

Minutes of
Okeechobee County School Board Zoom Meeting
December 8, 2020
6:00 p.m.

I. Call to Order

Call to Order: Chairman Riedel

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

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

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

II. Adoption of the Agenda

Motion to Approve Agenda:	Joe Arnold
Second:	Melisa Jahner
Vote:	5-0 In Favor

III. Resolutions and Proclamations

★ Resolution to Honor *Billie Jean Reynolds*

Motion:	Jill Holcomb
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy read the resolution into record and invited the family to speak. Daughter, Teri Lyn Cherry, thanked the Board and stated that her mother loved children and would appreciate the recognition.
Vote:	5-0 In Favor

**RESOLUTION
TO HONOR
BILLIE JEAN REYNOLDS**

Whereas, the Okeechobee County School District has sustained a serious loss with the passing of Billie Jean Reynolds on September 16, 2020; and

Whereas, the School Board held Billie Jean Reynolds in high regard as a friend to education and as an involved citizen of the community; and

Whereas, this School Board attributes to Mrs. Reynolds sound leadership during her 15 years (1967-1982) as a School Board member and as Vice Chairman or Chairman of the Board for a total of 11 years; and

Whereas, this School Board is appreciative of the support of Billie Jean Reynolds for the Okeechobee County School District’s goals toward excellence which we continue to strive to attain; and

Whereas, this school system is proud to have had the influence of Billie Jean Reynolds as one of its School Board members.

Now Therefore Be It Resolved by the School Board of Okeechobee County, Florida, that the members of this Board and the Superintendent deeply regret the passing of this prominent citizen and School Board member, and we do hereby extend our deepest sympathy to the family of Billie Jean Reynolds.

Be It Further Resolved that this Resolution be spread upon the pages of this Board’s minutes and that a copy signed by all members of this Board and the Superintendent be presented to her family.

Adopted at a regular meeting of the School Board of Okeechobee County, Florida, this 8th day of December, 2020.

**OKEECHOBEE COUNTY SCHOOL BOARD
OKEECHOBEE, FLORIDA**

ATTEST:


Ken Kenworthy
Superintendent of Schools


Amanda Riedel, Chairman


Melisa Jahner, Vice Chairman


Joe Arnold


Jill Holcomb


Malissa Morgan



IV. Employment Termination Hearing for Jacqueline Skinner

Motion:	Member Arnold made a motion to support the Superintendent's recommendation of suspension without pay for Ms. Skinner, May 19, 2020 to the present.
Second:	Melisa Jahner
Discussion/Additional Information	Attorney Conely made a presentation detailing the events since May 18, 2020. Attorney Molly Shaddock retained by Superintendent Kenworthy read the procedural history considered by the Administrative Law Judge and recommended that the Board accept the proposed recommended order and the proposed final order. Attorney Nicholas Caggia representing Ms. Skinner agreed with everything presented by the Judge and that the Judge is the finder of facts. One concern was presented, Ms. Skinner's medical condition not previously noted. Attorney Caggia referred to Board Policy 6.45. Attorney Conely invited Board members to ask questions from Attorney Shaddock or Attorney Caggia. Chairman Riedel asked the Board if they had any questions. No questions were brought forth.
Vote:	5-0 In Favor

Motion:	Member Holcomb made a motion to end the term of employment for Ms. Skinner as of December 8, 2020.
Second:	Melisa Jahner
Discussion/Additional Information	Attorney Conely made a presentation detailing the events since May 18, 2020. Attorney Molly Shaddock retained by Superintendent Kenworthy read the procedural history considered by the Administrative Law Judge and recommended that the Board accept the proposed recommended order and the proposed final order. Attorney Nicholas Caggia representing Ms. Skinner agreed with everything presented by the Judge and the Judge is the finder of facts. One concern was noted, a medical condition not previously noted. Attorney Conely invited Board members to ask any addition questions from Attorney Shaddock or Attorney Caggia.
Vote:	5-0 In Favor

Motion:	Member Arnold made a motion to authorize entry of the final order as it appears in the agenda.
Second:	Malissa Morgan
Discussion/Additional Information	Attorney Conely made a comment for the record. A part of the Final Order, the last page, is an Appeal of Final Order document.
Vote:	5-0 In Favor

V. Items for Action

Chairman Riedel asked if there were any changes, additions, or deletions to the Items for Action. Superintendent Kenworthy asked that Items D. Ratification of Contract with Instructional Unit for 2020-21, and E. Ratification of Contract with Classified Unit for 2020-21 be pulled for revision.

Approval of Items for Action Pulling Items D. and E.:	
Motion:	Joe Arnold
Second:	Jill Holcomb
Vote:	5-0 In Favor

A. AMENDMENT OF BOARD POLICY 3.33 PROHIBITION OF HARASSMENT

Superintendent's Recommendation: That the Board approve amendment of Board Policy 3.33 Prohibition of Harassment.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed revision of Policy 3.33 reflects changes in Title IX. Advertisement of intent to amend Policy 3.33 was approved by the School Board on October 13, 2020, and legally advertised to the public on October 21, 2020, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0 In Favor

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B. AMENDMENT OF BOARD POLICY 5.321* BULLYING & HARASSMENT

Superintendent's Recommendation: That the Board approve amendment of Board Policy 5.321* Bullying & Harassment.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed revision of Policy 5.321* reflects changes in Title IX. Advertisement of intent to amend Policy 5.321* was approved by the School Board on October 13, 2020, and legally advertised to the public on October 21, 2020, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0 In Favor

C. AMENDMENT OF BOARD POLICY 5.325* DATING VIOLENCE AND ABUSE

Superintendent's Recommendation: That the Board approve amendment of Board Policy 5.325* Dating Violence and Abuse.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that the revision of Policy 5.325* reflects changes in Title IX. Advertisement of intent to amend Policy 5.325* was approved by the School Board on October 13, 2020, and legally advertised to the public on October 21, 2020, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0 In Favor

The Okeechobee County School Board, Florida, hereby certifies that pursuant to a legal notice, a meeting for public hearing was held in the School Board Administrative Office, 700 S.W. 2nd Avenue, at 6:00 p.m. in the City of Okeechobee on the 8th day of December, 2020, for the purpose of discussing Amendment of Board Policies 3.33 Prohibition of Harassment, 5.321* Bullying and Harassment, and 5.325* Dating Violence and Abuse. The Board further certifies that it remained in session until 7:15 p.m. and there appeared no one at said hearing to oppose or discuss this policy change.

REVISED

D. RATIFICATION OF CONTRACT WITH INSTRUCTIONAL UNIT FOR 2020-21

Superintendent's Recommendation: That the Board ratify proposals for the 2020-21 Instructional Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2020, through June 30, 2021.

Motion:	Malissa Morgan				
Second:	Joe Arnold				
Discussion/Additional Information	Superintendent Kenworthy stated that the proposals have been negotiated and tentatively agreed upon by the parties. The Instructional Bargaining unit conducted a ratification vote December 7, 2020. The results are listed below. <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>For</u></td> <td style="text-align: center;"><u>Against</u></td> </tr> <tr> <td style="text-align: center;">179</td> <td style="text-align: center;">10</td> </tr> </table> Superintendent Kenworthy read the results of the vote.	<u>For</u>	<u>Against</u>	179	10
<u>For</u>	<u>Against</u>				
179	10				
Vote:	5-0 In Favor				

REVISED

E. RATIFICATION OF CONTRACT WITH CLASSIFIED UNIT FOR 2020-21

Superintendent's Recommendation: That the Board ratify proposals for the 2020-21 Classified Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2020, through June 30, 2021.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that the proposals have been negotiated and tentatively agreed upon by the parties. The Classified Bargaining unit conducted a ratification vote December 7, 2020. The results are listed below.

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	<table style="margin: auto;"> <tr> <td style="text-align: center;"><u>For</u></td> <td style="text-align: center;"><u>Against</u></td> </tr> <tr> <td style="text-align: center;"><u>147</u></td> <td style="text-align: center;"><u>1</u></td> </tr> </table>	<u>For</u>	<u>Against</u>	<u>147</u>	<u>1</u>
<u>For</u>	<u>Against</u>				
<u>147</u>	<u>1</u>				
	Superintendent Kenworthy read the results of the vote and thanked OCEA particularly for the Instructional salary, not the salary schedule they wanted, but both contracts received a very decent raise. Mr. Kenworthy stated that he hopes this shows how much everyone is appreciated. He mentioned that it would be hard to find a District that gave this much from District funds without a referendum in place. Attorney Conely stated that negotiations were held in a very courteous manner, everyone was gentle and receptive and it was a nice change.				
Vote:	5-0 In Favor				

F. FACE MASKS

Superintendent's Recommendation: That the Board approve the continuation of the practice of wearing masks ~~until further notice~~ and will revisit the requirement at the end of the next nine weeks (March). Religious and medical exemptions will remain in place.

Motion:	Malissa Morgan motioned on the recommendation with the amendment attached
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that he recommends masks until further notice. Mr. Kenworthy believes in the practice and believes that it has protected staff and students as one of the primary mitigation strategies. The continuation of masks until things are better or until there are not as many exclusions is best. Member Arnold stated that he would prefer to review mask usage quarterly and that religious and medical exemptions remain in place. Member Holcomb stated that she supports the quarterly review. Superintendent Kenworthy revised the recommendation. (see change above).
Vote:	5-0 In Favor

G. TEACHER SALARY ALLOCATION PLAN

Superintendent's Recommendation: That the Board approve the Teacher Salary Allocation Plan in the amount of \$1,095,146.

Motion:	Malissa Morgan
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy stated that the State allocated \$1,095,146 to the District to raise teacher salaries. The funds are earmarked within the FEFP program. 80% of the funds were to be used to raise the minimum base salary to \$47,500, or the maximum achievable. Using 80% of the funds enabled the District to raise the base salary to \$45,125. The remaining 20% could be used to increase the salaries of classroom teachers and other instructional staff who did not receive at least a 2% raise from the 80%. All instructional employees received at least a \$925 raise from the Teacher Salary allocation. Those making less than the new base received a raise ranging from \$1,325-\$4,125. It is important to note that the District contributed additional General Fund dollars to ensure that every eligible employee received a raise of at least \$2,125. The plan was due December 1, but Superintendent Kenworthy notified them that it was going to be presented to the Board tonight for ratification. The final plan can now be submitted to DOE for approval.
Vote:	5-0 In Favor

H. NO KID HUNGRY GRANT APPLICATION

Superintendent's Recommendation: That the Board approve the No Kid Hungry Grant Application in the amount of \$89,000.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that Supervisor of Food Services Lisa Bell applied for \$29,000 and was awarded \$89,000. Ms. Bell

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	and food services has worked so hard to feed all the students since March. The objectives of the grant are to provide an additional two days of breakfast and lunch meals to children through the weekends from November 1 st – December 18, 2020 and to provide food pantry staples once per week from the district food pantry and include specialty items for holiday type meals on November 20 th and December 18, 2020. Member Arnold asked Mr. Kenworthy to express the Board's gratitude to Lisa and her staff. They have built such a good rapport and the Board is so proud to have her and her department.
Vote:	5-0 In Favor

I. CHANGE ORDER THREE (3) FOR PROJECT AGREEMENT WITH WHARTON-SMITH, INC. FOR CENTRAL ELEMENTARY ROOF REPAIR AND REPLACEMENT PROJECT

Superintendent's Recommendation: That the Board approve Change Order Three (3) to the Project Agreement with Wharton-Smith, Inc., for Roof Repair and Replacement Project and Concrete Beam Repair at Center Elementary School. This change order is for concrete repairs from damage caused by removing walkway roofs, not to exceed \$25,000.00.

Motion:	Jill Holcomb
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that the construction project will include the concrete beam repairs located at various locations primarily under the walkway covers around the school and the roof repairs for the Clinic building and the concrete walkways.
Vote:	5-0 In Favor

J. REVISIONS TO PERSONNEL ALLOCATIONS FOR 2020-21

Superintendent's Recommendation: That the Board approve the following revisions to personnel allocations for the 2020-2021 fiscal year:

Instructional Personnel

Action		#	Position	Location	Effective Date
Add	Delete				
✓		3	Teacher, Basic	Osceola Middle School	12-09-2020
✓		6	Teacher, Basic	Yearling Middle School	12-09-2020
	✓	-5	Teacher, Elementary Virtual	Okeechobee Virtual School	01-04-2021
	✓	-1	Teacher, M/J Virtual	Okeechobee Virtual School	01-04-2021
	✓	-1	Teacher, Secondary Virtual	Okeechobee Virtual School	01-04-2021

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy stated that the allocation changes are a result of the predicted enrollment for the second semester. Superintendent Kenworthy stated that the Spring plan will be shared during the discussion time.
Vote:	5-0 In Favor

VI. Consent Agenda

Chairman Riedel asked if there were any changes, additions, or deletions to the *Consent Agenda*. Superintendent Kenworthy asked that Item. C. Resignations, Termination and Suspension of Employment be pulled for revision.

Motion To Approve the Consent Agenda pulling Item. C. for revision:	Joe Arnold
Second:	Jill Holcomb
Vote:	5-0 In Favor

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A. EMPLOYMENT OF PERSONNEL

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Agnew, Brittany	Secretary, Professional Development	Administrative Services	11/11/2020
Enrico, Clara	Paraprofessional, ESE-Ages 3-5	Okeechobee Achievement Academy	11/13/2020

B. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Ferrell, Rose	Aftercare Aide, South Elementary School	10/28/2020
Padrick, Taylor	Volleyball, Okeechobee High School, Varsity Head Coach	07/27/2020
Riles, Demetre	Football, Okeechobee High School, JV Coach	07/27/2020
Throop, Lauren	Volleyball, Osceola Middle School, Head Coach	08/03/2020

C. PULLED FOR REVISION

D. TRANSFER OF PERSONNEL

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Dixon, Nashay OOF- Math (Grades 5-9)	Teacher, Math-M/J Osceola Middle School	Teacher, 5 th Grade Math & Science South Elementary School	11/30/2020
Buchanan, Kelly	Teacher, Math-Senior High Okeechobee High School	Teacher, Math-Sr. High Okeechobee Virtual School	08/03/2020
Enrico, Jon	Teacher, Dr-Senior High Okeechobee High School	Teacher, Career & Technical Education Okeechobee Virtual School	08/03/2020
Jones, Todd	Teacher, Math-Senior High Okeechobee High School	Teacher, Math-Sr. High Okeechobee Virtual School	08/03/2020

E. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Mullins, Patricia	Okeechobee High School	Short Term	10/29/2020 - 10/29/2021	Total not to exceed 60 days
Roy, Kara	Okeechobee Virtual School	Short Term	01/15/2021 - 02/26/2021	Total not to exceed 60 days
Yeo, Kenneth – Revised	Seminole Elementary School	Short Term	10/21/2020 - 11/18/2020	Total not to exceed 60 days

F. ADDITIONS TO SUBSTITUTE TEACHERS FOR 2020-21

<u>Name</u>	<u>Rank</u>
Tedders, Ryan J.	II

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

G. PAYMENTS TO PERSONNEL

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Levins, Blanche	Reading Endorsement - Passed SAE	\$650.00	11/19/20	#11390 - Reading Training
21 Food Service Employees	No Kid Hungry Grant	\$12 Per Hour or Employee's Regular Rate of Pay (whichever is higher)	11/17/20-11/20/20	#94200

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

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H. MONTHLY FINANCIAL STATEMENT FOR OCTOBER, 2020

The Board approved the Monthly Financial Statement for October, 2020, and ordered them filed as public record.

I. BUDGET AMENDMENT #4 FOR OCTOBER, 2019

The Board approved Budget Amendment #4 for October, 2020.

J. WARRANT REGISTER FOR NOVEMBER, 2020

The Board approved the Warrant Register for November, 2020, as follows:

General Disbursement Account – Warrants #178713 thru #178957 and ACH #202100512 thru #202100565 and Wire Transfers #202000357 thru #202000557

Operating General Fund	\$ 2,344,693.69
Federal Programs Fund	53,277.28
Food Service Fund	97,005.44
Capital Improvement Fund	263,637.45
Total	\$ 2,758,613.86

*Also included are October 2020 wires totaling \$1,147,827.77 from Operating General Fund.

Pulled for revision

C. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

Name	Position	School or Center	Effective Date
Autrey, Joyce Retirement	Paraprofessional, Elementary	North Elementary School	12/07/2020
Kenney, Patricia Retirement	Teacher, First	South Elementary School	01/04/2021

That Camille N. Brown, Teacher, Language Arts-M/J, Yearling Middle School, be terminated as a probationary employee effective November 09, 2020, in accordance with Florida Statute 1012.335.

~~That the resignation of Karen Carrier, Teacher, Reading Senior High, Okeechobee High School, be accepted with prejudice effective January 4, 2021, due to lack of sufficient notice.~~

That the resignation of Samantha Fulks, Teacher, Math-Senior High, Okeechobee Virtual School, be accepted with prejudice effective November 30, 2020, due to lack of sufficient notice.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that the District is fortunate to have an employee opt out and decide to stay on and a new retirement effective December 7, 2020.
Vote:	5-0 In Favor

VII. Information Items

A. SUPERINTENDENT -

- Mr. Kenworthy announced the Spring Plan is due to DOE on December 15. The Plan does not need Board approval. The Plan includes the requirement of five-day brick and mortar schooling, full services to all students including ELL and students with disabilities, progress monitoring and Professional Development in grade level standards and to meet the technology needs of teachers. Mr. Kenworthy spoke to Chancellor Olivia today and several districts are going to eliminate Option 2 and continue with Virtual Learning especially for students with a medical condition. The Executive Order requires that parents/guardians receive a written notice if their student is at risk of failing. The District will continue to offer a modified Option 2 for students that are quarantined or excluded. The modified Option 2 will move from synchronous to an asynchronous model. The model may include recorded lessons and a days delay in presentation. The plan will also include enhanced outreach addressing truancy and DNEs.
- Mr. Kenworthy reminded Board members to submit their Ethics certificate to Sharon before the end of December.
- The Superintendent reminded Board members that schools will be closed for Winter Break, December 21, to January 4, as a teacher's workday. December 18 was converted to a full day of school due to Tropical Storm Eta.

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- The next Board meeting is Tuesday, January 19, a special date due to the holiday break.
 - Mr. Kenworthy asked Board members if they would like to continue Board meetings with zoom or to invite everyone back in person only. Member Arnold stated that he would like to continue with zoom and to invite participants to attend as well, give options. Vice Chairman Jahner agreed.
- B. SCHOOL BOARD MEMBERS -
- Vice Chairman Jahner asked that the District look at the salary step plan of other Districts. The local plan is very confusing; we might find something that appeals to our District. Member Arnold agreed that it is confusing and would like to see the compression spaced out with time. Merry Christmas and Happy New Year.
- C. SCHOOL BOARD ATTORNEY -
- Wished everyone wonderful holidays.
- D. PUBLIC –
- Campus President Russ Brown, Indian River State College, Dixon-Hendry Campus, asked for the opportunity to update the Board and share appreciation for the Districts relationship with the college. Okeechobee has the most participation and success in dual enrollment in the four county area. Campus President Brown stated that ten years ago, there were fewer than 80 participants, last year there were over 500 students in the program. In 2018-19 twenty-two students and in 2019-20 twenty students completed high school with an AA degree. Mr. Brown thanked members for their support of dual enrollment and the Grow Your Own Educators program. The high school and the college are within a half-mile of each other, but IRSC provides access and uses high school instructors as adjunct instructors. This does not happen in other areas. The District is very fortunate to have this relationship and Mr. Brown and his staff are very much appreciated. The Grow Our Own program is expanding as it is difficult to recruit teachers, but it starts with dual enrollment. Students can do the coursework and the District can hire them once they come of age to substitute. The students can earn money and credits towards their bachelor's degree. This is a great incentive for them to continue and the District can offer them a job even before they graduate from IRSC. Chairman Riedel thanked Mr. Brown and IRSC.
 - Mr. Conely distributed and read into record an e-mailed public comment from a parent, Ashley Johnson. Mr. Conely stated that some of the questions ask by the parent were answered in Mr. Kenworthy's presentation.

VIII. Adjournment

There being no further business to discuss, on a motion by Joe Arnold, seconded by Melisa Jahner, the Board adjourned at 7:15 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, January 19, 2021, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File _____
Amanda Riedel
Chairman

Signature on File _____
Ken Kenworthy
Superintendent of Schools