



**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 MEETING**

**JANUARY 21, 2020**

**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
  - ★ Christmas Food Baskets
- B. Student Recognition
  - ★ CTE Thanksgiving Dinner
  - ★ District 15 Thespian Individual Events Festival
- C. Staff Recognition
  - ★ Jingle Bell Jog
  - ★ 2018-19 National School Lunch Program

-----**Scheduled Recess**-----

**III. Presentation**

Strategic Plan Update

**IV. Approval of Minutes**

- School Site Workshop of November 18, 2019 – Okeechobee Achievement Academy
- School Site Workshop of November 18, 2019 – Seminole Elementary School
- School Site Workshop of November 18, 2019 – Osceola Middle School
- Meeting of December 10, 2019

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OKEECHOBEE COUNTY  
SCHOOL BOARD

AGENDA FOR  
REGULAR MEETING  
JANUARY 21, 2020

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**VII. Information Items**

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

*The next regular School Board meeting is Tuesday, February 11, 2020, at 6:00 p.m.*

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EXPULSION OF #20-03, 12<sup>TH</sup> GRADE STUDENT**  
**DATE:** January 21, 2020

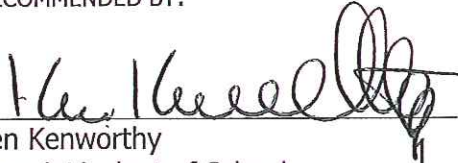
RECOMMENDATION:

That #20-03, 12th grade student at Okeechobee High School, be expelled for the remainder of the 2019-2020 school year and that a final order for expulsion of this student be issued based upon the following act of misconduct and violation of the *Code of Student Conduct*:

**F. Firearms/Knives/Other Dangerous Objects**

1. **Firearms and Destructive Devices:** Any weapon (operable or inoperable, loaded or unloaded) which will, is designed to, or may readily be converted to expel a projectile by the action of any explosive; the frame or receiver of any such weapon; any firearm or muffler or firearm silencer; any destructive device; or any machine gun. Examples include, but are not limited to: handgun, starter gun, zip gun, pistol, shotgun, rifle, bomb, pipe bomb, grenade and/or missile.  
(Reported to SESIR as a Weapon)WP

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **AMENDMENT OF BOARD POLICY 5.321\* BULLYING & HARASSMENT**  
**DATE:** January 21, 2020

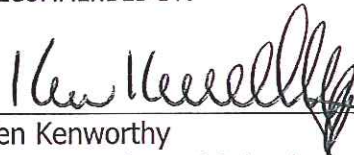
RECOMMENDATION:

That the Board approve amendment of Board Policy 5.321\* Bullying & Harassment.

BACKGROUND INFORMATION:

The proposed revision of Policy 5.321\* is required by statute. Advertisement of intent to amend Policy 5.321\* was approved by the School Board on December 10, 2019, and legally advertised to the public on December 11, 2019, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. Policy 5.321\*, 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 5.00: Students

5.321\*

### ***BULLYING & HARASSMENT***

#### **POLICY**

- I. Statement Prohibiting Bullying and Harassment
- A. It is the policy of the Okeechobee County School District that all of its students and school employees have an educational setting that is safe, secure, and free from harassment and bullying of any kind. The District will not tolerate bullying and harassment of any type. Conduct that constitutes bullying and harassment, as defined herein, is prohibited.
- B. The District upholds that bullying or harassment of any student or school employee is prohibited:
1. During any education program or activity conducted by a public K-12 educational institution;
  2. During any school-related or school-sponsored program or activity.
  3. On a school bus of a public K-12 educational institution;
  4. Through the use of data or computer software that is accessed through a computer, computer system, or computer network of a public K-12 education institution within the scope of the School District, meaning regardless of ownership, any computer, computer system, computer network that is physically located on school property or at a school-related or school-sponsored program or activity; or
  5. Through the use of data or computer software that is accessed at a non-school-related location, activity, function, or program, or through the use of technology or an electronic device that is not owned, leased, or used by the School District or a school, if the bullying substantially interferes with or limits the victim's ability to participate in or benefit from the services, activities, or opportunities offered by a school or substantially disrupts the education process or orderly operation of a school. School staff is not required to monitor any non-school-related activity, function, or program.
- II. Definitions
- A. Accused is defined as any District employee, consultant, contractor, agent, visitor, volunteer, student, or other person in the school or outside the school at school-sponsored events, on school buses, and at training facilities or training programs sponsored by the District who is reported to have committed an act of bullying, whether formally or informally, verbally or in writing, of bullying.
- B. Bullying includes cyberbullying and means systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees. It is further defined as unwanted and repeated written, verbal, graphic, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by a student or adult, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; cause discomfort or humiliation; or unreasonably

interfere with the individual's school performance or participation; and may involve but is not limited to:

1. Teasing;
2. Social exclusion;
3. Threat;
4. Intimidation;
5. Stalking;
6. Cyberstalking;
7. Physical violence;
8. Theft;
9. Sexual, religious, disability, [anti-semitic](#) or racial/ethnic harassment;
10. Public or private humiliation; or
11. Destruction of property.

The term *bullying* shall include cyberbullying whether or not specifically stated.

- C. Complainant is defined as any District employee, consultant, contractor, agent, visitor, volunteer, student, or other person who formally or informally makes a report of bullying, orally or in writing.
- D. Cyberbullying means bullying through the use of technology or any electronic communication, which includes, but is not limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photoelectronic system, or photooptical system, including, but not limited to, electronic mail, internet communications, instant messages, or facsimile communications. Cyberbullying includes the creation of a webpage or weblog in which the creator assumes the identity of another person, or the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying. Cyberbullying also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying.
- E. Cyberstalking as defined in s. 784.048(1)(d), F.S., means to engage in course of conduct to communicate, or cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.
- F. Harassment means any threatening, insulting or dehumanizing gesture, use of data or computer software, or written, verbal, or physical conduct directed against a student or school employee.
- G. Bullying, Cyberbullying/Cyberstalking and Harassment also encompass
  1. Placing a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
  2. Has the effect of substantially interfering with a student's educational performance, opportunities, or benefits; or
  3. Has the effect of substantially negatively impacting a student's or employee's emotional or mental well-being; or
  4. Has the effect of substantially disrupting the orderly operation of a school.

- H. Bullying and harassment also encompass:
1. Retaliation against a student or school employee by another student or school employee for asserting or alleging an act of bullying or harassment. Reporting an act of bullying or harassment that is not made in good faith is considered retaliation.
  2. Perpetuation of conduct listed in the definition of bullying (including cyberbullying) or harassment by an individual or group with intent to demean, dehumanize, embarrass, or cause emotional or physical harm to a student or school employee by:
    - a. Incitement or coercion;
    - b. Accessing or knowingly and willingly causing or providing access to data or computer software through a computer, computer system, or computer network within the scope of the District school system;
    - c. Acting in a manner that has an effect substantially similar to the effect of bullying or harassment.

### III. Behavior Standards

- A. The Okeechobee County School District expects students to conduct themselves as appropriate for their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities, and the care of school facilities and equipment.
- B. The District believes that standards for student behavior must be set cooperatively through interaction among the students, parents/legal guardians, staff, and community members producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for District and community property on the part of students, staff, and community members. Because students learn by example, school administrators, faculty, staff, and volunteers will demonstrate appropriate behavior, treat others with civility and respect, and refuse to tolerate bullying or harassment.
- C. Students have the responsibility to conform to reasonable standards or socially acceptable behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority as stated in the *Code of Student Conduct*.
- D. The school district upholds that bullying or harassment of any student or school employee is prohibited:
  1. During any education program or activity conducted by a public K-12 educational institution;
  2. During any school-related or school-sponsored program or activity;
  3. On a school bus of a public K-12 educational institution;
  4. Through the use of data or computer software that is accessed through a computer, computer system, or computer network of a public K-12 education institution within the scope of the school district, meaning regardless of ownership, any computer, computer system, or computer network that is physically located on school property or at a school-related or school-sponsored program or activity; or
  5. Through the use of data or computer software that is accessed at a non-school-related location, activity, function, or program or through the use of technology or

an electronic device that is not owned, leased, or used by a school district or school, if the bullying substantially interferes with or limits the victim's ability to participate in or benefit from the services, activities, or opportunities offered by a school or substantially disrupts the education process or orderly operation of a school.

6. The above section (5) does not require school to staff or monitor any non-school-related activity, function, or program.

#### IV. Consequences for Committing, or Wrongful and Intentional Accusation of an Act of Bullying or Harassment

- A. Concluding whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances. The physical location or time of access of a computer-related incident cannot be raised as a defense in any disciplinary action.
- B. Consequences and appropriate remedial action for students who commit acts of bullying or harassment or for students found to have wrongfully and intentionally accused another as a means of bullying or harassment may range from positive behavioral interventions up to and including suspension or expulsion, as outlined in the *Code of Student Conduct*.
- C. Consequences and appropriate remedial action for a school employee, found to have committed an act of bullying or harassment, or found to have wrongfully and intentionally accused another as a means of bullying or harassment, shall be determined in accordance with District policies, procedures, and agreements. Additionally, egregious acts of harassment by certified educators may result in a sanction against an educator's state issued certificate as stipulated in the *Code of Ethics and Principles of Professional Conduct of the Education Profession in Florida*.
- D. Consequences and appropriate remedial action for a visitor or volunteer found to have committed an act of bullying or harassment, or found to have wrongfully and intentionally accused another as a means of bullying or harassment, shall be determined by the school administrator after consideration of the nature and circumstances of the act, including possible exclusion from school grounds, and, if appropriate, reported to appropriate laws enforcement officials.

#### V. Reporting an Act of Bullying or Harassment

- A. At each school, the principal or the principal's designee shall be responsible for receiving complaints alleging violations of this policy.
- B. All school employees are required to report alleged violations of this policy to the principal or the principal's designee.
- C. All other members of the school community, including students, parents/legal guardians, volunteers, and visitors are encouraged to report any act that may be a violation of this policy anonymously or in person to the principal or principal's designee.
- D. The principal of each school in the District shall establish and prominently publicize to students, staff, volunteers, and parents/legal guardians, how a report of bullying or harassment may be filed either in person or anonymously and how this report will be acted upon.
- E. The victim of bullying or harassment, anyone who witnessed the bullying or harassment, and anyone who has credible information that an act of bullying or harassment has taken place may file a report of bullying or harassment.



- F. A school employee, school volunteer, student, parent/legal guardian or other person who promptly reports in good faith an act of bullying or harassment to the appropriate school official and who makes this report in compliance with the procedures set forth in the District policy is immune from a cause of action for damages arising out of the reporting itself or any failure to remedy the reported incident.
- G. Submission of a good faith complaint or report of bullying or harassment will not affect the complainant or reporter's future employment, grades, learning or working environment, or work assignments.
- H. Any written or oral reporting of an act of bullying or harassment shall be considered an official means of reporting such act(s).
- I. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report.

#### VI. Investigation of a Report of Bullying or Harassment

- A. The investigation of a reported act of bullying or harassment is deemed to be a school-related activity and shall begin with a report of such an act. Incidents that require a reasonable investigation when reported to appropriate school authorities shall include alleged incidents of bullying or harassment allegedly committed against a child while the child is en route to school aboard a school bus or at a school bus stop.
- B. The principal or designee shall select an individual(s) trained in investigative procedures to initiate the investigation. The person may not be the accused perpetrator (harasser or bully) or victim.
- C. Documented interviews of the victim, alleged perpetrator, and witnesses shall be conducted privately, separately, and shall be confidential. Each individual (victim, alleged perpetrator, and witnesses) will be interviewed separately and at no time will the alleged perpetrator and victim be interviewed together.
- D. The investigator shall collect and evaluate the facts including but not limited to:
  1. Description of incident(s) occurred;
  2. Context in which the alleged incident(s) occurred;
  3. How often the conduct occurred;
  4. Whether there were past incidents or past continuing patterns of behavior;
  5. The relationship between the parties involved;
  6. The characteristics of parties involved, *i.e.*, grade, age;
  7. The identity and number of individuals who participated in bullying or harassing behavior.
  8. Where the alleged incident(s) occurred;
  9. Whether the conduct adversely affected the student's education or educational environment;
  10. Whether the alleged victim felt or perceived an imbalance of power as a result of the reported incident; and
  11. The date, time, and method in which the parents/legal guardians of all parties involved were contacted.
- E. Whether a particular action or incident constitutes a violation of this policy shall require a determination based on all the facts and surrounding circumstances and shall include:
  1. Recommended remedial steps necessary to stop the bullying and/or harassing behavior; and

2. A written final report to the principal.
- F. The maximum of ten (10) school days shall be the limit for the initial filing of incidents and completion of the investigative procedural steps.
- G. The highest level of confidentiality possible will be upheld regarding the submission of a complaint or a report of bullying and/or harassment and the investigative procedures that follow.

VII. Investigation to Determine Whether a Reported Act of Bullying or Harassment is Within the Scope of the District

- A. The principal or designee will assign an individual(s) who is trained in investigative procedures to initiate an investigation of whether an act of bullying or harassment is within the scope of the School District.
- B. The trained investigator(s) will provide a report on results of investigation with recommendations for the principal to make a determination if an act of bullying or harassment falls within the scope of the District.
  1. If it is within the scope of the District, a thorough investigation shall be conducted.
  2. If it is outside the scope of the District and determined a criminal act, the principal shall refer the incident(s) to appropriate law enforcement.
  3. If it is outside the scope of the District and determined not a criminal act, the principal or designee shall inform the parents/legal guardians of all students involved.
- C. Users without web-filtering software or users with web-filtering software that is disabled shall be used when complaints of cyberbullying are investigated.

VIII. Notification to Parents/Guardians of Incidents of Bullying or Harassment

- A. Immediate notification to the parents/legal guardians of a victim of bullying or harassment.
  1. The principal, or designee, shall promptly report via telephone, personal conference, and/or in writing, the occurrence of any incident of bullying or harassment as defined by this policy to the parent or legal guardian of all students involved on the same day an investigation of the incident(s) has been initiated. Notification must be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).
  2. If the bullying or harassment incident results in the perpetrator being charged with a crime, the principal, or designee, shall by telephone or in writing by first class mail, inform the parent/legal guardian of the victim(s) involved in the bullying or harassment incident about the Unsafe School Choice Option (No Child Left Behind, Title IX, Part E, Subpart 2, Section 9532) that states ". . . a student who becomes a victim of a violent criminal offense, as determined by State law, while in or on the grounds of a public elementary school or secondary school that the student attends, be allowed to attend a safe public elementary school or secondary school within the local educational agency, including a public charter school."
- B. Immediate notification to the parents/legal guardians of the perpetrator of an act of bullying or harassment.

The principal, or designee, shall promptly report via telephone, personal conference, and/or in writing, the occurrence of any incident of bullying or harassment as

defined by this policy to the parent or legal guardian of all students involved on the same day an investigation of the incident(s) has been initiated. Notification must be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).

- C. Notification to local agencies where criminal charges may be pursued.

Once the investigation has been completed and it has been determined that criminal charges may be pursued against the perpetrator, all appropriate local law enforcement agencies will be notified by telephone and/or in writing.

#### IX. Referral of Victims and Perpetrators of Bullying or Harassment for Counseling

When bullying or harassment is suspected or when a bullying or harassment incident is reported, counseling services shall be made available to the victim(s), perpetrator(s), and parents/guardians.

- A. The teacher or parent/legal guardian may request informal consultation with school staff (specialty staff, *e.g.*, school counselor, school psychologist) and/or crisis counselor to determine the severity of concern and appropriate steps to address the concern. The teacher may request that the involved student's parents or legal guardians are included.
- B. School personnel or the parent/legal guardian may refer a student to the school-based intervention team or equivalent school-based team with a problem-solving focus for consideration of appropriate services. Parent or legal guardian involvement shall be required when the student is referred to the school-based intervention team.
- C. If a formal discipline report or formal complaint is made, the principal or designee must refer the student(s) to the school-based intervention team for determination of counseling support and interventions. Parent or legal guardian involvement shall be required.
- D. A school-based component to address intervention and assistance shall be utilized by the intervention team. The school-based intervention team may recommend:
1. Counseling and support to address the needs of the victims of bullying or harassment;
  2. Research-based counseling or interventions to address the behavior of the students who bully and harass others, *e.g.*, empathy training, anger management, small group counseling, and/or classroom training; and/or
  3. Research-based counseling or interventions which include assistance and support provided to parents/legal guardians, if deemed necessary or appropriate.

#### X. Reporting Incidents of Bullying and Harassment

- A. Incidents of bullying or harassment shall be reported in the school's report of data concerning school safety and discipline data required under Florida Statute. The report shall include each incident of bullying or harassment and the resulting consequences, including discipline and referrals. Cyberbullying incidents shall be included within the bullying incidents category. The report shall also include each reported incident of bullying or harassment that did not meet the criteria of a prohibited act under this section with recommendations regarding such incidents.
- B. The District will utilize Florida's School Environmental Safety Incident Reporting (SESIR) Statewide Report on School Safety and Discipline Data, which includes bullying and harassment as incident codes as well as bullying-related as a related element code.

1. Bullying and/or harassment incidents shall be reported in SESIR with the bullying (BUL) or harassment (HAR) code. Unsubstantiated incidents of bullying or harassment shall be coded UBL or UHR.
  2. If the bullying/harassment results in any of the following SESIR incidents, the incident will be coded appropriately using the relevant incident code and the bullying-related code. Such incidents are:
    - a. Alcohol
    - b. Arson
    - c. Battery
    - d. Breaking and Entering
    - e. Disruption on Campus
    - f. Drug Sale/Distribution Excluding Alcohol
    - g. Drug Use/Possession Excluding Alcohol
    - h. Fighting
    - i. Homicide
    - j. Kidnapping
    - k. Larceny/Theft
    - l. Robbery
    - m. Sexual Battery
    - n. Sexual Harassment
    - o. Sexual Offenses
    - p. Threat/Intimidation
    - q. Trespassing
    - r. Tobacco
    - s. Vandalism
    - t. Weapons Possession
    - u. Other Major (Other major incidents that do not fit within the other definitions)
- C. Discipline and referral data shall be recorded in Student Discipline/Referral Action Report and Automated Student Information System.
  - D. The District shall provide bullying incident, discipline, and referral data to the Florida Department of Education in the format requested, through Surveys 2, 3, and 5 from Education Information and Accountability Services, and at designated dates provided by the Department.
  - E. Data reporting on bullying, harassment, unsubstantiated bullying, unsubstantiated harassment, sexual harassment, and threat/intimidation incidents as well as any bullying-related incidents that have as a basis sex, race, or disability shall include the incident basis. Victims of these offenses shall also have the incident basis (sex, race, or disability) noted in their student records.

XI. Instruction on Identifying, Preventing, and Responding to Bullying or Harassment

- A. The District shall ensure that schools sustain healthy, positive, and safe learning environments for all students. It is committed to maintain a social climate and social norms in all schools that prohibit bullying and harassment. This requires the efforts of everyone in the school environment – teachers; administrators; counselors; school nurses; other non-instructional staff such as bus driver, custodians, food service personnel, media specialists; parents/legal guardians; and students.
- B. Students, parents/legal guardians, teachers, all non-instructional staff members, school administrators, counseling staff, and school volunteers shall be given instruction at a minimum on an annual basis on the District's policy and regulations

against bullying and harassment. The instruction shall include evidence-based methods of preventing bullying and harassment as well as how to effectively identify and respond to bullying in schools.

- C. The District shall establish a list of programs that provide instruction to students, parents, teachers, school administrators, counseling staff, and school volunteers on identifying, preventing, and responding to bullying and harassment including instruction on recognizing behaviors that lead to bullying and harassment and taking appropriate preventive action based on those observations. The list of authorized programs shall be available at each school, District offices, and on the District website.

#### XII. Reporting to a Victim's Parents/Legal Guardians the Legal Actions Taken to Protect the Victim

The principal or designee shall by telephone, personal conference, and/or in writing report the occurrence of any incident of bullying or harassment as defined by this policy to the parent or legal guardian of all students involved on the same day an investigation of the incident has been initiated. According to the level of infraction, parents/legal guardians will be notified by telephone, personal conference, and/or writing of actions being taken to protect the child; the frequency of notification will depend on the seriousness of the bullying or harassment incident. Notification must be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA).

#### XIII. Publicizing the Policy

- A. At the beginning of each school year, the Superintendent or designee shall in writing, inform school staff, parents/legal guardians, or other persons responsible for the welfare of a student of the District's student safety and violence prevention policy.
- B. Each District school shall provide notice to students and staff of this policy through appropriate references in the *Code of Student Conduct* and employee handbooks and through other reasonable means.
- C. The Superintendent shall also make all contractors contracting with the District aware of this policy.
- D. Each school principal shall develop an annual process for discussing the school district policy on bullying and harassment with students in a student assembly or other reasonable format.
- E. Reminders of the policy and bullying prevention messages such as posters and signs will be displayed around each school and on the District school buses.

#### XIV. Review of Policy

The Superintendent and appropriate staff shall review this policy at a minimum every three (3) years. The review shall include input from parents, law enforcement, and other community members. The Superintendent shall present the policy and any recommended changes to the School Board for consideration.

