

**I. Call to Order**

Call to Order: Chairman Holcomb

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

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

Invocation: Mark Mayers, Executive Director, Real Life Children’s Ranch  
Pledge of Allegiance: Led by Chairman Holcomb

**II. Recognition Items**

★ **Staff Recognition**

- Retirements
  - Toni Wiersma, Director of Student Services
  - Rodney Field, Language Arts Teacher, Okeechobee Freshman Campus
  - Ann Hackett, First Grade Teacher, North Elementary School
  - Terry Mike Ingram, VE Teacher, Okeechobee High School
  - Richard Kielbasa, Science Teacher, Okeechobee High School
  - Calvin “Buddy” Mills, Agriculture Teacher, Yearling Middle School
  - Brendan Pritchard, Social Studies Teacher, Okeechobee High School
  - Jean Zorich, VE Teacher, Okeechobee Freshman Campus
  - Jessie Mae Clyburn, Bus Driver, Transportation
  - John Godwin, Bus Aide, Transportation
  - Kimberly Gosa, Food Service Assistant, Seminole Elementary School
  - Valerie Neely, Bus Aide, Transportation
  - Michael Wolski, Bus Driver, Transportation
  - Susan Wolski, ESE Paraprofessional, South Elementary School

-----**SCHEDULED RECESS**-----

**III. Request to Address Board**

Cristian Rios, 2018 OHS Graduate

Cristian Rios, Graduate 2018, OHS, addressed the Board providing a power point presentation and End of the Year Report for the Academic Framework Forum (AFF) at Okeechobee High School. The AFF addresses the crisis of student confidence, need for extra assistance in classrooms, demand for specialized services for specific groups of students and lack of accessible services for students outside a support network. Mr. Rios and Mr. Daniel Groso began an after school study group to develop the concepts that AFF is based on: peer teaching, small groups, working with teachers directly, a focus on comprehension over test prep and accessibility. AP, Honors, and Dual Enrollment teachers nominate new students to the AFF. Students who show a commitment to AFF’s goals are interviewed. In 2017-18 AFF covered seven classes, with five class teaching assistants ranging from AP Chemistry to Algebra I. In addition, TA’s run study groups, provide one-on-one tutoring, offer lab set-up and supervision and assist ESL students. A summer program outreach pilot for MIT and UF was offered second semester. The Plus Ultra Initiative Pilot, was also offered second semester. This is an experimental mentoring program for highly qualified freshmen and sophomores to guide them towards academic rigor, leadership positions, and hopefully prestigious universities. All services are offered free of charge. All students are eligible for services. Ayan Desai and Christine Groso will take the leadership roles in 2018-19.

**IV. Approval of Minutes**

- Budget Workshop Minutes May 15, 2018

Motion:	Dixie Ball
Second:	Malissa Morgan
Vote:	5-0 In Favor

- Minutes of Meeting on May 15, 2018

Motion:	Joe Arnold
Second:	Amanda Riedel
Vote:	5-0 In Favor

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**V. Items for Action**

Chairman Holcomb asked if there were any changes, additions, or deletions to the Items for Action. Superintendent Kenworthy asked that Item B. be pulled for revision and Items S., T., U., V., W., X., and Y be added.

Approval of Items for Action Agenda pulling Item B. for revision and adding Items S., T., U., V., W., X., and Y.	
Motion:	Joe Arnold
Second:	Dixie Ball
Vote:	5-0 In Favor

A. AMENDMENT OF BOARD POLICY 3.29 DOMESTIC SECURITY

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

Motion:	Malissa Morgan
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated that the School Board directed the Superintendent to develop a policy allowing the Coach Aaron Feis Guardian Program at its meeting on April 10, 2018. The revision to Policy 3.29 is consistent with language in Senate Bill 7026. Superintendent Kenworthy reviewed changes in Sections V., VI. and VII. The Superintendent consulted the Board's Attorney and looked at other District's policies. Advertisement of intent to amend Policy 3.29 was approved by the School Board on May 15, 2018, and was advertised to the public on May 16, 2018, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No inquiries or comments were received from the public regarding the proposed amendment.
Vote:	5-0 In Favor

B. PULL FOR REVISION - AMENDMENT OF BOARD POLICY 6.242 FAMILY AND MEDICAL LEAVE

Superintendent's Recommendation: That the Board approve amendment of Board Policy 6.242 Family and Medical Leave.

Motion:	Dixie Ball
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that the revision more accurately reflects current practices and highlighted changes. Advertisement of intent to amend Policy 6.242 was approved by the School Board on May 15, 2018, and was advertised to the public on May 16, 2018, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No inquiries or comments were received from the public regarding the proposed amendment.
Vote:	5-0 In Favor

C. ADVERTISEMENT TO AMEND BOARD POLICY 6.43 UNLAWFUL DISCRIMINATION PROHIBITED

Superintendent's Recommendation: That the Board approve advertisement to amend School Board Policy 6.43 Unlawful Discrimination Prohibited.

Motion:	Malissa Morgan
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed amendment of Policy 6.43 prohibits discrimination in the education of students and employment.
Vote:	5-0 In Favor

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D. ADVERTISEMENT TO AMEND BOARD POLICY 3.33 PROHIBITION OF HARASSMENT

Superintendent's Recommendation: That the Board approve advertisement to amend School Board Policy 3.33 Prohibition of Harassment.

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed amendment of Policy 3.33 prohibits discrimination in the education of students and employment.
Vote:	5-0 In Favor

E. ADVERTISEMENT TO AMEND BOARD POLICY 8.80 ONLINE INFORMATION SERVICES USES

Superintendent's Recommendation: That the Board approve amendment of School Board Policy 8.80 Online Information Services Uses.

Motion:	Malissa Morgan
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed amendment of Policy 8.80 prohibits discrimination in the education of students and employment.
Vote:	5-0 In Favor

F. ADVERTISEMENT TO AMEND BOARD POLICY 7.60\* AUTHORIZED TRAVEL EXPENSES

Superintendent's Recommendation: That the Board approve advertisement to amend School Board Policy 7.60\* Authorized Travel Expenses.

Motion:	Dixie Ball
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated that this amendment reflects Legislative changes to the statute to regulate travel, specifically School Board travel. Two proposed amendments reflect Board travel in and out of state.
Vote:	5-0 In Favor

G. ADVERTISEMENT TO AMEND BOARD POLICY 5.40 STUDENT CONTROL

Superintendent's Recommendation: That the Board approve advertisement to amend School Board Policy 5.40 Student Control.

Motion:	Malissa Morgan
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed revision of Policy 5.40 includes: <ul style="list-style-type: none"> <li>• Application of Florida State Statutes when applicable for all school incidents</li> <li>• Revision of Interventions to include "Referral to an Approved Mental Health Program"</li> <li>• Providing ALL schools with School Resource Officers</li> </ul> Senate Bill 7026 may bring additional changes to the policy prior to the start of school.
Vote:	5-0 In Favor

H. COMPREHENSIVE SAFETY INSPECTION REPORT FOR 2017-18

Superintendent's Recommendation: That the Board approve the Comprehensive Safety Inspection Report (SREF) for the fiscal year 2017-18 for the School District of Okeechobee County.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Brian Barrett, Director of Operations, provided a brief summary of the annual state required SREF report to the Board. Mr. Barrett stated that of the 614 findings last year about 97% have been completed. The remaining are mainly flooring and painting to be completed over the next couple years. This year had 477 findings, some have already been completed. Again some of these are flooring and painting.
Vote:	5-0 In Favor

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I. CONTRACT FOR LEGAL SERVICES FOR 2018-19

Superintendent's Recommendation: That the Board approve a contract with Conely & Conely, P.A. for legal services to the Board for the 2018-19 fiscal year.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Mr. Kenworthy stated that this is a renewal contract and that he is pleased to work with Mr. Conely for another year.
Vote:	5-0 In Favor

J. ALLOCATED/UNALLOCATED GROUP FIXED ANNUITY CONTRACT WITH LINCOLN FINANCIAL GROUP

Superintendent's Recommendation: That the Board approve the Allocated/Unallocated Group Fixed Annuity Contract with Lincoln Financial Group.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Superintendent Kenworthy stated Bencor previously contracted with Transamerica to provide brokerage and recordkeeping services. Transamerica is no longer providing these services. Bencor will now contract with Lincoln Financial Group to serve as the broker and Charles Swab will maintain the records.
Vote:	5-0 In Favor

K. SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2017-18

Superintendent's Recommendation: That the Board approve the salary schedules listed below which are not included in bargaining units, effective August 10, 2017, for the 2017-18 fiscal year:

- #1A Substitute Teacher and Authorized Substitute Paraprofessionals
- #2 School Principal – 12 Months
- #3 Assistant Principal – 12 Months
- #4 Assistant Principal – 11 Months
- #6 Assistant Superintendent – 12 Months
- #7 Building Code Administrator / Energy Manager – 12 Months
- #8 Director – 12 Months
- #9 Supervisor I – 12 Months
- #11 Coordinator / School Psychologist – 11 Months and 12 Months
- #12 Administrative Asst. / Superintendent's Secretary / Executive Sec. – 12 Months
- #15 Maintenance Foreman / Assistant Director of Finance – 12 Months
- #23 Lunchroom Manager – 10 Months and 11 Months
- #31 Travel Expense

