



**SCHOOL BOARD OF OKEECHOBEE COUNTY**

**AGENDA FOR REGULAR MEETING  
APRIL 14, 2015  
6:00 P.M.**

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

**Vision**

*Achieving Excellence:  
Putting Students First*

**Mission**

*To prepare all students  
to be college or career  
ready and to possess the  
attitudes and values  
necessary to function as  
productive citizens.*

**Core Values**

Perseverance

Respect

Integrity

Dependability

Ethics

**I. Call to Order**

- A. Prayer
- B. Pledge of Allegiance

**II. Opening Items**

- A. Community Recognition
  - ★ New Saint Stephen African Methodist Episcopal Church
- B. Student Recognition
  - ★ Eagle Scout Honoree
  - ★ OHS Drama – State Thespian Competitor
  - ★ District Finalist – Congressional Art Competition
  - ★ OHS Wrestlers – State Competitors
  - ★ Digital Design: Adobe Premiere – Certification Recipients
  - ★ State Science & Engineering Fair Participants
- C. Staff Recognition
  - ★ Golden Mouse Award – Beth Box, Yearling Middle School
    - Elementary – Bridgette Buehrly, Seminole Elementary School
    - Eduarda Anselmo – Okeechobee High School
  - ★ Migrant Department Staff – DOE Monitoring Results
  - ★ Retirements
    - Curtis Frick, ESE/EBD Teacher, Okeechobee Achievement Academy
    - Joe Paige, 5<sup>th</sup> Grade Teacher, Seminole Elementary School

**III. Request to Address the Board.....Ms. Brenda Scott**

**IV. Approval of Minutes**

- Meeting of March 10, 2015
- Workshop of March 23, 2015

**V. Items for Action**

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- C. Instructional Materials Adoption – Spanish Courses ..... 3
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SCHOOL BOARD OF  
OKEECHOBEE COUNTY

AGENDA FOR  
REGULAR MEETING  
APRIL 14, 2015

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*The next regular School Board meeting is Tuesday, May 12, 2015, 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:** **CASTALDI ANALYSIS REPORT FOR OKEECHOBEE HIGH SCHOOL**  
**DATE:** April 14, 2015

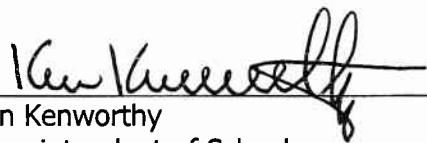
RECOMMENDATION:

That the Board approve the Castaldi Analysis Report for Okeechobee High School.

BACKGROUND INFORMATION:

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

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SPECIAL FACILITIES CONSTRUCTION PROJECT – OKEECHOBEE HIGH SCHOOL**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board provide direction to the Superintendent regarding applying for a Special Facilities Construction project at Okeechobee High School.

BACKGROUND INFORMATION:

At a minimum, the following should be considered:

- If deciding to move forward, should the District apply by the August 1, 2015, deadline or apply for the August 1, 2016, deadline?
- If deciding to move forward, should a Freshman Campus facility be included with the construction project at the Okeechobee High School site?

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **INSTRUCTIONAL MATERIALS ADOPTION – SPANISH COURSES**  
**DATE:** April 14, 2015

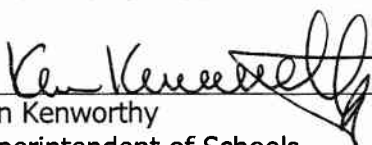
RECOMMENDATION:

That the Board approve the adoption of the Houghton Mifflin Harcourt *Avancemos* instructional program for Spanish courses offered for high school students pending adoption by the Florida Department of Education for implementation in the 2015-16 school year. Based on a cost of \$69.05 per student digital license, the total cost is approximately \$33,000.00 including all materials.

BACKGROUND INFORMATION:

A program overview is included in Board member agendas. A sample set of materials and the program overview are available for review in the Superintendent's office.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent  
**SUBJECT:** **AMENDMENT OF BOARD POLICY 2.90 TOBACCO USE IN DISTRICT FACILITIES**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve amendment of School Board Policy 2.90 Tobacco Use in District Facilities.

BACKGROUND INFORMATION:

The proposed revision of Policy 2.90 is a rewrite of the policy to designate all District facilities as tobacco-free and includes a change in title to, "Tobacco-Free Environment.". Advertisement of intent to amend Policy 2.90 was approved by the School Board on March 10, 2015, and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes.

The proposed policy amendment is attached. Questions and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:

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



# The School Board of Okeechobee County

## Chapter 2.00: School Board Governance and Organization

2.90

### ~~TOBACCO USE IN DISTRICT FACILITIES~~ TOBACCO-FREE ENVIRONMENT

#### POLICY

~~Smoking is prohibited within the enclosed facilities of District-owned property.~~

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

STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

LAWS IMPLEMENTED:

386.201-386.209; 1001.43, F.S.

STATE BOARD OF EDUCATION RULES:

HISTORY:

Adopted: 03/11/2008

Revision Date(s):

Formerly: New

©EMCS

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent  
**SUBJECT:** **AMENDMENT OF BOARD POLICY 5.27 HOMELESS STUDENTS**  
**DATE:** April 14, 2015

RECOMMENDATION:

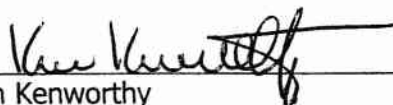
That the Board approve amendment of School Board Policy 5.27 Homeless Students.

BACKGROUND INFORMATION:

The proposed revision of Policy 5.27 updates the policy to agree with current statutes regarding designations as "Certified Homeless Youths" and "Unaccompanied Homeless Youths." Advertisement of intent to amend Policy 5.27 was approved by the School Board on March 10, 2015, and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes.

The proposed policy amendment is attached. Questions and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:

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





# The School Board of Okeechobee County

## Chapter 5.00: Students

5.27\*

### HOMELESS STUDENTS

#### POLICY

- I. Homeless children who live within the county shall be admitted to school in the District, and shall have access to free public education including preschool, shall be given the opportunity to meet local and state academic achievement standards, and shall be included in state and district assessments and accountability systems.
- II. Definitions
  - A. Homeless Child – One who lacks a fixed, regular, and adequate nighttime residence and includes children and youth who:
    1. Are sharing the housing of other persons due to loss of housing, economic hardship or a similar reason;
    2. Are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations;
    3. Are living in emergency or transitional shelters, abandoned in hospitals, or awaiting foster care placement;
    4. Have a primary nighttime residence that is
      - a. A supervised shelter designed to provide temporary living accommodations;
      - b. An institution providing temporary residence for persons who are to be institutionalized; or
      - c. A public or private place not designed or normally used as a regular sleeping accommodation for human beings;
    5. Are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; or
    6. Are migratory children who qualify as homeless because the children are living in circumstances described in II.A.1. through II.A.5.
  - B. Unaccompanied Youth – A student who is not in the physical custody of a parent or guardian.
  - C. Certified Homeless Youth – a minor, homeless child or youth, including an unaccompanied youth, who has been certified as homeless or unaccompanied by a school district homeless liaison, the director of an emergency shelter program funded by the U.S. Department of Housing and Urban Development or designee, ~~or~~ the director of a runaway or homeless youth basic center or transitional living program funded by the U.S. Department of Health and Human Services or designee, a licensed clinical social worker, or a circuit court.
  - D. School of Origin – The school that the student attended when permanently housed or the school where the child or youth was last enrolled.
  - E. Enroll and Enrollment – Attending school and participating fully in school activities.
  - F. Immediate – Without delay.

- G. Parent – Parent or guardian of a student.
  - H. Liaison – The staff person designated by the District as the person responsible for carrying out the duties assigned to the liaison by the McKinney-Vento Homeless Assistance Act.
- III. The District shall identify homeless students as defined by federal and state law. If the District's liaison for homeless children and youth determines that the minor is an unaccompanied homeless youth, the liaison shall issue to the youth a certificate documenting his/her status as required by law.
  - IV. The District shall seek to remove barriers to the enrollment and retention of homeless children and youth.
  - V. The District shall ensure the immediate enrollment of homeless students.
    - A. The District shall assist homeless children to provide documentation to meet state and local requirements for entry into school.
    - B. A homeless child shall be given a thirty (30) day school day exemption to provide proof of age, certification of a school-entry health examination, proof of immunization, and other documentation required for enrollment.
  - VI. Each homeless student shall be provided the services that are available for all other students including transportation, school nutrition programs, before and after school programs, and education services for which the child meets the eligibility criteria such as exceptional education, gifted education, career and technical programs, preschool programs, Title I, and limited English proficiency programs.
  - VII. Homeless students shall be given meaningful opportunities to succeed in school
  - VIII. Homeless students shall be allowed to remain in the school of origin to the extent feasible unless this is contrary to the wishes of the parents.
  - IX. Homeless students and/or parents shall have the right to dispute school assignment if placement is other than the school of origin. The District shall ensure that unaccompanied youth and the parents of homeless students are notified of the right to remain in the school of origin and of the dispute process.
  - X. If requested by the parent of a homeless child or by the liaison on behalf of an unaccompanied youth, the District shall be responsible for providing transportation to and from the school of origin throughout the duration of homelessness. The District shall share the responsibility for transportation if a homeless student begins living in another district in a homeless status and continues to attend the school of origin.
  - XI. Homeless students shall not be stigmatized, segregated, or separated in any educational program on the basis of their homeless status.
  - XII. The District shall follow the requirements of the McKinney-Vento Homeless Assistance Act.

STATUTORY AUTHORITY:

1001.41, 1001.42, 1003.21 F.S.  
 382.002, [743.067](#), 1000.21, 1001.43, 1003.01, 1003.21,  
 1003.22, F.S.

LAWS IMPLEMENTED:

McKinney-Vento Homeless Assistance Act, P.L. 100-77  
 No Child Left Behind Act of 2001, P.L. 107-110

STATE BOARD OF EDUCATION RULES:

HISTORY:

Adopted: 01/20/2009  
 Revision Date(s): 12/10/2013  
 Formerly: New

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent  
**SUBJECT:** **ADOPTION OF BOARD POLICY 5.327 HAZING**  
**DATE:** April 14, 2015

RECOMMENDATION:

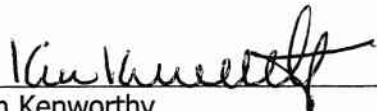
That the Board approve adoption of School Board Policy 5.327 Hazing.

BACKGROUND INFORMATION:

The proposed policy is required by Florida Statute 5.327. Advertisement of intent to adopt Policy 5.327 was approved by the School Board on March 10, 2015, and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes.

Policy 5.327 is attached. Question and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:

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



## Chapter 5.00: Students

5.327\*+

### HAZING

#### POLICY

The Okeechobee County School District shall not tolerate hazing of any form. Conduct that constitutes hazing, as defined herein, is prohibited. The District expects students to conduct themselves appropriately for their levels of development, maturity, and demonstrated capabilities with proper regard for the rights and welfare of other students and the educational purpose underlying all school activities.

#### I. Definition of Hazing

Hazing means any action or situation endangering the mental or physical health or safety of a student at a school with any of grades six (6) through twelve (12) for purposes including, but not limited to, initiation or admission into or affiliation with any organization operating under the sanction of a school with any of grades six (6) through twelve (12). Hazing shall include, but is not limited to:

- A. Pressuring, coercing, or forcing a student into violating state or federal law; consuming any food, liquor, drug, or other substance, or participating in physical activity that could adversely affect the health or safety of the student.
- B. Any brutality of a physical nature such as beating, whipping, branding, or exposure to the elements.

#### II. Reporting an Act of Hazing

- A. At each school with any of grades six (6) through twelve (12), 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 as defined by Florida Statutes, volunteers, and visitors are encouraged to report any act that may be a violation of this policy anonymously or in person the principal or principal's designee.
- D. The principal of each school that includes any of grades six (6) through twelve (12) in the District shall establish and prominently publicize to students, staff, volunteers, and parents, how a report of hazing may be filed either in person or anonymously and how this report will be acted upon.
- E. The victim of hazing, anyone who witnessed the hazing, and anyone who has credible information that an act of hazing has taken place may file a report of hazing.

- F. A school employee, school volunteer, student, parent, or other person who promptly reports in good faith an act of hazing 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 hazing 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 hazing 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.

### III. Investigation of a Report of Hazing

- A. The investigation of a reported act of hazing is deemed to be a school-related activity and shall begin with a report of such an act.
- B. The principal or designee shall select an individual(s) employed by the school and trained in investigative procedures to initiate the investigation. The person may not be the accused perpetrator or victim.
- C. Documented interviews of the victim, alleged perpetrator(s), 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) including nature of the behavior;
  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 hazing;
  8. Where the alleged incident(s) occurred;
  9. Whether the conduct adversely affected the student's/students' health or safety;
  10. The date, time, and method in which the parents 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 hazing; 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 hazing and the investigative procedures that follow.

IV. Investigation to Determine Whether a Reported Act of Hazing 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 hazing 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 hazing 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 of all students involved.

V. Notification to Parents of Incidents of Hazing

A. Immediate notification to the parents of a victim of hazing:

The principal or designee shall promptly report via telephone, personal conference, and/or in writing the occurrence of any incident of hazing as defined by this policy to the parent(s) 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).