STATUTORY AUTHORITY: 1001.41, 1001.42, F.S.  
LAWS IMPLEMENTED: 1001.43, 1003.04, 1003.31, 1003.32, 1006.07, 1006.08, 1006.09,  
1006.10, 1006.147, F.S.; 20 USC 1232g  
STATE BOARD OF EDUCATION RULES: 6B-1.006, F.A.C.  
HISTORY: Adopted: 06/12/2007  
Revision Date(s): 11/18/2008, 03/11/2014, 09/10/2015,  
07/12/2016, 07/11/2017, [01/20/2020](#)  
Formerly: New

©EMCS

**To:** The Okeechobee County School Board

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

**SUBJECT:** **AMENDMENT OF BOARD POLICY 6.19\* CERTIFICATION OF ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL**

**DATE:** January 21, 2020

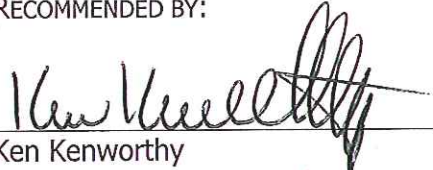
RECOMMENDATION:

That the Board approve amendment of Board Policy 6.19 Certification of Administrative and Instructional Personnel.

BACKGROUND INFORMATION:

The proposed revision of Policy 6.19 is to include certification requirements for adjunct instructors. Advertisement of intent to amend Policy 6.19\* was approved by the School Board on December 10, 2019, and legally advertised to the public on December 11, 2019, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. Policy 6.19\*, 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

6.19\*

### ***CERTIFICATION OF ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL***

#### **POLICY**

- I. No person shall be employed or continued in employment in a position that requires a certificate if he/she does not hold or is ineligible to hold a Florida Educator's Certificate or a Local Certificate or holds a professional license. However, a person may be employed under emergency conditions, pursuant to Florida Statutes, or may qualify as non-certificated instructional personnel pursuant to School Board Rule 6.132. The staff member shall be responsible for maintaining a valid certificate. The staff member shall register his/her certificate and each certificate reissuance or renewal in the District office as soon as the Department of Education issues the certificate with a new validity period or area.
- II. The Superintendent shall designate a certification contact person to work directly with the Bureau of Educator Certification, Florida Department of Education, to assist personnel with certification issue.
  - A. If an individual employed by the District does not achieve a passing score on any subtest of the general knowledge examination, the District must provide information regarding the availability of state-level and district level supports and instruction to assist in achieving a passing score.
  - B. Information must include state-level test information guides, school district test preparation resources and preparation courses offered.
- III. An individual nominated for an instructional position shall be properly certificated, be eligible for certification, meet conditions prescribed in State Board of Education rules, or qualify for employment or re-employment as a non-degreed vocational education or adult education teacher based on School Board rule.
- IV. Pursuant to Sections 1012.39, 1012.55 and 1012.57, employment of temporary instructors, teachers of adult education, non-degreed teachers of career education, adjunct educators, career specialists, and experts in the field, each school district will establish the minimal qualifications for the issuance of \*\* County Public Schools Certificates. Such certificates establish eligibility for employment, but do not confer a right to employment.
  - A. The School Board defines an adjunct educator as a teacher who has expertise in the subject area to be taught. A teacher shall be considered to have expertise in the subject area to be taught if the teacher demonstrates sufficient subject area mastery through passage of a subject area test. The district is permitted to issue adjunct certificates to qualified applicants.
  - B. Adjunct certificate holders should be used primarily to enhance the diversity of course offerings offered to all students.



C. Adjunct teaching certificates issued for full time teaching positions are valid for no more than three (3) years and are nonrenewable.

STATUTORY AUTHORITY:	1001.41, 1012.22, 1012.23, F.S.	
LAWS IMPLEMENTED:	1001.43, 1011.60, 1012.54, 1012.55, 1012.56, <a href="#">1012.57</a> F.S.	
STATE BOARD OF EDUCATION RULES:	6A-1.0501, 6A-1.0502, 6A-1.0503	
HISTORY:	Adopted:	07/14/1998
	Revision Date(s):	01/08/2002, <a href="#">01/21/2020</a>
	Formerly:	D-31, D-32
©EMCS		

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** CDW CUSTOMER SERVICE ORDER FORM – NUTANIX, INC.  
**DATE:** January 21, 2020

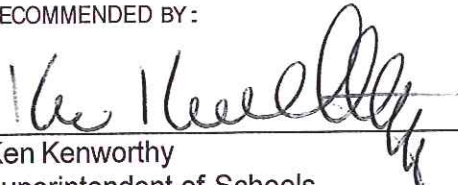
RECOMMENDATION:

That the Board approve a customer service order form for Nutanix Cloud Services/NutanixBeam Subscription License for one (1) year with CDW Government, LLC. at a cost of \$660.00.

BACKGROUND INFORMATION:

This is a one (1) year initial subscription fee through CDW Government, LLC. and is included in Board member agendas. This order form is available upon request in the Office of the Director of Information Technology.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board

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

**SUBJECT:** **AGREEMENT WITH CDW GOVERNMENT, LLC. FOR A 1 YEAR ADDITIONAL SUBSCRIPTION (AEROHIVE NETWORKS, INC.)**

**DATE:** January 21, 2020

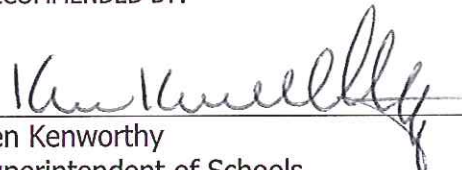
RECOMMENDATION:

That the Board approve this 1 Year Additional Subscription with CDW Direct, LLC., (Aerohive Networks, Inc.) for Aerohive HiveManager NG Cloud Service Licenses at the cost of \$754.00 for 13 additional User Subscriptions at \$58.00 each, Upon Service Activation.

BACKGROUND INFORMATION:

This is a 1 Year Initial Subscription Fee through CDW Government, LLC. and is included in Board member agendas, and is available upon request in the Office of the Director of Information Technology.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** CUSTOMER SERVICE ORDER FORM WITH CDW GOVERNMENT, LLC., ONE YEAR INITIAL SUBSCRIPTION, GOGUARDIAN FOR TEACHERS  
**DATE:** January 21, 2020

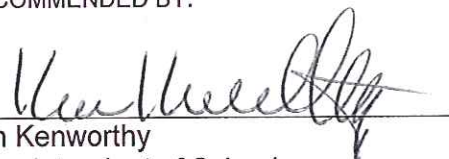
RECOMMENDATION:

That the Board approve the one (1) Year Initial Subscription with CDW Government, LLC., for GoGuardian for Teachers Cloud Services Licenses at a cost of \$15,290.00 for 5,550 User Subscriptions at \$2.78 each, Upon Service Activation.

BACKGROUND INFORMATION:

This is a 1 Year Initial Subscription Fee through CDW Government, LLC. and is included in Board member agendas, and is available upon request in the Office of the Director of Information Technology.

RECOMMENDED BY:

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

**TO:** The Okeechobee County School Board

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

**SUBJECT:** **ENGAGEMENT LETTER FOR LEGAL SERVICES FOR THE SALE OF THE SOUTHWEST PROPERTY**

**DATE:** January 21, 2020

RECOMMENDATION:

That the Board approve an engagement letter with Cassels & McCall for legal services to the Board for the sale of the southwest property to Okeechobee Utility Authority.

BACKGROUND INFORMATION:

This is a new engagement letter that outlines legal services for the sale of the southwest property to Okeechobee Utility Authority. The engagement letter is included in 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:** SALE OF PROPERTY TO THE OKEECHOBEE UTILITY AUTHORITY  
**DATE:** January 21, 2020

RECOMMENDATION:

That the Board determine if they want to sell the property described as being a part of a parcel of land described in Official Records Book (ORB) 644, Page 1048, public records of Okeechobee County, Florida, as requested by the Okeechobee Utility Authority.

RECOMMENDATION:

If the Board has agreed to sell the southwest property as requested by the Okeechobee Utility Authority then said property be declared surplus.

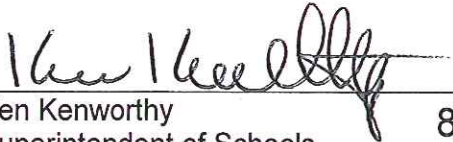
RECOMMENDATION:

If the Board declares this property surplus the Board approve the contract with the Okeechobee Utility Authority for the purchase of this property.

BACKGROUND INFORMATION:

The Okeechobee Utility Authority is asking to purchase the property to build a vacuum station, a pump station, generator, storm water retention and landscaping to serve the southwest section of Okeechobee. Upon completion of the sewer project there will be readily-available infrastructure immediately adjacent to the school district property which will benefit any future use.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

**AGREEMENT FOR THE SALE AND PURCHASE  
OF VACANT LAND**

**THIS AGREEMENT FOR THE SALE AND PURCHASE OF VACANT LAND** (herein referred to as this "Agreement") is made by and between **OKEECHOBEE UTILITY AUTHORITY, an independent regional utility authority**, (herein referred to as the "Purchaser") and **OKEECHOBEE COUNTY SCHOOL BOARD**, (herein referred to as the "Seller") and will include the successors and assigns of Seller and Purchaser.

**RECITALS**

Seller is the owner of that certain tract of real property located in Okeechobee County, Florida, being more particularly described as follows (together with all improvements thereon, the "Property"):

Being a part of a parcel of land described in Official Records Book (ORB) 644, Page 1048, public records of Okeechobee County, Florida, and more particularly described as follows:

THE SOUTH 300.00 FEET OF THE WEST 300.00 FEET OF THE SOUTHEAST ONE QUARTER OF THE SOUTHEAST ONE QUARTER OF SECTION 19, TOWNSHIP 37 SOUTH, RANGE 35 EAST, LESS THE SOUTH 50.00' THEREOF FOR ROAD RIGHT OF WAY, BEING IN OKEECHOBEE COUNTY, FLORIDA.

**NOW THEREFORE**, for and in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each of the parties hereto agrees as follows:

1. **Purchase Price**

Subject to the terms and conditions herein, Seller shall sell and transfer the Property to the Purchaser and Purchaser shall purchase the Property from Seller at a purchase price of \$72,000.00.

2. **Method of Payment**

Purchaser shall pay to Seller the purchase price as follows:

A. Total Purchase Price: \$72,000.00 net to Seller

3. Conveyance of Title

The Seller shall convey title to the Property to the Purchaser in its AS IS condition pursuant to recordable statutory warranty deed. The Property shall be conveyed free and clear of all liens, encumbrances and other exceptions to the title, except for: (1) any state and county ad valorem property taxes for the Property, which are not yet due and payable; (2) easements, restrictions and other encumbrances of record; (3) the matters, if any, disclosed by any survey of the Property, if any, obtained by the Purchaser; (4) all zoning ordinances and land use restrictions affecting the Property; and (5) any other exceptions to title created, desired or approved by Purchaser or otherwise waived by Purchaser (collectively, the "Permitted Title Exceptions").