Motion:	Dixie Ball
Second:	Amanda Riedel
Discussion/Additional Information	Superintendent Kenworthy stated that these schedules are not included in bargaining. The paragraph reflecting the \$500 bonus was added, this is identical to the teacher and non-instructional bonus.
Vote:	5-0 In Favor

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**2017-2018  
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**

\$8.25 per hour

2017-2018 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018 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 2017-2018 Fiscal Year:**

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2017-2018 Okeechobee County School Board		
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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018	
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

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2017-2018 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

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2017-2018 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018 Okeechobee County School Board				
Salary Schedule No. 15				
Maintenance Foreman Transportation 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 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.

2017-2018 Okeechobee County School Board				
Salary Schedule No. 23				
Lunchroom Manager				
Step	Without Completed Courses 10 Months 195 Days	7 Completed Courses 10 Months 195 Days	Without Completed Courses 11 Months 229 Days	7 Completed Courses 11 Months 229 Days
1	22500	24200	26885	28916
2	23500	25200	28080	30111
3	24500	26200	29275	31306
4	25500	27200	30470	32501
5	26500	28200	31665	33696
6	27500	29200	32860	34891
7	28500	30200	34055	36086
8	29500	31200	35250	37281
9	30500	32200	36445	38476
10	31500	33200	37640	39671
11	32500	34200	38835	40866

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

The High School and Base Kitchen Lunchroom Managers may receive, at the discretion of the Superintendent, a supplement of \$150.00 per month.

**For the 2017-2018 Fiscal Year:**

- Employees on this schedule will be entitled to a \$500 non-recurring Bonus if they were employed by August 10, 2017, are currently employed on the date of Board approval and if they received a 2016-2017 evaluation, earned Effective or higher.



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2017-2018  
OKEECHOBEE COUNTY SCHOOL BOARD  
SALARY SCHEDULE NO. 31  
TRAVEL EXPENSE

**MONTHLY TRAVEL ALLOWANCE** – will be paid based upon the most recent typical month's travel log not to exceed the amount listed below as approved by the School Board.

Position	Maximum Per Month
Assistant Superintendent for Administrative Services	\$80.00
Assistant Superintendent for Instructional Services	80.00
Coordinator of Grants and Special Programs	80.00
Coordinator of Instructional Technology	80.00
Coordinator of K-12 Accountability and Assessment	80.00
Coordinator of Network Systems	80.00
Coordinator of Staff Development	80.00
Director of Exceptional Student Education	80.00
Director of Financial Services	80.00
Director of Human Resources	80.00
Director of Information Technology	80.00
Director of Operations	80.00
Director of Student Services	80.00
Principals/Senior Administrator	80.00
Supervisor of Food Service	80.00
Supervisor of Transportation	80.00

DAILY TRAVEL ALLOWANCE (FLORIDA STATUTES 112.061)  
Per mile (by automobile) \$ 0.445

Class C Travel  
Breakfast (6 a.m. - 8 a.m.) \$ 6.00  
Lunch (12 noon - 2 p.m.) 11.00  
Dinner (6 p.m. - 8 p.m.) 19.00

No one, whether traveling out of state or in state, shall be reimbursed for any meal or lodging included in a convention or conference registration fee paid by the District.

**L. TCB CONSULTING BY ROBIN TENNILLE**

Superintendent's Recommendation: That the Board approve a proposal with TCB Consulting by Robin Tennille.

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additio nal Information	Mr. Kenworthy stated that this is a proposal for assessing the District's School Food Service Program for \$10,000.00, effective August 2018, through March 2019. The five step process, includes: <ul style="list-style-type: none"> <li>• Offsite data collection and assessment</li> <li>• Onsite visit and evaluation</li> <li>• Offsite reporting and recommendations</li> <li>• Onsite follow-up visits</li> <li>• Offsite coaching</li> </ul> This new contract will provide additional help to the Food Service Program. The goal is to increase participation and break even with the Food Service Program.
Vote:	5-0 In Favor

**M. APPOINTMENT OF BOARD MEMBER AND CITIZEN MEMBER TO VALUE ADJUSTMENT BOARD**

Superintendent's Recommendation: That the Board appoint one (1) member, one (1) citizen member, and alternates for both to serve on the County Value Adjustment Board.