B. Immediate notification to the parents of the perpetrator of an act of hazing:

The principal or designee shall promptly report via telephone, personal conference, and/or in writing, the occurrence of any incident of hazing as defined by this policy to the parents 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(s), all appropriate law enforcement agencies will be notified by telephone and/or in writing.

VI. Referral of Victims and Perpetrators of Hazing for Counseling

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

- A. The teacher or parent may request informal consultation with school staff, e.g., school counselor, school psychologist, to determine the severity of concern and appropriate steps to address the concern. The teacher may request that the involved student's parents are included.
- B. School personnel or the parent may refer a student to the school intervention team for consideration of appropriate services. Parental involvement shall be required when the student is referred to the 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 intervention team for determination of counseling support and interventions. Parental involvement shall be required.
- D. The intervention team may recommend:
  - 1. Counseling and support to address the needs of the victims of hazing.

2. Research-based counseling or interventions to address the behavior of the students who haze others; and/or
3. Research-based counseling or interventions which include assistance and support provided to parents, if deemed necessary or appropriate.

VII. Disciplinary Action

If the incident is determined to be within the scope of the District, disciplinary action will be consistent with the *Code of Student Conduct*.

VIII. Reporting Incidents of Hazing

- A. Incidents of hazing shall be reported in the school's report of data concerning school safety and discipline data required under s.1006.09(6), F.S. The report shall include each incident of hazing and the resulting consequences including discipline and referrals. The report shall also include each reported incident of hazing 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 to report hazing incidents.

STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

LAWS IMPLEMENTED:

1000.21, 1001.41, 1001.42, 1001.43, 1001.51, 1001.54,  
1003.04, 1003.31, 1003.32, 1006.07, 1006.08, 1006.09,  
1006.10, 1006.135, F.S.  
20 USC 1232g

STATE BOARD OF EDUCATION RULES:

HISTORY:

Adopted:

Revision Date(s):

Formerly:                      New

©EMCS

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent

**SUBJECT:** **AMENDMENT OF BOARD POLICY 6.81 INSTRUCTIONAL EMPLOYEE PERFORMANCE CRITERIA**

**DATE:** April 14, 2015

RECOMMENDATION:


That the Board approve amendment of School Board Policy 6.81 Instructional Employee Performance Criteria.

BACKGROUND INFORMATION:

The proposed revision of Policy 6.81 updates the policy to align with current Florida Statutes. Advertisement of intent to amend Policy 6.81 was approved by the School Board on March 10, 2015, and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes.

The proposed policy amendment is attached. Questions and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:

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





## Chapter 6.00: Personnel

6.81\*

### INSTRUCTIONAL EMPLOYEE PERFORMANCE CRITERIA

#### POLICY

- I. The Superintendent or designee shall develop and present, for School Board approval, instructional employee performance criteria and/or measures. Such performance criteria and/or measures shall be consistent with statutory requirements but may include additional elements as deemed appropriate. Student performance data shall be used in the evaluation of instructional personnel.
- II. Instructional personnel shall be informed of the criteria for assessment including the use of student performance data and indicators of student learning growth.
- III. The Superintendent shall submit the instructional performance appraisal system to the Department of Education for approval.

STATUTORY AUTHORITY:

1001.41, 1012.22, 1012.23, F.S.

LAWS IMPLEMENTED:

1001.43, 1008.36, 1012.22, 1012.27, 1012.33, F.S.

STATE BOARD OF EDUCATION RULES:

HISTORY:

Adopted: 07/14/1998

Revision Date(s): 01/09/2001

Formerly: C-40

©EMCS

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **ADVERTISEMENT TO AMEND BOARD POLICY 4.43 CHALLENGED MATERIALS**  
**DATE:** April 14, 2015

RECOMMENDATION:

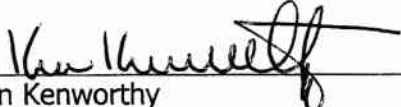
That the Board approve advertisement to amend Board Policy 4.43 Challenged Materials.

BACKGROUND INFORMATION:

The proposed revision of Policy 4.43 brings the policy into agreement with F.S. 1006.28 regarding procedures for challenging the appropriateness of District-adopted books or materials.

The proposed policy amendment is attached. Questions and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:

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



## Chapter 4.00: Curriculum and Instruction

4.43\*

### CHALLENGED MATERIALS

#### POLICY

- I. The following procedures shall be followed when the appropriateness of District-adopted books or materials is questioned:
  - A. School-community citizens may register their concerns with the Superintendent or principal of the school where material is being challenged.
  - B. All concerns shall be presented in writing on a printed form that is available in each school office, ~~or~~ the Superintendent's office, or on the District website. The written objection must be filed within thirty (30) calendar days of the adoption of the material. A complainant who does not complete and return the form within the required time shall receive no consideration. The statement shall include the following information:
    1. Author, compiler, or editor;
    2. Publisher;
    3. Title;
    4. Reason for objection;
    5. Page number of each item challenged; and
    6. Signature, address, and telephone number of person making ~~criticism~~ the complaint.
  - C. Within thirty (30) days after the initial thirty-day period has expired, the School Board shall conduct at least one public hearing on all petitions received during the thirty-(30) day period. The petitioner(s) shall be notified in writing of the date and time of the hearing at least seven (7) days prior to the hearing.
  - D. The contested material shall be made available to the public online at least seven (7) days before the hearing.
  - E. The decision of the School Board, after convening a hearing, shall be final and not subject to further review or petition.
- II. The following procedures shall be followed for other objections to instructional materials.
  - A. A parent, as defined by Florida Statutes, may object to his/her child's use of a specific instructional material or an adult student may object to the use of a specific material in his/her instructional program. The parent or adult student may request a conference with the principal or principal's designee to discuss the use of the material.
  - B. The complainant will be provided with the District's policies and procedures for the selection of instructional materials. The principal or designee will explain the use of the material in the instructional program and answer questions from the individual.
  - C. If the issue is not resolved at the conference, the complainant will be provided with the form to file a written objection and an explanation of the process that will be followed.

- III. These procedures shall be followed for school level appeals.
- A. A committee of teachers, educational media specialists, parents, and other qualified personnel shall be appointed by the principal to evaluate the challenged materials and to make recommendations of any changes. The principal shall notify the Superintendent and the instructional materials coordinator when a committee is convened.
  - B. Challenged materials shall be read and re-evaluated by the committee considering the specific objections raised. The committee shall report its decision within fifteen (15) working days.
  - C. The complainant shall be informed in writing concerning the committee's recommendations.
- IV. These procedures shall be appropriate for district level appeals and shall be followed when the complainant disagrees with the decision rendered from the school level appeal.
- A. A committee shall be appointed by the Superintendent to review the appeal. The Superintendent shall designate the instructional materials coordinator as being responsible for the organization of this review committee according to School Board policies. The committee's recommendations shall be submitted to the Superintendent within fifteen (15) working days.
  - B. The following shall serve as a review committee for elementary schools:
    1. Superintendent's designee;
    2. Elementary media specialist;
    3. Elementary principal;
    4. Two (2) instructional staff members at the elementary level; and
    5. Four (4) parents, [as defined by Florida Statutes](#), of elementary age students.
  - C. The following shall serve as a review committee for secondary schools:
    1. Superintendent's designee;
    2. Secondary media specialist;
    3. Secondary principal;
    4. Two (2) instructional staff members at the secondary level; and
    5. Four (4) parents, [as defined by Florida Statutes](#), of secondary age students.
  - D. The committee's review shall be treated objectively, unemotionally, and in a business-like manner and shall be conducted in the best interests of the students, the school, and the community. Efforts shall be made to meet with citizens who register concerns to consider their objections.
  - E. The complainant shall be informed in writing in fifteen (15) working days after the committee's recommendation is received by the Superintendent.
- V. A School Board appeal may be requested by the complainant when the school and district level appeals do not satisfactorily resolve the concerns. The School Board shall review recommendations from the school and district level committees and shall render the final decision on the complainant's concern.

STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

LAWS IMPLEMENTED:

1000.21, 1001.41 1001.43, [1006.28](#), F.S.

STATE BOARD OF EDUCATION RULES:

HISTORY:

Adopted: 07/14/1998

Revision Date(s):

Formerly: New

©EMCS

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **ADVERTISEMENT TO AMEND BOARD POLICY 4.60 DISTRICT ASSESSMENT PROGRAM**  
**DATE:** April 14, 2015

RECOMMENDATION:

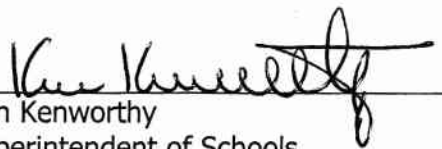
That the Board approve advertisement to amend Board Policy 4.60 District Assessment Program to comply with current statutes.

BACKGROUND INFORMATION:

The proposed revision of Policy 4.60 brings the policy into agreement with Florida Statutes regarding assessments to measure student performance including the development of a District Assessment Manual and assessment schedules.

The proposed policy amendment is attached and is available in the Superintendent's office. Questions and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:

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



## Chapter 4.00: Curriculum and Instruction

4.60\*+

### ***DISTRICT ASSESSMENT PROGRAM***

#### **POLICY**

- I. The Superintendent will recommend a districtwide testing program designed to supplement statewide and teacher-developed assessment programs. The School Board will approve the program.
  
- II. The District shall develop local assessments to measure student performance in all subjects and grade levels not measured under the statewide assessment program. The assessments shall measure mastery of course content as described in state-adopted course descriptions. Local assessments may include statewide assessments, other standardized assessments, industry certification assessments, end of course assessments, and teacher-selected or principal-selected assessments. The following shall be included in the *District Assessment Manual*: the process for the selection, development, administration, and scoring of local assessments; the procedure for collection of assessment results; and the assessment schedule. Assessment schedules shall be published on the District website and reported to the Department of Education.
  
- III. The parent, as defined by Florida Statutes, of each student must be notified as to the progress of the student towards achieving state and district expectations for proficiency in reading, science, writing, and mathematics. A student's state assessment results must be reported to the parent or guardian.

STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

LAWS IMPLEMENTED:

1000.21, 1001.11(5), 1001.43, 1008.22, 1008.34, F.S.

STATE BOARD OF EDUCATION RULES:

HISTORY:

Adopted: 07/14/1998

Revision Date(s):

Formerly: G-19, I-34

©EMCS

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **AUDITOR GENERAL'S REPORT NO. 2015-115**  
**DATE:** April 14, 2015

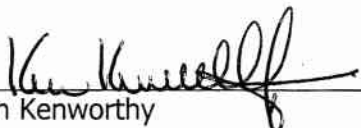
RECOMMENDATION:

That the Board accept the Auditor General's Report No. 2015-115 for the period ending June 30, 2014.

BACKGROUND INFORMATION:

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

RECOMMENDED BY:

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

## EXECUTIVE SUMMARY

### Summary of Report on Financial Statements

Our audit disclosed that the District's basic financial statements were presented fairly, in all material respects, in accordance with prescribed financial reporting standards.

### Summary of Report on Internal Control and Compliance

Our audit did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses.

The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standard* issued by the Comptroller General of the United States; however, we noted certain additional matters as summarized below.

#### ADDITIONAL MATTERS

**Finding No. 1:** The District needed to strengthen its controls to ensure that required background screenings are timely performed for contractor workers.

**Finding No. 2:** The District needed to enhance its procedures to require the verification of eligibility of all dependents covered by the District's health insurance plan.

**Finding No. 3:** Controls over virtual instruction program (VIP) operations and related activities could be enhanced by developing and maintaining comprehensive, written VIP policies and procedures.

### Summary of Report on Federal Awards

We audited the District's Federal awards for compliance with applicable Federal requirements. The Child Nutrition Cluster, Special Education Cluster, and Migrant Education programs were audited as major Federal programs. The results of our audit indicated that the District materially complied with the requirements that could have a direct and material effect on each of its major Federal programs.

### Audit Objectives and Scope

Our audit objectives were to determine whether the Okeechobee County District School Board and its officers with administrative and stewardship responsibilities for District operations had:

- Presented the District's basic financial statements in accordance with generally accepted accounting principles;
- Established and implemented internal control over financial reporting and compliance with requirements that could have a direct and material effect on the financial statements or on a major Federal program;
- Established internal controls that promote and encourage: 1) compliance with applicable laws, rules, regulations, contracts, and grant agreements; 2) the economic and efficient operation of the District; 3) the reliability of records and reports; and 4) the safeguarding of District assets;
- Complied with the various provisions of laws, rules, regulations, contracts, and grant agreements that are material to the financial statements, and those applicable to the District's major Federal programs; and
- Taken corrective actions for findings included in our report No. 2014-169.

The scope of this audit included an examination of the District's basic financial statements and the Schedule of Expenditures of Federal Awards as of and for the fiscal year ended June 30, 2014. We obtained an understanding of the District's environment, including its internal control, and assessed the risk of material misstatement necessary to plan the audit of the basic financial statements and Federal awards. We also examined various transactions to determine whether they were executed, both in manner and substance, in accordance with governing provisions of laws, rules, regulations, contracts, and grant agreements.



EXHIBIT A  
MANAGEMENT'S RESPONSE

Superintendent  
Ken Kenworthy



**School District of Okeechobee County**

863-462-5000

700 S. W. Second Avenue  
Okeechobee, Florida 34974

Fax 863-462-5151

**Board Chairperson:**  
Joe Arnold  
**Board Vice Chairperson**  
Malissa Morgan  
**Board Members:**  
Dixie Ball  
Bill Holcomb  
India Riedel

February 6, 2015

Mr. David W. Martin, CPA  
Auditor General, State of Florida  
G74 Claude Pepper Building  
111 West Madison Street  
Tallahassee, Florida 32399-1450

Re: Response to Preliminary and Tentative Findings

Dear Sir:

The following information is supplied in response to the Preliminary and Tentative Findings from the audit of the Okeechobee County District School Board for fiscal year ending June 30, 2014.

Finding No. 1: Background Screenings

**Response:** *The District has implemented new procedures for signing in at the school sites which includes the expiration date of badges and the Human Resources Department is monitoring the issuance and expiration of badges of contracted vendors.*

Finding No. 2: Health Insurance Plan – Participant Eligibility

**Response:** *The District will require a birth certificate to ensure eligibility of dependents prior to access to the health insurance plan.*

Finding No. 3: Virtual Instruction Program

**Response:** *The District will develop and maintain comprehensive, written policies and procedures regarding the Virtual Instruction Program.*

Sincerely,

Ken Kenworthy  
Superintendent of Schools

cc: School Board Members  
Tom Conely, School Board Attorney  
Joi Turbeville, Director of Finance

**Achieving Excellence: Putting Students First**

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **FSBA ANNUAL MEMBERSHIP DUES**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve payment of \$11,143.00 for renewal of annual membership dues to the Florida School Boards Association for the 2015-16 fiscal year.

BACKGROUND INFORMATION:

Dues for 2015-16 FSBA membership will remain at the same rate as the previous eight years. Services provided by the FSBA include training for School Board members, researching of issues of legislative importance to school districts and representing their views before the legislature, the State Board of Education, and other organizations. Also included as part of the membership are newsletters, policy briefs, research, and grant information.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **PURCHASING AGREEMENT WITH CDW GOVERNMENT, LLC**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve a purchasing agreement with CDW Government, LLC for purchase of network switches and cables at a total cost of \$209,881.70, totally funded through the E-Rate Program.

BACKGROUND INFORMATION:

This is a new agreement specifically for the purchase of network switches and cables and is contingent upon evidence of the award of E-Rate funding.

The agreement is attached and is available upon request from the Director of Information Technology.

RECOMMENDED BY:

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

**CDW Government LLC  
Purchase Agreement for E-Rate Customers FY18 2015-2016  
FVKV671  
Contract #18334  
Spin #143005588  
FCC Registration #0012123287**

This Purchase Agreement for E-rate Customers (this "Agreement") dated as of the date executed by CDW Government LLC (the "Effective Date") is by and between CDW Government LLC an Illinois corporation with an office at 230 N. Milwaukee Ave., Vernon Hills, Illinois 60061 ("Seller"), and Okeechobee County School Board, a non-profit school or library eligible for Universal Service funding, with offices at 700 SW 2nd Ave, Okeechobee, FL 34974 ("Customer").

**Definitions:**

As used in the Agreement, the following terms shall have the meanings set forth below:

"E-Rate" – The Education Rate funding provided by the 1996 Telecommunications Act designed to provide twenty to eight-five percent (20%-85%) discounts to schools and libraries for eligible products and services.

"E-Rate Eligible Products" or "Products" – Products which include but are not limited to caching servers, routers, switches, wireless access points, , , installation, and warranty maintenance and other items eligible for E-rate discounts in accordance with the rules adopted by the Federal Communications Commission.

"E-Rate Customer" or "Customer" – A non-profit school or library eligible for The Schools and Libraries Program of the Universal FUND, applying for an E-Rate discount on E-Rate Eligible Products.

"Program" - The Schools and Libraries Program of the Universal Service Fund, commonly known as "E-Rate," that is administered by the Universal Service Administrative Company (USAC) under the direction of the United States Federal Communications Commission ("FCC"), and that provides discounts to assist most United States schools and libraries to obtain affordable telecommunications and Internet access.

"SLD" – Schools and Libraries Division, a not-for-profit organization, established by the FCC, to administer the Program for schools and libraries.

"Funding Year" – The specific calendar period, as defined by the SLD, during which the Customer is approved for funding or discounts on E-Rate Eligible Products.

**1. TERMS AND CONDITIONS**

All orders submitted to Seller for Products under this Agreement are subject to the terms and conditions on CDW-G's website at <http://www.cdwg.com/content/terms-conditions/product-sales.asp> (the "Product Sales Terms and Conditions"), unless explicitly superseded herein.

**2. PURCHASE AUTHORIZATIONS**

**A. E-Rate Status**

Customer represents and warrants that it qualifies as eligible under the Program in order to receive E-Rate discounts. CUSTOMER FURTHER ACKNOWLEDGES AND AGREES THAT THIS AGREEMENT WHEN EXECUTED WILL CONSTITUTE A CONTRACT AS REQUIRED BY SLD. This Agreement is contingent upon evidence of award of E-Rate funding.

**B. E-Rate Purchases**

Customer represents and warrants that all purchases made under this Agreement shall be for its own use and that it is eligible for E-Rate discounts as specified by SLD guidelines. IN ACCORDANCE WITH FCC REQUIREMENTS, THE CUSTOMER SHALL SUBMIT A COMPLETED AND SIGNED FCC FORM 486 TO SLD. Form 486 shall be approved by SLD prior to order placement. The Form 486 informs SLD when the Customer and/or the eligible entity that Customer represents is receiving, is scheduled to receive, or has received service in the relevant Funding Year from the service provider(s). Receipt by SLD of a properly completed Form 486 triggers the process for the SLD to receive the invoice.

**3. ORDERING AND ASSISTANCE**

**A. Ordering**

Purchase orders shall be submitted directly to Seller at the following address or fax number:

CDW Government LLC  
Attn: E-Rate Sales K-12  
230 N. Milwaukee Ave.  
Vernon Hills, IL 60061

Phone: 800-328-4239  
Facsimile: Please fax Purchase Orders to your Account Manager

**B. Required Information**

All orders shall include 1) a contact name; 2) phone number; 3) purchase order number; 4) part number; 5) Product description; 6) original and discounted Product price 7) percentage Customer owes and percentage SLD owes (if applicable) 8) ship to location; 9) bill to location; and 10) FRN number for each part number. SEPARATE PURCHASE ORDERS SHALL BE SUBMITTED FOR PRODUCTS THAT ARE NOT ELIGIBLE FOR E-RATE FUNDING. ALL ORDERS SHALL BE SUBJECT TO ACCEPTANCE BY SELLER.

**C. Assistance with Order**

Customer may call 1-800-328-4239 to get assistance on any purchase order. Any terms or conditions stated in or on the Customer's purchase order which are not consistent with or in addition to the terms and conditions in this Agreement or the Product Sales Terms and Conditions shall be null and void and shall not be applicable hereto or binding on Seller. FOR THOSE PRODUCTS CHANGE AND THAT CHANGE OCCURS AFTER A CUSTOMER ORDER HAS BEEN ACCEPTED BY SELLER BUT BEFORE THE PRODUCT HAS SHIPPED, SELLER WILL MAKE REASONABLE EFFORTS TO MAKE AVAILABLE TO THE CUSTOMER A COMPARABLE OR BETTER PRODUCT AT THE SAME OR LESSER PRICE IF AVAILABLE, UPON SLD'S APPROVAL REGARDING PRODUCT SUBSTITUTION.

**4. PRICE AND PAYMENT TERMS**

**A. Price**

The Price shall be as stated by Seller's Account Manager in the Product quotation attached hereto as Exhibit I. Prices are exclusive of federal, state, local, or other taxes, which shall be the responsibility of the Customer. Any taxes will be listed separately on the invoice.

**B. Payment Terms (Customer must choose one)**

**1. Form 474 Service Provider Invoice (SPI) Method**

Seller will invoice Customer for their portion of the Products upon shipment of Product and Customer shall pay the invoiced amount (discounted amount owed by Customer) within thirty (30) days from date of invoice.

**2. Form 472 Billed Entity Applicant Reimbursement (BEAR) Method**

Seller will invoice Customer for their portion of the Products upon shipment of Product and Customer shall pay the invoiced amount (full amount owed by Customer) within thirty (30) days from the date of invoice.

All payments for both methods shall be submitted to the address presented below:

CDW Government LLC  
Attn: Accounts Receivable  
230 N. Milwaukee Ave.  
Vernon Hills, IL 60061

Payment terms are subject to continuing credit approval by Seller. Seller may change credit or payment terms at any time when, in Seller's opinion, Customer's financial condition, previous payment record, or the nature of Customer's relationship with Seller so warrants.

Seller may discontinue performance under this Agreement (i) if Customer fails to pay any sum when due under this Agreement or any other agreement with Seller until payment is received or (ii) if Customer is in violation of applicable regulations.

NOTWITHSTANDING ANYTHING TO THE CONTRARY, CUSTOMER IS RESPONSIBLE FOR PAYMENT OF 100% OF THE PRODUCT PRICE IN THE EVENT THAT CUSTOMER PLACES AN ORDER FOR PRODUCTS FOR WHICH SLD DISALLOWS CUSTOMER'S REQUEST FOR DISCOUNT AND REFUSES PAYMENT TO SELLER OF THE DISCOUNTED AMOUNT FOR SUCH PRODUCTS. IF SLD DISALLOWS CUSTOMER'S REQUEST FOR DISCOUNT CUSTOMER IS IN NO WAY REQUIRED TO PLACE THE ORDER FOR PRODUCTS.

Customer that chooses to order E-Rate Eligible Products prior to July 1, shall be required to use the BEAR Method.

**5. NON-ASSIGNABILITY AGREEMENT**

Customer shall not assign or otherwise transfer its rights or delegate its obligations under this Agreement without Seller's advance written consent. Any attempted assignment, transfer or delegation without such consent shall be void.

**6. TERM & RENEWAL OF AGREEMENT**

The term of this Agreement shall be for a period of one (1) year commencing on the Effective Date. Notwithstanding the foregoing, Seller may terminate this Agreement at any time for any reason upon thirty (30) days prior written notice to the Customer. In addition, the Customer may immediately terminate this Agreement upon written notice to Seller in the event that funds are not appropriated to Customer under this program ("Termination Notice"). In the event that Customer terminates this Agreement due to non-appropriation of funds, then Seller may immediately cease performance. However, the Customer shall still be liable for any Products that Seller has

shipped in addition to any support for which Customer has subscribed and/or purchased prior to Seller's receipt of the Termination Notice. Customer will also pay Seller for any out-of-pocket costs resulting from any such termination.

The term of this Agreement may be renewed at any time upon the mutual signature by Seller and Customer. The renewal shall be based on an extension of funding from the SLD.

**7. NOTICES**

All notices and other communications required or permitted under this Agreement shall be served in person or sent by U.S. mail, Federal Express, or equivalent carrier at the following address:

If to Seller:

CDW Government LLC  
Attn.: Director, Program Sales  
2 Corporate Drive, Suite 800  
Shelton, CT 06484

If to Customer:

Okeechobee County School Board  
Shawna May  
700 SW 2nd Ave  
Okeechobee, FL 34974

**8. GENERAL**

If any term or provision herein is determined to be illegal or unenforceable, the validity or enforceability of the remainder of the terms or provisions herein will remain in full force and effect.

**9. ENTIRE AGREEMENT**

This Agreement constitutes the entire agreement between Seller and Customer, and supersedes and replaces any and all previous and contemporaneous communications, representations or agreements between the parties, whether oral or written, regarding transactions hereunder. No provision of this Agreement may be waived or modified except by an amendment signed by an authorized representative of each party.

**10. GOVERNING LAW**

This Agreement will be governed by the laws of the State of Illinois, without regard to conflicts of laws rules. Any litigation will be brought exclusively in Cook County, Illinois, and Customer consents to the jurisdiction of the federal and state courts located therein, submits to the jurisdiction thereof and waives the right to change venue. Customer further consents to the exercise of personal jurisdiction by any such court with respect to any such proceeding.