4. Closing.

A. General. The consummation of the transaction contemplated under this Agreement (herein referred to as the "Closing") shall occur **on or before the \_\_\_\_ day of \_\_\_\_\_, 2020**, unless extended as hereinafter provided (herein referred to as the "Closing Date"). The Closing shall be held at a location and at a time of day that are mutually agreeable to Seller and Purchaser. At the Closing, the Seller shall execute and deliver to the Purchaser a Special Warranty Deed conveying good and marketable fee simple title to the Property free and clear of all liens and encumbrances except the Permitted Title Exceptions. Seller shall pay from the sales proceeds at closing all liens upon the Property created or permitted by Seller, if any, and all water, electricity and other utility charges for services furnished to the Property through the Closing Date, if any.

B. Taxes. Real property ad valorem taxes assessed against the Property for the year in which the Closing occurs shall **not** be prorated as of the Closing Date as both Seller and Purchaser are tax-exempt entities and no ad-valorem taxes are due.

C. Documents. The Seller and the Purchaser agree that such documents as may be legally necessary or appropriate to carry out the terms of this Agreement shall be executed and delivered by each party to the other at the Closing. Such documents shall include, but not be limited to, an affidavit from the Seller that has as its subject matter averments that (i) there are no rights or claims of parties in possession not shown by the public records, (ii) there are no liens or encumbrances other than those disclosed in the title commitment delivered to the Purchaser (as the same may be endorsed), (iii) there are no liens, or rights to a lien, for services incurred by Seller (including, but not limited to, real estate brokerage services incurred by Seller), labor or material furnished at the request of Seller and not shown by the public records, (iv) the Seller is not a "foreign person" within the meaning of Section 1445 of the Internal revenue Code of 1954, as amended, and the Regulations thereunder. Such documents shall also include, but not be limited to, evidence satisfactory to the other party and the Escrow Agent that the person executing the Closing documents has full right, power, and authority to do so.



5. Closing Procedure; Costs; Title Examination; Survey.

Closing will take place in the county where the Property is located and may be conducted by electronic means. If title insurance insures Purchaser for title defects arising between the title binder effective date and recording of Purchaser's deed, closing agent will disburse at closing the net sale proceeds to Seller. In addition to other expenses provided in this Contract, Seller and Purchaser will pay the costs indicated below.

A. **Buyer's Costs:** Buyer will pay for all costs incurred in the closing of this transaction and will also pay the Seller's attorney's fees, in the amount of \$1,500.00.

B. **Purchaser's Costs:** Purchaser will pay for Purchaser's attorney's fees, if any, and the cost of a survey, if any.

C. **Title Evidence and Insurance:** At least fifteen (15) calendar days prior to the Closing Date, Purchaser will obtain title evidence in the form of a title insurance commitment issued by a Florida-licensed title insurer in the amount of the purchase price and subject only to title exceptions set forth in this Contract. The title evidence will show legal access to the Property and marketable title of record in Seller in accordance with current title standards adopted by the Florida Bar.

D. **Title Examination:** Purchaser will examine the title evidence and deliver written notice to the Seller, within 5 days from receipt of title evidence but no later than closing, of any defects that make the title unmarketable. Seller will have 30 days from receipt of Purchaser's notice of defects (Curative Period) to cure the defects at Seller's expense or advise Purchaser that it is unable to do so within the 30 days. If Seller cures the defects within the Curative Period, Seller will deliver written notice to Purchaser and the parties will close the transaction on Closing Date or within 10 days from Purchaser's receipt of Seller's notice if Closing Date has passed. If Seller is unable or unwilling to cure the defects within the Curative Period, Seller will deliver written notice to Purchaser and Purchaser will, within 10 days from receipt of Seller's notice, either cancel this Contract or accept title with existing defects and close the transaction.

E. **Survey:** Purchaser may, prior to Closing Date and at Purchaser's expense, have the Property surveyed and shall deliver written notice to Seller, within 5 days from receipt of survey but no later than closing, of any encroachments on the Property, encroachments by the Property's improvements on other lands or deed restriction or zoning violations. Any such encroachment or violation will be treated in the same manner as a title defect and Purchaser's and Seller's obligations will be determined in accordance with sub-paragraph D above.

6. Seller's Representations, Warranties and Obligations.

A. The Seller makes the following representations that during its ownership, and to its actual knowledge without investigation or inquiry:

(i) Seller owns fee simple title to the Property, subject to the Permitted Title Exceptions and to those mortgages, deeds of trust and deeds to secure debt which are in existence on the date this Agreement is executed by Seller;

(ii) Seller has not received any actual notice from any governmental authority of any taking of the Property or any portion thereof by eminent domain, and to its actual knowledge, no condemnation or any taking of the Property is contemplated or threatened by any such governmental authority;

(iii) Seller is not a "foreign person" within the meaning of Section 1445 of the Internal Revenue Code of 1954, as amended, and the Regulations thereunder;

(iv) To the Seller's actual knowledge, there are no encroachments upon the Property from adjacent land or landowners.

B. Seller will not take, or cause to be taken, any action that would cause or threaten to cause, any of the representations stated herein to become incorrect or untrue.

C. To the best of the Seller's actual knowledge, neither the Property nor any part thereof has ever been used for hazardous or toxic waste disposal, for disposal of fuel, oil or any other similar material, for a landfill or a garbage or trash disposal site, and no part of the Property is or was contaminated with hazardous or toxic waste or fuel or oil or similar products from any source whatsoever.

#### 7. Condemnation.

In the event of any condemnation with respect to any material portion of the Property, the Purchaser may elect to (i) terminate this Agreement and neither party shall have any further rights, duties, or obligations hereunder; or (ii) consummate the purchase of the Property in accordance with the terms and provisions hereof and without any diminution in the purchase price on account of such condemnation in which event the Seller shall, at the Closing, pay to the Purchaser all condemnation awards and other payments previously received in connection with such condemnation and assign to the Purchaser all of Seller's rights to receive any award payable on account of such condemnation.

#### 8. Easements.

At closing, the Seller shall grant to the OUA at no additional cost 15' wide non-exclusive utility easements along the west and north property lines and a 20' wide nonexclusive easement along the south property line. All of these easements are equal to or less than setback requirements for development.

9. **Notices.**

Any notice, approval or other communication which may be required or permitted to be given or delivered hereunder shall be in writing and shall be deemed to have been given, delivered and received by the parties if given at the addresses listed below the parties name(s) on the signature page(s) of this Agreement (i) as of the date when the notice is personally delivered or (ii) if mailed, in the United States Mail, certified, return receipt requested, as of the date which is the date of the postmark on such notice or (iii) if delivered by courier or express mail service, telegram or mail gram where the carrier provides or retains evidence of the date of delivery, as of the date of such delivery.

The Seller and the Purchaser may by notice to the other in the manner provided above, designate a different address for receiving notices under this Agreement. A post office box shall not be the only notice address for either Seller or Purchaser. Any notice which is delivered to the notice address on a non-business day shall be deemed given the next business day if left at the notice address; or, if not left at the notice address, the next business day when re-delivered to the notice address. The refusal to accept delivery of any notice or the absence of anyone at a notice address to accept delivery shall not prevent any notice from being effectively given. A non-business day is a Saturday, Sunday or any legal holiday when national banks are closed for business to the general public.

10. **Default.**

A. **Remedies of Purchaser.**

(i) In the event the Closing does not occur in accordance with the terms of this Agreement because of the inability of the Seller to convey good and marketable fee simple title to the Property because of title defects or objections, or for any other reason, the Purchaser's sole right and exclusive remedy shall be either to (a) terminate this Agreement or (b) in the event of a title defect or objection, waive such inability and proceed to close the transaction without regard thereto.

B. **Remedies of Seller.** If the Closing does not occur in accordance with the terms of this Agreement due to due to a default of the Purchaser, the Seller shall only have the right to terminate this Agreement.

11. Brokerage Commission and Disclosure.

Each party represents and warrants to the other party that there is no real estate agent or broker involved in this transaction.

12. Condition to Seller Closing.

Seller's obligation to close this transaction shall be contingent upon Approval of this Agreement by the Okeechobee County School Board.

13. Condition to Purchaser Closing.

Purchaser's obligation to close this transaction shall be contingent upon Approval of this Agreement by the Board of Directors of the Okeechobee Utility Authority.

14. Miscellaneous.

A. Termination. In the event this Agreement is terminated pursuant to the terms hereof or otherwise, the terminating party shall give notice thereof to the other party and this Agreement shall be null and void and of no force or effect and the parties shall have no rights, obligations or liabilities hereunder, except as otherwise specifically provided herein.

B. Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of and be enforceable against the parties hereto and their respective successors and assigns.

C. Time is of the Essence. Time is of the essence with Respect to this Agreement.

D. Survival of Provisions. The provisions of this Agreement shall not merge into the documentation from this transaction and shall survive the Closing of this transaction and the execution and delivery of the deed pursuant hereto for a period of one year.

E. Applicable Law. This Agreement and all amendments hereto shall be governed by and construed under the laws of the State of Florida.

F. Severability. If any term, covenant or condition of this Agreement or the application thereof to any person or circumstance shall, to any extent, be invalid or unenforceable, such provision, or the application of such term, covenant or condition to persons or circumstances other than those as to which it is held invalid or unenforceable, shall be deemed severable, and the remainder hereof shall not be affected thereby, and each term, covenant, or condition of this Agreement shall be valid and be enforced to the fullest extent permitted by law.

G. Dates; Effective Date. In the event that any date or deadline set forth in this Agreement occurs on a Saturday, Sunday or legal holiday, such date or deadline shall automatically be extended to the next date which is not a Saturday, Sunday or legal holiday. The date of "final execution" and the "Effective Date" of this Agreement shall be the date this Agreement is last executed by either of the parties hereto.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be executed, as of the day and year indicated under their names below.


**"SELLER"**

OKEECHOBEE COUNTY SCHOOL BOARD

By: \_\_\_\_\_  
Amanda Reidel, Board Chairperson  
700 SW 2<sup>nd</sup> Avenue  
Okeechobee, Florida 34974  
Date: \_\_\_\_\_

**"PURCHASER"**

OKEECHOBEE UTILITY AUTHORITY

By:   
Steven D. Nelson, Chairman  
100 SW 5<sup>th</sup> Avenue  
Okeechobee, Florida 34974  
Date: Jan. 14, 2020

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** FLORIDA SCHOOLS SAFETY PORTAL DISTRICT DATA ACCESS AND USE AGREEMENT  
**DATE:** January 21, 2020

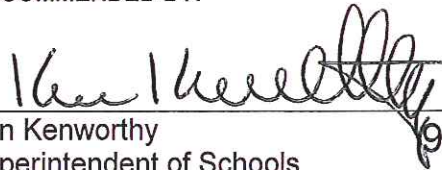
RECOMMENDATION:

That the Board approve the Florida Schools Safety Portal District Data Access and Use Agreement with the Florida Department of Education.

