

Minutes of
Okeechobee County School Board Meeting
April 14, 2015
6:00 p.m.

I. Call to Order

Call to Order: Chairman Arnold

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

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

Invocation: Rev. Dallasteen Yates, New St. Stephens African Methodist Episcopal Church
Pledge of Allegiance: Led by Chairman Arnold

II. Recognition Items

Community Recognition

- ★ New St. Stephen African Methodist Episcopal Church
The Board accepted an Agape Certificate of Appreciation from the New St. Stephen AME Church and thanked Rev. Yates and representatives of the church for service to their church community and the school system.

Student Recognition

- ★ **Eagle Scout Honoree**
 - Nathan Parker, OHS, Gr. 10
- ★ **OHS Drama – State Thespian Competitor**
 - Kelsie Chartier, Gr. 12
- ★ **District Finalist – Congressional Art Competition**
 - Natasha Williams, OHS, Gr. 12
- ★ **OHS Wrestlers – State Competitors**
 - Jacob Dupree, Gr. 12
 - Erik Gaitan, Gr. 12
- ★ **OHS - Digital Design Certification – Adobe Premier**
 - Ryan Daniel, Gr. 11
 - Christian Grammer, Gr. 12
 - William Wehde, Gr. 11
- ★ **State Science & Engineering Fair Participants**

Junior Division

Yearling Middle School

- William Murrish, Gr. 8 (Physics)

Osceola Middle School

- Zachary Reister, Gr. 6 (Microbiology)

Senior Division

Okeechobee High School

- Kristen Burkett, Gr. 11 (Engineering)
- Johnathan Fox, Gr. 11 (Environmental) **
- Zachary Kielbasa, Gr. 10 (Zoology)
- Cady McGehee, Gr. 10 (Microbiology) **
- John McGehee, Gr. 11 (Microbiology)
- Aubrie Reister, Gr. 11 (Computer)
- Julie Sharpe, Gr. 12 (Chemistry)

** Selected to compete in the International Science & Engineering Fair (May 10-15, Pittsburgh, PA)

Staff Recognition

- ★ Golden Mouse Award
 - Elementary – Bridgette Buehrly, Kindergarten Teacher, Seminole Elementary School
 - Secondary – Eduarda Anselmo, Foreign Language Teacher, Okeechobee High School
- ★ Migrant Department Staff – DOE Monitoring – No Findings
 - Migrant Advocates:
 - Florida Algarin
 - Isaura Henry
 - Rosa Ruiz
 - Guadalupe Sanchez
 - Mayra Talavera
 - Elmo Urbina
 - Elida Villalpando
 - Ana Waldron
 - Lauren Myers, Federal Programs Resource Teacher
 - Mary Gammill, Secretary
 - LaVerne Klein, Bookkeeper
- ★ Retirements
 - Curtis Frick, ESE/EBD Teacher, Okeechobee Achievement Academy, 8 Years
 - Joe Paige, 5th Grade Teacher, Seminole Elementary School, 35 Years

III. Request to Address the Board

Chairman Arnold recognized Ms. Brenda Scott to address the School Board. Ms. Scott's comments included:

- The importance of teaching empowerment to students regardless of race or culture.
- Suggestion that the District hire an African-American Advocate for students as are hired to assist migrant students and families.
- Suggestion that the District provide better programs for Black History Month (February).
- Ms. Scott is a playwright and would like to see more plays presented locally.
- Asked that the District continue seeking to include diversity in its programs.

Chairman Arnold requested that the Superintendent check to see if other school districts have African-American Advocates, and if so, how the position is funded.

IV. Approval of Minutes

- Minutes of Meeting on March 10, 2015

Motion:	India Riedel
Second:	Malissa Morgan
Vote:	5-0 In Favor

- Minutes of Workshop on March 23, 2015

Motion:	Jill Holcomb
Second:	Dixie Ball
Vote:	5-0 In Favor

V. Items for Action

Chairman Arnold asked if there were any changes, additions, or deletions to the Items for Action. Superintendent Kenworthy requested that Item L., *Purchasing Agreement with CDW Government, LLC*, be replaced for correction.

Approval of Items for Action Agenda with replacement of Item L.	
Motion:	India Riedel
Second:	Jill Holcomb
Vote:	5-0 In Favor

A. CASTALDI ANALYSIS REPORT FOR OKEECHOBEE HIGH SCHOOL

Superintendent's Recommendation: That the Board approve the Castaldi Analysis Report for Okeechobee High School.

Motion:	India Riedel
Second:	Malissa Morgan
Discussion/Additional Information	<p>Mr. Greg Kelly, Architect, of Clemons, Rutherford & Associates was present to represent Dr. John Watson who could not attend. Dr. Watson originally spoke to the Board on March 10th regarding Special Facilities Construction for Okeechobee High School.</p> <p>Mr. Kelly provided an updated Castaldi Analysis Report. Vice Chairman Malissa Morgan asked Mr. Kelly to point out the changes made to the report since it was presented in March by Dr. Watson. Mr. Kelly stated that corrections were in the following areas: Indoor Air Quality, Mechanical Systems, and Construction Materials. Mrs. Morgan asked if the revisions corrected building violations that were previously mentioned. Mr. Kelly responded that the violations stated in the previous report were cleared in the updated report.</p> <p>Chairman Arnold asked how long the Castaldi report remains valid. Mr. Kelly reported that the Castaldi Analysis Report is valid indefinitely. Chairman Arnold asked if approving the Castaldi report legally binds the Board to anything, and Mr. Kelly confirmed that it does not commit the Board to any further action.</p>
Vote:	5-0 In Favor

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B. SPECIAL FACILITIES CONSTRUCTION PROJECT – OKEECHOBEE HIGH SCHOOL

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

Motion:	India Riedel made a motion to set the deadline of August 1, 2016, for submitting an application for Special Facilities Construction assistance to rebuild Okeechobee High School.
Second:	Malissa Morgan
Discussion/Additional Information	<p>Chairman Arnold expressed concern that the 2016 application deadline would not allow sufficient time to build reserves for emergency repairs and suggested that August 1, 2017, might be a better goal.</p> <p>India Riedel stated that although the August 1, 2015, application deadline is not realistic, she is in favor of submitting an application in August of 2016 if it is still viable with the legislature. She said that aiming for the 2016 deadline would give the District a two-year period to build the budget.</p> <p>Superintendent Kenworthy clarified that if the District were to submit an application in August of 2015, it would be for next year’s legislative session (2016) which would put the project off for one year. If the application is submitted in 2016, it would allow two years (2015-16 and 2016-17) to build reserves. The Superintendent went on to explain that when Dr. Watson spoke to the Board about proviso language for Capital Outlay funds, it stated that if one mil of a district’s ad valorem does not generate at least \$1 million they are entitled to $\frac{3}{4}$ of the 1.5 mils to use for capital expenditures. The new Senate proviso language raises the requirement to \$2 million. Since the District generates over \$1 million per one mil, it would need the \$2 million language to be enacted in order to have access to .75 mils. If the \$2 million proviso language is passed this year, it could become precedent for subsequent years. Superintendent Kenworthy stated that if the Senate proviso language is approved this year and written into statute next year, the District should be able to survive three years with $\frac{3}{4}$ of a mil in capital dollars.</p> <p>Superintendent Kenworthy added that funds have been transferred from Capital to cover operating expenses. Last year, \$300,000 was transferred to cover property insurance and most likely will be transferred again this year. Also last year, \$370,000 was transferred from Capital to cover maintenance. Those transfers into Operating will need to be budgeted out of General Funds during the three-year timeframe. If the District were able to retain $\frac{3}{4}$ of the Capital Outlay funds each year, it would amount to approximately \$1.5 million per year and should be sufficient to get through the three years. Superintendent Kenworthy summed up by saying that if Senate proviso language raising the threshold to \$2 million remains in effect, the District should be in good shape. If the proviso language goes away, it could pose a significant hardship.</p> <p>Jill Holcomb expressed a concern that waiting past the August 1, 2016, application deadline could negatively affect the District’s chance to get funded. Dr. Watson previously told the Board that funding for the High School would be the largest amount that Special Facilities has funded, and funding could become more uncertain as time goes on. Ms. Holcomb said that although the August 1, 2015, deadline is too tight, she would not be comfortable going beyond the August, 1, 2016, deadline.</p>

