

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

Chairman Arnold called the meeting to order. Tom Conely, School Board Attorney, opened the meeting with prayer, and Chairman Arnold led those present in the pledge of allegiance.

The Board and Superintendent recognized and congratulated the following students from Central Elementary School for their selection and participation in the All-State Elementary Chorus:

- *Logan Rhoden*
- *Sofia Zapatta* *Karen VanBeek, Music Teacher*

The Board and Superintendent recognized and congratulated the following student from Osceola Middle School for her selection and participation in the All-State Middle School Honors Band:

- *Hailey Spearow* *Chris Bowen, Band Director*

The Board and Superintendent recognized and congratulated Everglades Elementary School for receiving a "*Model School Award*" from the Florida Positive Behavior Project.

The Board and Superintendent recognized and congratulated the following employees for their retirement and service to the School District:

- *Linda McGlamory*, Guidance Counselor, Osceola Middle School, 29 Years
- *Berris Barclay*, Custodian, Okeechobee High School, 14 Years
- *Tony Carter*, Electrician, Maintenance Department, 36 Years
- *Rell Clark*, School Secretary, Okeechobee Freshman Campus, 18 Years

Chairman Arnold recognized Ms. Brenda Scott who requested an opportunity to address the Board. Ms. Scott explained that in honor of Black History Month, she is offering resources that are available to the District through her. Ms. Scott stated that she has been a teacher and is a playwright and poet. She offered several videos of her work for loan to schools. Ms. Scott emphasized the importance of increasing parental involvement of parents in their children's schools and expressed a desire to see more African-American role models in District schools. Other concerns expressed by Ms. Scott included the lack of African-Americans on the District's substitute teacher list, enforcement of academic standing in order to participate in sports, and emphasizing to students the importance of passing the FCAT and SAT. Chairman Arnold thanked Ms. Scott for her presentation.

On a motion by India Riedel, seconded by Gay Carlton, the Board voted unanimously to approve the Minutes of the regular meeting held on January 21, 2014.

Chairman Arnold asked if there were any changes, additions, or deletions to the *Items for Action*. Superintendent Kenworthy requested that Item V.K., *Approval of Retainer for Legal Representation for the Superintendent*, be added to the agenda. On a motion by Gay Carlton, seconded by Malissa Morgan, the Board voted unanimously to approve the *Items for Action* agenda with the addition of Item V.K.

On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Malissa Morgan, the Board voted unanimously to adopt a proclamation designating February, 2014, as *Black History Month* for the School District of Okeechobee County.

PROCLAMATION BLACK HISTORY MONTH

WHEREAS, the Okeechobee County School Board recognizes that important African-Americans and events have shaped American culture; and

WHEREAS, the Florida theme for the 2014 Black History Month is "*Dr. Martin Luther King's Dream: 50 Years in Action*;" and

WHEREAS, Black History Month recognizes the many ways African-Americans have enriched our communities, culture and history; and

WHEREAS, Black History Month celebrates the achievements of African-Americans such as Dr. Martin Luther King; and

WHEREAS, we can teach our children that America's story has been written by men and women of every race, creed, and ethnic background; and we can ensure that our laws, our actions, and our words honor the rights and dignity of every human being.

NOW THEREFORE, the School Board of Okeechobee County, Florida, does hereby proclaim the month of February, 2014, as

BLACK HISTORY MONTH

Passed and adopted this 11th day of February, 2014.


Joe Arnold
Chairman

ATTEST:


Ken Kenworthy
Superintendent of Schools



On the recommendation of Superintendent Kenworthy and a motion by Gay Carlton, seconded by David Williams, the Board voted unanimously to adopt a proclamation designating February, 2014, as Career and Technical Education Month for the School District of Okeechobee County. The Proclamation was presented to Lonnie Steiert, Coordinator of Grants and Special Programs, who commented that accreditation for the OHS Automotive Program has just been renewed. She also congratulated Mr. Jason Anderson for an excellent job as instructor for the program.



