

**I. Call to Order**

Call to Order: Chairman Arnold

Present: District 1 – Joe Arnold, Chairman  
District 2 – Malissa Morgan  
District 3 – Gay Carlton, Vice Chairman  
District 4 – India Riedel  
District 5 – David Williams  
  
Ken Kenworthy, Superintendent of Schools  
Tom Conely, School Board Attorney

Invocation: Rev. Jim Dawson, First United Methodist Church  
Pledge of Allegiance: Led by Chairman Arnold

**II. Opening Items**

**Recognition of Board Members**

---

- ★ Ms. Gay Carlton and Mr. David Williams, who are retiring from the School Board, were recognized for their service. Each was presented with a certificate for 20 years of service to the District.

**Recognition of Students**

---

- ★ High Achievers – FCAT and End of Course Exams

**Recognition of Staff**

---

- ★ IT Department – Presentation of Google Symposium
- ★ Retirements
  - Dale Barrett, Director of Operations, 44 Years
  - Kay Duke, Science Teacher, OHS Freshman Campus, 33 Years
  - Johnnie Ruth Fralix, Secretary to the Assistant Superintendent for Administrative Services, 35 Years
  - Fay Walker, Custodian, South Elementary School

**III. Request to Address the Board**

- ★ Mr. Michael Muller, Parent – Request was withdrawn.

Chairman Joe Arnold stated that there were nine parents present at the meeting who requested to address the Board. Chairman Arnold asked if it was the Board's determination to hear the parents at this point in the agenda or to hear them in the public comments section at the end of the agenda.

India Riedel stated that she preferred the group designate one spokesperson, since all the parents were present to address the same subject, regardless of when they are heard. Ms. Riedel asked Tom Conely, School Board Attorney, if that would be an acceptable request for the Board to make. Mr. Conely responded that the Board could do that or the Board could declare speakers out of order if there is repetition in their presentations. After further discussion by the Board, it was decided to hear the parents at this point in the agenda.

The following parents were present to address the Board: Mikaela Mason, Pat Yeates, Janelle Frady, Rashekia Henry, Josefina Hernandez, Mayra Medina-Carrion, Malanie Rathbun, Maria Torres, and Heather Tinajero. Several of the parents addressed the Board in protest of a teacher move at South Elementary from a 1<sup>st</sup> grade classroom to a 3<sup>rd</sup> grade classroom, asking that the Board intervene to keep the teacher in the 1<sup>st</sup> grade classroom with their children. They voiced a displeasure at being informed by letter on a Friday that their children's teacher was being changed and that they were not informed earlier or included in the decision to do so.

Tom Conely, School Board Attorney, advised the Board to keep in mind that teacher assignment within a school is an administrative decision and the responsibility of the school principal. The School Board sits as a policy-making body, and the Superintendent is responsible for administration of the School District. Superintendent Kenworthy added that there are statutory requirements for assigning teachers in 3<sup>rd</sup> grade retained classrooms and that the principal has no choice but to meet that requirement.

After further discussion between the Board, Superintendent, and parents, Superintendent Kenworthy asked the parents to put their concerns and requests in writing for further consideration by the principal and himself. The parents agreed that they would do that. The Board members each thanked the parents for coming to the meeting and speaking with the Board. Chairman Arnold stated that although the Board does not get involved in the day-to-day operations of schools, it is important for the Board to know what is happening in District schools.

**IV. Presentation – National Archery in the Schools Program**

★ *Lynne Hawk*, Regional Coordinator

Ms. Hawk provided a presentation about the function and history of the National Archery in the Schools Program. The following are highlights of the presentation:

- The program is sponsored by the Florida Fish and Wildlife Conservation Commission and is 13 years old.
- Safety is the #1 guiding principal of the program, and there has not been one single accident in the program in the 13 years of its existence.
- The main age group targeted by the program is middle school students, but it can be provided for 4<sup>th</sup> through 12<sup>th</sup> grade.
- Very specific training on how the program is to be taught is provided for teachers before it can be started.
- Archery is an individual sport that gives children a chance to compete in something other than team sports, can be a lifelong activity, and is an Olympic sport.
- The program has 395 Florida schools and approximately 237,000 students participating. The program has been proven to increase self-esteem and attendance and decrease dropout rates.

Andy Brewer, Principal, Yearling Middle School, stated that his school is going to pilot the program. He said that his teachers and students are excited about the program, and that they will start as soon as possible.