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	Vice Chairman Morgan agreed with Ms. Holcomb's statement regarding deadlines. Mrs. Morgan also stated that she is not in favor of using a "place holder construction plan" because it might appear that the District is not doing its due diligence in planning the project. India Riedel added that a key issue for her will be to gather as much community input as possible. Since the high school is the heartbeat of the community, it is very important to seek ideas and thoughts from all community members. Jill Holcomb added that she also wants more time for community discussion, especially concerning the possibility of combining a Freshman Campus with the High School.
Vote:	5-0 In Favor
Further Discussion	Superintendent Kenworthy commented that the District needs a plan regarding the possibility of moving the Freshman Campus to the High School and suggested a workshop session to evaluate the pros and cons of doing so. The Board requested that the Superintendent bring them a recommendation for scheduling a workshop.

C. INSTRUCTIONAL MATERIALS ADOPTION – SPANISH COURSES

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

Motion:	Dixie Ball
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy commented that this is the first round of instructional materials adoptions for the District since the law changed requiring School Board approval of all adoptions. Chairman Arnold asked if the adoption committee had any parent participation. Superintendent Kenworthy answered that the committee was comprised of the District's three teachers who teach Spanish. Mr. Arnold commented that he would prefer to see more parent input for future adoptions. India Riedel asked if students without computer access at home would have a textbook to take home. Superintendent Kenworthy responded that students will have access to textbooks that can be taken home. Vice Chairman Morgan asked if the teachers who selected the materials have whiteboards and access to reference apps, and Superintendent Kenworthy answered that they do.
Vote:	5-0 In Favor

D. AMENDMENT OF BOARD POLICY 2.90 TOBACCO USE IN DISTRICT FACILITIES

Superintendent's Recommendation: That the Board approve amendment of School Board Policy 2.90 Tobacco Use in District Facilities to bring the policy into agreement with current statutes.

Motion:	Malissa Morgan
Second:	Jill Holcomb
Discussion/Additional Information	The proposed revision of Policy 2.90 is a rewrite of the policy to designate all District facilities as tobacco-free and includes a change in title to "Tobacco-Free Environment." Advertisement of intent to amend Policy 2.90 was approved by the School Board on March 10, 2015 and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No inquiries or comments were received from the public regarding the proposed amendment. Chairman Arnold stated that he believes the policy is not enforceable and will vote against amendment.

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Vote:	3-2 In Favor Joe Arnold – Opposed Malissa Morgan – In Favor Dixie Ball – Opposed India Riedel – In Favor Jill Holcomb – In Favor
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E. AMENDMENT OF BOARD POLICY 5.27 HOMELESS STUDENTS

Superintendent's Recommendation: That the Board approve amendment of School Board Policy 5.27 Homeless Students.

Motion:	Jill Holcomb
Second:	Malissa Morgan
Discussion/Additional Information	The proposed revision of Policy 5.27 updates the policy to agree with current statutes regarding designations as "Certified Homeless Youths" and "Unaccompanied Homeless Youths." Advertisement of intent to amend Policy 5.27 was approved by the School Board on March 10, 2015 and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No inquiries or comments were received from the public regarding the proposed amendment.
Vote:	5-0 In Favor

F. ADOPTION OF BOARD POLICY 5.327 HAZING

Superintendent's Recommendation: That the Board approve adoption of School Board Policy 5.327 Hazing to bring the policy into agreement with current statutes.

Motion:	India Riedel
Second:	Jill Holcomb
Discussion/Additional Information	The proposed policy is required by Florida Statute 1006.135. Advertisement of intent to adopt Policy 5.327 was approved by the School Board on March 10, 2015 and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No inquiries or comments were received from the public regarding the proposed amendment.
Vote:	5-0 In Favor

G. AMENDMENT OF BOARD POLICY 6.81 INSTRUCTIONAL EMPLOYEE PERFORMANCE CRITERIA

Superintendent's Recommendation: That the Board approve amendment of School Board Policy 6.81 Instructional Employee Performance Criteria.

Motion:	India Riedel
Second:	Malissa Morgan
Discussion/Additional Information	The proposed revision of Policy 6.81 updates the policy to align with current Florida Statutes. Advertisement of intent to amend Policy 6.81 was approved by the School Board on March 10, 2015 and legally advertised to the public on March 11, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No inquiries or comments were received from the public regarding the proposed amendment. Chairman Arnold stated that he believes the policy violates students' 4 th Amendment rights because testing results are student property and are not owned by the teacher, school, or state. Mr. Arnold said that he will not vote for amendment of the policy. India Riedel asked the Superintendent if Policy 6.81 is required by statute and if it has been litigated at the state level. Superintendent Kenworthy replied that the policy is required by statute and that it (S.B. 736) has been litigated at length at the state level and not overturned.

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Vote:	4-1 In Favor Joe Arnold – Opposed Malissa Morgan – In Favor Dixie Ball – In Favor India Riedel – In Favor Jill Holcomb – In Favor
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The School Board of Okeechobee County, Florida, hereby certifies that pursuant to a legal notice, a meeting for 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 14th day of April, 2015, for the purpose of discussing amendment of Board Policies 2.90 Tobacco Use in District Facilities; 5.27 Homeless Students; 6.81 Instructional Employee Performance Criteria; and adoption of Board Policy 5.327 Hazing.

The Board further certifies that it remained in session until 8:30 p.m. and there appeared no one at said hearing to oppose or discuss this policy change.

H. ADVERTISEMENT TO AMEND BOARD POLICY 4.43 CHALLENGED MATERIALS

Superintendent's Recommendation: That the Board approve advertisement to amend Board Policy 4.43 Challenged Materials.

Motion:	Malissa Morgan
Second:	Dixie Ball
Discussion/Additional Information	<p>Superintendent Kenworthy commented that the proposed revision brings the policy into agreement with F.S. 1006.28 regarding procedures for challenging the appropriateness of District-adopted books or materials, and it is a required Board Policy according to Florida Statutes.</p> <p>Chairman Arnold objected to limiting the period for challenges to a 30-day period after adoption. He stated that limiting the period for challenges of materials would violate the 1st Amendment rights of individuals. Mr. Arnold commented that parents are often not aware of the content of instructional materials until they are brought home by their students. That could be a number of years past the adoption. He stated that anyone, and parents in particular, should have the right to challenge instructional materials at any time. Chairman Arnold stated that he could not vote in favor of the policy amendment.</p> <p>Vice Chairman Malissa Morgan asked if the District has had any recent challenges to instructional materials. Superintendent Kenworthy responded that the last challenge he is aware of was at least 15 years ago or possibly longer. Dixie Ball questioned if the policy, by law, must limit the number of days. The Board discussed options and requirements concerning the policy amendment language. Superintendent Kenworthy explained that if someone came forward with a concern about the content of instructional materials, he or she would certainly be heard even if past the 30-day period. India Riedel commented that the policy and the 30-day period would be enforced at the Board level. Chairman Arnold stated that it appears that the policy as amended will not be enforced and suggested the amendment be rewritten in a form that is enforceable.</p>
Vote:	4-1 In Favor Joe Arnold – Opposed Malissa Morgan – In Favor Dixie Ball – In Favor India Riedel – In Favor Jill Holcomb – In Favor

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I. ADVERTISEMENT TO AMEND BOARD POLICY 4.60 DISTRICT ASSESSMENT PROGRAM

Superintendent's Recommendation: That the Board approve advertisement to amend Board Policy 4.60 District Assessment Program.

Motion:	Malissa Morgan
Second:	Jill Holcomb
Discussion/Additional Information	<p>The proposed revision brings the policy into agreement with Florida Statutes regarding assessments to measure student performance including the development of a District Assessment Manual and assessment schedules. Superintendent Kenworthy commented that the policy requires the development of an Assessment Manual which has been developed by Joseph Stanley, Coordinator of K-12 Accountability and Assessment.</p> <p>Chairman Arnold asked if a student has the right to opt out of taking Common Course Exams. Superintendent Kenworthy answered that at the high school level the Common Course Exam is most often a semester test and that there are grade consequences for not taking semester tests. Chairman Arnold asked if electronic devices are recording devices, and Joseph Stanley responded that electronic devices are defined as any device that can record. Chairman Arnold asked if outside vendors are used for test bank items in building tests. Superintendent Kenworthy responded that the District does use test bank services. Chairman Arnold also asked if students have an option of taking a paper test rather than taking the test electronically. Mr. Stanley explained that students have the option of a paper test if it is written into his or her IEP.</p>
Vote:	5-0 In Favor

J. AUDITOR GENERAL'S REPORT NO. 2015-115

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

Motion:	Malissa Morgan
Second:	Dixie Ball
Discussion/Additional Information	<p>Superintendent Kenworthy reported that there were three audit findings and that none were designated as substantial findings. Superintendent Kenworthy reviewed the findings and stated that all three have been corrected to comply with state statutes.</p>
Vote:	5-0 In Favor

K. FSBA ANNUAL MEMBERSHIP DUES

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

Motion:	Dixie Ball
Second:	Jill Holcomb
Discussion/Additional Information	<p>Services provided by the FSBA include training for School Board members, researching of issues of legislative importance to school districts and representing their views before the legislature, the State Board of Education, and other organizations. Also included as part of the membership are newsletters, policy briefs, research, and grant information.</p>
Vote:	5-0 In Favor

L. PURCHASING AGREEMENT WITH CDW GOVERNMENT, LLC

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

Motion:	Malissa Morgan
Second:	Dixie Ball
Discussion/Additional Information	This is a new agreement specifically for the purchase of network switches and cables and is contingent upon the award of E-Rate funding. Superintendent Kenworthy, at the request of Dixie Ball, explained the E-Rate program. The Federal Library System provides a source of funds for school districts, libraries, and colleges for the purpose of accessing Internet technologies.
Vote:	5-0 In Favor

M. SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2014-15

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

Motion:	Malissa Morgan
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy explained that the salary schedules for school based administrators have changed significantly to comply with the performance based pay requirement. According to statute, school based administrators with a highly effective evaluation must receive a higher annual salary adjustment than others who are not highly effective, the same requirement that is in effect for teachers.
Vote:	5-0 In Favor

<p>2014-2015 Okeechobee County School Board SALARY SCHEDULE NO. 1A SUBSTITUTES</p>
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**SUBSTITUTE TEACHERS
AND
AUTHORIZED SUBSTITUTE PARAPROFESSIONALS**

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

SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS

\$11.00 per hour

SUPPLEMENTARY TEMPORARY PERSONNEL

\$8.00 per hour

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

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

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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2014-2015 Okeechobee County School Board Salary Schedule No. 3 - Grandfather Schedule/Performance Pay Assistant Principal – 12 Months
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Step	High School
1	66600
2	67050
3	67500
4	67950
5	68400
6	68850
7	69300
8	69750
9	70200
10	70650
11	71100
12	71550
13	72000
14	72450
15	72900
16	73350
17	73800
18	74250
19	74700
20	75150
21	75600
22	76050
23	76500
24	76950
25	77400
26	77850

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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2014-2015 Okeechobee County School Board Salary Schedule No. 4 - Grandfather Schedule/Performance Pay Assistant Principal – 11 Months
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Step	Elementary	Middle School/ OHS Freshman Campus
1	60200	61700
2	60650	62150
3	61100	62600
4	61550	63050
5	62000	63500
6	62450	63950
7	62900	64400
8	63350	64850
9	63800	65300
10	64250	65750
11	64700	66200
12	65150	66650
13	65600	67100
14	66050	67550
15	66500	68000
16	66950	68450
17	67400	68900
18	67850	69350
19	68300	69800
20	68750	70250
21	69200	70700
22	69650	71150
23	70100	71600
24	70550	72050
25	71000	72500
26	71450	72950

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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2014-2015 Okeechobee County School Board Salary Schedule No. 6 Assistant Superintendent – 12 Months
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Step	Annual Salary
1	82900
2	83670
3	84440
4	85210
5	85980
6	86750
7	87520
8	88290
9	89060
10	89830
11	90600
12	91370
13	92140
14	92910
15	93680
16	94450
17	95220
18	95990
19	96760
20	97530
21	98300
22	99070
23	99840

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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

Step	Hourly Rate
0	30.00

Energy Manager 12 Months

Step	Hourly Rate
0	20.00

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 April 14, 2015
 6:00 p.m.

2014-2015 Okeechobee County School Board Salary Schedule No. 8 Director – 12 Months
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Step	Annual Salary
1	75300
2	75925
3	76550
4	77175
5	77800
6	78425
7	79050
8	79675
9	80300
10	80925
11	81550
12	82175
13	82800
14	83425
15	84050
16	84675
17	85300
18	85925
19	86550
20	87175
21	87800
22	88425
23	89050
24	89675
25	90300
26	90925

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

2014-2015 Okeechobee County School Board Salary Schedule No. 9 Supervisor I – 12 Months
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Step	Annual Salary
1	71100
2	71725
3	72350
4	72975
5	73600
6	74225
7	74850
8	75475
9	76100
10	76725
11	77350
12	77975
13	78600
14	79225
15	79850
16	80475
17	81100
18	81725
19	82350
20	82975
21	83600
22	84225
23	84850
24	85475
25	86100
26	86725

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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2014-2015 Okeechobee County School Board Salary Schedule No. 11 Coordinator School Psychologist
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Step	11 Months 206 Days	11 Months 224 Days	12 Months 249 Days
1	51781	56300	65300
2	52292	56860	65860
3	52802	57420	66420
4	53313	57980	66980
5	53841	58540	67540
6	54352	59100	68100
7	54862	59660	68660
8	55373	60220	69220
9	55901	60780	69780
10	56412	61340	70340
11	56922	61900	70900
12	57433	62460	71460
13	57961	63020	72020
14	58472	63580	72580
15	58982	64140	73140
16	59493	64700	73700
17	60021	65260	74260
18	60532	65820	74820
19	61042	66380	75380
20	61553	66940	75940
21	62081	67500	76500
22	62592	68060	77060
23	63102	68620	77620
24	63613	69180	78180
25	64141	69740	78740
26	64652	70300	79300

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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

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

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

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2013-2014 will be eligible to move a step.
 - Employees initially moving to the top step of the salary schedule in 2014-2015 are entitled to step movement only and are not eligible to receive a longevity stipend.
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<p align="center">2014-2015 Okeechobee County School Board Salary Schedule No. 15 Maintenance Foreman Assistant Director of Finance 12 Months</p>
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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 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

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2014-2015 Okeechobee County School Board Salary Schedule No. 23 Lunchroom Manager
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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

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

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

For the 2011-2012 Fiscal Year:

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

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

For the 2013-2014 Fiscal Year:

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

For the 2014-2015 Fiscal Year:

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

N. REVISIONS TO PERSONNEL ALLOCATIONS FOR 2014-15

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

Administrative Personnel

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

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

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O. STAFFING ALLOCATIONS FOR 2015-16

Superintendent's Recommendation: That the 2015-16 Staffing Allocations be approved.

Motion:	Jill Holcomb
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy reviewed the process for arriving at allocations for next year including the effect that Class Size Reduction has on projections. He stated that 16 additional teaching positions have been added to meet class size, although there may not be a need to fund some of the positions. Other changes to allocations include adding two paraprofessionals at each elementary school, changing a coordinator position to a director position (90% federally funded), and adding an Assistant Finance Director position. India Riedel asked if an administrative position is being cut since the total number of administrators decreased from 40 to 39 positions. Superintendent Kenworthy explained that the decrease was due to a mid-year reassignment. Jill Holcomb commented that she is pleased to have additional paraprofessionals at the elementary level.
Vote:	5-0 In Favor

OKEECHOBEE HIGH SCHOOL			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
50.36	Teacher, Basic	52.86		52.86
1.00	Perm Sub	1.00		1.00
2.00	Teacher, ROTC	1.00	1.00	2.00
9.50	Teacher, ESE	8.00		8.00
0.20	Teacher, Speech/Language	0.20		0.20
1.00	Teacher, ESE TSA (IDEA)	0.00	1.00	1.00
8.00	Teacher, Vocational	8.00		8.00
1.00	Teacher, Voc. Res (Carl Perkins)	0.19	0.81	1.00
3.00	Guidance Counselor	3.00		3.00
1.00	Media Specialist	1.00		1.00
1.00	Instructional Technology Specialist	1.00		1.00
1.00	Intervention Specialist (IDEA)	0.67	0.33	1.00
1.00	Reading Coach (Title II)	0.00	1.00	1.00
80.06	Total Instructional	76.92	4.14	81.06
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
1.00	Aide, Health	1.00		1.00
1.00	Aide, Security Monitor	1.00		1.00
1.00	Paraprofessional (Title VI)		1.00	1.00
2.00	Paraprofessional, ESE	2.00		2.00
1.00	Paraprofessional, ESOL	1.00		1.00
1.00	Paraprofessional, ISS (County/IDEA)	0.50	0.50	1.00
1.00	Secretary	1.00		1.00
1.00	Secretary, Guidance	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Receptionist	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Maintenance II	1.00		1.00
2.00	Custodian I	2.00		2.00
7.50	Custodian II	7.50		7.50
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
9.00	Assistant, Food Service		9.00	9.00
37.50	Total Non-Instructional	23.00	14.50	37.50
120.56	Grand Total	102.92	18.64	121.56

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OKEECHOBEE HIGH SCHOOL / FRESHMAN CAMPUS				2015-2016
2014-15 Budget	Positions	County Funds	Special Funds	Total
14.00	Teacher, Basic	16.00		16.00
4.00	Teacher, ESE	3.00		3.00
0.10	Teacher, Speech/Language	0.10		0.10
2.00	Teacher, Vocational	2.00		2.00
1.00	Guidance Counselor	1.00		1.00
1.00	Reading Coach (Title II)	0.00	1.00	1.00
22.10	Total Instructional	22.10	1.00	23.10
1.00	Senior Administrator	1.00		1.00
1.00	Assistant Principal	1.00		1.00
2.00	Total Administrative	2.00		2.00
0.50	Advocate (Migrant)		0.50	0.50
1.00	Aide, Clerical	1.00		1.00
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50
1.00	Aide, Health	1.00		1.00
1.00	Secretary	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
2.00	Custodian II	2.00		2.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
3.00	Assistant, Food Service		3.00	3.00
13.00	Total Non-Instructional	7.00	6.00	13.00
37.10	Grand Total	31.10	7.00	38.10

YEARLING MIDDLE SCHOOL				2015-2016
2014-15 Budget	Positions	County Funds	Special Funds	Total
30.00	Teacher, Basic	30.00		30.00
8.00	Teacher, ESE	8.00		8.00
0.40	Teacher, Speech/Language	0.40		0.40
0.10	Teacher, Hearing Impaired	0.10		0.10
0.50	Teacher, Gifted	0.50		0.50
4.00	Teacher, Elective	4.00		4.00
0.50	Teacher, ESOL	0.50		0.50
2.00	Guidance Counselor	2.00		2.00
1.00	Reading Coach (Title I)	0.10	0.90	1.00
1.00	Dean of Students	1.00		1.00
47.50	Total Instructional	46.60	0.90	47.50
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)		1.00	1.00
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50
1.00	Aide, Health	1.00	0.00	1.00
1.00	Paraprofessional, ESOL	1.00		1.00
4.00	Paraprofessional, ESE (IDEA)	3.00	1.00	4.00
1.00	Paraprofessional (Sparsity)	0.00	1.00	1.00
0.50	Paraprofessional, ISS (Ed. Foundation)	0.00	0.50	0.50
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
4.00	Custodian II	4.00		4.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
4.00	Assistant, Food Service		4.00	4.00
23.00	Total Non-Instructional	13.00	10.00	23.00
72.50	Grand Total	61.60	10.90	72.50

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OSCEOLA MIDDLE SCHOOL			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
32.00	Teacher, Basic	31.00		31.00
5.00	Teacher, ESE	6.00		6.00
0.30	Teacher, Speech/Language	0.30		0.30
0.50	Teacher, Gifted	0.50		0.50
5.00	Teacher, Elective	5.00		5.00
0.50	Teacher, ESOL	0.50		0.50
2.00	Guidance Counselor	2.00		2.00
1.00	Reading Coach (Title II)	0.10	0.90	1.00
1.00	Dean of Students	1.00		1.00
47.30	Total Instructional	46.40	0.90	47.30
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)		1.00	1.00
2.00	Aide, Clerical	2.00		2.00
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50
1.00	Aide, Health	1.00	0.00	1.00
1.00	Paraprofessional, ESOL	1.00		1.00
1.00	Paraprofessional, ESE (IDEA)	0.00	1.00	1.00
2.00	Paraprofessional (Sparsity)	1.00	1.00	2.00
0.50	Paraprofessional, ISS (Ed. Foundation)		0.50	0.50
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
6.00	Custodian II	6.00		6.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
5.00	Assistant, Food Service		5.00	5.00
26.00	Total Non-Instructional	15.00	11.00	26.00
75.30	Grand Total	63.40	11.90	75.30

OKEECHOBEE ACHIEVEMENT ACADEMY			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
3.00	Teacher, DO Prev*	3.00		3.00
6.00	Teacher, ESE	7.00		7.00
1.00	Teacher, Pre-K Resource	0.50	0.50	1.00
1.00	Teacher, Speech/Language	1.00		1.00
1.00	Dean of Students	1.00		1.00
1.00	Reading Coach (Title II)	0.80	0.20	1.00
13.00	Total Instructional	13.30	0.70	14.00
1.00	Principal(Middle School)	1.00		1.00
1.00	Total Administrative	1.00		1.00
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50
3.00	Paraprofessional, ESE	4.00		4.00
3.00	Aide, ESE (IDEA)		3.00	3.00
3.00	Paraprofessional (Title I)	2.00	1.00	3.00
3.00	Paraprofessional, Schl Readiness Pre-K		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
22.50	Total Non-Instructional	11.00	12.50	23.50
36.50	Grand Total	25.30	13.20	38.50

*Includes staff funded through SAI

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CENTRAL ELEMENTARY SCHOOL			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
34.00	Teacher, Basic*	37.00		37.00
0.00	Teacher, Perm Sub	0.00		0.00
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
43.10	Total Instructional	45.10	1.00	46.10
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)		1.00	1.00
0.50	Aide, ESE Guidance (IDEA)		0.50	0.50
1.00	Aide, Health	1.00	0.00	1.00
0.00	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
4.00	Assistant, Food Service		4.00	4.00
18.50	Total Non-Instructional	11.00	9.50	20.50
63.60	Grand Total	58.10	10.50	68.60

*Includes staff funded through SAI

EVERGLADES ELEMENTARY			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
34.00	Teacher, Basic*	37.00	0.00	37.00
0.00	Teacher, Perm Sub	1.00		1.00
3.00	Teacher, PE/Music/Art	3.00		3.00
4.00	Teacher, ESE	4.00		4.00
0.15	Teacher, Hearing Impaired	0.15		0.15
1.00	Reading Coach (Title I)		1.00	1.00
1.00	Guidance Counselor	1.00		1.00
1.00	Media Specialist	1.00		1.00
44.15	Total Instructional	47.15	1.00	48.15
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)		1.00	1.00
1.00	Aide, Health	1.00		1.00
1.00	Aide, ESE Guidance (IDEA)		1.00	1.00
2.00	Paraprofessional	4.00		4.00
1.00	Paraprofessional, ESOL	1.00		1.00
1.00	Paraprofessional, ESE (IDEA)		1.00	1.00
3.00	Paraprofessional, Title I		3.00	3.00
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
3.00	Custodian II	3.00		3.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
5.00	Assistant, Food Service		5.00	5.00
24.00	Total Non-Instructional	13.00	13.00	26.00
70.15	Grand Total	62.15	14.00	76.15

*Includes staff funded through SAI

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NORTH ELEMENTARY SCHOOL			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
33.00	Teacher, Basic*	34.00		34.00
2.00	Teacher, Perm Sub	2.00		2.00
3.00	Teacher, PE/Music/Art	3.00		3.00
3.00	Teacher, ESE	3.00		3.00
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
44.50	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
1.00	Advocate (Migrant)		1.00	1.00
1.00	Aide, Health	1.00		1.00
1.00	Aide, ESE Guidance (IDEA)		1.00	1.00
1.00	Paraprofessional	3.00		3.00
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
5.00	Assistant, Food Service		5.00	5.00
21.00	Total Non-Instructional	12.00	11.00	23.00
67.50	Grand Total	58.50	12.00	70.50

*Includes staff funded through SAI

SEMINOLE ELEMENTARY SCHOOL			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
35.00	Teacher, Basic*	38.00		38.00
0.00	Teacher, Perm Sub	0.00		0.00
2.00	Teacher, PE/Music/Art	2.00		2.00
6.00	Teacher, ESE	6.00		6.00
0.15	Teacher, Hearing Impaired	0.15		0.15
1.00	Teacher, Gifted	1.00		1.00
1.00	Reading Coach (Title I)		1.00	1.00
1.00	Guidance Counselor	1.00		1.00
1.00	Media Specialist	1.00		1.00
47.15	Total Instructional	49.15	1.00	50.15
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
1.00	Advocate (Migrant)		1.00	1.00
1.00	Aide, ESE Guidance (IDEA)		1.00	1.00
1.00	Aide, Health	1.00		1.00
1.00	Paraprofessional	3.00		3.00
4.00	Paraprofessional, ESE (IDEA)	3.00	1.00	4.00
1.00	Paraprofessional, ESOL	1.00		1.00
3.00	Paraprofessional, Title I		3.00	3.00
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
1.00	Custodian I	1.00		1.00
3.00	Custodian II	3.00		3.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
4.00	Assistant, Food Service		4.00	4.00
25.00	Total Non-Instructional	15.00	12.00	27.00
74.15	Grand Total	66.15	13.00	79.15

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SOUTH ELEMENTARY SCHOOL			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
28.00	Teacher, Basic*	28.00		28.00
0.00	Teacher, Perm Sub	0.00		0.00
2.00	Teacher, PE/Music/Art	2.00		2.00
5.00	Teacher, ESE	5.00		5.00
1.00	Reading Coach (Title I)		1.00	1.00
1.00	Guidance Counselor	1.00		1.00
37.00	Total Instructional	36.00	1.00	37.00
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)		0.50	0.50
1.00	Aide, Health	1.00		1.00
1.00	Aide, Media	1.00		1.00
0.00	Paraprofessional	2.00		2.00
1.00	Paraprofessional, ESOL	1.00		1.00
5.00	Paraprofessional, ESE (IDEA)	4.00	1.00	5.00
1.00	Paraprofessional, Title I		1.00	1.00
1.00	Secretary	1.00		1.00
1.00	Bookkeeper	1.00		1.00
1.00	Data Processor	1.00		1.00
4.00	Custodian II	4.00		4.00
1.00	Manager, Food Service		1.00	1.00
1.00	Asst. Mgr., Food Service		1.00	1.00
3.00	Assistant, Food Service		3.00	3.00
21.50	Total Non-Instructional	16.00	7.50	23.50
60.50	Grand Total	54.00	8.50	62.50

*Includes staff funded through SAI

OKEECHOBEE COUNTY SCHOOL BOARD ALLOCATION OF PERSONNEL EXCEPTIONAL STUDENT EDUCATION			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
1.00	Teacher, ESE	1.00		1.00
0.00	Teacher on Special Assignment, ESE (IDEA)		1.00	1.00
2.00	Behavior Interventionist (IDEA)		2.00	2.00
2.00	ESE Counselor (IDEA)		2.00	2.00
1.00	ESE Social Worker (IDEA/Medicaid)	0.48	0.52	1.00
3.00	Staffing Specialist (IDEA)		4.00	4.00
9.00	Total Instructional	1.48	9.52	11.00
2.00	School Psychologist	3.00	0.00	3.00
2.00	Total Administrative	3.00	0.00	3.00
2.00	Secretary, 229 Days (IDEA/Medicaid)	1.00	0.00	1.00
2.00	Aide, ESE (IDEA)	0.00	1.00	1.00
5.00	Interpreter, Deaf (IDEA)	4.00	1.00	5.00
9.00	Total Non-Instructional	5.00	2.00	7.00
20.00	Grand Total	9.48	11.52	21.00

OKEECHOBEE COUNTY SCHOOL BOARD ALLOCATION OF PERSONNEL SPECIAL PROGRAMS			2015-2016	
2014-15 Budget	Positions	County Funds	Special Funds	Total
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

*Includes staff funded through SAI

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2014-15 Budget	District Positions	2015-2016		
		County Funds	Special Funds	Total
1.00	Teacher, Math/Science Coach	1.00		1.00
1.00	TSA, Grants and Special Programs	0.05	0.95	1.00
2.00	Total Instructional	1.05	0.95	2.00
1.90	Secretary (Title I/Migrant)	0.10	1.80	1.90
7.00	Technology Specialist (IDEA/Title I)	5.00	2.00	7.00
8.90	Total Non-Instructional	5.10	3.80	8.90
10.90	Grand Total	6.15	4.75	10.90

2014-15 Budget	Maintenance/Transportation/Food Positions	2015-2016		
		County Funds	Special Funds	Total
1.00	Maintenance Foreman	1.00		1.00
1.00	Assistant Maintenance Foreman	1.00		1.00
5.00	Maintenance Specialist I	5.00		5.00
2.00	Maintenance Specialist II	2.00		2.00
1.00	Warehouseman	1.00		1.00
1.00	General Maintenance	1.00		1.00
50.00	School Bus Drivers	50.00	0.00	50.00
7.00	Perm Substitute Bus Driver	7.00		7.00
2.00	Mechanic Helper/Perm Sub	2.00		2.00
4.00	Mechanics	4.00		4.00
1.00	Secretary, Transportation	1.00		1.00
1.00	Route Specialist	1.00		1.00
1.00	Training and Safety Specialist	1.00		1.00
8.00	Aide, ESE Bus (IDEA)		8.00	8.00
1.00	Food Service Quality Assurance Manager – At –		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
91.00	Grand Total:	77.00	14.00	91.00
1.25	Supervisor I, School Food Service		1.00	1.00
1.25	Supervisor I, Transportation	1.00		1.00
2.50	Total Administration	1.00	1.00	2.00
93.50	Grand Total	78.00	15.00	93.00

2014-15 Budget	ALL SCHOOL CENTERS POSITIONS	2015-2016		
		County Funds	Special Funds	Total
290.36	Teacher, Basic*	303.86	0.00	303.86
3.00	Teacher, DO Prev	3.00		3.00
9.00	Teacher, Elective	9.00		9.00
1.00	Teacher, ESE TSA (IDEA)	0.00	2.00	2.00
54.50	Teacher, ESE(IDEA)	54.00	0.00	54.00
1.00	Teacher, Hearing Impaired	1.00		1.00
1.00	Teacher, ESOL	1.00		1.00
2.00	Teacher, Gifted	2.00		2.00
1.00	Teacher, Math/Science Coach	1.00		1.00
13.00	Teacher, PE/Music/Art	13.00		13.00
3.00	Teacher, Perm Sub	4.00		4.00
1.00	Teacher, Pre-K Res (Title I)	0.50	0.50	1.00
2.00	Teacher, ROTC	1.00	1.00	2.00
2.00	Teacher, Speech/Language	2.00		2.00
0.14	Teacher, TAP	0.14	0.00	0.14
10.00	Teacher, Vocational	10.00		10.00
1.00	Teacher, Voc. Res (C.Perkins)	0.19	0.81	1.00
2.00	Behavior Interventionist (IDEA)		2.00	2.00
3.00	Dean of Students	3.00		3.00
2.00	ESE Counselor (IDEA)		2.00	2.00
1.00	ESE Social Worker (IDEA)	0.48	0.52	1.00

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13.00	Guidance Counselor	13.00		13.00
1.00	Instructional Technology Specialist	1.00		1.00
1.00	TSA, Grants and Special Programs	0.05	0.95	1.00
1.00	Intervention Specialist (IDEA)	0.67	0.33	1.00
5.00	Media Specialist	5.00		5.00
10.00	Reading Coach (Title I/Title II)	1.00	9.00	10.00
3.00	Staffing Specialist (IDEA)		4.00	4.00
437.00	Total Instructional	429.89	23.11	453.00
2014-15		County	Special	
Budget	POSITIONS	Funds	Funds	Total
9.00	Principal	9.00		9.00
1.00	Senior Administrator	1.00		1.00
10.00	Assistant Principal	10.00		10.00
2.00	School Psychologist	3.00	0.00	3.00
1.25	Supervisor I, School Food Service		1.00	1.00
1.25	Supervisor I, Transportation	1.00		1.00
24.50	Total Administrative	24.00	1.00	25.00
2014-15		County	Special	
Budget	POSITIONS	Funds	Funds	Total
9.00	Advocate (Title I/Title III/Migrant)		9.00	9.00
5.00	Aide, Clerical	5.00		5.00
1.00	Aide, DO Prev* (Title I Part D)	1.00		1.00
5.00	Aide, ESE (IDEA)	0.00	4.00	4.00
5.50	Aide, ESE Guidance (IDEA)		5.50	5.50
8.00	Aide, ESE School Bus (IDEA)		8.00	8.00
9.00	Aide, Health	9.00	0.00	9.00
1.00	Aide, Media	1.00		1.00
1.00	Aide, Security Monitor	1.00	0.00	1.00
1.00	Assistant Maintenance Foreman	1.00		1.00
43.00	Assistant, Food Service		43.00	43.00
9.00	Asst. Mgr., Food Service		9.00	9.00
8.00	Bookkeeper	8.00		8.00
1.00	Bookkeeper, Food Service		1.00	1.00
10.00	Custodian I	10.00		10.00
37.50	Custodian II	37.50	0.00	37.50
10.00	Data Processor	10.00		10.00
1.00	Food Service Quality Assurance Manager – At – Large		1.00	1.00
1.00	General Maintenance	1.00		1.00
5.00	Interpreter, Deaf	4.00	1.00	5.00
1.00	Maintenance Foreman	1.00		1.00
5.00	Maintenance I	5.00		5.00
2.00	Maintenance II	2.00		2.00
1.00	Maintenance II (OHS)	1.00		1.00
10.00	Manager, Food Service		10.00	10.00
2.00	Mechanic Helper/Perm Sub	2.00		2.00
4.00	Mechanics	4.00		4.00
10.00	Paraprofessional (Sparsity/Title VI)	17.00	3.00	20.00
20.00	Paraprofessional, ESE (IDEA)	16.00	5.00	21.00
8.00	Paraprofessional, ESOL	8.00		8.00
2.00	Paraprofessional, ISS (Ed. Foundation)	0.50	1.50	2.00
3.00	Paraprofessional, Schl Readiness Pre-K Ldr		3.00	3.00
3.00	Paraprofessional, Schl Readiness Pre-K		3.00	3.00
12.00	Paraprofessional, Title I		12.00	12.00
0.00	Perm Sub			0.00
7.00	Perm Sub, Bus Driver	7.00		7.00
2.00	Perm Sub, Food Service		2.00	2.00
1.00	Receptionist	1.00		1.00
1.00	Route Specialist	1.00		1.00
50.00	School Bus Drivers	50.00	0.00	50.00
11.90	Secretary (Title I/Migrant)	10.10	1.80	11.90
2.00	Secretary, 229 Days (Medicaid/IDEA)	1.00	0.00	1.00
1.00	Secretary, Food Service		1.00	1.00
1.00	Secretary, Guidance	1.00		1.00
1.00	Secretary, Transportation	1.00		1.00
7.00	Technology Specialist (IDEA/Title I)	5.00	2.00	7.00
1.00	Training and Safety Specialist	1.00		1.00

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1.00	Van Driver, Food Service		1.00	1.00
1.00	Warehouseman	1.00		1.00
341.90	Total Non-Instructional	224.10	126.80	350.90
803.40	Grand Total	677.99	150.91	828.90

OKEECHOBEE COUNTY SCHOOL BOARD 2015-2016
ALLOCATION OF PERSONNEL
DISTRICT OFFICE STAFF

2014-15 Budget	Positions	County Funds	Special Funds	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
1.00	Secretary, Asst. Supt. for Administrative Services	1.00		1.00
1.00	Asst. Superintendent for Instructional Services	1.00		1.00
1.00	Secretary, Asst. Supt. for Instructional Services	1.00		1.00
1.00	Administrative Assistant, Shared Services		1.00	1.00
1.25	Director, Human Resources	1.00		1.00
1.00	Coordinator, Staff Development (Title II)	0.25	0.75	1.00
1.00	Secretary, Human Resources	1.00		1.00
1.00	Secretary, County Office	1.00		1.00
0.08	Director, K-12 Accountability and Assessment	0.00		0.00
1.00	Coordinator, K-12 Accountability and Assessment (Title I)	0.85	0.15	1.00
0.50	Secretary, K-12 Accountability and Assessment	0.50		0.50
1.00	Director, Student Services	1.00		1.00
0.50	Secretary, Student Services	0.50		0.50
0.00	Director, Exceptional Student Education (IDEA)	0.12	0.88	1.00
1.00	Coordinator, Exceptional Student Education (IDEA)	0.00	0.00	0.00
1.00	Secretary, Exceptional Student Education (IDEA)	0.12	0.88	1.00
0.10	Secretary, Career and Technical Education	0.10		0.10
1.00	Director, IT	1.00		1.00
1.00	Coordinator, Network Systems	1.00		1.00
1.00	Coordinator, IT	1.00		1.00
3.00	Administrative Assistant, IT	3.00		3.00
1.00	Technology Specialist	1.00		1.00
1.00	Director, Financial Services	1.00		1.00
0.00	Assistant Director, Financial Services	1.00		1.00
2.00	Administrative Assistant, Financial Services	1.00		1.00
1.00	Bookkeeper, Financial Services	1.00		1.00
1.00	Accounts Payable/Bookkeeper, Financial Services	1.00		1.00
1.00	Payroll Specialist, Financial Services	1.00		1.00
1.00	Secretary, Financial Services	1.00		1.00
1.00	Director, Operations	1.00		1.00
0.25	Administrator on Special Assignment, Operations	0.00		0.00
1.00	Secretary, Operations	1.00		1.00
1.00	Coordinator, Grants and Special Programs	0.07	0.93	1.00
1.00	Administrator on Special Assignment	0.00		0.00
1.00	Custodian II	1.00		1.00
35.68	Total	29.5	4.59	34.10
2014-15 Budget				
24.50	Total School Administrative	24.0	1.00	25.00
437.00	Total Instructional Staff	429.89	23.11	453.00
341.90	Total Non-Instructional Staff	224.10	126.80	350.90
803.40	Total School Center Personnel	677.99	150.91	828.90
15.58	Total District Office Administrative	11.2	2.71	14.00
20.10	Total District Office Non-Instructional Staff	18.2	1.88	20.10
839.08	GRAND TOTAL ALL EMPLOYEES/DISTRICT	707.50	155.50	863.00
40.08	Total Administrative	39		
437.00	Total Instructional Staff	453		
362.00	Total Non-Instructional Staff	371		
839.08		863		

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VI. Consent Agenda

Chairman Arnold asked if there were any changes, additions, or deletions to the *Consent Agenda*. Chairman Arnold requested that the following items be pulled for separate consideration:

- J. CenturyLink Agreement for Internet Access and Increased Bandwidth
- K. CenturyLink Agreements for Ethernet Installation
- M. Grant Application – Digital Learning Support
- O. Property Disposal List #5 for the 2014-15 Fiscal Year
- P. Bus Donation to Okeechobee County Sheriff's Office

Dixie Ball requested that the following item be pulled for separate consideration:

- G. Expenditure of School Recognition Funds for Everglades Elementary School

Motion To Approve the Remainder of the Consent Agenda:	India Riedel
Second:	Jill Holcomb
Vote:	5-0 In Favor

A. EMPLOYMENT OF PERSONNEL

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

B. EMPLOYMENT OF TEMPORARY PERSONNEL

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

C. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

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

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

D. LEAVE REQUESTS

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

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E. ADDITIONS TO SUBSTITUTE TEACHER LIST FOR 2014-15

Name	Rank
Felton, Phalondria (OIHH only)	III
Giles, Richard	III
Gullett, Bonita	III
Moreno, Raquel	III
Solis, Cely	I
Whitehead, Rebecca	III

F. PAYMENTS TO PERSONNEL

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

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

(Item G, *Expenditure of School Recognition Funds for Everglades Elementary School*, pulled by Dixie Ball - - see end of Consent Agenda)

H. EXPENDITURE OF SCHOOL RECOGNITION FUNDS FOR NORTH ELEMENTARY

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

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

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

The total award of \$59,561.00 will be expended as follows:

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

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

The Board approved the revised *Policies and Procedures for the Provision of Specially Designed Instruction and Related Services for Exceptional Students* (SP&P) document for fiscal years 2014-15 through 2016-17. Revisions to the document included the following:

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

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(Item J, *CenturyLink Agreement for Internet Access and Increased Bandwidth*, and Item K, *CenturyLink Agreements for Ethernet Installation*, pulled by Joe Arnold, Chairman - - see end of Consent Agenda)

L. AGREEMENT WITH DES OF FLORIDA FOR CONTRACTED ADMINISTRATIVE SERVICES

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

(Item M, *Grant Application – Digital Learning Support*, pulled by Joe Arnold, Chairman - - see end of Consent Agenda)

N. 2015-16 INCOME ELIGIBILITY GUIDELINES FOR FREE AND REDUCED PRICE MEALS

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

(Item O, *Property Disposal List #5 for the 2014-15 Fiscal Year*, and Item P, *Bus Donation to Okeechobee County Sheriff's Office*, pulled by Joe Arnold, Chairman - - see end of Consent Agenda)

Q. MONTHLY FINANCIAL STATEMENT FOR JANUARY, 2015

The Board approved the Monthly Financial Statement for January, 2015, and ordered it filed as public record.

R. MONTHLY FINANCIAL STATEMENT FOR FEBRUARY, 2015

The Board approved the Monthly Financial Statement for February, 2015, and ordered it filed as public record.

S. BUDGET AMENDMENT #7 FOR JANUARY, 2015

The Board approved Budget Amendment #7 for January, 2015.

T. BUDGET AMENDMENT #8 FOR FEBRUARY, 2015

The Board approved Budget Amendment #8 for February, 2015.

U. WARRANT REGISTER FOR MARCH, 2015

The Board approved the Warrant Register for March, 2015, as follows:

General Disbursement Account – Warrants #154161 thru #154481

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

Items Pulled for Separate Consideration:

G. EXPENDITURE OF SCHOOL RECOGNITION FUNDS FOR EVERGLADES ELEMENTARY

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

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

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

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The total award of \$65,098.00 will be expended as follows:

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

Motion:	India Riedel
Second:	Malissa Morgan
Vote:	4-0 In Favor Dixie Ball – Abstained – Conflict of Interest

J. CENTURYLINK AGREEMENT FOR INTERNET ACCESS AND INCREASED BANDWIDTH

That the Board approve a 3-year agreement with CenturyLink Sales Solutions, Inc. for Internet access and increased bandwidth (from 400MB to 1GB) effective July 1, 2015. The District is responsible for 10% of the cost which is \$5,505.00 per month. The remainder of the monthly cost (90%) is funded by the E-Rate Program.

Motion:	India Riedel
Second:	Malissa Morgan
Discussion/Additional Information	Chairman Arnold stated that he has a concern with Wi-Fi in schools, and he distributed information to the Board regarding the dangers of exposing children to radiation. Mr. Arnold suggested a solution to the problem is to hardwire computers rather than using Wi-Fi. He asked that the Board give consideration to not using wireless routers in the future. The Board discussed financial implications of hardwiring, the 1-to-1 initiative to be completed in 2017-18, and the Heartland Broadband project.
Vote:	5-0 In Favor

K. CENTURYLINK AGREEMENT FOR ETHERNET INSTALLATION

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

Motion:	Dixie Ball
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy explained that North Elementary and South Elementary are the last schools in the District to work off of other schools' wiring. This will give them direct wiring and better access to the Wide Area Network.
Vote:	5-0 In Favor

M. GRANT APPLICATION – DIGITAL LEARNING SUPPORT

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

Motion:	Malissa Morgan
Second:	India Riedel
Discussion/Additional Information	Chairman Arnold stated an objection to purchasing computers that are Wi-Fi capable.
Vote:	4-1 In Favor Joe Arnold – Opposed Malissa Morgan – In Favor Dixie Ball – In Favor India Riedel – In Favor Jill Holcomb – In Favor

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O. PROPERTY DISPOSAL LIST #5 FOR THE 2014-15 FISCAL YEAR

That the Board approve the items listed on Property Disposal List #5 for the 2014-15 fiscal year as surplus, to be removed from property control records, and authorize the Superintendent to donate or sell such items in accordance with state statute.

Motion:	Malissa Morgan
Second:	Jill Holcomb
Discussion/Additional Information	Chairman Arnold questioned why four buses in "good" condition are listed on the disposal list. The Board and Superintendent discussed the District's practice for purchasing/replacing buses and that possibly it is time to re-examine the current cycle for replacement of buses. Superintendent Kenworthy stated that routine replacement of buses has enabled the District to get the latest safety features and air conditioning, which the four buses listed on the Property Disposal list do not have.
Vote:	4-1 In Favor Joe Arnold – Opposed Malissa Morgan – In Favor Dixie Ball – In Favor India Riedel – In Favor Jill Holcomb – In Favor

OKEECHOBEE COUNTY SCHOOL BOARD
Property Disposal
2014-15 #5

Property Number	Description	Cost	Condition	School/ Cost Center
3432F	Dell Desktop	\$ 1,114.00	Unrepairable	EES
3442F	Dell Desktop	1,114.00	Unrepairable	EES
3452F	Dell Desktop	1,114.00	Unrepairable	EES
3454F	Dell Desktop	1,114.00	Unrepairable	EES
3460F	Dell Desktop	1,114.00	Unrepairable	EES
3622F	Dell Desktop	1,355.00	Unrepairable	EES
3626F	Dell Desktop	1,355.00	Unrepairable	EES
3628F	Dell Desktop	1,355.00	Unrepairable	EES
3831F	Dell Desktop	1,355.00	Unrepairable	EES
3887F	Dell Desktop	1,355.00	Unrepairable	EES
3966F	Dell Laptop	1,955.00	Unrepairable	EES
4222F	Dell Laptop	1,114.00	Unrepairable	EES
4253F	Dell Laptop	1,114.00	Unrepairable	EES
4256F	Dell Laptop	1,114.00	Unrepairable	EES
4727F	Dell Desktop	917.20	Unrepairable	EES
4756F	Dell Desktop	917.20	Unrepairable	SEM
3194F	Gateway Laptop	1,404.00	Obsolete	ESE
3592F	Dell Desktop	1,003.00	Obsolete	OHS
3683F	Dell Desktop	1,072.00	Unrepairable	NES
3796F	HP Color LaserJet	2,616.02	Unrepairable	DO – Acctblty & Assmt
20115	2004 65 Passenger IC School Bus	57,842.00	Good	Transportation
20116	2004 65 Passenger IC School Bus	57,842.00	Good	Transportation
20117	2004 65 Passenger IC School Bus	57,842.00	Good	Transportation
20118	2004 65 Passenger IC School Bus	57,842.00	Good	Transportation
3125F	Dell Laptop	1,449.00	Obsolete	OAA
5361F	Dell Laptop	805.09	Unrepairable	CES
Total		\$ 259,193.51		

P. BUS DONATION TO OKEECHOBEE COUNTY SHERIFF'S OFFICE

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

Motion:	India Riedel
Second:	Dixie Ball
Discussion/Additional Information	Chairman Arnold stated that he is not in favor of disposing of or donating buses that are declared to be in "good" condition.
Vote:	4-1 In Favor Joe Arnold – Opposed Malissa Morgan – In Favor Dixie Ball – In Favor India Riedel – In Favor Jill Holcomb – In Favor

IX. Information Items

A. SUPERINTENDENT

- Today was a major testing day for students with all schools testing. A total of 1,169 students were tested online.
- Plans are nearly complete for summer school which is being called "Cool School." This year, summer school is a significant investment with 467 elementary students signed up for three weeks in June and 357 students signed up for three weeks in July. The District is working with the YMCA to provide after-school care, and transportation plans/routes are nearly complete. Also, the middle schools and high school will have three weeks of summer school in July mainly for credit retrieval. All students have been invited to participate in summer school this year.
- The County Commission is beginning their strategic planning process and would like participation of other agencies regarding plans and goals for the next three years. Superintendent Kenworthy will be out of town and asked if a Board member could represent the School District on May 6, from 1:00-3:00 p.m. Chairman Arnold volunteered to attend.
- Reminder: Master Board training on May 7-8, 2015, in Kissimmee. Attendees are asked to bring a fully charged laptop or tablet. The IT Department may be able to provide loaner laptops if needed by Board members.
- Superintendent Kenworthy provided a list of end-of-year activities.

B. SCHOOL BOARD MEMBERS

- Jill Holcomb – asked when the workshop for possible moving of the Freshman Campus to the High school will be scheduled. Superintendent Kenworthy will recommend at the May Board meeting that a date be set.

C. SCHOOL BOARD ATTORNEY

- Mr. Conely gave the Board forms for completing the Superintendent's annual evaluation and asked that they be returned to him by June 1, 2015.

D. PUBLIC - NONE

X. Adjournment

There being no further business to discuss, on a motion by Dixie Ball, seconded by Malissa Morgan, the Board adjourned at 8:30 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, May 12, 2015, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD



Joe Arnold, Chairman



Ken Kenworthy
Superintendent of Schools