Motion:	Joe Arnold made a motion that Dixie Ball be reappointed to represent the School Board on the Value Adjustment Board and that Amanda Riedel be appointed as the alternate member; and that Michael Sumner be appointed as the School Board's citizen appointee and Anita Nunez be appointed as alternate citizen appointee. Both citizen appointees previously agreed to serve another term.
Second:	Malissa Morgan
Discussion/Additional Information	Mr. Kenworthy stated that last year's appointees were: Dixie Ball – School Board Member, Jill Holcomb – Alternate School Board Member, Michael Sumner – Citizen Appointee, and Anita Nunez – Alternate Citizen Appointee. The Citizen Appointee and Alternate Citizen Appointee have confirmed that they are willing to serve on the Value Adjustment Board for the coming year if appointed. The Value Adjustment Board meeting dates will be announced at a later date. The organizational meeting normally occurs in July. Attorney Conely stated he was contacted by the County Attorney and

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	Glenn Snyder is willing to serve another term. No objection from the Board, Attorney Conely will contact the County to prepare a contract.
Vote:	5-0 In Favor

N. APPOINTMENT OF INSTRUCTIONAL PERSONNEL ON ANNUAL CONTRACT

Superintendent's Recommendation: That the following Instructional Personnel be appointed for the 2018-19 school year on Annual Contract:

Okeechobee Achievement Academy  
Pamela Presley

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

O. REVISIONS TO PERSONNEL ALLOCATIONS FOR 2018-19

Superintendent's Recommendation: That the Board approve the following revisions to personnel allocations for the 2018-19 fiscal year:

Administrative Personnel

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
	✓	1	Coordinator, Grants and Special Programs	District Office	07-01-2018
✓		1	Director, Grants and Special Programs	District Office	07-01-2018

Instructional Personnel

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
✓		1	Teacher, Instructional Coach, Math - Title I Funds	Osceola Middle School	07-30-2018

Non-Instructional Personnel

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
	✓	1	Paraprofessional	South Elementary	08-06-2018
	✓	1	Paraprofessional	Everglades Elementary School	08-06-2018
	✓	1	Paraprofessional	North Elementary School	08-06-2018
	✓	1	Clerical Aide	Osceola Middle School	08-06-2018
✓		1	Paraprofessional, ESE IDEA Funds	North Elementary School	08-06-2018
✓		2	Educational Interpreter IDEA Funds	Exceptional Student Education	08-06-2018

Motion:	Dixie Ball
Second:	Malissa Morgan
Discussion/ Additional Information:	Superintendent Kenworthy explained the addition, deletion and change of funding for the positions as discussed at the Budget Workshop last month.
Vote:	5-0 In Favor

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P. REAPPOINTMENT OF INSTRUCTIONAL PERSONNEL ON PROFESSIONAL SERVICES CONTRACT

Superintendent's Recommendation: That the following Instructional Personnel be reappointed for the 2018-19 school year on Professional Services Contract:

Osceola Middle School  
Jennifer Hughes

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

Q. REAPPOINTMENT OF NON-INSTRUCTIONAL PERSONNEL

Superintendent's Recommendation: That the following Non-Instructional Personnel be reappointed for the 2018-19 school year

Transportation  
Shannon Gatlin – Bus Driver

Motion:	Dixie Ball
Second:	Amanda Riedel
Vote:	5-0 In Favor

Added to Items for Action:

(Item R. was not used due to Board recommendation not to move Item S. from Consent Agenda to Items for Action.)

S. BID AND CONTRACT FOR OHS MEMBRANE ROOF REPLACEMENT, BUILDING FF

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Okeechobee High School, Building FF and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$79,300.00.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Mr. Kenworthy invited Director of Operations, Brian Barrett, to assist with the roofing contract recommendations. Mr. Barrett invited Ron Kough, RRP, Principal, Certified Level II Infrared Thermographer, Certified Infrared Building Investigator, Roof Assessment Specialist, Inc. to the podium. Mr. Barrett explained that the sealed bids were opened in late May and were added to the Agenda for consideration tonight in hopes of starting the repairs/replacements sooner. Students are out of school and the rainy season has started, the sooner the repairs can be made the less future damage will be caused with the summer rains and yet to be named storms. The bids were awarded to a Melbourne contractor with 140 employees. All recommendations have checked out and the GAF sales rep said the contractor has been in contact with them to line up materials.
Vote:	5-0 In Favor

T. BID AND CONTRACT FOR YMS MEMBRANE ROOF REPLACEMENT SCIENCE LAB PROJECT

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Yearling Middle School Science Lab and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$25,795.00.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Mr. Barrett said twenty-six contractors attended the roof tour, but no local bids were received.
Vote:	5-0 In Favor

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U. BID AND CONTRACT FOR OHS MEMBRANE ROOF REPLACEMENT, BUILDING AA

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Okeechobee High School, Building AA and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$33,158.00.

Motion:	Dixie Ball
Second:	Amanda Riedel
Discussion/Additional Information	Mr. Barrett stated this is the lower level of the gym.
Vote:	5-0 In Favor

V. BID AND CONTRACT FOR OHS MEMBRANE ROOF REPLACEMENT, BUILDING Z

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Okeechobee High School, Building Z and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$49,415.00.

Motion:	Malissa Morgan
Second:	Dixie Ball
Discussion/Additional Information	Mr. Barrett stated that this roof, over the custodial area, has damage to the metal deck. The roofing work will start the end of June on some of the projects, but all work will not be completed before students return.
Vote:	5-0 In Favor

W. BID AND CONTRACT FOR OHS MEMBRANE ROOF REPLACEMENT, BUILDINGS N AND O

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Okeechobee High School, Buildings N and O and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$203,725.00.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Mr. Barrett stated that this contract includes Buildings 4 and 5, the math and science buildings.
Vote:	5-0 In Favor

X. BID AND CONTRACT FOR OHS MEMBRANE ROOF REPLACEMENT, BUILDINGS A,B,C,D,E

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Okeechobee High School, Buildings A,B,C,D,E and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$125,055.00.

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Mr. Barrett stated that this is also known as Building A or 14.
Vote:	5-0 In Favor

Y. BID AND CONTRACT FOR CES MEMBRANE ROOF REPLACEMENT, BUILDINGS: 3,4,5,6,7,10

Superintendent's Recommendation: That the Board approve a bid for the Membrane Roof Replacement at Central Elementary School, Building 3,4,5,6,7, and 10 and a contract submitted by Property Renovation and Construction, LLC, a Florida Limited Liability Company, in the amount of \$519,440.00.

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Mr. Barrett stated that this includes the main buildings on the CES campus. CES roofs are in the poorest condition. The current roof-over is about twenty five years old. Mr. Kough said the replacement roof will have a twenty five year warranty.
Vote:	5-0 In Favor

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**VI. Consent Agenda**

Chairman Holcomb asked if there were any changes, additions, or deletions to the *Consent Agenda*. Superintendent Kenworthy asked that Items C., K., S. and X. be pulled for revision.

Motion to Approve the Consent Agenda pulling Items C., K., S. and X. for revision:	Joe Arnold
Second:	Dixie Ball
Vote:	5-0 In Favor

A. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Stevens, Naomi	Assistant Varsity Softball Coach	01/22/2018

B. EMPLOYMENT OF PERSONNEL

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Baggett, Bryan	Mechanic I	Transportation	05/21/2018

C. PULL FOR REVISION - RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

D. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Boyett, Jacqueline	North Elementary School	Short Term - Revised	05/09/2018	10/09/2018
Clyburn, Jessie	Transportation	Personal without Pay	05/08/2018	05/28/2018
Garcia, Harriette	Food Service Department	Personal without Pay	04/18/2018	05/18/2018
		Personal without Pay	05/21/2018	05/29/2018
Racine, Michael	Transportation	Personal without pay	05/21/2018	06/15/2018
Scott, Aegis	Transportation	Short Term	04/16/2018	05/21/2018
Talavera, Brittany	Paraprofessional, Clinic	Short Term - Revised	05/08/2018	10/08/2018
Voelker, Angie	South Elementary School	Short Term - Revised	05/07/2018	10/05/2018
Vuleta, Amanda	Everglades Elementary School	Short Term - Revised	05/02/2018	05/29/2018

E. ADDITIONS TO SUBSTITUTE TEACHERS FOR 2017-18

That the following personnel be added to the Substitute Teacher List for the 2017-18 school year:

<u>Name</u>	<u>Rank</u>
Floyd, Melissa	III

To correct spelling for the following Substitute Teacher originally approved May

Bittle, <del>Rozanne</del> <del>Rozanne</del> Roxanne	III
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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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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 Teacher	Family Engagement Events/Work with Families @ OMS	\$23.00 Per Hour	Up to 20 hours 9/1/17-5/25/18	#4831 – Title I Part A
14 Food Service personnel	Cafeteria workers for Summer School programs	\$12.00 Per Hour	8 Hours Per Day M-Fri 05/30/18-08/03/18	#94480 – Summer Feeding
16 Teachers	Write Score PD @ EES	\$13.50 Per Hour	Up to 3.5 hours each 5/30/18-6/30/18	#4831 – Title I Part A
16 Teachers	Standards-Based Instruction Planning Summer Project 2018 @ EES	\$13.50 Per Hour	Up to 15 hours each 5/30/18-6/30/18	#4831 – Title I Part A
2 Additional Paraprofessionals	Migrant Summer Camp @ SEM	\$12.00 Per Hour	6 Hours Per Day M-Th 6/4/18-6/28/18 5/30/18 Work Day	#4817- Title I, Part C- Migrant
2 Paraprofessionals	SIG4 PreK Grant Training & Planning @ South Elementary	\$10.00 Per Hour	Up to 40 hours each 5/30/18-6/30/18	#4845 - SIG 4 PreK
2 PreK Teachers & 1 PreK Coach	SIG4 PreK Grant Training & Planning @ South Elementary	\$13.50 Per Hour	Up to 40 hours each 5/30/18-6/30/18	#4845 - SIG 4 PreK
22 Teachers	Standards-Based Instruction Planning Summer Project 2018 @ SEM	\$13.50 Per Hour	Up to 16 hours each 5/30/18-6/30/18	#4831 – Title I Part A
3 Additional Teachers	Migrant Summer Camp @ SEM	\$23.00 Per Hour	6 Hours Per Day M-Th 6/4/18-6/28/18 5/30/18 Work Day	#4817- Title I, Part C- Migrant
3 Teachers	Band Camp	\$23.00 Per Hour	7.5 Hours Per Day 10 days total	High School Budget
Skeen, Victoria	Nursing Program Tutorial Teacher	\$23.00 Per Hour	Up to 50 Hours 04/11/18 – 05/31/18	#1808 – Industry Certification Program

Correction from Payments to Personnel Board Approved May 15, 2018:

1 Teacher	Facilitator for Migrant Summer Camps	<del>\$13.00</del> 50 Per Hour	8 Hours Per Day (Fri) June 15, 22, 29	#4817 - Title I Migrant
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G. LETTER PURCHASE ORDER FOR SERVICES OF INTERIM AGRICULTURE TEACHER

That the Board approved a Letter Purchase Order (LPO) with DES of Florida, LLC, for the position listed below, for the purpose of providing the temporary services of Interim Agriculture Teacher for the period August 6, 2018 through June 30, 2019.

**Position:**

**Total Cost Including Taxes/Social Security (Not to Exceed):**

Interim Agriculture Teacher

\$59,787.00

H. CONTRACT WITH TRUECORE BEHAVIORAL SOLUTIONS, LLC FOR EDUCATIONAL SERVICES AT DJJ FACILITIES.

The Board approved a contract with TrueCore Behavioral Solutions, LLC, for educational services at the Department of Juvenile Justice facilities shown below effective July 1, 2018, through June 30, 2019:

- Okeechobee Juvenile Offender Correction Center (Level 10) – Tantie
- Okeechobee Intensive Halfway House
- Okeechobee Girls Academy - Cypress

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- I. AGREEMENT WITH NORTH EAST FLORIDA EDUCATIONAL CONSORTIUM (NEFEC) FOR VIRTUAL INSTRUCTION PROGRAM  
The Board approved an agreement with the District School Board of Putnam County on behalf of the North East Florida Educational Consortium (NEFEC) to provide Virtual Instruction Program Services effective July 1, 2018, through June 30, 2019.
- J. MULTI-DISTRICT PROGRAM AGREEMENT WITH ST. LUCIE COUNTY FOR HEARING IMPAIRED STUDENTS  
The Board approved a Multi-District Program Agreement with St. Lucie County to enable appropriate placement of full-time hearing impaired students effective July 1, 2018, through June 30, 2019.
- K. PULL FOR REVISION - AGREEMENT WITH SHERIFF'S OFFICE FOR SCHOOL RESOURCE OFFICER PROGRAM
- L. AGREEMENT WITH PROFESSIONAL THERAPY OF TREASURE COAST, INC.  
The Board approved a contract with Professional Therapy of the Treasure Coast, Inc., to provide occupational therapy services for ESE students effective August 1, 2018, through July 31, 2019.
- M. AGREEMENT WITH SEQUEL CARE OF FLORIDA, LLC  
The Board approved an agreement with Sequel Care of Florida, LLC, for student mental health services effective August 1, 2018, through July 31, 2019.
- N. AGREEMENT WITH EAST COAST MIGRANT HEAD START PROJECT, INC.  
The Board approved an agreement with East Coast Migrant Head Start Project, Inc., for the District to provide services for children with disabilities, ages 3-5, enrolled in the East Coast Migrant Head Start centers located in Okeechobee County effective August 1, 2018, through July 31, 2019.
- O. AGREEMENT WITH TREASURE COAST THERAPEUTICS, P.A.  
The Board approved a contract with Treasure Coast Therapeutics, P.A., to provide speech therapy services for students effective August 1, 2018, through July 31, 2019.
- P. AGREEMENT WITH TREASURE COAST SPEECH-LANGUAGE PATHOLOGY, LLC  
The Board approved a contract with Treasure Coast Speech-Language Pathology, LLC, for the employment of one Speech Therapist under contract effective August 1, 2018, through July 31, 2019.
- Q. LETTER OF AGREEMENT AND MOU WITH BIG BROTHERS BIG SISTERS ST. LUCIE, INDIAN RIVER & OKEECHOBEE - READS  
The Board approved a Letter of Agreement and MOU with Big Brothers Big Sisters St. Lucie, Indian River & Okeechobee – Reads effective August 13, 2018, through July 31, 2019, to provide tutoring for selected students in grades K-3 who are reading below grade level.
- R. AGREEMENT WITH VISITING NURSE ASSOCIATION PLUS  
The Board approved an agreement with Visiting Nurse Association Plus for nursing services effective August 1, 2018, through July 31, 2019.
- S. PULLED FOR REVISION - AGREEMENT WITH ABA THERAPY SOLUTIONS, LLC
- T. AGREEMENT WITH SEMINOLE COUNTY SCHOOL BOARD FOR ECTAC SERVICES  
The Board approved an agreement with Seminole County School Board for the services of East Coast Technical Assistance Center (ECTAC) for the 2018-2019 school year at a cost of \$8,000.
- U. PROPERTY DISPOSAL LIST #7 FOR THE 2017-18 FISCAL YEAR  
The items listed on Property Disposal List #7 for the 2017-18 fiscal year were declared as surplus, to be removed from property records, and the Superintendent was authorized to donate or sell such items in accordance with state statute.

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Property Disposal  
2017-2018 # 7

Property Number	Description	Cost	Condition	School/Cost Center
6895F	Dell Desktop	901.17	Obsolete	OHS
15684	Security System	6,767.00	Unrepairable	OHS
20735	Switch	1,789.00	Obsolete	OHS
20736	Switch	1,789.00	Obsolete	OHS
20810	Switch 48 port	1,807.00	Obsolete	OHS
20818	Switch 24 port	3,617.00	Obsolete	OHS
21279	Lenovo Thinkpad	2,542.12	Unrepairable	OFC
21295	Lenovo Thinkpad	2,542.12	Unrepairable	OFC
5595F	Dell Laptop	805.09	Unrepairable	OFC
5771F	Dell Desktop	814.88	Unrepairable	OFC
5779F	Dell Desktop	814.88	Unrepairable	OFC
4025F	Dell Desktop	1,005.00	Unrepairable	CES
4031F	Dell Desktop	1,005.00	Unrepairable	CES
4037F	Dell Desktop	1,005.00	Unrepairable	CES
4039F	Dell Desktop	1,005.00	Unrepairable	CES
4041F	Dell Desktop	1,005.00	Unrepairable	CES
6408F	Dell Desktop	977.71	Unrepairable	CES
21620	Touch Screen	1,738.50	Unrepairable	Food Srvc.
4563F	Dell Laptop	1,335.38	Unrepairable	ESE
4761F	Dell Laptop	1,661.58	Unrepairable	ESE
5751F	Dell Laptop	1,725.27	Unrepairable	ESE
5273F	Dell Laptop	805.09	Unrepairable	ESE
21326	Dell Laptop	1,466.00	Unrepairable	ESE
6408F	Tenor Saxophone	1,200.00	Unrepairable	YMS

V. MONTHLY FINANCIAL STATEMENT FOR APRIL, 2018

The Board approved the Monthly Financial Statement for April, 2018, be accepted and filed as part of public record.

W. BUDGET AMENDMENT #10 FOR APRIL, 2018

The Board approved Budget Amendment #10 for April, 2018.

X. PULLED FOR REVISION - WARRANT REGISTER FOR MAY, 2018

Items C., K., S. and X. pulled for revision.

C. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

Name	Position	School or Center	Effective
Burk, Jennifer	Teacher, Kindergarten	South Elementary School	05/30/2018
Carver, Amanda	Teacher, Kindergarten	South Elementary School	05/30/2018
Dobbins, Cory	Teacher, Third Grade	South Elementary School	05/30/2018
Duncan, Christina	Teacher, First Grade	South Elementary School	05/30/2018
Elliott, Thomas	Teacher, Social Studies	Okeechobee High School	05/30/2018
Fullea, Stella	Teacher, Fifth Grade	North Elementary School	05/30/2018
Harris, Jesse	Bus Driver, 6 HR	Transportation	05/29/2018
Hartley, Charles	Teacher, Social Studies	Okeechobee High School	05/30/2018
McCranie, Lacey	Paraprofessional, Clinic	South Elementary School	05/30/2018
Hays, Jody	Principal, Middle School	Yearling Middle School	07/01/2018
Mize, Jerri	Bus Driver, 6 HR	Transportation	05/29/2018
Nichols, Eileen	Teacher, Fourth Grade	North Elementary School	05/30/2018
Nichols, Scott	Teacher, Social Studies	Okeechobee High School	05/30/2018
Pritchard, Brendan Retirement	Teacher, Social Studies	Okeechobee High School	05/30/2018



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Sparks, Sara	School Bookkeeper	Everglades Elementary School	06/13/2018
Streelman, Karen	Teacher, Third Grade	North Elementary School	05/30/2018
Wolski, Michael Retirement	Bus Driver, 6 HR	Transportation	05/29/2018
Wolski, Susan Retirement	Paraprofessional, ESE	South Elementary School	05/30/2018
<a href="#">Van Camp, Bryan</a>	<a href="#">Assistant Principal, Elementary</a>	<a href="#">South Elementary School</a>	<a href="#">06/19/2018</a>

To correct the effective date for the following resignation originally approved May 15, 2018:

That the resignation of Jason Rhoden, Everglades Elementary School, be accepted with prejudice, May ~~29~~<sup>14</sup>, 2018, due to lack of sufficient notice.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Mr. Kenworthy said resignations came in after the Agenda was printed, the District would like to get approval so the positions can be advertised.
Vote:	5-0 In Favor

K. AGREEMENT WITH SHERIFF'S OFFICE FOR SCHOOL RESOURCE OFFICER PROGRAM

The Board approved an agreement with the Okeechobee County Sheriff's Office for the 2018-19 School Resource Officer program at a cost of \$573,333.00.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Mr. Kenworthy reviewed the changes on pages 2 and 3. Member Arnold asked Attorney Conely for interpretation of "color of the law". Attorney Conely stated that it addresses the statute.
Vote:	5-0 In Favor

S. AGREEMENT WITH ABA THERAPY SOLUTIONS, LLC

Superintendent's Recommendation: That the Board approved an agreement with ABA Therapy Solutions, LLC to perform functional behavior assessments for qualified ESE students effective August 1, 2018, through July 31, 2019.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Mr. Kenworthy stated that this is a new contract. Payment for services will be funded from IDEA grant and SEDNET funds. The Behavioral Analyst that was deleted from allocations has been replaced with this contract and schedule.
Vote:	5-0 In Favor

X. WARRANT REGISTER FOR MAY, 2018

The Board approved the Warrant Register for May, 2018, as follows:

General Disbursement Account – Warrants #167862 thru #168197

Operating General Fund	\$ 1,375,965.05
Federal Programs Fund	237,698.87
Food Service Fund	105,380.01
Capital Improvement Fund	<u>102,277.68</u>
Total	\$ 1,821,321.61

Motion:	Joe Arnold
Second:	Amanda Riedel
Discussion/Additional Information	Mr. Kenworthy stated that the warrant number was incomplete on the recommendation, this document provides the complete warrant number.
Vote:	5-0 In Favor

**VII. Information Items**

- A. SUPERINTENDENT
- Thanked Board members for their patience in getting through the additions and revisions to the Agenda.
  - Stated that Summer School is going well, and the combined bus tiers are also going well.
  - Reminded members that the District will be going to a 4-day work week, 10 hours per day, for three weeks in July. The offices will be closed Friday, July 6, 13, and 20.
  - Reminded members about the Workshop – School Start Times Which Could Impact Busing, on Tuesday, June 19, 6:00. Nicole Havee is working hard to come up with numbers, potential cost savings and impacts.
  - The Superintendent will be traveling to the State FFA Convention and will hear Artha Jonassaint give her speech Wednesday evening, she is running for State FFA President or Secretary.
- B. SCHOOL BOARD MEMBERS
- Member Arnold said that he is very excited about Cristina Rios’s presentation and that the District needs to keep the program going forward.
- C. SCHOOL BOARD ATTORNEY
- Asked Members to submit their Superintendent evaluations by June 19.
- D. PUBLIC
- Brian Greseth asked if new school times will be posted. The time change will affect busing from the Reservation, possibly require a new bus and driver. Member Arnold asked that the District look at other schools and Preschools that could be affected by the time change.

**VIII. Adjournment**

There being no further business to discuss, on a motion by Dixie Ball, seconded by Joe Arnold, the Board adjourned at 7:50 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, July 10, 2018, at 700 S.W. 2<sup>nd</sup> Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File  
Jill Holcomb, Chairman

Signature on File  
Ken Kenworthy  
Superintendent of Schools