**V. Presentation of School Improvement Plans**

The following School Improvement Plans were presented to the Board:

- Yearling Middle School – presented by Andy Brewer, Principal
- Everglades Elementary School – presented by Leslie Lundy, Principal
- North Elementary School – presented by Pat McCoy, Principal, and Tuuli Robinson, Assistant Principal

**VI. Approval of Minutes**

- Minutes of Workshop on August 21, 2014

Motion:	Gay Carlton
Second:	India Riedel
Vote:	5-0 In Favor

- Minutes of Employment Termination Hearing on August 28, 2014

Motion:	Malissa Morgan
Second:	Gay Carlton
Vote:	5-0 In Favor

- Minutes of Meeting on September 9, 2014

Motion:	David Williams
Second:	Malissa Morgan
Vote:	5-0 In Favor

**VII. Items for Action**

Chairman Arnold asked if there were any changes, additions, or deletions to the Items for Action. Superintendent Kenworthy requested the addition of the following item:

- Item L., School Advisory Council Appointments

Approval of Items for Action Agenda with the addition of Item L.	
Motion:	Gay Carlton
Second:	David Williams
Vote:	5-0 In Favor

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

A. RESOLUTION – SCHOOL BUS SAFETY WEEK

Superintendent's Recommendation: That the Board adopt a resolution recognizing October 20-24, 2014, as National School Bus Safety Week and the outstanding safety record, dedication, and professionalism of the members of the District's Transportation Department.

**RESOLUTION  
SCHOOL BUS SAFETY WEEK**

**Whereas** school bus operators and all transportation staff including aides, mechanics, trainers, and office staff make substantial contributions to the future of Okeechobee and to the development of our young people as knowledgeable, responsible, and productive citizens; and

**Whereas** *Achieving Excellence* is dependent upon safe, secure, and peaceful routes to school and school activities; and

**Whereas** the safety and well-being of many students rely on school bus operators and the entire transportation team to get them to and from school in a safe, professional manner; and

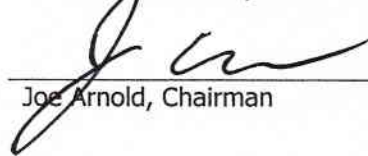
**Whereas** the transportation team is an invaluable component of our educational system and has performed an outstanding job transporting our students each and every day; and

**Whereas** the third week in October has been dedicated as National School Bus Safety Week by our Congress beginning in 1964;

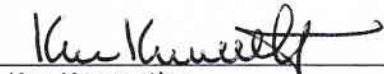
**Now Therefore Be It Resolved** that the week of October 20-24, 2014, be formally recognized as **OKEECHOBEE SCHOOL BUS SAFETY WEEK** honoring the school transportation team and reminding all Okeechobee County drivers to keep a watchful eye for students going to and from school and to use extra caution around school buses.

**Adopted** at a regular meeting of the School Board of Okeechobee County, Florida, this 14th day of October, 2014.

**OKEECHOBEE COUNTY SCHOOL BOARD  
OKEECHOBEE, FLORIDA**

  
\_\_\_\_\_  
Joe Arnold, Chairman

ATTEST:

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



*Achieving Excellence: Putting Students First*

Motion:	Malissa Morgan
Second:	Gay Carlton
Vote:	5-0 In Favor

B. RATIFICATION OF CONTRACT WITH CLASSIFIED UNIT FOR 2014-2017

Superintendent's Recommendation: That the Board ratify the contract agreement between the School Board and the Okeechobee County Education Association #1604/Classified Unit, effective July 1, 2014, through June 30, 2017, including the following Salary Schedules:

- Classified Salary Schedule
- Classified Pay Grade Summary Sheet
- Classified Supplemental Salary Information Sheet
- #1B - Differentiated Pay
- #30 – After School and Summer Program – Inservice Participation
- #34 – Part-Time Pay for Athletic Events

Motion:	Gay Carlton
Second:	India Riedel
Discussion/Additional Information	Superintendent Kenworthy reported the vote by the Classified Unit for ratifying the contract was 146 in favor and 7 opposed. Superintendent Kenworthy thanked the Okeechobee County Education Association #1604 for their work on negotiating the contract. He stated that all eligible non-instructional employees will receive a step plus an additional 10¢ an hour.
Vote:	5-0 In Favor

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

C. FIVE-YEAR DISTRICT FACILITIES WORK PROGRAM

Superintendent's Recommendation: That the Board approve the Five-Year District Facilities Work Program for Fiscal Years 2014-2019.

