

**I. Call to Order**

Call to Order: Chairman Morgan

Present: District 1 – Joe Arnold  
District 2 – Malissa Morgan, Chairman  
District 3 – Dixie Ball  
District 4 – India Riedel  
District 5 – Jill Holcomb, Vice Chairman  
  
Ken Kenworthy, Superintendent of Schools  
Tom Conely, School Board Attorney

Invocation: Father Shevlin, Church of Our Savior  
Pledge of Allegiance: Led by Chairman Morgan

**II. Resolutions/Proclamations**

A. PROCLAMATION – RODEO DAY

Superintendent's Recommendation: That the Board adopt a proclamation recognizing Friday, March 11, 2016, as *Rodeo Day* for the School District of Okeechobee County, Florida.

**PROCLAMATION**

**RODEO DAY**

**School District of Okeechobee County, Florida**

*Whereas*, rodeo informally dates back to 1869 and became a formal sport in 1920 with the creation of the Rodeo Association of America; and

*Whereas*, rodeo is ranked seventh in overall attendance for major sporting events, and more than 31 million people identify themselves as fans of Pro Rodeo in America; and

*Whereas*, local rodeo committees organize PRCA sanctioned rodeos held across the continent run by dedicated groups of volunteers; and

*Whereas*, the Okeechobee County Cattlemen's Association has been producing rodeos in the County for more than sixty (60) years. Rodeo in Okeechobee has become a tradition, often thought of in conjunction with the Speckled Perch Festival and Labor Day celebrations; and

*Whereas*, Okeechobee rodeos are steeped in the culture and history of Okeechobee and is part of our American agricultural heritage.

*Now therefore*, the School Board of Okeechobee County, Florida, in accordance with preserving the historical and cultural values of Okeechobee's heritage, does hereby proclaim March 11, 2016, as

**RODEO DAY**

for the Okeechobee County School System and encourages the inclusion of rodeo in classroom discussion on March 11, 2016.

*Passed and adopted* this 19<sup>th</sup> day of January, 2016.

(Signature on File)

Malissa Morgan  
Chairman

ATTEST:

(Signature on File)

Ken Kenworthy  
Superintendent of Schools



Motion:	Joe Arnold
Second:	Dixie Ball
Vote:	5-0 In Favor

Present to accept the Proclamation were Caitlin Albers, Miss Teen Rodeo Okeechobee 2015, and Ms. Michelle Harper, Okeechobee Cattlemen's Association.

B. PROCLAMATION – CELEBRATING LITERACY WEEK

Superintendent’s Recommendation: That the Board adopt a proclamation recognizing January 25-29, 2016, as *Celebrate Literacy Week* for the School District of Okeechobee County, Florida.

**PROCLAMATION**  
**CELEBRATE LITERACY WEEK**  
School District of Okeechobee County, Florida

*Whereas*, the Florida Department of Education in partnership with *Just Read, Florida!* has declared the week of January 25-29, 2016, as **Celebrate Literacy Week**; and

*Whereas*, the theme of this year’s **Celebrate Literacy Week** is: “*Literacy Changes Our World*,” and

*Whereas*, the goals of **Celebrate Literacy Week** are to promote literacy throughout the state and to promote the enjoyment of reading for children and adults of all ages; and

*Whereas*, the School Board of Okeechobee County wishes to support the goals of Celebrate Literacy Week in Okeechobee County schools.

*Now therefore*, the School Board of Okeechobee County, Florida, joins the Florida Department of Education and *Just Read, Florida!* in observing January 25-29, 2016, as:

**CELEBRATE LITERACY WEEK**

*Passed and adopted* this 19<sup>th</sup> day of January, 2016.

(Signature on File)

Malissa Morgan  
Chairman

ATTEST:

(Signature on File)

Ken Kenworthy  
Superintendent of Schools



Motion:	Joe Arnold
Second:	Jill Holcomb
Vote:	5-0 In Favor

**III. Opening Items**

**Student Recognition**

★ Food for Families Program Participants and Maintenance Staff Assistance

- Aubrie Reister, OHS, Gr. 12 (461 lbs.)
- Josef Steiert, OMS, Gr. 7 (1,007 lbs.)
- Cade Pierce, YMS, Gr. 8 (515 lbs.)
- Aaliyah Bowie, CES, Gr. 5 (1,329 lbs.)
- Aiyannah Cokley, EES, Gr. 5 (1,380 lbs.)
- Sebastian Hodges, NES, Gr. 4 (740 lbs.)
- Natali Ruiz, SEM, Gr. 2 (1,185 lbs.)
- Zane Hawk, SES, Gr. 5 (770 lbs.)
- Assisted by Maintenance Staff: Donna Thomas, Joey Hubbard, Jody Raulerson, and Carl Maxwell (7,387 lbs. Total)

★ Perfect Attendance

**2 Years** (2013-14, 2014-15)

- Jasmine Desai, SES, Gr. 5
- Irvin Luviano, YMS, Gr. 8

**3 Years** (2012-13, 2013-14, 2014-15)

- Dylan Boyer, OHS, Gr. 12
- Aaron White, OHS, Gr. 12

**Staff Recognition**

★ Perfect Attendance

**2 Years** (2013-14, 2014-15)

- Joyce Autrey, Paraprofessional, NES
- Amanda Clark, Paraprofessional, SEM
- Patricia Kenney, Teacher, SEM
- Pam McCranie, Teacher, SEM
- Rose Waldron, Paraprofessional, SEM
- John Watson, Bus Aide, Transportation Dept.

**3 Years** (2012-13, 2013-14, 2014-15)

- Brenda Arnold, Payroll Specialist, Finance Dept.
- Ramona Solorzano, Food Service Asst., EES
- John Wright, Teacher, EES

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

- ★ School Bookkeepers – Perfect Internal Audits
  - Jackie Skinner, Central Elementary School
  - Jessica Lyng, Everglades Elementary School
  - DeeDee Coker, Seminole Elementary School
  - Debbie Hill, Osceola Middle School
  - Laura Fonseca, OHS/Freshman Campus
  - Jennifer Harden, Okeechobee Achievement Academy
- ★ Golden Mouse Award
  - Jason Anderson, Auto Mechanics Teacher, Okeechobee High School
- ★ Retirements
  - Donna Carroll, IT Technician, Information Technology Department

**IV. Scheduled Recess**

**V. Approval of Minutes**

- Minutes of Workshop on December 8, 2015

Motion:	Joe Arnold
Second:	India Riedel
Vote:	5-0 In Favor

- Minutes of Meeting on December 8, 2015

Motion:	Joe Arnold
	Member Dixie Ball requested a correction on Page 1 from "Chairman Arnold" to "Chairman Morgan."
	Joe Arnold amended his motion to include approval of the Minutes of the Meeting on December 8, 2015, with requested correction.
Second:	Dixie Ball
Vote:	5-0 In Favor

**VI. Items for Action**

Chairman Morgan asked if there were any changes, additions, or deletions to the Items for Action. There were no requests.

Approval of Items for Action Agenda:	
Motion:	Joe Arnold
Second:	Jill Holcomb
Vote:	5-0 In Favor

A. SCHOOL IMPROVEMENT PLAN – SEMINOLE ELEMENTARY SCHOOL

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Seminole Elementary School for the 2015-16 school year.

Motion:	Dixie Ball
Second:	Jill Holcomb
Discussion/Additional Information	The School Improvement Plan was presented to the Board by Matt Koff, Principal, Seminole Elementary School. The complete plan is available upon request from Mr. Koff.
Vote:	5-0 In Favor

B. SCHOOL IMPROVEMENT PLAN – YEARLING MIDDLE SCHOOL

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Yearling Middle School for the 2015-16 school year.

Motion:	Joe Arnold
Second:	Dixie Ball

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

Discussion/Additional Information	The School Improvement Plan was presented to the Board by Andy Brewer, Principal, Yearling Middle School. The complete plan is available upon request from Mr. Brewer.
Vote:	5-0 In Favor

C. SCHOOL IMPROVEMENT PLAN – OKEECHOBEE ACHIEVEMENT ACADEMY

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Okeechobee Achievement Academy for the 2015-16 school year.

Motion:	India Riedel
Second:	Jill Holcomb
Discussion/Additional Information	The School Improvement Plan was presented to the Board by Randy Weigum, Principal, Okeechobee Achievement Academy. The complete plan is available upon request from Mr. Weigum.
Vote:	5-0 In Favor

D.-1. EXPULSION OF #16-02, 10<sup>TH</sup> GRADE STUDENT

Superintendent's Recommendation: That #16-02, a 10<sup>th</sup> grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2015-16 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*:

C. Defiance of Authority

1. Disobeying or disregarding school personnel or rules.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Toni Wiersma, Director of Student Services, reported that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. This student is now enrolled in a home education program.
Vote:	5-0 In Favor

D.-2 EXPULSION OF #16-03, 7<sup>TH</sup> GRADE STUDENT

Superintendent's Recommendation: That #16-03, a 7<sup>th</sup> grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2015-16 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*:

N. Violence

3. Physical Aggression – When an individual(s) engage in a minor altercation that does not require physical restraint and results in no injuries; students pushing/shoving; easily separated or stopped.

Motion:	Joe Arnold
Second:	India Riedel
Discussion/Additional Information	Toni Wiersma, Director of Student Services, reported that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. Student is enrolled in home school. This student is now enrolled in a home education program.
Vote:	5-0 In Favor

D.-3. EXPULSION OF #16-04, 8<sup>TH</sup> GRADE STUDENT

Superintendent's Recommendation: That #16-04, a 8<sup>th</sup> grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2015-16 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*:

C. Defiance of Authority

1. Disobeying or disregarding school personnel or rules.

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Toni Wiersma, Director of Student Services, reported that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. This student is not yet enrolled in a home education program because of difficulty in reaching the parent. Mrs. Wiersma stated that she will continue efforts to reach the parent and to enroll the student in a continuing education program.
Vote:	5-0 In Favor

E. SYSTEMS ACCREDITATION THROUGH ADVANCED

Superintendent's Recommendation: That the Board pursue Systems Accreditation through AdvancED.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	<p>Superintendent Kenworthy stated that AdvancED conducted a readiness review of the school district and determined that the Okeechobee County School District is a candidate for Systems Accreditation. The fees to complete the accreditation process are approximately \$4,500.00 for application and site visit. Annual fees for the District will total \$6,750.00 (nine schools at \$750.00 each).</p> <p>Toni Wiersma, Director of Student Services, provided an overview of the AdvancED Systems accreditation process including the following topics:</p> <ul style="list-style-type: none"> <li>• Vision, Mission, Values</li> <li>• What is accreditation?</li> <li>• What is the goal of accreditation?</li> <li>• Continuous Improvement</li> <li>• Two phases of the Process: Internal Review and External Review</li> <li>• Standards for Quality: (1) Purpose and Direction; (2) Governance and Leadership; (3) Teaching and Assessing for Learning; (4) Resource and Support Systems; (5) Using Results for Continuous Improvement</li> <li>• Benefits of District Accreditation</li> <li>• Disadvantages of District Accreditation</li> <li>• List of Florida Accredited Districts</li> </ul> <p>Ms. Wiersma stated that the complete process for systems accreditation takes 18 months.</p> <p>The Board had lengthy discussion regarding the advantages and disadvantages of systems accreditation. The benefits include further development of focus and common language for improvement across content areas and grade levels, bringing external vision and support to the district, and validation of what the district is doing well. The disadvantages are the additional work to achieve accreditation as well as the cost.</p> <p>Superintendent Kenworthy stated that the ability to have an outside party look at what the district is doing is confirmation to the community that the district is making every effort to increase student achievement.</p> <p>The Board discussion included the following areas:</p> <ul style="list-style-type: none"> <li>• Cost versus results affecting student achievement.</li> <li>• Advantage of having outside experts take a long, deep look at what the district is doing or not doing to stimulate student learning.</li> <li>• The accreditation process does not focus heavily on test scores and school grades, but looks specifically at how students are learning within the district.</li> <li>• Are there other organizations that can do the same type of studies to help the district improve for less outlay of funds? Superintendent Kenworthy responded that there are organizations, such as FADSS, that will do studies in the district</li> </ul>

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

	<p>that are focused in one area, but they are usually more expensive and not nearly as comprehensive as the accreditation process.</p> <ul style="list-style-type: none"> <li>• Much of the accreditation process mirrors the Board's Strategic Plan which validates what is being done in the district for student achievement. Concern was voiced that the accreditation process should not be an exercise to "check a box" with few gains in student achievement.</li> <li>• The accreditation process is successful only if the information received from the study is used in a meaningful way to increase focus and common language across content areas and all grade levels.</li> <li>• Is the timing for system accreditation undesirable at this time considering all that teachers have been through recently with state standards? Will teachers be on board with the process? Superintendent Kenworthy responded that in surveying his Teacher Advisory Group and the District Advisory Council, the responses to pursuing system accreditation were divided 50/50. Principals have commented that the feedback would be nice, but that it will take quite a bit of committee work.</li> <li>• Does the district achieve accreditation if some schools are less successful than others? Mrs. Wiersma explained that it is an all or nothing process and outcome.</li> </ul>
Vote:	<p>3-2 In Favor of the Recommendation Joe Arnold – In Favor Malissa Morgan – Opposed Dixie Ball – Opposed India Riedel – In Favor Jill Holcomb – In Favor</p>

F. MEMORANDUM OF UNDERSTANDING WITH HEARTLAND EDUCATIONAL CONSORTIUM AND DISTRICT TO DISTRICT (D2D)

Superintendent's Recommendation: That the Board approve a Memorandum of Understanding with the Heartland Educational Consortium and District To District (D2D), effective January, 2016, through December, 2017, to support instructional rigor at a cost to the District of \$3,250.00 per year.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy explained that the Gates Foundation will cover 80% of the total cost (\$33,750.00) for the program. The Heartland Educational Consortium and D2D will support instructional improvement through activities as listed in the MOU. This activity will address Standard 3 of accreditation. The Board questioned the necessity of doing both the accreditation process and the D2D activity. Superintendent Kenworthy explained that D2D will give immediate feedback/assistance in one focus area that can produce results before the accreditation process, which takes up to 18 months.
Vote:	5-0 In Favor

G. INTERNAL FUNDS FINANCIAL STATEMENT/AUDIT REPORT

Superintendent's Recommendation: That the Internal Funds Financial Statement/Audit Report for all schools for the period ending June 30, 2015, be accepted and filed as part of public record.

Motion:	Jill Holcomb
Second:	Joe Arnold
Discussion/Additional Information	Superintendent Kenworthy commented that he is very pleased with the audit and having 6 schools with no findings.
Vote:	5-0 In Favor

H. SALARY SCHEDULES NOT INCLUDED IN BARGAINING UNITS FOR 2015-16

Superintendent's Recommendation: That the Board approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2015, for the 2015-16 fiscal year:

Motion:	Joe Arnold
Second:	India Riedel

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

Discussion/Additional Information	Superintendent Kenworthy commented that administrators who receive an effective evaluation will receive three steps on their salary schedules, the same as teachers.
Vote:	4-0 In Favor Dixie Ball – Abstained due to having a relative employed under one of the salary schedules.

**2015-2016  
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**

\$8.00 per hour

<b>2015-2016 Okeechobee County School Board Salary Schedule No. 2 - Performance Pay School Principal – 12 Months</b>
------------------------------------------------------------------------------------------------------------------------------

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

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2014-2015 will be eligible to move four steps. Employees who earned an Effective evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend. Employees who were on the top step in 2014-2015 will receive a \$600 longevity stipend.

Minutes of  
 Okeechobee County School Board Meeting  
 January 19, 2016  
 6:00 p.m.

<b>2015-2016 Okeechobee County School Board          Salary Schedule No. 3 - Performance Pay          Assistant Principal – 12 Months</b>
---------------------------------------------------------------------------------------------------------------------------------------------------

Step	High School
1	66600
2	67050
3	67500
4	67950
5	68400
6	68850
7	69300
8	69750
9	70200
10	70650
11	71100
12	71550
13	72000
14	72450
15	72900
16	73350
17	73800
18	74250
19	74700
20	75150
21	75600
22	76050
23	76500
24	76950
25	77400
26	77850

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2014-2015 will be eligible to move four steps. Employees who earned an Effective evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

<b>2015-2016 Okeechobee County School Board Salary Schedule No. 4 - Performance Pay Assistant Principal – 11 Months</b>
---------------------------------------------------------------------------------------------------------------------------------

Step	Elementary	Middle School/ OHS Freshman Campus
<b>1</b>	60200	61700
<b>2</b>	60650	62150
<b>3</b>	61100	62600
<b>4</b>	61550	63050
<b>5</b>	62000	63500
<b>6</b>	62450	63950
<b>7</b>	62900	64400
<b>8</b>	63350	64850
<b>9</b>	63800	65300
<b>10</b>	64250	65750
<b>11</b>	64700	66200
<b>12</b>	65150	66650
<b>13</b>	65600	67100
<b>14</b>	66050	67550
<b>15</b>	66500	68000
<b>16</b>	66950	68450
<b>17</b>	67400	68900
<b>18</b>	67850	69350
<b>19</b>	68300	69800
<b>20</b>	68750	70250
<b>21</b>	69200	70700
<b>22</b>	69650	71150
<b>23</b>	70100	71600
<b>24</b>	70550	72050
<b>25</b>	71000	72500
<b>26</b>	71450	72950

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who earned a Highly Effective evaluation in 2014-2015 will be eligible to move four steps. Employees who earned an Effective evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

<b>2015-2016 Okeechobee County School Board          Salary Schedule No. 6          Assistant Superintendent – 12 Months</b>
--------------------------------------------------------------------------------------------------------------------------------------

Step	Annual Salary
1	82900
2	83670
3	84440
4	85210
5	85980
6	86750
7	87520
8	88290
9	89060
10	89830
11	90600
12	91370
13	92140
14	92910
15	93680
16	94450
17	95220
18	95990
19	96760
20	97530
21	98300
22	99070
23	99840

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who earned an Effective or higher evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

<b>2015-2016          Okeechobee County School Board          Salary Schedule No. 7          Building Code Administrator          12 Months</b>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------

Step	Hourly Rate
0	30.00

<b>Energy Manager          12 Months</b>
----------------------------------------------

Step	Hourly Rate
0	20.00

Minutes of  
 Okeechobee County School Board Meeting  
 January 19, 2016  
 6:00 p.m.

<b>2015-2016 Okeechobee County School Board          Salary Schedule No. 8          Director – 12 Months</b>
----------------------------------------------------------------------------------------------------------------------

Step	Annual Salary
1	75300
2	75925
3	76550
4	77175
5	77800
6	78425
7	79050
8	79675
9	80300
10	80925
11	81550
12	82175
13	82800
14	83425
15	84050
16	84675
17	85300
18	85925
19	86550
20	87175
21	87800
22	88425
23	89050
24	89675
25	90300
26	90925

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who earned an Effective or higher evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

<b>2015-2016 Okeechobee County School Board          Salary Schedule No. 9          Supervisor I – 12 Months</b>
--------------------------------------------------------------------------------------------------------------------------

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 2015-2016 Fiscal Year:**

- Employees on this schedule who earned an Effective or higher evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

Minutes of  
 Okeechobee County School Board Meeting  
 January 19, 2016  
 6:00 p.m.

<b>2015-2016 Okeechobee County School Board          Salary Schedule No. 11          Coordinator          School Psychologist</b>
-----------------------------------------------------------------------------------------------------------------------------------------------

Step	11 Months 206 Days	11 Months 224 Days	12 Months 249 Days
<b>1</b>	51781	56300	65300
<b>2</b>	52292	56860	65860
<b>3</b>	52802	57420	66420
<b>4</b>	53313	57980	66980
<b>5</b>	53841	58540	67540
<b>6</b>	54352	59100	68100
<b>7</b>	54862	59660	68660
<b>8</b>	55373	60220	69220
<b>9</b>	55901	60780	69780
<b>10</b>	56412	61340	70340
<b>11</b>	56922	61900	70900
<b>12</b>	57433	62460	71460
<b>13</b>	57961	63020	72020
<b>14</b>	58472	63580	72580
<b>15</b>	58982	64140	73140
<b>16</b>	59493	64700	73700
<b>17</b>	60021	65260	74260
<b>18</b>	60532	65820	74820
<b>19</b>	61042	66380	75380
<b>20</b>	61553	66940	75940
<b>21</b>	62081	67500	76500
<b>22</b>	62592	68060	77060
<b>23</b>	63102	68620	77620
<b>24</b>	63613	69180	78180
<b>25</b>	64141	69740	78740
<b>26</b>	64652	70300	79300

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who earned an Effective or higher evaluation in 2014-2015 will be eligible to move three steps.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.
- Employees who were on the top step in 2014-2015 will receive a \$600 longevity stipend.

**2015-2016 Okeechobee County School Board  
 Salary Schedule No. 12  
 Administrative Assistant  
 Superintendent's Secretary Executive Secretary  
 12 Months**

Step	Annual Salary
1	40600
2	42200
3	43800
4	45400
5	47000
6	48600
7	50200
8	51800
9	53400
10	55000

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

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

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2014-2015 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

**2015-2016 Okeechobee County School Board  
 Salary Schedule No. 15  
 Maintenance 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.**

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2014-2015 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

<b>2015-2016 Okeechobee County School Board Salary Schedule No. 23 Lunchroom Manager</b>
--------------------------------------------------------------------------------------------------

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
<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.**

**For the 2015-2016 Fiscal Year:**

- Employees on this schedule who are eligible and earned an Effective or higher evaluation in 2014-2015 will be eligible to move a step.
- Employees initially moving to the top step of the salary schedule in 2015-2016 are entitled to step movement only and are not eligible to receive a longevity stipend.

I. APPOINTMENT OF MANAGERIAL PERSONNEL

Superintendent's Recommendation: That the following Managerial Personnel be appointed for the 2015-16 fiscal year:

<b>Food Service Manager</b>	
Name	Center
Zeller, Tomi	Central Elementary School

Motion:	Joe Arnold
Second:	Dixie Ball
Vote:	5-0 In Favor

J. REVISIONS TO PERSONNEL ALLOCATIONS FOR 2015-16

Superintendent's Recommendation: That the Board approve the following revisions to personnel allocations for the 2015-16 fiscal year.

**Non-Instructional Personnel**

Action		#	Position	Location	Effective Date
Add	Delete				
✓		.32	Executive Secretary Superintendent of Schools	District Office	03-01-2016

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy commented that this partial allocation will allow for training a replacement for the Superintendent's secretary.  Mr. Kenworthy announced that he will ask the Board at their next meeting to approve reassignment of Sharon Vinson to the position of Executive Secretary to the Superintendent.
Vote:	5-0 In Favor

**VII. Consent Agenda**

Chairman Morgan asked if there were any changes, additions, or deletions to the *Consent Agenda*. There were no requests.

Motion To Approve the Consent Agenda:	Joe Arnold
Second:	Dixie Ball
Vote:	5-0 In Favor

A. 2015-16 OUT-OF-FIELD TEACHERS

The Board approved the following Out-of-Field Teachers for the 2015-16 February FTE Survey:

<b>Everglades Elementary School</b>		
Annis, Sarah	ESOL	1 <sup>st</sup> Year of Assignment
Burns, Brittany	ESOL	1 <sup>st</sup> Year of Assignment
Courtney, Nicole	ESOL	1 <sup>st</sup> Year of Assignment
Duncan, Christina	Reading	1 <sup>st</sup> Year of Assignment
Mathy, Kaitlyn	ESOL	1 <sup>st</sup> Year of Assignment
Morris, Emily	ESOL	1 <sup>st</sup> Year of Assignment
Page, Samantha	ESOL	1 <sup>st</sup> Year of Assignment
Regan, Alyssa	ESOL	1 <sup>st</sup> Year of Assignment
Snook, Maggie	ESOL	1 <sup>st</sup> Year of Assignment
<b>North Elementary School</b>		
Huff, Andrea	ESOL	Earned 60/300 Points
Koch, Gail	ESOL	2 <sup>nd</sup> Year of Assignment
Leach, Patricia	Guidance	Earned 6 Semester Hours
Murphy, Morgan	ESOL	2 <sup>nd</sup> Year of Assignment
Smet, Jeannette	Elementary/ESOL	1 <sup>st</sup> Year of Assignment
<b>Seminole Elementary School</b>		
Fenner, Nicoleta	ESOL	1 <sup>st</sup> Year of Assignment
Lydic, Kara	ESOL	1 <sup>st</sup> Year of Assignment
Moore, Heidi	ESOL	2 <sup>nd</sup> Year of Assignment
Royal, Allison	ESOL	Earned 180/300 Points
Schneider, Shana	ESOL	1 <sup>st</sup> Year of Assignment
Shockley, Leigh Ann	Elementary/ESOL	1 <sup>st</sup> Year of Assignment
Walsh, Jacinda	Guidance	1 <sup>st</sup> Year of Assignment
<b>South Elementary School</b>		
Cavolo, Jillian	ESE/ESOL	1 <sup>st</sup> Year of Assignment
Ellis, Jennifer	ESOL	Earned 120/300 Points
Harris, Krischell	ESOL	Earned 60/300 Points
Krautbauer, Kallie	ESOL	1 <sup>st</sup> Year of Assignment
Melcer, Lori	ESOL	1 <sup>st</sup> Year of Assignment
Nichols, Heather	Guidance	Earned 6 Semester Hours
Swanson, Nicole	ESOL	1 <sup>st</sup> Year of Assignment
Weigum, Cynthia	ESOL	Earned 120/300 Points
<b>Osceola Middle School</b>		
Beigle, Jeffrey	ESE/Science/Math/Social	1 <sup>st</sup> Year of Assignment
Botello, Brandi	Gifted	Earned 6 Semester Hours
Eak, Nicole	ESOL	Earned 60/300 Points
Ellis, Robert	ESOL	Earned 180/300 Points
Felix, Jamie	ESE/ESOL	1 <sup>st</sup> Year of Assignment
Granger, Heather	Math/Social Science	1 <sup>st</sup> Year of Assignment
Hudoff, Jessica	Language Arts/Reading/Social	1 <sup>st</sup> Year of Assignment
Leonard, Amorita	ESOL	Earned 240/300 Points
Talavera, Jessica	Language Arts/Social Science	1 <sup>st</sup> Year of Assignment
Todd, Ana	ESE/ESOL	1 <sup>st</sup> Year of Assignment
Wise, Harold	Guidance	Earned 6 Semester Hours
Zerquera, Carlos	ESOL	1 <sup>st</sup> Year of Assignment
<b>Yearling Middle School</b>		
Borcherding, Luke	ESE/Social Science/ESOL	1 <sup>st</sup> Year of Assignment
Botello, Brandi	Gifted	Earned 6 Semester Hours
Breaux, Deanna	ESOL	Earned 60/300 Points
Erwin, Rex Jr.	ESOL	Earned 60/300 Points
Mangold, Jennifer	ESOL	Earned 180/300 Points

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

SantAngelo, Jennifer	Elementary	1 <sup>st</sup> Year of Assignment
Wharin, Michael	Language Arts	1 <sup>st</sup> Year of Assignment
<b>Okeechobee Freshman Campus/Okeechobee High School</b>		
Hudoff, Jonathan	ESE/ESOL	1 <sup>st</sup> Year of Assignment
<b>Okeechobee High School</b>		
Cruz, Yasmin	ESOL	1 <sup>st</sup> Year of Assignment
Gary, Bertheia	ESOL	Earned 60/300 Points
Harper-Kyle, Lori	ESOL	Earned 60/300 Points
Kidd, Ashley	ESE/ESOL	1 <sup>st</sup> Year of Assignment
McQueen, Roneka	ESOL	1 <sup>st</sup> Year of Assignment
Sherlock, Jean	Reading	Earned 6 Semester Hours
Whitlock, Jeffery	ESOL	2 <sup>nd</sup> Year of Assignment
<b>Okeechobee Achievement Academy</b>		
Finch, Christine	Elementary/ESOL	1 <sup>st</sup> Year of Assignment/Earned 120/300
Giles, Karen	ESE/Language	1 <sup>st</sup> Year of Assignment
Maggio, Christina	ESOL	2 <sup>nd</sup> Year of Assignment
Shockley, Sherman	Social Science/ESE/ESOL	1 <sup>st</sup> Year of Assignment
Smith, Steven	ESE/ESOL	1 <sup>st</sup> Year of Assignment
<b>Central Elementary School</b>		
Adler, Megan	Elementary/ESOL	1 <sup>st</sup> Year of Assignment
Alexander, Heather	ESOL	1 <sup>st</sup> Year of Assignment
Aurand, Jennifer	Elementary/ESOL	1 <sup>st</sup> Year of Assignment
Biddle, Carrie	ESOL	1 <sup>st</sup> Year of Assignment
Hensley, Dawn	ESOL	1 <sup>st</sup> Year of Assignment
Kurilla, James	ESOL	1 <sup>st</sup> Year of Assignment
LaForest, Ashley	ESOL	2 <sup>nd</sup> Year of Assignment
Maes, Danielle	Guidance	1 <sup>st</sup> Year of Assignment
McKinley, Laura	ESOL	Earned 60/300 Points
Miller, Trisha	ESOL	1 <sup>st</sup> Year of Assignment
Sapp, Samantha	ESOL	2 <sup>nd</sup> Year of Assignment
Wisecup, Robert	ESOL	1 <sup>st</sup> Year of Assignment

B. 2015-16 DJJ OUT-OF-FIELD TEACHERS

The Board approved the following DJJ Out-of-Field Teachers for the 2015-16 February FTE Survey:

**OIHH (8017)**

James, Steward	Math/Science/Social Studies	1 <sup>st</sup> Year of Assignment
----------------	-----------------------------	------------------------------------

**Tantie (9101)**

Parris, Wayne	ESE/Reading/ESOL	1 <sup>st</sup> Year of Assignment
---------------	------------------	------------------------------------

**Cypress (9106)**

Russ, John	ESOL	Earned 184/300 Points
Williams-Boyett, Jacqueline Lorri	Math/Science	Earned 6 semester Hours

C. EMPLOYMENT OF PERSONNEL

<b>Name</b>	<b>Position</b>	<b>School or Center</b>	<b>Effective Date</b>
Ayala, Elizabeth	Data Processor	Okeechobee High School	01-19-2016
Bailey, Sherrie	Food Service Assistant	Everglades Elementary School	12-11-2015
Demelo, Tracey	Perm Sub, Food Service	Food Service	01-06-2016
Gamez, Mariela	Teacher, Science	Yearling Middle School	01-05-2016
Gaucin, Caitlyn	Paraprofessional, ESE	Yearling Middle School	11-30-2015
Giles, Karen (Out of Field)	Teacher, ESE	Okeechobee Achievement Academy	01-05-2016
Jones, Judith	Teacher, Elementary	Seminole Elementary School	01-05-2016
Perry, Janet	Bus Driver	Transportation	12-15-2015
Smith, Steven (Out of Field)	Teacher, Drop Out Prevention/ESE	Okeechobee Achievement Academy	01-05-2016
Wallace, Chelsea	Teacher, Elementary	North Elementary School	01-05-2016

D. EMPLOYMENT OF TEMPORARY PERSONNEL

<b>Name</b>	<b>Position</b>	<b>Effective Date</b>
Arnold, Shannon	Aide, Extended Daycare	12-15-2015
Ayala, Elizabeth	Temporary, Clerical at Okeechobee High School	12-17-2015 through 01-15-2016
Sparkman, Nancy	Aide, Extended Daycare	11-09-2015

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

E. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

<b>Name</b>	<b>Position</b>	<b>School or Center</b>	<b>Effective Date</b>
Bodenmiller, Eric	Teacher, VE	South Elementary School	12-14-2015
Carroll, Donna (Retirement)	Technology Specialist	District Office	01-21-2016
Luong, Tiffany	Teacher	Okeechobee High School	12-21-2015
Murphy, Leighia	Data Processor	Okeechobee High School	01-18-2016
Rogers, Melveta (Retirement)	Custodian	Okeechobee High School	03-01-2016

The resignation of Jesse Stephan, Dropout Prevention Teacher, Okeechobee Achievement Academy, was accepted with prejudice effective December 21, 2015, due to lack of sufficient notice.

The resignation of Katie Stephens, Elementary Teacher, South Elementary School, was accepted with prejudice effective January 11, 2016, due to lack of sufficient notice.

F. TRANSFER OF PERSONNEL

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Bass, Kristy	Perm Sub Food Service	Food Service Assistant Yearling Middle School	01-06-2016
Fraser, Camren	Perm Sub Food Service	Food Service Assistant North Elementary School	12-11-2015
Perez, Maria	Food Service Assistant North Elementary School	Van Driver Food Service	12-11-2015
Raulerson, Kelly	Paraprofessional, ESE Yearling Middle School	Paraprofessional, ESE Okeechobee High School	11-30-2015

G. LEAVE REQUESTS

<b>Name</b>	<b>School</b>	<b>Leave Type</b>	<b>From</b>	<b>Through</b>
Denisuk, Jean	Okeechobee High School	Short Term	12-04-2015	01-12-2016
Farrell, Marcie	Yearling Middle School	Short Term	12-11-2015	02-12-2016
Murdoch, MaryAnn	Transportation	Personal Without Pay	01-21-2016	12-06-2016
Murdoch, MaryAnn (Extension)	Transportation	Short Term	12-07-2015	01-20-2016
Pierce, Stephanie	Exceptional Student Education	Short Term	Beginning October 5, 2015, and continuing for a total not to exceed 60 days and not extending beyond October 4, 2016.	
Silvas, Jesus	Transportation	Short Term	11-16-2015	01-01-2016
Szentmartoni, Joseph	Okeechobee Achievement Academy	Personal Without Pay	01-06-2016	06-07-2016
Van Metre, Patricia	Transportation	Short Term	12-14-2015	01-28-2016
Van Metre, Patricia	Transportation	Personal Without Pay	01-29-2016	03-14-2016
Wilson, Rene (Revised)	District Office	Short Term	01-04-2016	03-25-2016

H. ADDITIONS TO SUBSTITUTE TEACHER LIST FOR 2015-16

<b>Name</b>	<b>Rank</b>
Orozco-Calzada, Joselin	I
Pickett, Bonnie	II
Radford, Joshua	III
Stephen, Laurie	III

I. PAYMENTS TO PERSONNEL

<b>Name/Group</b>	<b>Purpose</b>	<b>Rate of Pay</b>	<b>Time Period (Maximum)</b>	<b>Funding Source</b>
Cynthia Kubit	Parental Involvement Events Grants & Special Programs	\$13.50 Per Hour	25 Hours Total 11/3/15 – 6/5/16	#4631 – Title I Schoolwide
Catherine Lehman	Running Club Instructor	\$23.00 Per Hour	1 Hour Per Week 11/04/15-04/23/16	#1673 – Student Wellness
Nicole Hedrick	ESOL Endorsement	\$1,000.00	August, 2015	#1637 – ESOL Training
Tamara Tankersley	Initial Bonus for Bus Driver Recruitment (BS)	\$350.00	N/A	Transportation Budget

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

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

The Board approved the revised Policies and Procedures for the Provision of Specially Designed Instruction and Related Services for Exceptional Students (SP&P) document for the fiscal year 2015-16.

K. CONTRACT WITH BIOWASTE, LLC FOR HAZARDOUS WASTE DISPOSAL

The Board approved a contract with Biowaste, LLC to provide infectious and hazardous waste pick-up and disposal from District schools, including the Employee Wellness Center, effective January 1, 2016, through December 31, 2016, for a total yearly cost of \$2,550.00.

L. TITLE I, PART A, GRANT APPLICATION FOR IMPROVING THE ACADEMIC ACHIEVEMENT OF THE DISADVANTAGED

The Board approved the Title I, Part A, Grant application for Improving the Academic Achievement of the Disadvantaged in the amount of \$2,422,461.00 for the 2015-16 project year.

M. TITLE I, PART A, 1003(A), GRANT APPLICATION FOR SCHOOL IMPROVEMENT INITIATIVE

The Board approved the Title I, Part A, 1003(A), Grant application for School Improvement Initiative in the amount of \$21,624.00 effective October 2, 2015, through September 30, 2016.

N. MONTHLY FINANCIAL STATEMENT FOR NOVEMBER, 2015

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

O. BUDGET AMENDMENT #5 FOR NOVEMBER, 2015

The Board approved Budget Amendment #5 for November, 2015.

Q. WARRANT REGISTER FOR DECEMBER, 2015

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

General Disbursement Account – Warrants #157056 thru #157333

Operating General Fund	\$ 1,099,211.74
Federal Programs Fund	32,517.19
Food Service Fund	158,661.18
Capital Improvement Fund	360,221.79
Total	\$ 1,650,611.90

**IX. Information Items**

A. SUPERINTENDENT

- The Employee Recognition Banquet is Friday, February 12, 2016, 7:00 p.m., at the KOA Convention Center.
- The Board will participate in Master Board Training on Monday, January 25, 2016, at 4:00 p.m., in the Superintendent's Office.
- Special Facilities Project Update – DOE Special Facilities scheduled a meeting for tomorrow to finalize Special Facilities requests for Okeechobee and Bradford Counties. However, Superintendent Kenworthy has been notified that the meeting may be postponed due to scheduling conflicts.
- Technology Update – Presented by Shawna May, Director of Information Technology

Mrs. May provided the Chromebook Handbook. The procedures in the handbook apply to all Chromebooks and other devices used in the District by students, parents, staff, and guests. The pilot for students to take their Chromebooks home will begin at the Freshman Campus. The first step, a parent/student meeting, for the first group of students in the pilot (100-125 students) will take place next week. These students received their Chromebooks right after the Christmas break and have been carrying them from class to class, but have not been permitted to take them home. The parent/student meeting for the second group of students (an additional 100-125 students) will occur on February 9, 2016. The remainder of the students and their parents will meet on March 21 and 22, 2016.

Minutes of  
Okeechobee County School Board Meeting  
January 19, 2016  
6:00 p.m.

The topics that are covered in the handbook and will be presented at the parent/student meetings are:

1. Receiving Your Chromebook
2. Taking Care of Your Device
3. Using Your Chromebook at School
4. Managing Files and Saving Your Work
5. Software on Chromebooks
6. Acceptable Use Policy
7. Protecting and Storing Your Chromebooks
8. User Fees, Deductibles and Repair/Replacement Costs
9. Chromebook Technical Support

Also included in the handbook is a Device Damage or Loss Report Form and a Parent Participation Form. The fee to participate is \$20. This will cover the first-time need to repair the Chromebook and does not cover intentional damages.

Suggestions after Board discussion were to include an opt-out option on the Parent Participation Form and providing security for Chromebooks taken to Okeechobee High School by students for gym class.

- Superintendent Kenworthy shared with the Board the Strategic Plan items and updates available to them on the Superintendent's page of the District's website. The Board can track evidence of progress on indicators in the Strategic Plan at the site.

B. SCHOOL BOARD MEMBERS

- Chairman Morgan – the Okeechobee Health and Safety Expo is scheduled for next Saturday.

C. SCHOOL BOARD ATTORNEY - NONE

D. PUBLIC - NONE

- Dylan Tedders, Principal, Okeechobee High School, announced that a number of OHS students will be performing in a stage production at Indian River State College next Saturday.

**X. Adjournment**

There being no further business to discuss, on a motion by Joe Arnold, seconded by Dixie Ball, the Board adjourned at 9:10 p.m. The next regular meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, February 9, 2016, at the Freshman Campus Auditorium, 610 S.W. 2<sup>nd</sup> Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

(Signature on File)

\_\_\_\_\_  
Malissa Morgan, Chairman

(Signature on File)

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