

Minutes of
Okeechobee County School Board Meeting
January 17, 2017
6:00 p.m.

I. Call to Order

Call to Order: Chairman Morgan

- Present: District 1 – Joe Arnold
 District 2 – Malissa Morgan, Chairman
 District 3 – Dixie Ball
 District 4 – Amanda Fuchswanz
 District 5 – Jill Holcomb, Vice Chairman
 Ken Kenworthy, Superintendent of Schools
 Tom Conely, School Board Attorney

Invocation: Tom Conely, School Board Attorney
 Pledge of Allegiance: Led by Chairman Morgan

II. Opening Items

A. Community Recognition

- ★ Dairy Council of Florida

B. Staff Recognition

- ★ School Bookkeepers – Perfect Internal Accounts Audits
 - Jackie Skinner, Central Elementary School
 - Lawren Jones, Seminole Elementary School
 - Hilda Medrano, Yearling Middle School
 - Debbie Hill, Osceola Middle School
 - Laura Fonseca, OHS/Freshman Campus
 - Jennifer Harden, Okeechobee Achievement Academy
 - Janet Faulkner, Okeechobee High School
- ★ Retirements
 - Carol Bryant, Media Specialist, Okeechobee High School

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

III. Request to Address the Board

Chairman Morgan welcomed Ms. Brenda Scott to speak, reminding her of the five minute time limit. Brenda Scott thanked the Board for the opportunity to speak. Ms. Scott said that she is on the substitute teacher list and has applied for employment in the District. Ms. Scott expressed concern that she has not been hired and has not been called to substitute for a long time. Ms. Scott shared some of her employment history and community involvement activities. Pastor Johnson spoke in support of Ms. Scott. Chairman Morgan thanked Ms. Scott and invited her to meet with the Superintendent.

IV. Approval of Minutes

- Minutes of Workshop on December 12, 2016

| | |
|---------|--------------|
| Motion: | Dixie Ball |
| Second: | Joe Arnold |
| Vote: | 5-0 In Favor |

- Minutes of Meeting on December 13, 2016

| | |
|---------|--------------|
| Motion: | Dixie Ball |
| Second: | Joe Arnold |
| Vote: | 5-0 In Favor |

V. Items for Action

Chairman Morgan asked if there were any changes, additions, or deletions to the Items for Action. There were no requests.

| | |
|--------------------------------------|--------------|
| Approval of Items for Action Agenda: | |
| Motion: | Joe Arnold |
| Second: | Dixie Ball |
| Vote: | 5-0 In Favor |

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A. EXPULSION OF #17-07, 9TH GRADE STUDENT

Superintendent's Recommendation: That #17-07, a 9th grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2016-17 school year and that a final order for expulsion of this student be issued based upon the following act of misconduct and violation of the *Code of Student Conduct*:

B. Alcohol and Drugs

1. **Possessing** (including possession after use when the substance is still in the body) **using** and/or **procuring, selling** or **dispensing** on school premises, school buses, or at any school activity or school-related function of:
 - b. Any substance controlled by F.S. 893 or 877.111 (available upon request);

| | |
|-----------------------------------|--|
| Motion: | Joe Arnold |
| Second: | Jill Holcomb |
| Discussion/Additional Information | Pat McCoy, Assistant Superintendent for Instructional Services, reported that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. This student is now enrolled in Virtual School. No one from the public was present to speak on behalf of the student. |
| Vote: | 5-0 In Favor |

B. SCHOOL IMPROVEMENT PLAN – EVERGLADES ELEMENTARY SCHOOL

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Everglades Elementary School for the 2016-17 school year.

| | |
|-----------------------------------|--|
| Motion: | Joe Arnold |
| Second: | Jill Holcomb |
| Discussion/Additional Information | The School Improvement Plan was presented to the Board by Leslie Lundy, Principal, Everglades Elementary School. The complete plan is available upon request from Ms. Lundy. |
| Vote: | 5-0 In Favor |

C. SCHOOL IMPROVEMENT PLAN – SEMINOLE ELEMENTARY SCHOOL

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Seminole Elementary School for the 2016-17 school year.

| | |
|-----------------------------------|--|
| Motion: | Joe Arnold |
| Second: | Jill Holcomb |
| Discussion/Additional Information | The School Improvement Plan was presented to the Board by Thelma Jackson, Principal, Seminole Elementary School. The complete plan is available upon request from Dr. Jackson. |
| Vote: | 5-0 In Favor |

D. SCHOOL IMPROVEMENT PLAN – OKEECHOBEE HIGH SCHOOL

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Okeechobee High School for the 2016-17 school year.

| | |
|-----------------------------------|---|
| Motion: | Dixie Ball |
| Second: | Joe Arnold |
| Discussion/Additional Information | The School Improvement Plan was presented to the Board by Dylan Tedders, Principal, Okeechobee High School. The complete plan is available upon request from Mr. Tedders. |
| Vote: | 5-0 In Favor |

E. SCHOOL IMPROVEMENT PLAN – OHS/FRESHMAN CAMPUS

Superintendent's Recommendation: That the Board approve the School Improvement Plan for OHS/Freshman Campus for the 2016-17 school year.

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|---------|--------------|
| Motion: | Joe Arnold |
| Second: | Jill Holcomb |

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| | |
|-----------------------------------|---|
| Discussion/Additional Information | The School Improvement Plan was presented to the Board by Carol Revels, Senior Administrator, OHS/Freshman Campus. The complete plan is available upon request from Ms. Revels. |
| Vote: | 5-0 In Favor |

F. BOARD APPOINTMENT FOR TREASURE COAST COUNCIL OF LOCAL GOVERNMENTS

Superintendent's Recommendation: That the Board appoint a member to serve on the Treasure Coast Council of Local Governments.

| | |
|-----------------------------------|--|
| Motion: | Dixie Ball |
| Second: | Jill Holcomb |
| Discussion/Additional Information | Superintendent Kenworthy stated this is a new annual appointment. By-laws for the organization are attached. The Council meets the first Wednesday of each month. St. Lucie and Indian River County School Boards participate. Members cited concerns with travel time. Although networking would be a benefit of membership, members said other organization networking would suffice at this time. |
| Vote: | 5-0 Opposed |

G. SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2016-17

Superintendent's Recommendation: That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2016, for the 2016-17 fiscal year:

| | |
|-----------------------------------|--|
| Motion: | Joe Arnold |
| Second: | Jill Holcomb |
| Discussion/Additional Information | Superintendent Kenworthy commented that administrators who receive an effective evaluation will receive three steps on their salary schedules, the same as teachers. |
| Vote: | 4-0 In Favor Dixie Ball – Abstained due to having a relative employed under one of the salary schedules. |

**2016-2017
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

\$8.05 per hour

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| 2016-2017 Okeechobee County School Board Salary Schedule No. 2 - Performance Pay School Principal – 12 Months | | | |
|--|------------|---------------------------------------|-------------|
| Step | Elementary | Middle School/ OHS Freshman Campus | High School |
| 1 | 71500 | 76500 | 81800 |
| 2 | 72200 | 77200 | 82500 |
| 3 | 72900 | 77900 | 83200 |
| 4 | 73600 | 78600 | 83900 |
| 5 | 74300 | 79300 | 84600 |
| 6 | 75000 | 80000 | 85300 |
| 7 | 75700 | 80700 | 86000 |
| 8 | 76400 | 81400 | 86700 |
| 9 | 77100 | 82100 | 87400 |
| 10 | 77800 | 82800 | 88100 |
| 11 | 78500 | 83500 | 88800 |
| 12 | 79200 | 84200 | 89500 |
| 13 | 79900 | 84900 | 90200 |
| 14 | 80600 | 85600 | 90900 |
| 15 | 81300 | 86300 | 91600 |
| 16 | 82000 | 87000 | 92300 |
| 17 | 82700 | 87700 | 93000 |
| 18 | 83400 | 88400 | 93700 |
| 19 | 84100 | 89100 | 94400 |
| 20 | 84800 | 89800 | 95100 |
| 21 | 85500 | 90500 | 95800 |
| 22 | 86200 | 91200 | 96500 |
| 23 | 86900 | 91900 | 97200 |
| 24 | 87600 | 92600 | 97900 |
| 25 | 88300 | 93300 | 98600 |
| Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00 | | | |

For the 2016-2017 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2015-2016 will be eligible to move four steps. Employees who earned an Effective evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2015-2016 will receive a \$600 longevity stipend.

| 2016-2017 Okeechobee County School Board Salary Schedule No. 3 - Performance Pay Assistant Principal – 12 Months | | | |
|---|--|--|-------------|
| Step | | | High School |
| 1 | | | 67050 |
| 2 | | | 67500 |
| 3 | | | 67950 |
| 4 | | | 68400 |
| 5 | | | 68850 |
| 6 | | | 69300 |
| 7 | | | 69750 |
| 8 | | | 70200 |
| 9 | | | 70650 |
| 10 | | | 71100 |
| 11 | | | 71550 |
| 12 | | | 72000 |
| 13 | | | 72450 |
| 14 | | | 72900 |
| 15 | | | 73350 |
| 16 | | | 73800 |
| 17 | | | 74250 |
| 18 | | | 74700 |
| 19 | | | 75150 |
| 20 | | | 75600 |
| 21 | | | 76050 |
| 22 | | | 76500 |
| 23 | | | 76950 |
| 24 | | | 77400 |
| 25 | | | 77850 |
| Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00 | | | |

For the 2016-2017 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2015-2016 will be eligible to move four steps. Employees who earned an Effective evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

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| 2016-2017 Okeechobee County School Board | | | |
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| Salary Schedule No. 4 - Performance Pay | | | |
| Assistant Principal – 11 Months | | | |
| Step | Elementary | Middle School/ OHS Freshman Campus | |
| 1 | 60650 | 62150 | |
| 2 | 61100 | 62600 | |
| 3 | 61550 | 63050 | |
| 4 | 62000 | 63500 | |
| 5 | 62450 | 63950 | |
| 6 | 62900 | 64400 | |
| 7 | 63350 | 64850 | |
| 8 | 63800 | 65300 | |
| 9 | 64250 | 65750 | |
| 10 | 64700 | 66200 | |
| 11 | 65150 | 66650 | |
| 12 | 65600 | 67100 | |
| 13 | 66050 | 67550 | |
| 14 | 66500 | 68000 | |
| 15 | 66950 | 68450 | |
| 16 | 67400 | 68900 | |
| 17 | 67850 | 69350 | |
| 18 | 68300 | 69800 | |
| 19 | 68750 | 70250 | |
| 20 | 69200 | 70700 | |
| 21 | 69650 | 71150 | |
| 22 | 70100 | 71600 | |
| 23 | 70550 | 72050 | |
| 24 | 71000 | 72500 | |
| 25 | 71450 | 72950 | |
| Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00 | | | |

For the 2016-2017 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2015-2016 will be eligible to move four steps. Employees who earned an Effective evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

| 2016-2017 Okeechobee County School Board | | | | |
|---|--|--|--|---------------|
| Salary Schedule No. 6 | | | | |
| Assistant Superintendent – 12 Months | | | | |
| Step | | | | Annual Salary |
| 1 | | | | 83670 |
| 2 | | | | 84440 |
| 3 | | | | 85210 |
| 4 | | | | 85980 |
| 5 | | | | 86750 |
| 6 | | | | 87520 |
| 7 | | | | 88290 |
| 8 | | | | 89060 |
| 9 | | | | 89830 |
| 10 | | | | 90600 |
| 11 | | | | 91370 |
| 12 | | | | 92140 |
| 13 | | | | 92910 |
| 14 | | | | 93680 |
| 15 | | | | 94450 |
| 16 | | | | 95220 |
| 17 | | | | 95990 |
| 18 | | | | 96760 |
| 19 | | | | 97530 |
| 20 | | | | 98300 |
| 21 | | | | 99070 |
| 22 | | | | 99840 |
| Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00 | | | | |

For the 2016-2017 Fiscal Year:

- Employees on this schedule who earned an Effective or higher evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

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| 2016-2017 Okeechobee County School Board Salary Schedule No. 7 Building Code Administrator 12 Months | | | | | |
|---|--|--|--|--|--------------------|
| Step | | | | | Hourly Rate |
| 0 | | | | | 30.00 |
| | | | | | |
| | | | | | |
| | | | | | |
| Energy Manager 12 Months | | | | | |
| Step | | | | | Hourly Rate |
| 0 | | | | | 20.00 |

| 2016-2017 Okeechobee County School Board Salary Schedule No. 8 Director – 12 Months | | | | | |
|--|--|--|--|--|----------------------|
| Step | | | | | Annual Salary |
| 1 | | | | | 75925 |
| 2 | | | | | 76550 |
| 3 | | | | | 77175 |
| 4 | | | | | 77800 |
| 5 | | | | | 78425 |
| 6 | | | | | 79050 |
| 7 | | | | | 79675 |
| 8 | | | | | 80300 |
| 9 | | | | | 80925 |
| 10 | | | | | 81550 |
| 11 | | | | | 82175 |
| 12 | | | | | 82800 |
| 13 | | | | | 83425 |
| 14 | | | | | 84050 |
| 15 | | | | | 84675 |
| 16 | | | | | 85300 |
| 17 | | | | | 85925 |
| 18 | | | | | 86550 |
| 19 | | | | | 87175 |
| 20 | | | | | 87800 |
| 21 | | | | | 88425 |
| 22 | | | | | 89050 |
| 23 | | | | | 89675 |
| 24 | | | | | 90300 |
| 25 | | | | | 90925 |
| Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00 | | | | | |