Motion:	Gay Carlton
Second:	David Williams
Discussion/Additional Information	Brian Barrett, Director of Operations, commented Page 3 of the report lists the capital outlay projects planned for 2014-15.
Vote:	5-0 In Favor

D. AMENDMENT OF BOARD POLICY 7.22 FUND-RAISING FOR SCHOOL PROJECTS AND ACTIVITIES

Superintendent's Recommendation: That the Board approve amendment of School Board Policy 7.22 Fund-Raising for School Projects and Activities.

Motion:	India Riedel
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy commented that the proposed revisions to Policy 7.22 are to comply with United States Department of Agriculture and Florida Department of Agriculture policies and regulations. Advertisement of intent to amend Policy 7.22 was approved by the School Board on September 9, 2014, and legally advertised to the public on September 10, 2014, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. There were no comments received from the public regarding revision of the policy.
Vote:	5-0 In Favor

E. AMENDMENT OF BOARD POLICY 8.40 GENERAL FOOD SERVICE REQUIREMENTS

Superintendent's Recommendation: That the Board approve amendment of School Board Policy 8.40 General Food Service Requirements.

Motion:	Malissa Morgan
Second:	Gay Carlton
Discussion/Additional Information	Superintendent Kenworthy commented that the proposed revisions to Policy 8.40 are to comply with United States Department of Agriculture and Florida Department of Agriculture policies and regulations. Advertisement of intent to amend Policy 8.40 was approved by the School Board on September 9, 2014, and legally advertised to the public on September 10, 2014, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. There were no comments received from the public regarding revision of the policy.
Vote:	5-0 In Favor

The School Board of Okeechobee County, Florida, hereby certifies that pursuant to a legal notice, a meeting for public hearing was held in Room 303 of the School Board Administrative Office, 700 S.W. 2nd Avenue, at 6:00 p.m. in the City of Okeechobee on the 14th day of October, 2014, for the purpose of discussing amendment of Board Policies 7.22 and 8.40. The Board further certifies that it remained in session until 7:55 p.m. and there appeared no one at said hearing to oppose or discuss these policy changes.

F. ADVERTISEMENT TO AMEND BOARD POLICY 4.20 STUDENT PROGRESSION PLAN

Superintendent's Recommendation: That the Board approve advertisement to amend School Board Policy 4.20 Student Progression Plan.

Motion:	Gay Carlton
Second:	David Williams
Discussion/Additional Information	Superintendent Kenworthy reviewed the Executive Summary of changes and commented that revisions to the Student Progression Plan are required to comply with current legislation, State Board of Education Rules, and updates from the Florida Department of Education. Revisions are proposed in the following areas of the Student Progression Plan:

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

	<ol style="list-style-type: none"> <li>1. Florida Standards</li> <li>2. Grading Changes</li> <li>3. Third Grade Retention</li> <li>4. Middle School Progression</li> <li>5. Early Warning System</li> <li>6. Graduation Requirements for High School Students</li> <li>7. Virtual Programs</li> <li>8. Types of Diplomas</li> <li>9. Class Rank</li> <li>10. Notification to Parents</li> <li>11. Students with Disabilities</li> <li>12. Biometrics</li> <li>13. Constitution Day and 9/11 Observance</li> </ol>
Vote:	5-0 In Favor

G. SALARY SCHEDULE NO. 31

Superintendent's Recommendation: That the Board approve Salary Schedule No. 31, Travel Expense, for the 2014-15 fiscal year.

Motion:	Malissa Morgan
Second:	Gay Carlton
Vote:	5-0 In Favor

H. APPROVAL TO TEMPORARILY EXCEED MAXIMUM CLASS SIZE

Superintendent's Recommendation: That the Board approve and allow the temporary exceeding of Class Size maximums as needed and as allowed by Florida Statute 1003.03(2)(b)(1) thru (3), which states:

**1003.03. Maximum class size.**

(2) IMPLEMENTATION

(b) *A student who enrolls in a school after the October student membership survey may be assigned to an existing class that temporarily exceeds the maximum number of students in subsection (1) if the district school board determines it to be impractical, educationally unsound, or disruptive to student learning to not assign the student to the class. If the district school board makes this determination:*

1. *Up to three students may be assigned to a teacher in kindergarten through grade 3 above the maximum as provided in paragraph (1)(a);*
2. *Up to five students may be assigned to a teacher in grades 4 through 12 above the maximum as provided in paragraphs (1)(b) and (c), respectively; and*
3. *The district school board shall develop a plan that provides that the school will be in full compliance with the maximum class size in subsection (1) by the next October student membership survey.*

Motion:	Malissa Morgan
Second:	Gay Carlton
Discussion/Additional Information	<p>Superintendent Kenworthy commented that the District will meet class size for the October FTE. Districts are permitted to exceed class size limits for the remainder of the school year as allowed by statute to accommodate less disruption by reducing the need to move students and teachers to meet class size limits.</p> <p>Chairman Arnold asked when the District is required to be back in compliance with class size limits, and Superintendent Kenworthy responded that the District must be in compliance again by the October, 2015, membership survey. Board Member India Riedel commented that it is prudent for the Board to approve the Superintendent's recommendation because it gives the District some wiggle room on class sizes in that if a class is two or three students over the limit, the whole class does not have to be disrupted to reassign students and teachers.</p>
Vote:	5-0 In Favor



Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

I. SCHOOL IMPROVEMENT PLANS

Superintendent's Recommendation: That the Board approve School Improvement Plans for schools in the District for the 2014-15 school year.

Motion:	Gay Carlton
Second:	Malissa Morgan
Discussion/Additional Information	Superintendent Kenworthy commented that the Executive Summary included with Board member agendas summarizes the goals of the District's schools. Mr. Kenworthy mentioned that the ultimate goal for the District is to increase in reading, math, and writing. Chairman Arnold asked if the plans have been submitted to the Office of K-12 Accountability & Assessment. Superintendent Kenworthy responded that plans for all District schools have been submitted as required.
Vote:	5-0 In Favor

J. APPOINTMENTS OF ADMINISTRATIVE PERSONNEL

Superintendent's Recommendation: That the Board approve the following personnel appointments for the 2014-15 fiscal year:

Name	Position	Effective Date
Eshleman, Suzan	Assistant Principal, South Elementary School	10-01-2014
Moore, Mark	Maintenance Foreman	10-03-2014

Motion:	Gay Carlton
Second:	India Riedel
Vote:	5-0 In Favor

K. SEPARATION AGREEMENT AND GENERAL RELEASE

Superintendent's Recommendation: That the Board approve a Separation Agreement and General Release with Thomas Bonasera.

Superintendent Kenworthy withdrew his recommendation.

L. SCHOOL ADVISORY COUNCIL APPOINTMENTS

Superintendent's Recommendation: That the Board approve appointments of School Advisory Council members for the 2014-15 school year.

<b>Central Elementary</b>	<b>Seminole Elementary</b>	<b>Osceola Middle School</b>	<b>OHS Freshman Campus</b>
Vanessa McAllister, Principal	Matt Koff, Principal	Sean Downing, Principal	Carol Revels, Principal
Maria Cisneros	Gabrieal Baltazar	Christine Finch	Krista Luna
Vickie Enfinger	Leslie Barcia	Georganna Kirk	J.D. Mixon
Abel Garcia	Cynthia Blanco	Carmen Leon	Jeri Raulerson
Cheryl Gumz	Bonnie Burch	Mark Mayers	Shana Schneider
Patrick Lawson	Tiffanie Cannon	Evan Neal	Jason Thomas
Margaret Lewis	Angela Garcia	Denise Whitehead	Laura Tijerina
Elizabeth Maxwell	Maribel Gonzalez	Makaya Whitehead	<b>Okeechobee High School</b>
Cheri Nelson	Elizabeth Gomez	Leda Whitlon	Toni Wiersma, Principal
Jessica Sumner	Lynn Greeson	Paula Younger	Flerida Algarin
Olivia Van Eman	Jessica Jones	<b>Yearling Middle School</b>	Heather Dobbs
Elmo Urbina	Linda Koff	Andy Brewer, Principal	Steve Dobbs
Paula Younger	Adam Moore	Sylvia Bandi	Savannah Goggans
<b>Everglades Elementary</b>	Heidi Moore	Kennedee Brewer	Vicki Goggans
Leslie Lundy, Principal	Celica Mungaray	Patricia Grant	Brian Greseth
Crystal Flynn	Faunae Newman	Christine Groso	Deborah Hall
Mary Hurley	Julia Ray	Ibis Groso	Randy McCall
Maria Medrano	Rosa Ruiz	John Hirst	Doug McCoy
Alice Murphy	Adela Sanchez	Cindy Letcher	Edrick Neal
Alfred Sanchez	Vanessa Sanchez	Andrea Mitchum	Sheila Neil
Julie Schoonmaker	Vannisa Sanchez	Rosa Ruiz	Robert Orr
Elida Villalpando	Rachel Taylor	Ana Waldron	Canda Patterson
Keith Walpole	<b>South Elementary</b>	<b>Achievement Academy</b>	Debbie Raulerson
<b>North Elementary</b>	Mike Radebaugh, Principal	Randy Weigum, Principal	Jackie Raya
Pat McCoy, Principal	Maria Dusen	Rozelle Bradley	Daryl Roehm
Renae Billie	Isaura Henry	Daren Hotmire	Elizabeth Ruiz
Jennifer Bowers	Shelia Neal	Dustin Jandro	Jean Sherlock
Debbie Clements	Veronica Teele	Donna Kersey	Dylan Tedders