PROCLAMATION

WHEREAS, February 1-28, 2014, has been designated Career and Technical Education Month by the Association for Career and Technical Education; and

WHEREAS, profound economic and technological changes in our society are rapidly reflected in the structure and nature of work, thereby placing new and additional responsibilities on our educational system; and

WHEREAS, career and technical education provides Americans with a school-to-careers connection and is the backbone of a strong, well-educated workforce, which fosters productivity in business and industry and contributes to America's leadership in the international marketplace; and

WHEREAS, career and technical education gives high school students experience in practical, meaningful applications of basic skills such as reading, writing and mathematics, thus improving the quality of their education, motivating potential dropouts and giving all students leadership opportunities in their fields and in their communities; and

WHEREAS, career and technical education offers individuals lifelong opportunities to learn new skills, which provide them with career choices and potential satisfaction; and

WHEREAS, the ever-increasing cooperative efforts of career and technical educators, business and industry stimulate the growth and vitality of our local economy and that of the entire nation by preparing graduates for career fields forecast to experience the largest and fastest growth in the next decade;

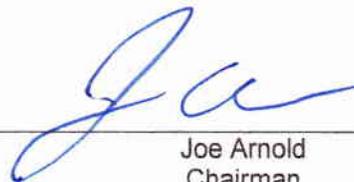
NOW THEREFORE, the School Board of Okeechobee County, Florida, does hereby proclaim February 1-28, 2014, as

CAREER AND TECHNICAL EDUCATION MONTH

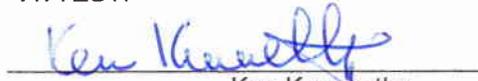
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in Okeechobee and urges all citizens to become familiar with the services and benefits offered by the career and technical education programs in this community and to support and participate in these programs to enhance their individual work skills and productivity.

PASSED AND ADOPTED this 11th day of February, 2014.


Joe Arnold
Chairman

ATTEST:


Ken Kenworthy
Superintendent of Schools



On the recommendation of Superintendent Kenworthy and a motion by Malissa Morgan, seconded by Gay Carlton, the Board voted unanimously to approve advertisement to amend Board Policy 5.321 Bullying and Harassment to bring the policy into agreement with current statute. Superintendent Kenworthy commented that the amendment adds language that mirrors state statute addressing cyberbullying and cyberstalking.

On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Gay Carlton, the Board voted unanimously to approve a License and Use Agreement with Jerry L. and Linda L. Dubberly for use of private property located at 14420 NW 292nd Street to park a school bus. Superintendent Kenworthy commented that the owners of the property are agreeable to grant permission for a District school bus to be parked on their property. This will save 35 miles per day in travel to and from the Bus Garage and the first and last stop, saving an estimated \$5,000.00 in fuel costs to the District per year. Member Malissa Morgan asked if there are any other buses that could fall in this category. Superintendent Kenworthy replied that there may be several buses that could be parked closer to their routes if arrangements for use of private property can be made.

On the recommendation of Superintendent Kenworthy and a motion by Gay Carlton, seconded by David Williams, the Board voted unanimously to approve a Memorandum of Understanding with Clever, Inc. to facilitate student participation in a free online end-of-course preparation resource for algebra. Superintendent Kenworthy explained that Algebra Nation is a cooperative venture between the University of Florida and the Florida Department of Education and provides access to an online algebra end-of-course curriculum and tutorial. Member India Riedel expressed a concern regarding the type of student data that would be shared with Clever and the University of Florida. Superintendent Kenworthy responded that the data would include student name, student ID number, and the course in which the student is enrolled. No other identifying student information will be exchanged.

On the recommendation of Superintendent Kenworthy and a motion by Gay Carlton, seconded by Malissa Morgan, the Board voted unanimously to approve a Memorandum of Understanding with the Education Department of the Seminole Tribe of Florida allowing the exchange of Seminole student records between parties. Superintendent Kenworthy stated that this agreement memorializes what the current practice is, and it meets all requirements of the Family Education Rights and Privacy Act (FERPA).

On the recommendation of Superintendent Kenworthy and a motion by Gay Carlton, seconded by India Riedel, the Board voted unanimously to approve a Pearson VUE Authorized Center Agreement allowing the District to be designated as an authorized GED Testing Center. Superintendent Kenworthy commented that the GED is no longer available in paper format and will be available online only. Indian River State College offers GED prep courses but is not interested in administering the test. Superintendent Kenworthy stated that although it is preferable for students to get a regular diploma, he believes that it is important to continue offering the GED testing locally. Chairman Arnold agreed that offering the GED locally is a needed service for the community.

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On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Gay Carlton, the Board voted unanimously to approve an amendment to the Department of Juvenile Justice (DJJ) and School Board Cooperative Agreement to meet statutory training requirements of the Prison Rape Elimination Act. Superintendent Kenworthy explained that all teachers and educational personnel at DJJ correctional facilities are required to complete and document training for the Prison Rape Elimination Act. The District contracts with G4S to provide educational services at DJJ facilities in Okeechobee County, and the training required by this legislation has been completed.

On the recommendation of Superintendent Kenworthy and a motion by Gay Carlton, seconded by Malissa Morgan, the Board voted unanimously to ratify the contract agreement between the School Board and the Okeechobee County Education Association #1604 Instructional Unit, effective July 1, 2013, through June 30, 2014, including the following Salary Schedules:

- #1 Instructional Personnel / Certified Permanent Substitute Teacher
- #1B Differentiated Pay
- #1D Instructional Personnel – Less Than 4 Hours
- #33 Payment Rates for Time Other Than Normal Work Hours
- #34 Part-Time Pay for Athletic Events

Superintendent Kenworthy stated that the Instructional Unit vote to ratify the contract took place on February 3, 2014, and the results were 275 in favor and 15 opposed. Superintendent Kenworthy commented that he is pleased and believes that a good contract has been negotiated between the parties. Teacher raises should be included in checks on March 14th at the earliest and March 31st at the latest. The Skyward payroll system has been rebuilt to accommodate getting each person on the correct level with the correct increase.

On the recommendation of Superintendent Kenworthy and a motion by Malissa Morgan, seconded by Gay Carlton, the Board voted unanimously to approve the salary schedules listed below which are not included in bargaining units, effective July 1, 2013, for the 2013-14 fiscal year. Superintendent Kenworthy commented that school based administrators on the top step of their schedules will receive a \$1,000.00 longevity stipend, and all others on the top step will receive a \$600.00 stipend. Chairman Arnold asked for verification that these are the same schedules that administrators have had for the last four years and that salaries of personnel on these schedules were frozen last year, the same as instructional personnel. Superintendent Kenworthy verified that Chairman Arnold's statement was correct.

**2013-2014
OKEECHOBEE COUNTY SCHOOL BOARD
SALARY SCHEDULE NO. IA
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

2013-2014 Okeechobee County School Board Salary Schedule No. 2 School Principal 12 Months
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Step	Elementary	Middle School/ Freshman Campus	High School
1	70800	75800	81100
2	73300	78300	83600
3	75800	80800	86100
4	78300	83300	88600
5	80800	85800	91100
6	83300	88300	93600
7	85800	90800	96100
8	88300	93300	98600

Specialist Degree-Add \$3,400.00

Doctorate Degree-Add \$4,400.00

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 Okeechobee County School Board Salary Schedule No. 3 Assistant Principal 12 Months

Step	High School
1	66600
2	68200
3	69800
4	71400
5	73000
6	74600
7	76200
8	77800

Specialist Degree - Add \$3,400.00

Doctorate Degree - Add \$4,400.00

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 Okeechobee County School Board Salary Schedule No. 4 Assistant Principal 11 Months

Step	Elementary	Middle School/ Freshman Campus
1	60200	61700
2	61800	63300
3	63400	64900
4	65000	66500
5	66600	68100
6	68200	69700
7	69800	71300
8	71400	72900

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 Okeechobee County School Board Salary Schedule No. 6 Assistant Superintendent 12 Months
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Step	Annual Salary
1	82900
2	85650
3	88400
4	91150
5	93900
6	96650
7	99400
8	102150

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 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

2013-2014 Okeechobee County School Board Salary Schedule No. 8 Director 12 Months
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Step	Annual Salary
1	75300
2	77500
3	79700
4	81900
5	84100
6	86300
7	88500
8	90700

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

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2013-2014 Okeechobee County School Board Salary Schedule No. 9 Supervisor I 12 Months
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Step	Annual Salary
1	71100
2	73300
3	75500
4	77700
5	79900
6	82100
7	84300
8	86500

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 Okeechobee County School Board Salary Schedule No. 11 Coordinator School Psychologist
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Step	11 Months	12 Months
1	56300	65300
2	58300	67300
3	60300	69300
4	62300	71300
5	64300	73300
6	66300	75300
7	68300	77300
8	70300	79300

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 Okeechobee County School Board Salary Schedule No. 12 Administrative Assistant Superintendent's Secretary Executive Secretary 12 Months
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Step	Annual Salary
1	40600
2	42200
3	43800
4	45400
5	47000
6	48600
7	50200
8	51800

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

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

2013-2014 Okeechobee County School Board Salary Schedule No. 15 Maintenance Foreman Assistant Director of Finance 12 Months
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Step	Annual Salary
1	46900
2	48500
3	50100
4	51700
5	53300
6	54900
7	56500
8	58100

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

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

For the 2011-2012 fiscal year:

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

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For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

**2013-2014
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	24200	26885	28916
2	23500	25200	28080	30111
3	24500	26200	29275	31306
4	25500	27200	30470	32501
5	26500	28200	31665	33696
6	27500	29200	32860	34891
7	28500	30200	34055	36086
8	29500	31200	35250	37281
9	30500	32200	36445	38476

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

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

For the 2011-2012 fiscal year:

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

For the 2012-2013 fiscal year:

- Salaries will remain frozen at the 2011-2012 level.

For the 2013-2014 fiscal year:

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

On the recommendation of Superintendent Kenworthy and a motion by India Riedel, seconded by Malissa Morgan, the Board voted unanimously to approve a letter of agreement with Fox, Wackeen, Dungey, Beard, Bush, Goldman, Kilbride, Waters & McCluskey, L.L.P., to retain the legal services of Robert L. Kilbride to represent the Superintendent in a personnel suspension and termination matter.

Chairman Arnold asked if any Board member or the Superintendent wished to pull any item from the Consent Agenda. There were no requests. On the recommendation of Superintendent Kenworthy and a motion by Gay Carlton, seconded by India Riedel, the Board voted unanimously to approve the Consent Agenda as follows:

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The following personnel were employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Pritchard, Taylor (Out of Field)	Teacher, Social Science	Okeechobee High School	01-14-2014
Thornton, Amber (Out of Field)	Teacher, Elementary	Seminole Elementary School	12-19-2013

Resignations for the following personnel were accepted:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Baul, Calberth (Retirement)	Custodian	Okeechobee High School	04-01-2014
Carter, Earlene (Retirement)	Food Service Assistant Bus Driver	Okeechobee High School Transportation	05-01-2014
Carter, Tony (Retirement)	Electrician	Maintenance	02-03-2014
Lehman, Catherine (Retirement)	Teacher, Elementary	North Elementary School	06-11-2014

Demario Coleman, PE Teacher at Osceola Middle School, was terminated as a probationary employee effective January 21, 2014, in accordance with Florida State Statute 1012.33 (1)b.

A suspension of employment without pay for Catherine Jones, 7th Grade Language Arts Teacher at Yearling Middle School, effective February 3, 2014, was extended through March 11, 2014.

The following personnel transfer was approved:

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Botello, Brandi (Out of Field)	Teacher, Foreign Language Okeechobee High School	Teacher, Gifted YMS/OMS	01-06-2014

The following personnel were added to the Substitute Teacher List:

<u>Name</u>	<u>Rank</u>
Dulanski, Kathryn	III
Lefevre, Heidi	II
Machado, Thomas	II
Sanders, Michelle	III
Sprague, Eric	III

The Board approved the following payments to personnel:

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Mary Ruth Stephens	Initial Bonus for Bus Driver Recruitment (JC)	\$350.00	NA	Transportation Budget
Cynthia Kubit	Team Planning/Data Review – Dropout Rate for Students with Disabilities	\$13.00 Per Hour	As Needed in 2013-14	#1384 – Project 10
Cynthia Kubit	Tutoring for Students with Disabilities – Potential Dropouts	\$20.00 Per Hour	As Needed in 2013-14	#1384 – Project 10
Guidance Counselors	Development of District Brochure for Graduation Options for Students with Disabilities	\$13.00 Per Hour	As Needed in 2013-14	#1484 – Project 10
Staffing Specialists	Review Current and End-of-Year Data for Parent Participation in School Based Meetings for Students with Disabilities	\$13.00 Per Hour	As Needed in 2013-14	#1484 – Project 10
Patricia Mullins (Teacher on Special Assignment)	Provide Training for School Counselors to Develop District Brochure for Graduation Options for Students with Disabilities	\$24.00 Per Hour	As Needed in 2013-14	#1484 – Project 10

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

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The Board approved the Florida Inventory of School Houses (FISH) Certification of Facilities Data.

The items listed on Property Disposal List #6 for the 2013-14 fiscal year were declared as surplus, no longer usable for educational purposes, and to be removed from property records; and the Superintendent was authorized to donate or sell such items in accordance with state statute.

OKEECHOBEE COUNTY SCHOOL BOARD
Property Disposal
2013-14 #6

<u>Property Number</u>	<u>Description</u>	<u>Cost</u>	<u>Condition</u>	<u>School/Cost Center</u>
1172	Milk Cooler	\$ 1,065.00	Unrepairable	Food Service
17177	Cooler/Freezer	13,704.00	Unrepairable	Food Service
18561	Table Mixer	2,849.00	Unrepairable	Food Service
19742	Milk Cooler	1,697.34	Unrepairable	Food Service
21081	Hot Food Counter	5,650.00	Unrepairable	Food Service
21082	Cold Food Counter	4,850.00	Unrepairable	Food Service
21629	Touchscreen	1,738.50	Unrepairable	Food Service
18679	Freezer (Reach Down)	6,057.60	Unrepairable	Warehouse
20140	Milk Cooler	1,663.00	Unrepairable	Education Resource Center (Old NEHS)
20193	Hobart Slicer	3,765.06	Unrepairable	Education Resource Center (Old NEHS)
	Total	\$ 43,039.50		

The monthly financial statement for December, 2013, was accepted and ordered filed as part of public record.

Budget Amendment #6 for December, 2013, was approved.

The Warrant Register for January, 2014, was approved as follows:

General Disbursement Account – Warrants #149877 thru #150195

Operating General Fund	\$1,261,074.90
Federal Programs Fund	99,293.42
Food Service Fund	125,885.75
Capital Improvement Fund	690,518.78
Total	\$2,176,772.85

Information Items

A. Superintendent

- The Employee Recognition Banquet is Saturday, February 15, 2014, 7:00 p.m., at Osceola Middle School.

B. School Board Members

- Gay Carlton – Ms. Carlton thanked Superintendent Kenworthy for arranging the Board's visit and walk-through at Everglades Elementary, Okeechobee High School, and Osceola Middle School.
- Malissa Morgan – Ms. Morgan addressed the negativity surrounding teachers and staff in light of recent allegations in the District. Following are some of the points made by Ms. Morgan:
 - The District has excellent teachers, staff, and professionals, and she is proud to be a product of the Okeechobee County School system. The actions of few do not define all.
 - It is hypocritical that we hold students to a higher standard (random drug testing) and not staff. Current policy dictates a pre-employment/new hire drug screening. Only employees performing safety functions such as bus drivers are subject to random drug testing.

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- The Board must be proactive in preventing/detering employees from involving themselves in activities that could impair their ability to teach or most importantly protect our students.
- This is not just a teacher issue. All who are on OCSB payroll, including the Board, should be subject to random drug testing.

Ms. Morgan stated that she has asked the Superintendent to investigate how other districts are handling random drug testing for staff. Superintendent Kenworthy stated that he has sent a survey through the Florida Association of District School Superintendents to collect the data from other districts. The survey is due back on February 17. Chairman Arnold commented that random drug testing of teachers and staff would be an issue subject to bargaining with the Okeechobee County Education Association #1604. Superintendent Kenworthy explained further that if the Board adopted a random drug testing policy for staff, it would affect the terms and conditions of employment and be subject to impact bargaining by the Union. Member India Riedel stated that random drug testing of staff may be a good idea but that she would like to know if other districts are doing it, and if they are, has it been a deterrent. Ms. Riedel commented that it may be helpful for the Board to have a workshop on the subject.

- Joe Arnold – Chairman Arnold stated that the Board's recent visit to schools was an excellent opportunity to see the good things happening with students. The Board agreed with Mr. Arnold that it was very beneficial for them as a Board making decisions that affect the system at the school level. Chairman Arnold suggested that Superintendent Kenworthy arrange school visits quarterly for the Board.

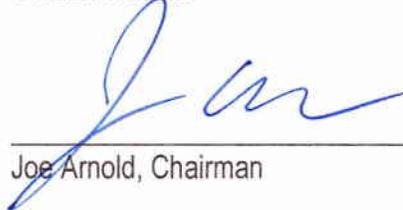
C. Board Attorney - None

D. Public

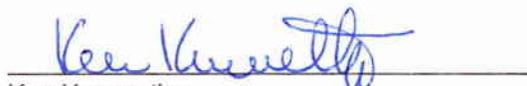
- Lori Bandi, Teacher at Yearling Middle School, stated that the School Board currently has policies in place that allow for drug testing of teachers when there is suspicion of drug or alcohol use. She said that the Board should enforce current policy and test as soon as someone is suspected of substance abuse rather than investing time and money to develop and initiate a random drug testing policy for all staff.

There being no further business to discuss, on a Motion by Gay Carlton, seconded by David Williams, the Board adjourned at 7:00 p.m. The next regular meeting of the Board is scheduled for 6:00 p.m. on Tuesday, March 11, 2014, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD



Joe Arnold, Chairman



Ken Kenworthy
Superintendent of Schools