For the 2016-2017 Fiscal Year:

- Employees on this schedule who earned an Effective or higher evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

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| 2016-2017 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 2016-2017 Fiscal Year:

- Employees on this schedule who earned an Effective or higher evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

| 2016-2017 Okeechobee County School Board Salary Schedule No. 11 Coordinator School Psychologist/Behavior Analyst | | | |
|---|-----------------------|-----------------------|-----------------------|
| Step | 11 Months 206 Days | 11 Months 224 Days | 12 Months 249 Days |
| 1 | 52292 | 56860 | 65860 |
| 2 | 52803 | 57420 | 66420 |
| 3 | 53314 | 57980 | 66980 |
| 4 | 53825 | 58540 | 67540 |
| 5 | 54336 | 59100 | 68100 |
| 6 | 54847 | 59660 | 68660 |
| 7 | 55358 | 60220 | 69220 |
| 8 | 55869 | 60780 | 69780 |
| 9 | 56380 | 61340 | 70340 |
| 10 | 56891 | 61900 | 70900 |
| 11 | 57402 | 62460 | 71460 |
| 12 | 57913 | 63020 | 72020 |
| 13 | 58424 | 63580 | 72580 |
| 14 | 58935 | 64140 | 73140 |
| 15 | 59446 | 64700 | 73700 |
| 16 | 59957 | 65260 | 74260 |
| 17 | 60468 | 65820 | 74820 |
| 18 | 60979 | 66380 | 75380 |
| 19 | 61490 | 66940 | 75940 |
| 20 | 62001 | 67500 | 76500 |
| 21 | 62512 | 68060 | 77060 |
| 22 | 63023 | 68620 | 77620 |
| 23 | 63534 | 69180 | 78180 |
| 24 | 64045 | 69740 | 78740 |
| 25 | 64556 | 70300 | 79300 |
| Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00 | | | |

For the 2016-2017 Fiscal Year:

- Employees on this schedule who earned an Effective or higher evaluation in 2015-2016 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.
- Employees who were on the top step in 2015-2016 will receive a \$600 longevity stipend.

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| 2016-2017 Okeechobee County School Board Salary Schedule No. 12 Administrative Assistant Superintendent's Secretary Executive Secretary 12 Months | | | | | |
|--|--|--|--|--|---------------|
| Step | | | | | Annual Salary |
| 1 | | | | | 40600 |
| 2 | | | | | 42200 |
| 3 | | | | | 43800 |
| 4 | | | | | 45400 |
| 5 | | | | | 47000 |
| 6 | | | | | 48600 |
| 7 | | | | | 50200 |
| 8 | | | | | 51800 |
| 9 | | | | | 53400 |
| 10 | | | | | 55000 |

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 2016-2017 Fiscal Year:

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2015-2016 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

| 2016-2017 Okeechobee County School Board Salary Schedule No. 15 Maintenance Foreman Assistant Director of Finance 12 Months | | | | | |
|--|--|--|--|--|---------------|
| Step | | | | | Annual Salary |
| 1 | | | | | 46900 |
| 2 | | | | | 48500 |
| 3 | | | | | 50100 |
| 4 | | | | | 51700 |
| 5 | | | | | 53300 |
| 6 | | | | | 54900 |
| 7 | | | | | 56500 |
| 8 | | | | | 58100 |

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

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

For the 2016-2017 Fiscal Year:

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2015-2016 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2016-2017 are entitled to step movement only and are not eligible to receive a longevity stipend.

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H. DUAL ENROLLMENT AGREEMENT WITH INDIAN RIVER STATE COLLEGE FOR THE COLLEGIATE HIGH SCHOOL PROGRAM

Superintendent's Recommendation: That the Board approve a Dual Enrollment Agreement with Indian River State College for the Collegiate High School Program effective July 1, 2017, through June 30, 2018.

| | |
|-----------------------------------|--|
| Motion: | Dixie Ball |
| Second: | Amanda Fuchswanz |
| Discussion/Additional Information | Superintendent Kenworthy stated this is a renewal agreement that allows high school seniors to complete up to 30 college credit hours through dual enrollment. |
| Vote: | 3-0 In Favor Joe Arnold – Abstained due to being a full time employee at Indian River State College. Jill Holcomb – Abstained due to teaching dual enrollment students, therefore, benefiting from this agreement. |

I. AGREEMENT WITH PAMS LUNCHROOM, LLC.

Superintendent's Recommendation: That the Board approve an application and Services Agreement with PAMS Lunchroom, LLC to provide online student account prepayment services for the School Food Service Department.

| | |
|-----------------------------------|--|
| Motion: | Joe Arnold |
| Second: | Dixie Ball |
| Discussion/Additional Information | Superintendent Kenworthy stated this is an agreement that provides an online, web-based, prepayment option that allows parents to replenish payment to student meal accounts as well as allowing parents to check the history of their children's meal and a la carte purchases. No cost to the District, there is a fee of \$1.95 to the parent/guardian. Ms. Bell, Supervisor of Food Service, said with parent participation in this program could grow past food service into facilitating fundraisers. |
| Vote: | 5-0 In Favor |

VI. Consent Agenda

Chairman Morgan asked if there were any changes, additions, or deletions to the *Consent Agenda*. There were no requests.

| | |
|---------------------------------------|--------------|
| Motion To Approve the Consent Agenda: | Joe Arnold |
| Second: | Jill Holcomb |
| Vote: | 5-0 In Favor |

A. 2016-17 OUT-OF-FIELD TEACHERS

The Board approved the following Out-of-Field Teachers for the 2016-17 February FTE Survey:

| Everglades Elementary School | | |
|-------------------------------------|-----------------|------------------------------------|
| Annis, Sarah | ESOL | Earned 120/300 Points |
| Bouchard, Brittany | ESOL | 1 st Year of Assignment |
| Brookhart, Megan | ESOL | 1 st Year of Assignment |
| Carollo, Kelly | ESOL | 1 st Year of Assignment |
| Chamberlain, Bobbie | ESOL | 1 st Year of Assignment |
| Conner, Julie | Elementary/ESOL | 1 st Year of Assignment |
| Courtney, Nicole | ESOL | Earned 120/300 Points |
| Delagall, Danyta | Elementary/ESOL | 1 st Year of Assignment |
| Duncan, Christina | Reading/ESOL | Earned 240/300 Points |
| Emery, Shelly | ESOL | 1 st Year of Assignment |
| Migliaccio, Jayme | ESOL | 1 st Year of Assignment |
| Page, Samantha | ESOL | Earned 120/300 Points |
| Regan, Alyssa | ESOL | Earned 60/300 Points |
| Snook, Maggie | ESOL | Earned 60/300 Points |
| Vuleta, Amanda | ESOL | 1 st Year of Assignment |

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| <u>North Elementary School</u> | | |
|--|---------------------|---|
| Alexander, Maurice | ESE/ESOL | 1 st Year of Assignment |
| Boyett, Jacqueline | ESOL | Earned 60/300 Points |
| Huff, Andrea | ESOL | Earned 240/300 Points |
| Hales, Erin | Gifted | 1 st Year of Assignment |
| Keller, Elaine | Elementary | 1 st Year of Assignment |
| Leach, Patricia | Guidance | Earned 6 Semester Hours |
| Lovett, Shanique | ESOL | Earned 60/300 Points |
| Miller, Rebekka | Elementary/ESOL | 1 st Year of Assignment |
| Murphy, Morgan | ESOL | Earned 120/300 Points |
| Suarez, Leah | Elementary/ESOL | 1 st Year of Assignment |
| <u>Seminole Elementary School</u> | | |
| Armstrong, Krystal | ESOL | 1 st Year of Assignment |
| Erwin, Rex Jr. | ESOL | Earned 60/300 Points |
| Fenner, Nicoleta | ESOL | 2 nd Year of Assignment |
| Gomez, Jennifer | ESOL | Earned 180/300 Points |
| Hyatt-Gary, Sylvia | ESOL | 1 st Year of Assignment |
| Lydic, Kara | ESOL | Earned 60/300 Points |
| Moore, Heidi | ESOL | Earned 240/300 Points |
| Schneider, Shana | Elementary | 1 st Year of Assignment |
| Shockley, Leigh Ann | ESOL | 2 nd Year of Assignment |
| Varnadore, Christan | Elementary/ESOL | 1 st Year of Assignment |
| Williams, Florence | Elementary/ESOL | 1 st Year of Assignment |
| <u>South Elementary School</u> | | |
| Ammons, Meagan | Elementary/ ESOL | 1 st Year of Assignment Earned 120/300 Points |
| Beigle, Jeffrey | ESOL | 1 st Year of Assignment |
| Ellis, Jennifer | ESOL | Earned 240/300 Points |
| Gross, Bethany | ESOL | 1 st Year of Assignment |
| Lowry, Shera | ESOL | 1 st Year of Assignment |
| Martin, Ashley | Elementary/ESOL | 1 st Year of Assignment |
| Melcer, Lori | ESOL | 1 st Year of Assignment |
| Nichols, Heather | Guidance | Earned 6 Semester Hours |
| Weigum, Cynthia | ESOL | Earned 180/300 Points |
| <u>Osceola Middle School</u> | | |
| Burns, Brittany | ESOL | Earned 60/300 Points |
| Doyle-White, Jordyn | ESOL | 1 st Year of Assignment |
| Edwards, Justin | Math | 1 st Year of Assignment |
| Ellis, Robert | ESOL | Earned 240/300 Points |
| Felix, Jamie | ESOL | Earned 180/300 Points |
| Hernandez, Monica | ESE/Math/ESOL | 1 st Year of Assignment |
| Leonard, Amorita | ESOL | Earned 180/300 Points |
| Miller, Adriel | Reading/ESOL | 1 st Year of Assignment |
| Moro, Alaine | ESE/Science | 1 st Year of Assignment |
| Pastore, Emily | Gifted/ESOL | Earned 60/300 Points |
| Shirley, Alyson | Reading | Earned 120/300 Points |
| Smet, Jeannette | ESOL | Earned 60/300 Points |
| Wall, Taylor | Language Arts/ESOL | 1 st Year of Assignment |
| Walker, Kyle | Language Arts/ESOL | 1 st Year of Assignment |
| Wise, Harold | Guidance | Earned 6 Semester Hours |
| Zerquera, Carlos | ESOL | Earned 120/300 Points |
| <u>Yearling Middle School</u> | | |
| Allen, Alethea | Reading/ESOL | 1 st Year of Assignment |
| Boswell, Rina | ESOL | Earned 60/300 Points |
| Breaux, Deanna | ESOL | Earned 120/300 Points |
| Cowan, Nate | Social Science/ESOL | 1 st Year of Assignment |
| Dickey, Theresa | ESOL | 1 st Year of Assignment |
| Eldred, Amie | Science | 1 st Year of Assignment |
| Guerin, Jackie | Reading/ESOL | 1 st Year of Assignment |
| Keaton, John | Reading/ESOL | 1 st Year of Assignment |
| Kinty, Aaron | ESOL | Earned 120/300 Points |
| Mrozowski, Nick | Language Arts/ESOL | 1 st Year of Assignment |
| Pastore, Emily | Gifted/ESOL | Earned 60/300 Points |

