



Vision

*Achieving Excellence:
Putting Students First*

Mission

*To prepare all students
to be college or career
ready and to possess the
attitudes and values
necessary to function as
productive citizens.*

Core Values

Perseverance

Respect

Integrity

Dependability

Ethics

SCHOOL BOARD OF OKEECHOBEE COUNTY

AGENDA FOR ORGANIZATIONAL AND REGULAR MEETING

NOVEMBER 10, 2015

6:00 P.M.

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

I. Call to Order

- A. Prayer
- B. Presentation of the Colors and Pledge of Allegiance *Girl Scout Troop 60197*
(Troop 60197 Leaders – *Linda Robles and Crystal Mungaray*)

II. Opening Items

- A. Staff Recognition
 - ★ Golden Mouse Award – *Tracy Phillips, 4th Grade Teacher, North Elementary*
 - ★ Retirements
 - *Louise Conrad, ESE Paraprofessional, 29 Years*
 - *Shirley Selph, Bus Driver, Transportation Department, 40 Years*
- B. Proclamations/Resolutions
 - ★ Retired Educators' Day
 - ★ Assessment & Accountability

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

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

IV. Approval of Minutes

- Regular Meeting – October 13, 2015

V. Items for Action

- A. Appointment of Trustee for Florida School Board Insurance Trust..... 1
- B. Board Appointment for Small School District Council Consortium..... 2
- C. Appointment to Okeechobee County Economic Council 3
- D. School Improvement Plan – South Elementary School 4
- E. School Improvement Plan – North Elementary School..... 5
- F. School Improvement Plan – Yearling Middle School..... 6
- G. Amendment of Board Policy 5.50 Student Records 7
- H. Bid and Contract for Asphaltting Okeechobee High School Track 8
- I. Bid and Contract for Asphaltting Project at Osceola Middle School 9
- J. Bid and Contract for Asphaltting Project at North Elementary School 10
- K. Remaining Components for the Annual Financial Report for Year Ending
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- L. Ratification of Contract with Classified Unit for 2015-17 12
- M. Florida Safe Schools Assessment Report for 2014-15..... 13
- N. PresenceLearning Consulting Services Agreement 14

SCHOOL BOARD OF
OKEECHOBEE COUNTY

AGENDA FOR
ORGANIZATIONAL AND
REGULAR MEETING
NOVEMBER 10, 2015

V.	<u>Items for Action</u> <i>(Continued)</i>	
	O. Contract and License Agreement with Transfinder for Transportation Routing and Management.....	15
	P. Scheduling of Board Workshop for Technology Update.....	16
	Q. Scheduling of Master Board Training	17
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	A. Employment of Personnel.....	18
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	C. Leave Requests.....	20
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	G. MOU with North East Florida Educational Consortium (NEFEC).....	24
	H. Annual Accounting and Retention Agreement with Blue Cross and Blue Shield of Florida, Inc.....	25
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	J. Title II, Part A, Grant Application for 2015-16	27
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	L. Formula Grant Application for Indian Education	29
	M. Warrant Register for October, 2015.....	30
VII.	<u>Information Items:</u>	
	A. Superintendent	
	B. School Board Members	
	C. School Board Attorney	
	D. Public	

The next regular meeting of the School Board is Tuesday, December 8, 2015, at 6:00 p.m.

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

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **PROCLAMATION – RETIRED EDUCATORS DAY**
DATE: November 10, 2015

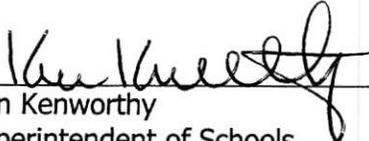
RECOMMENDATION:

That the Board adopt a proclamation recognizing Sunday, November 15, 2015, as *Retired Educators Day* for the School District of Okeechobee County, Florida.

BACKGROUND INFORMATION:

The proclamation is attached and is also available upon request in the Superintendent's office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools



PROCLAMATION

FLORIDA RETIRED EDUCATORS DAY

School District of Okeechobee County, Florida

Whereas, the educational system within our state and county is a vital part of our society, providing education for people of all ages; and

Whereas, at the heart of the educational system are educators who are devoted to sharing their knowledge and experience with their students; and

Whereas, Okeechobee County is home to many retired educators who have spent most of their lives giving themselves to our education system and our students.

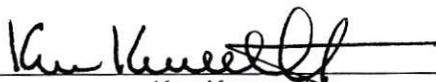
Now therefore, the School Board of Okeechobee County, Florida, extends its appreciation and gratitude to these valued educators and proclaims that November 15, 2015, be observed as:

RETIRED EDUCATORS DAY

Passed and adopted this 10th day of November, 2015.

Joe Arnold
Chairman

ATTEST:



Ken Kenworthy

Superintendent of Schools



To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **RESOLUTION – ASSESSMENT & ACCOUNTABILITY**
DATE: November 10, 2015

RECOMMENDATION:

That the Board adopt a resolution regarding "Assessment & Accountability."

BACKGROUND INFORMATION:

The resolution is attached.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

RESOLUTION

ASSESSMENT & ACCOUNTABILITY

School District of Okeechobee County, Florida

WHEREAS, the School Board of Okeechobee County strongly supports a fair accountability system to inform instruction and issue school grades; and

WHEREAS, the first administration of the Florida Standards Assessment was not successful. A validity study confirmed that some content did not match the Florida Standards that were supposed to be measured and there were problems with every aspect of administration; and

WHEREAS, it is recognized in F.S. 1008.34 that learning gains shall constitute a significant portion of school and district grades but are not available due to the transition to a new test. Because proficiency is so closely tied to socio-economic status, failure to include learning gains will unfairly penalize small and rural districts with high free and reduced lunch rates; and

WHEREAS, school grades will not be issued until February, 2016 for the 2014-15 school year, nearly a full year after some of the assessments were administered and only days before the next administration, rendering the information gleaned from the results of little value; and

WHEREAS, the use of the National Assessment of Educational Progress in setting cut scores is not appropriate because the tests measure different standards, are norm vs criterion referenced, and have different definitions of proficiency and level distinctions. Seeking a simple percentage from another test to determine what Florida's cut scores should be is not scientific and a misuse of such information; and

WHEREAS, it is claimed that there are no consequences to the issuance of school and district grades for the 2014-15 school year, the mere release of a letter grade is a consequence and a false representation as to the learning that has occurred throughout the previous year.

THEREFORE BE IT RESOLVED that the School Board of Okeechobee County, Florida, calls upon the Governor of Florida, the Florida Legislature, the Florida Department of Education, and the Florida State Board of Education to:

- Suspend school and district grades for the 2014-15 school year until all 13 recommendations of the validity study conducted by Alpine Testing Group are addressed and implemented; and
- Amend F.S. 1008.34, beginning with 2014-15 and going forward, to prohibit calculation of school and district grades solely on proficiency without consideration of learning gains; and
- Phase in the recommended cut scores to give students adequate time to reach the new rigorous and ambitious bar that has been set for reaching proficiency; and
- Recognize the impact that socio-economic status has on the accountability system.

ADOPTED by the School Board of Okeechobee County, in Regular Session, this 10th day of November, 2015, in Okeechobee, Florida.

Okeechobee County School Board

Attest:

Superintendent of Schools

By: _____
Joe Arnold, Chairman, District 1

Malissa Morgan, Vice Chairman, District 2

Dixie Ball, Member, District 3

India Riedel, Member, District 4

Jill Holcomb, Member, District 5



To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

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

DATE: November 10, 2015

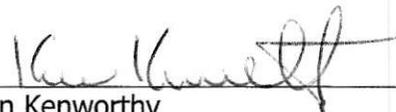
RECOMMENDATION:

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

BACKGROUND INFORMATION

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

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

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

DATE: November 10, 2015

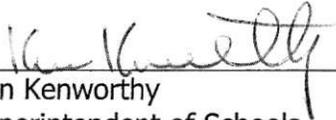
RECOMMENDATION:

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

BACKGROUND INFORMATION:

This is an annual appointment. Last year's appointee was Malissa Morgan.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **APPOINTMENT TO OKEECHOBEE COUNTY ECONOMIC COUNCIL**
DATE: November 10, 2015

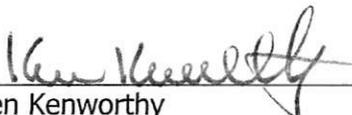
RECOMMENDATION:

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

BACKGROUND INFORMATION:

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

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **SCHOOL IMPROVEMENT PLAN – SOUTH ELEMENTARY SCHOOL**
DATE: November 10, 2015

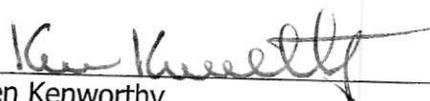
RECOMMENDATION:

That the Board approve the School Improvement Plan for South Elementary School for the 2015-16 school year.