**11. DOCUMENT RETENTION**

All documents related to this Agreement will be kept on file by both Parties for 10 years after the project completion in accordance with the rules of the SLD.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written. **This contract is for Funding Year 2015 which begins July 1, 2015 and extends until June 30, 2016.**

CDW Government LLC

Customer

\_\_\_\_\_  
(Authorized Signature)

\_\_\_\_\_  
*Ken Kenworthy*  
(Authorized Signature)

\_\_\_\_\_  
Amanda Ewertowski  
Printed Name

\_\_\_\_\_  
Ken Kenworthy  
Printed Name

Title: \_\_\_\_\_  
Sr. Program Manager

Title: \_\_\_\_\_  
*Superintendent*

Date: \_\_\_\_\_

Date: \_\_\_\_\_  
*3-24-15*

**Reviewed by Board Attorney**

\_\_\_\_\_

**EXHIBIT I**  
**Quote**



# SALES QUOTATION

QUOTE NO.	ACCOUNT NO.	DATE
FVKV671	2065650	1/8/2015

**BILL TO:**  
 OKEECHOBEE COUNTY SCHOOL  
 BOARD  
 700 SW 2ND AVE

**SHIP TO:**  
 OKEECHOBEE COUNTY SCHOOL  
 BOARD  
 Attention To: DATA BUILDING  
 700 SW 2ND AVE

Accounts Payable  
 OKEECHOBEE , FL 34974-5117

OKEECHOBEE , FL 34974-5117  
 Contact: SHAWNA MAY 863.462.5704

Customer Phone #863.462.5000

Customer P.O. # ERATE QUOTE

ACCOUNT MANAGER		SHIPPING METHOD	TERMS	EXEMPTION CERTIFICATE
JESS SUTTON 866.339.7394		DROP SHIP-GROUND	NET 30-VERBAL	858012622249C3
QTY	ITEM NO.	DESCRIPTION	UNIT PRICE	EXTENDED PRICE
70	2073480	ENTERASYS B5STK-ATPOE+4SFP Mfg#: B5G124-48P2 Contract: School District of Lee County - IT Equipment R127035JM	2,719.31	190,351.70
70	2034470	ENTERASYS ENT-STK-CAB-SHORT F/QUOTE Mfg#: STK-CAB-SHORT Contract: School District of Lee County - IT Equipment R127035JM	124.00	8,680.00
70	2070170	ENTERASYS 1M STACKING B5/C5 CABLE Mfg#: STK-CAB-LONG Contract: School District of Lee County - IT Equipment R127035JM	155.00	10,850.00
SUBTOTAL				209,881.70
FREIGHT				0.00
TAX				0.00

US Currency

**TOTAL → 209,881.70**

CDW Government  
 230 North Milwaukee Ave.  
 Vernon Hills, IL 60061

Fax: 312.705.9175

**Please remit payment to:**  
 CDW Government  
 75 Remittance Drive  
 Suite 1515  
 Chicago, IL 60675-1515



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2014-15**  
**DATE:** April 14, 2015

RECOMMENDATION:

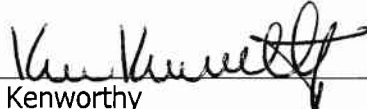
That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2014, for the 2014-15 fiscal year:

- #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

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

**2014-2015  
OKEECHOBEE COUNTY SCHOOL BOARD  
SALARY SCHEDULE NO. 1A  
SUBSTITUTES**

**SUBSTITUTE TEACHERS  
AND  
AUTHORIZED SUBSTITUTE PARAPROFESSIONALS**

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

**SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS**

\$11.00 per hour

**SUPPLEMENTARY TEMPORARY PERSONNEL**

\$8.00 per hour

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 2 - Grandfather Schedule/Performance Pay  
School Principal – 12 Months**

<b>Step</b>	<b>Elementary</b>	<b>Middle School/ OHS Freshman Campus</b>	<b>High School</b>
1	70800	75800	81100
2	71500	76500	81800
3	72200	77200	82500
4	72900	77900	83200
5	73600	78600	83900
6	74300	79300	84600
7	75000	80000	85300
8	75700	80700	86000
9	76400	81400	86700
10	77100	82100	87400
11	77800	82800	88100
12	78500	83500	88800
13	79200	84200	89500
14	79900	84900	90200
15	80600	85600	90900
16	81300	86300	91600
17	82000	87000	92300
18	82700	87700	93000
19	83400	88400	93700
20	84100	89100	94400
21	84800	89800	95100
22	85500	90500	95800
23	86200	91200	96500
24	86900	91900	97200
25	87600	92600	97900
26	88300	93300	98600
27			99300
28			100000
29			100700
30			101400

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$1,000.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Employees hired on or after July 1, 2014 will be placed on Performance Pay.
- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned a Highly Effective evaluation in 2013-2014 will be eligible to move four steps. Employees who earned an Effective evaluation in 2013-2014 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

<b>2014-2015 Okeechobee County School Board</b> <b>Salary Schedule No. 3 - Grandfather Schedule/Performance Pay</b> <b>Assistant Principal – 12 Months</b>
--

Step	High School
1	66600
2	67050
3	67500
4	67950
5	68400
6	68850
7	69300
8	69750
9	70200
10	70650
11	71100
12	71550
13	72000
14	72450
15	72900
16	73350
17	73800
18	74250
19	74700
20	75150
21	75600
22	76050
23	76500
24	76950
25	77400
26	77850

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$1,000.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Employees hired on or after July 1, 2014 will be placed on Performance Pay.
- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned a Highly Effective evaluation in 2013-2014 will be eligible to move four steps. Employees who earned an Effective evaluation in 2013-2014 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 4 - Grandfather Schedule/Performance Pay  
Assistant Principal – 11 Months**

Step	Elementary	Middle School/ OHS Freshman Campus
1	60200	61700
2	60650	62150
3	61100	62600
4	61550	63050
5	62000	63500
6	62450	63950
7	62900	64400
8	63350	64850
9	63800	65300
10	64250	65750
11	64700	66200
12	65150	66650
13	65600	67100
14	66050	67550
15	66500	68000
16	66950	68450
17	67400	68900
18	67850	69350
19	68300	69800
20	68750	70250
21	69200	70700
22	69650	71150
23	70100	71600
24	70550	72050
25	71000	72500
26	71450	72950

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$1,000.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Employees hired on or after July 1, 2014 will be placed on Performance Pay.
- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned a Highly Effective evaluation in 2013-2014 will be eligible to move four steps. Employees who earned an Effective evaluation in 2013-2014 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 6  
Assistant Superintendent – 12 Months**

Step	Annual Salary
1	82900
2	83670
3	84440
4	85210
5	85980
6	86750
7	87520
8	88290
9	89060
10	89830
11	90600
12	91370
13	92140
14	92910
15	93680
16	94450
17	95220
18	95990
19	96760
20	97530
21	98300
22	99070
23	99840

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned an Effective or higher evaluation in 2013-2014 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2014-2015  
Okeechobee County School Board  
Salary Schedule No. 7  
Building Code Administrator  
12 Months**

<b>Step</b>	<b>Hourly Rate</b>
<b>0</b>	<b>30.00</b>

**Energy Manager  
12 Months**

<b>Step</b>	<b>Hourly Rate</b>
<b>0</b>	<b>20.00</b>

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 8  
Director – 12 Months**

Step	Annual Salary
1	75300
2	75925
3	76550
4	77175
5	77800
6	78425
7	79050
8	79675
9	80300
10	80925
11	81550
12	82175
13	82800
14	83425
15	84050
16	84675
17	85300
18	85925
19	86550
20	87175
21	87800
22	88425
23	89050
24	89675
25	90300
26	90925

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned an Effective or higher evaluation in 2013-2014 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.



**2014-2015 Okeechobee County School Board  
Salary Schedule No. 9  
Supervisor I – 12 Months**

Step	Annual Salary
1	71100
2	71725
3	72350
4	72975
5	73600
6	74225
7	74850
8	75475
9	76100
10	76725
11	77350
12	77975
13	78600
14	79225
15	79850
16	80475
17	81100
18	81725
19	82350
20	82975
21	83600
22	84225
23	84850
24	85475
25	86100
26	86725

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year: Salaries will remain frozen at the 2011-2012 level.**

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned an Effective or higher evaluation in 2013-2014 will be eligible to move three steps.
- Employees who are on the top step will receive a \$600.00 longevity stipend.

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 11  
Coordinator  
School Psychologist**

Step	11 Months 206 Days	11 Months 224 Days	12 Months 249 Days
<b>1</b>	51781	56300	65300
<b>2</b>	52292	56860	65860
<b>3</b>	52802	57420	66420
<b>4</b>	53313	57980	66980
<b>5</b>	53841	58540	67540
<b>6</b>	54352	59100	68100
<b>7</b>	54862	59660	68660
<b>8</b>	55373	60220	69220
<b>9</b>	55901	60780	69780
<b>10</b>	56412	61340	70340
<b>11</b>	56922	61900	70900
<b>12</b>	57433	62460	71460
<b>13</b>	57961	63020	72020
<b>14</b>	58472	63580	72580
<b>15</b>	58982	64140	73140
<b>16</b>	59493	64700	73700
<b>17</b>	60021	65260	74260
<b>18</b>	60532	65820	74820
<b>19</b>	61042	66380	75380
<b>20</b>	61553	66940	75940
<b>21</b>	62081	67500	76500
<b>22</b>	62592	68060	77060
<b>23</b>	63102	68620	77620
<b>24</b>	63613	69180	78180
<b>25</b>	64141	69740	78740
<b>26</b>	64652	70300	79300

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year: Salaries will remain frozen at the 2011-2012 level.**

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Initial step placement of eligible employees on the above schedule will be equivalent to their 2013-2014 salary. Employees on this schedule who earned an Effective or higher evaluation in 2013-2014 will be eligible to move three steps.
- Employees who are on the top step will receive a \$600.00 longevity stipend.

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 12  
Administrative Assistant  
Superintendent's Secretary Executive Secretary  
12 Months**

Step	Annual Salary
1	40600
2	42200
3	43800
4	45400
5	47000
6	48600
7	50200
8	51800
9	53400

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

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2013-2014 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2014-2015 Okeechobee County School Board  
Salary Schedule No. 15  
Maintenance Foreman  
Assistant Director of Finance  
12 Months**

<b>Step</b>	<b>Annual Salary</b>
<b>1</b>	46900
<b>2</b>	48500
<b>3</b>	50100
<b>4</b>	51700
<b>5</b>	53300
<b>6</b>	54900
<b>7</b>	56500
<b>8</b>	58100

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

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

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2013-2014 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2014-2015 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
<b>1</b>	22500	24200	26885	28916
<b>2</b>	23500	25200	28080	30111
<b>3</b>	24500	26200	29275	31306
<b>4</b>	25500	27200	30470	32501
<b>5</b>	26500	28200	31665	33696
<b>6</b>	27500	29200	32860	34891
<b>7</b>	28500	30200	34055	36086
<b>8</b>	29500	31200	35250	37281
<b>9</b>	30500	32200	36445	38476
<b>10</b>	31500	33200	37640	39671

**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.**

**For the 2011-2012 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2011-2012 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2012-2013 Fiscal Year:** Salaries will remain frozen at the 2011-2012 level.

**For the 2013-2014 Fiscal Year:**

- Eligible employees will move one step on the salary schedule.
- Employees who are on the top step will receive a \$600.00 longevity stipend.
- Employees moving to the top step of the salary schedule in 2013-2014 are entitled to step movement only and are not eligible to receive a longevity stipend.

**For the 2014-2015 Fiscal Year:**

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2013-2014 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **REVISIONS TO PERSONNEL ALLOCATIONS FOR 2014-15**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve the following revisions to personnel allocations for the 2014-15 fiscal year:

**Administrative Personnel**

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
✓		.25	Director, Human Resources	District Office	04-15-2015
✓		.25	Supervisor, Food Service	Food Service	04-15-2015
✓		.25	Supervisor, Transportation	Transportation	04-15-2015

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **STAFFING ALLOCATIONS FOR 2015-16**  
**DATE:** April 14, 2015

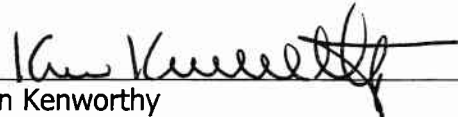
RECOMMENDATION:

That the 2015-16 Staffing Allocations be approved.

BACKGROUND INFORMATION:

The staffing allocations are attached and are available upon request in the Superintendent's office.