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| Okeechobee Freshman Campus/Okeechobee High School | | |
|--|---------------------|------------------------------------|
| Arana, Hilary | Math/ESOL | 1 st Year of Assignment |
| Bates, Angela | Reading/ESOL | 1 st Year of Assignment |
| Brewer, William | Language Arts/ESOL | Earned 120/300 Points |
| McKane, Kasey | Biology | 1 st Year of Assignment |
| Raulerson, Jeri | Algebra 2 | 1 st Year of Assignment |
| Okeechobee High School | | |
| Gary, Bertheia | ESOL | Earned 240/300 Points |
| Gilliland, Raylan | Physical Science | 1 st Year of Assignment |
| Kidd, Ashley | ESOL | Earned 120/300 Points |
| McQueen, Roneka | ESOL | Earned 180/300 Points |
| Volkman, Cortni | Physical Science | 1 st Year of Assignment |
| Wagner, Elizabeth | Guidance | 1 st Year of Assignment |
| Whitlock, Jeffery | ESOL | Earned 60/300 Points |
| Okeechobee Achievement Academy | | |
| Beatty, Nicole | ESE/ESOL | 1 st Year of Assignment |
| Curtis, Aaron | ESE/Elementary/ESOL | 1 st Year of Assignment |
| McNeil, La'Ike | ESE/Math/ESOL | 1 st Year of Assignment |
| Stanley, Alyssa | PK Disability/ESOL | 1 st Year of Assignment |
| Szentmartoni, Joseph | Science | 1 st Year of Assignment |
| Thomas, Marshall | ESE/ESOL | 1 st Year of Assignment |
| Central Elementary School | | |
| Bury, Lindsey | Elementary/ESOL | 1 st Year of Assignment |
| Davis, Morgan | Guidance | 1 st Year of Assignment |
| Dickson, Mary | ESOL | 1 st Year of Assignment |
| Fessl, Amber | ESE/ESOL | 1 st Year of Assignment |
| Kayda, Sarah | Elementary/ESOL | 1 st Year of Assignment |
| Pickles, Julee | Elementary/ESOL | 1 st Year of Assignment |
| Miller, Trisha | ESOL | Earned 180/300 Points |
| Stephen, Laurie | Elementary/ESOL | 1 st Year of Assignment |
| Whiteside, Raeann | Reading | Earned 240/300 Points |
| Witherell, Melinda | ESOL | 1 st Year of Assignment |