BACKGROUND INFORMATION:

This agreement will provide us access to safety information stipulated in SB 7026. The agreement is included in Board Member agendas and is available upon request from the office of the Superintendent of Schools.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** CLASS SIZE COMPLIANCE PLAN  
**DATE:** January 21, 2020

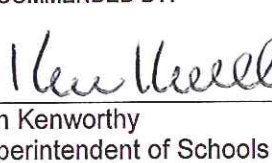
RECOMMENDATION:

That the Board approve the Class Size Compliance Plan.

BACKGROUND INFORMATION:

For each school not in compliance with class size requirements pursuant to section 1003.03, F.S., the district must submit a brief explanation of the school's plan to meet class size requirements for the 2020 October FTE student survey. In order to participate in the restoration calculation authorized in s. 1003.03(4)(e), F.S., plans must be submitted by February 1, 2020. Class size reduction implementation strategies listed in ss. 1003.03(3) and (5), F.S., may be considered, in addition to strategies not listed in statute, in order to meet class size requirements. The compliance plan must be certified by the school board or the charter school's board of directors.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **MASTER SERVICES AGREEMENT WITH FRONTLINE EDUCATION**  
**DATE:** January 21, 2020

RECOMMENDATION:

That the Board approve an agreement with Frontline Education for the use of its Absence and Substitute Management System.

BACKGROUND INFORMATION:

This is an annual agreement for the use of Frontline's Absence and Substitute Management System. This program is used to manage the placement of substitute teachers and would replace the District's current system.

A copy of the agreement is included in Board member agendas and is available upon request from the Office of the Director of Human Resources.

RECOMMENDED BY:



Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SETTLEMENT AGREEMENT**  
**DATE:** January 21, 2020

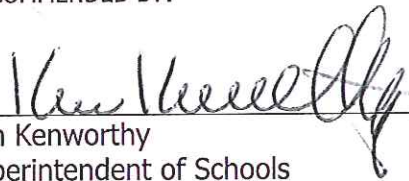
RECOMMENDATION:

That the Board approve a settlement agreement to resolve a complaint regarding accommodations being provided at DJJ facilities.

BACKGROUND INFORMATION:

The agreement is included in Board member agendas and 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:** APPOINTMENT TO THE OKEECHOBEE COUNTY ECONOMIC DEVELOPMENT CORPORATION BOARD

**DATE:** January 21, 2020

RECOMMENDATION:

That the Board appoint one (1) representative to serve on the Okeechobee County Economic Development Corporation meeting the by-laws which state, "Shall be the school board superintendent or the School Board's designee, who is a full time employee of the School Board".

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 2019-20**  
**DATE:** January 21, 2020

RECOMMENDATION:

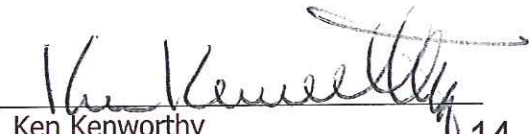
That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2019, for the 2019-20 fiscal year:

- #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

~~2018-2019~~ 2019-2020  
OKEECHOBEE COUNTY SCHOOL BOARD  
SALARY SCHEDULE NO. 1A  
SUBSTITUTES

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

Rank I (less than 60 college credit hours)	<del>\$11.00</del> <u>11.50</u> per hour
Rank II (60 or more college credit hours)	<del>\$12.00</del> <u>12.50</u> per hour
Rank III (Bachelor's degree or higher)	<del>\$13.00</del> <u>13.50</u> per hour

**SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS**

\$11.00 per hour

**SUPPLEMENTARY TEMPORARY PERSONNEL**

~~\$8.25~~ 9.00 per hour

**2018-2019 2019-2020 Okeechobee County School Board**  
**Salary Schedule No. 2 - Performance Pay**  
**School Principal – 12 Months**

Step	Middle School/ OHS Freshman Campus		High School
	Elementary		
1	<del>71500</del> <u>72500</u>	<del>76500</del> <u>77500</u>	<del>81800</del> <u>82800</u>
2	<del>72200</del> <u>73200</u>	<del>77200</del> <u>78200</u>	<del>82500</del> <u>83500</u>
3	<del>72900</del> <u>73900</u>	<del>77900</del> <u>78900</u>	<del>83200</del> <u>84200</u>
4	<del>73600</del> <u>74600</u>	<del>78600</del> <u>79600</u>	<del>83900</del> <u>84900</u>
5	<del>74300</del> <u>75300</u>	<del>79300</del> <u>80300</u>	<del>84600</del> <u>85600</u>
6	<del>75000</del> <u>76000</u>	<del>80000</del> <u>81000</u>	<del>85300</del> <u>86300</u>
7	<del>75700</del> <u>76700</u>	<del>80700</del> <u>81700</u>	<del>86000</del> <u>87000</u>
8	<del>76400</del> <u>77400</u>	<del>81400</del> <u>82400</u>	<del>86700</del> <u>87700</u>
9	<del>77100</del> <u>78100</u>	<del>82100</del> <u>83100</u>	<del>87400</del> <u>88400</u>
10	<del>77800</del> <u>78800</u>	<del>82800</del> <u>83800</u>	<del>88100</del> <u>89100</u>
11	<del>78500</del> <u>79500</u>	<del>83500</del> <u>84500</u>	<del>88800</del> <u>89800</u>
12	<del>79200</del> <u>80200</u>	<del>84200</del> <u>85200</u>	<del>89500</del> <u>90500</u>
13	<del>79900</del> <u>80900</u>	<del>84900</del> <u>85900</u>	<del>90200</del> <u>91200</u>
14	<del>80600</del> <u>81600</u>	<del>85600</del> <u>86600</u>	<del>90900</del> <u>91900</u>
15	<del>81300</del> <u>82300</u>	<del>86300</del> <u>87300</u>	<del>91600</del> <u>92600</u>
16	<del>82000</del> <u>83000</u>	<del>87000</del> <u>88000</u>	<del>92300</del> <u>93300</u>
17	<del>82700</del> <u>83700</u>	<del>87700</del> <u>88700</u>	<del>93000</del> <u>94000</u>
18	<del>83400</del> <u>84400</u>	<del>88400</del> <u>89400</u>	<del>93700</del> <u>94700</u>
19	<del>84100</del> <u>85100</u>	<del>89100</del> <u>90100</u>	<del>94400</del> <u>95400</u>
20	<del>84800</del> <u>85800</u>	<del>89800</del> <u>90800</u>	<del>95100</del> <u>96100</u>
21	<del>85500</del> <u>86500</u>	<del>90500</del> <u>91500</u>	<del>95800</del> <u>96800</u>
22	<del>86200</del> <u>87200</u>	<del>91200</del> <u>92200</u>	<del>96500</del> <u>97500</u>
23	<del>86900</del> <u>87900</u>	<del>91900</del> <u>92900</u>	<del>97200</del> <u>98200</u>
24	<del>87600</del> <u>88600</u>	<del>92600</del> <u>93600</u>	<del>97900</del> <u>98900</u>
25	<del>88300</del> <u>89300</u>	<del>93300</del> <u>94300</u>	<del>98600</del> <u>99600</u>

**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.

~~2018-2019~~ **2019-2020** Okeechobee County School Board  
**Salary Schedule No. 3 - Performance Pay**  
**Assistant Principal – 12 Months**

Step	High School
1	<del>67050</del> <u>68050</u>
2	<del>67500</del> <u>68500</u>
3	<del>67950</del> <u>68950</u>
4	<del>68400</del> <u>69400</u>
5	<del>68850</del> <u>69850</u>
6	<del>69300</del> <u>70300</u>
7	<del>69750</del> <u>70750</u>
8	<del>70200</del> <u>71200</u>
9	<del>70650</del> <u>71650</u>
10	<del>71100</del> <u>72100</u>
11	<del>71550</del> <u>72550</u>
12	<del>72000</del> <u>73000</u>
13	<del>72450</del> <u>73450</u>
14	<del>72900</del> <u>73900</u>
15	<del>73350</del> <u>74350</u>
16	<del>73800</del> <u>74800</u>
17	<del>74250</del> <u>75250</u>
18	<del>74700</del> <u>75700</u>
19	<del>75150</del> <u>76150</u>
20	<del>75600</del> <u>76600</u>
21	<del>76050</del> <u>77050</u>
22	<del>76500</del> <u>77500</u>
23	<del>76950</del> <u>77950</u>
24	<del>77400</del> <u>78400</u>
25	<del>77850</del> <u>78850</u>

**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.

~~2018-2019~~ **2019-2020** Okeechobee County School Board  
**Salary Schedule No. 4 - Performance Pay**  
**Assistant Principal – 11 Months**

Step	Elementary	Middle School/ OHS Freshman Campus
1	<del>60650</del> 61650	<del>62150</del> 63150
2	<del>61100</del> 62100	<del>62600</del> 63600
3	<del>61550</del> 62550	<del>63050</del> 64050
4	<del>62000</del> 63000	<del>63500</del> 64500
5	<del>62450</del> 63450	<del>63950</del> 64950
6	<del>62900</del> 63900	<del>64400</del> 65400
7	<del>63350</del> 64350	<del>64850</del> 65850
8	<del>63800</del> 64800	<del>65300</del> 66300
9	<del>64250</del> 65250	<del>65750</del> 66750
10	<del>64700</del> 65700	<del>66200</del> 67200
11	<del>65150</del> 66150	<del>66650</del> 67650
12	<del>65600</del> 66600	<del>67100</del> 68100
13	<del>66050</del> 67050	<del>67550</del> 68550
14	<del>66500</del> 67500	<del>68000</del> 69000
15	<del>66950</del> 67950	<del>68450</del> 69450
16	<del>67400</del> 68400	<del>68900</del> 69900
17	<del>67850</del> 68850	<del>69350</del> 70350
18	<del>68300</del> 69300	<del>69800</del> 70800
19	<del>68750</del> 69750	<del>70250</del> 71250
20	<del>69200</del> 70200	<del>70700</del> 71700
21	<del>69650</del> 70650	<del>71150</del> 72150
22	<del>70100</del> 71100	<del>71600</del> 72600
23	<del>70550</del> 71550	<del>72050</del> 73050
24	<del>71000</del> 72000	<del>72500</del> 73500
25	<del>71450</del> 72450	<del>72950</del> 73950

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.

**2018-2019 2019-2020 Okeechobee County School Board  
Salary Schedule No. 6  
Assistant Superintendent – 12 Months**

Step	Annual Salary
1	<del>83670</del> 84670
2	<del>84440</del> 85440
3	<del>85210</del> 86210
4	<del>85980</del> 86980
5	<del>86750</del> 87750
6	<del>87520</del> 88520
7	<del>88290</del> 89290
8	<del>89060</del> 90060
9	<del>89830</del> 90830
10	<del>90600</del> 91600
11	<del>91370</del> 92370
12	<del>92140</del> 93140
13	<del>92910</del> 93910
14	<del>93680</del> 94680
15	<del>94450</del> 95450
16	<del>95220</del> 96220
17	<del>95990</del> 96990
18	<del>96760</del> 97760
19	<del>97530</del> 98530
20	<del>98300</del> 99300
21	<del>99070</del> 100070
22	<del>99840</del> 100840

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

**For the 2019-2020 Fiscal Year:**

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- 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.



~~2018-2019~~ 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

~~2018-2019~~ 2019-2020 Okeechobee County School Board  
 Salary Schedule No. 8  
 Director – 12 Months

Step	Annual Salary
1	<del>75925</del> <u>76925</u>
2	<del>76550</del> <u>77550</u>
3	<del>77175</del> <u>78175</u>
4	<del>77800</del> <u>78800</u>
5	<del>78425</del> <u>79425</u>
6	<del>79050</del> <u>80050</u>
7	<del>79675</del> <u>80675</u>
8	<del>80300</del> <u>81300</u>
9	<del>80925</del> <u>81925</u>
10	<del>81550</del> <u>82550</u>
11	<del>82175</del> <u>83175</u>
12	<del>82800</del> <u>83800</u>
13	<del>83425</del> <u>84425</u>
14	<del>84050</del> <u>85050</u>
15	<del>84675</del> <u>85675</u>
16	<del>85300</del> <u>86300</u>
17	<del>85925</del> <u>86925</u>
18	<del>86550</del> <u>87550</u>
19	<del>87175</del> <u>88175</u>
20	<del>87800</del> <u>88800</u>
21	<del>88425</del> <u>89425</u>
22	<del>89050</del> <u>90050</u>
23	<del>89675</del> <u>90675</u>
24	<del>90300</del> <u>91300</u>
25	<del>90925</del> <u>91925</u>

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

**For the 2019-2020 Fiscal Year:**

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- 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.

~~2018-2019~~ **2019-2020** Okeechobee County School Board  
**Salary Schedule No. 9**  
**Supervisor I – 12 Months**

Step	Annual Salary
1	<del>71100</del> 72100
2	<del>71725</del> 72725
3	<del>72350</del> 73350
4	<del>72975</del> 73975
5	<del>73600</del> 74600
6	<del>74225</del> 75225
7	<del>74850</del> 75850
8	<del>75475</del> 76475
9	<del>76100</del> 77100
10	<del>76725</del> 77725
11	<del>77350</del> 78350
12	<del>77975</del> 78975
13	<del>78600</del> 79600
14	<del>79225</del> 80225
15	<del>79850</del> 80850
16	<del>80475</del> 81475
17	<del>81100</del> 82100
18	<del>81725</del> 82725
19	<del>82350</del> 83350
20	<del>82975</del> 83975
21	<del>83600</del> 84600
22	<del>84225</del> 85225
23	<del>84850</del> 85850
24	<del>85475</del> 86475
25	<del>86100</del> 87100
26	<del>86725</del> 87725

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

**For the 2019-2020 Fiscal Year:**

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- 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.

**~~2018-2019~~ 2019-2020 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	<del>52292</del> <u>53292</u>	<del>56860</del> <u>57860</u>	<del>65860</del> <u>66860</u>
2	<del>52803</del> <u>53803</u>	<del>57420</del> <u>58420</u>	<del>66420</del> <u>67420</u>
3	<del>53314</del> <u>54314</u>	<del>57980</del> <u>58980</u>	<del>66980</del> <u>67980</u>
4	<del>53825</del> <u>54825</u>	<del>58540</del> <u>59540</u>	<del>67540</del> <u>68540</u>
5	<del>54336</del> <u>55336</u>	<del>59100</del> <u>60100</u>	<del>68100</del> <u>69100</u>
6	<del>54847</del> <u>55847</u>	<del>59660</del> <u>60660</u>	<del>68660</del> <u>69660</u>
7	<del>55358</del> <u>56358</u>	<del>60220</del> <u>61220</u>	<del>69220</del> <u>70220</u>
8	<del>55869</del> <u>56869</u>	<del>60780</del> <u>61780</u>	<del>69780</del> <u>70780</u>
9	<del>56380</del> <u>57380</u>	<del>61340</del> <u>62340</u>	<del>70340</del> <u>71340</u>
10	<del>56891</del> <u>57891</u>	<del>61900</del> <u>62900</u>	<del>70900</del> <u>71900</u>
11	<del>57402</del> <u>58402</u>	<del>62460</del> <u>63460</u>	<del>71460</del> <u>72460</u>
12	<del>57913</del> <u>58913</u>	<del>63020</del> <u>64020</u>	<del>72020</del> <u>73020</u>
13	<del>58424</del> <u>59424</u>	<del>63580</del> <u>64580</u>	<del>72580</del> <u>73580</u>
14	<del>58935</del> <u>59935</u>	<del>64140</del> <u>65140</u>	<del>73140</del> <u>74140</u>
15	<del>59446</del> <u>60446</u>	<del>64700</del> <u>65700</u>	<del>73700</del> <u>74700</u>
16	<del>59957</del> <u>60957</u>	<del>65260</del> <u>66260</u>	<del>74260</del> <u>75260</u>
17	<del>60468</del> <u>61468</u>	<del>65820</del> <u>66820</u>	<del>74820</del> <u>75820</u>
18	<del>60979</del> <u>61979</u>	<del>66380</del> <u>67380</u>	<del>75380</del> <u>76380</u>
19	<del>61490</del> <u>62490</u>	<del>66940</del> <u>67940</u>	<del>75940</del> <u>76940</u>
20	<del>62001</del> <u>63001</u>	<del>67500</del> <u>68500</u>	<del>76500</del> <u>77500</u>
21	<del>62512</del> <u>63512</u>	<del>68060</del> <u>69060</u>	<del>77060</del> <u>78060</u>
22	<del>63023</del> <u>64023</u>	<del>68620</del> <u>69620</u>	<del>77620</del> <u>78620</u>
23	<del>63534</del> <u>64534</u>	<del>69180</del> <u>70180</u>	<del>78180</del> <u>79180</u>
24	<del>64045</del> <u>65045</u>	<del>69740</del> <u>70740</u>	<del>78740</del> <u>79740</u>
25	<del>64556</del> <u>65556</u>	<del>70300</del> <u>71300</u>	<del>79300</del> <u>80300</u>

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

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- 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.

~~2018-2019~~ 2019-2020 Okeechobee County School Board  
 Salary Schedule No. 12  
 Administrative Assistant  
 Superintendent's Secretary Executive Secretary  
 12 Months

Step	Annual Salary
1	<del>40600</del> <u>41600</u>
2	<del>42200</del> <u>43200</u>
3	<del>43800</del> <u>44800</u>
4	<del>45400</del> <u>46400</u>
5	<del>47000</del> <u>48000</u>
6	<del>48600</del> <u>49600</u>
7	<del>50200</del> <u>51200</u>
8	<del>51800</del> <u>52800</u>
9	<del>53400</del> <u>54400</u>
10	<del>55000</del> <u>56000</u>
11	<del>56600</del> <u>57600</u>
<u>12</u>	<u>59200</u>

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)~~ 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.

**~~2018-2019~~ 2019-2020 Okeechobee County School Board  
 Salary Schedule No. 15  
 Maintenance Foreman  
 Transportation Foreman  
 Assistant Director of Finance  
 12 Months**

Step	Annual Salary
1	<del>46900</del> <u>47900</u>
2	<del>48500</del> <u>49500</u>
3	<del>50100</del> <u>51100</u>
4	<del>51700</del> <u>52700</u>
5	<del>53300</del> <u>54300</u>
6	<del>54900</del> <u>55900</u>
7	<del>56500</del> <u>57500</u>
8	<del>58100</del> <u>59100</u>

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)~~ 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.

~~2018-2019~~ 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	<del>22500</del> <u>23500</u>	<del>24200</del> <u>25200</u>	<del>26885</del> <u>27885</u>	<del>28916</del> <u>29916</u>
2	<del>23500</del> <u>24500</u>	<del>25200</del> <u>26200</u>	<del>28080</del> <u>29080</u>	<del>30111</del> <u>31111</u>
3	<del>24500</del> <u>25500</u>	<del>26200</del> <u>27200</u>	<del>29275</del> <u>30275</u>	<del>31306</del> <u>32306</u>
4	<del>25500</del> <u>26500</u>	<del>27200</del> <u>28200</u>	<del>30470</del> <u>31470</u>	<del>32501</del> <u>33501</u>
5	<del>26500</del> <u>27500</u>	<del>28200</del> <u>29200</u>	<del>31665</del> <u>32665</u>	<del>33696</del> <u>34696</u>
6	<del>27500</del> <u>28500</u>	<del>29200</del> <u>30200</u>	<del>32860</del> <u>33860</u>	<del>34891</del> <u>35891</u>
7	<del>28500</del> <u>29500</u>	<del>30200</del> <u>31200</u>	<del>34055</del> <u>35055</u>	<del>36086</del> <u>37086</u>
8	<del>29500</del> <u>30500</u>	<del>31200</del> <u>32200</u>	<del>35250</del> <u>36250</u>	<del>37281</del> <u>38281</u>
9	<del>30500</del> <u>31500</u>	<del>32200</del> <u>33200</u>	<del>36445</del> <u>37445</u>	<del>38476</del> <u>39476</u>
10	<del>31500</del> <u>32500</u>	<del>33200</del> <u>34200</u>	<del>37640</del> <u>38640</u>	<del>39671</del> <u>40671</u>
11	<del>32500</del> <u>33500</u>	<del>34200</del> <u>35200</u>	<del>38835</del> <u>39835</u>	<del>40866</del> <u>41866</u>

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:** 2019-2020 ESOL OUT-OF-FIELD TEACHERS  
**DATE:** January 21, 2020

RECOMMENDATION:

That the Board approve the following Out-of-Field Teachers for the 2019-2020 February FTE Survey:

**Central Elementary School**

OOF ESOL	Donnell, Rebecca
OOF ESOL	Feldman, Nicole
OOF ESOL	Fosler, Megan
OOF ESOL	George, Martha-Ann
OOF ESOL	Heidelmeyer, Pauline
OOF ESOL	James, Kimberly
OOF ESOL	Loschiavo, Krista
OOF ESOL	Pickles, Julee
OOF ESOL	Rowell, Karli
OOF ESOL	Tuten, Angela

**Everglades Elementary School**

OOF ESOL	Beigle, Jeff
OOF ESOL	Brinson, Cynthia
OOF ESOL	Estrada, Johnny
OOF ESOL	Franklin, Jennifer
OOF ESOL	Migliaccio, Jayme
OOF ESOL	Rhoden, Deann
OOF ESOL	Taylor, Devon
OOF ESOL	Todd, Ana
OOF ESOL	Worf, James

**North Elementary School**

OOF ESOL	Holliday, Cassandra
OOF ESOL	Love, Stefanie
OOF ESOL	Myers, Jeanne
OOF ESOL	Sanders, Michelle
OOF ESOL	Varnadore, Christan
OOF ESOL	Wagoner, Jennifer
OOF ESOL	Williams, Vernestine
OOF ESOL	Wisener, Jessica

**Okeechobee Achievement Academy**

OOF ESOL	Bates, Angela
OOF ESOL	Keith, Cassandra
OOF ESOL	Gold, Vickie
OOF ESOL	Shockley, Sherman

**Okeechobee Freshman Campus/Okeechobee High School**

OOF ESOL	Adams, Hollie
OOF ESOL	Beatty, Nicole
OOF ESOL	Clark III, James
OOF ESOL	Julian, Chan
OOF ESOL	Oliver, Elizabeth
OOF ESOL	Souders, Robert
OOF ESOL	Washington, Jack

**Okeechobee High School**

OOF ESOL	Buckner, Kenneth
OOF ESOL	Carrier, Brittany
OOF ESOL	Davis, Makayla
OOF ESOL	Gibson, Valparisia
OOF ESOL	Keaton, John
OOF ESOL	Maggard, Kerry
OOF ESOL	Sills, Tracy
OOF ESOL	Skeen, Victoria
OOF ESOL	Suits, Sharon
OOF ESOL	Szentmartoni, Samantha
OOF ESOL	Talas, Michael
OOF ESOL	Timko, Andrew
OOF ESOL	Usher, Kyrstin
OOF ESOL	Wasson, Lydia

**Okeechobee Youth Correction Center**

OOF ESOL	Stephenson, Steven
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**Okeechobee Youth Treatment Center**

OOF ESOL	Baker, Linda
OOF ESOL	Drayton, Lorenzo

**Osceola Middle School**

OOF ESOL	Blevens, Robert
OOF ESOL	Fulks, Samantha
OOF ESOL	Jarriel, Kelsey
OOF ESOL	Nielson, Taylor
OOF ESOL	Olney, Jessica
OOF ESOL	Rehkamp, Connie
OOF ESOL	Ross, Amy
OOF ESOL	Ruff, Sean
OOF ESOL	Schrock, Jonathan
OOF ESOL	Tremain, Maurisa
OOF ESOL	Walker, Kyle

**Seminole Elementary School**

OOF ESOL	Clark, Amanda
OOF ESOL	Coleman, Christen
OOF ESOL	Hicks, Morgan
OOF ESOL	Nieto, Ricardo
OOF ESOL	Ramirez, Marialejandra Valentina Zapata
OOF ESOL	Roy, Kara
OOF ESOL	Shockley, Leigh Anne
OOF ESOL	Wood, Deborah
OOF ESOL	Ziolkowski, Robyn

**South Elementary School**

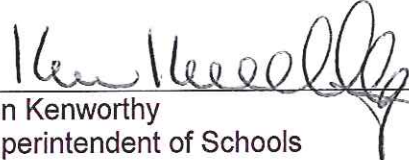
OOF ESOL	Breaux, Kelci
OOF ESOL	Giles, Karen
OOF ESOL	Higgins, Tamara
OOF ESOL	McCluskey, Jennifer
OOF ESOL	Raulerson, Rachel
OOF ESOL	Roehm, Rachel
OOF ESOL	Steiert, Stephen
OOF ESOL	Stephens, Katie
OOF ESOL	Voelker, Angie

**Yearling Middle School**

OOF ESOL	Campbell, Corinna
OOF ESOL	Carroll, Jill

OOF ESOL	Cryderman, Kevin
OOF ESOL	Erickson, Kaela
OOF ESOL	Gaucin, Caitlyn
OOF ESOL	Hickman, Stephen
OOF ESOL	Knight, Jennifer
OOF ESOL	Krakoff, David
OOF ESOL	Ladyzhinsky, Brianne
OOF ESOL	Lefevre, Heidi
OOF ESOL	Levins, Thomas
OOF ESOL	Mitchum, Andrea
OOF ESOL	Mulvey, Jennifer
OOF ESOL	Rebele, Kathleen
OOF ESOL	Roberson, Ashley
OOF ESOL	Rouzer, Catherine
OOF ESOL	Wagner, Heather
OOF ESOL	Williams, Ellen
OOF ESOL	Winn, Lynn

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy., Superintendent of Schools  
**SUBJECT:** 2019-2020 TRUECORE OUT OF FIELD TEACHERS  
**DATE:** January 21, 2020

That the Board approve the following DJJ Out-of-Field Teachers for the 2019-2020 February FTE Survey:

**Girl's Academy Cypress (9106)**

<b>DeSarro, Angela</b>	Hospitality, Math, Science	
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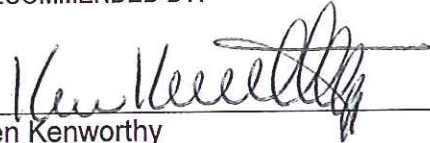
**Tantie Juvenile Academy (9101)**

<b>Dulanski, Kathryn</b>	Social Science	
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**Okeechobee Intensive Halfway House (8017)**

<b>Savoie, Timothy</b>	Hospitality	
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RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** 2019-2020 OUT-OF-FIELD TEACHERS

**DATE:** January 21, 2020

RECOMMENDATION:

That the Board approve the following Out-of-Field Teachers for the 2019-2020 February FTE Survey:

<b>Central Elementary School</b>		
Davis, Morgan	Guidance & Counseling	Earned 18 Semester Hrs
George, Martha-Ann	Elementary Education	1 <sup>st</sup> Year of Assignment
Rowell, Karli Irene	Elementary Education	1 <sup>st</sup> Year of Assignment
Syple, Kimberly	Reading	1 <sup>st</sup> Year of Assignment

<b>Everglades Elementary School</b>		
Estrada, Johnny	Elementary Education	1 <sup>st</sup> Year of Assignment
Hall, Jeffrey M	Elementary Education	1 <sup>st</sup> Year of Assignment
Hudson, Pamela J	Exceptional Student Education	1 <sup>st</sup> Year of Assignment
Rucks, Glenna B	Exceptional Student Education	1 <sup>st</sup> Year of Assignment
Stanley, Lara Leigh	Reading	Completed 240/300
Todd, Ana	Elementary Education	1 <sup>st</sup> Year of Assignment

<b>Exceptional Student Education</b>		
Mayernik, Regina	Hearing Impaired	1 <sup>st</sup> Year of Assignment

<b>North Elementary School</b>		
Leach, Patricia	Guidance	Earned 36 Semester Hrs
Myers, Jeanne	Elementary Education	1 <sup>st</sup> Year of Assignment
Nolte, Kristen	Gifted	Completed 300/300

<b>Okeechobee Achievement Academy</b>		
Gold, Vickie	ESE & Pre K/Primary	1 <sup>st</sup> Year of Assignment
McNeil, La'lke	Economics	1 <sup>st</sup> Year of Assignment
Shockley, Sherman	English & Exceptional Student Education	1 <sup>st</sup> Year of Assignment

<b>Okeechobee Freshman Campus / Okeechobee High School</b>		
Julian, Chan	Art	1 <sup>st</sup> Year of Assignment

<b>Okeechobee High School</b>		
Carrier, Brittany	Biology	1 <sup>st</sup> Year of Assignment
Farless, Catherine	English	1 <sup>st</sup> Year of Assignment
Keaton, John	Reading	Completed 120/300
Wagner, Elizabeth	Guidance & Counseling	Earned 30 Semester Hrs

<b>Okeechobee Youth Corrections Center</b>		
Hotmire, Darren	Middle Grades Science	1 <sup>st</sup> Year of Assignment

<b>Okeechobee Youth Treatment Center</b>		
Baker, Linda	English	1 <sup>st</sup> Year of Assignment
Drayton, Lorenzo	Middle Grades Science & Biology	1 <sup>st</sup> Year of Assignment
Entwistle, Joseph	Social Science 6-12 & PE	1 <sup>st</sup> Year of Assignment

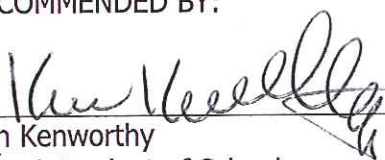
<b>Osceola Middle School</b>		
Cottage, Jennifer	Middle Grades General Science	1 <sup>st</sup> Year of Assignment
Jarriel, Kelsey Erin	English	1 <sup>st</sup> Year of Assignment
Olney, Jessica Nicole	Guidance & Counseling	1 <sup>st</sup> Year of Assignment
Ross, Amy Louise	Mathematics	1 <sup>st</sup> Year of Assignment
Schrock, Jonathan Paul	English	1 <sup>st</sup> Year of Assignment
Tomlinson, Larenda G	Reading	1 <sup>st</sup> Year of Assignment
Tremain, Maurisa Nicole	ESE & English	1 <sup>st</sup> Year of Assignment
Winner-Manson, Erica	Gifted	1 <sup>st</sup> Year of Assignment

<b>Seminole Elementary School</b>		
NONE TO REPORT		

<b>South Elementary School</b>		
Burford, Dawn	ESE	1 <sup>st</sup> Year of Assignment
Johns, Janelle	Reading	1 <sup>st</sup> Year of Assignment
King, Brian	Music	1 <sup>st</sup> Year of Assignment

<b>Yearling Middle School</b>		
Ayers, Marnie	English	1 <sup>st</sup> Year of Assignment
Bates, Angela	Exceptional Student Education	1 <sup>st</sup> Year of Assignment
Campbell, Corinna Marie	English	1 <sup>st</sup> Year of Assignment
De La Cruz, Mariela	Gifted	1 <sup>st</sup> Year of Assignment
Jolly, Kiera Allison	Mathematics	1 <sup>st</sup> Year of Assignment
Knight, Jennifer Lynn	Elementary Education	1 <sup>st</sup> Year of Assignment
Letcher, Cynthia	Gifted	1 <sup>st</sup> Year of Assignment
Levins, Thomas	English	1 <sup>st</sup> Year of Assignment
Mayernik, Allen	Gifted	1 <sup>st</sup> Year of Assignment
Rebele, Kathleen Inman	ESE & Elementary Education	1 <sup>st</sup> Year of Assignment
Winn, Lynn Ann	Reading	1 <sup>st</sup> Year of Assignment

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

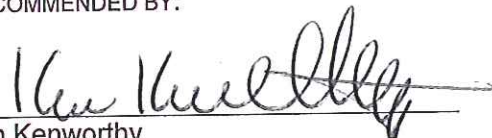
**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** EMPLOYMENT OF PERSONNEL  
**DATE:** January 21, 2020

RECOMMENDATION:

That the following personnel be employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Burford, Dawn	Teacher, ESE	South Elementary School	01/08/2020
Erickson, Kaela	Teacher, Math-M/J	Yearling Middle School	09/13/2019
Lara, Trisha	Paraprofessional, Title I	South Elementary School	01/06/2020
Raulerson, Rachel	Teacher, 5 <sup>th</sup> Grade	South Elementary School	01/06/2020
Shockley, Sherman	Teacher, Dr Prev-Senior High	Okeechobee Achievement Academy	12/16/2019
Steiert, Stephen	Teacher, 5 <sup>th</sup> Grade	South Elementary School	01/06/2020

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 21, 2020

RECOMMENDATION:

That the following temporary personnel be employed as needed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Cabezas, Kenia	Substitute Custodian	12/06/2019

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **LEAVE REQUESTS**  
**DATE:** January 21, 2020

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>
Erwin, Rex	Seminole Elementary School	Personal Without Pay	11/22/2019 - 06/30/2020	
Gaucin, Emily	Seminole Elementary School	Short Term	11/11/2019 - 11/11/2020 Total not to exceed 60 days	
Hill, Deborah	Osceola Middle School	Short Term	11/25/2019 - 01/06/2020 Total not to exceed 60 days	
Hill, Deborah	Osceola Middle School	Personal Without Pay	01/07/2020 - 02/26/2020	
Hamblen, Nancy	South Elementary School	Short Term	10/01/2019 - 12/19/2019 Total not to exceed 60 days	
Mangold, Jennifer	Okeechobee Achievement Academy	Short Term	10/25/2019 - 12/20/2019 Total not to exceed 60 days	
Szentmartoni, Samantha	Okeechobee High School	Short Term	01/20/2020 - 03/31/2020 Total not to exceed 60 days	
Tribble, Nicole	Central Elementary School	Short Term	01/27/2020 - 04/13/2020 Total not to exceed 60 days	
White, Laura	Seminole Elementary School	Short Term	11/11/2019 - 11/11/2020 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 21, 2020

RECOMMENDATION:

That resignations for the following personnel be accepted:

Name	Position	School or Center	Effective Date
Alaniz, Ami	Paraprofessional, General	Instructional Services	01/07/2020
Bryant, Madonna	Teacher, Language Arts	Osceola Middle School	01/07/2020
Cole, Alfred Jr.	Teacher, Language Arts	Okeechobee Youth Correction Center	01/03/2020
Collins, Samantha	Paraprofessional, Office Aide	North Elementary School	01/27/2020
Cruz, Martha	Paraprofessional, Title I	Seminole Elementary School	01/07/2020
Lipfert, Margaret Retirement	Bus Driver, 6 Hr	Transportation	02/03/2020
Martinez, Jesenia	Paraprofessional, ESOL	Seminole Elementary School	01/07/2020
Mullis, Ladonna	Paraprofessional, ESE	Seminole Elementary School	01/06/2020
Shockley, Sherman	Paraprofessional, ESE, Ages 6-21	Okeechobee Achievement Academy	12/16/2019

That Frank Birts, Bus Driver, Transportation, be accepted with prejudice effective December 18, 2019, due to lack of sufficient notice.

That John Creasman, Bus Driver, Transportation, be terminated as a probationary employee effective December 3, 2019, in accordance with Florida Statute 1012.335.

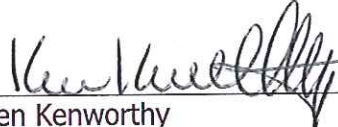
That Lavant Drewett, Custodian, Okeechobee Freshman Campus, be terminated as a probationary employee effective January 6, 2020, in accordance with Florida Statute 1012.335.

That Cassandra Holliday, Teacher, Second Grade, North Elementary School, be accepted with prejudice effective January 6, 2020, due to lack of sufficient notice.

That Kimberly James, Teacher, Second Grade, Central Elementary School, be terminated as a probationary employee effective January 6, 2020, in accordance with Florida Statute 1012.335.

That Ashley Roberson, Teacher, Language Arts, Yearling Middle School, be terminated as a probationary employee effective January 6, 2020, in accordance with Florida Statute 1012.335.

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 21, 2020

RECOMMENDATION:

That the following personnel transfers be approved:

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Adler, Judith	Guidance Counselor South Elementary School	Teacher VE (Full Time) Yearling Middle School	01/06/2020
Bates, Angela	Teacher, VE (Inclusion) Yearling Middle School	Teacher, Dr Prev-Senior High Okeechobee Achievement Academy	01/06/2020

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 2019-2020**  
**DATE:** January 21, 2020

RECOMMENDATION:

That the following personnel be added to the Substitute Teacher List for the 2019-2020 school year:

<u>Name</u>	<u>Rank</u>
Billingsley, Laura	III
Cruz, Martha	III
Martinez, Jesenia	III
Morris, Eureka	III
Reister, Ryan	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 21, 2020

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>
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
Barton, Pamela	Initial Recruitment Bonus (RJ)	\$350.00	N/A	Transportation Budget
Lanier, Brenda	Initial Recruitment Bonus (JB)	\$350.00	N/A	Transportation Budget
Snook, Maggie	ESOL Endorsement - 300 hours	\$1,000.00	06/23/16-08/11/19	#1037 – ESOL Training

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

RECOMMENDED BY:

  
 Ken Kenworthy 28  
 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 (4002)  
**DATE:** January 21, 2020

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 \$126,606.00 for the 2019-2020 project year.

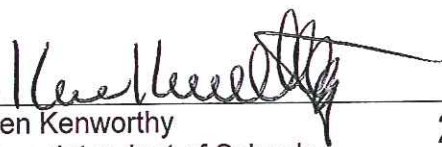
BACKGROUND INFORMATION:

Title I, Part D, Subpart II funds supplementary services and materials at Department of Juvenile Justice Sites in Okeechobee County. The funded amount reflects an increase of \$19,525.00 in comparison to the 2018-2019 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 I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR  
NEGLECTED AND DELINQUENT (4003)  
**DATE:** January 21, 2020

RECOMMENDATION:

That the Board approve a second Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$122,318.00 for the 2019-2020 project year.

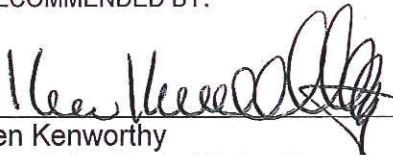
BACKGROUND INFORMATION:

Title I, Part D, Subpart II funds supplementary services and materials at Department of Juvenile Justice Sites in Okeechobee County. This project is a result of additional funding for DJJ sites acquired from Washington County.

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

30



**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 21, 2020

RECOMMENDATION:

That the Board approve the Title V, Part B Grant application for Rural & Low Income Schools Program in the amount of \$114,162.00 for the 2019-2020 project year.

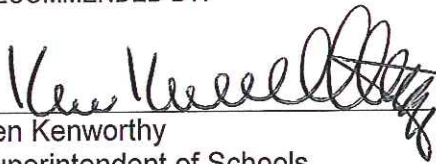
BACKGROUND INFORMATION:

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 \$18,088.00 in comparison to the 2018-2019 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 31  
Superintendent of Schools

**To:** The Okeechobee County School Board

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

**SUBJECT:** **STATE OF FLORIDA STATEWIDE DRUG AND ALCOHOL TESTING CONTRACT #BE897  
WITH FS SOLUTIONS/FIRST HOSPITAL LABS, INC. D/B/A FIRSTLAB**

**DATE:** January 21, 2020

RECOMMENDATION:

That the Board approve this Contract with FS Solutions to allow use of the current State of Florida contract #BE897, RFP-DOT-15/16-9001 DC with First Hospital Labs, Inc. D/B/A/ Firstlab, Chalfont, PA, from January 1, 2020 through December 31, 2022.

BACKGROUND INFORMATION:

This agreement provides for third-party administration of all necessary requirements (except policy formulation) to comply with federal regulations for drug and alcohol testing.

2020 Pricing: \$35.00 per urine drug test (DOT, NON-DOT and Drug Free Workplace)  
\$29.00 per breath alcohol test (DOT, NON-DOT and Drug Free Workplace)

A copy of the agreement is included in the Board member agendas and is available upon request in the office of the Assistant Superintendent for Administrative Services.

RECOMMENDED BY:

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

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **AGREEMENT WITH SYNOVIA SOLUTIONS, LLC**  
**DATE:** January 21, 2020

RECOMMENDATION:

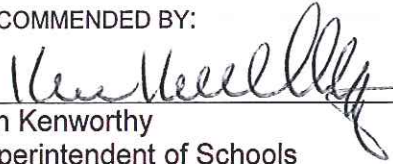
That the Board Approve a five-year renewal agreement with Synovia Solutions, LLC for GPS services for 19 vehicles at an annual cost of \$3,141.84.

BACKGROUND INFORMATION:

This is a renewal agreement for installation of GPS devices and software services for 19 district owned vehicles (excluding buses). The software monitors vehicle functions for operating efficiency and provides track and trace, engine diagnostics, and vehicle maintenance scheduling.

This is a renewal agreement. Copies of the agreement are included in Board Member agendas and available upon request from the Supervisor of Transportation.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board

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

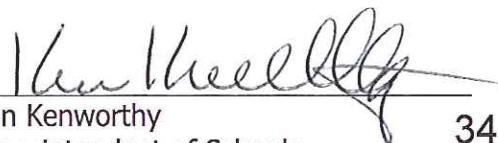
**SUBJECT:** **PROPERTY DISPOSAL LIST #3 FOR THE 2019-20 FISCAL YEAR**

**DATE:** January 21, 2020

RECOMMENDATION:

That the items listed on the attached Property Disposal List #3 for the 2019-20 fiscal year be declared as surplus, to be removed from property records, and that the Superintendent be authorized to donate or sell such items in accordance with state statute.

RECOMMENDED BY:



Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **MONTHLY FINANCIAL STATEMENT FOR NOVEMBER, 2019**  
**DATE:** January 21, 2020

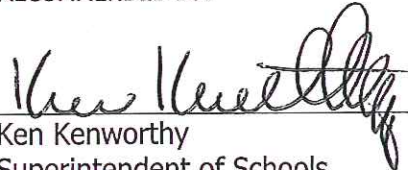
RECOMMENDATION:

That the Monthly Financial Statement for November, 2019, 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, 2019**  
**DATE:** January 21, 2020

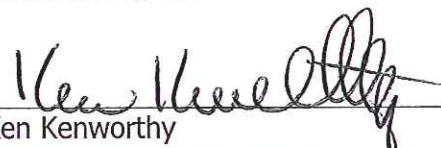
RECOMMENDATION:

That Budget Amendment #5 for November, 2019, 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

36

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **WARRANT REGISTER FOR DECEMBER, 2019**  
**DATE:** January 21, 2020

RECOMMENDATION:


That the Warrant Register for December, 2019, be approved as follows:

General Disbursement Account – Warrants #174819 thru #175121 and ACH #192000666 thru #192000744 and Wire Transfers #201900406 thru #201900576

Operating General Fund	\$2,171,660.15
Federal Programs Fund	73,967.00
Food Service Fund	129,892.41
Capital Improvement Fund	<u>96,501.17</u>
Total	\$ 2,472,020.73

\*Also included are November 2019 wires totaling \$1,081,873.46 from Operating General Fund.

RECOMMENDED BY:

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

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