RECOMMENDED BY:

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

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 OKEECHOBEE HIGH SCHOOL

2015-2016

0101

2014-15 Budget	Positions	County Funds	Special Funds	Total
50.36	Teacher, Basic	52.86		52.86
1.00	Perm Sub	1.00		1.00
2.00	Teacher, ROTC	1.00	1.00	2.00
9.50	Teacher, ESE	8.00		8.00
0.20	Teacher, Speech/Language	0.20		0.20
1.00	Teacher, ESE TSA (IDEA)	0.00	1.00	1.00
8.00	Teacher, Vocational	8.00		8.00
1.00	Teacher, Voc. Res (Carl Perkins)	0.19	0.81	1.00
3.00	Guidance Counselor	3.00		3.00
1.00	Media Specialist	1.00		1.00
1.00	Instructional Technology Specialist	1.00		1.00
1.00	Intervention Specialist (IDEA)	0.67	0.33	1.00
1.00	Reading Coach (Title II)	0.00	1.00	1.00
<b>80.06</b>	<b>Total Instructional</b>	<b>76.92</b>	<b>4.14</b>	<b>81.06</b>
1.00	Principal	1.00		1.00
2.00	Assistant Principal	2.00		2.00
<b>3.00</b>	<b>Total Administrative</b>	<b>3.00</b>		<b>3.00</b>
1.00	Advocate (Title III)		1.00	1.00
1.00	Advocate (Migrant)		1.00	1.00
2.00	Aide, Clerical	2.00		2.00
1.00	Aide, Health	1.00		1.00
1.00	Aide, Security Monitor	1.00		1.00
1.00	Paraprofessional (Title VI)		1.00	1.00
2.00	Paraprofessional, ESE	2.00		2.00
1.00	Paraprofessional, ESOL	1.00		1.00
1.00	Paraprofessional, ISS (County/IDEA)	0.50	0.50	1.00
1.00	Secretary	1.00		1.00
1.00	Secretary, Guidance	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Receptionist	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Maintenance II	1.00		1.00
2.00	Custodian I	2.00		2.00
7.50	Custodian II	7.50		7.50
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
9.00	Assistant, Food Service		9.00	9.00
<b>37.50</b>	<b>Total Non-Instructional</b>	<b>23.00</b>	<b>14.50</b>	<b>37.50</b>
<b>120.56</b>	<b>Grand Total</b>	<b>102.92</b>	<b>18.64</b>	<b>121.56</b>

OHS

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*



## ALLOCATION OF PERSONNEL

## OKEECHOBEE HIGH SCHOOL / OKEECHOBEE FRESHMAN CAMPUS

2014-15 Budget	Positions	County Funds	Special Funds	Total	
14.00	Teacher, Basic	16.00		16.00	
4.00	Teacher, ESE	3.00		3.00	
0.10	Teacher, Speech/Language	0.10		0.10	
2.00	Teacher, Vocational	2.00		2.00	
1.00	Guidance Counselor	1.00		1.00	
1.00	Reading Coach (Title II)	0.00	1.00	1.00	
<b>22.10</b>	<b>Total Instructional</b>	<b>22.10</b>	<b>1.00</b>	<b>23.10</b>	
1.00	Senior Administrator	1.00		1.00	
1.00	Assistant Principal	1.00		1.00	
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>	
0.50	Advocate (Migrant)		0.50	0.50	
1.00	Aide, Clerical	1.00		1.00	
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50	
1.00	Aide, Health	1.00		1.00	
1.00	Secretary	1.00		1.00	
1.00	Data Processor	1.00		1.00	
1.00	Custodian I	1.00		1.00	
2.00	Custodian II	2.00		2.00	
1.00	Manager, Food Service		1.00	1.00	
1.00	Asst. Mgr., Food Service		1.00	1.00	
3.00	Assistant, Food Service		3.00	3.00	
<b>13.00</b>	<b>Total Non-Instructional</b>	<b>7.00</b>	<b>6.00</b>	<b>13.00</b>	
<b>37.10</b>	<b>Grand Total</b>	<b>31.10</b>	<b>7.00</b>	<b>38.10</b>	<b>OHS/OFC</b>

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 YEARLING MIDDLE SCHOOL

2015-2016

0121

2014-15 Budget	Positions	County Funds	Special Funds	Total
30.00	Teacher, Basic	30.00		30.00
8.00	Teacher, ESE	8.00		8.00
0.40	Teacher, Speech/Language	0.40		0.40
0.10	Teacher, Hearing Impaired	0.10		0.10
0.50	Teacher, Gifted	0.50		0.50
4.00	Teacher, Elective	4.00		4.00
0.50	Teacher, ESOL	0.50		0.50
2.00	Guidance Counselor	2.00		2.00
1.00	Reading Coach (Title I)	0.10	0.90	1.00
1.00	Dean of Students	1.00		1.00
<b>47.50</b>	<b>Total Instructional</b>	<b>46.60</b>	<b>0.90</b>	<b>47.50</b>
1.00	Principal	1.00		1.00
1.00	Assistant Principal	1.00		1.00
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>
1.00	Advocate (Migrant)		1.00	1.00
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50
1.00	Aide, Health	1.00	0.00	1.00
1.00	Paraprofessional, ESOL	1.00		1.00
4.00	Paraprofessional, ESE (IDEA)	3.00	1.00	4.00
1.00	Paraprofessional (Sparsity)	0.00	1.00	1.00
0.50	Paraprofessional, ISS (Ed. Foundation)	0.00	0.50	0.50
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
4.00	Custodian II	4.00		4.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
4.00	Assistant, Food Service		4.00	4.00
<b>23.00</b>	<b>Total Non-Instructional</b>	<b>13.00</b>	<b>10.00</b>	<b>23.00</b>
<b>72.50</b>	<b>Grand Total</b>	<b>61.60</b>	<b>10.90</b>	<b>72.50</b>

YMS

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*

ALLOCATION OF PERSONNEL

OSCEOLA MIDDLE SCHOOL

2014-15 Budget	Positions	County Funds	Special Funds	Total	
32.00	Teacher, Basic	31.00		31.00	
5.00	Teacher, ESE	6.00		6.00	
0.30	Teacher, Speech/Language	0.30		0.30	
0.50	Teacher, Gifted	0.50		0.50	
5.00	Teacher, Elective	5.00		5.00	
0.50	Teacher, ESOL	0.50		0.50	
2.00	Guidance Counselor	2.00		2.00	
1.00	Reading Coach (Title II)	0.10	0.90	1.00	
1.00	Dean of Students	1.00		1.00	
<b>47.30</b>	<b>Total Instructional</b>	<b>46.40</b>	<b>0.90</b>	<b>47.30</b>	
1.00	Principal	1.00		1.00	
1.00	Assistant Principal	1.00		1.00	
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>	
1.00	Advocate (Migrant)		1.00	1.00	
2.00	Aide, Clerical	2.00		2.00	
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50	
1.00	Aide, Health	1.00	0.00	1.00	
1.00	Paraprofessional, ESOL	1.00		1.00	
1.00	Paraprofessional, ESE (IDEA)	0.00	1.00	1.00	
2.00	Paraprofessional (Sparsity)	1.00	1.00	2.00	
0.50	Paraprofessional, ISS (Ed. Foundation)		0.50	0.50	
1.00	Secretary	1.00		1.00	
1.00	Bookkeeper	1.00		1.00	
1.00	Data Processor	1.00		1.00	
1.00	Custodian I	1.00		1.00	
6.00	Custodian II	6.00		6.00	
1.00	Manager, Food Service		1.00	1.00	
1.00	Asst. Mgr., Food Service		1.00	1.00	
5.00	Assistant, Food Service		5.00	5.00	
<b>26.00</b>	<b>Total Non-Instructional</b>	<b>15.00</b>	<b>11.00</b>	<b>26.00</b>	
<b>75.30</b>	<b>Grand Total</b>	<b>63.40</b>	<b>11.90</b>	<b>75.30</b>	<b>OMS</b>

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 OKEECHOBEE ACHIEVEMENT ACADEMY

2015-2016

0113

2014-15 Budget	Positions	County Funds	Special Funds	Total	
3.00	Teacher, DO Prev*	3.00		3.00	
6.00	Teacher, ESE	7.00		7.00	
1.00	Teacher, Pre-K Resource	0.50	0.50	1.00	
1.00	Teacher, Speech/Language	1.00		1.00	
1.00	Dean of Students	1.00		1.00	
1.00	Reading Coach (Title II)	0.80	0.20	1.00	
<b>13.00</b>	<b>Total Instructional</b>	<b>13.30</b>	<b>0.70</b>	<b>14.00</b>	
1.00	Principal(Middle School)	1.00		1.00	
<b>1.00</b>	<b>Total Administrative</b>	<b>1.00</b>		<b>1.00</b>	
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50	
3.00	Paraprofessional, ESE	4.00		4.00	
3.00	Aide, ESE (IDEA)		3.00	3.00	
3.00	Paraprofessional (Title I)	2.00	1.00	3.00	
3.00	Paraprofessional, Schl Readiness Pre-K Ldr		3.00	3.00	
3.00	Paraprofessional, Schl Readiness Pre-K		3.00	3.00	
1.00	Secretary	1.00		1.00	
1.00	Data Processor	1.00		1.00	
1.00	Custodian I	1.00		1.00	
2.00	Custodian II	2.00		2.00	
1.00	Manager, Food Service		1.00	1.00	
1.00	Assistant, Food Service		1.00	1.00	
<b>22.50</b>	<b>Total Non-Instructional</b>	<b>11.00</b>	<b>12.50</b>	<b>23.50</b>	
<b>36.50</b>	<b>Grand Total</b>	<b>25.30</b>	<b>13.20</b>	<b>38.50</b>	<b>O.A.A.</b>

\*Includes staff funded through SAI

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level."

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 CENTRAL ELEMENTARY SCHOOL

2015-2016

0031

2014-15 Budget	Positions	County Funds	Special Funds	Total
34.00	Teacher, Basic*	37.00		<b>37.00</b>
0.00	Teacher, Perm Sub	0.00		<b>0.00</b>
3.00	Teacher, PE/Music/Art	3.00		<b>3.00</b>
3.00	Teacher, ESE	3.00		<b>3.00</b>
0.10	Teacher, Hearing Impaired	0.10		<b>0.10</b>
1.00	Reading Coach (Title I)		1.00	<b>1.00</b>
1.00	Guidance Counselor	1.00		<b>1.00</b>
1.00	Media Specialist	1.00		<b>1.00</b>
<b>43.10</b>	<b>Total Instructional</b>	<b>45.10</b>	<b>1.00</b>	<b>46.10</b>
1.00	Principal	1.00		<b>1.00</b>
1.00	Assistant Principal	1.00		<b>1.00</b>
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>
1.00	Advocate (Migrant)		1.00	<b>1.00</b>
0.50	Aide, ESE Guidance (IDEA)		0.50	<b>0.50</b>
1.00	Aide, Health	1.00	0.00	<b>1.00</b>
0.00	Paraprofessional	2.00		<b>2.00</b>
1.00	Paraprofessional, ESOL	1.00		<b>1.00</b>
2.00	Paraprofessional, Title I		2.00	<b>2.00</b>
1.00	Secretary	1.00		<b>1.00</b>
1.00	Bookkeeper	1.00		<b>1.00</b>
1.00	Data Processor	1.00		<b>1.00</b>
1.00	Custodian I	1.00		<b>1.00</b>
3.00	Custodian II	3.00		<b>3.00</b>
1.00	Manager, Food Service		1.00	<b>1.00</b>
1.00	Asst. Mgr., Food Service		1.00	<b>1.00</b>
4.00	Assistant, Food Service		4.00	<b>4.00</b>
<b>18.50</b>	<b>Total Non-Instructional</b>	<b>11.00</b>	<b>9.50</b>	<b>20.50</b>
<b>63.60</b>	<b>Grand Total</b>	<b>58.10</b>	<b>10.50</b>	<b>68.60</b>

CES

\*Includes staff funded through SAI

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 EVERGLADES ELEMENTARY SCHOOL

2015-2016

0171

2014-15 Budget	Positions	County Funds	Special Funds	Total
34.00	Teacher, Basic*	37.00	0.00	37.00
0.00	Teacher, Perm Sub	1.00		1.00
3.00	Teacher, PE/Music/Art	3.00		3.00
4.00	Teacher, ESE	4.00		4.00
0.15	Teacher, Hearing Impaired	0.15		0.15
1.00	Reading Coach (Title I)		1.00	1.00
1.00	Guidance Counselor	1.00		1.00
1.00	Media Specialist	1.00		1.00
<b>44.15</b>	<b>Total Instructional</b>	<b>47.15</b>	<b>1.00</b>	<b>48.15</b>
1.00	Principal	1.00		1.00
1.00	Assistant Principal	1.00		1.00
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>
1.00	Advocate (Migrant)		1.00	1.00
1.00	Aide, Health	1.00		1.00
1.00	Aide, ESE Guidance (IDEA)		1.00	1.00
2.00	Paraprofessional	4.00		4.00
1.00	Paraprofessional, ESOL	1.00		1.00
1.00	Paraprofessional, ESE (IDEA)		1.00	1.00
3.00	Paraprofessional, Title I		3.00	3.00
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
3.00	Custodian II	3.00		3.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
5.00	Assistant, Food Service		5.00	5.00
<b>24.00</b>	<b>Total Non-Instructional</b>	<b>13.00</b>	<b>13.00</b>	<b>26.00</b>
<b>70.15</b>	<b>Grand Total</b>	<b>62.15</b>	<b>14.00</b>	<b>76.15</b>