BACKGROUND INFORMATION:

The School Improvement Plan will be presented at the Board meeting.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **SCHOOL IMPROVEMENT PLAN – NORTH ELEMENTARY SCHOOL**

DATE: November 10, 2015

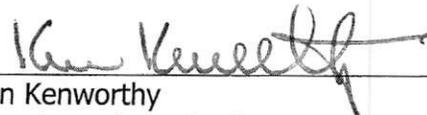
RECOMMENDATION:

That the Board approve the School Improvement Plan for North Elementary School for the 2015-16 school year.

BACKGROUND INFORMATION:

The School Improvement Plan will be presented at the Board meeting.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **SCHOOL IMPROVEMENT PLAN – YEARLING MIDDLE SCHOOL**
DATE: November 10, 2015

RECOMMENDATION:

That the Board approve the School Improvement Plan for Yearling Middle School for the 2015-16 school year.

BACKGROUND INFORMATION:

The School Improvement Plan will be presented at the Board meeting.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent
SUBJECT: **AMENDMENT OF BOARD POLICY 5.50 STUDENT RECORDS**
DATE: November 10, 2015

RECOMMENDATION:

That the Board approve amendment of School Board Policy 5.50 Student Records.

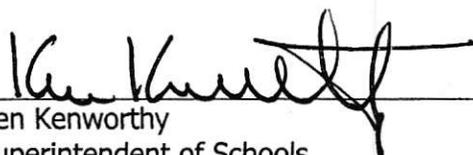
BACKGROUND INFORMATION:

The proposed revision of Policy 5.50 aligns the policy with current statutes regarding:

- Annual notification to parents and students of their rights regarding education records
- The non-collection or retention of information including biometric information which is restricted by 1002.222, F.S.
- Release of confidential and exempt student information authorized by 1002.221, F.S.
- Use of student Social Security numbers until the Department of Education issues a student identification number.

Advertisement of the intent to amend Policy 5.50 was approved by the School Board on October 13, 2015, and legally advertised to the public on October 14, 2015, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. The proposed policy amendment is attached. Questions and comments may be directed to the Superintendent's office at 863-462-5000, Ext. 226.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools



Chapter 5.00: Students

5.50+

STUDENT RECORDS

POLICY

School Board rules and procedures for maintaining student records shall be consistent with Florida Statutes, State Board of Education rules, and federal laws relating to *Family Educational and Privacy Rights* and *Privacy Rights of Parents and Students*. The Superintendent shall be responsible for interpreting this rule and the school principal shall be responsible for controlling and supervising student records, following all rules on student records, and interpreting rules on student records to the school staff, students, and the community.

- I. Procedures on student records shall be approved by the School Board and contained in the *Student Educational Records Manual*. The provisions of the No Child Left Behind Act requirements relating to the surveying of students, the collecting of information from students for marketing purposes, and certain nonemergency medical examinations shall be included.
- II. Parents and students shall be notified annually of their rights regarding education records.
- III. The District shall not collect or retain information including biometric information restricted by 1002.222, F.S.
- IIIV. The individual records of children enrolled in the Voluntary Prekindergarten Education Program shall be maintained as confidential records exempt from the public records law as required by Florida Statutes.
- IIIV. A school may release a student's education records to partners to an interagency agreement among the Department of Juvenile Justice, the school, law enforcement authorities and other signatory agencies as allowed by law.
- VI. Student information that is confidential and exempt shall not be released except when authorized by 1002.221, F.S.
- IV. Social Security numbers may be collected from students:
 - A. To be used as student identification numbers as ~~required~~ allowed by 1008.386, F.S. until the Department of Education has issued a student identification number;
 - B. To facilitate the processing of student scholarships, college admission and other applications; and
 - C. For other purposes ~~when consent of the parent or adult student is granted~~ as allowed by law.

<u>STATUTORY AUTHORITY:</u>	1001.41, 1001.42, F.S.	
<u>LAWS IMPLEMENTED:</u>	119.07(1), 119.071, 1001.43, 1001.52, 1002.22, 1002.221; 1002.222 , 1002.72, 1003.25, 1008.386 , F.S. 20 USC §1232g (34 CFR Part 98) P.L. 103-382 (34 CFR Part 99)	
<u>STATE BOARD OF EDUCATION RULES:</u>	6A-1.0955	
<u>HISTORY:</u>	Adopted:	07/14/1998
	Revision Date(s):	12/14/2010
	Formerly:	New
©EMCS		

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **BID AND CONTRACT FOR ASPHALTING OKEECHOBEE HIGH SCHOOL TRACK**
DATE: November 10, 2015

RECOMMENDATION:

That the Board approve a bid for asphaltting the track at the Okeechobee High School and a contract submitted by Lynch Paving & Construction Company, Inc. in the amount of \$55,952.00.

BACKGROUND INFORMATION:

After issuing an invitation to bid, one bid was received. The bid opening occurred on October 5, 2015, at 2:30 p.m. in the office of the Director of Operations. The bid tab sheet and contract are included in Board member agendas. All bid documentation is available upon request from Brian Barrett, Director of Operations.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **BID AND CONTRACT FOR ASPHALTING PROJECT AT OSCEOLA MIDDLE SCHOOL**
DATE: November 10, 2015

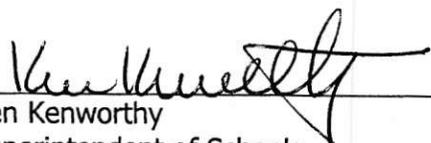
RECOMMENDATION:

That the Board approve a bid for asphaltting at Osceola Middle School and a contract submitted by Lynch Paving & Construction Company, Inc. in the amount of \$29,752.00.

BACKGROUND INFORMATION:

After issuing an invitation to bid, one bid was received. The bid opening occurred on October 5, 2015, at 2:30 p.m. in the office of the Director of Operations. The bid tab sheet and contract are included in Board member agendas. All bid documentation is available upon request from Brian Barrett, Director of Operations.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **BID AND CONTRACT FOR ASPHALTING PROJECT AT NORTH ELEMENTARY SCHOOL**

DATE: November 10, 2015

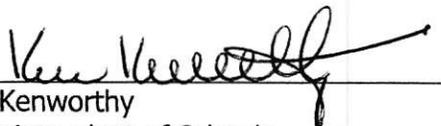
RECOMMENDATION:

That the Board approve a bid for asphaltting at North Elementary School and a contract submitted by Lynch Paving & Construction Company, Inc. in the amount of \$87,036.00.

BACKGROUND INFORMATION:

After issuing an invitation to bid, one bid was received. The bid opening occurred on October 5, 2015, at 2:30 p.m. in the office of the Director of Operations. The bid tab sheet and contract are included in Board member agendas. All bid documentation is available upon request from Brian Barrett, Director of Operations.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **REMAINING COMPONENTS FOR THE ANNUAL FINANCIAL REPORT FOR YEAR ENDING JUNE 30, 2015**

DATE: November 11, 2015

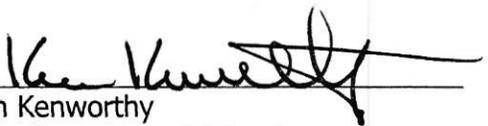
RECOMMENDATION:

That the Board approve the remaining components necessary to complete the Annual Financial Report for the year ending June 30, 2015.

BACKGROUND INFORMATION:

The necessary data components for completion of the Annual Financial Report have just been released by the Division of Retirement and will be presented at the meeting. This will complete the modified Annual Financial Report approved by the Board on September 10, 2015. The complete Annual Financial report is available upon request in the office of the Director of Finance.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **RATIFICATION OF CONTRACT WITH CLASSIFIED UNIT FOR 2015-17**
DATE: November 10, 2015

RECOMMENDATION:

That the Board ratify proposals for the 2014-17 Classified Contract between the School Board and Okeechobee County Education Association #1604 to be effective July 1, 2015, through June 30, 2017, including the following Salary Schedules:

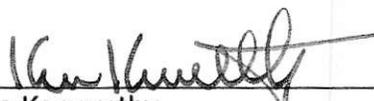
- 2015-16 Classified Salary Schedule
- 2015-16 Classified Pay Grade Summary Sheet
- 2015-16 Classified Supplemental Salary Information
- #1B 2015-16 Differentiated Pay
- #30 2015-16 After School and Summer Programs / Classified Personnel Inservice Participation
- #34 2015-16 Part-Time Pay for Athletic Events

BACKGROUND INFORMATION:

The attached proposals have been negotiated and tentatively agreed upon by the parties. The Classified Bargaining Unit will conduct a ratification vote on November 4, 2015, and the results will be reported at the Board meeting.

The negotiated items are attached and are available upon request in the Superintendent's office.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

T.A.
KCK
9/2/15

TA
9/2/15
KCK

ARTICLE II

C. Unchanged Prior Provisions

All details such as dates and names appearing in the existing Agreement shall be brought up to date. All other provisions of the existing Agreement not modified by the negotiation of these proposed changes and additions shall remain in full force and effect.

ARTICLE VIII Employment Conditions

D. Evaluation (Continued)

E. Work Hours

F. Bus Drivers' Hours

G. Bus Drivers' Dress Code

1. Be neat and clean at all times while on duty.
2. Shorts must be no shorter than four (4) inches above the knee when seated.
3. Pants, slacks, or jeans with holes or cuts, skin tight spandex, or leggings shall not be acceptable.
4. No T-Top (tank top) or muscle shirts will be worn. When arms are raised, no skin shall be exposed in midriff area. No open cut backs or sides are acceptable. T- Shirts advertising obscene gestures or beer, wine, etc. are not acceptable.
5. Shoes/boots with open toes or open heels are not to be worn. This includes flip-flops, sandals and other open-toed or open-heeled casual shoes. Heels should not exceed 1". Wear shoes with a good sole, to prevent possible slip and falls.
6. Any skirt or dress must be no shorter than four (4") above the knee when seated.

The dress code is to be adhered to at all times while on duty, including field trips, and on any school district owned/maintained property including the Transportation Compound/Bus Garage. Articles of clothing worn which are considered in violation of the Transportation Department attire may result in disciplinary action including reprimand, suspension, or termination.

G.H. Break Time

T.A.
KCK
10/20/15

TA
RA
10/20/15

TA
6/16/15
RA

TA
JA
6/16/15

ARTICLE VIII Employment Conditions

O. Safe Conditions

P. Tobacco-Free Environment

No student, employee, parent, volunteer, contractor, spectator, or school visitor is permitted to use tobacco products of any kind, including chewing tobacco, synthetic tobacco products, and electronic cigarettes/cigars, in any District-owned/controlled facility or vehicle, or at any District or school sponsored event in the presence of students.

The District will work with the Tobacco-Free Partnership to provide tobacco cessation literature, classes, aids and supplies.

PQ. Inservice Programs

T.A.
100%
9/2/15

TA
9/2/15
TA

ARTICLE VIII Employment Conditions

Y. Extracurricular and Field Trips

The Superintendent's designee will make all extracurricular and field trips assignments within the following guidelines:

1. Drivers in good standing who wish to drive for extracurricular and field trips may sign up at the beginning of each semester. Drivers that consistently take trips that are offered to them shall have priority over those that refuse assignment of trips.
2. Full-time school bus drivers employed by the Board shall have priority in applying for extracurricular and field trip assignments to be made during the drivers' off-duty hours or when a permanent substitute is available, except when the coach or club sponsor of that team or club volunteers to drive before the trip is assigned to an employee, resulting in no cost to the district, club or athletic program. At least once each year, a teacher or coach shall be assigned a trip (which may be a regular bus route) to ensure they continue to meet the qualifications to maintain their license to drive a school bus.
3. Drivers will not be assigned to work more than 40 hours per week, including the assigned daily route and all other trips, unless approved by the Superintendent.
4. The Superintendent's designee will make a reasonable attempt to assign trips in a manner which balances the amount of accrued hours for extracurricular and field trips for those drivers who consistently take trips that are offered to them.
5. Daily shuttle trips which can normally be completed within the minimum work day of a driver are considered to be a part of the assigned daily route and will not be counted as extracurricular or field trips.

T.A.
KCK 9/2/15

TA
RA 9/2/15

ARTICLE IX **Leaves of Absence**

J. Bereavement Leave

Classified personnel may be granted two (2) days of Bereavement Leave with pay in the event of the death of the employee's spouse, parent, step parent, father-in-law, mother-in-law, son-in-law, daughter-in-law, child, step child, legally adopted child, brother, sister, grandmother, grandfather, or grandchild. After the two (2) days, the employee will be allowed to use accumulated sick leave, personal leave with pay, or personal leave without pay contingent upon approval of immediate supervisor when it is determined the needs of the school can be met.

Classified personnel will be allowed to use accumulated sick leave, personal leave with pay, or personal leave without pay, as approved by the immediate supervisor, in the event of the death of the employee's foster parent, foster child, step brother, aunt, uncle, ~~son-in-law, daughter-in-law~~, step sister, current spouse's parent, current spouse's step parent, current spouse's foster parent, current spouse's grandparent, sister-in-law, brother-in-law.

T.A
KCK 10/20/15

TA
RH
10/20/15

2015-2016 Okeechobee County Schools Classified Salary Schedule

Steps	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4
1				
2	9.00 0.00	10.55 0.00	11.60 0.00	14.15 0.00
3	9.25 9.75	10.85 11.35	11.95 12.45	14.55 15.05
4	9.50 10.00	11.15 11.65	12.30 12.80	14.95 15.45
5	9.75 10.25	11.45 11.95	12.65 13.15	15.35 15.85
6	10.00 10.50	11.75 12.25	13.00 13.50	15.75 16.25
7	10.25 10.75	12.05 12.55	13.35 13.85	16.15 16.65
8	10.50 11.00	12.35 12.85	13.70 14.20	16.55 17.05
9	10.75 11.25	12.65 13.15	14.05 14.55	16.95 17.45
10	11.00 11.50	12.95 13.45	14.40 14.90	17.35 17.85
11	11.25 11.75	13.25 13.75	14.75 15.25	17.75 18.25
12	11.50 12.00	13.55 14.05	15.10 15.60	18.15 18.65
13	11.75 12.25	13.85 14.35	15.45 15.95	18.55 19.05
14	12.00 12.50	14.15 14.65	15.80 16.30	18.95 19.45
15	12.25 12.75	14.45 14.95	16.15 16.65	19.35 19.85
16	12.50 13.00	14.75 15.25	16.50 17.00	19.75 20.25
17	12.75 13.25	15.05 15.55	16.85 17.35	20.15 20.65
18	13.00 13.50	15.35 15.85	17.20 17.70	20.55 21.05
19	13.25 13.75	15.65 16.15	17.55 18.05	20.95 21.45
20	13.50 14.00	15.95 16.45	17.90 18.40	21.35 21.85
21	13.75 14.25	16.25 16.75	18.25 18.75	21.75 22.25
22	14.00 14.50	16.55 17.05	18.60 19.10	22.15 22.65
23	14.25 14.75	16.85 17.35	18.95 19.45	22.55 23.05
24	14.50 15.00	17.15 17.65	19.30 19.80	22.95 23.45
25	14.75 15.25	17.45 17.95	19.65 20.15	23.35 23.85
26	15.50	18.25	20.50	24.25
District Longevity Stipend for Top Step Only				Amount
0-6 0-5 years				\$2,150
7-11 6-10 years				\$2,200
12-16 11-15 years				\$2,250
17-21 16-20 years				\$2,300
22-26 21-25 years				\$2,350
27+ 26+ years				\$2,400

Employees moving to the top step of the salary schedule in the ~~2014-2015~~ 2015-2016 school year are entitled to step movement only and are not eligible to receive a longevity stipend.

T.A.
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2015-2016
Classified Pay Grade Summary Sheet

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

*See Article XI, J.

PAY	SLOT		BEG	DAYS	HOURS	9/11/2015	2014-2015		0.0765	0.0785	INS \$609.91	1.00%,9.03%,7.30%	2014-2015 SALARIES
GRD	GRP	POSITION	STEP	WRK	WRK	DATE CERT	COST	SUPP	SOC SEC	RETIREMENT	12 MONTHS	WORKERS COMP	WITH BENEFITS
1	A	Bus Aides	8	187	5.5	0.00	-	-	-	-	-	-	-
1	B	Clerk/Clerical Aide	8	249	7	0.00	-	-	-	-	-	-	-
1	C	Clerk/Clerical Aide/Media Aide	8	196	7	6.00	107,359.00	-	8,212.96	8,427.68	43,913.52	1,073.59	168,986.76
1	D	Custodian III/Perm Sub	7	249	7.5	40.00	904,803.75	-	69,217.49	71,027.09	292,756.80	66,050.67	1,403,855.81
1	E	Food Service Van Driver	2	190	4	0.00	-	-	-	-	-	-	-
1	F	Food Service Workers	2	190	4	0.00	-	-	-	-	-	-	-
1	G	Food Service Workers/Perm Sub	2	190	6	0.00	-	-	-	-	-	-	-
1	H	Food Service-Assistant Manager	5	190	7	0.00	-	-	-	-	-	-	-
1	I	Health Aide	8	196	7	9.00	160,524.00	-	12,280.09	12,601.13	65,870.28	1,605.24	252,880.74
1	J	Inst. Aide/Parapro/Monitor	8	196	7	50.40	863,365.30	-	66,047.45	67,774.18	368,873.57	8,633.65	1,374,694.14
1	K	Inst. Aide/Parapro/Monitor	8	249	7	0.00	-	-	-	-	-	-	-
1	L	Perm. Sub Teacher Non-Certif.	8	196	7	0.00	-	-	-	-	-	-	-
1	M	Perm. Sub Teacher Non-Certif.	8	249	7	0.00	-	-	-	-	-	-	-
1	N	Security Monitor	8	196	7	1.00	15,092.00	-	1,154.54	1,184.72	7,318.92	150.92	24,901.10
2	A	Custodian I	8	249	7.5	10.00	285,540.75	-	21,843.87	22,414.95	73,189.20	20,844.47	423,833.24
2	B	Data Processor	2	229	7.5	8.00	192,360.00	-	14,715.54	15,100.26	58,551.36	1,923.60	282,650.76
2	C	Data Processor	2	249	7.5	2.00	54,531.00	-	4,171.62	4,280.68	14,637.84	545.31	78,166.46
2	D	District Office Bookkeeper	2	249	8	2.00	50,397.60	-	3,855.42	3,956.21	14,637.84	503.98	73,351.04
2	E	District Office Bookkeeper	2	229	8	0.00	-	-	-	-	-	-	-
2	F	District Office Secretary	2	249	8	8.07	242,592.73	-	18,558.34	19,043.53	59,063.68	2,425.93	341,684.22
2	G	District Office Secretary	2	229	8	1.00	21,526.00	-	1,646.74	1,689.79	7,318.92	215.26	32,396.71
2	H	Interpreters Certified	7	196	7	1.00	23,941.40	-	1,831.52	1,879.40	7,318.92	239.41	35,210.65
2	I	Interpreters Non-Certified	4	196	7	3.00	47,539.80	-	3,636.79	3,731.87	21,956.76	475.40	77,340.63
2	J	School Bookkeeper	2	249	7.5	7.00	185,536.13	-	14,193.51	14,564.59	51,232.44	1,855.36	267,382.03
2	K	School Bookkeeper	2	229	7.5	0.00	-	-	-	-	-	-	-
2	L	School Bookkeeper	2	213	7.5	0.00	-	-	-	-	-	-	-
2	M	School Receptionist	2	213	7.5	1.00	18,770.63	-	1,435.95	1,473.49	7,318.92	187.71	29,186.70
2	N	School Secretary	2	249	7.5	4.00	108,501.75	-	8,300.38	8,517.39	29,275.68	1,085.02	155,680.22
2	O	School Secretary	2	229	7.5	8.00	179,478.75	-	13,730.12	14,089.08	58,551.36	1,794.79	267,644.10
2	P	School Secretary	2	213	7.5	0.00	-	-	-	-	-	-	-
2	R	Transportation Routing Specialist	2	249	8	1.00	34,760.40	-	2,659.17	2,728.69	7,318.92	347.60	47,814.79
2	S	Transportation Training Specialist	2	249	8	1.00	26,991.60	-	2,064.86	2,118.84	7,318.92	2,437.34	40,931.56
3	A	Advocate	6	213	8	0.00	-	-	-	-	-	-	-
3	B	Attendance Officer	2	187	7.5	0.00	-	-	-	-	-	-	-
3	C	Bus Driver Type 1	2	187	4	0.00	-	-	-	-	-	-	-
3	D	Bus Driver Type 3/Perm Sub	2	187	6	57.00	908,763.90	-	69,520.44	71,337.97	417,178.44	82,061.38	1,548,862.12
3	E	Maintenance (General)	2	249	8	1.00	39,142.80	-	2,994.42	3,072.71	7,318.92	2,857.42	55,386.28
3	F	Maintenance Specialist 2	2	249	8	3.00	99,301.20	-	7,596.54	7,795.14	21,956.76	7,248.99	143,898.63
3	G	Mechanic's Helper/Perm Sub	2	249	8	2.00	55,278.00	-	4,228.77	4,339.32	14,637.84	4,035.29	82,519.22
3	H	Warehouseman	2	249	8	1.00	39,142.80	-	2,994.42	3,072.71	7,318.92	2,857.42	55,386.28
4	A	Maintenance Assistant Foreman	2	249	8	0.00	-	-	-	-	-	-	-
4	B	Maintenance Specialist 1	2	249	8	6.00	246,410.40	-	18,850.40	19,343.22	43,913.52	17,987.96	346,505.49
4	C	Mechanic	2	249	8	4.00	156,571.20	-	11,977.70	12,290.84	29,275.68	11,429.70	221,545.11
4	D	Technology Specialist	2	249	8	5.50	191,082.60	-	14,617.82	14,999.98	40,254.06	1,910.83	262,865.29
Totals						242.97	5,259,305.48	193,372	417,130	428,035	1,778,277.99	252,452.85	8,328,573.33

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2015-2016 POS/ALLOCA	2015-2016 COST	SUPP	0.0765 SOC SEC	0.0785 RETIREMENT	INS \$605.40 12 MONTHS	1.00%,9.03%,7.30% WORKERS COMP	2015-2016 SALARIES WITH BENEFITS	INCREASE BASE	INCREASE WITH BENEFITS	BASE INCR %	WITH BENEFITS %	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
6.00	113,533.00	-	8,685.27	8,912.34	43,588.80	1,135.33	175,854.75	6,174.00	6,867.99	5.75%	4.06%	
40.00	960,828.75	-	73,503.40	75,425.06	290,592.00	70,140.50	1,470,489.71	56,025.00	66,633.90	6.19%	4.75%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
9.00	169,785.00	-	12,988.55	13,328.12	65,383.20	1,697.85	263,182.73	9,261.00	10,301.99	5.77%	4.07%	
50.40	915,226.90	-	70,014.86	71,845.31	366,145.92	9,152.27	1,432,385.26	51,861.60	57,691.12	6.01%	4.20%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
1.00	16,121.00	-	1,233.26	1,265.50	7,264.80	161.21	26,045.77	1,029.00	1,144.67	6.82%	4.60%	
10.00	300,480.75	-	22,986.78	23,587.74	72,648.00	21,935.09	441,638.36	14,940.00	17,805.12	5.23%	4.20%	
8.00	203,352.00	-	15,556.43	15,963.13	58,118.40	2,033.52	295,023.48	10,992.00	12,372.72	5.71%	4.38%	
2.00	57,519.00	-	4,400.20	4,515.24	14,529.60	575.19	81,539.24	2,988.00	3,372.78	5.48%	4.31%	
2.00	53,584.80	-	4,099.24	4,206.41	14,529.60	535.85	76,955.89	3,187.20	3,604.85	6.32%	4.91%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
8.07	255,453.08	-	19,542.16	20,053.07	58,626.94	2,554.53	356,229.78	12,860.35	14,545.56	5.30%	4.26%	
1.00	22,991.60	-	1,758.86	1,804.84	7,264.80	229.92	34,050.01	1,465.60	1,653.30	6.81%	5.10%	
1.00	25,039.00	-	1,915.48	1,965.56	7,264.80	250.39	36,435.24	1,097.60	1,224.58	4.58%	3.48%	
3.00	50,832.60	-	3,888.69	3,990.36	21,794.40	508.33	81,014.38	3,292.80	3,673.75	6.93%	4.75%	
7.00	195,994.13	-	14,993.55	15,385.54	50,853.60	1,959.94	279,186.76	10,458.00	11,804.73	5.64%	4.41%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
1.00	20,048.63	-	1,533.72	1,573.82	7,264.80	200.49	30,621.45	1,278.00	1,434.75	6.81%	4.92%	
4.00	114,477.75	-	8,757.55	8,986.50	29,059.20	1,144.78	162,425.78	5,976.00	6,745.56	5.51%	4.33%	
8.00	190,470.75	-	14,571.01	14,951.95	58,118.40	1,904.71	280,016.82	10,992.00	12,372.72	6.12%	4.62%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
1.00	36,354.00	-	2,781.08	2,853.79	7,264.80	363.54	49,617.21	1,593.60	1,802.42	4.58%	3.77%	
1.00	28,585.20	-	2,186.77	2,243.94	7,264.80	2,581.24	42,861.95	1,593.60	1,930.39	5.90%	4.72%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
0.00	-	-	-	-	-	-	-	-	-	-	-	
57.00	963,124.80	-	73,679.05	75,605.30	414,093.60	86,970.17	1,613,472.91	54,360.90	64,610.79	5.98%	4.17%	
1.00	40,836.00	-	3,123.95	3,205.63	7,264.80	2,981.03	57,411.41	1,693.20	2,025.13	4.33%	3.66%	
3.00	104,380.80	-	7,985.13	8,193.89	21,794.40	7,619.80	149,974.02	5,079.60	6,075.39	5.12%	4.22%	
2.00	58,664.40	-	4,487.83	4,605.16	14,529.60	4,282.50	86,569.48	3,386.40	4,050.26	6.13%	4.91%	
1.00	40,836.00	-	3,123.95	3,205.63	7,264.80	2,981.03	57,411.41	1,693.20	2,025.13	4.33%	3.66%	
0.00	-	-	-	-	-	-	-	-	-	-	-	
6.00	257,167.20	-	19,673.29	20,187.63	43,588.80	18,773.21	359,390.12	10,756.80	12,884.63	4.37%	3.72%	
4.00	163,742.40	-	12,526.29	12,853.78	29,059.20	11,953.20	230,134.87	7,171.20	8,589.75	4.58%	3.88%	
5.50	200,943.00	-	15,372.14	15,774.03	39,956.40	2,009.43	274,055.00	9,860.40	11,189.71	5.16%	4.26%	
242.97	5,560,372.53	198,592	440,561	452,079	1,765,128.46	266,564.63	8,683,297.12	306,287.05	354,723.79	5.72%	4.26%	
Increase of \$5,220							Total Salary with Benefits:	8,683,297.12	306,287.05	354,723.79	5.72%	4.26%

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ARTICLE XI

Salaries

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F. Classified Supplemental Salary Information

2014-2015
Classified Supplemental Salary Information

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

One (1) step on the schedule shall be granted for each year of related experience up to a maximum of five (5) years. Two (2) years of college credit (60 semester hours) may count as one (1) step on the schedule. However, combined college credit and related experience may not exceed a total of five (5) steps on the schedule. Notwithstanding the above, no new employee hired will be placed on a step, based on experience, above current board employees with equal experience.

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

Supplement	Amount	
Head Mechanic	\$ 1,800.00	per month/year
High School Head Custodian	\$ 2,448.00	per month/year
Middle School Head Custodian	\$ 2,224.00	per month/year
Elementary School Head Custodian	\$ 568.00	per month/year
Food Service Workers (4 hours)	\$ 180.00	per approved course up to 6 courses
Food Service Workers (6 hours)	\$ 180.00	per approved course up to 6 courses
Food Service - Assistant Manager	\$ 180.00	per approved course up to 6 courses
Assistant Manager at Base Kitchen-Satellite Schools	\$ 288.00	per year
Leader Teacher Aide for Pre-Kindergarten Program	\$ 770.00	per month/year
Leader Elementary Computer Aide, Art, Credit Retrieval & Remediation and Other Aides in Free-Standing Classrooms	\$ 1,000.00	per month/year
Paraprofessionals or Aides who are assigned to change diapers/perform catheterization	\$ 1,000.00	per month/year
Paraprofessionals who hold a 2-year college degree or have passed the Para-Pro Test and work in the classroom with students as part of their regular assignment	\$ 1,000.00	per month/year
<u>Paraprofessionals who hold a 4-year college degree and work in a Free-Standing Classroom</u>	\$ 2,000.00	per month/year
Aides assigned to teachers of Intensive Emotional Behavior Disorder, Extended 9 th Grade, Secondary School Discipline Program students, NBA	\$ 500.00	per year
Migrant Advocates with 4 year college degree	\$ 1,000.00	per year
Mechanics – for each ASE Certification (up to 7)	\$ 250.00	per year
IT Dispatcher	\$ 1,200.00	per month/year
Non-Probationary, 6-Hr., Permanent Sub Bus Drivers	\$ 1,900.00	per month/year

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ARTICLE XI Salaries

F. Classified Supplemental Salary Information (Continued)

Food service workers shall be paid the supplement on a pro-rated basis beginning the next regularly scheduled payroll period following submission of paperwork verifying completion of the coursework.

Paraprofessionals or aides who are assigned to change diapers shall be given annual training by the District regarding proper procedures for this job duty.

Bus Driver Type 1/Bus Driver Type 3/Perm Sub/Bus Aide

Bus drivers and bus aides for in-town field trips will receive ~~\$44.50~~ 12.00 per hour with a minimum of two (2) hours pay. Bus drivers and bus aides for out-of-town field trips will receive \$45.00 per trip or ~~\$44.50~~ 12.00 per hour, whichever is greater. On over-night trips bus drivers and bus aides will receive \$45.00 per trip or ~~\$44.50~~ 12.00 per hour for actual driving time whichever is greater, plus per diem or subsistence.

If a driver misses their regular run because of a field trip, the driver will receive no less than their daily rate of pay or \$50.00 per trip or ~~\$44.50~~ 12.00 per hour whichever is greater.

Any out-of-town trip pay will include a half-hour pre-trip and a half-hour post-trip to allow for the driver's pre- and post-trip inspections.

Bus drivers and bus aides will receive ~~\$44.50~~ 12.00 per hour for time over their normal work day.

Type 1 - route maximum of 4 hours including 1/2 hour pre and post trip inspection, paperwork and travel.

Type 3 - route maximum of 6 hours including 1/2 hour pre and post trip inspection, paperwork and travel.

~~Bus Driver Monies to receive a supplement of \$12.00 per hour for time spent on field trips. This supplement is to be paid in addition to the regular salary for the trip. The supplement is to be paid for the entire trip, including travel time to and from the site of the trip. The supplement is to be paid for the entire trip, including travel time to and from the site of the trip. The supplement is to be paid for the entire trip, including travel time to and from the site of the trip.~~

*J.A. Kow
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ARTICLE XI Salaries

G. Salary Schedule – Differentiated Pay

~~2014-2015~~2015-2016
**OKEECHOBEE COUNTY SCHOOL BOARD
SALARY SCHEDULE IB
DIFFERENTIATED PAY**

POSITION	ALLOCATION	2014-2015 <u>2015-2016</u> AMOUNT
High School Athletic Director	1	5,000
Middle School Athletic Director	2	1,550
Varsity Football Coach	1	5,000
Assistant Varsity Football Coach	5	2,730
JV / 9th Grade Football Coach (Payment: if participating, 80% Fall / 20% Spring)	4	2,100
Weight Lifting Coach	1	1,300
Varsity Flag Football	1	1,300
Assistant Varsity Flag Football	1	650
JV Flag Football	1	1,000
Varsity Soccer Coach	2	2,900
JV Girls/Boys Soccer Coach/Asst. Varsity Soccer Coach	2	1,710
Middle School Soccer Coach	2	1,700
Middle School Assistant Soccer Coach	2	850
Varsity Basketball Coach	2	3,200
JV Basketball Coach	2	2,100
9th Grade Basketball Coach/Asst. Varsity Basketball Coach	2	1,600
Middle School Basketball Coach	4	1,600
Middle School Assistant Basketball Coach	4	875
Varsity Baseball Coach / Softball Coach	2	3,200
Assistant Varsity Baseball Coach / Softball Coach	2	2,175
JV Baseball Coach / Softball Coach	2	2,100
9th Grade Baseball Coach / Softball Coach	2	1,600
Varsity Track Coach	2	2,700
Varsity Cross Country Coach	1	1,800
Assistant Varsity Track and Field Coach	1	1,750
Varsity Tennis Coach	2	1,600
Varsity Wrestling Coach	1	3,200
Assistant Varsity Wrestling Coach	1	1,600
Varsity Golf Coach	2	1,600
Varsity Volleyball Coach	1	3,200
Assistant Varsity Volleyball Coach	1	1,600
JV Volleyball Coach	1	1,750
9th Grade Volleyball Coach	1	1,500
Middle School Volleyball Coach	2	1,600
Middle School Assistant Volleyball Coach	2	800
Varsity Bowling Team Coach	1	1,600
Varsity Swimming Coach	1	2,500
Assistant Varsity Swimming Coach	1	1,700
High School Agriculture Teacher	2	1,700
Freshman Campus Agriculture Teacher	1	1,700

J.A. High
1600
10/20/15

TH
RA
10/20/15

ARTICLE XI Salaries

G. Salary Schedule – Differentiated Pay (Continued)

POSITION	ALLOCATION	2014-2015	2015-2016
		AMOUNT	
High School Band Director	1		5,000
Assistant High School Band Director	1		2,000
Varsity Cheerleader Sponsor	1		3,200
JV Cheerleader Sponsor	1		1,300
9 th Grade Cheerleader Sponsor	1		1,000
High School Auxiliary	1		1,400
Senior Class Sponsor	2		1,500
Junior Class Sponsor	2		1,300
Sophomore Class Sponsor	2		500
Freshman Class Sponsor	2		500
High School Student Council Sponsor	1		1,100
High School Yearbook Sponsor	1		1,400
High School Journalism Sponsor	1		1,150
High School Drama Sponsor	1		1,550
High School Academic Team Sponsor	2		500
High School Audio/Visual Coordinator	1		700
Freshman Campus Student Council Sponsor	1		650
Freshman Campus Journalism Sponsor	1		650
Middle School Agriculture Teacher	2		1,700
Middle School Band Director	2		1,700
Middle School Pep Squad Sponsor	2		600
Middle School Steppers Coach	2		550
Middle School Student Council Sponsor	2		800
Middle School Yearbook Sponsor	3		800
Elementary Yearbook Sponsor	5		600
Elementary Student Council Sponsor	6		350
K-5 Split Class to Meet Class Size Reduction	10		750
Teachers of Intensive Emotional Behavior Disordered Students	4		1,000
Teachers: Middle School Discipline Program	1		1,000
Teachers: High School Discipline Program	1		1,000
Teachers: Critical Shortage Areas	215		600
Teachers: ♦ Highest Poverty Area School	55		400
♦ Title I Schools (Not Including Highest Poverty)	250		100
Teachers: Schools That Earned an "F" or 3 Consecutive "D's"			100
District Math/Computer Contact Person	1		1,000
District Science Contact / Science Fair Person	1		1,300
Department Head, Grade & Pod Chairman, Team Leader	72		1,400
Peer Teacher/Mentor Teacher	50		800
Middle School Department Head	14		1,400
Osceola 5 th Grade Department Head	1		1,050
School Level Computer Contact Person	29		700
Teacher Serving as Bus Driver, Alt. Prog/SED Center	2		1,300
High School Dean	2		3,100
Middle School Dean	3		1,700
ROTC Drill and Ceremony Coach	2		1,300
ROTC Competition Coach	2		1,170
<u>Wellness Champion</u>	<u>2</u>		<u>500</u>

*Normal: If a school wishes to deviate from the normal allocation, such request shall be made in writing to the Superintendent.

TA
10/15/15

TA
RA
10/9/15

ARTICLE XI Salaries

H. Classified Salary Schedule No. 30

~~2014-2015~~**2015-2016**
Okeechobee County School Board
Salary Schedule No. 30
After School and Summer Program - Classified Personnel
Inservice Participation – Classified Personnel

Part-Time Non-Certified Instructors and Dropout Recruiters	\$10.00 per hour
After School Daycare Leaders.....	\$15.00 per hour
After School Program Aides	\$9.00 per hour
Summer School Program Aides and Summer Food Service Workers....	\$12.00 per hour
Summer School Bus Drivers and Bus Aides	\$12.00 per hour
Migrant Advocate Extended Day or Weekend Work.....	\$12.00 per hour
All Translation Services	\$12.00 per hour
<u>Other Classified Personnel Services.....</u>	<u>\$12.00 per hour</u>
<u>(As approved by the Superintendent)</u>	
* Inservice Participation – Non-Instructional Personnel	\$8.00 per hour
** Classified Personnel as Inservice Instructors.....	\$24.00 per hour

*During time other than the normal work day.

**Instructors shall be paid for one (1) additional hour of planning for each eight (8) hours of inservice instruction.

TA.
10/22/15

TA
RA
10/22/15

ARTICLE XI Salaries

I. Classified Salary Schedule No. 34

~~2014-2015~~2015-2016
**Okeechobee County School Board
Salary Schedule No. 34
Part-Time Pay for Athletic Events**

If volunteers are not used, the following pay scale will be used for athletic events:

Okeechobee High School

Workers for Volleyball Matches and Soccer Games	\$23.00 per match/game
Workers for Baseball and Softball Games.....	\$23.00 per game
Workers for Basketball Games, Clock Operator & Official Bookkeeper	\$23.00 per game
Workers for Wrestling Meets.....	\$23.00 per meet or \$110.00 for all day tournament
Football Game Workers, Ticket Takers	\$40.00 per game
Football Game Coordinator.....	\$50.00 per game
Varsity Football Time Keepers.....	\$41.00 per game*
JV Football Time Keepers.....	\$29.00 per game*
Varsity and JV Football Score Keepers	\$40.00 per game

*Set by FHSAA

Compensation for Game Workers for District, Regional or State meets, as well as classic, jamboree and invitational, is determined by the Florida High School Activities Association.

Middle Schools

All Sports Workers	\$15.00 per game/match
--------------------------	------------------------

Note: New 2011-2012 rates will take effect upon ratification.

T.A.
HCH
9/2/15

TA
RH
9/2/15

ARTICLE XI Salaries

L. Annual Payment for Accumulated Sick Leave Days

The Board agrees to pay any employee a percentage of his/her daily rate of pay multiplied by no more than five (5) of their unused accumulated sick days on an annual basis, provided that such employee is willing to have those unused sick days deducted from his/her accumulated sick days. It is understood that such payment is limited to available dollars in the fund to be established. The percentage shall be determined as follows:

- Employees with three years of Okeechobee service shall receive an amount equal to thirty-five percent (35%) of their base daily rate of pay for each day.
- Employees with four to six years of Okeechobee service shall receive an amount equal to forty percent (40%) of their base daily rate of pay for each day.
- Employees with seven to nine years of Okeechobee service shall receive an amount equal to forty-five percent (45%) of their base daily rate of pay for each day.
- Employees with ten to twelve years of Okeechobee service shall receive an amount equal to fifty percent (50%) of their daily rate of pay for each day.
- Employees with thirteen or more years of Okeechobee service shall receive an amount equal to seventy-eight percent (78%) of their base daily rate of pay for each day.
- An employee is not eligible for this benefit until after the third year of service in Okeechobee County.

A fund not to exceed \$25,000.00 shall be established for payment of annual accumulated sick days. Any employee seeking payment under the provisions of this policy must obtain an application from his/her principal, supervisor, or county staff administrator and submit such application for payment to the Finance Department. ~~Applications received after April 1, are not valid.~~ Applications may be submitted any time between September 1st and April 30th of each year. The rate of pay will be determined and fixed at the time of application, and disbursements will be made within the next two (2) pay periods. An employee has access to this provision so long as his/her sick leave balance is not less than five (5) days after payment. If applications for payment of unused accumulated sick days exceed the amount of the fund, such applications shall be considered in the order in which they are submitted and approved.

~~Any employee applying for payment of accumulated sick leave will not be eligible for the Sick Leave Bank in the coming fiscal year.~~ Any employee who receives payment will be ineligible for participation in the Sick Leave Bank for 12 months from the date of payment.

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent

SUBJECT: **FLORIDA SAFE SCHOOLS ASSESSMENT REPORT FOR 2014-15**

DATE: November 10, 2015

RECOMMENDATION:

That the Board review and approve the results of the Florida Safe Schools Assessment Report for the 2014-15 school year.

BACKGROUND:

The 2014-15 Florida Safe Schools Assessment Report is included in Board member agendas.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent of Schools

SUBJECT: **PRESENCELEARNING CONSULTING SERVICES AGREEMENT**

DATE: November 10, 2015

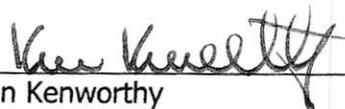
RECOMMENDATION:

That the Board approve a consulting services agreement with PresenceLearning, Inc., to provide speech therapy services for students effective October 16, 2015, through July 31, 2016.

BACKGROUND INFORMATION:

This is a new contract. Funding is provided by the District with a fee of \$65 per hour. The agreement is included in Board member agendas and is available upon request in the office of the Director of Exceptional Student Education.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent

SUBJECT: **CONTRACT AND LICENSE AGREEMENT WITH TRANSFINDER FOR TRANSPORTATION ROUTING AND MANAGEMENT**

DATE: November 10, 2015

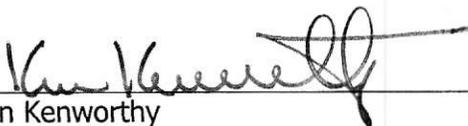
RECOMMENDATION:

That the Board approve a Contract & License Agreement with Transfinder for the Routefinder Pro Transportation Management System for an initial cost of \$17,995.00.

BACKGROUND:

This is a new agreement. The Routefinder Pro Transportation Management System will include software licensing, mapping capabilities, training, and maintenance/support to assist the Transportation Department in establishing, monitoring, and maintaining bus routes for students. While the initial cost for the first year will be \$17,995.00, the first two years of the system maintenance fee are free. Future annual support and maintenance fees are anticipated to be \$4,250.00, the first of which is due in November of 2017. A copy of the agreement is included in Board member agendas and is available upon request from the Assistant Superintendent for Administrative Services.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **SCHEDULING OF BOARD WORKSHOP FOR TECHNOLOGY UPDATE**
DATE: November 10, 2015

RECOMMENDATION:

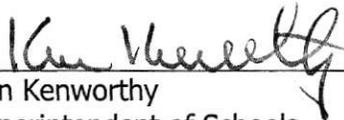
That the Board schedule a date, time, and location for a workshop session on technology. A few suggested dates and times are:

- Monday, November 30, 2015, at 5:00 or 6:00 p.m.
- Wednesday, December 2, 2015, at 5:00 or 6:00 p.m.
- Thursday, December 3, 2015, at 5:00 or 6:00 p.m.
- Tuesday, December 8, 2015, at 3:30 (prior to the regular Board meeting)

BACKGROUND INFORMATION:

No Board action will be taken at this workshop. The workshop is open to the public.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **SCHEDULING OF MASTER BOARD TRAINING**
DATE: November 10, 2015

RECOMMENDATION:

That the Board schedule a date, time, and location for a Master Board training session.

BACKGROUND INFORMATION:

No Board action will be taken at this training. The session is open to the public.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

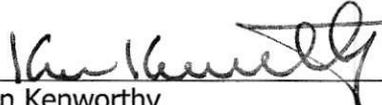
TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **EMPLOYMENT OF PERSONNEL**
DATE: November 10, 2015

RECOMMENDATION:

That the following personnel be employed:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Granger, Heather (Out of Field Math/Social Studies)	Teacher, Science/Math/Social Studies	Osceola Middle School	11-02-2015
Hair, Brittany	Food Service Assistant	Osceola Middle School	10-22-2015
Jones, Jimmeria	Paraprofessional	Seminole Elementary School	10-12-2015
Lee, Gina	Bus Driver	Transportation	10-21-2015
Montoya, Janette	Bus Driver	Transportation	10-27-2015
Shiple, Donald	Custodian II	Okeechobee High School	10-12-2015
Viens, Scott	Behavior Specialist	Exceptional Student Education	11-02-2015

RECOMMENDED BY:


Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT**
DATE: November 10, 2015

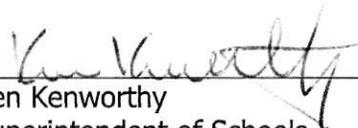
RECOMMENDATION:

That resignations for the following personnel be accepted:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Reiss, Ryan	Teacher, Elementary	Everglades Elementary School	11-09-2015
Selph, Shirley Retirement	Bus Driver	Transportation	11-02-2015

That a suspension of employment without pay for Debra Tilton, 3rd Grade Teacher, Everglades Elementary School, effective October 20, 2015, be extended through resolution of this employment matter.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

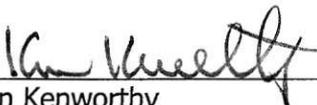
To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **LEAVE REQUESTS**
DATE: November 10, 2015

RECOMMENDATION:

That the following leaves of absence be approved:

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Clements, Jessina	Central Elementary School	Personal Without Pay	10-29-2015	10-25-2016
Davis, Amy	IT Department	Short Term	Beginning October 13, 2015 and continuing for a total not to exceed 32 days and not extending beyond October 12, 2016.	
Egli, Jason	Okeechobee High School	Short Term	Beginning September 3, 2015 and continuing for a total not to exceed 32 days and not extending beyond December 18, 2015.	
Meigs, Cheryl	IT Department	Short Term	Beginning October 5, 2015 and continuing for a total not to exceed 32 days and not extending beyond October 4, 2016.	
Murdoch, MaryAnn	Transportation	Short Term	10-05-2015	12-04-2015
Sherlock, Jean	Okeechobee High School	Short Term	09-21-2015	10-22-2015
Walsh, Jacinda	Seminole Elementary School	Short Term	10-09-2015	10-30-2015
Wilson, Rene	District Office	Short Term	11-30-2015	02-29-2016

RECOMMENDED BY:


 Ken Kenworthy
 Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **ADDITIONS TO SUBSTITUTE TEACHERS FOR 2015-16**
DATE: November 10, 2015

RECOMMENDATION:

That the following personnel be added to the Substitute Teacher List for the 2015-16 school year:

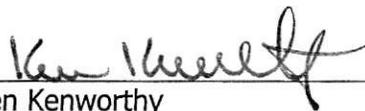
<u>Name</u>	<u>Rank</u>
Conner, Julie	II
Gujosa, Vanesa Huerta	I
Hudoff, Jessica	III
Muller, Shelby	II
Timko, Andrew	I

Rank I – Less than 60 college credit hours

Rank II – 60 or more college credit hours

Rank III – Bachelor's degree or higher

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **PAYMENTS TO PERSONNEL**
DATE: November 10, 2015

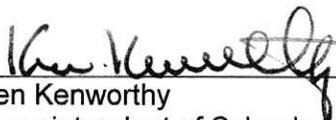
RECOMMENDATION:

That the Board approve the following payments to personnel:

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Teachers, Guidance Counselors, Teachers on Special Assignment	Student Mentoring for Check & Connect Preparation and Monitoring	\$20.00 Per Hour	25 Hours Each in 2015-16	1611 – Check & Connect (Approx. \$20,000 Total)
Johnson, Debbi Roehm, Daryl			50 Hours Each in 2015-16	
Knowles, Deanna Loredo, Merita	Additional Bonus for Bus Driver Recruitment (JV & JP)	\$350 Each	N/A	Transportation Budget
20 Teachers	Revision of Semester I Common Course Exams	\$13.50 Per Hour	4 Hours Each	1623 – Special Needs
Walker, Alicia	After School Band Instruction for Grades 4-5	\$20.00 Per Hour	70 Hours in 2015-16	North Elementary School Budget

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

RECOMMENDED BY:


 Ken Kenworthy
 Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: REIMBURSEMENT FOR HIGHLY QUALIFIED CERTIFICATION
DATE: November 10, 2015

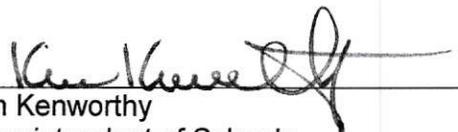
RECOMMENDATION:

That the Board approve reimbursement to teachers in Title I schools for the costs of the necessary certification exams to become highly qualified.

BACKGROUND INFORMATION:

In accordance with NCLB, teachers must be highly qualified in the subject area they are teaching. If necessary, a teacher can become highly qualified by taking the appropriate subject area exam and adding the subject area to their certificate. A teacher in a Title I school can be reimbursed for exam costs upon successful completion of the subject area exam and addition of the subject area to his/her Florida teaching certificate. A \$5,000.00 line item is set aside in the Title I Part A budget (Project #4631) for this purpose and reimbursements will be made to eligible teachers as funds allow.

RECOMMENDED BY:


Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **MOU WITH NORTH EAST FLORIDA EDUCATIONAL CONSORTIUM (NEFEC)**
DATE: November 10, 2015

RECOMMENDATION:

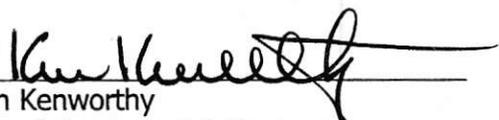
That the Board approve a Memorandum of Understanding with the North East Florida Educational Consortium (NEFEC) for Virtual Instruction Program services for the 2015-16 school year.

BACKGROUND INFORMATION:

This MOU supplements the contract with Putnam County for delivery of the "My District Virtual School" program to school districts which was approved by the School Board on July 23, 2015. The MOU will enable district compliance with Florida Statute 1002.45 for this school year regarding fingerprinting, background checks, and certification of virtual school teachers.

The Memorandum of Understanding and approved contract are included in Board member agendas and are available upon request from the Director of Student Services.

RECOMMENDED BY:


Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board

FROM: Ken Kenworthy, Superintendent

SUBJECT: **ANNUAL ACCOUNTING AND RETENTION AGREEMENT WITH BLUE CROSS AND BLUE SHIELD OF FLORIDA, INC.**

DATE: November 10, 2015

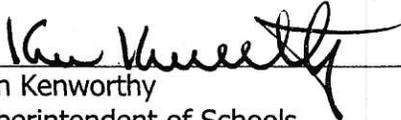
RECOMMENDATION:

That the Board approve an Annual Accounting and Retention Agreement with Blue Cross and Blue Shield of Florida, Inc. effective through September 30, 2017.

BACKGROUND INFORMATION:

This is a two-year renewal agreement that will allow the District to receive \$150,000.00 in wellness funds and will allow a 50/50 sharing of unused premiums after all claims are paid each year. A stipulation of the agreement is a payback of \$75,000.00 if the District does not renew coverage with Blue Cross Blue Shield during the two-year period. The agreement is included in Board member agendas and is available upon request from the Assistant Superintendent for Administrative Services.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

TO: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **CARL D. PERKINS DJJ GRANT APPLICATION FOR CYPRESS JUVENILE RESIDENTIAL FACILITY**
DATE: November 10, 2015

RECOMMENDATION:

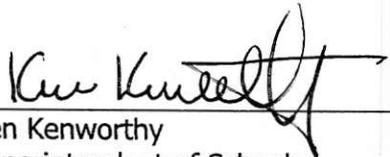
That the Board approve the Carl D. Perkins Department of Juvenile Justice Grant application in the amount of \$34,583.00 for the 2015-16 project year.

BACKGROUND INFORMATION:

This is a competitive grant. Grant funds will be used to purchase textbooks, construction hardware/tools, computer equipment, safety equipment, fixtures and equipment, software, student tests and certifications, and supplies.

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

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **TITLE II, PART A, GRANT APPLICATION FOR 2015-16**
DATE: November 10, 2015

RECOMMENDATION:

That the Board approve the Title II, Part A, Teacher and Principal Training and Recruiting Fund Grant application in the amount of \$421,478.00, including estimated roll forward, for the 2015-16 fiscal year.

BACKGROUND INFORMATION:

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

A districtwide needs assessment was conducted, and the following needs were identified:

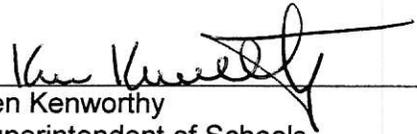
- Funding for Reading Coaches for middle and high schools
- Funding for Coordinator of Staff Development
- Staff development activities that improve the knowledge of teachers and principals in areas such as standards-based instruction, literacy strategies, instructional leadership, classroom management,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

Funds from the Title II, Part A, grant will be used for the identified needs listed above.

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

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

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: TITLE III, PART A, ENGLISH LANGUAGE ACQUISITION GRANT APPLICATION
DATE: November 11, 2015

RECOMMENDATION:

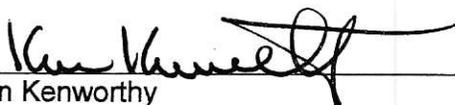
That the Board approve the Title III, Part A, English Language Acquisition Grant award/application in the amount of \$95,274.36, plus \$20,000.00 roll forward funds, for the 2015-16 project year.

BACKGROUND INFORMATION:

This is a renewal grant. The grant award is a \$10,746.59 decrease from last year's award. Funding of this entitlement grant is provided to supplement services for students identified as English Language Learners (ELLs). The 2015-16 Title III grant will target the needs of the ELLs in accordance with Section 3111(c)(d) of Title III, No child Left Behind Act of 2001. The funds will be used to increase the language proficiency of these students by providing supplemental computer hardware, curricula/software, tutorial services, professional development for staff, and family outreach. In addition, these funds provide the ELL Advocate for Okeechobee High School. All professional development shall comply with provisions in the negotiated personnel contracts.

The project application/certification and the budget are included in Board member agendas. The complete application is available upon request in the office of the Director of Student Services.

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: FORMULA GRANT APPLICATION FOR INDIAN EDUCATION
DATE: November 10, 2015

RECOMMENDATION:

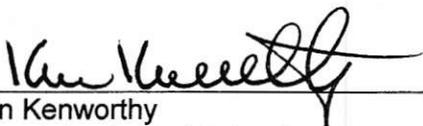
That the Board approve the Formula Grant application for Indian Education in the amount of \$9,624.00 for the 2015-16 school year.

BACKGROUND INFORMATION:

Funds from the Indian Education Grant will provide supplemental academic materials and support for Seminole Indian students who attend Okeechobee County Schools. The funded amount reflects a decrease of \$3,576.00 in comparison to the 2014-15 project year.

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

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools

To: The Okeechobee County School Board
FROM: Ken Kenworthy, Superintendent of Schools
SUBJECT: **WARRANT REGISTER FOR OCTOBER, 2015**
DATE: November 10, 2015

RECOMMENDATION:

That the Warrant Register for September, 2015, be approved as follows:

General Disbursement Account – Warrants #156465 thru #156799

Operating General Fund	\$ 1,545,498.97
Federal Programs Fund	39,650.39
Food Service Fund	260,574.23
Capital Improvement Fund	<u>130,118.12</u>
Total	\$ 1,975,841.71

RECOMMENDED BY:



Ken Kenworthy
Superintendent of Schools