B. 2016-17 DJJ OUT-OF-FIELD TEACHERS

The Board approved the following DJJ Out-of-Field Teachers for the 2016-17 February FTE Survey:

OIHH (8017)

| | | |
|------------------|----------|------------------------------------|
| Snowden, Tamecia | Business | 1 st Year of Assignment |
|------------------|----------|------------------------------------|

Tantie (9101)

| | | |
|----------------|-----|------------------------------------|
| Mullins, Danny | ESE | 1 st Year of Assignment |
|----------------|-----|------------------------------------|

C. EMPLOYMENT OF PERSONNEL

| <u>Name</u> | <u>Position</u> | <u>School or Center</u> | <u>Effective</u> |
|---------------------------------|--------------------------------|------------------------------|------------------|
| Arana, Hilary (out of field) | Teacher, Math | OHS/OFC | 01-09-2017 |
| Bishop, Michelle | Teacher, 2 nd Grade | Seminole Elementary School | 01-03-2017 |
| Castaneda, Maribel | Teacher, 2 nd Grade | Everglades Elementary School | 01-03-2017 |
| Higgins, Tamara | Teacher, Kindergarten | South Elementary School | 01-03-2017 |
| Machado, Thomas | Teacher, Math, M/J | Yearling Middle School | 01-03-2017 |
| Nieto, Ricardo | Teacher, ESE Inclusion | Seminole Elementary School | 01-03-2017 |
| Phillips, David A. | Bus Driver | Transportation | 01-04-2017 |
| Rodriguez, Beatrice | Secretary/Bookkeeper | Everglades Elementary School | 01-03-2017 |

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D. EMPLOYMENT OF TEMPORARY PERSONNEL

| <u>Name</u> | <u>Position</u> | <u>Effective Date</u> |
|------------------|--|-----------------------|
| Nunez, Kimberley | Temporary-Exceptional Student Education Homebound Teacher | 12-12-2016 |

E. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

| <u>Name</u> | <u>Position</u> | <u>School or Center</u> | <u>Effective Date</u> |
|---------------------|-----------------------------|-------------------------|-----------------------|
| Higgins, Tamara | Paraprofessional, ESE | South Elementary School | 12-19-2016 |
| Smith, Jarren | Custodian | Okeechobee High School | 12-20-2016 |
| Tabbert, William A. | Teacher-Social Studies, M/J | Yearling Middle School | 03-01-2017 |
| Todd, Ana C. | Paraprofessional, Aide | Osceola Middle School | 12-20-2016 |

That Melody Parnes, Teacher, Third, South Elementary School, be terminated as a probationary employee effective December 16, 2016, in accordance with Florida Statute 1012.335.

That the resignation of Jane Griffin, Teacher, Okeechobee High School, be accepted with prejudice January 14, 2017, due to lack of sufficient notice.

That the resignation of Rodolfo Resendiz, Paraprofessional, Security, Okeechobee High School, be accepted with prejudice December 19, 2016, due to lack of sufficient notice.

That Brenda Soto, Bus Driver, Transportation, be terminated as a probationary employee effective December 01, 2016.

F. TRANSFER OF PERSONNEL

| <u>Name</u> | <u>Transfer From</u> | <u>Transfer To</u> | <u>Effective Date</u> |
|--------------------|---|--|-----------------------|
| Alexander, Maurice | Teacher, VE Seminole Elementary School | Teacher, VE North Elementary School | 01-03-2017 |
| Swant, Erica | Secretary Everglades Elementary School | Secretary Okeechobee High School | 01-03-2017 |

G. LEAVE REQUESTS

| <u>Name</u> | <u>School</u> | <u>Leave Type</u> | <u>From</u> | <u>Through</u> |
|-------------------------|----------------------------|----------------------|-------------|----------------|
| Hales, Erin | North Elementary School | Personal without pay | 04-07-2017 | 04-06-2018 |
| Harvey, Rebecca | Okeechobee High School | Short Term | 02-27-2017 | 05-01-2017 |
| Hernandez, Monica | Osceola Middle School | Personal without pay | 11-07-2016 | 12-16-2016 |
| Orozco-Calzada, Joselin | OHS/OFC | Short Term | 01-06-2017 | 03-03-2017 |
| Stewart, Anne | South Elementary School | Short Term | 01-18-2017 | 04-21-2017 |
| Thompson, Judy | Seminole Elementary School | Short Term | 12-02-2016 | 02-01-2017 |

H. ADDITIONS TO SUBSTITUTE TEACHER LIST FOR 2016-17

Brown, Patsy I
 Edwards, Michael I
 Nolte, Kristen III
 Maselli, Anastasia I
 Williams, Vernestine I

Rank I – Less than 60 college credit hours

Rank II – 60 or more college credit hours

Rank III – Bachelor's degree or higher

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I. PAYMENTS TO PERSONNEL

| <u>Name/Group</u> | <u>Purpose</u> | <u>Rate of Pay</u> | <u>Time Period (Maximum)</u> | <u>Funding Source</u> |
|---|---|-----------------------------|-------------------------------|---------------------------------|
| Borcherding, Lindsey Borcherding, Luke Latino, Thomas | ESOL – 60 Hours | \$250 Less Deductions | December 2016 | #1737 ESOL Training |
| Burnham, Jamie | ESOL – 60 Hours | \$250.00 Less Deductions | November 2016 | # 1737 ESOL Training |
| Sapp, Samantha | ESOL Endorsement | \$1,000 Less Deductions | August 2015- November 2016 | #1737 ESOL Training |
| Sherlock, Jean | Reading Endorsement | \$1,300 Less Deductions | 2012-2016 | #1739 Reading Endorsement |
| 5 Guidance Counselors | Schedule incoming 11 th & 12 th Grade students | \$23.00 per Hour | 15 Hours | OFC/OHS budget |
| 5 Guidance Counselors | Schedule incoming 10 th Grade students | \$23.00 per Hour | 9 Hours | OFC/OHS budget |
| 8 Teachers/Guidance Counselors | Schedule incoming 9 th Grade students | \$23.00 per Hour | 12 Hours | OFC/OHS budget |

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

J. CONTRACT WITH BIOWASTE, LLC FOR HAZARDOUS WASTE DISPOSAL

The Board approved a contract with Biowaste, LLC to provide infectious and hazardous waste pick-up and disposal from District schools, including the Employee Wellness Center, effective January 1, 2017, through December 31, 2017, for a total yearly cost of \$2,550.00.

K. AVID GRANT APPLICATION FOR 2016-17

The Board approved the Advancement Via Individual Determination (AVID) grant application in the amount of \$7,332.10 for 2016-17.

L. TITLE I, PART C, GRANT APPLICATION FOR EDUCATION OF MIGRATORY CHILDREN

The Board approved the Title I, Part C, Grant application for Education of Migratory Children in the amount of \$653,314.00 for the 2016-17 project year.

M. WARRANT REGISTER FOR DECEMBER, 2016

The Board approved the Warrant Register for December, 2016, as follows:

General Disbursement Account – Warrants #162328 thru #162600

| | |
|--------------------------|-------------------|
| Operating General Fund | \$ 1,164,008.03 |
| Federal Programs Fund | 47,449.79 |
| Food Service Fund | 111,489.64 |
| Capital Improvement Fund | <u>264,466.41</u> |
| Total | \$ 1,587,413.87 |

VII. Information Items

A. SUPERINTENDENT

- The March 14, School Board meeting falls on Spring break week. Superintendent Kenworthy asked members if they would have conflicts if the meeting moved to March 7. Members asked the Superintendent to bring the meeting date change as a recommendation to the February 14, School Board meeting.
- Distributed Florida Department of Education Performance on Common Placement Tests document. The 2014-15 information compared OHS with area schools, showing OHS showing growth and outperforming most on common placement tests.

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- The Superintendent presented at the Educational Appropriations Senate Panel last Wednesday. Presentation included: elimination of tests not required by ESSA; paper and pencil tests instead of computer based testing; use SAT and ACT scores in lieu of FSA; and the elimination of VAM.
- Senator Grimsley sent a local funding initiative request to be completed and presented on behalf of the District. The District is taking the two pronged approach: Special Facilities Funding (SFF), which includes giving one mil back to the state for three years, and a Legislative Budget Request (LBR). The LBR can request complete funding or could offer the same local match as required by SFF. Superintendent Kenworthy asked the pleasure of the Board. The Board agreed to offer the local match to show commitment for the request.

B. SCHOOL BOARD MEMBERS

- Member Arnold stated that he met with Senate President Negron. He would like to see a Digital Virtual Academy on the new OHS Campus. Member Arnold asked him to fund the project, requesting ten years of funding.

C. SCHOOL BOARD ATTORNEY

- Welcome back and Happy New Year.

D. PUBLIC - NONE

X. Adjournment

There being no further business to discuss, on a motion by Joe Arnold, seconded by Dixie Ball, the Board adjourned at 8:00 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, February 14, 2017, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

(Signature on File)
Malissa Morgan, Chairman

(Signature on File)
Ken Kenworthy
Superintendent of Schools