EES

\*Includes staff funded through SAI

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 NORTH ELEMENTARY SCHOOL

2015-2016

0161

2014-15 Budget	Positions	County Funds	Special Funds	Total
33.00	Teacher, Basic*	34.00		<b>34.00</b>
2.00	Teacher, Perm Sub	2.00		<b>2.00</b>
3.00	Teacher, PE/Music/Art	3.00		<b>3.00</b>
3.00	Teacher, ESE	3.00		<b>3.00</b>
0.50	Teacher, Hearing Impaired	0.50		<b>0.50</b>
1.00	Reading Coach (Title I)		1.00	<b>1.00</b>
1.00	Guidance Counselor	1.00		<b>1.00</b>
1.00	Media Specialist	1.00		<b>1.00</b>
<b>44.50</b>	<b>Total Instructional</b>	<b>44.50</b>	<b>1.00</b>	<b>45.50</b>
1.00	Principal	1.00		<b>1.00</b>
1.00	Assistant Principal	1.00		<b>1.00</b>
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>
1.00	Advocate (Migrant)		1.00	<b>1.00</b>
1.00	Aide, Health	1.00		<b>1.00</b>
1.00	Aide, ESE Guidance (IDEA)		1.00	<b>1.00</b>
1.00	Paraprofessional	3.00		<b>3.00</b>
1.00	Paraprofessional, ESOL	1.00		<b>1.00</b>
2.00	Paraprofessional, Title I		2.00	<b>2.00</b>
1.00	Secretary	1.00		<b>1.00</b>
1.00	Bookkeeper	1.00		<b>1.00</b>
1.00	Data Processor	1.00		<b>1.00</b>
1.00	Custodian I	1.00		<b>1.00</b>
3.00	Custodian II	3.00		<b>3.00</b>
1.00	Manager, Food Service		1.00	<b>1.00</b>
1.00	Asst. Mgr., Food Service		1.00	<b>1.00</b>
5.00	Assistant, Food Service		5.00	<b>5.00</b>
<b>21.00</b>	<b>Total Non-Instructional</b>	<b>12.00</b>	<b>11.00</b>	<b>23.00</b>
<b>67.50</b>	<b>Grand Total</b>	<b>58.50</b>	<b>12.00</b>	<b>70.50</b>

NES

\*Includes staff funded through SAI

\*Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level.\*

OKEECHOBEE COUNTY SCHOOL BOARD  
 ALLOCATION OF PERSONNEL  
 SEMINOLE ELEMENTARY SCHOOL

2015-2016

0181

2014-15 Budget	Positions	County Funds	Special Funds	Total	
35.00	Teacher, Basic*	38.00		38.00	
0.00	Teacher, Perm Sub	0.00		0.00	
2.00	Teacher, PE/Music/Art	2.00		2.00	
6.00	Teacher, ESE	6.00		6.00	
0.15	Teacher, Hearing Impaired	0.15		0.15	
1.00	Teacher, Gifted	1.00		1.00	
1.00	Reading Coach (Title I)		1.00	1.00	
1.00	Guidance Counselor	1.00		1.00	
1.00	Media Specialist	1.00		1.00	
<b>47.15</b>	<b>Total Instructional</b>	<b>49.15</b>	<b>1.00</b>	<b>50.15</b>	
1.00	Principal	1.00		1.00	
1.00	Assistant Principal	1.00		1.00	
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>	<b>0.00</b>	<b>2.00</b>	
1.00	Advocate (Migrant)		1.00	1.00	
1.00	Aide, ESE Guidance (IDEA)		1.00	1.00	
1.00	Aide, Health	1.00		1.00	
1.00	Paraprofessional	3.00		3.00	
4.00	Paraprofessional, ESE (IDEA)	3.00	1.00	4.00	
1.00	Paraprofessional, ESOL	1.00		1.00	
3.00	Paraprofessional, Title I		3.00	3.00	
1.00	Secretary	1.00		1.00	
1.00	Bookkeeper	1.00		1.00	
1.00	Data Processor	1.00		1.00	
1.00	Custodian I	1.00		1.00	
3.00	Custodian II	3.00		3.00	
1.00	Manager, Food Service		1.00	1.00	
1.00	Asst. Mgr., Food Service		1.00	1.00	
4.00	Assistant, Food Service		4.00	4.00	
<b>25.00</b>	<b>Total Non-Instructional</b>	<b>15.00</b>	<b>12.00</b>	<b>27.00</b>	
<b>74.15</b>	<b>Grand Total</b>	<b>66.15</b>	<b>13.00</b>	<b>79.15</b>	<b>SEM</b>

\*Includes staff funded through SAI

"Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level."



ALLOCATION OF PERSONNEL  
SOUTH ELEMENTARY SCHOOL

2014-15 Budget	Positions	County Funds	Special Funds	Total	
28.00	Teacher, Basic*	28.00		28.00	
0.00	Teacher, Perm Sub	0.00		0.00	
2.00	Teacher, PE/Music/Art	2.00		2.00	
5.00	Teacher, ESE	5.00		5.00	
1.00	Reading Coach (Title I)		1.00	1.00	
1.00	Guidance Counselor	1.00		1.00	
<b>37.00</b>	<b>Total Instructional</b>	<b>36.00</b>	<b>1.00</b>	<b>37.00</b>	
1.00	Principal	1.00		1.00	
1.00	Assistant Principal	1.00		1.00	
<b>2.00</b>	<b>Total Administrative</b>	<b>2.00</b>		<b>2.00</b>	
0.50	Advocate (Migrant)		0.50	0.50	
1.00	Aide, Health	1.00		1.00	
1.00	Aide, Media	1.00		1.00	
0.00	Paraprofessional	2.00		2.00	
1.00	Paraprofessional, ESOL	1.00		1.00	
5.00	Paraprofessional, ESE (IDEA)	4.00	1.00	5.00	
1.00	Paraprofessional, Title I		1.00	1.00	
1.00	Secretary	1.00		1.00	
1.00	Bookkeeper	1.00		1.00	
1.00	Data Processor	1.00		1.00	
4.00	Custodian II	4.00		4.00	
1.00	Manager, Food Service		1.00	1.00	
1.00	Asst. Mgr., Food Service		1.00	1.00	
3.00	Assistant, Food Service		3.00	3.00	
<b>21.50</b>	<b>Total Non-Instructional</b>	<b>16.00</b>	<b>7.50</b>	<b>23.50</b>	
<b>60.50</b>	<b>Grand Total</b>	<b>54.00</b>	<b>8.50</b>	<b>62.50</b>	<b>SES</b>

\*Includes staff funded through SAI

"Additional allocations are based upon the Constitutional Amendment which requires class size calculation at the classroom level."

ALLOCATION OF PERSONNEL  
EXCEPTIONAL STUDENT EDUCATION

2014-15 Budget	Positions	County Funds	Special Funds	Total	
1.00	Teacher, ESE	1.00		1.00	
0.00	Teacher on Special Assignment, ESE (IDEA)		1.00	1.00	
2.00	Behavior Interventionist (IDEA)		2.00	2.00	
2.00	ESE Counselor (IDEA)		2.00	2.00	
1.00	ESE Social Worker (IDEA/Medicaid)	0.48	0.52	1.00	
3.00	Staffing Specialist (IDEA)		4.00	4.00	
<b>9.00</b>	<b>Total Instructional</b>	<b>1.48</b>	<b>9.52</b>	<b>11.00</b>	
2.00	School Psychologist	3.00	0.00	3.00	
<b>2.00</b>	<b>Total Administrative</b>	<b>3.00</b>	<b>0.00</b>	<b>3.00</b>	
2.00	Secretary, 229 Days (IDEA/Medicaid)	1.00	0.00	1.00	
2.00	Aide, ESE (IDEA)	0.00	1.00	1.00	
5.00	Interpreter, Deaf (IDEA)	4.00	1.00	5.00	
<b>9.00</b>	<b>Total Non-Instructional</b>	<b>5.00</b>	<b>2.00</b>	<b>7.00</b>	
<b>20.00</b>	<b>Grand Total</b>	<b>9.48</b>	<b>11.52</b>	<b>21.00</b>	<b>ESE</b>

OKEECHOBEE COUNTY SCHOOL BOARD

ALLOCATION OF PERSONNEL  
SPECIAL PROGRAMS

2014-15 Budget	Positions	County Funds	Special Funds	Total	
0.14	Teacher, TAP	0.14		0.14	
<b>0.14</b>	<b>Total Instructional</b>	<b>0.14</b>		<b>0.14</b>	
1.00	Aide, DO Prev (TAP)*	1.00		1.00	
<b>1.00</b>	<b>Total Non-Instructional</b>	<b>1.00</b>		<b>1.00</b>	
<b>1.14</b>	<b>Grand Total</b>	<b>1.14</b>		<b>1.14</b>	<b>Special Programs</b>

\*Includes staff funded through SAI

OKEECHOBEE COUNTY SCHOOL BOARD

ALLOCATION OF PERSONNEL  
District Wide

2014-15 Budget	Positions	County Funds	Special Funds	Total	
1.00	Teacher, Math/Science Coach	1.00		1.00	
1.00	TSA, Grants and Special Programs	0.05	0.95	1.00	
<b>2.00</b>	<b>Total Instructional</b>	<b>1.05</b>	<b>0.95</b>	<b>2.00</b>	
1.90	Secretary (Title I/Migrant)	0.10	1.80	1.90	
7.00	Technology Specialist (IDEA/Title I)	5.00	2.00	7.00	
<b>8.90</b>	<b>Total Non-Instructional</b>	<b>5.10</b>	<b>3.80</b>	<b>8.90</b>	
<b>10.90</b>	<b>Grand Total</b>	<b>6.15</b>	<b>4.75</b>	<b>10.90</b>	<b>District Wide</b>

ALLOCATION OF PERSONNEL  
**Maintenance/Transportation/Food Service**

2014-15 Budget	Positions	County Funds	Special Funds	Total
1.00	Maintenance Foreman	1.00		1.00
1.00	Assistant Maintenance Foreman	1.00		1.00
5.00	Maintenance Specialist I	5.00		5.00
2.00	Maintenance Specialist II	2.00		2.00
1.00	Warehouseman	1.00		1.00
1.00	General Maintenance	1.00		1.00
50.00	School Bus Drivers	50.00	0.00	50.00
7.00	Perm Substitute Bus Driver	7.00		7.00
2.00	Mechanic Helper/Perm Sub	2.00		2.00
4.00	Mechanics	4.00		4.00
1.00	Secretary, Transportation	1.00		1.00
1.00	Route Specialist	1.00		1.00
1.00	Training and Safety Specialist	1.00		1.00
8.00	Aide, ESE Bus (IDEA)		8.00	8.00
1.00	Food Service Quality Assurance Manager – At – Large		1.00	1.00
1.00	Secretary, School Food Service		1.00	1.00
1.00	Bookkeeper, School Food Service		1.00	1.00
1.00	Van Driver, School Food Service		1.00	1.00
2.00	School Food Service Perm Sub		2.00	2.00
<b>91.00</b>	<b>Grand Total:</b>	<b>77.00</b>	<b>14.00</b>	<b>91.00</b>
1.25	Supervisor I, School Food Service		1.00	1.00
1.25	Supervisor I, Transportation	1.00		1.00
<b>2.50</b>	<b>Total Administration</b>	<b>1.00</b>	<b>1.00</b>	<b>2.00</b>
<b>93.50</b>	<b>Grand Total</b>	<b>78.00</b>	<b>15.00</b>	<b>93.00</b>

**OKEECHOBEE COUNTY SCHOOL BOARD  
ALL SCHOOL CENTERS**

2015-2016

2014-15 Budget	POSITIONS	County Funds	Special Funds	Total
290.36	Teacher, Basic*	303.86	0.00	303.86
3.00	Teacher, DO Prev	3.00		3.00
9.00	Teacher, Elective	9.00		9.00
1.00	Teacher, ESE TSA (IDEA)	0.00	2.00	2.00
54.50	Teacher, ESE(IDEA)	54.00	0.00	54.00
1.00	Teacher, Hearing Impaired	1.00		1.00
1.00	Teacher, ESOL	1.00		1.00
2.00	Teacher, Gifted	2.00		2.00
1.00	Teacher, Math/Science Coach	1.00		1.00
13.00	Teacher, PE/Music/Art	13.00		13.00
3.00	Teacher, Perm Sub	4.00		4.00
1.00	Teacher, Pre-K Res (Title I)	0.50	0.50	1.00
2.00	Teacher, ROTC	1.00	1.00	2.00
2.00	Teacher, Speech/Language	2.00		2.00
0.14	Teacher, TAP	0.14	0.00	0.14
10.00	Teacher, Vocational	10.00		10.00
1.00	Teacher, Voc. Res (C.Perkins)	0.19	0.81	1.00
2.00	Behavior Interventionist (IDEA)		2.00	2.00
3.00	Dean of Students	3.00		3.00
2.00	ESE Counselor (IDEA)		2.00	2.00
1.00	ESE Social Worker (IDEA)	0.48	0.52	1.00
13.00	Guidance Counselor	13.00		13.00
1.00	Instructional Technology Specialist	1.00		1.00
1.00	TSA, Grants and Special Programs	0.05	0.95	1.00
1.00	Intervention Specialist (IDEA)	0.67	0.33	1.00
5.00	Media Specialist	5.00		5.00
10.00	Reading Coach (Title I/Title II)	1.00	9.00	10.00
3.00	Staffing Specialist (IDEA)		4.00	4.00
<b>437.00</b>	<b>Total Instructional</b>	<b>429.89</b>	<b>23.11</b>	<b>453.00</b>

2014-15 Budget	POSITIONS	County Funds	Special Funds	Total
9.00	Principal	9.00		9.00
1.00	Senior Administrator	1.00		1.00
10.00	Assistant Principal	10.00		10.00
2.00	School Psychologist	3.00	0.00	3.00
1.25	Supervisor I, School Food Service		1.00	1.00
1.25	Supervisor I, Transportation	1.00		1.00
<b>24.50</b>	<b>Total Administrative</b>	<b>24.00</b>	<b>1.00</b>	<b>25.00</b>

