

Minutes of
Okeechobee County School Board Meeting
August 13, 2013

The Okeechobee County School Board met in regular session on the above date with the following members present: Chairman David Williams, Vice Chairman India Riedel, Joe Arnold; Gay Carlton, and Malissa Morgan. Also present were Ken Kenworthy, Superintendent of Schools, and Tom Conely, School Board Attorney.

Chairman Williams called the meeting to order. Rev. Gwen Livatt, St. Stephens AME Church, opened the meeting with prayer, and Chairman Williams led those present in the pledge of allegiance.

The Board and Superintendent recognized Brad Lundy, Everglades Farm Equipment Company, for the donation of a tractor to Okeechobee High School and his continuing support for the students of the District.

The Board and Superintendent recognized Megan Williamson, 4th Grade Teacher at North Elementary School, for receiving the Florida Educational Foundation's *Champion of Children Award*.

The Board and Superintendent recognized and congratulated the employees listed below for their retirements and years of service to the School District of Okeechobee County:

- Gary Howard, Industrial Education Teacher, Okeechobee High School, 24 Years
- Patti Padgett, 3rd Grade Teacher, Seminole Elementary School, 35 Years

Vice Chairman India Riedel thanked the Superintendent for continuing to recognize retirements at School Board meetings so that employees can be thanked and congratulated for their service to students and the school system.

On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Joe Arnold, the Board voted unanimously in favor to approve the Minutes of the meeting held on July 23, 2013.

On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by Gay Carlton, the Board voted unanimously in favor to approve the Minutes of the meeting held on July 30, 2013.

Chairman Williams asked if there were any changes, additions, or deletions to the *Items for Action* agenda. Superintendent Kenworthy requested that Item IV.D., *Appointments for 2013-14*, be pulled for replacement and that Item G., *School Starting and Dismissal Times for 2013-14 for Everglades Elementary School*, and Item H., *Ratification of MOA for Waiver of Work Hours at Everglades Elementary School for 2013-14*, be added to the agenda. On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by Malissa Morgan, the Board voted unanimously in favor to replace Item IV.D. and to add Items G. and H.

On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by Gay Carlton, the Board voted unanimously in favor to amend School Board Policy 5.40 Student Control (Code of Student Conduct). Advertisement of intent to amend Policy 5.40 was approved by the School Board on July 9, 2013, and legally advertised to the public on July 10, 2013, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. Superintendent Kenworthy commented that revisions this year to the Code of Student Conduct are minor and generally required by statute. He also stated that he has not received any comments from the public or staff regarding the revisions.

The School Board of Okeechobee County, Florida, hereby certifies that pursuant to a legal notice, a meeting for public hearing was held in Room 303 of the School Board Administrative Office, 700 S.W. 2nd Avenue, at 6:00 p.m. in the City of Okeechobee on the 13th day of August, 2013, for the purpose of discussing amendment of School Board Policy 5.40 Student Control (Code of Student Conduct). The Board further certifies that it remained in session until 6:50 p.m. and that there appeared no one at said hearing to oppose or discuss the policy changes.

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On the recommendation of Superintendent Kenworthy and a motion by Malissa Morgan, seconded by India Riedel, the Board voted unanimously in favor to approve advertisement to amend School Board Policy 6.14 Employment of Athletic Coaches Who Are Not Full-Time Employees of the School Board. Superintendent Kenworthy stated that the proposed revision adds clarity to the conditions upon which an individual who is not a full-time employee may be hired as an athletic coach. He also commented that the revision puts the responsibility for selecting a coach in the hands of the principal, the person who does the hiring of coaches. Superintendent Kenworthy added that he consulted with Mr. Conely, School Board Attorney, and the District's consultant for School Board Policies before bringing the recommended revision of Board Policy 6.14 to the Board. Member Joe Arnold made a statement that it is unfortunate that things occurred in the manner in which they did so that it became necessary to address this Board policy.

On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Malissa Morgan, the Board voted unanimously to approve the results of the School Safety & Security Best Practices Self-Assessment for 2012-13. Superintendent Kenworthy commented that this self-assessment addresses many areas of safety and security. Vice Chairman Riedel asked who conducts the self-assessment, and Superintendent Kenworthy responded that it is a team effort spearheaded by Joni Ard, Assistant Superintendent for Administrative Services. Mrs. Ard is also assisted by SGT Mark Roberts of the Sheriff's Office in interviewing Principals and conducting tests of the safety and security procedures.

On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Gay Carlton, the Board voted unanimously to approve the following appointments:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Tracy Downing	Director of Student Services	08-13-2013
Matt Koff	Principal, Seminole Elementary School	08-13-2013
Leslie Lundy	Principal, Everglades Elementary School	08-05-2013
Cynthia Weigum	TBA	08-05-2013
Sherry Wise	Assistant Principal, Okeechobee High School	07-17-2013

Superintendent Kenworthy recommended that the Board schedule an Executive Session for the purpose of meeting with their attorney and the Superintendent regarding negotiations with the Okeechobee County Education Association #1604 for the 2013-14 school year. After discussion, a motion was made by Joe Arnold, and seconded by Gay Carlton, to schedule the Executive Session on September 5, 2013, at 5:00 p.m. in the Superintendent's office at 700 SW 2nd Avenue, Okeechobee. The Board voted unanimously in favor to approve the scheduling as stated in the motion.

On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by Gay Carlton, the Board voted unanimously to approve the following revisions to personnel allocations for the 2013-14 fiscal year:

Non-Instructional Personnel

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
✓		1	Paraprofessional	Okeechobee High School	08-13-2013

On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by Malissa Morgan, the Board voted unanimously to approve revised starting and dismissal times for students for the 2013-14 school year as follows:

	<u>Starting Time</u>	<u>Ending Time</u>
Everglades Elementary School	8:10 a.m.	3:50 p.m.

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Superintendent Kenworthy commented that students at Everglades Elementary School will be attending school one (1) hour longer this school year in order to receive an additional hour of intensive reading instruction during the day. Funding will come from the Supplemental Academic Instruction (SAI) and the research-based Reading Instruction allocations. Member Gay Carlton asked what the cost to the District will be for the extra hour of instruction. Superintendent Kenworthy responded that it will cost an additional estimated \$342,000.00 for the year.

On the recommendation of Superintendent Kenworthy and a motion by Malissa Morgan, seconded by Joe Arnold, the Board voted unanimously to ratify a Memorandum of Agreement to waive work hours for the Instructional Personnel and Classified Personnel Contracts, as negotiated with the Okeechobee County Education Association #1604, for the 2013-14 school year. Superintendent Kenworthy explained that since Everglades Elementary School is required by Florida Statute to provide an additional hour of reading instruction for the entire school year of 2013-14, it is necessary to waive the rule in the personnel contracts regarding previously bargained work hours for Everglades Elementary employees. He also explained that although he customarily recommends ratification after the employee bargaining units have ratified items, time constraints provided in statute make it necessary for ratification before the first day of school. The bargaining units will be voting on Friday, August 16, and Mr. Kenworthy will provide the results of the employee vote to the Board members after OCEA counts the votes on Saturday. Member Gay Carlton asked the Superintendent if he has talked with the staff of Everglades Elementary School about the change, and he responded that he held a voluntary faculty meeting at Everglades Elementary School last week to discuss the situation. Ms. Carlton asked if he has had any feedback from parents. Superintendent Kenworthy stated that he has had both positive and negative responses, but that the District has no choice in the matter. Florida Statute is very clear about the requirement to provide an additional hour of reading instruction.

Chairman Williams asked if any Board member or the Superintendent wished to pull any item from the Consent Agenda. Superintendent Kenworthy requested that Item B., *Resignation, Termination, and Suspension of Employment*, be pulled for replacement and separate consideration. On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by India Riedel, the Board voted unanimously in favor to approve the remaining Consent Agenda as follows:

The following personnel were employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Burkes, Kimberly	Teacher, Language Arts	Okeechobee High School	08-09-2013
Calzadilla, Anthony	Teacher, Social Studies	Okeechobee High School	08-09-2013
Darress, Tanya	Teacher, Science	Okeechobee High School	08-09-2013
Gagliardi, Christina	Teacher, Science	Osceola Middle School	08-09-2013
Gove, Tracey	Guidance Counselor	Osceola Middle School	07-29-2013
Hosted, Thomas	Teacher, Science	Okeechobee High School	08-09-2013
Mowat, Linnea	Teacher, Elementary	Seminole Elementary School	08-09-2013
Murphy, Morgan	Teacher, Elementary Reading	Osceola Middle School	08-09-2013
Nichols, Heather (Out of Field)	Teacher, Reading	Osceola Middle School	08-09-2013
Olson, Kathryn	Teacher, Science	Osceola Middle School	08-09-2013
Pierce, Stephanie	Deaf Interpreter	Exceptional Student Education	08-13-2013
Roberts, Kristin	Teacher, Science	Osceola Middle School	08-09-2013
Robinson, Sylvia	Teacher, Elementary Reading	Osceola Middle School	08-09-2013

The following leaves of absence were approved:

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Alderman, Lisa (Extension)	South Elementary School	Short Term	08-13-2013	08-28-2013
Alderman, Lisa	South Elementary School	Personal Without Pay	08-29-2013	10-25-2013

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The following Substitute Teachers were approved for the 2013-14 school year:

<u>Name</u>	<u>Rank</u>	<u>Name</u>	<u>Rank</u>	<u>Name</u>	<u>Rank</u>
Alexander, Anice	III	Gonzalez-Groso, Ibis	III	Pellan, Sharon	I
Alexander, Maurice	III	Grant, Tremeca	II	Phillips, Robert	III
Anuez, Jackie	I	Griesemer, Brandon	I	Pickett, Bonnie	I
Bales, Pamela	I	Gurganious, Pamela	I	Quinlin, Brett	III
Bartlett, Linda Kay	I	Harlow, Peggy	III	Radford, Stacia	I
Blitch, Norma	I	Harwas, Oliver	III	Rawls, Crystal	I
Boon, Jack	III	Helton, Robert	II	Rothrock, Teresa	I
Bosworth, Katrina	I	Higgins, Caitlyn	II	Rucks, Amanda	I
Breaux, Deanna	III	Hoover, Jenny	III	Rudd, Maureen	I
Burford, Dawn	I	Hortman, Carol	I	Santangelo, Jennifer	II
Childers, Mildred	I	Hubbard, Carolyn	II	Sapp, Samantha	II
Christian, Jessica	I	Hubert, Roland	III	Sassone, Michael	I
Clark, Sherry	I	Huddleston, Mary-G4S only	II	Scott, Brenda	III
Close, Byron	II	Lampi, Robert	III	Simmons, Daniel	III
Cornett, Caleb	III	Licata, Frank	II	Smith, Susan	III
Crosby, Heidi	III	Lipfert, Katrina	I	Stripling, Shannon	I
Daniel, Dawn	I	Lopez, Shayne	I	Stutsman, Evelyne	II
Daniels, Cheryl	I	Maggio, Christin	II	Svatora, Dawn	III
Dean, Linda	III	Marquis, Jennifer	III	Thacker, Sydney	III
Delagall, Charlotte	III	Martinez, Linda	III	Thomas, Mary	I
Denney, John	III	McClanahan, Donna	I	Tumoszwicz, Heather	II
Dodson, Sharon	III	McCreedy, Robert	III	Varson, Carolyn	I
DuBose, Margaret	III	McKane, Kasey	II	Vensel, Frances	III
Ehrhart, Sarah Jane	III	McKee, Ryan	II	Walker, Paul	III
Evans, Karen	III	Moore, Heidi	III	Wasson, Lydia	III
Ferguson, Cecilia	III	Nielson, Faith	I	Wendt, Brian	II
Forde, Travis	III	Nipper, Sharon	III	Whipple, Paulette	III
Fowler, James	III	O'Connor, Patricia	I	White, Dawn	II
Freeman, Veronica	I	O'Neal, Erin	I	Whitehead, Rebecca	III
Gaucin, Caitlyn	I	Overstreet, Shaun	III	Widdifield, Delores	I
Gilliland, Anna	I	Palmer, George	III	Zeller, Marguerite	III

Rank I – Less than 60 college credit hours

Rank II – 60 or more college credit hours

Rank III – Bachelor's degree or higher

The following payments to personnel were approved:

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Karen Guthrie	Jump Start – Grade 2-3 Everglades Elementary School	\$12.00 Per Hour	105 Hours	#4431 – Title I Schoolwide
Rose Waldron			75 Hours	
Mayra Talavera	Spanish Translation of Documents	\$12.00 Per Hour	40 Hours in 2013-14	#9020 – Student Services
Marshall Gerbitz Roger McWaters David Harris	Additional Class Period – 7 th Period Ag Mechanics Animal Science Science	Hourly Rate of Pay	2013-14	High School Budget

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

The Advanced Placement (AP) teachers listed below were granted a bonus of \$50.00 for each student taught by the AP teacher in each AP course who receives a score of 3 or higher on the College Board Advanced Placement examination in the 2012-13 school year per Florida Statute 1011.62(n)(1).

Hord, Samantha	\$1,150.00
Karns, Susan	\$ 250.00
Leidy, James	\$1,050.00
Matchett, Eddie	\$ 350.00
Monks, Ashley	\$ 150.00
Peirce, Gary	\$ 400.00
Quam, Barbara	\$ 600.00
Reister, Wendy	\$ 200.00

The Board appointed the following personnel to serve as hearing officers to conduct expulsion hearings for the 2013-14 school year:

- Renée Geeting, Assistant Superintendent for Instructional Services
- Joni Ard, Assistant Superintendent for Administrative Services
- Sharon Suits, Director of K-12 Accountability & Assessment

The Board adopted a resolution for participation in the Small School District Council Consortium (SSDCC) for the 2013-14 fiscal year and payment of an annual membership fee of \$2,850.00.

RESOLUTION

Whereas, the School Board of Okeechobee County believes there is a need to have educational information, interpretation, and consultation on issues relating to small and rural communities, and

Whereas, the cost of providing such services independently for the School Board would make the cost prohibitive, and

Whereas the needed services are provided through the Small School District Council Consortium, and

Whereas the School District of Okeechobee County has participated in the consortium in previous years by official action of the Board and payment of the annual fee,

Now Therefore, Be It Resolved that the School Board of Okeechobee County authorizes the participation in the Small School District Council Consortium for fiscal year 2013-14 and as such agrees to pay \$2,850.00 to the designated SSDCC Fiscal Agent upon invoice for participation fees.

Be It Further Resolved, that the Small School District Council Consortium Fiscal Agent shall be the contracting agent for the employment and payment of consulting services and associated program costs.

Passed and adopted by the School Board of Okeechobee County in Regular Session at Okeechobee, Florida, this 13th day of August, 2013.

ATTEST:



Ken Kenworthy, Superintendent



OKEECHOBEE COUNTY SCHOOL BOARD
OKEECHOBEE, FLORIDA



David H. Williams, Chairman

The Board approved a Multi-District Program Agreement with St. Lucie County to enable appropriate placement of full-time hearing impaired students as needed for the 2013-14 school year.

The Board approved a contract with Treasure Coast Therapeutics, P.A. to provide speech therapy services for students effective August 1, 2013, through July 31, 2014.

The Board approved a Cooperative Agreement with The Florida Heiken Children's Vision Program, LLC to provide vision services for the 2013-14 school year.

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The Board approved bids as received for Office Supply Bid No. OCSB-14-001. The term of the contract will be for the period beginning August 14, 2013, and continue through June 30, 2014, with the option to renew annually.

Office Products & Services/	Catalog	42%
Tylander's Office Supply	HON Furniture/factory direct	54%
	HON Furniture/quick ship	45%
	Other furniture and equipment	30%
	Electronic Equip/Supplies	25%
	Printer Supplies	25%
	School Supplies	25%
	Janitorial and Food Supplies	25%
Apex Office Supply	Catalog (Consumables)	51%
	Toner – HP	32%
	Toner – Non HP	28%
	Equipment	30%
	Breakroom and Cleaning Supplies	35%
	IT Peripherals	28%
	HON Furniture	50%
	Non HON Furniture	35%

The Board accepted Income Eligibility Guidelines for the 2013-14 school year as determined by the U.S. Department of Agriculture for the Child Nutrition Program.

The Board approved the following meal prices for the 2013-14 school year:

	<u>Full Price</u>	<u>Reduced Price</u>
<u>Breakfast Meals</u>		
Student	\$ 1.75	\$ 0.30
<u>Lunch Meals</u>		
Students PK through 5 th Grade	\$ 1.75	\$ 0.40
Students 6 th through 12 th Grade	\$ 2.00	\$ 0.40
Adults	\$ 3.25	N/A

The Warrant Register for July, 2013, was approved as follows:

General Disbursement Account – Warrants #145879 thru #146181	
Operating General Fund	\$1,357,912.16
Federal Programs Fund	240,393.08
Food Service Fund	53,673.67
Capital Improvement Fund	16,029.85
Total	\$1,668,008.76

On the recommendation of Superintendent Kenworthy and a motion by Joe Arnold, seconded by India Riedel, the Board voted unanimously to approve the following resignations of personnel:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Costello, Kim	Perm Sub	Food Service	06-07-2013
Forde, Glen Travis	Teacher, PE	Osceola Middle School	06-10-2013
Lute, Kevin	Teacher, Reading	Osceola Middle School	06-10-2013
Ochoa, Deann	Paraprofessional, ESE	Seminole Elementary School	06-10-2013
Ochoa, Efrain	Teacher, Science	Yearling Middle School	06-10-2013

The resignation of Eric Bodenmiller, VE Teacher, Central Elementary School, was accepted with prejudice effective June 10, 2013, due to lack of sufficient notice.

The resignation of Jeffrey Hall, VE Teacher, Osceola Middle School, was accepted with prejudice effective June 10, 2013, due to lack of sufficient notice.

The resignation of Chantal Webb, Finance Bookkeeper, District Office, was accepted with prejudice effective July 24, 2013, due to lack of sufficient notice.

Information Items

A. Superintendent

- Superintendent Kenworthy provided bar graphs comparing 2011-12 and 2012-13 VAM (Value Added Model) scores for both math and reading. This is the second accountability system proposed by the State Board of Education, and it is used for teacher evaluation. The Department of Education arrives at expected student scores by using a formula that considers previous assessment performance and certain student demographics. As depicted on the bar graphs, there are considerable increases in the percentage of students meeting their expected scores from 2011-12 to 2012-13. Superintendent Kenworthy stated that this is encouraging data showing that the District is experiencing positive growth in student achievement, which is contributable to the District's teachers. Superintendent Kenworthy offered congratulations to Okeechobee Achievement Academy for a 21 percent increase in students meeting their expected score in reading and an incredible 38 percent increase in students meeting their expected score in math. He added that the VAM scoring system is a totally different scoring system than the State uses for the school grading system. Vice Chairman Riedel asked if parents are aware of VAM scoring and the increase in student achievement. Superintendent Kenworthy answered that there is nothing published to parents regarding VAM scores. Mrs. Riedel commented that the numbers of students meeting expected scores are very good and that she hopes this data can somehow be shared with the public.
- Open Enrollment for health insurance and supplemental benefits is occurring this week. Enrollment and changes to benefits may be made online or with a representative when they are scheduled to be at school sites. There is no increase in health insurance this year thanks to the investment in an Employee Wellness Center, employees being more health conscious, and successful negotiations with Blue Cross Blue Shield.

B. School Board Members - None

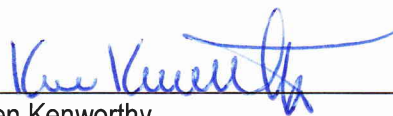
C. Board Attorney – None

D. Public - None

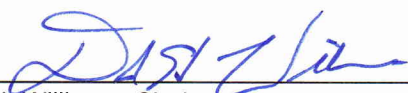
There being no further business to discuss, on a motion by Joe Arnold, seconded by India Riedel, the Board adjourned at 6:50 p.m. The next regular meeting of the Board and final Millage/Budget public hearing is scheduled for 6:00 p.m. on Thursday, September 5, 2013, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

ATTEST:



Ken Kenworthy
Superintendent of Schools



David H. Williams, Chairman