

I. Call to Order

Call to Order: Chairman Holcomb

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

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

Invocation: Mark Mayer, Real Life Children's Ranch
Pledge of Allegiance: Led by Chairman Holcomb

II. Resolutions/Proclamations

A. PROCLAMATION – SCHOOL LIBRARY MONTH

Superintendent's Recommendation: That the Board adopt a proclamation recognizing April 2019, as School Library Month for the School District of Okeechobee County, Florida.

PROCLAMATION

SCHOOL LIBRARY MONTH

School District of Okeechobee County, Florida

Whereas, April 2019 has been designated the 34th annual national School Library Month; and

Whereas, school libraries provide materials for teachers and students that will encourage growth and knowledge; and

Whereas, school libraries provide materials that will develop literary, cultural, aesthetic appreciation, and ethical standards; and

Whereas, school libraries provide materials which reflect the ideas and beliefs of religious, social, political, historical and ethnic groups and their contributions to the American and world heritage and culture; and

Whereas, school libraries provide books to encourage children to read for pleasure; and

Whereas, school libraries provide materials to meet individual needs, varied interests, abilities, socioeconomic backgrounds and maturity levels of the students served; and

Whereas, school libraries are a fun place for students to go and all students deserve a well-managed library to provide for free expression and access to ideas;

Now therefore, be it resolved that the Okeechobee Board of Education and the Okeechobee County Superintendent of Schools declare the month of April 2019 as "School Library Month," and thereby urge each of the Okeechobee County's schools to adopt a similar resolution.

SCHOOL LIBRARY MONTH

Passed and adopted this 9th day of April, 2019.

Signature on File

Jill Holcomb
Chairman

ATTEST:

Signature on File

Ken Kenworthy
Superintendent of Schools



Motion:	Malisa Jahner
Second:	Joe Arnold
Vote:	5-0 In Favor

Superintendent Kenworthy read the proclamation into record. Present to accept the Proclamation, Media Specialists, Reading Coaches and other school representatives.

III. Opening Items

Community Recognition

- ★ Okeechobee Elks Lodge – *B is for Buckaroo*

Student Recognition

- ★ **IRSC Creative Writing Contest Winners**
 - Sophomore Division
 - 1st Place: Haley Conrad, short story
 - 2nd Place: Ethan Adamo, one-act play
 - 3rd Place: Kasey Maguire, poetry
 - Junior Division:
 - 1st Place: Cheska Magdadaro, short story
 - 2nd Place: Maria Sanchez-Virto, poetry
 - 3rd Place: Jorge Romero, poetry
 - Senior Division:
 - 2nd Place: Kennedee Brewer, short story
 - 3rd Place: Vanessa Trejo, short story
 - Coaches:
 - Sophomore and Junior Division
 - Jim Leidy
 - Senior Division
 - Chapin Moore

Staff Recognition

- ★ **Golden Mouse Award – Quarter 3**
 - Danielle Maes, Seminole Elementary School, VE K-5 Teacher
- ★ **Retirements**
 - Linda Cook, Food Service Assistant, Everglades Elementary School

Board Recognition

- ★ **The Florida School Board Association – Certified Board Member**
 - Jill Holcomb

IV. Presentation

Facilities Update

Brian Barrett, Director of Operations, presented a power point. Director Barrett shared information on district-wide projects in addition to updating site specific initiatives. The information covered a variety of repairs, replacements or new purchases such as roofing, air conditioning, insulation, doors, windows, carpeting and painting to name a few, and safety items such as fencing and gates to create single points of entry and security cameras, FEMA and bid advertising. Three construction management contractors, pending approval of their agreements later this evening, will be available to assist with complex jobs that require an industry professional.

V. Approval of Minutes

- Minutes of Meeting on March 5, 2019

Motion:	Joe Arnold
Second:	Malissa Morgan
Vote:	5-0 In Favor

VI. Items for Action

Chairman Holcomb asked if there were any changes, additions, or deletions to the Items for Action. Superintendent Kenworthy asked that Item A. Amendment of Board Policy 3.29 Domestic Security be pulled for revision.

Approval of Items for Action Agenda revising Item A. Amendment of Board Policy 3.29 <u>Domestic Security</u> :	
Motion:	Joe Arnold
Second:	Melisa Jahner
Vote:	5-0 In Favor

PULLED FOR REVISION

A. AMENDMENT OF BOARD POLICY 3.29 DOMESTIC SECURITY SCHEDULING

Superintendent's Recommendation: That the Board approve amendment of Board Policy 3.29 Domestic Security.

Motion:	Amanda Riedel
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed amendment to Board Policy 3.29 is to memorialize specific actions the District is taking to ensure the safety of students. Mr. Kenworthy read through the additions to the policy since it was first advertised. Advertisement of intent to amend Policy 3.29 was approved by the School Board on March 5, 2019, and legally advertised to the public on March 6, 2019, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0 In Favor

The School Board of Okeechobee County, Florida, hereby certifies that pursuant to a legal notice, a meeting for a public hearing was held in Room 303 of the School Board Administrative Office, 700 S.W. 2nd Avenue, at 6:00 p.m. in the City of Okeechobee on the 9th day of April, 2019, for the purpose of discussing amendment of Board Policy 3.29 Domestic Security. The Board further certifies that it remained in session until 8:25 p.m. and there appeared no one at said hearing to oppose or discuss these policy changes.

B. SCHEDULING OF EXECUTIVE SESSION

Superintendent's Recommendation: That the Board schedule a date, time, and location for an Executive Session for consideration of bargaining issues.

Motion:	Joe Arnold made a motion to hold the Executive Session Monday, April 15, 6:00 p.m., Superintendent's office.
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy presented an April calendar for consideration to schedule a date for an Executive Session. Negotiations are scheduled for May 2 and May 13.
Vote:	5-0 In Favor

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C. FSBA ANNUAL MEMBERSHIP DUES

Superintendent's Recommendation: That the Board approve payment of \$11,788.00 for the full board or \$2,357.60 per member for renewal of annual membership dues to the Florida School Board Association for the 2019-20 fiscal year.

Motion:	Malissa Morgan made a motion to pay membership dues, \$2,357.60 per member electing to participate.
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy said FSBA and the Coalition are both good and he recommends participation in either entity by Board members.
Vote:	5-0 In Favor Members electing to participate in FSBA: Jill Holcomb, Melisa Jahner, Malissa Morgan and Amanda Riedel. Joe Arnold will maintain membership in FCSBM.

D. APPOINTMENT TO DISTRICT EMPLOYEE WELLNESS STEERING COMMITTEE

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

Motion:	Joe Arnold made a motion to continue the appointment of Melisa Jahner, Melisa accepted.
Second:	Malissa Morgan
Discussion/Additional Information	This is an annual appointment. The District Employee Wellness Steering Committee requires a member of the School Board to serve annually per the OCSB Wellness Policy. The meetings are held quarterly at the School Board office.
Vote:	5-0 In Favor

E. DJJ SCHOOL IMPROVEMENT PLAN

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Tantie Juvenile Residential Facility for the 2018-19 school year.

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy asked members to review the Executive Summary, all Improvement Plans are submitted online.
Vote:	5-0 In Favor

F. SERVICE AGREEMENT WITH TRILOGY MEDWASTE, LLC FOR HAZARDOUS WASTE DISPOSAL

Superintendent's Recommendation: That the Board approve a Service Agreement with Trilogy Medwaste, LLC. to provide infectious and hazardous waste pick-up and disposal from 10 District schools, effective January 8, 2019, through December 31, 2019, for a total yearly cost of \$3,000.00.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that this company merged with the Biowaste, the contract contains the same terms and conditions.
Vote:	5-0 In Favor

G. RATIFICATION OF MEMORANDUM OF AGREEMENT – SUMMER WORK SCHEDULE AND 2018-19 DIFFERENTIATED PAY – INSTRUCTIONAL PERSONNEL UNIT

Superintendent's Recommendation: That the Board ratify the Memorandums of Agreement regarding the 2019 Summer work Schedule and 2018-19 Differentiated Pay for Instructional Personnel.

