



**Vision**

*Achieving Excellence:  
Putting Students First*

**Mission**

*To prepare all students  
to be college and career  
ready and function as  
productive citizens.*

**Core Values**

Perseverance

Respect

Integrity

Dependability

Ethics

**SCHOOL BOARD OF OKEECHOBEE COUNTY**

**AGENDA FOR ORGANIZATIONAL AND REGULAR MEETING**

**NOVEMBER 20, 2018**

**6:00 P.M.**

**Chairperson**  
Jill Holcomb  
**Vice Chairperson**  
Dixie Ball  
**Members**  
Joe Arnold  
Malissa Morgan  
Amanda Riedel

**I. Call to Order**

- A. Prayer
- B. Presentation of the Colors and Pledge of Allegiance ..... *Girl Scout Troop 60197*  
(Troop 60197 Leaders – *Crystal Garcia and Francine Saucier*)

**II. Recognition Items**

- A. Staff Recognition
  - ★ Retirement
    - Elizabeth Stanley, Teacher, North Elementary School

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

**III. Oath of Office for Elected/Re-Elected Board Members.....Judge William Hendry**

**IV. Reorganization of the Board ..... *Superintendent Kenworthy Acting as Secretary***

- Election of Chairman
- Election of Vice Chairman
- Establish Regular Meeting Date, Time, and Place

**V. Approval of Minutes**

- Regular Meeting – October 9, 2018

**VI. Items for Action**

- A. Adoption of Board Policy 3.71 Religious Expression in Public Schools..... 1
- B. Advertisement to Amend Board Policy 2.80\* Wellness Policy..... 2
- C. Ratification of Contract with Instructional Unit for 2018-19..... 3
- D. Ratification of Contract with Classified Unit for 2018-19..... 4
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SCHOOL BOARD OF  
OKEECHOBEE COUNTY

AGENDA FOR  
ORGANIZATIONAL AND  
REGULAR MEETING  
NOVEMBER 20, 2018

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**VIII. Information Items:**

- A. Superintendent
- B. School Board Members
- C. School Board Attorney
- D. Public

***The next regular meeting of the School Board is Tuesday, December 11, 2018, at 6:00 p.m.***

Persons are advised that if they decide to appeal any decisions made at this meeting, they will need a record of the proceedings, and for such purpose, they may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be made.

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **ADOPTION OF BOARD POLICY 3.71 RELIGIOUS EXPRESSION IN PUBLIC SCHOOLS**

**DATE:** November 20, 2018

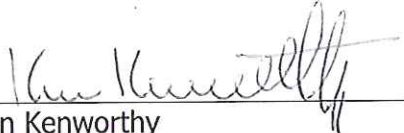
RECOMMENDATION:

That the Board approve adoption of Board Policy 3.71 Religious Expression in Public Schools.

BACKGROUND INFORMATION:

Florida Statute 1002.206 requires each district school board to adopt and implement the proposed Policy 3.71. Advertisement of intent to adopt Policy 3.71 was approved by the School Board on October 9, 2018, and legally advertised to the public on October 10, 2018, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. The proposed policy adoption is attached. Questions and comments may be directed to the Superintendent's office.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



# THE SCHOOL BOARD OF OKEECHOBEE COUNTY

## Chapter 3.00: School Administration

3.71

### ***RELIGIOUS EXPRESSION IN PUBLIC SCHOOLS***

#### **POLICY**

It is the policy of the Okeechobee County School District that the district will not discriminate against a student, parent, or school personnel on the basis of a religious viewpoint or religious expression.

#### I. Student Expression of Religious Viewpoints

- A. Okeechobee County School District will treat a student's voluntary expression of a religious viewpoint on an otherwise permissible subject in the same manner that a school district treats a student's voluntary expression of a secular viewpoint.
- B. A student may express his or her religious beliefs in coursework, artwork, and other written and oral assignments free from discrimination. A student's homework and classroom assignments shall be evaluated, regardless of their religious content, based on expected academic standards relating to the course curriculum and requirements.
- C. A student may not be penalized or rewarded based on the religious content of his or her work if the coursework, artwork, or other written or oral assignments require a student's viewpoint to be expressed.

#### II. Religious Clothing, Jewelry, and Accessories

A student may wear clothing, accessories, and jewelry that display a religious message or symbol in the same manner and to the same extent that secular types of clothing, accessories, and jewelry that display messages or symbols are permitted to be worn.

#### III. Students Engaging in Religious Activities and Expression at School

- A. A student may pray or engage in religious activities or religious expression before, during, and after the school day in the same manner and to the same extent that a student may engage in secular activities or expression.
- B. A student may organize prayer groups, religion clubs, and other religious gatherings before, during, and after the school day in the same manner and to the same extent that a student is permitted to organize secular activities and groups.

IV. Employees Engaging in Religious Activities and Expression at School

- A. Okeechobee County School District may not prevent school personnel from participating in religious activities on school grounds that are initiated by students at reasonable times before or after the school day if such activities are voluntary and do not conflict with the responsibilities or assignments of such personnel.
- B. Okeechobee County School District must comply with the federal requirements in Title VII of the Civil Rights Act of 1964, which prohibits an employer from discriminating against an employee on the basis of religion.

V. Equal Access to School Facilities

- A. Okeechobee County School District shall give religious groups access to the same school facilities for assembling as given to secular groups without discrimination based on the religious content of the group's expression.
- B. A group that meets for prayer or other religious speech may advertise or announce its meetings in the same manner and to the same extent that a secular group may advertise or announce its meetings.

VI. Limited Public Forum Required for Student Speakers

Okeechobee County School District hereby establishes a limited public forum for student speakers at any school event where a student is to speak publicly. Where student speakers are permitted, the district shall:

- A. Provide the forum in a manner that does not discriminate against a student's voluntary expression of a religious viewpoint on an otherwise permissible subject;
- B. Provide a method based on neutral criteria for the selection of student speakers at school events, activities, and graduation ceremonies;
- C. Ensure that a student speaker does not engage in obscene, vulgar, offensively lewd, or indecent speech; and
- D. States in oral or written form that the student's speech does not reflect the endorsement, sponsorship, position, or expression of Okeechobee County School District. Okeechobee County School District must deliver this required disclaimer at all graduation events and at any other event where a student speaks publicly.

Student expression of a religious viewpoint on an otherwise permissible subject may not be excluded from the limited public forum.

STATUTORY AUTHORITY:	1001.41, 1001.42, F.S.	
LAWS IMPLEMENTED:	1002.206, F.S.	
STATE BOARD OF EDUCATION RULES:		
HISTORY:	Adopted:	11/20/2018
	Revision Date(s):	
	Formerly:	New
©EMCS		

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** ADVERTISEMENT TO AMEND BOARD POLICY 2.80\* WELLNESS POLICY  
**DATE:** November 20, 2018

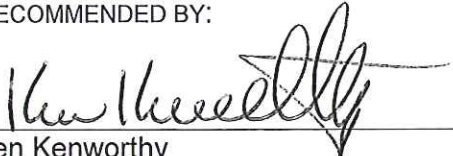
RECOMMENDATION:

That the Board approve advertisement to amend Board Policy 2.80\* Wellness Policy.

BACKGROUND INFORMATION:

Policy 2.80\* was revised to comply with the Child Nutrition and WIC Reauthorization Act of 2004. School districts that participate in the National School Lunch Program must be in compliance with this Reauthorization Act. Policy 2.80\* is attached and is also available upon request in the Superintendent's office.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

# The School Board of Okeechobee County



## Chapter 2.00: School Board Governance and Organization

2.80\*

### ***WELLNESS POLICY***

On June 30, 2004, Congress passed Section 204 of Public Law 108-265, of the Child Nutrition and WIC reauthorization Act of 2004. This law requires each local education agency participating in a program, authorized by the Richard B. Russell National School Lunch Act (42 USC 1751 et. seq.) or the Child Nutrition Act of 1966 (42 USC 1771 et. seq.), to establish a local school wellness policy by July 1, 2006. In 2010, additional requirements were set forth under Section 204 of Healthy, Hunger-Free Kids Act. This policy incorporates federal law as well as Chapter 5P-1.003(2)(d) of Florida Administrative Code (FAC).

#### **POLICY**

##### I. Philosophy and Commitment

~~The School Board of Okeechobee County believes that good health fosters student attendance and student achievement. The Board also believes that a healthy staff is a more effective staff and that healthy staff members can serve as role models for healthy lifestyles. The Board is, therefore, committed to provide school and worksite environments that promote and protect children's health, wellbeing, and ability to learn, as well as employees' health and wellbeing by promoting and supporting healthy eating, physical activity, and healthy lifestyles. The Okeechobee County School District believes that a healthy school environment goes beyond the meals in the cafeteria. Maintaining a healthy lifestyle and weight require a combination of healthy food choices and an appropriate amount of physical activity. A healthy and physically active child is more likely to be academically successful. Children and youth who begin each day as healthy individuals can learn more and learn better and are more likely to complete their formal education. The District also believes that healthy employees can more effectively perform their assigned duties and model appropriate wellness behaviors for students. This policy encourages a holistic approach to staff and student wellness that is sensitive to individual and community needs.~~ The District shall implement a multifaceted wellness program with the involvement of students, staff, families, and the community and encourage consideration of the District's wellness policy goals in planning all school activities.

A. Okeechobee County School District will assemble a representative wellness committee that will meet biannually to evaluate and set goals for the development, implementation and periodic review and update of its local school wellness policy.

1. The appointed District Administrator shall ensure overall compliance with the local school wellness policy.
2. Parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators and the general public shall be permitted to participate in the development, implementation and periodic review and update of the local school wellness policy.



B. Each school within Okeechobee County School District will establish and ongoing Healthy School Team that will meet quarterly to ensure compliance and facilitate implementation of Okeechobee County School District's wellness policy.

1. The school principal and local school staff shall have the responsibility to comply with federal and state regulations as they relate to the local school wellness policy.
2. In each school, the principal or designee will be responsible for establishing the Healthy School Team that will ensure compliance with the policy.
3. The Healthy School Team will include, but not be limited to, the following stakeholders: parents, students, school food service program representatives, school administrators, school health professionals, physical education teacher and the public. A member of this shall be a representative on the School Advisory Committee (SAC).
4. The Healthy School Team will be responsible for:
  - i. Ensuring compliance with federal and state regulations for competitive food and beverage items sold on the school campus (7 CFR 210.11 and FAC 5P-1.003).
  - ii. Maintaining a school calendar identifying the dates when exempted competitive food fundraisers will occur in accordance with the frequency specified in paragraph (c) of FAC 5P-1.003.
  - iii. Reporting its school's compliance of the aforementioned regulations to the appointed District Administrator, the person responsible for ensuring overall compliance with the local school wellness policy.

C. Okeechobee County School District will review and consider evidence-based strategies and techniques in establishing goals for nutrition promotion and education, physical activity and other school-based activities that promote student wellness to, at a minimum, include a review of Smarter Lunchroom tools and techniques.

## ~~II. Nutrition Goals~~

### II. Nutrition and Health Education

Nutrition education shall be provided that teaches the knowledge, skills, and values needed to adopt healthy eating behaviors. Nutrition topics shall be integrated within the comprehensive health education curriculum in each grade level according to state standards. The Okeechobee County Health Department along with other community resources can provide nutrition and health educational programs for classroom presentations upon request. Healthy living skills shall be taught to provide the opportunity for all student to understand and practice concepts and skills related to health promotion and disease prevention. The Okeechobee County School Health Services Plan addresses the coordination of activities to promote healthy living. Comprehensive School Health Staff from the Okeechobee Count Health Department will provide health educational programs upon request.

A. Each school shall provide nutrition and health educational programs.

~~A. To provide meals that are appealing and attractive and served in clean and pleasant settings.~~

B. Students shall have access to valid and useful health information.

~~B. To provide meals that meet nutrition requirements established by federal, state, and local laws and regulations.~~

C. Students shall have the opportunity to practice behaviors that enhance health and/or reduce health risks during the school day.

~~C. To provide and encourage participation in the school breakfast and lunch program and encourage participation of eligible students in the free and reduced price meal program.~~

D. Students shall be taught communication, goal setting and decision-making skills that enhance personal, family and community health.

- D. To schedule meals at appropriate times and allow a minimum of ten (10) minutes to eat breakfast and twenty (20) minutes to eat lunch after being seated.
- E. To ensure that a la carte items meet recommended nutritional standards and limit the portion size of foods and beverages that are sold individually.
- F. To establish guidelines for content and portion size of food and beverages in vending machines located at schools and at other worksites.
- G. To provide recommendations for snacks and foods used for rewards, celebration, and school sponsored events.
- H. To provide recommendations for any foods that are included in fund raising activities.
- I. To sponsor a year round nutrition program consistent with Florida Statutes.
- J. To incorporate nutrition education for students through a planned, sequential curriculum and a variety of classroom and lunchroom activities.
- K. To provide nutrition education for families through newsletters, parent meetings, and community activities.
- L. To provide staff development activities for school food service and all other employees.

### III. —Physical Activity Goals

#### III. Physical Education and Activity

Physical education and physical activity shall be an essential element of each school's instructional program. The program shall provide the opportunity for students to develop the skills, knowledge and attitudes necessary to participate in a lifetime of healthful physical activity. Physical education and activity will be provided by Board approved personnel.

- A. All elementary school students will have at least 20 minutes of daily recess. Each school will provide space, equipment and an environment conducive to safe and enjoyable play.
- B. Students will have additional opportunities for physical activity integrated into the overall school curriculum, as well as, through before and after school activities or other activity programs. Students will be encouraged to participate in community-offered fitness and athletic programs.
- ~~A. To provide a physical and social environment that encourages safe and enjoyable activity for all students, including those who are not athletically gifted.~~
- ~~B. To provide a physical education program that emphasizes physical fitness and healthy lifestyles and includes the development of positive attitudes toward wellness and physical activity, safety guidelines, responsible behavior in physical activity setting, appreciation for a variety of physical activities, and an understanding of the relationship between physical activity, wellness, and nutrition.~~
- ~~C. To encourage physical activity during the recess period.~~
- ~~D. To provide opportunities for physical activity during the school day in addition to scheduled physical education classes and to encourage and assist students to set personal fitness goals.~~
- ~~E. To consider planning recess before lunch since research indicates that physical activity prior to lunch can increase nutrient intake and reduce food waste.~~
- ~~F. To provide opportunities for physical activity in other subject area classes.~~
- ~~G. To provide opportunities for physical activities for staff.~~
- ~~H. To encourage parents to promote physical activity and to participate in physical activities with their children.~~

#### IV. Physical Education Program

The physical education program shall be designed to encourage physical activity and encourage healthy, active lifestyles. The program shall consist of physical activities that are sufficient to provide a significant health benefit to students, subject to the differing abilities of students.

- A. Requires each district school board to include the availability of one-on-one counseling concerning the benefits of physical education in their written physical education policy.

- B. Continues to require 150 minutes each week for student in grades K-5 and requires at least 30 consecutive minutes of physical education on any day during which physical education instruction is conducted.
- C. Requires the equivalent of one class period per day of physical education for one semester of each year for students enrolled in grades 6-8.
- D. Provides waiver options for students and requires that each district school board is required to notify parents of waiver options prior to scheduling a student in physical education.
- E. High school students much have one credit of a HOPE physical education course or Personal Fitness course and an additional half credit elective for graduation purposes.
- F. Students electing one of the three-year, 18 credit options do not have to meet the high school requirement and may use the physical education courses listed as elective credit. Students may waive a portion or all of these requirements only to the extent permitted by state law.

#### V. Health Services

An effective health care delivery system that promotes academic achievement by providing a broad scope of services from qualified health care providers will improve the mental and physical health of students and staff. The Okeechobee County School District and the Okeechobee County Health Department are required by Florida Statute 381.0056 to jointly develop a School Health Services Plan. Each school is provided with a licensed nurse.

- A. Primary coordination of health services shall be through a licensed nurse with the support and direction of the Okeechobee County School District and the Okeechobee County Health department.
- B. A coordinated program of accessible health services shall be provided to students and staff and may include violence prevention, school safety, communicable disease prevention, health screening [including Body Mass Index (BMI), community health referrals, immunizations, parenting skills, first aid and other priority health education topics.

#### VI. Nutrition

Academic performance and quality of life issues are affected by the availability of good foods in our schools. Healthy foods support student physical growth, brain development, resistance to disease, emotional stability and ability to learn. Students will be encouraged to start each day with a healthy breakfast. Menus will be in compliance with the new pattern requirements issued by the USDA (Healthy, Hunger-Free Kids Act of 2010).

- The school environment, including the cafeteria and classroom, shall provide clear and consistent messages that promote and reinforce healthy eating.
- Student will have access to useful nutrition information. Posters, worksheets and brochures will be available in classrooms and throughout the school campus.
- A. Nutrition guidelines that require the use of products that are high in fiber, low in added fats, sugar and sodium, and served in appropriate portion sizes consistent with USDA standards shall be established for all foods offered by the district's Nutrition Services Department or contracted vendors. Menu and product selection shall utilize student, parent, staff and community advisory groups whenever possible. Menus are posted in the schools, announced via school media production, and posted on websites, included in newsletters and local news media.
- B. A la carte offerings to students shall be nutritious and meet federal recommended guidelines. A student must buy a lunch or bring one from home to be eligible to purchase a la carte items in elementary schools.
- C. Vending Machines: The sale of food and beverage items to students in completion with the District's food service program is prohibited, including those items classified as "foods of minimum nutritional value" as listed in the Code of Federal Regulations 21. Provided, however, school organizations approved by the School Board for exempted fund raising events are permitted to sell these items thirty (30) minutes following the close of the last lunch period.

Proceeds from the sale of foods and beverage items during the school day shall accrue to the food service program or to a school organization approved by the School Board.

D. Free water must be made readily available to children during lunch.

E. School must offer fat-free or low-fat milk varieties.

F. Ensure students are offered both fruits and vegetables every day of the week. Substantially increasing offerings of whole grain rich foods.

G. Limit calories based on age of children being served to ensure proper portion size.

H. Increase focus on reducing the amounts of saturated fat, trans-fat and sodium.

I. Student will be provided adequate time to consume breakfast and lunch.

J. Fundraising

1. Fundraising efforts will be supportive of healthy eating by complying with all applicable regulations and nutrition standards for competitive foods while also emphasizing the sale of nonfood times.

2. Exempt fundraisers that include the sale of food items may not occur until thirty (30) minutes after the conclusion of the last designated meal service period.

3. The school board is permitted to grant a special exemption from the standards for competitive foods as specified below for the purpose of conduction infrequent school-sponsored fundraisers, not to exceed the following maximum number of school days per school campus each school year:

<u>School Type</u>	<u>Maximum Number of School Days to Conduct Exempted Fundraisers</u>
<u>Elementary Schools</u>	<u>5 days</u>
<u>Middle/Junior High Schools</u>	<u>10 days</u>
<u>Senior High Schools</u>	<u>15 days</u>
<u>Combination Schools</u>	<u>10 days</u>

4. Each school's Healthy School Team will maintain a school calendar identifying the dates when exempted competitive food fundraisers will occur and submit to the Food Service Supervisor (FAC 5P-1.003).

VII. Policy for Food and Beverage Marketing

A. School-based marketing will be consistent with policies for nutrition education and health promotion. As such the following guidelines apply:

1. School will only be allowed to market and advertise those foods and beverages that meet or exceed USDA's Smart Snacks in School nutrition standards.

2. Marketing activities that promote healthy behaviors (and are therefore encouraged) include: vending machine covers promoting water, pricing structures that promote healthy options in a la carte lines or vending machines, sales of fruit for fundraisers and coupons for discounted gym memberships.

VIII. Nutrition Standards for All Goods Sold in School

A. Competitive Foods for Sale

1. All foods and beverages sold on the school campus to students outside of reimbursable school meals are considered "competitive foods", and must comply with the nutrition standards for competitive food as defined and required in 7 CFR 210.11.

i. School campus means, for the purpose of competitive food standards implementation, all areas of the property under the jurisdiction of the school that are accessible to students during the school day.

ii. School day means, for the purpose of competitive food standards implantation, the period from the midnight before, to thirty (30) minutes after the end of the official school day.

2. The Food and Nutrition Services department will comply with the provisions set forth in Federal Law regarding the sale of competitive food and foods of minimal nutritional value.

The Food and Nutrition Services department shall be the sole provider of food and beverage items sold in all school until thirty (30) minutes after the end of the official school day at which time other school organizations may begin to sell food and beverage items in accordance with the School Board's wellness policy and with principal approval.

3. Accordingly, all foods and beverages for sale to students on campus from vending machines, from school stores, or as fundraisers by student clubs and organization, parent groups, or boosters shall comply with current USDA dietary guidelines for Americans and the USDA Smart Snacks in Schools regulations, applicable State law, and Florida Administrative Code rule, and shall only be available thirty (30) minutes following the close of the official school day.
4. Unless being sold by the Okeechobee County School District food service program, it is impermissible for any competitive food item sold to students during the school day to consist of ready-to-eat combination foods of meat or meat alternative and grain product, as defined in 7 CFR 210.10 and 210.11 (FAC 5P-1.003).

#### B. General Nutrition Requirements

1. Water- Free water must be readily available to children during breakfast and lunch.
2. Whole Grains- All snack food sold in schools must be whole grain rich. This means they contain at least 50% whole grains, have whole grains as the first ingredient, or have fruit, vegetable, dairy product, or protein rich good as the first ingredient.
3. Calories- Snacks must contain no more than 200 calories. A la carte entrees must contain no more than 350 calories.
4. Sugar- Snacks must contain no more than 35% sugar by weight.
  - i. Exceptions exist for dried fruit without added sugars and even for some that have added nutritive sweeteners that are required for processing and/or palatability purposes.
5. Sodium- Snacks must contain no more than 230 mg of sodium. Entrees must contain no more than 480 mg of sodium.
6. Fat- Total fat must be no more that 35% of calories. Saturated fat must be no more than 10% of calories. There must be no trans-fat in the package as served.
7. Exemptions
  - i. Entrees served in the NSLP/SBP on the day of service and the following school day.
  - ii. Fresh, frozen or canned fruits and vegetables with no added ingredients, except water, which are packed in 100% juice, extra light syrup, or light syrup.
8. Beverages
  - i. Allowable beverages are limited to plain water (carbonated or noncarbonated), low-fat milk (unflavored), non-fat milk (flavored and unflavored), nutritionally equivalent milk alternatives, full strength fruit and/or vegetable juices, and full strength fruit and vegetable juices diluted with water or carbonated water.
  - ii. Beverages must be caffeine free for elementary and middle school.
  - iii. Beverage portion limits: 8 fluid ounces for elementary school and 12 fluid ounces for middle and high school.
9. High School
  - i. Calorie free beverages are allowable in up to 20 ounce containers (5 calories per 8 ounce serving and no more than 10 calories per 20 fluid ounces).
  - ii. Lower calorie drinks are allowed with up to 40 calories per 8 ounces or 60 calories per 12 ounces.
  - iii. Caffeine is permitted.

C. Special Note- These rules only apply to food sold to students. These rules do not apply to food brought from home for lunch, or for birthday parties, off-campus fundraiser, athletic events, and school plays, or for foods sold during non-school hours (thirty (30) minutes after school).

#### IX. Standards for Food and Beverages Available During the School Day that are Not Sold to Students

- A. The school will provide parents and teachers a list of ideas for healthy celebration/party rewards and fundraising activities.
- B. Class parties or celebrations shall be held after the lunch period.
- C. Schools will limit celebrations that involve food during the school day to no more than one party per class per month.

X. Counseling/Psychosocial and Social Services

- A. Each school shall provide a supportive and nurturing environment that includes school counseling, social workers, mental health counseling, and psychological services.
- B. Each school shall provide a supportive environment that includes guidance, counseling, and school social work services offered to encourage students, families, and staff members to request assistance when needed and to help link them to school and community resources as appropriate. Programs and student service plans that support and value the social and emotional well-being of students, families and staff build a healthy school environment.
- C. Students shall be taught the skills to express thoughts and feeling in a responsible manner and give and receive support from others.
- D. Student shall be taught to understand and respect the differences in others and how to build positive interpersonal relations.
- E. Students and staff shall be encouraged to balance work and recreation.

IV-XI. Health and Safety Goals

- A. To ensure that all buildings, structures, and grounds are inspected and meet health and safety standards.
- B. To maintain a school and worksite environment that is free from tobacco, ~~except in designated smoking areas.~~
- C. To maintain a school and worksite environment that is free from alcohol and drugs.
- D. To monitor routes to school and encourage walking and bicycle riding where appropriate and safe.
- E. To provide a comprehensive health and safety education program for students.
- F. To provide career education awareness for careers in health and wellness related fields.
- G. To provide career education awareness for careers in health and wellness related fields.
- H. To refer students, families and staff to health resources in the community.
- I. To promote and support health and safety programs in the community.

XII. Staff Wellness

The district, and each work site, shall provide information about wellness resources and services to assist in identifying and supporting the health, safety and well-being of site staff.

- A. Employees shall be encouraged to engage in daily physical activity before or after work hours in site-sponsored programs or as part of a local fitness facility.
- B. Each school and district site shall be in compliance with drug, alcohol and tobacco free policies.
- C. Each school and district site shall provide an accessible and productive work environment free from physical dangers or emotional threat that is as safe as possible and consistent with applicable occupation and health laws, policies and rules.

V-XIII. Family and Community Involvement Goals

- A. To make facilities available to the community for wellness related activities through established procedure.
- B. To collaborate with community agencies and organizations to promote, support and encourage wellness activities in the community and support and encourage participation in the community activities such as organized walks, health screenings, and educational programs.
- C. Long term effective partnerships improve the planning and implementation of health promotion projects and events within each school and throughout the community.
- B.D. Family, students, and community partners shall be included on an ongoing basis in school and district wellness planning processes. The equality and diversity of the school and district community shall be valued in the planning and implementation.

VI.XIV. Wellness Coordinator and Worksite Contact Persons

- A. The Superintendent shall appoint a Wellness Coordinator to manage and coordinate the implementation of the program.
- B. Each principal shall appoint a Well Contact for his/her school.
- C. The Superintendent shall appoint a Wellness Contact for the District Office.

VII.D. Wellness Steering Committee

Shall include:

- Parents: (3) Representatives from SAC Committees  
(1) Each: Elementary, Middle, and Senior
- Students: (2) Representatives from Student Council  
(1) Each: Middle and Senior
- School Board Member: (1)
- School Administrators: (3) Representatives from District level  
Assistant Superintendent for Instruction  
Director of Student Services  
Supervisor of Food Service
- School Nurse: (1) Representative from Health Department  
Coordinator of School Nurses
- Physical Education Teachers: (2) Representatives from School level  
(1) Each: Elementary and Secondary
- Health Educator: (1) Representative  
Lead Teacher, Health Occupations, Senior High

VIII.XV. Implementation

- A. The Wellness Steering committee will conduct a baseline assessment of current nutrition guidelines and activities, nutrition education, physical activity, involvement of student, families, and staff in wellness activities and other wellness related topics.
- B. The Wellness Steering committee will work with staff to develop a comprehensive wellness program based on the adopted goals and results of the initial assessment.
- C. The goals of the program will be implemented in a progressive manner. The plan will identify the goals for each year.
- D. The program shall be implemented at all grade levels, for staff, for parents, and for community.
- E. The program will be incorporated into existing parent involvement programs.
- F. The Wellness Coordinator will work with the Wellness Contacts regarding implementation of the program.

~~IX.—Oversight, Evaluation, and Modification~~

- ~~A. The Wellness Steering Committee will monitor the implementation of the Wellness program.~~
- ~~B. The program will be assessed annually and data will be compared to the baseline data and, in subsequent years, to the previous year's data.~~
- ~~C. The committee shall report the results of the annual assessment to the Superintendent and the School Board.~~
- ~~D. Recommendations for modifications in this policy and/or the program, if appropriate, shall be made after analyzing assessment data.~~

XVI. Evaluation and Monitoring

To ensure compliance each, each school administrator, or their designee, will coordinate with staff members to complete a compliance checklist at the end of each school year. The Wellness Committee members will meet to review the policy and revise as necessary, based on the results of the compliance checklist. The result will be shared with the School Board each year. See Appendix I for a sample of the checklist.

XVII. Triennial Progress Assessments

A. Okeechobee County School District will develop a triennial assessment to measure compliance with Okeechobee County School District's wellness policy. This assessment will include, but is not limited to the following:

1. The extent to which schools under the jurisdiction of Okeechobee County School District are in compliance with the local school wellness policy;
2. The extent to which the local school wellness policy compares to model wellness policies; and
3. A description of the progress made in attaining the goals of the local school wellness policy.

#### B. Informing the Public

The Okeechobee County School district will ensure the wellness policy, information and updates to and about the wellness policy and the triennial assessment are available to the public at all times.

1. The Okeechobee County School District will ensure the most updated version the wellness policy and the triennial assessments are always available on the school website for the public to view.
2. Wellness goals and policy updates will be provided to students, parents and staff on a monthly basis. Wellness updates may be provided in the form of handouts, Okeechobee County School District website, articles and information provided in each school's newsletter, presentations and through other appropriate means to ensure that the community in the district is informed and that public input is encouraged.
3. Each school will provide all parents with a complete copy of the local school wellness policy at the beginning of the school year by making the policy available to the public by posting it on Okeechobee County School District's website.

#### C. Community Involvement

Okeechobee County School District is committed to being responsive to community input, which begins with awareness of the wellness policy. Okeechobee School District will actively communicate ways in which parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators and the general public can participate in the development, implementation and periodic review and update of the local school wellness policy through a variety of means, including:

1. The school will consider student need in planning for a healthy nutrition environment. Students will be asked for input and feedback through the use of surveys and attention will be given to their comments.
2. Okeechobee County School District will use electronic mechanisms, such as email or displaying notices on Okeechobee County School District's website, as well as non-electronic mechanisms, such as newsletters, presentations to parent or sending information home to parents, to ensure that all families are actively notified of the content of, implementation of and updates to the wellness policy, as well as how to get involved and support the policy.
3. A the final public school board meeting of each year the local school wellness policy will be discussed and all stakeholders will be asked to provide feedback on the policy. All comments and recommendations will be reviewed and considered.

#### D. Record Keeping

Okeechobee County School District will retain records to document compliance with the requirements of the local school wellness policy at 700 SW 2<sup>nd</sup> Avenue, Okeechobee, FL 34974. Documentation kept in this location will include, but is not limited to, the following:

1. The written local school wellness policy;



2. [Documentation of the triennial assessment of the local school wellness policy for each school under its jurisdiction;](#)
3. [Documentation demonstrating compliance with the public notification requirements \(consistent with the section on informing/updating the public\); and](#)
4. [Documentation demonstrating compliance with community involvement requirements.](#)

X. ~~The Wellness program shall meet the requirements of the National School Lunch Act and the Child Nutrition Act of 1966.~~

STATUTORY AUTHORITY:	<a href="#">381.0056</a> , <a href="#">1001.41</a> , <a href="#">1001.42</a> , <a href="#">1001.43</a> , <a href="#">1003.42</a> , <a href="#">1003.429</a> , <a href="#">1003.43</a> , <a href="#">1003.455</a> , <a href="#">1006.06</a> , <a href="#">1006.0606</a> , F.S.	
LAWS IMPLEMENTED:	<a href="#">Child Nutrition Act of 1966 (42 USC 1771 et seq.)</a> , <a href="#">Child Nutrition and WIC Reauthorization Act of 2004</a> , <del>Child Nutrition Reauthorization Act of 2004</del> , <a href="#">Richard B. Russell National School Lunch Act PL 108-265, Section 204</a> ; <del>1001.43, 1003.42, 1003.453, 1003.455, 1003.46, 1006.06, 1006.0606, F.S.</del> <a href="#">USDA Healthy, Hunger-Free Kids Act of 2010, Public Law 111-296</a>	
STATE BOARD OF EDUCATION RULES:	<del>6A-7.040, 6A-7.041</del> , <a href="#">6A-7.0411</a>	
HISTORY:	Adopted:	<a href="#">06/13/2006</a>
	Revision Date(s):	<a href="#">12/11/2018</a>
	Formerly:	New
©EMCS		

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **RATIFICATION OF CONTRACT WITH INSTRUCTIONAL UNIT FOR 2018-19**

**DATE:** November 20, 2018

RECOMMENDATION:

That the Board ratify proposals for the 2017-20 Instructional Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2018, through June 30, 2019.

BACKGROUND INFORMATION:

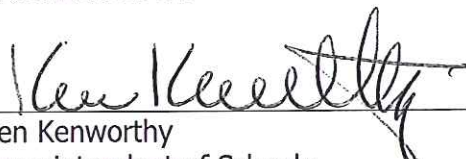
The proposals have been negotiated and tentatively agreed upon by the parties.

The Instructional bargaining unit conducted a ratification vote on November 8, 2018:

<u>For</u>	<u>Against</u>
210	25

The negotiated items are included in Board member agendas and are available upon request in the Superintendent's office.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

# Summary of Negotiations

## Instructional:

- All instructional employees will receive a \$200 cost of living adjustment (COLA). Employees with an effective evaluation will receive an additional \$800 increase totaling \$1,000. If the employee is on the performance pay schedule and are highly effective, he/she will receive a \$200 COLA and a \$1,200 increase totaling \$1,400.
- Instructional employees will receive a Best and Brightest bonus either paid for by the state or district if they received an effective rating totaling \$800. If the employee was rated highly effective, the bonus will total \$1,200. Both of these bonuses are contingent upon meeting the statutory requirements.
- Employees who are involuntarily transferred or involuntarily reassigned out-of-field shall be reimbursed the cost of the subject area test once the out of field subject is added to their certificate and will not be charged for the \$75.00 fee to add it to their certificate.
- Family sick leave transfer was added.
- Guidance counselors will no longer have duties assigned to them.
- OCEA will only have to pay for certain public records request.

## Classified:

- All classified employees will get a step plus \$0.25/hr will be added to their base salary. This results in an overall increase on Pay Grade 1 of \$ .50 per hour, Pay Grade 2 of \$ .55 per hour, Pay Grade 3 of \$ .60 per hour, and Pay Grade 4 of \$ .65 per hour.
- Classroom paraprofessionals that received the additional \$1,000 supplement for having met the Title I requirements will have that supplement folded into their regular salary and therefore moved the equivalent of three additional steps.
- Family sick leave transfer was added.
- OCEA will only have to pay for certain public records request.

This is just a summary of the items that were tentatively agreed to during negotiations. Please refer to the actual TA'd items attached.

## ARTICLE VIII. EMPLOYMENT CONDITIONS

### DD. Transfers and Reassignments

**Transfer** shall mean the movement of the employee to a different school or worksite.

**Reassignment** shall mean the change of assignment for an employee within a school or worksite.

**Voluntary transfer** or voluntary reassignment shall mean an employee initiated transfer or reassignment.

**Involuntary transfer** or involuntary reassignment shall mean an employer initiated transfer or reassignment of an employee.

Voluntary transfer requests will be considered based upon the following guidelines:

1. Instructional personnel who wish to be considered for transfer shall complete their Skyward application for each open position.
2. Instructional personnel properly certificated and qualified for an opening shall be considered for transfer as requested.
3. If a vacancy occurs during the student year, the vacancy may be filled via transfer request procedures for the following year or when a qualified applicant is available to cover the position. All vacancies throughout the calendar year shall be listed on the district website and e-mailed to all instructional staff.
4. A list of known and/or anticipated vacancies shall be posted in each school when the vacancy occurs by school with grade or subject area. When a vacancy is posted during the school year, it shall remain posted for a minimum of five (5) working days. At any time during the summer, the vacancy will be posted for a minimum of three (3) working days.
5. When more than one applicant is properly certificated and meets the transfer criteria, seniority in Okeechobee County will be a primary consideration.
6. All voluntary transfers shall be subject to the approval of the receiving principals.
7. All job postings shall be e-mailed to the Association office at the time of posting.
8. Voluntary transfer requests shall be given priority consideration over new employees.
9. Instructional personnel applying for vacancies at any given school site who meet requirements as listed in Guideline 2 shall be granted one face-to-face interview by the principal and/or supervisor per school year. This interview shall apply for all positions that may open at that site for any given year as specified in BB.1. of this Article. This guideline covers only those instructional personnel who have been reappointed for the following school year.
10. Involuntary transfers and involuntary changes in teaching assignments deemed necessary by the administration of the Board shall be made only after the principal has met with the instructional employee to state the reasons for such transfers or changes in assignments.
11. Principals are prohibited from recruiting employees or coercing employees to transfer.
12. Instructional personnel may submit requests in writing to their principals for consideration of placement in a different grade level, academic level or department, i.e. voluntary reassignment. When more than one (1) request from teachers who are properly certificated and who meet the reassignment criteria are submitted, seniority in Okeechobee County will be a primary consideration.
13. An employee receiving an involuntary reassignment from one school year to the next shall be notified no later than ten (10) days before the last student day of the year when practicable. When such notice is not given, an employee shall be provided with

  
10/23/18

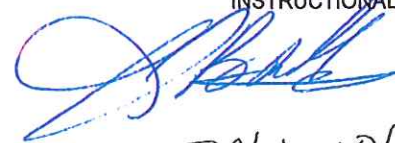

custodial support in moving classrooms and shall be paid at the inservice rate for up to 14 hours to move his/her classroom.

14. If an employee is involuntarily transferred or involuntarily reassigned to an out-of-field (OOF) assignment that requires certification by a subject area exam (SAE), the District will:

1. pay the fee charged by Florida DOE to add the subject area to the teaching certificate once the employee submits the DOE application, and
2. reimburse the employee the fee charged for the passed Subject Area Exam (SAE) in the OOF subject once the OOF subject is added to their certificate.

However, the above provisions shall not apply in the case of courses taken as required for certificate renewal, an endorsement, ESOL, for certification in other subject areas upon the volition of the teacher.

To receive reimbursement, the employee must provide the Human Resources Department a copy of their teaching certification with the OOF subject added within six (6) months of involuntary reassignment, along with receipts evidencing the payments.

 10/23/18  
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## ARTICLE VIII. EMPLOYMENT CONDITIONS

### GG. Equitable Duty

Principals shall make every reasonable effort to insure that duties are assigned in a fair and equitable manner. A written roster of duties shall be posted in a location easily accessible to all personnel, such as teachers' lounge or mailbox area within the first two (2) weeks of school. A copy of this roster shall be provided to the Association at the time of posting. Guidance Counselors shall be exempt from assigned duties.

## ARTICLE IX. LEAVES OF ABSENCE

### N. Sick Leave

All instructional personnel will be advanced four (4) days of sick leave at the beginning of employment each school year. Thereafter, they will earn one day of sick leave for each month of employment. No employee may earn, during a fiscal year, more than a total of one (1) day of sick leave for each month of employment. If the employee terminates employment and has not earned but used the four (4) days of advanced sick leave available, the Board shall withhold the average daily amount for the sick leave days used but not earned by the employee. There is no limit on the number of earned, unused sick leave days an employee may accumulate. Sick leave is not provided for substitutes or temporary personnel.

An employee shall notify the immediate supervisor prior to the beginning of the work day should it be necessary to take sick leave. Sick leave will be granted for a personal illness, illness of a family member, or death of a member of the employee's immediate family. Any absence in excess of four (4) continuous days or which exceeds eight (8) days in six (6) months may upon request of the employee's immediate supervisor require a doctor's certificate upon the employee returning to work and prior to the issuance of the next payroll warrant. When an employee returns to work after an extended absence of more than eight (8) working days, the doctor's certificate must contain a statement indicating the employee can perform any and all duties normally assigned to the position.

An employee may authorize the use of his/her accrued sick leave by a spouse, child, parent or sibling who is also a Board employee, subject to the following limitations:

1. The recipient may not use the donated leave until all of his/her sick leave and vacation leave has been depleted, excluding sick leave from a sick leave pool, if the recipient participates in a sick leave pool;
2. Donated sick leave under this provision has no terminal value;
3. The minimum number of hours of sick leave that may be transferred shall be equal to one workday of the receiving employee.

  
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## ARTICLE X. ORGANIZATION RIGHTS

### H. Public Records Requests

The Association shall not be required to pay for the first twelve (12) public records requests for the Annual Financial Report, District Budget, Employee Experience Grid, Bargaining Unit Rosters, New Employees and Separated Employees from the district.

  
9/11/18



TAD 10/23/18

**2017-2018 2018-2019**  
**Okeechobee County School Board**  
**Salary Schedule No. 1 Grandfather Schedule/Performance Pay**  
**Instructional Personnel - Bachelor's Degree**  
**Certified Permanent Substitute Teacher**

STEP	YEARS EXPERIENCE	BASE SALARY	STEP	YEARS EXPERIENCE	BASE SALARY
1	0,1,2, 3	39,000 40,000	18	26 27	52,600 53,600
1.5	3 4	39,400 40,400	18.5		53,000 54,000
2	4 5	39,800 40,800	19		53,400 54,400
2.5		40,200 41,200	19.5	27 28	53,800 54,800
3		40,600 41,600	20	28 29	54,200 55,200
3.5	5 6	41,000 42,000	20.5		54,600 55,600
4	6,7,8, 9	41,400 42,400	21		55,000 56,000
4.5	9 10	41,800 42,800	21.5		55,400 56,400
5		42,200 43,200	22		55,800 56,800
5.5		42,600 43,600	22.5	29 30	56,200 57,200
6	10 11	43,000 44,000	23		56,600 57,600
6.5		43,400 44,400	23.5		57,000 58,000
7	11 12	43,800 44,800	24	30 31	57,400 58,400
7.5		44,200 45,200	24.5		57,800 58,800
8		44,600 45,600	25		58,200 59,200
8.5	12 13	45,000 46,000	25.5		58,600 59,600
9	13 14	45,400 46,400	26		59,000 60,000
9.5	14 15	45,800 46,800	26.5		59,400 60,400
10	15,16, 17	46,200 47,200	27		59,800 60,800
10.5		46,600 47,600	27.5		60,200 61,200
11	17 18	47,000 48,000	28		60,600 61,600
11.5	18,19, 20	47,400 48,400	28.5		61,000 62,000
12	20 21	47,800 48,800	29		61,400 62,400
12.5	21 22	48,200 49,200	29.5		61,800 62,800
13		48,600 49,600	30		62,200 63,200
13.5	22 23	49,000 50,000	30.5		62,600 63,600
14		49,400 50,400	31		63,000 64,000
14.5		49,800 50,800	31.5	31+ 32+	63,400 64,400
15	23 24	50,200 51,200	32		63,800 64,800
15.5	24 25	50,600 51,600	32.5		64,200 65,200
16		51,000 52,000	33		64,600 65,600
16.5	25 26	51,400 52,400	33.5		65,000 66,000
17		51,800 52,800			
17.5		52,200 53,200			

Regular Year Personnel Work Days:

196 - Regular Teacher/Drop Out Prevention Credit Retrieval Teacher

Extended Year Personnel Work Days:

198 - Beginning Teacher

206 - Exceptional Child Staffing Specialist #2 / Exceptional Child Behavior Specialist/  
 Exceptional Child Job Development Counselor / Exceptional Child Extended Year  
 Speech Teacher / Exceptional Child Extended Year PK Teacher/Reading Coach/  
 Exceptional Child Transition Counselor, ESE Counselor #2

216 - High School Guidance / High School Voc. Resource / Middle School Guidance  
 Counselor / Elementary Guidance Counselor / ESE Counselor #1 / Exceptional Child  
 Staffing Spec. #1 / Teacher on Special Assignment, Title I / Exceptional Child Case Mgr./  
 ROTC Instructor #2

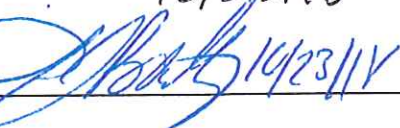
236 - High School Agriculture Teacher / ROTC Instructor #1 / Head Football Coach

Initial placement on the Performance Pay salary schedule for teachers shall be based upon years of successful experience as shown on the salary schedule above. After initial placement, teachers shall move on the salary schedule in accordance with Article XI.B or XI.D, unless otherwise negotiated.

Instructional personnel at the secondary level who agree to teach an additional class during their planning period shall be paid at their hourly rate of pay for the semester during which the additional class is scheduled. Instructional personnel shall be responsible for making up the missed planning time on their own time.

ROTC Instructors shall receive Minimum Instructor Pay as stipulated by the U.S. Army or be placed on the Instructional Salary Schedule commensurate with experience, whichever is greater.

2018-2019 Okeechobee County School Board Instructional Salary Schedule -  
 Change Beginning Step \$40,000; Award \$1,000  
 to eligible employees; Award additional \$400 to 2017-18 HE

1/11/18 K8  
 10/23/18  


2017-2018					
Based on # of Annual Contract Days	\$800 Value between Steps		General Fund		
196 Days		2017-2018 Experience	7/31/2018 Number of Current	Salary	
STEP					
1	39,000	0,1,2	142,714	5,565,846.00	
1.5	39,400	400	13	512,200.00	
2	39,800	400	16	636,800.00	
2.5	40,200	400	3	120,600.00	
3	40,600	400	2	81,200.00	
3.5	41,000	400	5	328,000.00	
4	41,400	400	6,7,8	1,159,614.00	
4.5	41,800	400	9	463,980.00	
5	42,200	400	2.5	105,500.00	
5.5	42,600	400	2.05	87,330.00	
6	43,000	400	10	739,600.00	
6.5	43,400	400		-	
7	43,800	400	11	657,000.00	
7.5	44,200	400	1	44,200.00	
8	44,600	400		-	
8.5	45,000	400	12	720,000.00	
9	45,400	400	13	681,000.00	
9.5	45,800	400	14	320,600.00	
10	46,200	400	15,16	795,111.24	
10.5	46,600	400		-	
11	47,000	400	17	441,330.00	
11.5	47,400	400	18,19	758,400.00	
12	47,800	400	20	487,560.00	
12.5	48,200	400	21	457,900.00	
13	48,600	400	1	48,600.00	
13.5	49,000	400	22	196,000.00	
14	49,400	400		-	
14.5	49,800	400		-	
15	50,200	400	23	401,600.00	
15.5	50,600	400	24	303,600.00	
16	51,000	400	1	51,000.00	
16.5	51,400	400	25	308,400.00	
17	51,800	400		-	
17.5	52,200	400		-	
18	52,600	400	26	52,600.00	
18.5	53,000	400		-	
19	53,400	400	1	53,400.00	
19.5	53,800	400	27	53,800.00	
20	54,200	400	28	227,640.00	
20.5	54,600	400	1	54,600.00	
21	55,000	400		-	
21.5	55,400	400		-	
22	55,800	400		-	
22.5	56,200	400	29	393,400.00	
23	56,600	400		-	
23.5	57,000	400		-	
24	57,400	400	30	114,800.00	
24.5	57,800	400		-	
25	58,200	400	1	58,200.00	
25.5	58,600	400		-	
26	59,000	400		-	
26.5	59,400	400		-	
27	59,800	400		-	
27.5	60,200	400		-	
28	60,600	400		-	
28.5	61,000	400		-	
29	61,400	400		-	
29.5	61,800	400		-	
30	62,200	400		-	
30.5	62,600	400		-	
31	63,000	400		-	
31.5	63,400	400	31+	1,331,400.00	
32	63,800	400	3	191,400.00	
32.5	64,200	400	1	64,200.00	
33	64,600	400		-	
33.5	65,000	400		-	
34	65,400	400		-	
34.5	65,800	400		-	
				431,0742	19,068,411.24

2018-2019						
196 Days	2018-2019 Experience	2018-2019 Number of Employees Step Increase	2018-2019 Salary	Base Salary after Step Increase		
STEP						
1	40,000	0,1,2,3	142,714	6,708,560.00	142,714.00	
1.5	40,400	4	13	525,200.00	13,000.00	
2	40,800	5	16	652,800.00	16,000.00	
2.5	41,200		3	123,600.00	3,000.00	
3	41,600		2	83,200.00	2,000.00	
3.5	42,000	6	8	336,000.00	8,000.00	
4	42,400	7,8,9	28,010	1,187,624.00	28,010.00	
4.5	42,800	10	11.10	475,080.00	11,100.00	
5	43,200		2.5	108,000.00	2,500.00	
5.5	43,600		2.05	89,380.00	2,050.00	
6	44,000	11	17.2	756,800.00	17,200.00	
6.5	44,400			-	-	
7	44,800	12	15	672,000.00	15,000.00	
7.5	45,200		1	45,200.00	1,000.00	
8	45,600			-	-	
8.5	46,000	13	16	736,000.00	16,000.00	
9	46,400	14	15	696,000.00	15,000.00	
9.5	46,800	15	7	327,600.00	7,000.00	
10	47,200	16,17	17,2102	812,321.44	17,210.20	
10.5	47,600			-	-	
11	48,000	18	9.39	450,720.00	9,390.00	
11.5	48,400	19,20	16	774,400.00	16,000.00	
12	48,800	21	10.2	497,760.00	10,200.00	
12.5	49,200	22	9.5	467,400.00	9,500.00	
13	49,600		1	49,600.00	1,000.00	
13.5	50,000	23	4	200,000.00	4,000.00	
14	50,400			-	-	
14.5	50,800			-	-	
15	51,200	24	8	409,600.00	8,000.00	
15.5	51,600	25	6	309,600.00	6,000.00	
16	52,000		1	52,000.00	1,000.00	
16.5	52,400	26	6	314,400.00	6,000.00	
17	52,800			-	-	
17.5	53,200			-	-	
18	53,600	27	1	53,600.00	1,000.00	
18.5	54,000			-	-	
19	54,400		1	54,400.00	1,000.00	
19.5	54,800	28	1	54,800.00	1,000.00	
20	55,200	29	4.2	231,840.00	4,200.00	
20.5	55,600		1	55,600.00	1,000.00	
21	56,000			-	-	
21.5	56,400			-	-	
22	56,800			-	-	
22.5	57,200	30	7	400,400.00	7,000.00	
23	57,600			-	-	
23.5	58,000			-	-	
24	58,400	31	2	116,800.00	2,000.00	
24.5	58,800			-	-	
25	59,200		1	59,200.00	1,000.00	
25.5	59,600			-	-	
26	60,000			-	-	
26.5	60,400			-	-	
27	60,800			-	-	
27.5	61,200			-	-	
28	61,600			-	-	
28.5	62,000			-	-	
29	62,400			-	-	
29.5	62,800			-	-	
30	63,200			-	-	
30.5	63,600			-	-	
31	64,000			-	-	
31.5	64,400	32+	21	1,352,400.00	21,000.00	
32	64,800		3	194,400.00	3,000.00	
32.5	65,200		1	65,200.00	1,000.00	
33	65,600			-	-	
33.5	66,000			-	-	
				431,0742	19,499,485.44	431,074.20

1100 10/23/18 10/23/2018

Proposal Information

10/23/2018  
Option A

10/23/2018  
Option B

Starting Salary \$40,000

Starting Salary \$39,900

Unbundling of Certain Steps (UB)

142 > 14

Negotiations 2018-2019

Original Proposal  
Starting Salary  
\$39,400

Instructional

Increase to Base Pay	\$400	\$1,000	\$900
Effective	\$800	\$1,000 (\$800 + \$200 COLA)	\$900 (\$800 + \$100 COLA)
Effective Unbundled	N/A	N/A	OR \$1,300 UB (\$800 + \$400 UB + \$100 COLA)

High Effective applies to Performance Pay Sched \$1,200 (\$1,200 + \$200 COLA) \$1,700 (\$800 + \$400 HE + \$400 UB + \$100 COLA)

Best & Brightest - Classroom & Non-Classroom eligible Eff \$800 (FLDOE)	Best & Brightest - Classroom & Non-Classroom eligible Highly Effective \$1,200 (FLDOE)	Example of Step movement	Effective Unbundled 2018-2019 - Step 2 - 4 Years of Experience @ \$40,700 plus Best & Brightest \$800 Classroom & Non-Classroom eligible = \$41,500
\$800	\$1,200	Effective 2018-2019 - Step 1.5 - 4 Years of Experience @ \$40,400 plus Best & Brightest \$800 Classroom & Non-Classroom eligible = \$41,200	HE 2018-2019 - Step 2 - 4 Years of Experience @ \$41,100 plus Best & Brightest \$1,200 Classroom & Non-Classroom eligible = \$42,300
\$800	\$1,200	Effective 2018-2019 - Step 3.5 - 6 Years of Experience @ \$42,000 plus Best & Brightest \$800 Classroom & Non-Classroom eligible = \$42,800	HE 2018-2019 - Step 4 - 6 Years of Experience @ \$42,400 plus Best & Brightest \$1,200 Classroom & Non-Classroom eligible = \$43,600
\$800	\$1,200	Effective 2018-2019 - Step 4.5 - 10 Years of Experience @ \$42,800 plus Best & Brightest \$800 Classroom & Non-Classroom eligible = \$43,600	HE 2018-2019 - Step 5.5 - 10 Years of Experience @ \$43,500 plus Best & Brightest \$1,200 Classroom & Non-Classroom eligible = \$44,700

Classified

Step (.25, .30, .35, .40) plus .25¢  
Step (.25, .30, .35, .40) plus .25¢  
Classroom Para Supplement \$1,000 allowance added to Employee's Base Pay 3 additional Steps .25 \* 7 \* 196 = \$343  
\$343 \* 3 = \$1,029

Total Salary Package

Classified	136,000.58	246,913.51	246,913.51
Instructional	419,442.45	552,040.90	553,862.44
Best & Brightest - Classroom & Non-Classroom eligible Eff \$800 (FLDOE)	\$278,512.00	\$278,512.00	\$278,512.00
Best & Brightest - Classroom & Non-Classroom eligible Highly Effective \$1,200 (FLDOE)	\$27,851.20	\$27,851.20	\$27,851.20
Best & Brightest Taxes	26,500.42	26,500.42	26,500.42
Best & Brightest Non-Classroom + Taxes	33,203.44	33,203.44	33,203.44
Total	921,510.09	1,165,021.47	1,166,843.01

Increase above Original Proposal  
Difference in Option A and Option B

245,332.92  
1,821.54

	Master/SpecDr.	7.65% Social Security	8.19% Retirement	Workers Comp	Benefits	% Increase over current Salary	New Dollars												
<b>2017-2018</b>																			
	19,068,411.24	1,095,093.00	1,651,391.00	201,635.04	23,559,038.35	2.34%	\$ 552,040.90												
	Allowance for Effective (\$1000) and for Highly Effective (\$1400) [451,074.58 = 363,074.27 + 400]																		
	<b>Base Salaries</b>	<b>7.65% Social Security</b>	<b>8.26% Retirement</b>	<b>Workers Comp</b>	<b>Total Salaries with Benefits</b>														
<b>2018-2019</b>	19,499,485.44	1,577,707.26	1,703,511.37	206,236.24	24,111,079.26														
	\$ 431,074.20	\$ -	\$ 35,199.19	\$ 4,601.20	\$ 552,040.90														
Classroom Instructional \$800 Anticipated Best & Brightest amount 348.14 20% of Classroom Instructional 278,512.00      27,851.20																			
383.14 General Fund Classroom Teachers (35) Estimated not eligible 348.14																			
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%;"></td> <td style="width:50%; text-align: right;">Detail:</td> </tr> <tr> <td></td> <td style="text-align: right;">552,040.90</td> </tr> <tr> <td></td> <td style="text-align: right;">26,500.42</td> </tr> <tr> <td></td> <td style="text-align: right;">30,560.00</td> </tr> <tr> <td></td> <td style="text-align: right;">2,643.44</td> </tr> <tr> <td></td> <td style="text-align: right; border-top: 1px solid black;">611,744.76</td> </tr> </table>									Detail:		552,040.90		26,500.42		30,560.00		2,643.44		611,744.76
	Detail:																		
	552,040.90																		
	26,500.42																		
	30,560.00																		
	2,643.44																		
	611,744.76																		

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT: RATIFICATION OF CONTRACT WITH CLASSIFIED UNIT FOR 2018-19**

**DATE:** November 20, 2018

RECOMMENDATION:

That the Board ratify proposals for the 2017-20 Classified Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2018, through June 30, 2019.

BACKGROUND INFORMATION:

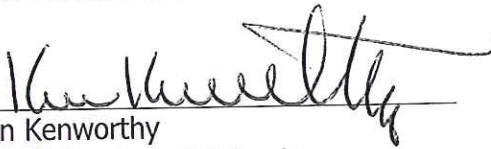
The proposals have been negotiated and tentatively agreed upon by the parties.

The Classified bargaining unit conducted a ratification vote on November 8, 2018:

<u>For</u>	<u>Against</u>
166	2

The negotiated items are included in Board member agendas and are available upon request in the Superintendent's office.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

# Summary of Negotiations

## Instructional:

- All instructional employees will receive a \$200 cost of living adjustment (COLA). Employees with an effective evaluation will receive an additional \$800 increase totaling \$1,000. If the employee is on the performance pay schedule and are highly effective, he/she will receive a \$200 COLA and a \$1,200 increase totaling \$1,400.
- Instructional employees will receive a Best and Brightest bonus either paid for by the state or district if they received an effective rating totaling \$800. If the employee was rated highly effective, the bonus will total \$1,200. Both of these bonuses are contingent upon meeting the statutory requirements.
- Employees who are involuntarily transferred or involuntarily reassigned out-of-field shall be reimbursed the cost of the subject area test once the out of field subject is added to their certificate and will not be charged for the \$75.00 fee to add it to their certificate.
- Family sick leave transfer was added.
- Guidance counselors will no longer have duties assigned to them.
- OCEA will only have to pay for certain public records request.

## Classified:

- All classified employees will get a step plus \$0.25/hr will be added to their base salary. This results in an overall increase on Pay Grade 1 of \$ .50 per hour, Pay Grade 2 of \$ .55 per hour, Pay Grade 3 of \$ .60 per hour, and Pay Grade 4 of \$ .65 per hour.
- Classroom paraprofessionals that received the additional \$1,000 supplement for having met the Title I requirements will have that supplement folded into their regular salary and therefore moved the equivalent of three additional steps.
- Family sick leave transfer was added.
- OCEA will only have to pay for certain public records request.

This is just a summary of the items that were tentatively agreed to during negotiations. Please refer to the actual TA'd items attached.

TAR  
8/29/18

## ARTICLE IX. LEAVES OF ABSENCE

### N. Sick Leave

All classified personnel are credited with four (4) days of sick leave at the end of the first month of employment each year. Thereafter, they will earn one (1) day of sick leave for each month of employment. No employee may earn, during a fiscal year, more than a total of one (1) day of sick leave for each month of employment. If the employee terminates employment and has not earned but used the four (4) days of advanced sick leave available, the Board shall withhold the average daily amount for the sick leave days used but not earned by the employee. There is no limit on the number of days an employee may accumulate. Sick leave is not provided for substitutes or temporary personnel.

An employee shall notify the immediate supervisor prior to the beginning of the work day should it be necessary to take sick leave. Sick leave will be granted for a personal illness, illness of a family member, or death of a member of the employee's immediate family. Any absence in excess of four (4) continuous days or which exceeds eight (8) days in six (6) months may upon request of the employee's immediate supervisor require a doctor's certificate upon the employee returning to work and prior to the issuance of the next payroll warrant. When an employee returns to work after an extended absence of more than eight (8) working days, the doctor's certificate must contain a statement indicating the employee can perform any and all duties normally assigned to the position.

An employee may authorize the use of his/her accrued sick leave by a spouse, child, parent or sibling who is also a Board employee, subject to the following limitations:

1. The recipient may not use the donated leave until all of his/her sick leave and vacation leave has been depleted, excluding sick leave from a sick leave pool, if the recipient participates in a sick leave pool;
2. Donated sick leave under this provision has no terminal value;
3. The minimum number of hours of sick leave that may be transferred shall be equal to one workday of the receiving employee.



8/29/18

TA  
Pg 10/23/18

**ARTICLE XI. SALARIES**

**F. Classified Supplemental Salary Information**

~~2017-2018~~ **2018-2019**

**Classified Supplemental Salary Information**

No experience shall be allowed for any work-related courses or programs taken while enrolled as a secondary student in which high school credit is received.

One (1) step on the schedule shall be granted for each year of related experience up to a maximum of five (5) years. Two (2) 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. Notwithstanding the above, no new employee hired will be placed on a step, based on experience, above current board employees with equal experience. Related experience will only be granted if the position(s) were full-time. Combined experience will be considered if it exceeds six months, however, a maximum of one (1) year of experience will be granted during any one (1) fiscal or calendar year.

Current employees moving from one job position into another position within the same pay grade column shall remain on the same step or the beginning step of the new position whichever is higher. Current employees moving from one job position into another position and moving to a different pay grade column shall be granted the greater of *either*, (1) the maximum years of verified, related experience and/or college credit for placement on the schedule as would be granted for any new hire coming into the District, *or*, (2) a lateral move based upon the employee's current step if moving to a lesser pay grade. New hires to the District have a time period of ninety (90) days from their initial date of hire to provide verification for *all* work-related experience. This includes experience verification for the initial position into which the employee is hired as well as experience the employee may want the District to consider for future job positions. Work experience verification is the responsibility of the employee. No experience will be granted that is not disclosed on the original employment application. All new hires will be notified in writing of the need to include and to verify all work experience for future positions in the initial application for employment.

<b>Supplement</b>	<b>Amount</b>
Head-Mechanic <i>Changes to Techn. Pos.</i>	\$ 1,800.00 per year
High School Head Custodian	\$ 2,448.00 per year
Middle School Head Custodian	\$ 1,224.00 per year
Elementary School Head Custodian	\$ 684.00 per year
Food Service Workers (4 hours)	\$ 180.00 per approved course up to 6 courses
Food Service Workers (6 hours)	\$ 180.00 per approved course up to 6 courses
Food Service - Assistant Manager	\$ 180.00 per approved course up to 6 courses
Assistant Manager at Base Kitchen-Satellite Schools	\$ 288.00 per year
Leader Teacher Aide for Pre-Kindergarten Program	\$ 770.00 per year
Leader Elementary Computer Aide, Art, Credit Retrieval & Remediation and Other Aides in Free-Standing Classrooms	\$ 1,000.00 per year
Paraprofessionals or Aides who are assigned to change diapers/perform catheterization	\$ 1,000.00 per year
Paraprofessionals <u>Class Assist</u> who hold a 2-year college degree or have passed the Para-Pro Test and work in the classroom with students as part of their regular assignment	\$ 1,000.00 per year
Paraprofessionals who hold a 4-year college degree and work in a free-standing classroom	\$ 2,000.00 per year <u>\$1,000.00</u>
Aides assigned to teachers of Intensive Emotional Behavior Disorder, Extended 9 <sup>th</sup> Grade, Secondary School Discipline Program students, NBA	\$ 500.00 per year
Migrant Advocates with 4 year college degree	\$ 1,000.00 per year
Mechanics – for each ASE Certification (up to 7)	\$ 250.00 per year
IT Dispatcher	\$ 1,200.00 per year
Non-Probationary, 6-Hr., Permanent Sub Bus Drivers	\$ 900.00 per year



*[Handwritten Signature]*  
10/23/18

## 2018-2019 Okeechobee County Schools Classified Salary Schedule

*FAK Rg*  
*10/23/18*  
  
*.25¢ + step*

Adding .25 to each Step; Expanding schedule to 31 Steps in order to include the allowance of the Parapro Supplement

Steps	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4
4	<del>10.55</del> 10.30	<del>12.20</del> 11.95	<del>13.35</del> 13.10	<del>16.00</del> 15.75
5	<del>10.80</del> 10.55	<del>12.50</del> 12.25	<del>13.70</del> 13.45	<del>16.40</del> 16.15
6	<del>11.05</del> 10.80	<del>12.80</del> 12.55	<del>14.05</del> 13.80	<del>16.80</del> 16.55
7	<del>11.30</del> 11.05	<del>13.10</del> 12.85	<del>14.40</del> 14.15	<del>17.20</del> 16.95
8	<del>11.55</del> 11.30	<del>13.40</del> 13.15	<del>14.75</del> 14.50	<del>17.60</del> 17.35
9	<del>11.80</del> 11.55	<del>13.70</del> 13.45	<del>15.10</del> 14.85	<del>18.00</del> 17.75
10	<del>12.05</del> 11.80	<del>14.00</del> 13.75	<del>15.45</del> 15.20	<del>18.40</del> 18.15
11	<del>12.30</del> 12.05	<del>14.30</del> 14.05	<del>15.80</del> 15.55	<del>18.80</del> 18.55
12	<del>12.55</del> 12.30	<del>14.60</del> 14.35	<del>16.15</del> 15.90	<del>19.20</del> 18.95
13	<del>12.80</del> 12.55	<del>14.90</del> 14.65	<del>16.50</del> 16.25	<del>19.60</del> 19.35
14	<del>13.05</del> 12.80	<del>15.20</del> 14.95	<del>16.85</del> 16.60	<del>20.00</del> 19.75
15	<del>13.30</del> 13.05	<del>15.50</del> 15.25	<del>17.20</del> 16.95	<del>20.40</del> 20.15
16	<del>13.55</del> 13.30	<del>15.80</del> 15.55	<del>17.55</del> 17.30	<del>20.80</del> 20.55
17	<del>13.80</del> 13.55	<del>16.10</del> 15.85	<del>17.90</del> 17.65	<del>21.20</del> 20.95
18	<del>14.05</del> 13.80	<del>16.40</del> 16.15	<del>18.25</del> 18.00	<del>21.60</del> 21.35
19	<del>14.30</del> 14.05	<del>16.70</del> 16.45	<del>18.60</del> 18.35	<del>22.00</del> 21.75
20	<del>14.55</del> 14.30	<del>17.00</del> 16.75	<del>18.95</del> 18.70	<del>22.40</del> 22.15
21	<del>14.80</del> 14.55	<del>17.30</del> 17.05	<del>19.30</del> 19.05	<del>22.80</del> 22.55
22	<del>15.05</del> 14.80	<del>17.60</del> 17.35	<del>19.65</del> 19.40	<del>23.20</del> 22.95
23	<del>15.30</del> 15.05	<del>17.90</del> 17.65	<del>20.00</del> 19.75	<del>23.60</del> 23.35
24	<del>15.55</del> 15.30	<del>18.20</del> 17.95	<del>20.35</del> 20.10	<del>24.00</del> 23.75
25	<del>15.80</del> 15.55	<del>18.50</del> 18.25	<del>20.70</del> 20.45	<del>24.40</del> 24.15
26	<del>16.05</del> 15.80	<del>18.80</del> 18.55	<del>21.05</del> 20.80	<del>24.80</del> 24.55
27	<del>16.30</del> 16.05	<del>19.10</del> 18.85	<del>21.40</del> 21.15	<del>25.20</del> 24.95
28	16.55	19.40	21.75	25.60
29	16.80	19.70	22.10	26.00
30	17.05	20.00	22.45	26.40
31	17.30	20.30	22.80	26.80

District Longevity Stipend for Top Step Only	Amount
<del>0-8</del> 0-9 years	\$2,150
<del>9-13</del> 10-14 years	\$2,200
<del>14-18</del> 15-19 years	\$2,250
<del>19-23</del> 20-24 years	\$2,300
<del>24-28</del> 25-29 years	\$2,350
<del>29+</del> 30+ years	\$2,400

Employees moving to the top step of the salary schedule in the 2018-2019 school year are entitled to step movement only and are not eligible to receive a longevity stipend.

7AD 10/23/18

*Reg*  
*J. Smith*  
*10/23/18*

2018-2019  
Classified Pay Grade Summary Sheet

PAY GRADE	SLOT GROUP	POSITION	BEGINNING STEP	DAYS WORKED*	HOURS WORKED
1	A	Bus Aides	8	187	5.00
1	B	Clerk/Clerical Aide	8	249	7.00
1	C	Clerk/Clerical Aide/Media Aide	8	196	7.00
1	D	Custodian II/Perm Sub	7	249	7.50
1	E	Food Service Van Driver	4	190	6.00
1	F	Food Service Workers	4	190	4.00
1	G	Food Service Workers/Perm Sub	4	190	6.00
1	H	Food Service-Assistant Manager	5	190	7.00
1	I	Health Aide	8	196	7.00
1	J	Inst. Aide/Parapro/Monitor	8-11	196	7.00
1	K	Inst. Aide/Parapro/Monitor	8-11	249	7.00
1	L	Perm. Sub Teacher Non-Certif.	8	196	7.00
1	M	Perm. Sub Teacher Non-Certif.	8	249	7.00
1	N	Security Monitor	8	196	7.00
2	A	Custodian I	8	249	7.50
2	B	Data Processor	4	229	7.50
2	C	Data Processor	4	249	7.50
2	D	District Office Bookkeeper	4	249	8.00
2	E	District Office Bookkeeper	4	229	8.00
2	F	District Office Secretary	4	249	8.00
2	G	District Office Secretary	4	229	8.00
2	H	Educational Interpreters Certified	7	196	7.00
2	I	Educational Interpreters Non-Certified	4	196	7.00
2	J	School Bookkeeper	4	249	7.50
2	K	School Bookkeeper	4	229	7.50
2	L	School Bookkeeper	4	213	7.50
2	M	School Receptionist	4	213	7.50
2	N	School Secretary	4	249	7.50
2	O	School Secretary	4	229	7.50
2	P	School Secretary	4	213	7.50
2	R	Transportation Routing Specialist	4	249	8.00
2	S	Transportation Training Specialist	4	249	8.00
3	A	Advocate	6	213	8.00
3	B	Attendance Officer	4	187	7.50
3	C	Bus Driver Type 1	4	187	4.00
3	D	Bus Driver Type 3/Perm Sub	4	187	6.00
3	E	Maintenance (General)	4	249	8.00
3	F	Maintenance Specialist 2	4	249	8.00
3	G	Mechanic's Helper/Perm Sub	4	249	8.00
3	H	Warehouseman	4	249	8.00
3	I	Executive Secretary, Transportation	7	249	8.00
3	J	Executive Secretary, Finance	5	249	8.00
3	K	Okeechobee High School Bookkeeper	5	249	7.50
4	A	Maintenance Assistant Foreman	4	249	8.00
4	B	Maintenance Specialist 1	4	249	8.00
4	C	Mechanic	4	249	8.00
4	D	Technology Specialist	4	249	8.00

\*See Article XI, J.

7A'd 10/23/18

POSITION	2018-2019 POS/ALLOCA	2018-2019 COST	SUPP	SOC SEC	0.0826 RETIREMENT	1.00% WORKERS COMP	2018-2019 SALARIES		INCREASE BASE	INCREASE WITH BENEFITS	BASE INCR %	2018-2019 WITH BENEFITS %
							WITH BENEFITS	W/BENEFITS				
Bus Aides	0.00											
Clerk/Clinical Aide	0.00											
Clerk/Clinical Aide/Media Aide	5.00	94,325.00		7,215.86	7,791.25	943.25	110,275.36	3,430.00	4,073.64	3.77%	3.84%	
Custodian I/Perm Sub	42.00	1,035,248.63		79,196.52	85,511.54	75,573.15	1,275,529.83	39,217.50	49,017.10	3.94%	4.00%	
Food Service Van Driver	0.00											
Food Service Workers	0.00											
Food Service Workers/Perm Sub	0.00											
Food Service-Assistant Manager	0.00											
Health Aide	10.00	189,336.00		14,484.20	15,639.15	1,893.36	221,352.72	6,860.00	8,147.76	3.76%	3.82%	
Inst. Aide/Parapro/Monitor	46.30	898,852.08		68,762.18	74,245.18	8,988.52	1,050,847.97	79,404.50	93,405.41	9.69%	9.76%	
Inst. Aide/Parapro/Monitor	1.00	21,874.65		1,673.41	1,806.85	218.75	25,573.65	2,178.75	2,560.96	11.06%	11.13%	
Perm. Sub Teacher Non-Certif.	0.00											
Perm. Sub Teacher Non-Certif.	0.00											
Security Monitor	1.00	17,904.60		1,369.70	1,478.92	179.05	20,932.27	686.00	814.06	3.98%	4.05%	
Custodian I	8.00	256,781.25		19,643.77	21,210.13	18,745.03	316,380.18	8,217.00	10,298.16	3.31%	3.36%	
Data Processor	9.00	242,167.50		18,525.81	20,003.04	2,421.68	283,118.02	8,501.63	10,102.82	3.64%	3.70%	
Data Processor	1.00	26,145.00		2,000.09	2,159.58	261.45	30,566.12	1,027.13	1,218.39	4.09%	4.15%	
District Office Bookkeeper	2.00	58,166.40		4,449.73	4,804.54	581.66	68,002.34	2,191.20	2,600.91	3.91%	3.98%	
District Office Bookkeeper	0.00											
District Office Secretary	7.07	230,574.00		17,638.91	19,045.41	2,305.74	269,564.06	7,745.89	9,211.70	3.48%	3.54%	
District Office Secretary	1.00	25,648.00		1,962.07	2,118.52	256.48	29,985.08	1,007.60	1,195.23	4.09%	4.15%	
Interpreters Certified	0.00											
Interpreters Non-Certified	2.00	35,946.40		2,749.90	2,969.17	359.46	42,024.94	1,509.20	1,788.51	4.38%	4.45%	
School Bookkeeper	7.00	195,900.75		14,986.41	16,181.40	1,959.01	229,027.57	7,189.88	8,537.78	3.81%	3.87%	
School Bookkeeper	0.00											
School Bookkeeper	0.00											
School Receptionist	1.00	21,885.75		1,674.26	1,807.76	218.86	25,586.63	878.63	1,041.91	4.18%	4.24%	
School Secretary	3.00	74,513.25		5,700.26	6,154.79	745.13	87,113.44	3,081.38	3,652.44	4.31%	4.38%	
School Secretary	8.00	199,573.50		15,267.37	16,484.77	1,995.74	233,321.38	7,557.00	8,969.30	3.94%	4.00%	
School Secretary	0.00											
Transportation Routing Specialist	1.00	32,071.20		2,453.45	2,649.08	320.71	37,494.44	1,095.60	1,302.55	3.54%	3.60%	
Transportation Training Specialist	1.00	30,876.00		2,362.01	2,550.36	2,788.10	38,576.47	1,095.60	1,389.69	3.68%	3.74%	
Advocate	1.00	24,537.60		1,877.13	2,026.81	245.38	28,686.91	1,022.40	1,211.75	4.35%	4.41%	
Attendance Officer	0.00											
Bus Driver Type 1	0.00											
Bus Driver Type 3/Perm Sub	53.00	895,580.40		68,511.90	73,974.94	80,870.91	1,118,938.15	35,679.60	45,180.02	4.15%	4.21%	
Maintenance (General)	1.00	43,326.00		3,314.44	3,578.73	3,162.80	53,381.96	1,195.20	1,502.10	2.84%	2.90%	
Maintenance Specialist 2	3.00	111,850.80		8,556.59	9,238.88	8,165.11	137,811.37	3,585.60	4,493.60	3.31%	3.37%	
Mechanic's Helper/Perm Sub	2.00	63,644.40		4,868.80	5,257.03	4,646.04	78,416.27	2,390.40	2,988.09	3.90%	3.96%	
Warehouseman	1.00	43,326.00		3,314.44	3,578.73	3,162.80	53,381.96	1,195.20	1,502.10	2.84%	2.90%	
Executive Secretary, Transportation	1.00	32,868.00		2,514.40	2,714.90	328.68	38,425.98	1,195.20	1,419.48	3.77%	3.84%	
Executive Secretary, Finance	1.00	29,382.00		2,247.72	2,426.95	293.82	34,350.50	1,195.20	1,417.04	4.24%	4.30%	
Okeechobee High School	1.00	27,545.63		2,107.24	2,275.27	275.46	32,203.59	1,120.50	1,328.47	4.24%	4.30%	
Maintenance Assistant Foreman	0.00											
Maintenance Specialist 1	6.00	285,772.80		19,566.62	21,126.83	18,671.41	315,137.67	7,768.80	9,745.54	3.13%	3.19%	
Mechanic	3.00	124,300.80		9,509.01	10,267.25	9,073.96	153,151.02	3,884.40	4,870.26	3.23%	3.28%	
Technology Specialist	5.58	200,172.10		15,313.17	16,534.22	2,001.72	234,021.20	7,224.98	8,581.79	3.74%	3.81%	
<b>Totals</b>	<b>234.95</b>	<b>5,540,096.48</b>	<b>151,292</b>	<b>435,391</b>	<b>470,109</b>	<b>259,217.81</b>	<b>6,856,106.19</b>	<b>203,031.95</b>	<b>246,913.51</b>	<b>4.73%</b>	<b>4.63%</b>	
							<b>Total Salary with Benefits:</b>	<b>203,031.95</b>	<b>246,913.51</b>	<b>4.73%</b>	<b>4.63%</b>	

*[Handwritten Signature]*  
10/23/18

JAd 9/11/18

## ARTICLE X. ORGANIZATION RIGHTS

### N. Public Records Requests

The Association shall not be required to pay for the first twelve (12) public records requests for the Annual Financial Report, District Budget, Employee Experience Grid, Bargaining Unit Rosters, New Employees and Separated Employees from the district.



9/11/18

**TO:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **APPOINTMENT OF TRUSTEE FOR FLORIDA SCHOOL BOARD INSURANCE TRUST**

**DATE:** November 20, 2018

RECOMMENDATION:

That the Board appoint a member to serve as Trustee for the Florida School Board Insurance Trust.

BACKGROUND INFORMATION

This is an annual appointment. Last year's appointee was Jill Holcomb.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**TO:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **DESIGNATION OF REPRESENTATIVE AND ALTERNATE REPRESENTATIVE TO SERVE ON  
FSBA LEGISLATIVE COMMITTEE**

**DATE:** November 20, 2018

RECOMMENDATION:

That the Board designate members to serve as Liaison and Alternate Liaison on the Florida School Boards Association (FSBA) Legislative Committee.

This is an appointment considered in May each year. Last year's appointees were Dixie Ball as Liaison and Amanda Riedel as Alternate Liaison. A change in Board members due to the election require new mid-year appointments. The newly appointed members will serve a partial term until the annual appointment in May.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **BOARD APPOINTMENT FOR CHILDREN'S SERVICES COUNCIL**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board appoint a member to serve on the Children's Services Council Board of Directors.

BACKGROUND INFORMATION:

This is an annual appointment normally appointed in December. Last year's appointee was Dixie Ball.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** APPOINTMENT OF BOARD MEMBER TO VALUE ADJUSTMENT BOARD  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board appoint one (1) member, and alternate to serve on the County Value Adjustment Board.

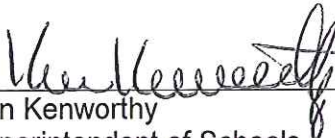
BACKGROUND INFORMATION:

June 12, 2018 appointees were:

Dixie Ball - School Board Member  
Amanda Riedel - Alternate School Board Member

This is an appointment considered in June each year. A change in Board members due to the election require new mid-year appointments. The newly appointed members will serve a partial term until the annual appointment in June.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **APPOINTMENT TO DISTRICT EMPLOYMENT WELLNESS STEERING COMMITTEE**

**DATE:** November 20, 2018

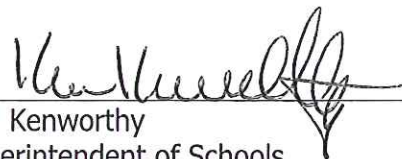
RECOMMENDATION:

That the Board appoint a member to serve on the District Employee Wellness Steering Committee.

BACKGROUND INFORMATION:

This is an appointment considered in April of each year. A change in Board members due to the election require a new mid-year appointment. The newly appointed member will serve a partial term until the annual appointment in April. The District Employment Wellness Steering Committee requires a member of the School Board to serve annually per the OCSB Wellness Policy. The meetings are held quarterly at the School Board office.

RECOMMENDED BY:



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Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **BOARD APPOINTMENT FOR SMALL SCHOOL DISTRICT COUNCIL CONSORTIUM**

**DATE:** November 20, 2018

RECOMMENDATION:

That the Board appoint a member to serve on the Small School District Council Consortium (SSDCC) Board of Directors.

BACKGROUND INFORMATION:

This is an annual appointment. Last year's appointee was Amanda Riedel.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **APPOINTMENT TO OKEECHOBEE COUNTY ECONOMIC COUNCIL**

**DATE:** November 20, 2018

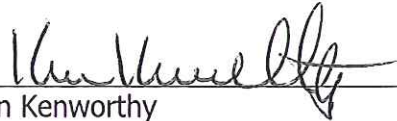
RECOMMENDATION:

That the Board appoint a member to serve on the Okeechobee County Economic Council as an ex-officio member.

BACKGROUND INFORMATION:

This is an annual appointment. Last year's appointee was Malissa Morgan. Both the Superintendent and a School Board member serve as ex-officio members at the request of the Economic Council.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **MEMORANDUM OF UNDERSTANDING WITH FLORIDA ATLANTIC UNIVERSITY**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve Memorandum of Understanding with Florida Atlantic University. The Memorandum of Understanding will establish a mechanism for the parties to plan cooperative education, training, professional learning, and research activities of mutual interest.

BACKGROUND INFORMATION:

This is a new agreement for a joint graduate level leadership preparation program that addresses the continuum of professional learning for district administrators. A copy of the Memorandum of Agreement is included in Board member agendas and is available upon request from the Office of the Superintendent.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **INTERAGENCY AGREEMENT REGARDING SHARING INFORMATION ABOUT JUVENILE OFFENDERS**

**DATE:** November 20, 2018

RECOMMENDATION:

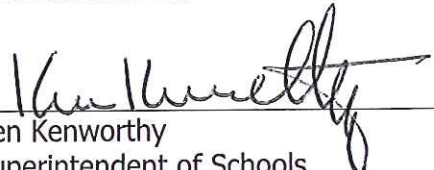
That the Board approve a five-year renewable Interagency Agreement between the Okeechobee County School District; State of Florida Department of Juvenile Justice Probation and Community Intervention (DJJ-C19); Okeechobee County Sheriff's Office; and the Okeechobee Police Department.

BACKGROUND INFORMATION:

This is a five-year renewal agreement that provides for sharing information about juvenile offenders F.S. 985.04 paragraph (c) of subsection (1).

The agreement is included in Board member agendas and is available upon request in the Superintendent's office.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

*To:* The Okeechobee County School Board  
*FROM:* Ken Kenworthy, Superintendent of Schools  
*SUBJECT:* **2018-19 ANNUAL BLEACHER INSPECTION**  
*DATE:* November 20, 2018

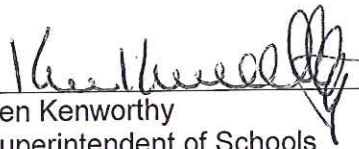
RECOMMENDATION:

That the Board approve the 2018-19 Annual Bleacher Inspections for all schools

BACKGROUND INFORMATION:

The inspections are included in Board member agendas and are available upon request in the office of the Director of Operations.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **TRANSPORTATION AGREEMENT WITH OKEECHOBEE CHRISTIAN ACADEMY**

DATE: November 20, 2018

RECOMMENDATION:

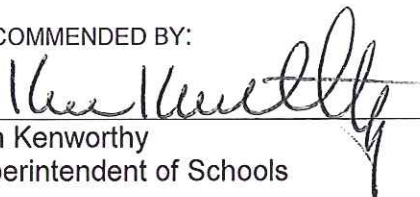
That the Board Approve this agreement\ for transportation services for bus trips, locally and out of town from November 20, 2018 through June 1, 2019, with the following organization:

- **Okeechobee Christian Academy-** The request is for activities/trips for Okeechobee Christian Academy students using Okeechobee School District Transportation Services as stipulated in the agreement. A Certificate of Insurance has been provided by the Okeechobee Christian Academy

BACKGROUND INFORMATION:

This is a new agreement. Copies of the agreement are included in Board Member agendas and are available upon request in the Transportation Department

RECOMMENDED BY:



Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2018-19**  
**DATE:** November 20, 2018

RECOMMENDATION:

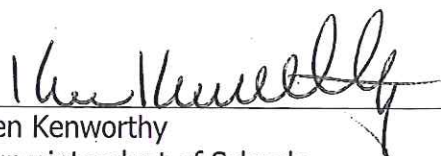
That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2018, for the 2018-19 fiscal year:

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

BACKGROUND INFORMATION:

The proposed salary schedules are attached and are available upon request in the Superintendent's office.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools



**2018-2019  
OKEECHOBEE COUNTY SCHOOL BOARD  
SALARY SCHEDULE NO. 1A  
SUBSTITUTES**

**SUBSTITUTE TEACHERS  
AND  
AUTHORIZED SUBSTITUTE PARAPROFESSIONALS**

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

**SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS**

\$11.00 per hour

**SUPPLEMENTARY TEMPORARY PERSONNEL**

\$8.25 per hour

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 2 - Performance Pay  
School Principal – 12 Months**

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

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2017-2018 will receive a \$600 longevity stipend.

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 3 - Performance Pay  
Assistant Principal – 12 Months**

Step	High School
1	67050
2	67500
3	67950
4	68400
5	68850
6	69300
7	69750
8	70200
9	70650
10	71100
11	71550
12	72000
13	72450
14	72900
15	73350
16	73800
17	74250
18	74700
19	75150
20	75600
21	76050
22	76500
23	76950
24	77400
25	77850

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 4 - Performance Pay  
Assistant Principal – 11 Months**

<b>Step</b>	<b>Elementary</b>	<b>Middle School/ OHS Freshman Campus</b>
<b>1</b>	60650	62150
<b>2</b>	61100	62600
<b>3</b>	61550	63050
<b>4</b>	62000	63500
<b>5</b>	62450	63950
<b>6</b>	62900	64400
<b>7</b>	63350	64850
<b>8</b>	63800	65300
<b>9</b>	64250	65750
<b>10</b>	64700	66200
<b>11</b>	65150	66650
<b>12</b>	65600	67100
<b>13</b>	66050	67550
<b>14</b>	66500	68000
<b>15</b>	66950	68450
<b>16</b>	67400	68900
<b>17</b>	67850	69350
<b>18</b>	68300	69800
<b>19</b>	68750	70250
<b>20</b>	69200	70700
<b>21</b>	69650	71150
<b>22</b>	70100	71600
<b>23</b>	70550	72050
<b>24</b>	71000	72500
<b>25</b>	71450	72950

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

<b>2018-2019 Okeechobee County School Board</b> <b>Salary Schedule No. 6</b> <b>Assistant Superintendent – 12 Months</b>
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Step	Annual Salary
1	83670
2	84440
3	85210
4	85980
5	86750
6	87520
7	88290
8	89060
9	89830
10	90600
11	91370
12	92140
13	92910
14	93680
15	94450
16	95220
17	95990
18	96760
19	97530
20	98300
21	99070
22	99840

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2018-2019  
Okeechobee County School Board  
Salary Schedule No. 7  
Building Code Administrator  
12 Months**

<b>Step</b>	<b>Hourly Rate</b>
<b>0</b>	<b>30.00</b>

**Energy Manager  
12 Months**

<b>Step</b>	<b>Hourly Rate</b>
<b>0</b>	<b>20.00</b>

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 8  
Director – 12 Months**

Step	Annual Salary
<b>1</b>	75925
<b>2</b>	76550
<b>3</b>	77175
<b>4</b>	77800
<b>5</b>	78425
<b>6</b>	79050
<b>7</b>	79675
<b>8</b>	80300
<b>9</b>	80925
<b>10</b>	81550
<b>11</b>	82175
<b>12</b>	82800
<b>13</b>	83425
<b>14</b>	84050
<b>15</b>	84675
<b>16</b>	85300
<b>17</b>	85925
<b>18</b>	86550
<b>19</b>	87175
<b>20</b>	87800
<b>21</b>	88425
<b>22</b>	89050
<b>23</b>	89675
<b>24</b>	90300
<b>25</b>	90925

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 9  
Supervisor I – 12 Months**

Step	Annual Salary
1	71100
2	71725
3	72350
4	72975
5	73600
6	74225
7	74850
8	75475
9	76100
10	76725
11	77350
12	77975
13	78600
14	79225
15	79850
16	80475
17	81100
18	81725
19	82350
20	82975
21	83600
22	84225
23	84850
24	85475
25	86100
26	86725

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend.



**2018-2019 Okeechobee County School Board  
Salary Schedule No. 11  
Coordinator  
School Psychologist/Behavior Analyst**

<b>Step</b>	<b>11 Months 206 Days</b>	<b>11 Months 224 Days</b>	<b>12 Months 249 Days</b>
<b>1</b>	52292	56860	65860
<b>2</b>	52803	57420	66420
<b>3</b>	53314	57980	66980
<b>4</b>	53825	58540	67540
<b>5</b>	54336	59100	68100
<b>6</b>	54847	59660	68660
<b>7</b>	55358	60220	69220
<b>8</b>	55869	60780	69780
<b>9</b>	56380	61340	70340
<b>10</b>	56891	61900	70900
<b>11</b>	57402	62460	71460
<b>12</b>	57913	63020	72020
<b>13</b>	58424	63580	72580
<b>14</b>	58935	64140	73140
<b>15</b>	59446	64700	73700
<b>16</b>	59957	65260	74260
<b>17</b>	60468	65820	74820
<b>18</b>	60979	66380	75380
<b>19</b>	61490	66940	75940
<b>20</b>	62001	67500	76500
<b>21</b>	62512	68060	77060
<b>22</b>	63023	68620	77620
<b>23</b>	63534	69180	78180
<b>24</b>	64045	69740	78740
<b>25</b>	64556	70300	79300

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

**For the 2018-2019 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2017-2018 will be eligible to move four steps. Employees who earned an Effective evaluation in 2017-2018 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2018-2019 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2017-2018 will receive a \$600 longevity stipend.

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 12  
Administrative Assistant  
Superintendent's Secretary Executive Secretary  
12 Months**

Step	Annual Salary
<b>1</b>	40600
<b>2</b>	42200
<b>3</b>	43800
<b>4</b>	45400
<b>5</b>	47000
<b>6</b>	48600
<b>7</b>	50200
<b>8</b>	51800
<b>9</b>	53400
<b>10</b>	55000
<b>11</b>	56600

**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.**

**2018-2019 Okeechobee County School Board**  
**Salary Schedule No. 15**  
**Maintenance Foreman**  
**Transportation Foreman**  
**Assistant Director of Finance**  
**12 Months**

Step	Annual Salary
1	46900
2	48500
3	50100
4	51700
5	53300
6	54900
7	56500
8	58100

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

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

**2018-2019 Okeechobee County School Board  
Salary Schedule No. 23  
Lunchroom Manager**

<b>Step</b>	<b>Without Completed Courses 10 Months 195 Days</b>	<b>7 Completed Courses 10 Months 195 Days</b>	<b>Without Completed Courses 11 Months 229 Days</b>	<b>7 Completed Courses 11 Months 229 Days</b>
<b>1</b>	22500	24200	26885	28916
<b>2</b>	23500	25200	28080	30111
<b>3</b>	24500	26200	29275	31306
<b>4</b>	25500	27200	30470	32501
<b>5</b>	26500	28200	31665	33696
<b>6</b>	27500	29200	32860	34891
<b>7</b>	28500	30200	34055	36086
<b>8</b>	29500	31200	35250	37281
<b>9</b>	30500	32200	36445	38476
<b>10</b>	31500	33200	37640	39671
<b>11</b>	32500	34200	38835	40866

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

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

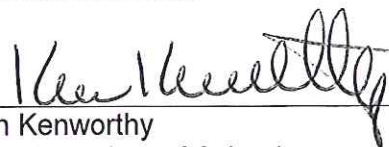
**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **APPOINTMENT OF DISTRICT ADMINISTRATIVE PERSONNEL**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the following District Administrative Personnel be appointed for the 2018-2019 fiscal year:

<u>Name</u>	<u>Position</u>
Stanley, Britani	Coordinator of K-12 Accountability and Assessment

RECOMMENDED BY:



Ken Kenworthy  
Superintendent of Schools

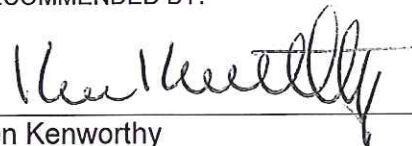
**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** APPOINTMENT OF PRINCIPAL  
**DATE:** November 20, 2018

RECOMMENDATION:

That the following Principal be appointed for the 2018-2019 fiscal year:

<u>Name</u>	<u>Position</u>
Robinson, Tuuli - Effective 9/20/2018	Principal, North Elementary School

RECOMMENDED BY:



Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **REVISIONS TO PERSONNEL ALLOCATIONS FOR 2018-19**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the following revisions to personnel allocations for the 2018-2019 fiscal year:

**Instructional Personnel**

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
✓		1	Teacher, Basic	South Elementary School	11-26-2018
	✓	1	Teacher, Perm Sub	Central Elementary School	11-26-2018

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools


**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** 2018-2019 OUT-OF-FIELD - ESOL  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the following ESOL Out-of-Field Teacher for 2018-2019:

<b>North Elementary School</b>		
Boyett, Jacqueline		300/300

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** 2018-2019 OUT-OF-FIELD TEACHERS  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the following Out-of-Field Teachers for the 2018-2019:

<b>Osceola Middle School</b>		
Varnadore, Christan	Math M/J	1 <sup>st</sup> Year of Assignment

<b>Okeechobee Achievement Academy</b>		
Brady, Melissa	ESE	1 <sup>st</sup> Year of Assignment

<b>Okeechobee High School</b>		
Wasson, Lydia	Health	1 <sup>st</sup> Year of Assignment

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

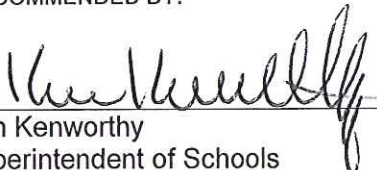
**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EMPLOYMENT OF PERSONNEL**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the following personnel be employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Anise, Leah	Food Service Assistant	North Elementary School	10/19/2018
Conroy, Meghan	Office Aide, Guidance	Central & South Elementary School	10/02/2018
Cooper, Nicole Janette	Food Service Assistant, 6 hr Permanent Substitute	Food Service	10/09/2018
Denisuk, Theodore	Custodian II	Osceola Middle School	10/29/2018
Hayles, Reginald	Custodian II	Yearling Middle School	10/02/2018
Timko, Andrew	Paraprofessional, ISS	Okeechobee High School	10/22/2018
Varnadore, Christan Out of Field-Math M/J	Teacher, Math-M/J	Osceola Middle School	10/17/2018

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **EMPLOYMENT OF TEMPORARY PERSONNEL**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the following temporary personnel be employed as needed:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Riles, Demetre	Assistant Varsity Girls Basketball Coach	11/05/2018

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board

**FROM:** Ken Kenworthy, Superintendent of Schools

**SUBJECT:** **RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT**

**DATE:** November 20, 2018

RECOMMENDATION:

That resignations for the following personnel be accepted:

Name	Position	School or Center	Effective Date
Calzada, Oscar	Custodian I	Okeechobee High School	11/01/2018
Stanley, Elizabeth - Retirement	Teacher, First	North Elementary School	11/01/2018

That the resignation of Leah Anise, Food Service Assistant, North Elementary School, be accepted with prejudice effective November 5, 2018, due to lack of sufficient notice.

That the resignation of Ciara Clay, Paraprofessional, General, Okeechobee High School, be accepted with prejudice effective October 8, 2018, due to lack of sufficient notice.

That the resignation of Maria Garcia, Custodian II, Okeechobee Achievement Academy, be accepted with prejudice effective October 9, 2018, due to lack of sufficient notice.

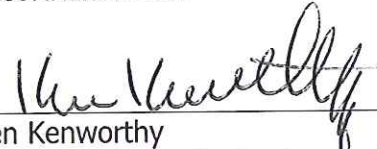
That the resignation of Brittany Talavera, Paraprofessional, Health Aide, North Elementary School, be accepted with prejudice effective October 12, 2018, due to lack of sufficient notice.

That Elizabeth Hoisington, Teacher, Math Senior High & VE (Fill-Time), Osceola Middle School, be terminated as a probationary employee effective October 15, 2018, in accordance with Florida Statute 1012.335.

That Richard Ochsenbine, II, Custodian II, Osceola Middle School, be terminated as a probationary employee effective October 8, 2018, in accordance with Florida Statute 1012.335.

That Cathy Taylor, Bus Driver, Transportation, be terminated as a probationary employee effective October 17, 2018, in accordance with Florida Statute 1012.335.

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **TRANSFER OF PERSONNEL**  
**DATE:** November 20, 2018

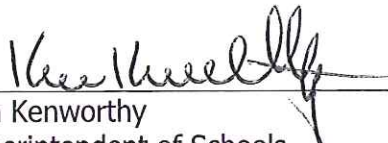
RECOMMENDATION:

That the following personnel transfers be approved:

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Brady, Melissa Out of Field - ESE	Teacher, Second Everglades Elementary School	Teacher VE (Inclusion) South Elementary School	11/12/2018
Dodson, Jimmy	Custodian II South Elementary School	Custodian II Okeechobee Achievement Academy	11/12/2018
Duke, Trent	Custodian II Everglades Elementary School	Maintenance Worker Maintenance Department	10/15/2018
Hudson, Pamela	Teacher, Lang Arts-M/J Osceola Middle School	Teacher Lib/Med Spec – E South Elementary School	10/01/2018
Storey, Cathy	Office Aide, Guidance Okeechobee High School	Health Aide North Elementary School	11/12/2018
Wagner, Laura	Custodian II Central Elementary School	Custodian II Everglades Elementary School	10/22/2018

RECOMMENDED BY:

25

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **LEAVE REQUESTS**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the following leave of absences be approved:

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Egli, Jason	Okeechobee High School	Personal/without pay	11/01/2018	10/31/2019
Fraser, Debra	Administrative Offices	Short Term	09/27/2018	12/12/2018
Quick, Alisa	Paraprofessional, ESE Ages 6-21	Short Term	09/24/2018	10/26/2018
Selvey, Kathryn	Everglades Elementary School	Short Term	10/15/2018	01/28/2019
Stout, Sandra	Operations	Short Term	09/25/2018	10/15/2018

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **ADDITIONS TO SUBSTITUTE TEACHERS FOR 2018-19**  
**DATE:** November 20, 2018

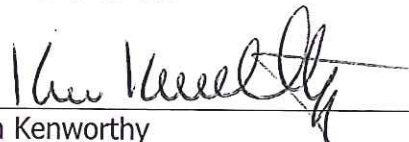
RECOMMENDATION:

That the following personnel be added to the Substitute Teacher List for the 2018-19 school year:

<u>Name</u>	<u>Rank</u>
DeSarro, Angela	True Core
Dowler, Julianne	I
Furse, Leah	I
McDavid, Amy	I
Proulx, Cheryl	III
Ramirez, Marialejandra	III
Talavera, Jairo	True Core
Torres, Nicole	I
Wright, John	III

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

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **PAYMENTS TO PERSONNEL**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the following payments to personnel:

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
1 NES Teacher	Chair PFEP Committee for 2018-2019 Family Engagement Plan revisions and edits	\$13.50 Per Hour	Up to 5 hours 8/1/18 – 10/1/18	#4931 – Title I, Part A
4 Math Teachers	Build accelerated middle school math courses in PLATO.	\$13.50 Per Hour	Up to 60 hours 12/01/18 – 6/30/19	#4950 – Title V, Student Support and Academic Enrichment
43 Teachers	Participate in the 2018 OCSB AVID Summer Institute	\$13.50 Per Hour	Up to 15 hours each 12/1/18-6/30/19	#4950 – Title V, Student Support and Academic Enrichment
Belanger, Christopher Hoisington, Elizabeth	To attend Agile Mind Summer Training.	\$13.50 Per Hour	2018-19 School Year Up to 14 hours	#4921 - Title II
Talavera, Mayra	Translation of Student Code of Conduct 2018-19	\$12.00 Per Hour	As Needed for the 2018-19 School Year	District Funds
Tankersley, Tamara	Initial Recruitment Bonus (PB)	\$350.00	N/A	Transportation Budget
Watson, Lorraine	Initial Recruitment Bonus (BW)	\$350.00	N/A	Transportation Budget
Wehde, Elizabeth	Final Recruitment Bonus (JH)	\$350.00	N/A	Transportation Budget
Whitaker, Sharon	Facilitate GED Testing	\$23.00 Per Hour	2 Hour Per Day, Up to 3 Days Per Month 09/03/18-06/01/19	#1905 – Community Education Fee Support

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

RECOMMENDED BY:

  
 Ken Kenworthy  
 Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** APPROVAL OF GED TEST ADMINISTRATOR - ADDITION  
**DATE:** November 20, 2018

RECOMMENDATION :

That the Board approve the following employee to administer the GED tests scheduled for the 2018-19 school year:

- Britani Stanley

BACKGROUND INFORMATION:

The employee has been trained and certified as a test administrator by Pearson VUE. Test administrators will be scheduled by the Coordinator of K-12 Accountability & Assessment.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **APPROVAL TO TEMPORARILY EXCEED MAXIMUM CLASS SIZE**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve and allow the temporary exceeding of Class Size maximums as needed and as allowed by Florida Statute 1003.03 (2)(b)(1) thru(3), which states:

**1003.03. Maximum class size.**

(2) IMPLEMENTATION

- (b) *A student who enrolls in a school after the October student membership survey may be assigned to an existing class that temporarily exceeds the maximum number of students in subsection (1) if the district school board determines it to be impractical, educationally unsound, or disruptive to student learning to not assign the student to the class. If the district school board makes this determination:*
1. *Up to three students may be assigned to a teacher in kindergarten through grade 3 above the maximum as provided in paragraph (1)(a);*
  2. *Up to five students may be assigned to a teacher in grades 4 through 12 above the maximum as provided in paragraphs (1)(b) and (c), respectively; and*
  3. *The district school board shall develop a plan that provides that the school will be in full compliance with the maximum class size in subsection (1) by the next October student membership survey.*

BACKGROUND INFORMATION:

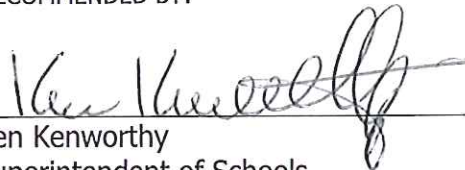
The normal requirements for maximum class sizes, are:

Grades PK-3: 18 [F.S. 1003.03 (1)(a)]  
Grades 4-8: 22 [F.S. 1003.03 (1)(b)]  
Grades 9-12" 25 [F.S. 1003.03 (1)(c)]

Approval to exceed the maximum class sizes, as allowed in statute, will accommodate less disruption of the educational process by reducing the need to move students and teachers to meet class size.

The District plans to be in compliance with class size again by the October, 2019, membership survey. A copy of the statute governing class size is attached and is available upon request in the Superintendent's office.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

Select Year:  

## The 2018 Florida Statutes

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### Title XLVIII

#### K-20 EDUCATION CODE

### Chapter 1003

#### PUBLIC K-12 EDUCATION

### [View Entire Chapter](#)

#### **1003.03** Maximum class size.—

(1) CLASS SIZE MAXIMUMS.—Each year, on or before the October student membership survey, the following class size maximums shall be satisfied:

(a) The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for prekindergarten through grade 3 may not exceed 18 students.

(b) The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for grades 4 through 8 may not exceed 22 students. The maximum number of students assigned to a core-curricula high school course in which a student in grades 4 through 8 is enrolled shall be governed by the requirements in paragraph (c).

(c) The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for grades 9 through 12 may not exceed 25 students.

These maximums shall be maintained after the October student membership survey, except as provided in paragraph (2)(b) or due to an extreme emergency beyond the control of the district school board.

#### (2) IMPLEMENTATION.—

(a) The Department of Education shall annually calculate class size measures described in subsection (1) based upon the October student membership survey.

(b) A student who enrolls in a school after the October student membership survey may be assigned to an existing class that temporarily exceeds the maximum number of students in subsection (1) if the district school board determines it to be impractical, educationally unsound, or disruptive to student learning to not assign the student to the class. If the district school board makes this determination:

1. Up to three students may be assigned to a teacher in kindergarten through grade 3 above the maximum as provided in paragraph (1)(a);

2. Up to five students may be assigned to a teacher in grades 4 through 12 above the maximum as provided in paragraphs (1)(b) and (c), respectively; and

3. The district school board shall develop a plan that provides that the school will be in full compliance with the maximum class size in subsection (1) by the next October student membership survey.

(3) IMPLEMENTATION OPTIONS.—District school boards must consider, but are not limited to, implementing the following items in order to meet the constitutional class size maximums described in subsection (1):

(a) Adopt policies to encourage qualified students to take dual enrollment courses.

(b) Adopt policies to encourage students to take courses from the Florida Virtual School and other virtual instruction options under s. [1002.45](#).

(c)1. Repeal district school board policies that require students to earn more than the 24 credits to graduate from high school.

2. Implement the early graduation options provided in ss. [1002.3105\(5\)](#) and [1003.4281](#).

(d) Use methods to maximize use of instructional staff, such as changing required teaching loads and scheduling of planning periods, deploying district employees that have professional certification to the classroom, using adjunct educators, or any other method not prohibited by law.

(e) Use innovative methods to reduce the cost of school construction by using prototype school designs, using SMART Schools designs, or any other method not prohibited by law.

(f) Use joint-use facilities through partnerships with Florida College System institutions, state universities, and private colleges and universities. Joint-use facilities available for use as K-12 classrooms that do not meet the K-12 State Regulations for Educational Facilities in the Florida Building Code may be used at the discretion of the district school board provided that such facilities meet all other health, life, safety, and fire codes.

(g) Adopt alternative methods of class scheduling, such as block scheduling.

(h) Redraw school attendance zones to maximize use of facilities while minimizing the additional use of transportation.

(i) Operate schools beyond the normal operating hours to provide classes in the evening or operate more than one session of school during the day.

(j) Use year-round schools and other nontraditional calendars that do not adversely impact annual assessment of student achievement.

(k) Review and consider amending any collective bargaining contracts that hinder the implementation of class size reduction.

(l) Use any other approach not prohibited by law.

(4) ACCOUNTABILITY.—

(a) If the department determines that the number of students assigned to any individual class exceeds the class size maximum, as required in subsection (1), based upon the October student membership survey, the department shall:

1. Identify, for each grade group, the number of classes in which the number of students exceeds the maximum and the total number of students which exceeds the maximum for all classes.

2. Determine the number of FTE students which exceeds the maximum for each grade group.

3. Multiply the total number of FTE students which exceeds the maximum for each grade group by the district's FTE dollar amount of the class size categorical allocation for that year and calculate the total for all three grade groups.

4. Multiply the total number of FTE students which exceeds the maximum for all classes by an amount equal to 50 percent of the base student allocation adjusted by the district cost differential for each of the 2010-2011 through 2013-2014 fiscal years and by an amount equal to the base student allocation adjusted by the district cost differential in the 2014-2015 fiscal year and thereafter.

5. Reduce the district's class size categorical allocation by an amount equal to the sum of the calculations in subparagraphs 3. and 4.

(b) The amount of funds reduced shall be the lesser of the amount calculated in paragraph (a) or the undistributed balance of the district's class size categorical allocation. The Florida Education Finance Program Appropriation Allocation Conference shall verify the department's calculation in paragraph (a). The commissioner may withhold distribution of the class size categorical allocation to the extent necessary to comply with paragraph (a).

(c) In lieu of the reduction calculation in paragraph (a), if the Commissioner of Education has evidence that a district was unable to meet the class size requirements despite appropriate efforts to do so or because of an extreme emergency, the commissioner may recommend by February 15, subject to approval of the Legislative Budget Commission, the reduction of an alternate amount of funds from the district's class size categorical allocation.

(d) Upon approval of the reduction calculation in paragraphs (a)-(c), the commissioner must prepare a reallocation of the funds made available for the districts that have fully met the class size requirements. The funds shall be reallocated by calculating an amount of up to 5 percent of the base student allocation multiplied by the total district FTE students. The reallocation total may not exceed 25 percent of the total funds reduced.

(e) Each district that has not complied with the requirements in subsection (1) shall submit to the commissioner by February 1 a plan certified by the district school board that describes the specific actions the district will take in order to fully comply with the requirements in subsection (1) by October of the following school

year. If a district submits the certified plan by the required deadline, the funds remaining after the reallocation calculation in paragraph (d) shall be added back to the district's class size categorical allocation based on each qualifying district's proportion of the total reduction for all qualifying districts for which a reduction was calculated in paragraphs (a)-(c). However, no district shall have an amount added back that is greater than the amount that was reduced.

(f) The department shall adjust school district class size reduction categorical allocation distributions based on the calculations in paragraphs (a)-(e).

(5) TEAM-TEACHING STRATEGIES.—

(a) School districts may use teaching strategies that include the assignment of more than one teacher to a classroom of students and that were implemented before July 1, 2005. Effective July 1, 2005, school districts may implement additional teaching strategies that include the assignment of more than one teacher to a classroom of students for the following purposes only:

1. Pairing teachers for the purpose of staff development.
2. Pairing new teachers with veteran teachers.
3. Reducing turnover among new teachers.
4. Pairing teachers who are teaching out-of-field with teachers who are in-field.
5. Providing for more flexibility and innovation in the classroom.
6. Improving learning opportunities for students, including students who have disabilities.

(b) Teaching strategies, including team teaching, co-teaching, or inclusion teaching, implemented on or after July 1, 2005, pursuant to paragraph (a) may be implemented subject to the following restrictions:

1. Reasonable limits shall be placed on the number of students in a classroom so that classrooms are not overcrowded. Teacher-to-student ratios within a curriculum area or grade level must not exceed constitutional limits.
2. At least one member of the team must have at least 3 years of teaching experience.
3. At least one member of the team must be teaching in-field.
4. The teachers must be trained in team-teaching methods within 1 year after assignment.

(c) As used in this subsection, the term:

1. "Team teaching" or "co-teaching" means two or more teachers are assigned to a group of students and each teacher is responsible for all of the students during the entire class period. In order to be considered team teaching or co-teaching, each teacher is responsible for planning, delivering, and evaluating instruction for all students in the class or subject for the entire class period.
2. "Inclusion teaching" means two or more teachers are assigned to a group of students, but one of the teachers is responsible for only one student or a small group of students in the classroom.

The use of strategies implemented as outlined in this subsection meets the letter and intent of the Florida Constitution and the Florida Statutes which relate to implementing class size reduction, and this subsection applies retroactively. A school district may not be penalized financially or otherwise as a result of the use of any legal strategy, including, but not limited to, those set forth in subsection (3) and this subsection.

(6) COURSES FOR COMPLIANCE.—Consistent with s. 1003.01(14), the Department of Education shall identify from the Course Code Directory the core-curricula courses for the purpose of satisfying the maximum class size requirement in this section. The department may adopt rules to implement this subsection, if necessary.

*History.*—s. 113, ch. 2002-387; s. 2, ch. 2003-391; s. 59, ch. 2005-152; s. 16, ch. 2006-74; s. 2, ch. 2007-59; s. 7, ch. 2007-98; s. 1, ch. 2007-328; s. 5, ch. 2008-142; s. 9, ch. 2009-3; s. 14, ch. 2009-59; ss. 11, 12, ch. 2010-154; s. 31, ch. 2011-5; s. 15, ch. 2011-55; s. 13, ch. 2011-137; s. 11, ch. 2012-133; s. 10, ch. 2013-27; s. 45, ch. 2013-35; s. 35, ch. 2014-39.

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** K-12 COMPREHENSIVE READING PLAN  
**DATE:** November 20, 2018

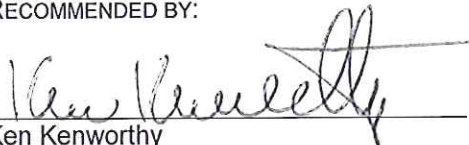
RECOMMENDATION:

That the Board approve the K-12 Comprehensive Reading Plan for the 2018-19 school year with a budget of \$371,919.

BACKGROUND INFORMATION:

The district must update the comprehensive reading plan each school year. Components include leadership, professional development, and a specific plan for elementary, middle, and high schools. Funds from this project are used for salaries for reading teachers, reading coaches, and supplemental materials at the secondary level. The plan is included in Board member agendas. A complete plan, including referenced charts, is available upon request in the office of the Assistant Superintendent for Instructional Services.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **SCHOOL HEALTH SERVICES PLAN FOR 2018-2020**  
**DATE:** November 20, 2018

RECOMMENDATION:

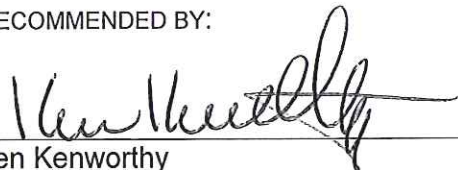
That the Board approve a revised School Health Services Plan for 2018-20.

BACKGROUND INFORMATION:

This is a renewal plan. The School Health Services Plan is mandated by the School Health Services Act, F.S. 381.0056, and provides an organized system for planning and reporting on all school health services regardless of the funding source. The School Health Services Plan is a two-year plan designed to facilitate establishment of local strategies that implement activities mandated by law to improve the health of Florida's students and improve their chances for success in school. The law requires that this plan, including a process for data collection, be collaboratively developed by the county health department, the local school district, and local school health advisory committee.

A copy of the School Health Services Plan is included in Board member agendas. The Plan is available upon request in the office of the Director of Student Services.

RECOMMENDED BY:

  
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Ken Kenworthy  
Superintendent of Schools

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** TITLE I, PART A, SCHOOL IMPROVEMENT FUND 1003(G) COHORT 4 (SIG4)  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the Title I, Part A, School Improvement, Grant application for Local Programs based on 2013-14 data resulting in South Elementary being awarded additional funds in the amount of \$407,705.17 for the 2018-2019 project year.

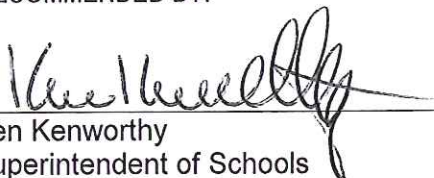
BACKGROUND INFORMATION:

Title I, Part A, School Improvement grant funds supplementary services and materials at South Elementary based on 2013-14 student achievement data as required and outlined by the Florida Department of Education. The funded amount is \$407,705.17.00 for the 2018-2019 school year. A SIG4 PreK Coordinator (Teacher on Special Assignment), one reading coach, two PreK teachers and two PreK paraprofessionals to support the pilot PreK program at South supported by this grant. Curriculum and materials related to instruction and classroom set up will also be funded.

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

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request in the office of the Coordinator of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** TITLE I, PART C MIGRANT EDUCATION PROGRAM  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the Title I, Part C, Migrant Education Program in the amount of \$622,364.00 for the 2018-2019 project year.

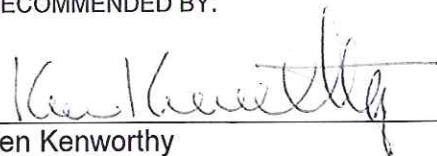
BACKGROUND INFORMATION:

Title I, Part C funds seven (7) migrant advocates to identify and support migrant students and families. Funds also provide tutorial programs at secondary schools, wrap-around care for prekindergarten 4-year olds, and school supplies and materials for migrant students. The funded amount reflects an increase of \$31,092.00 in comparison to the 2017-2018 project year.

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

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request in the office of the Coordinator of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** TITLE I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR  
NEGLECTED AND DELINQUENT  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$107,081.00 for the 2018-2019 project year.

BACKGROUND INFORMATION:

Title I, Part D, Subpart II, funds supplementary services and materials at Department of Juvenile Justice Sites in Okeechobee County. The funded amount reflects a decrease of \$46,110.00 in comparison to the 2017-2018 project year.

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

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request in the office of the Director of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **TITLE II, PART A, TEACHER AND PRINCIPAL TRAINING AND RECRUITING GRANT APPLICATION FOR 2018-2019**  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the Title II, Part A, Teacher and Principal Training and Recruiting Fund Grant application in the amount of \$247,174.00, plus estimated roll forward and the allocation adjustment for the 2017-2018 school year.

BACKGROUND INFORMATION:

Title II is a federally funded grant executed by the state.

A district wide needs assessment was conducted and the following needs were identified:

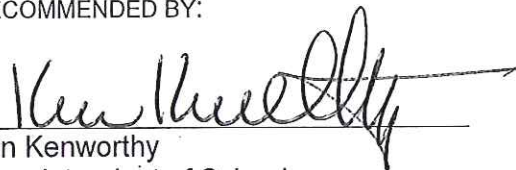
- Staff development activities that improve the knowledge of teachers and principals in areas such as standards-based instruction, literacy strategies, instructional leadership, classroom management, data analysis skills, assessment strategies, application of educational technology, curriculum integration and alignment, and communication skills.
- Teacher mentoring and training
- Training leading to the development of cadres of highly-qualified teachers at each school
- Travel and subs for various professional development activities
- Funding for Coordinator of Professional Development

Funds from the Title II, Part A, Teacher and Principal Training and Recruiting Fund Grant will be used for the identified needs listed above.

All professional development included in this grant shall comply with provisions in the negotiated personnel agreements.

Budget and narrative information from the grant application is included in Board member agendas. A complete copy of the grant is available upon request in the office of the Coordinator of Staff Development.

RECOMMENDED BY:

  
Ken Kenworthy  
Superintendent of Schools

**TO:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** TITLE IV GRANT APPLICATION FOR STUDENT SUPPORT AND ACADEMIC ENRICHMENT  
**DATE:** November 20, 2018

RECOMMENDATION:

That the Board approve the Title IV, Student Support and Academic Enrichment Program in the amount of \$144,327.32 for the 2018-2019 project year.

BACKGROUND INFORMATION:

Funds from this grant will be used for Professional Development through Instruction Partners at four target school sites, Okeechobee High, Yearling Middle School, Osceola Middle School and Seminole Elementary School. Math Solutions will provide Professional Development to leadership and teachers at Central Elementary School.

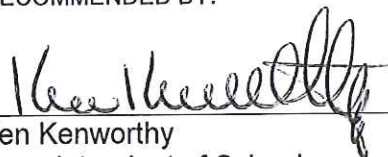
Implementation professional development for Cloud9World and Ripple Effect will also be made available through this grant. The district agreement for professional development with AVID will also be funded by this grant.

The funded amount reflects an increase of \$88,265.32 as compared to the 2017-2018 application.

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

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request from the Director of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** TITLE V, PART B, RURAL & LOW INCOME SCHOOLS PROGRAM GRANT APPLICATION  
**DATE:** November 20, 2018

RECOMMENDATION:

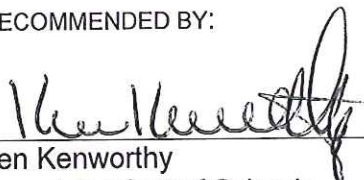
That the Board approve the Title V, Part B Grant application for Rural & Low Income Schools Program in the amount of \$96,074.00 for the 2018-2019 project year.

BACKGROUND INFORMATION:

Funds from this grant will fund 50% of one paraprofessional at Okeechobee High School to assist in the credit retrieval lab, 50% of the OHS Graduation Coach and 10% of the Teacher on Special Assignment in Grants & Special Programs. AVID implementation at AVID sites is supported through this project. Remind 101 for all school sites is made possible through funds from this application. The funded amount reflects a decrease of \$9,984.00 in comparison to the 2017-2018 project year

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request from the Director of Grants & Special Programs.

RECOMMENDED BY:

  
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Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** FORMULA GRANT APPLICATION FOR INDIAN EDUCATION  
**DATE:** November 20, 2018

RECOMMENDATION:

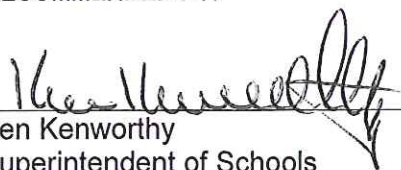
That the Board approve the Formula Grant for Indian Education in the amount of \$9,348.00 for the 2018-19 school year.

BACKGROUND INFORMATION:

Funds from the Indian Education Grant will provide supplemental academic support for Seminole Indian students who attend Okeechobee County Schools. The funded amount reflects an increase of \$1,959.00 in comparison to the 2017-2018 project year.

The grant application/award pages and budget pages are included in Board member agendas. The complete application is available upon request from the Director of Grants & Special Programs.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent  
**SUBJECT:** GRANT AGREEMENT WITH OKEECHOBEE COUNTY COMMISSIONERS  
**DATE:** November 20, 2018

RECOMMENDATION:

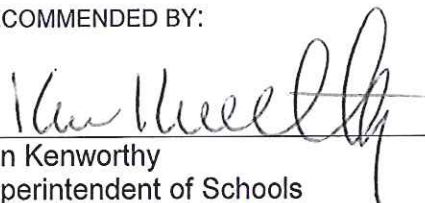
That the Board approve a grant agreement with the Okeechobee County Commissioners for the reimbursement of expenses for driver education safety programs effective October 1, 2018 through September 30, 2019.

BACKGROUND

This is a renewal agreement. Chapter 318.1215 F.S., also known as the Dori Slosberg Driver Education Safety Act, allows a Board of County Commissioners to adopt an ordinance to collect an additional \$5.00 per traffic citation to be used to fund driver education. This agreement will allow the district to access these funds. Funds received under this grant agreement will be used to sustain the driver education program at Okeechobee High School.

A copy of the agreement is included in Board member agendas and is available upon request in the Assistant Superintendent for Administrative Services office.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **MONTHLY FINANCIAL STATEMENT FOR SEPTEMBER, 2018**  
**DATE:** November 20, 2018

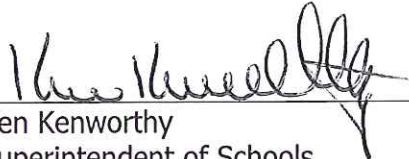
RECOMMENDATION:

That the Monthly Financial Statement for September, 2018, be accepted and filed as part of public record.

BACKGROUND INFORMATION:

The Financial Statement is included in Board member agendas and is available upon request from the Director of Finance.

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools



**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **BUDGET AMENDMENT #3 FOR SEPTEMBER, 2018**  
**DATE:** November 20, 2018

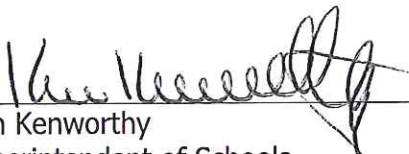
RECOMMENDATION:

That Budget Amendment #3 for September, 2018, be approved.

BACKGROUND INFORMATION:

The Budget Amendment is included in Board member agendas and is available upon request from the Director of Finance.

RECOMMENDED BY:

  
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Ken Kenworthy  
Superintendent of Schools

**To:** The Okeechobee County School Board  
**FROM:** Ken Kenworthy, Superintendent of Schools  
**SUBJECT:** **WARRANT REGISTER FOR OCTOBER, 2018**  
**DATE:** November 20, 2018

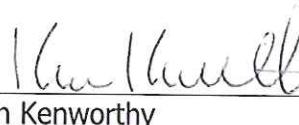
RECOMMENDATION:

That the Warrant Register for October, 2018, be approved as follows:

General Disbursement Account – Warrants #169026 thru #169388

Operating General Fund	\$3,158,492.20
Federal Programs Fund	156,721.88
Food Service Fund	217,287.54
Capital Improvement Fund	163,527.48
Total	<u>\$ 3,696,029.10</u>

RECOMMENDED BY:

  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools