everglades Elementary School	Endorsement	Reading
Lord, Svetlana Ravilyevna	Everglades Elementary School	Endorsement	Reading
Lozano, James E	Everglades Elementary School	Endorsement	Reading
Moore, Rebecca E	Everglades Elementary School	Endorsement	Reading
Peterson, Jenna	Everglades Elementary School	Endorsement	Reading
Rathbun, Kimberly Michelle	Everglades Elementary School	Endorsement	Reading
Reno, Melissa Rebecca	Everglades Elementary School	Endorsement	Reading
Todd, Ana Carmelina	Everglades Elementary School	Endorsement	Reading
Wells, Hannah	Everglades Elementary School	Endorsement	Reading

Name	School Site	Out-of-Field Certification Level	Out-of-Field Certification Area
Yeilding, Ruth A	Everglades Elementary School	Endorsement	Reading
Bockoras, Caleb Brent	North Elementary School	Endorsement	Reading
Bockoras, Caleb Brent	North Elementary School	Elementary (K-6)	Elementary Education
Boyett, Jacqueline Lorraine	North Elementary School	Endorsement	Reading
Garcia, Eida E	North Elementary School	Endorsement	Reading
Gaus, Teresa L	North Elementary School	Endorsement	Reading
Gonzalez, Marlene	North Elementary School	Endorsement	Reading
Huff, Andrea Jo	North Elementary School	Endorsement	Reading
Love, Stefanie Adele	North Elementary School	Endorsement	Reading
Lowe, Lori M	North Elementary School	Endorsement	Reading
Mcglamory, Candace R	North Elementary School	Endorsement	Reading
Myers, Jeanne Marie	North Elementary School	Elementary (K-6)	Elementary Education
Myers, Jeanne Marie	North Elementary School	Endorsement	Reading
Pahach, Cassandra Kay	North Elementary School	Endorsement	Reading
Pahach, Cassandra Kay	North Elementary School	Elementary and Secondary	Exceptional Student Education
Phillips, Tracy Pope	North Elementary School	Endorsement	Reading
Ross, Amy Louise	North Elementary School	Endorsement	Reading
Smith, Tyrone Dwayne	North Elementary School	Endorsement	Reading
Thomas, Tammy E	North Elementary School	Endorsement	Reading
Varnadore, Christan Nickol	North Elementary School	Endorsement	Reading
Walpole, Kathy J	North Elementary School	Endorsement	Reading
Wisener, Jessica	North Elementary School	Endorsement	Reading
Bowe, Dawn Antoinette	Seminole Elementary School	Endorsement	Reading
Cruz, Martha	Seminole Elementary School	Endorsement	Reading
Davis, Julie Kay	Seminole Elementary School	Endorsement	Reading
Dobbins, Cory Harrison	Seminole Elementary School	Endorsement	Reading
Gomez, Jennifer Rena	Seminole Elementary School	Endorsement	Reading
Hicks, Morgan	Seminole Elementary School	Endorsement	Reading
Hurst, Alexandra Rae	Seminole Elementary School	Endorsement	Reading
Hurst, Alexandra Rae	Seminole Elementary School	Elementary and Secondary	Exceptional Student Education
Maggio, Christina	Seminole Elementary School	Endorsement	Reading
Martinez, Jesenia	Seminole Elementary School	Endorsement	Reading
Pereira, Addys	Seminole Elementary School	Endorsement	Reading
White, Laura	Seminole Elementary School	Endorsement	Reading
Altman, Kendra	South Elementary School	Endorsement	Reading
Arana, Hilary	South Elementary School	Endorsement	Reading
Barron, Alaina Marie	South Elementary School	Endorsement	Reading
Brady, Melissa Joann	South Elementary School	Endorsement	Reading
Breaux, Deanna Kelci	South Elementary School	Endorsement	Reading
Bricker, Tammy	South Elementary School	Endorsement	Reading
Burford, Dawn Denise	South Elementary School	Endorsement	Reading
Burk, Jennifer	South Elementary School	Endorsement	Reading
Entry, Rebekah Lynn	South Elementary School	Endorsement	Reading
Giles, Karen Lynn	South Elementary School	Endorsement	Reading
Greseth, Alicia A	South Elementary School	Endorsement	Reading
Greseth, Brian Lee	South Elementary School	Preschool-Secondary (PK-12)	Guidance & Counseling
Hamblen, Nancy S	South Elementary School	Endorsement	Reading

Name	School Site	Out-of-Field Certification Level	Out-of-Field Certification Area
Kerr, Ashley N	South Elementary School	Endorsement	Reading
Leduc, Paige A	South Elementary School	Endorsement	Reading
Lozano, Amelia G	South Elementary School	Endorsement	Reading
Perviss, Vanessa	South Elementary School	Endorsement	Reading
Priewe, Jessica D	South Elementary School	Endorsement	Reading
Ramirez, Marialejandra	South Elementary School	Endorsement	Reading
Robincheck, Kristi Leigh	South Elementary School	Endorsement	Reading
Rodriguez, Luz D	South Elementary School	Endorsement	Reading
Selvey, Kathryn M	South Elementary School	Endorsement	Reading
Snook, Maggie	South Elementary School	Endorsement	Reading
Stephan-Smith, Jesse	South Elementary School	Endorsement	Reading
Stephen, Laurie Raulerson	South Elementary School	Endorsement	Reading
Van Wormer, Joshua Paul	South Elementary School	Endorsement	Reading
Van Wormer, Kimberly Ann	South Elementary School	Endorsement	Reading
Voelker, Angie	South Elementary School	Endorsement	Reading
Jarriel, Kelsey Erin	Osceola Middle School	Endorsement	Reading
Morrow, Anna	Osceola Middle School	Endorsement	Reading
Morrow, Anna	Osceola Middle School	Middle Grades (5-9)	English
Nielson, Taylor Michelle	Osceola Middle School	Preschool-Secondary (PK-12)	Guidance & Counseling
Pertuch, Kevin	Osceola Middle School	Endorsement	Reading
Phares, Sandra	Osceola Middle School	Middle Grades (5-9)	English
Phares, Sandra	Osceola Middle School	Endorsement	Reading
Schrock, Jonathan Paul	Osceola Middle School	Middle Grades (5-9)	English
Schrock, Jonathan Paul	Osceola Middle School	Endorsement	Reading
Tremain, Maurisa Nicole	Osceola Middle School	Endorsement	Reading
Washington, Jack Cornell	Osceola Middle School	Endorsement	Reading
Banks, Viven Denise	Yearling Middle School	Endorsement	Reading
Banks, Viven Denise	Yearling Middle School	Elementary (K-6)	Elementary Education
Campbell, Corinna Marie	Yearling Middle School	Middle Grades (5-9)	English
Campbell, Corinna Marie	Yearling Middle School	Endorsement	Reading
Dodson, Mary Garcia	Yearling Middle School	Middle Grades (5-9)	English
Dove, Heidi	Yearling Middle School	Middle Grades (5-9)	Social Science
Drayton, Lorenzo	Yearling Middle School	Middle Grades (5-9)	Middle Grades General Science
Drayton, Lorenzo	Yearling Middle School	Middle Grades (5-9)	Biology
Falter, Emma	Yearling Middle School	Endorsement	Reading
Garcia, Leslie	Yearling Middle School	Endorsement	Reading
Imoudrq, Melissa Ann	Yearling Middle School	Endorsement	Reading
Knight, Jennifer Lynn	Yearling Middle School	Elementary (K-6)	Elementary Education
Knight, Jennifer Lynn	Yearling Middle School	Endorsement	Reading
Lefevre, Heidi Jo Ann	Yearling Middle School	Endorsement	Reading
Montoya, Janette	Yearling Middle School	Endorsement	Reading
Rexroad, Natalie Ann	Yearling Middle School	Preschool-Secondary (PK-12)	Guidance & Counseling
Rouzer, Catherine	Yearling Middle School	Endorsement	Reading
Smart, Ashlin L	Yearling Middle School	Endorsement	Reading
Szary, Michael S	Yearling Middle School	Elementary and Secondary	Exceptional Student Education
Szary, Michael S	Yearling Middle School	Endorsement	Reading
Douglas, Taylor	Okeechobee Achievement Academy	Early Childhood	Early Childhood Education

Name	School Site	Out-of-Field Certification Level	Out-of-Field Certification Area
Gold, Vickie Lynn	Okeechobee Achievement Academy	PreK/Primary (Age 3 - Grade 3)	Pre-kindergarten/Primary Educa
Gold, Vickie Lynn	Okeechobee Achievement Academy	Elementary and Secondary	Exceptional Student Education
Lowe, Raymond Marcus	Okeechobee Achievement Academy	Elementary and Secondary	Exceptional Student Education
Lowe, Raymond Marcus	Okeechobee Achievement Academy	PreK/Primary (Age 3 - Grade 3)	Pre-kindergarten/Primary Educa
Presley, Pamela Kaye	Okeechobee Achievement Academy	Middle Grades (5-9)	Middle Grades General Science
Shockley, Sherman	Okeechobee Achievement Academy	Grades 6 - 12	English
Hughes, Jennifer L	OHS/Freshman Campus	Endorsement	Reading
Mulvey, Jennifer Jane	OHS/Freshman Campus	Grades 6 - 12	English
Bowen, Jennifer A	Okeechobee High School	Endorsement	Reading
Davis, Makayla Lauren	Okeechobee High School	Endorsement	Reading
Harris, Weena M	Okeechobee High School	Endorsement	Reading
Leclair, Aimee	Okeechobee High School	Elementary and Secondary	Physical Education
Leonard, Amorita C	Okeechobee High School	Endorsement	Reading
Moore, Douglas	Okeechobee High School	Endorsement	Reading
Sanders, Patrick Wayne	Okeechobee High School	Endorsement	Reading
Ungerott, Morgan	Okeechobee High School	Endorsement	Reading
Walker, Kyle Scott	Okeechobee High School	Endorsement	Reading
Whitlock, Jeffery B	Okeechobee High School	Endorsement	Reading
Burlingame, Brandi	Okeechobee Virtual School	Grades 6 - 12	Social Science
King, Brian G.	Okeechobee Virtual School	Endorsement	Reading
Nolte, Kristen Lee	Okeechobee Virtual School	Endorsement	Reading
Poole, Mary Gabriell	Okeechobee Virtual School	Endorsement	Reading
Wright, Tammy T.	Okeechobee Virtual School	Endorsement	Reading

RECOMMENDED BY:


 Ken Kenworthy
 Superintendent of Schools

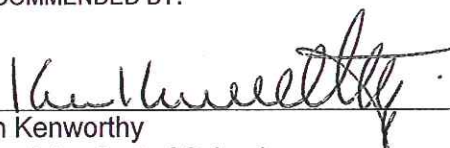
To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **EMPLOYMENT OF PERSONNEL**
DATE: January 19, 2021

RECOMMENDATION:

That the following personnel be employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Altman, Kendra OOF-Reading	Teacher, First Grade	South Elementary School	01/04/2021
Andrews, Sherry	Custodian II	Central Elementary School	12/14/2020
Baughman, Heather	Paraprofessional, Elementary	North Elementary School	01/20/2021
Bosworth, Katrina	Paraprofessional, Elementary	Everglades Elementary School	01/11/2021
Dove, Heidi OOF-Social Science, M/J	Teacher, Social Studies-Elementary	Yearling Middle School	01/05/2021
Hurst, Alexandra OOF-Reading & ESE	Teacher, VE (Inclusion)	South Elementary School	01/13/2021
Kirkland, Rebecca	Paraprofessional, Title I-Elementary	Everglades Elementary School	01/04/2021
Montoya, Janette OOF-Reading	Teacher, VE (Inclusion)	Yearling Middle School	01/04/2021
Osterman, Alysa OOF-Reading & Elem Ed	Teacher, Third Grade	Central Elementary School	01/04/2021
Pahach, Cassandra OOF-Reading & ESE	Teacher, VE (Full Time)	North Elementary School	01/04/2021
Rucks, Catherine	Teacher, Lib/Med Spec-Elem	North Elementary School	01/04/2021

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: January 19, 2021

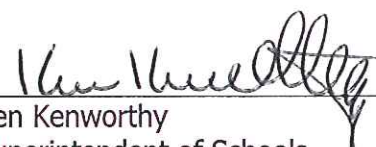
RECOMMENDATION:

That the following temporary personnel be employed as needed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Boon, Jack	Head Coach Swimming	08/17/2020
Lee, Dawn	Substitute Custodian	12/15/2020
Miller, Renaee	Substitute Food Service	11/06/2020
Misner, Krystal	Substitute Food Service	10/30/2020

RECOMMENDED BY:

27



Ken Kenworthy
Superintendent of Schools

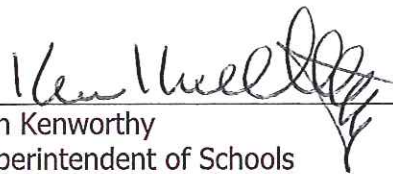
To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **LEAVE REQUESTS**
DATE: January 19, 2021

RECOMMENDATION:

That the following leaves of absence be approved:

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Aguirre, Angela	Central Elementary School	Short Term	11/13/2020 – 02/24/2021 Total not to exceed 60 days	
Baggett, Bryan	Transportation	Short Term	01/04/2021 – 03/29/2021 Total not to exceed 60 days	
Lewis-Cooper, Aisha	Transportation	Short Term	01/05/2021 – 01/27/2021 Total not to exceed 60 days	
Loschiavo, Krista	Central Elementary School	Short Term	12/02/2020 – 03/08/2021 Total not to exceed 60 days	
Patrick, Vivian	Seminole Elementary School	Personal, Without Pay	01/04/2021 – 03/31/2021 Total not to exceed 60 days	
Pickles, Julee	Central Elementary School	Short Term	01/20/2021 – 04/23/2021 Total not to exceed 60 days	
Pope, Heather	Seminole Elementary School	Short Term	11/13/2020 – 03/01/2021 Total not to exceed 60 days	

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: January 19, 2021

RECOMMENDATION:

That resignations for the following personnel be accepted:

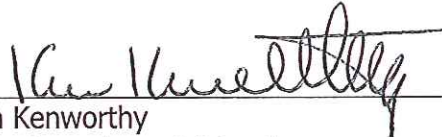
Name	Position	School or Center	Effective Date
Ayala, Omar	Paraprofessional, Instructional-Sr. High	Okeechobee High School	01/11/2021
Autrey, Joyce Retirement	Paraprofessional, Elementary	North Elementary School	12/07/2020
Faulkner, Gwen Retirement	Food Service Manager	Yearling Middle School	01/04/2021
Hurst, Alexandra	Paraprofessional, Title I, Elementary	Seminole Elementary School	01/13/2021
Jewell, Tonya	Food Service Assistant, 6 HR	Yearling Middle School	01/04/2021
Kindell, Logan	Paraprofessional, Instructional	Okeechobee Achievement Academy	01/05/2021
Montoya, Janette	School Secretary	Yearling Middle School	01/04/2021
Pharr, Laura Retirement	Health Aide	Okeechobee High School	01/04/2021

That the resignation of Kaela Erickson, Teacher, Math-Senior High, Okeechobee Virtual School, be accepted with prejudice effective January 5, 2021 due to lack of sufficient notice.

That the resignation of Brian Greseth, Teacher, Guidance Counselor, South Elementary School, be accepted with prejudice effective January 21, 2021 due to lack of sufficient notice.

That the resignation of Samantha Kirton, Teacher, Resource Specialist, Exceptional Child Education, be accepted with prejudice effective January 21, 2021 due to lack of sufficient notice.

Recommended By:


 Ken Kenworthy
 Superintendent of Schools

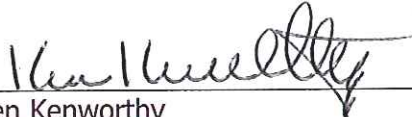
To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **TRANSFER OF PERSONNEL**
DATE: January 19, 2021

RECOMMENDATION:

That the following personnel transfers be approved:

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Arana, Hilary OOF-Reading	Teacher, First Grade Okeechobee Virtual School	Teacher, Pre-K South Elementary School	01/04/2021
Dodson, Mary OOF-English-Grades 5-9	Teacher, Second Grade Okeechobee Virtual School	Teacher, Language Arts-M/J Yearling Middle School	01/04/2021
Imoudrg, Melissa OOF-Reading	Teacher, Fifth Grade Okeechobee Virtual School	Teacher, Language Arts-Elem Yearling Middle School	01/04/2021
Ward, Jerilynn	Teacher, Third Grade Okeechobee Virtual School	Teacher, Math-Elem Yearling Middle School	01/04/2021

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 2020-2021**
DATE: January 19, 2021

RECOMMENDATION:

That the following personnel be added to the Substitute Teacher List for the 2020-2021 school year:

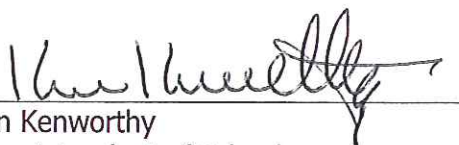
<u>Name</u>	<u>Rank</u>
Carrier, Brittany	III

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: January 19, 2021

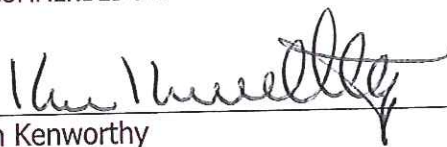
RECOMMENDATION:

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>
Gonzalez, Maribel	Reading Endorsement- Passed SAE	\$650.00	01/01/21	#11390-Reading Training
Kayda, Sarah	Reading Endorsement- Passed SAE	\$650.00	12/10/20	#11390-Reading Training
Kinty, Aaron	Reading Endorsement- Passed SAE	\$650.00	12/03/20	#11390-Reading Training
Kuipers, Susan	Reading Endorsement- Passed SAE	\$650.00	01/07/21	#11390-Reading Training
Prado, Laura	Reading Endorsement- Passed SAE	\$650.00	01/07/21	#11390-Reading Training
Robertson, Linda	Reading Endorsement- Passed SAE	\$650.00	01/07/21	#11390-Reading Training
Stokes, Linda	Reading Endorsement- Passed SAE	\$650.00	01/07/21	#11390-Reading Training
Vaughn, Erlinda	Reading Endorsement- Passed SAE	\$650.00	12/10/20	#11390-Reading Training
White, Ann	Reading Endorsement—Passed SAE	\$650.00	12/01/20	#11390—Reading Training
Lord, Svetlana	ESOL Endorsement – 300 Hours	\$1000.00	06/30/13 - 01/01/21	#1137-ESOL Training
Varnadore, Christan	ESOL Endorsement – 300 Hours	\$1000.00	04/01/19 - 12/01/20	#1137-ESOL Training
5 Guidance Counselors	Schedule incoming 11th & 12th Grade students	\$23.00 Per Hour	15 Hours	OFC/OHS Budget
5 Guidance Counselors	Schedule incoming 10th Grade students	\$23.00 Per Hour	9 Hours	OFC/OHS Budget
8 Teachers/Guidance Counselors	Schedule incoming 9th Grade students	\$23.00 Per Hour	12 Hours	OFC/OHS Budget

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: AUTHORIZATION FOR SUPERINTENDENT TO ENTER INTO A SETTLEMENT AGREEMENT
DATE: January 19, 2021

RECOMMENDATION:

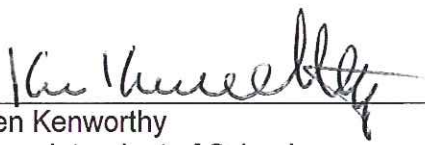
That the Board authorize the Superintendent to enter into an agreement to settle Case No. 18-14299-CIV-Martinez-Maynard in the amount of \$180,000.

BACKGROUND INFORMATION:

The settlement agreement is included for Board members and is available upon request in the Superintendent's office.

RECOMMENDED BY:

33



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AGREEMENT FOR CONTINUING PROFESSIONAL ARCHITECTURAL SERVICES WITH ARCHITECTS DESIGN COLLABORATIVE**

DATE: January 19, 2021

RECOMMENDATION:

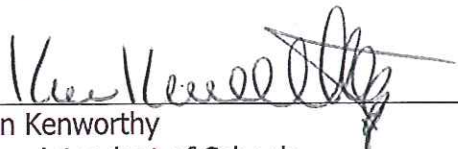
That the Board approve this agreement with Architects Design Collaborative to provide professional Architectural services on a continuing basis acting as an independent contractor. This is a renewal agreement commencing December 10, 2020 through December 10, 2021, with a renewal option for one (1) additional year.

BACKGROUND INFORMATION:

This is a renewed contract for an indeterminate amount for Continuing Professional Architectural Services. See Exhibit "A" for Fee schedule and Exhibit "B" for the Schedule of Reimbursable Expenses.

This Agreement is included in Board member agendas available upon request from the Operations Office of the Okeechobee County School Board.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AGREEMENT FOR CONTINUING PROFESSIONAL ARCHITECTURAL SERVICES WITH WILLIAMSON, DACAR, DONAUDY**

DATE: January 19, 2021

RECOMMENDATION:

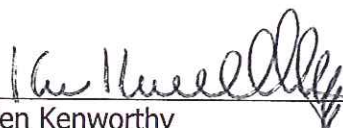
That the Board approve this agreement with Williamson, Dacar, Donaudy to provide professional Architectural services on a continuing basis acting as an independent contractor. This is a renewal agreement commencing December 10, 2020 through December 10, 2021, with a renewal option for one (1) additional year.

BACKGROUND INFORMATION:

This is a renewed contract for an indeterminate amount for Continuing Professional Architectural Services. See Exhibit "A" for Fee schedule and Exhibit "B" for the Schedule of Reimbursable Expenses.

This Agreement is included in Board member agendas available upon request from the Operations Office of the Okeechobee County School Board.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AGREEMENT FOR CONTINUING PROFESSIONAL ARCHITECTURAL SERVICES WITH DONADIO AND ASSOCIATES ARCHITECTS, P.A.**

DATE: January 19, 2021

RECOMMENDATION:

That the Board approve this agreement with Donadio and Associates Architects, P.A. to provide professional Architectural services on a continuing basis acting as an independent contractor. This is a renewal agreement commencing December 10, 2020 through December 10, 2021, with a renewal option for one (1) additional year.

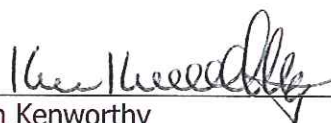
BACKGROUND INFORMATION:

This is a renewed contract for an indeterminate amount for Continuing Professional Architectural Services. See Exhibit "A" for Fee schedule and Exhibit "B" for the Schedule of Reimbursable Expenses.

This Agreement is included in Board member agendas available upon request from the Operations Office of the Okeechobee County School Board.

RECOMMENDED BY:

36



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AGREEMENT FOR CONTINUING PROFESSIONAL ARCHITECTURAL SERVICES WITH
CRA ARCHITECTS**

DATE: January 19, 2021

RECOMMENDATION:

That the Board approve this agreement with CRA Architects to provide professional Architectural services on a continuing basis acting as an independent contractor. This is a renewal agreement commencing December 10, 2020 through December 10, 2021, with a renewal option for one (1) additional year.

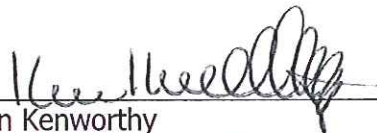
BACKGROUND INFORMATION:

This is a renewed contract for an indeterminate amount for Continuing Professional Architectural Services. See Exhibit "A" for Fee schedule and Exhibit "B" for the Schedule of Reimbursable Expenses.

This Agreement is included in Board member agendas available upon request from the Operations Office of the Okeechobee County School Board.

RECOMMENDED BY:

37



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AGREEMENT FOR CONTINUING PROFESSIONAL ARCHITECTURAL SERVICES WITH CASTELLANOS AND TRAMONTE ARCHITECTS**

DATE: January 19, 2021 .

RECOMMENDATION:

That the Board approve this agreement with Castellanos and Tramonte Architects to provide professional Architectural services on a continuing basis acting as an independent contractor. This is a renewal agreement commencing December 10, 2020 through December 10, 2021, with a renewal option for one (1) additional year.

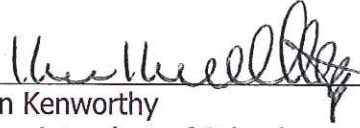
BACKGROUND INFORMATION:

This is a renewed contract for an indeterminate amount for Continuing Professional Architectural Services. See Exhibit "A" for Fee schedule and Exhibit "B" for the Schedule of Reimbursable Expenses.

This Agreement is included in Board member agendas available upon request from the Operations Office of the Okeechobee County School Board.

RECOMMENDED BY:

38



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **AWARD LETTER AND CONTRACT FOR CONTINUING ROOFING CONSULTANT SERVICES WITH ROOF ASSESSMENT SPECIALIST, INC.**

DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the Award Letter and Contract for Continuing Roofing Consultant Services with Roof Assessment, Inc.

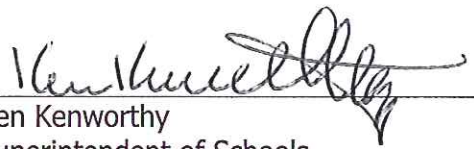
BACKGROUND INFORMATION:

This is a Continuing Contract for Roofing Consultant Services Board Approved on December 10, 2019 with renewal options for up to two (2) additional one-year periods December 11, 2020 through December 10, 2021, and December 11, 2021, through December 10, 2022.

The Award Letter and Contract are included in Board member agendas and are available in the Okeechobee County School Board office of Operations.

RECOMMENDED BY:

39



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: January 19, 2021

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 \$290,841.00 for the 2020-2021 project year.

BACKGROUND INFORMATION:

Title I, Part D, Subpart 2 funds supplementary services and materials at Department of Juvenile Justice Sites in Okeechobee County. The funded amount reflects an increase of \$164,235.00 in comparison to the 2019-2020 project year.

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

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request in the office of the Director 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 V, PART B, RURAL & LOW INCOME SCHOOLS PROGRAM GRANT APPLICATION
DATE: January 19, 2021

RECOMMENDATION:

That the Board approve the Title V, Part B Grant application for Rural & Low Income Schools Program in the amount of \$146,990.00 for the 2020-2021 project year.

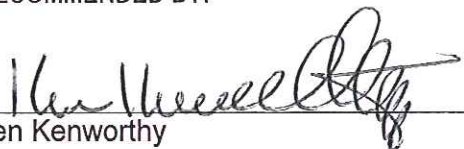
BACKGROUND INFORMATION:

Funds from this grant will fund 10% of the Federal Programs Resource Teacher in Grants & Special Programs, 50% of a Behavior Interventionist, 50% of the OHS Graduation Coach, AVID Summer Institute teacher stipends and AVID materials and supplies.

The funded amount reflects an increase of \$32,828.00 in comparison to the 2019-2020 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 Director of Grants & Special Programs.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **MONTHLY FINANCIAL STATEMENT FOR NOVEMBER, 2020**
DATE: January 19, 2021

RECOMMENDATION:

That the Monthly Financial Statement for November, 2020, be accepted and filed as part of public record.

BACKGROUND INFORMATION:

The Financial Statement is included in Board member agendas and is 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 AMENDMENT #5 FOR NOVEMBER, 2020**
DATE: January 19, 2021

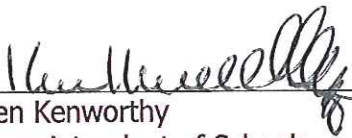
RECOMMENDATION:

That Budget Amendment #5 for November, 2020, be approved.

BACKGROUND INFORMATION:

The Budget Amendment is included in Board member agendas and is 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 DECEMBER, 2020**
DATE: January 19, 2021

RECOMMENDATION:


That the Warrant Register for December, 2020, be approved as follows:

General Disbursement Account – Warrants #178958 thru #179238 and ACH #202100566 thru #202100620 and Wire Transfers #202000506 through #202000672

Operating General Fund	\$2,609,319.15
Federal Programs Fund	88,086.49
Food Service Fund	96,077.89
Capital Improvement Fund	<u>574,248.43</u>
Total	\$ 3,367,731.96

Also included are November 2020 wires totaling \$1,105,874.48 from Operating General Fund.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools