

I. Call to Order

Call to Order: Chairman Riedel

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

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

Invocation: Rev. Don Hanna, First United Methodist Church
 Pledge of Allegiance: Led by Chairman Riedel

II. Opening Items

A. Community Recognition

- ★ Christmas Food Baskets

B. Student Recognition

- ★ CTE Thanksgiving Dinner
- ★ District 15 Thespian Individual Events Festival

C. Staff Recognition

- ★ Jingle Bell Jog
- ★ 2018-19 National School Lunch Program

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

III. Presentation

Strategic Plan Update

Superintendent Kenworthy presented a draft of the Strategic Plan Architecture. The DeliverEd consultant has brought the plan about half-way to completion. The vision, mission, goals, outcome metrics and crosscutting strategies are being addressed and five goal leads have been selected. Mr. Kenworthy discussed the vision and mission statements polls and survey results and asked the pleasure of the Board. After Board discussion it was decided that the Board will make a final selection from the samples presented.

Each of the five goal leads were introduced and reviewed outcome metrics and potential strategies for their focus area.

- Goal 1: Engaging Instruction, Lead Pat McCoy
- Goal 2: Educational Equity, Lead Lonnie Steiert
- Goal 3: Talent Management, Lead Joseph Stanley
- Goal 4: Effective Communication, Lead Dylan Tedders, represented by Shawna May
- Goal 5: Strategic Investment, Lead Ken Kenworthy
- Cross-Cutting Strategy 1: Provide targeted, coordinated professional development for teachers to effectively implement the priorities of the strategic plan, Lead Andi Canaday
- Cross-Cutting Strategy 2: Provide targeted, coordinated professional development for principals to effectively implement the priorities of the strategic plan, Lead Andi Canaday

Superintendent Kenworthy stated that he is impressed with the old Strategic Plan, but sometimes less is more. If spread too thin by addressing so many areas, it can't all be done well. Mr. Kenworthy asked the Board for recommendations of other areas that need to be addressed. None were noted. Superintendent Kenworthy stated that with the addition of charts and graphs to support the metrics, we are well on our way to develop a quality plan.

IV. Approval of Minutes

- School Site Workshop of November 18, 2019 – Okeechobee Achievement Academy

Motion:	Melisa Jahner
Second:	Jill Holcomb
Vote:	5-0 In Favor

- School Site Workshop of November 18, 2019 – Seminole Elementary School

Motion:	Malissa Morgan
Second:	Jill Holcomb
Vote:	5-0 In Favor

- School Site Workshop of November 18, 2019 – Osceola Middle School

Motion:	Melisa Jahner
Second:	Malissa Morgan
Vote:	5-0 In Favor

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

- Minutes of Meeting on December 10, 2019

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

V. Items for Action

Chairman Riedel asked if there were any changes, additions, or deletions to the *Items for Action*. Superintendent Kenworthy requested that Item K., Master Service Agreement with Frontline Education, be pulled for revision.

Approval of Items for Action Agenda with revision to Item K.:	
Motion:	Joe Arnold
Second:	Malissa Morgan
Vote:	5-0 In Favor

A. RECOMMENDATION FOR EXPULSION

Superintendent's Recommendation: That #20-03, 12th grade student at Okeechobee High School, be expelled for the remainder of the 2019-20 school year and that a final order for expulsion of this student be issued based upon the following act of misconduct and violation of the *Code of Student Conduct*:

F. Firearms/Knives/Other Dangerous Objects

1. Firearms and Destructive Devices: Any weapon (operable or inoperable, loaded or unloaded) which will, is designed to, or may readily be converted to expel a projectile by the action of any explosive; the frame or receiver of any such weapon; any firearm or muffler or firearm silencer; any destructive device; or any machine gun. Examples include, but are not limited to: handgun, starter gun, zip gun, pistol, shotgun, rifle, bomb, pipe bomb, grenade and/or missile. (Reported to SESIR as a Weapon) WP

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy invited Lonnie Steiert, Director of Student Services, to the podium. Ms. Steiert reviewed the expulsion and stated that Home Education information was shared, but the student is not currently enrolled. No comment from the public.
Vote:	5-0 In Favor

B. AMENDMENT OF BOARD POLICY 5.321* BULLYING & HARASSMENT

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

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed change is required by statute. Advertisement of intent to amend Policy 5.321* was approved by the School Board on December 10, 2019, and legally advertised to the public on December 11, 2019, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0 In Favor

C. AMENDMENT OF BOARD POLICY 6.19* CERTIFICATION OF ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL

Superintendent's Recommendation: That the Board approve amendment of Board Policy 6.19 Certification of Administrative and Instructional Personnel.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy stated that the proposed change includes certification requirements for adjunct instructors. Advertisement of intent to amend Policy 6.19* was approved by the School Board on December 10, 2019, and legally advertised to the public on December

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

	11, 2019, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. No comment from the public.
Vote:	5-0 In Favor

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 21st day of January, 2020, for the purpose of discussing Amendment of Board Policy 5.321* Bullying & Harassment and Board Policy 6.19* Certification of Administrative and Instructional Personnel. The Board further certifies that it remained in session until 8:20 p.m. and there appeared no one at said hearing to oppose or discuss this policy change.

D. CDW CUSTOMER SERVICE ORDER FORM – NUTANIX, INC.

Superintendent’s Recommendation: That the Board approve a customer service order form for Nutanix Cloud Services/NutanixBeam Subscription License for one (1) year with CDW Government, LLC. at a cost of \$660.00.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy invited Shawna May, Director of Information Technology, to the podium. Ms. May stated that Nutanix is the main storage device for cloud storage. This order form is a one (1) year initial subscription fee through CDW Government, LLC. to manage the device.
Vote:	5-0 In Favor

E. AGREEMENT WITH CDW GOVERNMENT, LLC. FOR A ONE YEAR ADDITIONAL SUBSCRIPTION (AEROHIVE NETWORKS, INC.)

Superintendent’s Recommendation: That the Board approve a one (1) year additional subscription with CDW Direct, LLC., (Aerohive Networks, Inc.) for Aerohive HiveManager NG Cloud Service Licenses at the cost of \$754.00 for 13 additional user subscriptions at \$58.00 each, upon service activation.

Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy invited Shawna May, Director of Information Technology, to the podium. Ms. May stated that this is a one (1) year initial subscription fee through CDW Government, LLC. to manage access points.
Vote:	5-0 In Favor

F. CUSTOMER SERVICE ORDER FORM WITH CDW GOVERNMENT, LLC., ONE YEAR INITIAL SUBSCRIPTION, GOGUARDIAN FOR TEACHERS

Superintendent’s Recommendation: That the Board approve a one (1) year initial subscription with CDW Government, LLC., for GoGuardian for Teachers Cloud Service Licenses at the cost of \$15,290.00 for 5,550 user subscriptions at \$2.78 each, upon service activation.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy invited Shawna May, Director of Information Technology, to the podium. Ms. May stated that this is a one (1) year initial subscription fee through CDW Government, LLC. This subscription allows teachers to monitor student Chromebooks from the teacher’s computer screen.
Vote:	5-0 In Favor

G. ENGAGEMENT LETTER FOR LEGAL SERVICES FOR THE SALE OF THE SOUTHWEST PROPERTY

Superintendent’s Recommendation: That the Board approve an engagement letter with Cassels & McCall for legal services to the Board for the sale of the southwest property to Okeechobee Utility Authority.

Motion:	Malissa Morgan
Second:	Joe Arnold

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

Discussion/Additional Information	Superintendent Kenworthy stated that as a result of the discussion at the December Board meeting, this is an engagement letter that outlines legal services for the sale of the southwest property to Okeechobee Utility Authority. Costs to be paid by the purchaser.
Vote:	5-0 In Favor

H. SALE OF PROPERTY TO THE OKEECHOBEE UTILITY AUTHORITY

Superintendent's Recommendation: That the Board determine if they want to sell the property described as being a part of a parcel of land described in Official Records Book (ORB) 644, Page 1048, public records of Okeechobee County, Florida, as requested by the Okeechobee Utility Authority.

Superintendent Kenworthy changed the recommendation: That the Board sell the property described as being a part of a parcel of land described in Official Records Book (ORB) 644, Page 1048, public records of Okeechobee County, Florida, as requested by the Okeechobee Utility Authority.

Motion:	Joe Arnold; Member Arnold withdrew his initial motion; Joe Arnold
Second:	Malissa Morgan; Member Morgan withdrew her initial second; Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that the Okeechobee Utility Authority is asking to purchase the property to build a vacuum station, a pump station, generator, storm water retention and landscaping to serve the southwest section of Okeechobee. Upon completion of the sewer project there will be readily-available infrastructure immediately adjacent to the school district property which will benefit any future use. The purchaser of the property provided an appraisal and survey and will have the plat vacated, which includes the piece of property that the Board will keep.
Vote:	5-0 In Favor

Superintendent's Recommendation: If the Board has agreed to sell the southwest property as requested by the Okeechobee Utility Authority then said property be declared surplus.

Motion:	Member Arnold motioned that we move to have the property declared as surplus as stated in the contract.
Second:	Malissa Morgan
Vote:	5-0 In Favor

Superintendent's Recommendation: If the Board declares this property surplus the Board approve the contract with the Okeechobee Utility Authority for the purchase of this property.

Motion:	Member Arnold motioned that we approve the contract as submitted to sell the property to OUA.
Second:	Malissa Morgan
Vote:	5-0 In Favor

I. FLORIDA SCHOOLS SAFETY PORTAL DISTRICT DATA ACCESS AND USE AGREEMENT

Superintendent's Recommendation: That the Board approve the Florida Schools Safety Portal District Data Access and Use Agreement with the Florida Department of Education.

Motion:	Malissa Morgan
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy stated that the agreement will provide the District access to safety information when a threat is communicated to make a more informed decision on a student as stipulated in SB 7026 and SB 7030.
Vote:	5-0 In Favor

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

J. CLASS SIZE COMPLIANCE PLAN

Superintendent's Recommendation: That the Board approve the Class Size Compliance Plan.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy stated that for each school not in compliance with class size requirements pursuant to section 1003.03, F.S., the district must submit a brief explanation of the school's plan to meet class size requirements for the 2020 October FTE student survey. The District did not meet class size in two areas: EES and CES. An appeal has been submitted. Chairman Riedel asked if the issues have been addressed. Mr. Kenworthy stated that they have been corrected.
Vote:	5-0 In Favor

PULLED FOR REVISION

K. MASTER SERVICES AGREEMENT WITH FRONTLINE EDUCATION

Superintendent's Recommendation: That the Board approve an agreement with Frontline Education for the use of its Absence and Substitute Management System.

Motion:	Joe Arnold
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy stated that this is an annual agreement for the use of Frontline's Absence and Substitute Management System. This program is used to manage the placement of substitute teachers and would replace the District's current system. Frontline is familiar with Skyward and is used in 47 Florida Districts. Frontline consultant, Dave Greyson, stated that it will take approximately 4-5 weeks to customize the program to Okeechobee and to simultaneously train staff.
Vote:	5-0 In Favor

L. SETTLEMENT AGREEMENT

Superintendent's Recommendation: That the Board approve a settlement agreement to resolve a complaint regarding accommodations being provided at DJJ facilities.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy said that the complaint states that accommodations were not being received. A settlement has been reached and the Director of Exceptional Student Education will provide additional training to help determine student needs.
Vote:	5-0 In Favor

M. APPOINTMENT OF BOARD MEMBER TO THE OKEECHOBEE COUNTY ECONOMIC DEVELOPMENT CORPORATION BOARD

Superintendent's Recommendation: That the Board appoint one (1) representative to serve on the Okeechobee County Economic Development Corporation Board meeting the by-laws which state, "Shall be the school board superintendent or the School Board's designee, who is a full time employee of the School Board".

Motion:	Member Morgan made a motion to rescind the prior Board action of her appointment to Okeechobee County Economic Development Corporation Board; Member Morgan nominated Lonnie Steiert, Director of Student Services. Ms. Steiert accepted the nomination.
Second:	Joe Arnold; Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy apologized and stated that OCEDCB by-laws state, a member, "Shall be the school board superintendent or the School Board's designee, who is a full time employee of the School Board". A School Board member would not meet the requirements of the by-laws.
Vote:	5-0 In Favor

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

N. SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2019-20

Superintendent's Recommendation: That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2019, for the 2019-20 fiscal year:

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

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy stated that the District followed the same philosophy used with the Instructional Bargaining Unit. Add \$1,000 to each step and move steps according to the contract. Substitutes will received an extra .50 per hour. The minimum wage effective date will be changed to January 1, 2020.
Vote:	5-0 In Favor

~~2018-2019~~ 2019-2020
OKEECHOBEE COUNTY SCHOOL BOARD
SALARY SCHEDULE NO. 1A
SUBSTITUTES

SUBSTITUTE TEACHERS
AND
AUTHORIZED SUBSTITUTE PARAPROFESSIONALS
The following updated rates are effective February 3, 2020

Rank I (less than 60 college credit hours)	\$11.00 <u>11.50</u> per hour
Rank II (60 or more college credit hours)	\$12.00 <u>12.50</u> per hour
Rank III (Bachelor's degree or higher)	\$13.00 <u>13.50</u> per hour

SUBSTITUTES FOR NON-INSTRUCTIONAL ALLOCATED POSITIONS

\$11.00 per hour

SUPPLEMENTARY TEMPORARY PERSONNEL

~~\$8.25~~ 9.00 per hour

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

2018-2019 2019-2020 Okeechobee County School Board Salary Schedule No. 2 - Performance Pay School Principal – 12 Months			
Step	Elementary	Middle School/ OHS Freshman Campus	High School
1	71500 72500	76500 77500	81800 82800
2	72200 73200	77200 78200	82500 83500
3	72900 73900	77900 78900	83200 84200
4	73600 74600	78600 79600	83900 84900
5	74300 75300	79300 80300	84600 85600
6	75000 76000	80000 81000	85300 86300
7	75700 76700	80700 81700	86000 87000
8	76400 77400	81400 82400	86700 87700
9	77100 78100	82100 83100	87400 88400
10	77800 78800	82800 83800	88100 89100
11	78500 79500	83500 84500	88800 89800
12	79200 80200	84200 85200	89500 90500
13	79900 80900	84900 85900	90200 91200
14	80600 81600	85600 86600	90900 91900
15	81300 82300	86300 87300	91600 92600
16	82000 83000	87000 88000	92300 93300
17	82700 83700	87700 88700	93000 94000
18	83400 84400	88400 89400	93700 94700
19	84100 85100	89100 90100	94400 95400
20	84800 85800	89800 90800	95100 96100
21	85500 86500	90500 91500	95800 96800
22	86200 87200	91200 92200	96500 97500
23	86900 87900	91900 92900	97200 98200
24	87600 88600	92600 93600	97900 98900
25	88300 89300	93300 94300	98600 99600

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

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

2018-2019 2019-2020 Okeechobee County School Board Salary Schedule No. 3 - Performance Pay Assistant Principal – 12 Months	
Step	High School
1	67050 68050
2	67500 68500
3	67950 68950
4	68400 69400
5	68850 69850
6	69300 70300
7	69750 70750
8	70200 71200
9	70650 71650
10	71100 72100
11	71550 72550
12	72000 73000
13	72450 73450
14	72900 73900
15	73350 74350
16	73800 74800
17	74250 75250
18	74700 75700
19	75150 76150
20	75600 76600
21	76050 77050
22	76500 77500
23	76950 77950
24	77400 78400
25	77850 78850

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

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

2018-2019 2019-2020 Okeechobee County School Board Salary Schedule No. 4 - Performance Pay Assistant Principal – 11 Months		
Step	Elementary	Middle School/ OHS Freshman Campus
1	60650 61650	62150 63150
2	61100 62100	62600 63600
3	61550 62550	63050 64050
4	62000 63000	63500 64500
5	62450 63450	63950 64950
6	62900 63900	64400 65400
7	63350 64350	64850 65850
8	63800 64800	65300 66300
9	64250 65250	65750 66750
10	64700 65700	66200 67200
11	65150 66150	66650 67650
12	65600 66600	67100 68100
13	66050 67050	67550 68550
14	66500 67500	68000 69000
15	66950 67950	68450 69450
16	67400 68400	68900 69900
17	67850 68850	69350 70350
18	68300 69300	69800 70800
19	68750 69750	70250 71250
20	69200 70200	70700 71700
21	69650 70650	71150 72150
22	70100 71100	71600 72600
23	70550 71550	72050 73050
24	71000 72000	72500 73500
25	71450 72450	72950 73950

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

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

2018-2019 2019-2020 Okeechobee County School Board				
Salary Schedule No. 6				
Assistant Superintendent – 12 Months				
Step				Annual Salary
1				83670 84670
2				84440 85440
3				85210 86210
4				85980 86980
5				86750 87750
6				87520 88520
7				88290 89290
8				89060 90060
9				89830 90830
10				90600 91600
11				91370 92370
12				92140 93140
13				92910 93910
14				93680 94680
15				94450 95450
16				95220 96220
17				95990 96990
18				96760 97760
19				97530 98530
20				98300 99300
21				99070 100070
22				99840 100840
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00				

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

2018-2019 2019-2020				
Okeechobee County School Board				
Salary Schedule No. 7				
Building Code Administrator				
12 Months				
Step				Hourly Rate
0				30.00
Energy Manager				
12 Months				
Step				Hourly Rate
0				20.00

2018-2019 2019-2020 Okeechobee County School Board				
Salary Schedule No. 8				
Director – 12 Months				
Step				Annual Salary
1				75925 76925
2				76550 77550
3				77175 78175
4				77800 78800
5				78425 79425
6				79050 80050
7				79675 80675
8				80300 81300
9				80925 81925
10				81550 82550
11				82175 83175
12				82800 83800
13				83425 84425
14				84050 85050
15				84675 85675
16				85300 86300
17				85925 86925
18				86550 87550
19				87175 88175
20				87800 88800
21				88425 89425
22				89050 90050
23				89675 90675
24				90300 91300
25				90925 91925
Specialist Degree - Add \$3,400.00 / Doctorate Degree - Add \$4,400.00				

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

2018-2019		2019-2020		Okeechobee County School Board	
Salary Schedule No. 9					
Supervisor I – 12 Months					
Step					Annual Salary
1					71100 72100
2					71725 72725
3					72350 73350
4					72975 73975
5					73600 74600
6					74225 75225
7					74850 75850
8					75475 76475
9					76100 77100
10					76725 77725
11					77350 78350
12					77975 78975
13					78600 79600
14					79225 80225
15					79850 80850
16					80475 81475
17					81100 82100
18					81725 82725
19					82350 83350
20					82975 83975
21					83600 84600
22					84225 85225
23					84850 85850
24					85475 86475
25					86100 87100
26					86725 87725

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

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

2018-2019		2019-2020		Okeechobee County School Board	
Salary Schedule No. 11					
Coordinator					
School Psychologist/ Behavior Analyst					
Step	11 Months 206 Days	11 Months 224 Days	11 Months 224 Days	12 Months 249 Days	
1	52292 53292	56860 57860	56860 57860	65860 66860	
2	52903 53803	57420 58420	57420 58420	66420 67420	
3	53514 54314	57980 58980	57980 58980	66980 67980	
4	54125 54825	58540 59540	58540 59540	67540 68540	
5	54736 55336	59100 60100	59100 60100	68100 69100	
6	54347 55847	59660 60660	59660 60660	68660 69660	
7	55358 56358	60220 61220	60220 61220	69220 70220	
8	55969 56869	60780 61780	60780 61780	69780 70780	
9	56580 57380	61340 62340	61340 62340	70340 71340	
10	56191 57891	61900 62900	61900 62900	70900 71900	
11	57202 58402	62460 63460	62460 63460	71460 72460	
12	57813 58913	63020 64020	63020 64020	72020 73020	
13	58424 59424	63580 64580	63580 64580	72580 73580	
14	59035 59935	64140 65140	64140 65140	73140 74140	
15	59646 60446	64700 65700	64700 65700	73700 74700	
16	60257 60957	65260 66260	65260 66260	74260 75260	
17	60868 61468	65820 66820	65820 66820	74820 75820	
18	61479 61979	66380 67380	66380 67380	75380 76380	
19	62090 62490	66940 67940	66940 67940	75940 76940	
20	62701 63001	67500 68500	67500 68500	76500 77500	
21	63312 63512	68060 69060	68060 69060	77060 78060	
22	63923 64023	68620 69620	68620 69620	77620 78620	
23	64534 64534	69180 70180	69180 70180	78180 79180	
24	65145 65045	69740 70740	69740 70740	78740 79740	
25	65756 65556	70300 71300	70300 71300	79300 80300	

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

For the 2019-2020 Fiscal Year:

- Employees on this schedule who earned a Highly Effective evaluation in 2018-2019 will be eligible to move four steps. Employees who earned an Effective evaluation in 2018-2019 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2019-2020 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2018-2019 will receive a \$600 longevity stipend.

2018-2019		2019-2020		Okeechobee County School Board	
Salary Schedule No. 12					
Administrative Assistant					
Superintendent's Secretary Executive Secretary					
12 Months					
Step					Annual Salary
1					40600 41600
2					42200 43200
3					43800 44800
4					45400 46400
5					47000 48000
6					48600 49600
7					50200 51200
8					51800 52800
9					53400 54400
10					55000 56000
11					56600 57600
12					59200

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)~~ six (6) 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.

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

2018-2019 2019-2020 Okeechobee County School Board Salary Schedule No. 15 Maintenance Foreman Transportation Foreman Assistant Director of Finance 12 Months			
Step			Annual Salary
1			46900 <u>47900</u>
2			48500 <u>49500</u>
3			50100 <u>51100</u>
4			51700 <u>52700</u>
5			53300 <u>54300</u>
6			54900 <u>55900</u>
7			56500 <u>57500</u>
8			58100 <u>59100</u>

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)~~ six (6) 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.

2018-2019 2019-2020 Okeechobee County School Board Salary Schedule No. 23 Lunchroom Manager				
Step	Without Completed Courses 10 Months 195 Days	7 Completed Courses 10 Months 195 Days	Without Completed Courses 11 Months 229 Days	7 Completed Courses 11 Months 229 Days
1	22500 <u>23500</u>	24200 <u>25200</u>	26885 <u>27885</u>	28916 <u>29916</u>
2	23500 <u>24500</u>	25200 <u>26200</u>	28080 <u>29080</u>	30111 <u>31111</u>
3	24500 <u>25500</u>	26200 <u>27200</u>	29275 <u>30275</u>	31306 <u>32306</u>
4	25500 <u>26500</u>	27200 <u>28200</u>	30470 <u>31470</u>	32501 <u>33501</u>
5	26500 <u>27500</u>	28200 <u>29200</u>	31665 <u>32665</u>	33696 <u>34696</u>
6	27500 <u>28500</u>	29200 <u>30200</u>	32860 <u>33860</u>	34891 <u>35891</u>
7	28500 <u>29500</u>	30200 <u>31200</u>	34055 <u>35055</u>	36086 <u>37086</u>
8	29500 <u>30500</u>	31200 <u>32200</u>	35250 <u>36250</u>	37281 <u>38281</u>
9	30500 <u>31500</u>	32200 <u>33200</u>	36445 <u>37445</u>	38476 <u>39476</u>
10	31500 <u>32500</u>	33200 <u>34200</u>	37640 <u>38640</u>	39671 <u>40671</u>
11	32500 <u>33500</u>	34200 <u>35200</u>	38835 <u>39835</u>	40866 <u>41866</u>

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.

~~2018-2019~~ ~~2019-2020~~
OKEECHOBEE COUNTY SCHOOL BOARD
SALARY SCHEDULE NO. 31
TRAVEL EXPENSE

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

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

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

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

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

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

VI. Consent Agenda

Chairman Riedel asked if there were any changes, additions, or deletions to the Consent Agenda. Superintendent Kenworthy requested that Item A., 2019-2020 ESOL Out-of-Field Teachers, and Item C., 2019-2020 Out-of-Field Teachers, be pulled for revision.

Motion To Approve the Consent Agenda pulling Items A. and C. for revision:	Joe Arnold
Second:	Malissa Morgan
Vote:	5-0 In Favor

A. PULLED FOR REVISION

B. 2019-2020 TRUECORE OUT-OF-FIELD TEACHERS

Girl's Academy Cypress (9106)

DeSarro, Angela	Hospitality, Math, Science
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Tantie Juvenile Academy (9101)

Dulanski, Kathryn	Social Science
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Okeechobee Intensive Halfway House (8017)

Savoie, Timothy	Hospitality
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C. PULLED FOR REVISION

D. EMPLOYMENT OF PERSONNEL

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Burford, Dawn	Teacher, ESE	South Elementary School	01/08/2020
Erickson, Kaela	Teacher, Math-M/J	Yearling Middle School	09/13/2019
Lara, Trisha	Paraprofessional, Title I	South Elementary School	01/06/2020
Raulerson, Rachel	Teacher, 5 th Grade	South Elementary School	01/06/2020
Shockley, Sherman	Teacher, Dr Prev-Senior High	Okeechobee Achievement Academy	12/16/2019
Steiert, Stephen	Teacher, 5 th Grade	South Elementary School	01/06/2020

E. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Cabezas, Kenia	Substitute Custodian	12/06/2019

F. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Erwin, Rex	Seminole Elementary School	Personal Without Pay	11/22/2019 - 06/30/2020	
Gaucin, Emily	Seminole Elementary School	Short Term	11/11/2019 - 11/11/2020 Total not to exceed 60 days	
Hill, Deborah	Osceola Middle School	Short Term	11/25/2019 - 01/06/2020 Total not to exceed 60 days	
Hill, Deborah	Osceola Middle School	Personal Without Pay	01/07/2020 - 02/26/2020	
Hamblen, Nancy	South Elementary School	Short Term	10/01/2019 - 12/19/2019 Total not to exceed 60 days	
Mangold, Jennifer	Okeechobee Achievement Academy	Short Term	10/25/2019 - 12/20/2019 Total not to exceed 60 days	

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

Szentmartoni, Samantha	Okeechobee High School	Short Term	01/20/2020 - 03/31/2020 Total not to exceed 60 days
Tribble, Nicole	Central Elementary School	Short Term	01/27/2020 - 04/13/2020 Total not to exceed 60 days
White, Laura	Seminole Elementary School	Short Term	11/11/2019 - 11/11/2020 Total not to exceed 60 days

G. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

Name	Position	School or Center	Effective Date
Alaniz, Ami	Paraprofessional, General	Instructional Services	01/07/2020
Bryant, Madonna	Teacher, Language Arts	Osceola Middle School	01/07/2020
Cole, Alfred Jr.	Teacher, Language Arts	Okeechobee Youth Correction Center	01/03/2020
Collins, Samantha	Paraprofessional, Office Aide	North Elementary School	01/27/2020
Cruz, Martha	Paraprofessional, Title I	Seminole Elementary School	01/07/2020
Lipfert, Margaret Retirement	Bus Driver, 6 Hr	Transportation	02/03/2020
Martinez, Jesenia	Paraprofessional, ESOL	Seminole Elementary School	01/07/2020
Mullis, Ladonna	Paraprofessional, ESE	Seminole Elementary School	01/06/2020
Shockley, Sherman	Paraprofessional, ESE, Ages 6-21	Okeechobee Achievement Academy	12/16/2019

Frank Birts, Bus Driver, Transportation, be accepted with prejudice effective December 18, 2019, due to lack of sufficient notice.

That John Creasman, Bus Driver, Transportation, be terminated as a probationary employee effective December 3, 2019, in accordance with Florida Statute 1012.335.

That Lavant Drewett, Custodian, Okeechobee Freshman Campus, be terminated as a probationary employee effective January 6, 2020, in accordance with Florida Statute 1012.335.

That Cassandra Holliday, Teacher, Second Grade, North Elementary School, be accepted with prejudice effective January 6, 2020, due to lack of sufficient notice.

That Kimberly James, Teacher, Second Grade, Central Elementary School, be terminated as a probationary employee effective January 6, 2020, in accordance with Florida Statute 1012.335.

That Ashley Roberson, Teacher, Language Arts, Yearling Middle School, be terminated as a probationary employee effective January 6, 2020, in accordance with Florida Statute 1012.335.

H. TRANSFER OF PERSONNEL

Name	Transfer From	Transfer To	Effective Date
Adler, Judith	Guidance Counselor South Elementary School	Teacher VE (Full Time) Yearling Middle School	01/06/2020
Bates, Angela	Teacher, VE (Inclusion) Yearling Middle School	Teacher, Dr Prev-Senior High Okeechobee Achievement Academy	01/06/2020

I. ADDITIONS TO SUBSTITUTE TEACHERS FOR 2019-2020

Name	Rank
Billingsley, Laura	III
Cruz, Martha	III
Martinez, Jesenia	III
Morris, Eureka	III
Reister, Ryan	III

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

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

J. PAYMENTS TO PERSONNEL

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
5 Guidance Counselors	Schedule incoming 11th & 12th Grade students	\$23.00 Per Hour	15 Hours	OFC/OHS Budget
5 Guidance Counselors	Schedule incoming 10th Grade students	\$23.00 Per Hour	9 Hours	OFC/OHS Budget
8 Teachers/Guidance Counselors	Schedule incoming 9th Grade students	\$23.00 Per Hour	12 Hours	OFC/OHS Budget
Barton, Pamela	Initial Recruitment Bonus (RJ)	\$350.00	N/A	Transportation Budget
Lanier, Brenda	Initial Recruitment Bonus (JB)	\$350.00	N/A	Transportation Budget
Snook, Maggie	ESOL Endorsement - 300 hours	\$1,000.00	06/23/16-08/11/19	#1037 – ESOL Training

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

K. TITLE I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR NEGLECTED AND DELINQUENT (4002)

The Board approved the Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$126,606.00 for the 2019-2020 project year.

L. TITLE I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR NEGLECTED AND DELINQUENT (4003)

The Board approved the Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$122,318.00 for the 2019-2020 project year.

M. TITLE V, PART B, RURAL & LOW INCOME SCHOOLS PROGRAM GRANT APPLICATION

The Board approved the Title V, Part B Grant application for Rural & Low Income Schools Program in the amount of \$114,162.00 for the 2019-2020 project year.

N. STATE OF FLORIDA STATEWIDE DRUG AND ALCOHOL TESTING CONTRACT #BE897 WITH FS SOLUTIONS/FIRST HOSPITAL LABS, INC. D/B/A FIRSTLAB

The Board approved the contract with FS Solutions to allow use of the current State of Florida contract #BE897, RFP-DOT15/16-9001 DC with First Hospital Labs, Inc. D/B/A Firstlab, Chalfont, PA, from January 1, 2020 through December 31, 2022.

O. AGREEMENT WITH SYNOVIA SOLUTION, LLC

The Board approved a five-year renewal agreement with Synovia Solutions, LLC for GPS services for 19 vehicles at an annual cost of \$3,141.84.

P. PROPERTY DISPOSAL LIST #3 FOR THE 2019-20 SCHOOL YEAR

The Board approved the items listed on the attached Property Disposal List #3 for the 2019-20 fiscal year be declared as surplus, to be removed from property records, and that the Superintendent be authorized to donate or sell such items in accordance with state statute.

<u>Property Number</u>	<u>Description</u>	<u>Cost</u>	<u>Condition</u>	<u>School/Cost Center</u>
22094	Tablet-PCS NOW	2,879.20	Unrepairable	Food Service
22225	Tablet-PCS NOW	2,889.20	Unrepairable	Food Service
11184	Tractor-John Deere w/turf tire	5,311.46	Obsolete	Maintenance
18313	Tractor-Massey w/canopy	15,397.00	Obsolete	Maintenance
18314	Bucket for Massey tractor	2,980.00	Obsolete	Maintenance
19473	Mower- Skag Rider-Turf Tiger	7,439.99	Poor	Maintenance
17784	Cafeteria Table	895.44	Obsolete	OMS
17785	Cafeteria Table	895.44	Obsolete	OMS
17786	Cafeteria Table	895.44	Obsolete	OMS
17787	Cafeteria Table	895.44	Obsolete	OMS
17788	Cafeteria Table	895.44	Obsolete	OMS

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

17789	Cafeteria Table	895.44	Obsolete	OMS
17790	Cafeteria Table	895.44	Obsolete	OMS
17791	Cafeteria Table	895.44	Obsolete	OMS
17792	Cafeteria Table	895.44	Obsolete	OMS
17793	Cafeteria Table	895.44	Obsolete	OMS
17794	Cafeteria Table	895.44	Obsolete	OMS
17795	Cafeteria Table	895.44	Obsolete	OMS
17796	Cafeteria Table	895.44	Obsolete	OMS
17797	Cafeteria Table	895.44	Obsolete	OMS
17927	Cafeteria Table	896.41	Obsolete	OMS
17928	Cafeteria Table	896.41	Obsolete	OMS
21694	Cafeteria Table	1,541.40	Obsolete	OMS

Q. MONTHLY FINANCIAL STATEMENT FOR NOVEMBER, 2019

The Board approved the Monthly Financial Statement for November, 2019, be accepted and filed as part of public record.

R. BUDGET AMENDMENT #5 FOR NOVEMBER, 2019

The Board approved Budget Amendment #5 for November, 2019.

S. WARRANT REGISTER FOR DECEMBER, 2019

The Board approved the Warrant Register for December, 2019, as follows:

General Disbursement Account – Warrants #174819 thru #175121, ACH #192000666 thru #192000744 and Wire Transfers #201900406 thru #201900576

Operating General Fund	\$ 2,171,660.15
Federal Programs Fund	73,967.00
Food Service Fund	129,892.41
Capital Improvement Fund	<u>96,501.17</u>
Total	\$ 2,472,020.73

*Also included are November 2019 wires totaling \$1,081,873.46 from Operating General Fund.

Pulled for Revision:

A. REVISED 2019-2020 ESOL OUT-OF-FIELD TEACHERS

<u>Central Elementary School</u>	
OOF ESOL	Donnell, Rebecca
OOF ESOL	Feldman, Nicole
OOF ESOL	Fosler, Megan
OOF ESOL	George, Martha-Ann
OOF ESOL	Heidelmeyer, Pauline
OOF ESOL	James, Kimberly
OOF ESOL	Loschiavo, Krista
OOF ESOL	Pickles, Julee
OOF ESOL	Rowell, Karli
OOF ESOL	Tuten, Angela
<u>Everglades Elementary School</u>	
OOF ESOL	Beigle, Jeff
OOF ESOL	Brinson, Cynthia
OOF ESOL	Estrada, Johnny
OOF ESOL	Franklin, Jennifer
OOF ESOL	Migliaccio, Jayme
OOF ESOL	Rhoden, Deann
OOF ESOL	Taylor, Devon
OOF ESOL	Todd, Ana
OOF ESOL	Worf, James

Minutes of
 Okeechobee County School Board Meeting
 January 21, 2020
 6:00 p.m.

North Elementary School

OOF ESOL	Holliday, Cassandra
OOF ESOL	Love, Stefanie
OOF ESOL	Myers, Jeanne
OOF ESOL	Sanders, Michelle
OOF ESOL	Varnadore, Christan
OOF ESOL	Wagoner, Jennifer
OOF ESOL	Williams, Vernestine
OOF ESOL	Wisener, Jessica

Okeechobee Achievement Academy

OOF ESOL	Bates, Angela
OOF ESOL	Keith, Cassandra
OOF ESOL	Gold, Vickie
OOF ESOL	Shockley, Sherman

**Okeechobee Freshman
 Campus/Okeechobee High School**

OOF ESOL	Adams, Hollie
OOF ESOL	Beatty, Nicole
OOF ESOL	Clark III, James
OOF ESOL	Julian, Chan
OOF ESOL	Oliver, Elizabeth
OOF ESOL	Souders, Robert
OOF ESOL	Washington, Jack

Okeechobee High School

OOF ESOL	Buckner, Kenneth
OOF ESOL	Carrier, Brittany
OOF ESOL	Davis, Makayla
OOF ESOL	Gibson, Valparisia
OOF ESOL	Keaton, John
OOF ESOL	Maggard, Kerry
OOF ESOL	Sills, Tracy
OOF ESOL	Skeen, Victoria
OOF ESOL	Suits, Sharon
OOF ESOL	Szentmartoni, Samantha
OOF ESOL	Talas, Michael
OOF ESOL	Timko, Andrew
OOF ESOL	Usher, Kyrstin
OOF ESOL	Wasson, Lydia

Okeechobee Youth Correction Center

OOF ESOL	Stephenson, Steven
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Okeechobee Youth Treatment Center

OOF ESOL	Baker, Linda
OOF ESOL	Drayton, Lorenzo

Osceola Middle School

OOF ESOL	Blevens, Robert
OOF ESOL	Fulks, Samantha
OOF ESOL	Jarriel, Kelsey
OOF ESOL	Nielson, Taylor
OOF ESOL	Olney, Jessica
OOF ESOL	Rehkamp, Connie
OOF ESOL	Ross, Amy
OOF ESOL	Ruff, Sean
OOF ESOL	Schrock, Jonathan

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

OOF ESOL	Tremain, Maurisa
OOF ESOL	Walker, Kyle
Seminole Elementary School	
OOF ESOL	Clark, Amanda
OOF ESOL	Coleman, Christen
OOF ESOL	Hicks, Morgan
OOF ESOL	Nieto, Ricardo
OOF ESOL	Ramirez, Marialejandra Valentina Zapata
OOF ESOL	Roy, Kara
OOF ESOL	Shockley, Leigh Anne
OOF ESOL	Wood, Deborah
OOF ESOL	Ziolkowski, Robyn
South Elementary School	
OOF ESOL	Breaux, Kelci
OOF ESOL	Giles, Karen
OOF ESOL	Higgins, Tamara
OOF ESOL	McCluskey, Jennifer
<u>OOF ESOL</u>	<u>Migliaccio, Jayme</u>
<u>OOF ESOL</u>	<u>Ramirez, Marialejandra Valentina Zapata</u>
OOF ESOL	Raulerson, Rachel
OOF ESOL	Roehm, Rachel
OOF ESOL	Steiert, Stephen
OOF ESOL	Stephens, Katie
OOF ESOL	Voelker, Angie
Yearling Middle School	
OOF ESOL	Campbell, Corinna
OOF ESOL	Carroll, Jill
OOF ESOL	Cryderman, Kevin
OOF ESOL	Erickson, Kaela
OOF ESOL	Gaucin, Caitlyn
OOF ESOL	Hickman, Stephen
OOF ESOL	Knight, Jennifer
OOF ESOL	Krakoff, David
OOF ESOL	Ladyzhinsky, Brianne
OOF ESOL	Lefevre, Heidi
OOF ESOL	Levins, Thomas
OOF ESOL	Mitchum, Andrea
OOF ESOL	Mulvey, Jennifer
OOF ESOL	Rebele, Kathleen
OOF ESOL	Roberson, Ashley
OOF ESOL	Rouzer, Catherine
OOF ESOL	Wagner, Heather
OOF ESOL	Williams, Ellen
OOF ESOL	Winn, Lynn
Motion:	Joe Arnold
Second:	Melisa Jahner
Discussion/Additional Information	Superintendent Kenworthy stated that changes to the list are highlighted.
Vote:	5-0 In Favor

C. 2019-2020 OUT-OF-FIELD TEACHERS

Central Elementary School		
Davis, Morgan	Guidance & Counseling	Earned 18 Semester Hrs
George, Martha-Ann	Elementary Education	1 st Year of Assignment
Rowell, Karli Irene	Elementary Education	1 st Year of Assignment

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

Syples, Kimberly	Reading	1 st Year of Assignment
<u>Everglades Elementary School</u>		
Estrada, Johnny	Elementary Education	1 st Year of Assignment
Hall, Jeffrey M	Elementary Education	1 st Year of Assignment
Hudson, Pamela J	Exceptional Student Education	1 st Year of Assignment
Rucks, Glenna B	Exceptional Student Education	1 st Year of Assignment
Stanley, Lara Leigh	Reading	Completed 240/300
Todd, Ana	Elementary Education	1 st Year of Assignment
<u>Exceptional Student Education</u>		
Mayernik, Regina	Hearing Impaired	1 st Year of Assignment
<u>North Elementary School</u>		
Leach, Patricia	Guidance	Earned 36 Semester Hrs
Myers, Jeanne	Elementary Education	1 st Year of Assignment
Nolte, Kristen	Gifted	Completed 300/300
<u>Okeechobee Achievement Academy</u>		
Bates, Angela	Exceptional Student Education	1st Year of Assignment
Gold, Vickie	ESE & Pre K/Primary	1 st Year of Assignment
McNeil, La'Ike	Economics	1 st Year of Assignment
Shockley, Sherman	English & Exceptional Student Education	1 st Year of Assignment
Sickels, Shelly	Elementary Education	1st Year of Assignment
<u>Okeechobee Freshman Campus / Okeechobee High School</u>		
Julian, Chan	Art	1 st Year of Assignment
<u>Okeechobee High School</u>		
Carrier, Brittany	Biology	1 st Year of Assignment
Farless, Catherine	English	1 st Year of Assignment
Keaton, John	Reading	Completed 120/300
Wagner, Elizabeth	Guidance & Counseling	Earned 30 Semester Hrs
<u>Okeechobee Youth Corrections Center</u>		
Hotmire, Darren	Middle Grades Science	1 st Year of Assignment
<u>Okeechobee Youth Treatment Center</u>		
Baker, Linda	English	1 st Year of Assignment
Drayton, Lorenzo	Middle Grades Science & Biology	1 st Year of Assignment
Entwistle, Joseph	Social Science 6-12 & PE	1 st Year of Assignment
<u>Osceola Middle School</u>		
Cottage, Jennifer	Middle Grades General Science	1 st Year of Assignment
Jarriel, Kelsey Erin	English	1 st Year of Assignment
Olney, Jessica Nicole	Guidance & Counseling	1 st Year of Assignment
Ross, Amy Louise	Mathematics	1 st Year of Assignment
Schrock, Jonathan	English	1 st Year of Assignment
Tomlinson, Larenda	Reading	1 st Year of Assignment
Tremain, Maurisa	ESE & English	1 st Year of Assignment
Winner-Manson, Erica	Gifted	1 st Year of Assignment
<u>Seminole Elementary School</u>		
NONE TO REPORT		
<u>South Elementary School</u>		
Burford, Dawn	ESE	1 st Year of Assignment
Johns, Janelle	Reading	1 st Year of Assignment
King, Brian	Music	1 st Year of Assignment
<u>Yearling Middle School</u>		
Ayers, Marnie	English	1 st Year of Assignment
Bates, Angela	Exceptional Student Education	1st Year of Assignment
Campbell, Corinna	English	1 st Year of Assignment
De La Cruz, Mariela	Gifted	1 st Year of Assignment
Jolly, Kiera Alison	Mathematics	1 st Year of Assignment
Knight, Jennifer	Elementary Education	1 st Year of Assignment
Letcher, Cynthia	Gifted	1 st Year of Assignment
Levins, Thomas	English	1 st Year of Assignment
Mayernik, Allen	Gifted	1 st Year of Assignment
Rebele, Kathleen	ESE & Elementary Education	1 st Year of Assignment
Winn, Lynn Ann	Reading	1 st Year of Assignment
Motion:	Joe Arnold	
Second:	Malissa Morgan	

Minutes of
Okeechobee County School Board Meeting
January 21, 2020
6:00 p.m.

Discussion/Additional Information	Superintendent Kenworthy stated that changes to the list are highlighted.
Vote:	5-0 In Favor

VII. Information Items

A. SUPERINTENDENT

- Reminded members that the Shooting for the Stars Employee Recognition Banquet will be held January 24, 6:00 pm, Osceola Middle School.
- Reminded members that School Site Workshops will be held January 31. Member Morgan asked that the workshops be rescheduled. After Board discussion:

Motion:	Malissa Morgan made a motion to reschedule the OHS, CES and OFC School Site Workshops from January 31 to February 6, same timeline as previously scheduled.
Second:	Joe Arnold
Vote:	5-0 In Favor

- Invited members to the Okeechobee Educational Foundation Mystery Dessert Theatre, Valentine's Evening and tickets are \$20.

B. SCHOOL BOARD MEMBERS

- Member Arnold distributed information on the Superintendent's salary. Member Arnold stated that since all other salaries have been approved, he would like to recommend a raise for the Superintendent. The Superintendent has not received a raise to his base pay since taking office. After Board discussion, it was recommended that Attorney Conely bring a contract back to the next meeting with a base salary equal to a Florida elected superintendent.
- Member Arnold stated that he is excited to attend the recognition banquet and commended Andi Canaday for doing a great job in preparation of the special event.

C. SCHOOL BOARD ATTORNEY - NONE

D. PUBLIC

- Attorney Conely stated that Bryant Culpepper submitted a Request to Address the School Board. Mr. Culpepper spoke about a situation today involving his grandson at OFC. Mr. Culpepper was very concerned about the subject matter viewed by students in a Critical Thinking class video.
- Assistant Superintendent Dr. McCoy invited members to the District Advisory Council meeting, Thursday, 6:00.

VIII. Adjournment

There being no further business to discuss, on a motion by Joe Arnold, seconded by Malissa Morgan, the Board adjourned at 8:20 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, February 11, 2020, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File _____
Amanda Riedel
Chairman

Signature on File _____
Ken Kenworthy
Superintendent of Schools