2014-15 Budget	POSITIONS	County Funds	Special Funds	Total	
9.00	Advocate (Title I/Title III/Migrant)		9.00	9.00	
5.00	Aide, Clerical	5.00		5.00	
1.00	Aide, DO Prev* (Title I Part D)	1.00		1.00	
5.00	Aide, ESE (IDEA)	0.00	4.00	4.00	
5.50	Aide, ESE Guidance (IDEA)		5.50	5.50	
8.00	Aide, ESE School Bus (IDEA)		8.00	8.00	
9.00	Aide, Health	9.00	0.00	9.00	
1.00	Aide, Media	1.00		1.00	
1.00	Aide, Security Monitor	1.00	0.00	1.00	
1.00	Assistant Maintenance Foreman	1.00		1.00	
43.00	Assistant, Food Service		43.00	43.00	
9.00	Asst. Mgr., Food Service		9.00	9.00	
8.00	Bookkeeper	8.00		8.00	
1.00	Bookkeeper, Food Service		1.00	1.00	
10.00	Custodian I	10.00		10.00	
37.50	Custodian II	37.50	0.00	37.50	
10.00	Data Processor	10.00		10.00	
1.00	Food Service Quality Assurance Manager		1.00	1.00	
1.00	General Maintenance	1.00		1.00	
5.00	Interpreter, Deaf	4.00	1.00	5.00	
1.00	Maintenance Foreman	1.00		1.00	
5.00	Maintenance I	5.00		5.00	
2.00	Maintenance II	2.00		2.00	
1.00	Maintenance II (OHS)	1.00		1.00	
10.00	Manager, Food Service		10.00	10.00	
2.00	Mechanic Helper/Perm Sub	2.00		2.00	
4.00	Mechanics	4.00		4.00	
10.00	Paraprofessional (Sparsity/Title VI)	17.00	3.00	20.00	
20.00	Paraprofessional, ESE (IDEA)	16.00	5.00	21.00	
8.00	Paraprofessional, ESOL	8.00		8.00	
2.00	Paraprofessional, ISS (Ed. Foundation)	0.50	1.50	2.00	
3.00	Paraprofessional, Schl Readiness Pre-K		3.00	3.00	
3.00	Paraprofessional, Schl Readiness Pre-K		3.00	3.00	
12.00	Paraprofessional, Title I		12.00	12.00	
0.00	Perm Sub			0.00	
7.00	Perm Sub, Bus Driver	7.00		7.00	
2.00	Perm Sub, Food Service		2.00	2.00	
1.00	Receptionist	1.00		1.00	
1.00	Route Specialist	1.00		1.00	
50.00	School Bus Drivers	50.00	0.00	50.00	
11.90	Secretary (Title I/Migrant)	10.10	1.80	11.90	
2.00	Secretary, 229 Days (Medicaid/IDEA)	1.00	0.00	1.00	
1.00	Secretary, Food Service		1.00	1.00	
1.00	Secretary, Guidance	1.00		1.00	
1.00	Secretary, Transportation	1.00		1.00	
7.00	Technology Specialist (IDEA/Title I)	5.00	2.00	7.00	
1.00	Training and Safety Specialist	1.00		1.00	
1.00	Van Driver, Food Service		1.00	1.00	
1.00	Warehouseman	1.00		1.00	
<b>341.90</b>	<b>Total Non-Instructional</b>	<b>224.10</b>	<b>126.80</b>	<b>350.90</b>	
<b>803.40</b>	<b>Grand Total</b>	<b>677.99</b>	<b>150.91</b>	<b>828.90</b>	<b>ALL SCHS</b>

**OKEECHOBEE COUNTY SCHOOL BOARD  
ALLOCATION OF PERSONNEL  
DISTRICT OFFICE STAFF**

2015-2016

9000

<b>2014-15 Budget</b>	<b>Positions</b>	<b>County Funds</b>	<b>Special Funds</b>	<b>Total</b>	
1.00	Superintendent of Schools	1.00		1.00	
1.00	Executive Secretary, Superintendent of Schools	1.00		1.00	
1.00	Asst. Superintendent for Administrative Services	1.00		1.00	
1.00	Secretary, Asst. Supt. for Administrative Services	1.00		1.00	
1.00	Asst. Superintendent for Instructional Services	1.00		1.00	
1.00	Secretary, Asst. Supt. for Instructional Services	1.00		1.00	
1.00	Administrative Assistant, Shared Services		1.00	1.00	
1.25	Director, Human Resources	1.00		1.00	
1.00	Coordinator, Staff Development (Title II)	0.25	0.75	1.00	
1.00	Secretary, Human Resources	1.00		1.00	
1.00	Secretary, County Office	1.00		1.00	
0.08	Director, K-12 Accountability and Assessment	0.00		0.00	
1.00	Coordinator, K-12 Accountability and Assessment (Title I)	0.85	0.15	1.00	
0.50	Secretary, K-12 Accountability and Assessment	0.50		0.50	
1.00	Director, Student Services	1.00		1.00	
0.50	Secretary, Student Services	0.50		0.50	
0.00	Director, Exceptional Student Education (IDEA)	0.12	0.88	1.00	
1.00	Coordinator, Exceptional Student Education (IDEA)	0.00	0.00	0.00	
1.00	Secretary, Exceptional Student Education (IDEA)	0.12	0.88	1.00	
0.10	Secretary, Career and Technical Education	0.10		0.10	
1.00	Director, IT	1.00		1.00	
1.00	Coordinator, Network Systems	1.00		1.00	
1.00	Coordinator, IT	1.00		1.00	
3.00	Administrative Assistant, IT	3.00		3.00	
1.00	Technology Specialist	1.00		1.00	
1.00	Director, Financial Services	1.00		1.00	
0.00	Assistant Director, Financial Services	1.00		1.00	
2.00	Administrative Assistant, Financial Services	1.00		1.00	
1.00	Bookkeeper, Financial Services	1.00		1.00	
1.00	Accounts Payable/Bookkeeper, Financial Services	1.00		1.00	
1.00	Payroll Specialist, Financial Services	1.00		1.00	
1.00	Secretary, Financial Services	1.00		1.00	
1.00	Director, Operations	1.00		1.00	
0.25	Administrator on Special Assignment, Operations	0.00		0.00	
1.00	Secretary, Operations	1.00		1.00	
1.00	Coordinator, Grants and Special Programs	0.07	0.93	1.00	
1.00	Administrator on Special Assignment	0.00		0.00	
1.00	Custodian II	1.00		1.00	
<b>35.68</b>	<b>Total</b>	<b>29.51</b>	<b>4.59</b>	<b>34.10</b>	<b>District Office</b>
<b>2014-15 Budget</b>					
<b>24.50</b>	<b>Total School Administrative</b>	<b>24.00</b>	<b>1.00</b>	<b>25.00</b>	
<b>437.00</b>	<b>Total Instructional Staff</b>	<b>429.89</b>	<b>23.11</b>	<b>453.00</b>	
<b>341.90</b>	<b>Total Non-Instructional Staff</b>	<b>224.10</b>	<b>126.80</b>	<b>350.90</b>	
<b>803.40</b>	<b>Total School Center Personnel</b>	<b>677.99</b>	<b>150.91</b>	<b>828.90</b>	
<b>15.58</b>	<b>Total District Office Administrative</b>	<b>11.29</b>	<b>2.71</b>	<b>14.00</b>	
<b>20.10</b>	<b>Total District Office Non-Instructional Staff</b>	<b>18.22</b>	<b>1.88</b>	<b>20.10</b>	
<b>839.08</b>	<b>GRAND TOTAL ALL EMPLOYEES/DISTRICT</b>	<b>707.50</b>	<b>155.50</b>	<b>863.00</b>	
<b>40.08</b>	<b>Total Administrative</b>	<b>39.00</b>			
<b>437.00</b>	<b>Total Instructional Staff</b>	<b>453.00</b>			
<b>362.00</b>	<b>Total Non-Instructional Staff</b>	<b>371.00</b>			
<b>839.08</b>		<b>863.00</b>			

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EMPLOYMENT OF PERSONNEL**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the following personnel be employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Bauldie, Onel	Bus Driver	Transportation	03-24-2015
Brickhouse, Tina	Bus Driver	Transportation	03-24-2015

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EMPLOYMENT OF TEMPORARY PERSONNEL**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the following temporary personnel be employed as needed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Freeman, Tabatha	Extended Daycare	02-09-2015
Jones, Stephanie	Extended Daycare	02-09-2015
Ochsenbine, Ashley	Extended Daycare	02-09-2015
Robbins, April	Extended Daycare	02-09-2015
Smith, Joseph	Varsity Basketball	10-15-2014
Tolliver, Monique	Assistant Varsity Basketball	10-15-2014

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:** April 14, 2015

RECOMMENDATION:

That resignations for the following personnel be accepted:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Blakeney, Genevieve (Retirement)	Assistant Mgr., Food Service	Okeechobee High School	06-09-2015
Collins, Angela	Bus Driver	Transportation	04-13-2015
Demeter, Marlyn Judy (Retirement)	Secretary	North Elementary School	08-03-2015
Frick, Curtis (Retirement)	Teacher, ESE/EBD	Okeechobee Achievement Academy	03-09-2015
Gonzalez, Maria Lizbeth	Paraprofessional, ESOL	North Elementary School	03-30-2015
Markham, Elizabeth Kim (Retirement)	Assistant Principal	Yearling Middle School	07-01-2015
Olson, Kathryn	Teacher, Science	Osceola Middle School	06-10-2015

- That Matthew Klima, Social Studies Teacher at Osceola Middle School, be terminated as a probationary employee effective March 23, 2015, in accordance with Florida State Statute 1012.33 (1)b.
- That Steven Smith, PE Teacher at North Elementary School, be terminated as a probationary employee effective March 23, 2015, in accordance with Florida State Statute 1012.33 (1)b.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** LEAVE REQUESTS  
**DATE:** April 14, 2015

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>
Brown, Traci	Yearling Middle School	Short Term	04-01-2015	04-15-2015
Cannon, Linda	Transportation	Short Term	Beginning February 23, 2015 and continuing for a total not to exceed 33 days and not extending beyond November 11, 2015.	
Davis, Morgan	North Elementary School	Short Term	03-30-2015	05-07-2015
Egli, Jason	Okeechobee High School	Short Term	03-10-2015	04-24-2015
Ellis, Glenetta	Osceola Middle School	Short Term	03-23-2015	05-15-2015
Hendrix, Janet	Okeechobee High School	Short Term	03-23-2015	06-08-2015
Hollin, Cheryl	Everglades Elementary School	Short Term	Beginning February 18, 2015 and continuing for a total not to exceed 60 days and not extending beyond February 17, 2016.	
Lawson, Kati	Okeechobee High School	Short Term	03-23-2015	05-01-2015
Talas, Brynne	Okeechobee High School	Short Term	03-09-2015	06-09-2015

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **ADDITIONS TO SUBSTITUTE TEACHERS FOR 2014-15**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the following personnel be added to the Substitute Teacher List for the 2014-15 school year:

<u>Name</u>	<u>Rank</u>
Felton, Phalondria (OIHH only)	III
Giles, Richard	III
Gullett, Bonita	III
Moreno, Raquel	III
Solis, Cely	I
Whitehead, Rebecca	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:** April 14, 2015

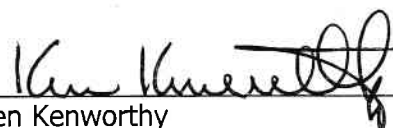
**RECOMMENDATION:**

That the Board approve the following payments to personnel:

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Velasquez-Pineda, Rosa	Putting Students First Tutorial – Clerical – North Elementary	\$9.00 Per Hour	55 Hours in 2014-15	1552 – Putting Students First Tutorial
Ellinger, Reid	After-School Band Class	\$20.00 Per Hour	1 Hour Per Day up to 30 Hours Total 2/3/15-6/4/15	Everglades Elementary Discretionary Funds
Locklear, Donovan	ESOL Bonus – 18 hours	\$150.00	2014-2015	1537 – ESOL Training
Gagliardi, Christina Giles, Karen Nichols, Heather Poole, Mary Treamer, Celine	ESOL Bonus – 60 hours	\$250.00	2014-2015	1537 – ESOL Training
Kuipers, Susan Lapointe, Michelle Snowden, Tamecia	ESOL Bonus – 300 hours	\$1,000.00	2012-2015 2008-2015 2012-2015	1537 – ESOL Training

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

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** EXPENDITURE OF SCHOOL RECOGNITION FUNDS FOR EVERGLADES ELEMENTARY  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve a one-time stipend to 2013-14 staff members of Everglades Elementary as listed below, totaling \$46,870.02. Funding was awarded through the School Recognition Program.

\$ 35,671.21	45 Teachers and 2 Admin @ \$743.15 each; 1 Vision Impaired Teacher and 1 Math/Science Coach @ \$371.58 each
3,483.50	9 Paraprofessionals/1 Advocate/2 Office Staff @ \$278.68; 1 Paraprofessional (half-year) @ \$139.34
700.00	OT/PT Support Staff – 1 @ \$200 and 1 @ \$500
2,043.69	4 Custodians and 7 Food Service Employees @ \$185.79
1,690.65	13 Bus Drivers/Bus Aides @ \$130.05
3,280.97	Taxes
\$ 46,870.02	<b>Total</b>

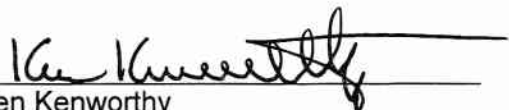
***\*Reminder: Social Security and taxes must be taken out of bonuses.***

BACKGROUND INFORMATION:

The School Recognition Program recognizes schools that have received an "A" or improved at least one letter grade. The program allows for nonrecurring bonuses for faculty and staff, nonrecurring expenditures for educational equipment and materials, or temporary personnel to assist in maintaining and improving student performance. School staff and the School Advisory Council are required to make the decision together regarding expenditure of the funds. The total award of \$65,098.00 will be expended as follows:

\$ 46,870.02	One-Time Stipend for Staff (Including Social Security)
300.00	\$100.00 Each for Supplies for 3 New Teachers in 2014-15
5,000.00	Poster Printer, Paper and Ink
6,300.00	20 Chrome Books
6,627.98	School Supplies (Copy Paper, Classroom Printers & Ink, Parent Involvement Materials, Card Stock, Laminating Film, Student Headphones)
\$ 65,098.00	<b>Total</b>

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** EXPENDITURE OF SCHOOL RECOGNITION FUNDS FOR NORTH ELEMENTARY SCHOOL  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve a one-time stipend to 2013-14 staff members of North Elementary School as listed below, totaling \$54,358.63. Funding was awarded through the School Recognition Program.

\$ 41,721.61	43 Teachers/Administrators @ \$970.27
7,803.12	24 Paraprofessionals, Office Staff, Health Aide, Health Department Nurse, Food Service, Custodians, and Interpreters @ \$325.13
464.47	1 Itinerate Teacher @ \$464.47
529.53	19 Bus Drivers/Bus Aides @ \$27.87
3,839.90	Taxes
\$ 54,358.63	<b>Total</b>

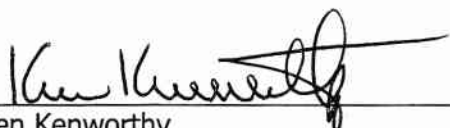
*\*Reminder: Social Security and taxes must be taken out of bonuses.*

BACKGROUND INFORMATION:

The School Recognition Program recognizes schools that have received an "A" or improved at least one letter grade. The program allows for nonrecurring bonuses for faculty and staff, nonrecurring expenditures for educational equipment and materials, or temporary personnel to assist in maintaining and improving student performance. School staff and the School Advisory Council are required to make the decision together regarding expenditure of the funds. The total award of \$59,561.00 will be expended as follows:

\$ 54,358.63	One-Time Stipend for Staff (Including Social Security)
200.00	\$50.00 for Supplies for Each - (4) Four New Teachers in 2014-15
1,000.00	Supplies for Therapists (ST, PT, OT) 2 @ \$333.33 and 1 @ \$333.34 per Department
4,002.37	School Supplies (Copy Paper, Printer Ink, Laminate Film, Poster Paper)
\$ 59,561.00	<b>Total</b>

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board

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

**SUBJECT:** **REVISED POLICIES AND PROCEDURES FOR THE PROVISION OF SPECIALLY DESIGNED INSTRUCTION AND RELATED SERVICES FOR EXCEPTIONAL STUDENTS (SP&P)**

**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve the revised *Policies and Procedures for the Provision of Specially Designed Instruction and Related Services for Exceptional Students (SP&P)* document for fiscal years 2014-2015 through 2016-2017.


BACKGROUND INFORMATION:

This revision amends portions of the document to reflect legislative changes and updates to State Board of Education Rules during 2013-14. Changes to the SP&P are required with regard to the following:

- Legal requirements within the use of restraint and seclusion in the schools
- Assurances that the District provides educational programs for students with disabilities in the district's county jail
- General Education Intervention Procedures
- Procedures for initiating an evaluation to determine whether a student is a student in need of Exceptional Student Education
- Procedures for Reevaluation
- Best Practices in Inclusive Education (BPIE)

An Executive Summary explaining the revisions is attached. Once approved, the District can use the weighted cost factors under the FEFP (Florida Education Finance Program). The complete SP&P is available upon request in the office of the Coordinator of Exceptional Student Education.

RECOMMENDED BY:

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

## Executive Summary

### **Revisions to the Policies and Procedures of Specifically Designed Instruction and Related Services for Exceptional Students.**

#### **Revised:**

- **Page 9** – Legal requirements to include the number of incidents of restraints/seclusions and the rationale for increase or decrease.
- **Pages 10-12** – Activities that are a part of the district’s plan to decrease the use of restraint/seclusion.
- **Pages 23-26**—In accordance with section 1003.01(11)(b), F.S., "Juvenile justice provider" means the Department of Juvenile Justice, the sheriff, or a private, public, or other governmental organization under contract with the Department of Juvenile Justice or the sheriff that provides treatment, care and custody, or educational programs for youth in juvenile justice intervention, detention, or commitment programs.
- **Page 46-49**—General Education Intervention Procedures—These activities are embedded in the district's responsibility to implement a multi-tiered system of supports that is integrated into a continuum of evidence-based academic and behavioral interventions. In implementing a data-based problem-solving process designed to develop a coordinated continuum of evidence-based instruction and intervention practices, a district may engage in activities that include educational and behavioral evaluations, services, supports, evidence-based literacy instruction and professional development for teachers and other school staff, and where appropriate, instruction on the use of adaptive and instructional technology.
- **Pages 50-52**- The school district must ensure that all students with disabilities or who are gifted and who are in need of exceptional student education (ESE) are identified, located, and evaluated, and FAPE is made available to them if it is determined that the student meets the eligibility criteria.
- **Pages 58-61** – As part of any reevaluation, the IEP team and other qualified professionals, as appropriate, must take the following actions:
  - a. Review existing evaluation data on the student including evaluations and information provided by the parents of the student and the student, current classroom-based district or state assessments, and classroom-based observations by teachers and related services providers.
  - b. Identify on the basis of the review and parent input what additional data, if any, are needed to determine the following:
    - Whether the student continues to have a disability;
    - The educational needs of the student;
    - The present levels of academic achievement and related developmental needs of the student;
    - Whether the student continues to need special education and related services; and
    - Whether any additions or modifications to the special education and related services are necessary to enable the student to meet the measurable annual goals set out in the student's IEP and to participate, as appropriate, in the general curriculum.
- **Pages 170** – Section 1003.57(1)(f), Florida Statutes, establishes the following requirement for school districts, "Once every 3 years, each school district and school shall complete a Best Practices in Inclusive Education (BPIE) assessment with a Florida Inclusion Network facilitator and include the results of the BPIE assessment and all planned short-term and long-term improvement efforts in the school district's exceptional student education policies and procedures. BPIE is an internal assessment process designed to facilitate the analysis, implementation, and improvement of inclusive educational practices at the district and school team levels."



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **CENTURYLINK AGREEMENT FOR INTERNET ACCESS AND INCREASED BANDWIDTH**  
**DATE:** April 14, 2015

RECOMMENDATION:

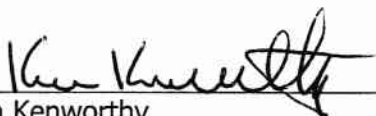
That the Board approve a 3-year agreement with CenturyLink Sales Solutions, Inc. for Internet access and increased bandwidth effective July 1, 2015. The District is responsible for 10% of the cost which is \$5,505.00 per month. The remainder of the monthly cost (90%) is funded by the E-Rate Program.

BACKGROUND INFORMATION:

This is a renewal contract with an increase in bandwidth from 400MB to 1GB. The quoted rate, including the increased bandwidth, is an increase to the District of \$230.00 per month.

The agreement is included in Board member agendas and is available upon request from 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:** **CENTURYLINK AGREEMENTS FOR ETHERNET INSTALLATION**  
**DATE:** April 14, 2015

RECOMMENDATION:


That the Board approve agreements with CenturyLink Sales Solutions, Inc. for installation of Ethernet at North Elementary School and South Elementary School effective July 1, 2015. The District is responsible for 10% of the cost which is \$3,133.00 per school per month. The remainder of the monthly cost (90%) is funded by the E-Rate Program.

BACKGROUND INFORMATION:

These are the same agreements as are in place for all other schools in the District to have Ethernet connection. North Elementary has been operating off of Yearling Middle School's Ethernet, and South Elementary has been operating off of Osceola Middle School's Ethernet. These are the last schools in the District sharing access, and these installations will provide them with better connections to the Wide Area Network.

The agreement is included in Board member agendas and is available upon request from 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 DES OF FLORIDA FOR CONTRACTED ADMINISTRATIVE SERVICES**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve an agreement with DES of Florida, LLC, effective July 1, 2015, through June 30, 2017, for the purpose of providing temporary services in the form of Supplier Contractors for the performance of work and/or assignments.

BACKGROUND INFORMATION:

This is a renewal agreement. DES of Florida provides the District with the ability to utilize the services of administrators. There are no changes in cost or services from the previous agreement with DES. The agreement is included in Board member agendas and is available upon request in the Superintendent's office.

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **GRANT APPLICATION – DIGITAL LEARNING SUPPORT**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve a Digital Learning Support grant application under the Race To The Top program in the amount of \$248,192.51.

BACKGROUND INFORMATION:

This is an entitlement grant that will be used for the purchase of student digital devices and software to work towards 1:1. The grant application is included in Board member agendas and is available upon request from 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:** **2015-16 INCOME ELIGIBILITY GUIDELINES FOR FREE AND REDUCED PRICE MEALS**  
**DATE:** April 14, 2015

RECOMMENDATION:

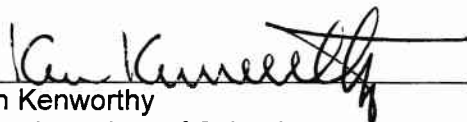
That Income Eligibility Guidelines for Free and Reduced Price Meals for the 2015-16 school year as determined by USDA for the Child Nutrition Program be accepted.

BACKGROUND INFORMATION:

The attached Income Eligibility Guidelines for School Year 2015-16 are set annually by the United States Department of Agriculture for use as the basis for determining student eligibility for Free/Reduced Price meals.

The 2015-16 Guidelines are included in Board member agendas and are available upon request from the Coordinator of Food Service.

RECOMMENDED BY:

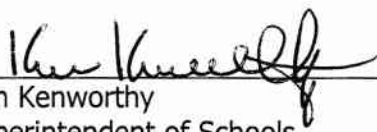
  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **PROPERTY DISPOSAL LIST #5 FOR THE 2014-15 FISCAL YEAR**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the items listed on the attached Property Disposal List #5 for the 2014-15 fiscal year be declared as surplus, no longer usable for educational purposes, and 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:** **BUS DONATION TO OKEECHOBEE COUNTY SHERIFF'S OFFICE**  
**DATE:** April 14, 2015

RECOMMENDATION:

That the Board approve the donation of Bus 0403 (Property #20115) to the Okeechobee County Sheriff's Office.

BACKGROUND INFORMATION:

Bus #0403 is a 2003 International Bus in good condition for local travel and has been recently used by the Okeechobee School Board as a spare bus. The bus has been declared as surplus equipment for the District.

RECOMMENDED BY:

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



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **MONTHLY FINANCIAL STATEMENT FOR JANUARY, 2015**  
**DATE:** April 14, 2015


RECOMMENDATION:

That the Monthly Financial Statement for January, 2015, 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:** **MONTHLY FINANCIAL STATEMENT FOR FEBRUARY, 2015**  
**DATE:** April 14, 2015

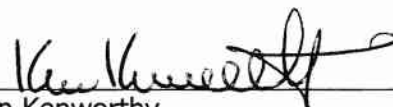
RECOMMENDATION:

That the Monthly Financial Statement for February, 2015, 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 #7 FOR JANUARY, 2015**  
**DATE:** April 14, 2015

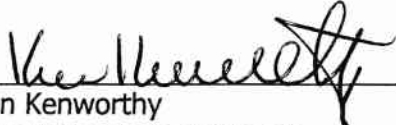
RECOMMENDATION:

That Budget Amendment #7 for January, 2015, be approved.

BACKGROUND INFORMATION:

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

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **BUDGET AMENDMENT #8 FOR FEBRUARY, 2015**  
**DATE:** April 14, 2015

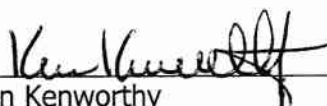
RECOMMENDATION:

That Budget Amendment #8 for February, 2015, be approved.

BACKGROUND INFORMATION:

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

RECOMMENDED BY:

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

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **WARRANT REGISTER FOR MARCH, 2015**  
**DATE:** April 14, 2015

RECOMMENDATION:

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

General Disbursement Account – Warrants #154161 thru #154481

Operating General Fund	\$ 1,678,058.02
Federal Programs Fund	111,571.12
Food Service Fund	181,742.91
Capital Improvement Fund	<u>184,831.95</u>
Total	\$ 2,156,204.00

RECOMMENDED BY:

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