Motion:	Malissa Morgan
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that the Instructional Unit of the Okeechobee County Education Association # 1604 ratified the Memorandums of Agreement on March 28, 2019: Summer Work Schedule, with a vote of 95 in favor and 4 opposed and 2018-19 Differentiated Pay, with a vote of 76 in favor and 15 opposed.
Vote:	5-0 In Favor

H. RATIFICATION OF MEMORANDUM OF AGREEMENT – SUMMER WORK SCHEDULE AND 2018-19 DIFFERENTIATED PAY – CLASSIFIED PERSONNEL UNIT

Superintendent’s Recommendation: That the Board ratify the Memorandums of Agreement regarding the 2019 Summer work Schedule and 2018-19 Differentiated Pay for Classified Personnel.

Motion:	Malissa Morgan
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that the Classified Unit of the Okeechobee County Education Association # 1604 ratified the Memorandums of Agreement on March 28, 2019: Summer Work Schedule, with a vote of 69 in favor and 11 opposed and 2018-19 Differentiated Pay, with a vote of 57 in favor and 10 opposed.
Vote:	5-0 In Favor

I. 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, 2019 through June 30, 2020.

Motion:	Amanda Riedel
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that this is a renewal agreement that allows high school seniors to complete up to 60 college credit hours through dual enrollment.
Vote:	3-0 In Favor Abstain from Vote: Chairman Holcomb, Dual Enrollment instructor at the college, and Member Arnold, full time employee at the college.

J. MASTER AGREEMENT FOR CONSTRUCTION MANAGEMENT SERVICES WITH CORE CONSTRUCTION SERVICES OF FLORIDA, LLC

Superintendent’s Recommendation: That the Board approve the master agreement with CORE Construction Services of Florida, LLC. to provide Construction Management Services for projects less than \$2,000,000. The initial agreement is for one (1) year commencing April 9, 2019, through April 8, 2020, with renewal options for up to two (2) additional one-year periods (April 9, 2020 through April 8, 2021 and April 9, 2021, through April 8, 2022).

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that this is a new agreement, Director Barrett mentioned during his presentation that professionals are needed to provide additional resources and expertise.
Vote:	5-0 In Favor

K. MASTER AGREEMENT FOR CONSTRUCTION MANAGEMENT SERVICES WITH REMNANT CONSTRUCTION

Superintendent’s Recommendation: That the Board approve the master agreement with Remnant Construction to provide Construction Management Services for projects less than \$2,000,000. The initial agreement is for one (1) year commencing April 9, 2019, through April 8, 2020, with renewal options for up to two (2) additional one-year periods (April 9, 2020 through April 8, 2021 and April 9, 2021, through April 8, 2022).

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that this is a new agreement and the District is fortunate to have worked with this construction company before.
Vote:	5-0 In Favor

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L. MASTER AGREEMENT FOR CONSTRUCTION MANAGEMENT SERVICES WITH WHARTON-SMITH, INC.

Superintendent's Recommendation: That the Board approve the master agreement with Wharton-Smith, Inc. to provide Construction Management Services for projects less than \$2,000,000. The initial agreement is for one (1) year commencing April 9, 2019, through April 8, 2020, with renewal options for up to two (2) additional one-year periods (April 9, 2020 through April 8, 2021 and April 9, 2021, through April 8, 2022).

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that this is a new agreement with a new company that has been highly recommended. Three companies were chosen from the application process to provide a wide variety of expertise to the District.
Vote:	5-0 In Favor

M. AUDITOR GENERAL'S REPORT NO. 2019-146

Superintendent's Recommendation: That the Board accept the Auditor General's Report No. 2019-146, Financial and Federal Single Audit, for the period ending June 30, 2018.

Motion:	Malissa Morgan
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy pointed out that there were no findings. Member Arnold and the Superintendent both congratulated staff for their hard work and making a clean audit possible.
Vote:	5-0 In Favor

N. APPOINTMENT OF INSTRUCTIONAL/EXTENDED DROP PERSONNEL

Superintendent's Recommendation: That the Board approve the following personnel be appointed on Annual Contract effective:

<u>Name</u>	<u>School</u>	<u>Effective date</u>
Bandi, Sylvia	Yearling Middle School	07/01/2019
Cotton, Karen	North Elementary School	07/01/2019

Motion:	Malissa Morgan
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy authorized a one-year extension of the DROP program for the above per Florida Statutes Section 121.091(13)(b)(1): Bandi, Sylvia – 2 nd year Cotton, Karen – 1 st year
Vote:	5-0 In Favor

O. STAFFING ALLOCATIONS FOR 2019-20

Superintendent's Recommendation: That the 2019-20 Staffing Allocations be approved.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy shared information about CHOICE and grade bands, pointing out the additions and deletions affecting allocations for next year. No one will lose their job. The District is monitoring the number of post grads and ESE students at OHS and the possible need for additional staff.
Vote:	5-0 In Favor

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OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	0101
ALLOCATION OF PERSONNEL						
OKEECHOBEE HIGH SCHOOL						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
53.86	Teacher, Basic	54.86		54.86		
2.00	Teacher, ROTC	1.00	1.00	2.00		
9.00	Teacher, ESE	10.00		10.00		
1.00	Teacher, ESE TSA (IDEA)		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	1.00		1.00		
1.00	Teacher, Graduation Coach (Title VI)	0.50	0.50	1.00		
1.00	Reading Coach (Title II)		1.00	1.00		
82.86	Total Instructional	80.55	4.31	84.86		
1.00	Principal	1.00		1.00		
2.00	Assistant Principal	2.00		2.00		
3.00	Total Administrative	3.00		3.00		
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		
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50		
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		
4.00	Paraprofessional, ESE	4.00		4.00		
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		
1.00	Custodian I	1.00		1.00		
9.00	Custodian II	9.00		9.00		
1.00	Manager, Food Service		1.00	1.00		
1.00	Asst. Mgr., Food Service		1.00	1.00		
7.00	Assistant, Food Service		7.00	7.00		
38.50	Total Non-Instructional	25.50	13.00	38.50		
124.36	Grand Total	109.05	17.31	126.36		OHS

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	101
ALLOCATION OF PERSONNEL						
O H S / OKEECHOBEE FRESHMAN						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
16.00	Teacher, Basic	17.00		17.00		
3.00	Teacher, ESE	2.00		2.00		
2.00	Teacher, Vocational	2.00		2.00		
1.00	Guidance Counselor	1.00		1.00		
1.00	Reading Coach (Title II)		1.00	1.00		
23.00	Total Instructional	22.00	1.00	23.00		
1.00	Senior Administrator	1.00		1.00		
1.00	Assistant Principal	1.00		1.00		
2.00	Total Administrative	2.00		2.00		
0.95	Advocate (Migrant)		0.95	0.95		

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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	Paraprofessional, ESOL	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
2.00	Assistant, Food Service		2.00	2.00
13.45	Total Non-Instructional	8.00	5.45	13.45
38.45	Grand Total	32.00	6.45	38.45 OHS/OF

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	0121
ALLOCATION OF PERSONNEL						
YEARLING MIDDLE SCHOOL						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
34.00	Teacher, Basic	34.00		34.00		
9.00	Teacher, ESE	9.00		9.00		
0.10	Teacher, Hearing Impaired	0.10		0.10		
0.50	Teacher, Gifted	0.50		0.50		
4.00	Teacher, Elective	5.00		5.00		
0.60	Teacher, ESOL	0.60		0.60		
1.00	Teacher, Instructional Coach		1.00	1.00		
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		
53.20	Total Instructional	52.30	1.90	54.20		
1.00	Principal	1.00		1.00		
1.00	Assistant Principal	1.00		1.00		
2.00	Total Administrative	2.00		2.00		
1.00	Advocate (Migrant/Title I)		1.00	1.00		
0.00	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	Paraprofessional, ESOL	1.00		1.00		
4.00	Paraprofessional, ESE (IDEA)	3.00	1.00	4.00		
1.00	Paraprofessional (Title I)		1.00	1.00		
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		
5.00	Custodian II	5.00		5.00		
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		
23.00	Total Non-Instructional	14.00	10.00	24.00		
78.20	Grand Total	68.30	11.90	80.20		YMS

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	0201
ALLOCATION OF PERSONNEL						
OSCEOLA MIDDLE SCHOOL						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
34.00	Teacher, Basic	34.00		34.00		
6.00	Teacher, ESE	6.00		6.00		
0.50	Teacher, Gifted	0.50		0.50		
5.00	Teacher, Elective	5.00		5.00		
0.40	Teacher, ESOL	0.40		0.40		
1.00	Teacher, Math Coach		1.00	1.00		

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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	
50.90	Total Instructional	49.00	1.90	50.90	
1.00	Principal	1.00		1.00	
1.00	Assistant Principal	1.00		1.00	
2.00	Total Administrative	2.00		2.00	
0.50	Advocate (Migrant/Title I)		0.50	0.50	
2.00	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	Paraprofessional, ESOL	1.00		1.00	
1.00	Paraprofessional, ESE (IDEA)		1.00	1.00	
1.00	Paraprofessional (Title I)		1.00	1.00	
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	
7.00	Custodian II	7.00		7.00	
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	
23.50	Total Non-Instructional	13.00	9.50	22.50	
76.40	Grand Total	64.00	11.40	75.40	OMS

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	0113
ALLOCATION OF PERSONNEL						
OKEECHOBEE ACHIEVEMENT ACADEMY						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
4.00	Teacher, DO Prev*	4.00		4.00		
7.00	Teacher, ESE	7.00		7.00		
1.00	Teacher, Pre-K Resource	0.50	0.50	1.00		
1.00	Dean of Students	1.00		1.00		
1.00	Intervention Specialist (IDEA)	0.50	0.50	1.00		
1.00	Reading Coach (Title II)	0.80	0.20	1.00		
15.00	Total Instructional	13.80	1.20	15.00		
1.00	Principal	1.00		1.00		
1.00	Total Administrative	1.00		1.00		
1.00	Aide, Health	1.00		1.00		
0.05	Advocate (Title I)		0.05	0.05		
5.00	Paraprofessional, ESE	5.00		5.00		
3.00	Aide, ESE (IDEA)		3.00	3.00		
2.00	Paraprofessional (Title I)	1.00	1.00	2.00		
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		
24.05	Total Non-Instructional	12.00	12.05	24.05		
40.05	Grand Total	26.80	13.25	40.05	O.A.A.	
	*Includes staff funded through SAI					

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	0031
ALLOCATION OF PERSONNEL						
CENTRAL ELEMENTARY SCHOOL						
18-19	Positions	County	Special	Total		

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Budget		Funds	Funds	
29.00	<u>Teacher, Basic*</u>	28.00		28.00
0.00	<u>Teacher, Perm Sub</u>	1.00		1.00
3.00	Teacher, PE/Music/Art	3.00		3.00
3.00	Teacher, ESE	3.00		3.00
0.10	Teacher, Hearing Impaired	0.10		0.10
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
38.10	Total Instructional	37.10	1.00	38.10
1.00	Principal	1.00		1.00
1.00	Assistant Principal	1.00		1.00
2.00	Total Administrative	2.00		2.00
0.50	Advocate (Migrant/Title I)		0.50	0.50
0.50	<u>Aide, ESE Guidance (IDEA)</u>		1.00	1.00
1.00	Aide, Health	1.00		1.00
2.00	Paraprofessional	2.00		2.00
1.00	Paraprofessional, ESOL	1.00		1.00
2.00	Paraprofessional (Title I)		2.00	2.00
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
3.00	Assistant, Food Service		3.00	3.00
19.00	Total Non-Instructional	11.00	8.50	19.50
59.10	Grand Total	50.10	9.50	59.60
	*Includes staff funded through SAI			CES

OKEECHOBEE COUNTY SCHOOL BOARD				2019-2020	0171
ALLOCATION OF PERSONNEL					
EVERGLADES ELEMENTARY SCHOOL					
18-19	Positions	County	Special	Total	
Budget		Funds	Funds		
33.00	<u>Teacher, Basic*</u>	35.00		35.00	
3.00	Teacher, PE/Ag Science	3.00		3.00	
5.00	Teacher, ESE	5.00		5.00	
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	
44.15	Total Instructional	45.15	1.00	46.15	
1.00	Principal	1.00		1.00	
1.00	Assistant Principal	1.00		1.00	
2.00	Total Administrative	2.00		2.00	
1.00	Advocate (Migrant/Title I)		1.00	1.00	
1.00	Aide, Health	1.00		1.00	
1.00	Aide, ESE Guidance (IDEA)		1.00	1.00	
3.00	Paraprofessional	3.00		3.00	
2.00	Paraprofessional, ESOL (Title III)	1.00	1.00	2.00	
1.00	Paraprofessional, ESE (IDEA)		1.00	1.00	
2.00	Paraprofessional (Title I)		2.00	2.00	
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	

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5.00	Assistant, Food Service			5.00	5.00	
25.00	Total Non-Instructional	12.00		13.00	25.00	
71.15	Grand Total	59.15		14.00	73.15	EES
	*Includes staff funded through SAI					

OKEECHOBEE COUNTY SCHOOL BOARD						2019-2020	0161
ALLOCATION OF PERSONNEL							
NORTH ELEMENTARY SCHOOL							
18-19 Budget	Positions	County Funds		Special Funds	Total		
34.00	Teacher, Basic*	32.00			32.00		
0.00	Teacher, Perm Sub	1.00			1.00		
3.00	Teacher, PE/Music/Art	3.00			3.00		
5.00	Teacher, ESE	5.00			5.00		
1.00	Teacher, Gifted	1.00			1.00		
0.50	Teacher, Hearing Impaired	0.50			0.50		
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		
46.50	Total Instructional	44.50		1.00	45.50		
1.00	Principal	1.00			1.00		
1.00	Assistant Principal	1.00			1.00		
2.00	Total Administrative	2.00			2.00		
0.50	Advocate (Migrant/Title I)			0.50	0.50		
1.00	Aide, Health	1.00			1.00		
1.00	Aide, ESE Guidance (IDEA)			1.00	1.00		
2.00	Paraprofessional	2.00			2.00		
1.00	Paraprofessional, ESE			1.00	1.00		
1.00	Paraprofessional, ESOL	1.00			1.00		
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		
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		
3.00	Assistant, Food Service			3.00	3.00		
19.50	Total Non-Instructional	11.00		8.50	19.50		
68.00	Grand Total	57.50		9.50	67.00		NES
	*Includes staff funded through SAI						

OKEECHOBEE COUNTY SCHOOL BOARD						2019-2020	0181
ALLOCATION OF PERSONNEL							
SEMINOLE ELEMENTARY SCHOOL							
18-19 Budget	Positions	County Funds		Special Funds	Total		
27.00	Teacher, Basic*	26.00			26.00		
0.00	Teacher, Perm Sub	0.00			0.00		
2.00	Teacher, PE/Music/Art	2.00			2.00		
7.00	Teacher, ESE	7.00			7.00		
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		
40.15	Total Instructional	38.15		1.00	39.15		
1.00	Principal	1.00			1.00		
1.00	Assistant Principal	1.00			1.00		
2.00	Total Administrative	2.00		0.00	2.00		

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1.00	Advocate (Migrant/Title I)			1.00	1.00	
1.00	Aide, ESE Guidance (IDEA)			1.00	1.00	
1.00	Aide, Health	1.00			1.00	
4.00	Paraprofessional (Title III)	3.00		1.00	4.00	
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	
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	
29.00	Total Non-Instructional	16.00		13.00	29.00	
71.15	Grand Total	56.15		14.00	70.15	SEM
	*Includes staff funded through SAI					

	OKEECHOBEE COUNTY SCHOOL BOARD				2019-2020	0112
	ALLOCATION OF PERSONNEL					
	SOUTH ELEMENTARY SCHOOL					
18-19	Positions	County		Special	Total	
Budget		Funds		Funds		
29.00	Teacher, Basic*	27.00			27.00	
0.00	Teacher, Perm Sub	1.00			1.00	
2.00	Teacher, PE/Music/Art	2.00			2.00	
7.00	Teacher, ESE	7.00			7.00	
2.00	Reading Coach (Title I/SIG4)			2.00	2.00	
1.00	Teacher, VPK Continuous Improvement			1.00	1.00	
2.00	Teacher, VPK (SIG4)			2.00	2.00	
1.00	Guidance Counselor	1.00			1.00	
1.00	Media Specialist	1.00			1.00	
45.00	Total Instructional	39.00		5.00	44.00	
1.00	Principal	1.00			1.00	
1.00	Assistant Principal	1.00			1.00	
2.00	Total Administrative	2.00			2.00	
0.50	Advocate (Migrant/Title I)			0.50	0.50	
1.00	Aide, Health	1.00			1.00	
0.50	Aide, ESE Guidance (IDEA)			1.00	1.00	
1.00	Paraprofessional	1.00			1.00	
1.00	Paraprofessional, ESOL	1.00			1.00	
5.00	Paraprofessional, ESE (IDEA)	5.00		1.00	6.00	
1.00	Paraprofessional (Title I)			1.00	1.00	
2.00	Paraprofessional, VPK (SIG4)			2.00	2.00	
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	
2.00	Assistant, Food Service			2.00	2.00	
23.00	Total Non-Instructional	15.00		9.50	24.50	
70.00	Grand Total	56.00		14.50	70.50	SES
	*Includes staff funded through SAI					

	OKEECHOBEE COUNTY SCHOOL BOARD				2019-2020	9102
	ALLOCATION OF PERSONNEL					
	EXCEPTIONAL STUDENT EDUCATION					
18-19	Positions	County		Special	Total	
Budget		Funds		Funds		
1.00	Teacher, Visual Impaired	1.00			1.00	

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0.00	Teacher, Hearing Impaired	1.00		1.00	
7.00	Resource Specialist (IDEA)	1.60	6.40	8.00	
1.00	Behavior Interventionist (IDEA)		1.00	1.00	
3.00	ESE Counselor/Crisis Counselor (Mental)		3.00	3.00	
1.00	ESE Social Worker (IDEA/Medicaid)	0.70	0.30	1.00	
13.00	Total Instructional	4.30	10.70	15.00	
2.00	School Psychologist	2.00		2.00	
2.00	Total Administrative	2.00	0.00	2.00	
1.00	Advocate - Mentor		1.00	1.00	
1.00	Secretary, 229 Days (IDEA/Medicaid)	1.00	0.00	1.00	
6.00	Educational Interpreter (IDEA)	2.00	4.00	6.00	
8.00	Total Non-Instructional	3.00	5.00	8.00	
23.00	Grand Total	9.30	15.70	25.00	ESE

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	9004
ALLOCATION OF PERSONNEL						
SPECIAL PROGRAMS						
18-19		County	Special	Total		
Budget	Positions	Funds	Funds			
0.14	Teacher, TAP	0.14		0.14		
0.14	Total Instructional	0.14		0.14		
1.00	Aide, DO Prev (TAP)*	1.00		1.00		
1.00	Total Non-Instructional	1.00		1.00		
1.14	Grand Total	1.14		1.14	Special Programs	
*Includes staff funded through SAI						

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	
ALLOCATION OF PERSONNEL						
District						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
1.00	Teacher, Math/Science Coach	1.00		1.00		
1.00	TSA, Technology Specialist		1.00	1.00		
1.00	Local Site Coordinator (SE FL Behavior)		1.00	1.00		
1.00	TSA, Grants and Special Programs	0.05	0.95	1.00		
4.00	Total Instructional	1.05	2.95	4.00		
1.00	Local Parent Coordinator (SE FL Behavior)		1.00	1.00		
1.00	Local Youth Coordinator (SE FL Behavior)		1.00	1.00		
1.90	Secretary (Title I/Migrant)	0.10	1.80	1.90		
8.00	Technology Specialist (IDEA/Title I)	5.75	2.25	8.00		
11.90	Total Non-Instructional	5.85	4.05	11.90		
15.90	Grand Total	6.90	7.00	15.90		

OKEECHOBEE COUNTY SCHOOL BOARD					2019-2020	9002/9003 9444
ALLOCATION OF PERSONNEL						
Maintenance/Transportation/Food Service						
18-19	Positions	County	Special	Total		
Budget		Funds	Funds			
1.00	Maintenance Foreman	1.00		1.00		
6.00	Maintenance Specialist I	6.00		6.00		
2.00	Maintenance Specialist II	2.00		2.00		
1.00	Warehouseman	1.00		1.00		
1.00	General Maintenance	1.00		1.00		
1.00	Transportation Foreman	1.00		1.00		
48.00	School Bus Drivers	49.00		49.00		
5.00	Perm Substitute Bus Driver	4.00		4.00		
2.00	Mechanic Helper/Perm Sub	2.00		2.00		
3.00	Mechanics	3.00		3.00		

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1.00	Executive Secretary, Transportation	1.00		1.00
1.00	Route Specialist	1.00		1.00
1.00	Training and Safety Specialist	1.00		1.00
7.00	Aide, ESE Bus (IDEA)		8.00	8.00
1.00	Food Service Quality Assurance Manager – At		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
86.00	Grand Total:	73.00	14.00	87.00
1.00	Supervisor I, School Food Service		1.00	1.00
1.00	Supervisor I, Transportation	1.00		1.00
2.00	Total Administration	1.00	1.00	2.00
88.00	Grand Total	74.00	15.00	89.00

OKEECHOBEE COUNTY SCHOOL BOARD				
ALL SCHOOL CENTERS				
18-19		County	Special	Total
Budget	POSITIONS	Funds	Funds	
289.86	Teacher, Basic*	287.86	0.00	287.86
4.00	Teacher, DO Prev	4.00		4.00
9.00	Teacher, Elective	10.00		10.00
1.00	Teacher, ESE TSA (IDEA)		1.00	1.00
61.00	Teacher, ESE	61.00		61.00
1.00	Teacher, Hearing Impaired	2.00		2.00
1.00	Teacher, ESOL	1.00		1.00
3.00	Teacher, Gifted	3.00		3.00
3.00	Teacher, Instructional/Math/Science Coach	1.00	2.00	3.00
13.00	Teacher, PE/Music/Art	13.00		13.00
0.00	Teacher, Perm Sub	3.00		3.00
1.00	Teacher, Pre-K Res (Title I)	0.50	0.50	1.00
2.00	Teacher, ROTC	1.00	1.00	2.00
0.14	Teacher, TAP	0.14		0.14
1.00	Teacher, Visually Impaired	1.00		
10.00	Teacher, Vocational	10.00		10.00
1.00	Teacher, Voc. Res (C.Perkins)	0.19	0.81	1.00
1.00	Teacher, VPK Continuous Improvement		1.00	1.00
2.00	Teacher, VPK (SIG4)		2.00	2.00
1.00	Behavior Interventionist (IDEA)		1.00	1.00
3.00	Dean of Students	3.00		3.00
3.00	ESE Counselor/Crisis Counselor (Mental		3.00	3.00
1.00	ESE Social Worker (IDEA)	0.77	0.23	1.00
13.00	Guidance Counselor	13.00		13.00
2.00	Instructional Technology Specialist	1.00	1.00	2.00
1.00	TSA, Grants and Special Programs	0.05	0.95	1.00
1.00	Local Site Coordinator (SE FL Behavior)		1.00	1.00
2.00	Intervention Specialist (IDEA)	1.50	0.50	2.00
1.00	Teacher, Graduation Coach (Title VI)	0.50	0.50	1.00
6.00	Media Specialist	6.00		6.00
7.00	Resource Specialist (IDEA)	1.60	6.40	8.00
11.00	Reading Coach (Title I/Title II/SIG4)	1.00	10.00	11.00
456.00	Total Instructional	427.11	32.89	460.00
18-19		County	Special	Total
Budget	POSITIONS	Funds	Funds	
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	2.00		2.00
1.00	Supervisor I, School Food Service		1.00	1.00
1.00	Supervisor I, Transportation	1.00		1.00
24.00	Total Administrative	23.00	1.00	24.00

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18-19 Budget	POSITIONS	Count Fund	Special Funds	Total
9.00	Advocate (Title I/Title III/Migrant/Mental Health)		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
3.00	Aide, ESE (IDEA)		3.00	3.00
6.00	Aide, ESE Guidance (IDEA)		7.00	7.00
7.00	Aide, ESE School Bus (IDEA)		8.00	8.00
10.00	Aide, Health	10.00		10.00
1.00	Aide, Security Monitor	1.00		1.00
35.00	Assistant, Food Service		35.00	35.00
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
6.00	Custodian I	6.00		6.00
43.00	Custodian II	43.00		43.00
10.00	Data Processor	10.00		10.00
1.00	Food Service Quality Assurance Manager- At-Large		1.00	1.00
1.00	General Maintenance	1.00		1.00
6.00	Educational Interpreter	2.00	4.00	6.00
1.00	Maintenance Foreman	1.00		1.00
6.00	Maintenance I	6.00		6.00
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
1.00	Transportation Foreman	1.00		1.00
2.00	Mechanic Helper/Perm Sub	2.00		2.00
3.00	Mechanics	3.00		3.00
16.00	Paraprofessional (Sparsity/Title VI/Title III)	12.00	4.00	16.00
25.00	Paraprofessional, ESE (IDEA)	20.00	6.00	26.00
10.00	Paraprofessional, ESOL (Title III)	9.00	1.00	10.00
2.00	Paraprofessional, ISS (Ed. Foundation)	0.50	1.50	2.00
3.00	Paraprofessional, Schl Readiness Pre-K Ldr		3.00	3.00
3.00	Paraprofessional, Schl Readiness Pre-K		3.00	3.00
2.00	Paraprofessional, VPK (SIG4)		2.00	2.00
1.00	Local Parent Coordinator (SE FL Behavior)		1.00	1.00
1.00	Local Youth Coordinator (SE FL Behavior)		1.00	1.00
10.00	Paraprofessional, Title I		10.00	10.00
5.00	Perm Sub, Bus Driver	4.00		4.00
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
48.00	School Bus Drivers	49.00		49.00
11.90	Secretary (Title I/Migrant)	10.10	1.80	11.90
1.00	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	Executive Secretary, Transportation	1.00		1.00
8.00	Technology Specialist (IDEA/Title I)	5.75	2.25	8.00
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
344.90	Total Non-Instructional	220.35	127.55	347.90
824.90	Grand Total	670.46	161.44	831.90 ALL SCHS

OKEECHOBEE COUNTY SCHOOL BOARD				2019-2020	
ALLOCATION OF PERSONNEL					
DISTRICT OFFICE STAFF					
18-19 Budget	Positions	County Funds	Speci Fund	Total	
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	

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1.00	Secretary, Asst. Supt. for Administrative Services			1.00		1.00
1.00	Director, Operations			1.00		1.00
1.00	Secretary, Operations			1.00		1.00
1.00	Director, Human Resources			1.00		1.00
1.00	Secretary, Human Resources			1.00		1.00
2.00	Secretary, County Office			2.00		2.00
1.00	Director, IT			1.00		1.00
1.00	Coordinator, Network Systems			1.00		1.00
2.00	Administrative Assistant, IT			2.00		2.00
1.00	Director, Exceptional Student Education (IDEA)		0.12	0.88		1.00
1.00	Secretary, Exceptional Student Education (IDEA)		0.12	0.88		1.00
1.00	Asst. Superintendent for Instructional Services		1.00			1.00
1.00	Administrative Assistant, Shared Services			1.00		1.00
1.00	Secretary, Asst. Supt. for Instructional Services		1.00			1.00
1.00	Director, Grants and Special Programs		0.07	0.93		1.00
1.00	Coordinator, Staff Development (Title II)		0.25	0.75		1.00
1.00	Coordinator, K-12 Accountability and Assessment		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
0.10	Secretary, Career and Technical Education		0.10			0.10
1.00	Director, Financial Services		1.00			1.00
1.00	Assistant Director, Financial Services		1.00			1.00
1.00	Administrative Assistant, Financial Services		1.00			1.00
1.00	Payroll Specialist, Financial Services		1.00			1.00
1.00	Executive Secretary, 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	Custodian II		1.00			1.00
32.10	Total		27.51	4.59		32.10 District
18-19						
Budget						
24.00	Total School Administrative		23.00	1.00		24.00
456.00	Total Instructional Staff		427.11	32.89		460.00
344.90	Total Non-Instructional Staff		220.35	127.55		347.90
824.90	Total School Center Personnel		670.46	161.44		831.90
13.00	Total District Office Administrative		10.29	2.71		13.00
19.10	Total District Office Non-Instructional Staff		17.22	1.88		19.10
857.00	GRAND TOTAL ALL		697.97	166.03		864.00
37.00	Total Administrative	37.00				
456.00	Total Instructional Staff	460.00				
364.00	Total Non-Instructional Staff	367.00				
857.00		864.00				

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

VII. Consent Agenda

Chairman Holcomb asked if there were any changes, additions, or deletions to the *Consent Agenda*. Superintendent Kenworthy asked that Item F. Payments to Personnel be pulled for revision.

Motion To Approve Consent Agenda pulling Item F. for revision:	Joe Arnold
Second:	Amanda Riedel
Vote:	5-0 In Favor

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A. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Brown, Lisa	Food Service, Substitute	02/27/2019
Williams, Natasha	Food Service, Substitute	03/19/2019

B. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Bostwick, Angela	Teacher, First	Central Elementary School	06/03/2019
Campbell, Deborah	Teacher, VE (Inclusion)	Everglades Elementary School	04/01/2019
Cook, Linda Retirement	Food Service Assistant	Everglades Elementary School	03/01/2019
Dreher, Ginger Retirement	Health Aide	Central Elementary School	06/03/2019
Lepere, Alexis	Teacher, Math-Elementary	Osceola Middle School	06/03/2019
Linn, Carol Retirement	Teacher, PE-Elementary	North Elementary School	06/03/2019
Milliken, Paul J.	Custodian II	Okeechobee Achievement Academy	03/25/2019
Porter, Rachel	Teacher Resource Specialist	Exceptional Child Education	06/10/2019
Price, Sharon Retirement	Bus Driver	Transportation	05/31/2019
Ratliff, Virginia	Assistant Manager, Food Service	Everglades Elementary School	03/01/2019
Weigum, Randal Retirement	Principal, M/J	Okeechobee Achievement Academy	06/03/2019
Weigum, Cynthia Retirement	Teacher, First	South Elementary School	06/03/2019
Whitten, Kayla	Paraprofessional, Pre-K	Okeechobee Achievement Academy	06/03/2019
Zulberti, Debra	Bus Driver	Transportation	05/06/2019

That Nikki Hawkins-MacDonald, Bus Aide, ESE, Transportation, be terminated as a probationary employee effective March 6, 2019 in accordance with Florida Statute 1012.335.

That Christan Varnadore, Teacher, Math M/J, Osceola Middle School, be terminated as a probationary employee effective February 25, 2019 in accordance with Florida Statute 1012.335.

That Barbara Wiss, Bus Driver, Transportation, be terminated as a probationary employee effective March 19, 2019 in accordance with Florida Statute 1012.335.

C. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Arnold, Brenda	District Office	Short Term	03/08/2019	05/30/2019
Browning, Karen	Okeechobee Achievement Academy	Short Term Extension/ Intermittent	12/03/2018	12/02/2019
			<i>Original leave 12/03/18 – 01/16/19 Total not to exceed 60 days</i>	
Hotmire, Carol	Central Elementary School	Short Term Extension/ Intermittent	01/30/2019	02/26/19
			<i>Original leave 01/30/19 – 02/12/19 Total not to exceed 60 days</i>	
Hyatt-Tyson, Heather	OHS/OFC	Short Term Updated	01/22/2019	04/22/2019
			<i>Original leave 02/18/19 – 05/09/19 Total not to exceed 60 days</i>	

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Perman, Erin	Yearling Middle School	Short Term	04/29/2019	09/12/2019
Talavera, Jessica	Osceola Middle School	Short Term	10/11/2018	10/10/2019

D. ADDITIONS TO SUBSTITUTE TEACHER LIST FOR 2018-19

<u>Name</u>	<u>Rank</u>
Chouinard, Kayla	II
Franklin, Jennifer	III
Garcia, Crystal	I
Howard, Edna	I
Ross, Amy	III
Tabbert, William	III
Varnadore, Christan	III

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

E. TRANSFER OF PERSONNEL

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Clay, Dana	Custodian II South Elementary School	Custodian II Okeechobee Achievement Academy	03/25/2019
Mullis, Ladonna	Clerical Aide OHS/OFC	Paraprofessional, ESE Seminole Elementary School	03/18/2019

F. PULLED FOR REVISION

G. EMPLOYEE PAYROLL SCHEDULES 2019-20

That the Payroll Schedules for all employees for the 2019-20 fiscal year be approved.

H. LETTER PURCHASE ORDER FOR SERVICES OF 3RD GRADE TEACHER, NORTH ELEMENTARY

That the Board approved a Letter Purchase Order (LPO) with DES of Florida, LLC, for the position listed below, for providing temporary services of 3rd Grade Teacher for the period August 5, 2019 through May 29, 2020.

<u>Position:</u>	<u>Total Cost Including Taxes/Social Security (Not to Exceed):</u>
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3 rd Grade Teacher, North Elementary	\$57,870.70
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I. TITLE II, PART A, TEACHER AND PRINCIPAL TRAINING AND RECRUITING GRANT APPLICATION FOR 2018-19

The Board approved the Title II, Part A, Teacher and Principal Training and Recruiting Fund Grant application in the amount of \$247,174.00, plus estimated roll forward and the allocation adjustment for the 2018-19 school year.

J. MONTHLY FINANCIAL STATEMENT FOR FEBRUARY, 2019

The Board approved the Monthly Financial Statement for February, 2019, and ordered it filed as public record.

K. PROPERTY DISPOSAL LIST #4 FOR THE 2018-19 FISCAL YEAR

The Board approved the items listed on the attached Property Disposal List #4 for the 2018-19 fiscal year be declared as surplus, to be removed from property records, and that the Superintendent be authorized to donate or sell such items in accordance with state statute.

Property Number	Description	Cost	Condition	School/Cost Center
2264F	Project Presenter Notebook	1,177.95	Obsolete	OHS

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4333F	Dell Laptop	1,113.62	Obsolete	OHS
21043	Dell Desktop	1,079.53	Obsolete	OHS
21055	Dell Desktop	1,079.53	Obsolete	OHS
22293	Touchscreen POS	2,731.00	Unrepairable	OHS
21141	Dell Laptop	1,050.00	Unrepairable	CES
4038F	Dell Desktop	1,005.00	Unrepairable	CES
4042F	Dell Desktop	1,005.00	Unrepairable	CES
4467F	Dell Desktop	1,111.20	Unrepairable	CES
4468F	Dell Desktop	1,111.20	Unrepairable	CES
4610F	Dell Desktop	917.20	Unrepairable	CES
4611F	Dell Desktop	917.20	Unrepairable	CES
4614F	Dell Desktop	917.20	Unrepairable	CES
4616F	Dell Desktop	917.20	Unrepairable	CES
4617F	Dell Desktop	917.20	Unrepairable	CES
4619F	Dell Desktop	917.20	Unrepairable	CES
4625F	Dell Desktop	917.20	Unrepairable	CES
4627F	Dell Desktop	917.20	Unrepairable	CES
4626F	Dell Desktop	917.20	Unrepairable	CES
4628F	Dell Desktop	917.20	Unrepairable	CES
4631F	Dell Desktop	917.20	Unrepairable	CES
4634F	Dell Desktop	917.20	Unrepairable	CES
4636F	Dell Desktop	917.20	Unrepairable	CES
4639F	Dell Desktop	917.20	Unrepairable	CES
4804F	Dell Desktop	1,253.70	Unrepairable	CES
4809F	Dell Desktop	1,253.70	Unrepairable	CES
4811F	Dell Desktop	1,253.70	Unrepairable	CES
5167F	Dell Desktop	814.88	Unrepairable	CES
5168F	Dell Desktop	814.88	Unrepairable	CES
5170F	Dell Desktop	814.88	Unrepairable	CES
5171F	Dell Desktop	814.88	Unrepairable	CES
5174F	Dell Desktop	814.88	Unrepairable	CES
5179F	Dell Desktop	814.88	Unrepairable	CES
5181F	Dell Desktop	814.88	Unrepairable	CES
5189F	Dell Desktop	814.88	Unrepairable	CES
5190F	Dell Desktop	814.88	Unrepairable	CES
5231F	Dell Desktop	814.88	Unrepairable	CES
5257F	Dell Desktop	814.88	Unrepairable	CES
5259F	Dell Desktop	814.88	Unrepairable	CES
5748F	Dell Desktop	931.20	Unrepairable	CES
5819F	Dell Desktop	998.90	Unrepairable	CES
5820F	Dell Desktop	998.90	Unrepairable	CES
5821F	Dell Desktop	998.90	Unrepairable	CES
6384F	Dell Desktop	977.71	Unrepairable	CES
3487F	Dell Desktop	1,114.00	Unrepairable	EES
4560F	Dell Laptop	1,335.38	Unrepairable	EES
5144F	Dell Desktop	814.88	Unrepairable	EES
5147F	Dell Desktop	814.88	Unrepairable	EES
5230F	Dell Desktop	814.88	Unrepairable	EES
5236F	Dell Desktop	814.88	Unrepairable	EES
5237F	Dell Desktop	814.88	Unrepairable	EES
5239F	Dell Desktop	814.88	Unrepairable	EES
5242F	Dell Desktop	814.88	Unrepairable	EES
5245F	Dell Desktop	814.88	Unrepairable	EES

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5252F	Dell Desktop	814.88	Unrepairable	EES
5254F	Dell Desktop	814.88	Unrepairable	EES
5263F	Dell Desktop	814.88	Unrepairable	EES
5862F	Dell Desktop	814.88	Unrepairable	EES
5863F	Dell Desktop	814.88	Unrepairable	EES
5865F	Dell Desktop	814.88	Unrepairable	EES
5876F	Dell Desktop	814.88	Unrepairable	EES
5881F	Dell Desktop	814.88	Unrepairable	EES
5888F	Dell Desktop	814.88	Unrepairable	EES
5917F	Dell Desktop	814.88	Unrepairable	EES
6837F	Dell Desktop	901.17	Unrepairable	EES
7310F	Dell Desktop	877.00	Unrepairable	EES
7311F	Dell Desktop	877.00	Unrepairable	EES
7312F	Dell Desktop	877.00	Unrepairable	EES
7468F	Dell Desktop	877.00	Unrepairable	EES
7466F	Dell Desktop	877.00	Unrepairable	EES
7475F	Dell Desktop	877.00	Unrepairable	EES
7515F	Dell Laptop	1,238.70	Unrepairable	EES
7921F	Dell Desktop	833.30	Unrepairable	EES
21626	Touchscreen POS	1,738.50	Unrepairable	Food Srv.
21627	Touchscreen POS	1,738.50	Unrepairable	Food Srv.
21633	Touchscreen POS	1,738.50	Unrepairable	Food Srv.
21652	PCS Tablet	2,204.25	Unrepairable	Food Srv.
22095	PCS Tablet	2,879.20	Unrepairable	Food Srv.
22097	PCS Tablet	2,879.20	Unrepairable	Food Srv.
22226	PCS Tablet	2,889.20	Unrepairable	Food Srv.
22227	PCS Tablet	2,889.20	Unrepairable	Food Srv.
22575	PCS Tablet	1,922.50	Unrepairable	Food Srv.
21497	Canon Scanner	1,502.33	Unrepairable	Finance
		91,483.87		

L. BUDGET AMENDMENT #8 FOR FEBRUARY, 2019

The Board approved Budget Amendment #8 for February, 2019.

M. WARRANT REGISTER FOR MARCH, 2019

The Board approved the Warrant Register for March, 2019, as follows:

General Disbursement Account – Warrants #171062 thru #171461 and ACH #181900935 thru #181901002 and Wire Transfers # 201800573 thru #201800875

Operating General Fund	\$ 1,818,779.17
Federal Programs Fund	134,812.88
Food Service Fund	224,451.62
Capital Improvement Fund	<u>95,998.23</u>

Total \$ 2,274,041.90

*Also included are February 2019 wires totaling \$445,389.79 from Operating General Fund.

PULLED FOR REVISION

F. PAYMENTS TO PERSONNEL

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
1 Health Aide	Clinic @ NES	\$12.00 Per Hour	5 Hours Per Day M-Th 6/4/19-6/27/19 6/3/19 Work Day	#1952 - PSF

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1 Health Aide	Clinic @ OHS	\$12.00 Per Hour	5 Hours Per Day M-Th 6/4/19-6/27/19 6/3/19 Work Day	#1952 - PSF
1 Interpreter	Migrant Summer Camp @ NES (if needed)	\$12.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 6/3/19 Work Day	#4917 – Title 1 Migrant
1 Migrant Advocate	Migrant Summer Camp Drama @ OHS	\$12.00 Per Hour	8 Hours Per Day M-Th 6/4/19-6/27/19 6/3/19 and 06/28/19 Work Days	#4917 – Title 1 Migrant
1 Paraprofessional	Middle School Course Recovery @ OHS	\$12.00 Per Hour	5.5 Hours Per Day M- Th 6/4/19-6/27/19 6/3/19 Work Day	#1904 - SAI
1 Teacher	Facilitator for Migrant Summer Camps/Reading Camp	\$23.00 Per Hour	8 Hours Per Day M-Th 06/04/19-06/27/19 06/3/19 Work Day	#4917 – Title Migrant/#1904 SAI
1 Teacher	Facilitator for Migrant Summer Camps/Reading Camp	\$13.50 Per Hour	8 Hours Per Day (Fri) June 7,14,21,28	#4917 – Title 1 Migrant #1904 - SAI
1 Teacher	Create US Government Blended Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
1 Teacher	Create Economics Blended Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
1 Teacher	Create Financial Algebra Curriculum Map Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
10 Teachers	3rd Grade Summer Reading Camp Level 1 students @ NES	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI
11 Teachers	Migrant Summer Camp @ NES	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 6/3/19 Work Day	#4917 – Title 1 Migrant
15 Teachers	Revise Elementary Math Curriculum Map	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
2 Interpreters	Full Time Extended Year ESE Translators	\$12.00 Per Hour	8 Hours Per Day M-Th 6/4/19-6/27/19 6/3/19 Work Day	#4949 - ESE
2 Paraprofessionals	Migrant Summer Camp Drama @ OHS	\$12.00 Per Hour	8 Hours Per Day M-Th 06/4/19-06/27/19 06/3/19 and 06/28/19 Work Days	#4917 – Title 1 Migrant
2 SES Teachers	Teach a Math & Science Boot camp for 2019-20 fifth graders	\$23.00 Per hour	Up to 60 hours each for the 2019-20 school year	#4031 - Title I, Part A
2 Substitutes (As Needed)	Migrant Summer Camp Drama @ OHS	Regular Sub Rate of Pay	06/04/19-06/27/19	#4917 – Title 1 Migrant
2 Substitutes (As Needed)	3rd Grade Summer Reading Camp Level 1 Students @ NES	Regular Sub Pay	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI
2 Teachers	Middle School Course Recovery @ OHS	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI
2 Teachers	Credit Recovery @ OHS	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI

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2 Teachers	Migrant Summer Camp @ NES STEM	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/2019 Work Day	#4917 - Title I Migrant
2 Teachers	Revise Geometry Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 -Title II
2 Teachers	Revise Algebra II Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 - Title II
2 Teachers	Revise Algebra I Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 - Title II
3 Paraprofessionals	Full Time Extended Year ESE @ OHS	\$12.00 Per Hour	6 Hours Per Day M-TH 06/4/19-06/27/19 06/3/19 Work Day	#1904 - SAI
3 Teachers	Full Time Extended Year ESE @ NES	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI
3 Teachers	Full Time Extended Year ESE @ OHS	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI
3 Teachers	Create US History blended Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
4 Paraprofessionals	Migrant Summer Camp @ NES	\$12.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#4917 – Title I Migrant
4 Teachers	High School Credit Recovery @ OHS	\$23.00 Per Hour	6 Hours Per Day M-Th 06/4/19-06/27/19 06/3/19 Work Day	#1904 - SAI
4 Teachers	Migrant Summer Camp @ NES Computer Lab, LEGO Lab, Art and PE	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#4917 – Title I Migrant
4 Teachers	Create Civics Curriculum Map and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
5 Paraprofessionals	3-Full Time Extended Year ESE classrooms 2-Support for Portfolio and Lab classes @ NES	\$12.00 Per Hour	5.5 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 Work Day	#1904 - SAI
5 Teachers	Revise Elementary ELA Curriculum Map	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
6 Migrant Advocates	Migrant Summer Camp @ NES	\$12.00 Per Hour	6Hours Per Day M-Th 6/4/19-6/27/19 06/03/19/ Work Day	#4917 – Title I Migrant
6 Teachers	Migrant Summer Camp Drama @ OHS	\$23.00 Per Hour	8 Hours Per Day M-Th 6/4/19-6/27/19 06/3/19 and 06/28/19 Work Days	#4917 – Title I Migrant
6 Teachers	Revise Middle School Science Curriculum Maps and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
6 Teachers	Revise Middle School Math Curriculum Maps and Assessments	\$13.50 Per Hour	Up to 16 Hours 06/03/19-06/28/19	#4921 – Title II
Barney, Pearl	Initial Recruitment Bonus (RO)	\$350.00	N/A	Transportation Budget
Brewer, Drema	Student Success Skills Teacher	\$23.00 Per Hour	Mon/Wed/Fri 02/05/19-04/25/19 1.5 Hours Per Day	OHS Budget

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Hawk, Heather	Reading Endorsement	\$1,000 \$1,300 Less Deductions	04/03/13 – 03/17/19	#1939 – Reading Endorsement
Up to 70 Teachers (10 per site)	Develop/Revise 2019-2020 Title I Parent & Family Engagement Plans (PFEP)	\$13.50 Per Hour	Up to 7 hours each for the 2018-2019 school year	#4931 – Title I, Part A

*All Summer School positions are subject to student enrollment.

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

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that a correction was made to the Reading Endorsement supplement amount.
Vote:	5-0 In Favor

The Board agreed to move Information Items ahead of the Employment Termination Hearing for Dana Broderick.

VIII. Information Items

A. SUPERINTENDENT

- Mr. Kenworthy reminded members that tomorrow, April 10, is the Master Board Training in Stuart.
- Guardians will be graduating Thursday. Mr. Kenworthy thanked the Sheriff's office for providing the education and training for the guardians.
- Negotiations will begin Thursday, May 2, and Monday, May 13, 2019, 4:30.
- Mr. Kenworthy reported one student was granted an "extraordinary exemption" and is exempt from taking all FSA, spring 2019.
- Distributed information regarding Florida Blue. The hand-out provides comprehensive information. Mr. Kenworthy noted that costs for services are up and will probably be reflected in premium costs next year. Meetings to begin negotiating those fees will start soon.
- Mr. Barrett mentioned in his presentation that there is a sewage leak at Okeechobee High School under the concrete near the cafeteria. This may be considered an emergency repair and be exempt from the bidding process.

B. SCHOOL BOARD MEMBERS

- Member Arnold reminded members that FCSBM is offering a training in Melbourne on the Marshall's Program. Miami-Dade hired a full police force on campus.

C. SCHOOL BOARD ATTORNEY

- Mr. Conely distributed copies of the Superintendent's Annual Evaluation to Board members. Mr. Conely asked that the completed forms be returned to him by the June meeting.

D. PUBLIC

- Ashley Tripp asked to speak about traffic and bus safety concerns on Berman Road. Ms. Tripp stated that there has been a substantial increase in truck traffic. The trucks are speeding, driving aggressively and not stopping for buses. Ms. Tripp implored Board members to bring this to the attention of law enforcement. She stated that law enforcement is helping but could do more. She also asked that flashing bus stop signs be added to the road. The heaviest traffic is in the morning and afternoon when the buses are out. Member Arnold suggested that the signs only flash during bus activity times and that law enforcement ride buses again. Superintendent Kenworthy said that it is a county road and he would check with the county regarding signage. Mr. Kenworthy spoke with Jeff Sabin, Waste Management, and he confirmed due to a new contract that there is a substantial increase in truck traffic. Mr. Sabin agreed to hand out a District flyer highlighting bus stops and times. A draft was distributed. The Superintendent stated that the Sheriff has expressed interest in law enforcement riding buses again. The discussion included the safety of buses stopping on the road versus pulling off to pick up students and then pulling back on the road with speeding traffic. The District has contacted FDOE concerning traffic not stopping for buses, FDOE said this is a statewide concern. Transportation Supervisor Havee said each stop is different and safety for students and buses is considered by the surroundings of each stop.

- Dr. McCoy invited everyone to see Beauty and the Beast at OHS, Friday and Saturday. She also extended an invitation to attend the Math Bowl on Tuesday, 5:00, for elementary students and Wednesday, 5:00, for secondary students. The Bowls will be held at Osceola Middle School.

IX. Employment Termination Hearing for Dana Broderick (recorded)

A. CALL HEARING TO ORDER – CHAIRMAN HOLCOMB

B. INTRODUCTION OF PARTIES

Ken Kenworthy introduced himself as Superintendent. The District received word from the other party, Dana Broderick that they would not be participating in tonight’s hearing, although they did request the hearing. On advice of counsel, the District will proceed with the hearing. Attorney Conely, representing the School Board, stated let the record show that notice was given to the employee that the hearing was scheduled, the employee is not here, but the District will proceed with the hearing. This hearing will take place without the Superintendent giving medical records put into record. The Chairman was instructed to poll members so that individual votes could be reflected into record.

C. INTRODUCTORY STATEMENT – CHAIRMAN HOLCOMB

This is a hearing on the recommendation of the Superintendent for the suspension without pay and termination of employment of Dana Broderick. The hearing is being held in accordance with School Board Policy 6.52 and Florida Statute 120.569 and 120.57.

A Court Reporter will transcribe the proceedings and administer the oath to all persons testifying as witnesses. The Superintendent has the burden of proof and will present his case and witnesses first. The parties will be provided an opportunity to make an opening statement limited to not more than five (5) minutes each; and, at the conclusion of all the evidence, the parties will be provided an opportunity to make closing statements limited to not more than ten (10) minutes each.

Once the presentations have been completed, the School Board members will deliberate and rule on the recommendation from the Superintendent.

The School Board’s Attorney will explain to the School Board members and answer issues and questions of procedure as these questions arise during the course of the hearing.

D. SUPERINTENDENT’S RECOMMENDATION

It is the recommendation of the Superintendent that Dana Broderick be suspended without pay effective Friday, March 8, 2019, through April 9, 2019, and that the employment of Dana Broderick be terminated effective April 10, 2019.

E. PRESENTATIONS

1. Opening Statements

Superintendent.....5 Minutes

I am making a recommendation for the termination of an employee, what is unusual about this situation, is termination is not due to misconduct. Ms. Broderick is no longer able to fulfil the duties of the position for which she was hired. In July 2017, Ms. Broderick reported an injury and felt pull and pain. She was sent to the doctor for treatment and placed on light duty. Since 2017, Ms. Broderick has been receiving medical treatment. In December 2018, two doctors declared that Ms. Broderick has reached maximum medical improvement and her condition was predominantly due to personal injury not from work place injury. Since this date, the District has met with her on multiple occasions trying to find suitable alternatives, but were unable to do so. Because the employee is unable to perform the essential functions of her position and is otherwise unqualified for any other position, I am forced to make this recommendation.

Employee Representation.....5 Minutes

Attorney Conely stated since there is no one else the Superintendent may proceed.

2. Superintendent’s Case

Ms. Broderick was hired as a Custodian at Everglades Elementary. This employee made a claim for workplace injury. Procedures were followed for workplace injury, she was given medical treatment and she was assigned to a light duty position. For the last year, she has been served by the workers comp doctors who currently claim that her injury is due in large part to her personal health and not to her work place

injury. Starting November 2017, the employee was placed in a light duty, return to work, position. This position is as a security monitor at Okeechobee High School. Maximum medical improvement was declared on December 18, 2018, by two workers compensation doctors. In the months of January, February and March District personnel met with Ms. Broderick. She was offered the opportunity to apply for other positions in which she qualified. She was offered the opportunity to apply for a leave of absence so that perhaps she could recover and come back to the district if she met with minimum qualifications. She was given the ADA paperwork to give to her doctors so that the District could look at any possible accommodations requested. The District requested that she get a physical at the District's expense which is allowable by District policy, she did not want to go. She was offered the opportunity to resign her position, she declined. At this point we have proof that she cannot perform the essential functions of her position. She is not qualified for any other position. She refuses to take a leave of action and will not resign. I have no choice but to recommend termination.

Attorney Conely asked if she has requested any accommodations. Superintendent Kenworthy stated that she did not.

Mr. Kenworthy distributed eight (8) documents for consideration. (letters dated 01/29/19, 02/25/19, 02/26/19, 03/07/19, and Custodian II Job Description, Return to Work Guidelines, 6.11 Physical Examinations, and 6.241 Illness or Injury in Line of Duty Leave) The two doctor's statements were not distributed due to HIPPA. Mr. Kenworthy reminded members that she is currently in a light duty, return to work, position. That position is a temporary, sheltered position. She is not able to continue in that position. Mr. Kenworthy reviewed each document, recreating the time line and discussions regarding the workers comp claim closure, maximum medical improvement, weight lifting and physical limitations and opportunities through HR.

Superintendent Kenworthy read the letter dated March 7, which he also read to Ms. Broderick and her attorney during their meeting. A hearing was requested, that is why we are here tonight. A second attorney wrote a letter on her behalf to the District requesting a hearing within the 15 days. After seeking counsel, the District was advised to decline the DOAH hearing. We have not heard anything for a few weeks. This past Monday morning I received a voice mail from Nick Caggia stating that Ms. Broderick would not be participating in the hearing tonight and she has chosen to air her concerns via the grievance process. Superintendent Kenworthy reminded members that this is not misconduct, the individual cannot do the position for which they were hired. For both the protection of her health and the liability of the District, I cannot put her back into a Custodian II position. Not otherwise qualified to do any other position we have in the District, I have no choice but to terminate her employment.

Attorney Conely asked Board members if they had any questions.

Melisa Jahner asked about the grievance. Mr. Kenworthy stated that the suspension without pay expires tonight, as he can only suspend until the next Board meeting. Absent action tonight, she would return to work tomorrow if not suspended or terminated. But to what position, security monitor is not a permanent position. Would have to ask counsel if she is not an employee can she go forward with the grievance. But that is how she has chosen to move forward. She had an informal discussion with Principal Tedders, OHS, the on-campus supervisor at the time. Mr. Kenworthy briefly explained the grievance process. Mr. Conely said that information should not stop the Board from taking action tonight on the recommendation.

3. Employee's Case

No one was present.

4. Closing Statements

Superintendent.....5 Minutes

Based on information heard tonight, the following occurred. The employee made a claim for injury on the job, the employee was given appropriate medical care, employee was declared to be at maximum medical improvement, the doctor's declared the predominant cause of the injury and condition was not the on the job injury, work restrictions applied by the doctors are not consistent with the demands of the Custodian II position, the restrictions cannot be accommodated with the position without causing a hardship on the school or other custodians, the District offered her the opportunity to apply for other positions or transfer – none were made or completed, the District offered ADA paperwork to try to accommodate, it was never returned. She was offered the opportunity to take a leave of absence and maybe get better, guaranteeing a position, the employee did not request such a leave. The Union Rep, on her behalf, said that she will not resign. She was offered a fitness for duty exam to further narrow or define work restrictions, she did not attend, despite

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reminders. The employee’s request is to stay in the sheltered, return to work, position, this is a temporary position. This position was created based upon our insurance carrier’s recommendation. Under ADA the employer is not required to create positions that constitute sheltered work. It is for these reasons that I have made my recommendation, the employee is unable to do the job for which she is hired.

Employee Representative.....5 Minutes

No one was present.

5. Close Hearing

Final Call for School Board Member Questions - none
Close Evidentiary Portion of the Hearing

F. SCHOOL BOARD MEMBER DELIBERATION AND DECISION – CHAIRMAN HOLCOMB

After presentations have been completed, the School Board members will deliberate and upon motion, duly seconded, vote on the recommendation from the Superintendent. Any action proposed by the Board will require a motion and second. A majority vote of the membership of the School Board shall be required to sustain the Superintendent’s recommendation. The issues for the School Board’s consideration include the following:

1. Based on the evidence presented, has the Superintendent proven that Dana Broderick is unable to perform the essential functions of the Job Description for Custodian II.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	None
Vote:	5-0 in Favor Poll: Jill Holcomb, Amanda Riedel, Joe Arnold, Melisa Jahner and Malissa Morgan

2. If proven, should the Board uphold the Superintendent’s recommendation for the suspension without pay and the recommendation to terminate employment of Dana Broderick effective April 10, 2019.

Motion:	Melisa Jahner
Second:	Amanda Riedel
Discussion/Additional Information	None
Vote:	5-0 in Favor Poll: Jill Holcomb, Amanda Riedel, Joe Arnold, Melisa Jahner and Malissa Morgan

G. BOARD DECISION

Chairman Holcomb announced that the hearing was concluded.

X. Adjournment

There being no further business to discuss, on a motion by Joe Arnold, seconded by Melisa Jahner, the Board adjourned at 8:25 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, May 14, 2019, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File _____
Jill Holcomb
Chairman

Signature on File _____
Ken Kenworthy
Superintendent of Schools