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

Brande Cobb	Monique Trent	Darius Poitier	Michele Thomas
Beachum Furse	Carrie Thompson	Manuel Sanchez	Tami Wendt
Susan Furse	Dowling Watford	Ellisa Scott	Traci Wilderman
Dona Jo Bonzalez	Yabel Zarella	Hope Sheppard	Sherry Wise
Marializ Gonzalez		Judy Simpson	
Jill Holcomb		Anna Sondersan	
Polly Medrano		Sharon Whitaker	
Rachel Moreno			
Jenny Pung			
Kelly Raulerson			
Dora Seabolt			
Kimberly Wallace			

Motion:	India Riedel
Second:	Gay Carlton
Vote:	5-0 In Favor

**VIII. Consent Agenda**

Chairman Arnold asked if there were any changes, additions, or deletions to the *Consent Agenda*. Superintendent Kenworthy requested that Item E., Resignation, Termination, and Suspension of Employment, be pulled for separate consideration.

Motion To Approve Remainder of Consent Agenda:	India Riedel
Second:	Gay Carlton
Vote:	5-0 In Favor

A. 2014-15 OUT-OF-FIELD TEACHERS

The Board approved the following Out-of-Field Teachers for the 2014-15 October FTE Survey:

<b><u>Everglades Elementary School</u></b>		
Parrish, Shannon	Kindergarten	1 <sup>st</sup> Year of Assignment
<b><u>North Elementary School</u></b>		
Leach, Patricia	Guidance	2 <sup>nd</sup> Year of Assignment
<b><u>Seminole Elementary School</u></b>		
Moore, Heidi	Elementary/ESOL	1 <sup>st</sup> Year of Assignment
Royal, Allison	ESOL	2 <sup>nd</sup> Year of Assignment
Syple, Kim	ESOL	Earned 300/300 Points
<b><u>South Elementary School</u></b>		
Baker, Amanda	ESOL	Earned 240/300 Points
Greenberg, Mark	ESE/Elementary/ESOL	1 <sup>st</sup> Year of Assignment
Hoppe, Jessica	ESOL	1 <sup>st</sup> Year of Assignment
Huff, Andrea	ESOL	1 <sup>st</sup> Year of Assignment
Lapointe, Michelle	ESOL	Earned 240/300 Points
McKinley, Laura	Elementary/ESOL	1 <sup>st</sup> Year of Assignment
Nichols, Heather	Guidance	1 <sup>st</sup> Year of Assignment
Stanley, Lara	ESOL	Earned 240/300 Points
Stephens, Katie	ESOL	1 <sup>st</sup> Year of Assignment
Trent, Sheri	ESOL	Earned 60/300 Points
Weigum, Cynthia	ESOL	1 <sup>st</sup> Year of Assignment
Wuchte, Dana	ESOL	2 <sup>nd</sup> Year of Assignment
<b><u>Osceola Middle School</u></b>		
Botello, Brandi	Gifted	1 <sup>st</sup> Year of Assignment
Eak, Nicole	ESE/ESOL	1 <sup>st</sup> Year of Assignment
Ellis, Robert	ESOL	Earned 60/300 Points
Finch, Christine	ESOL	Earned 120/300 Points
Frost, Kersten	ESOL	1 <sup>st</sup> Year of Assignment
Hughes, Jennifer	ESE	1 <sup>st</sup> Year of Assignment
Leonard, Amorita	ESOL	Earned 180/300 Points
Poole, Mary	Math	1 <sup>st</sup> Year of Assignment
Shirley, Alyson	ESOL	Earned 180/300 Points
Wise, Harold	Guidance	1 <sup>st</sup> Year of Assignment
<b><u>Yearling Middle School</u></b>		
Botello, Brandi	Gifted	1 <sup>st</sup> Year of Assignment
Bowen, Jennifer	ESE	1 <sup>st</sup> Year of Assignment
Breaux, Deanna	ESE/ESOL	1 <sup>st</sup> Year of Assignment
Erwin, Rex Jr.	ESOL	1 <sup>st</sup> Year of Assignment



Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

Hudoff, Jonathan	ESOL	1 <sup>st</sup> Year of Assignment
King, Brian	Guidance	Earned 6 Semester Hours
Mangold, Jennifer	Reading/ESOL	Earned 6 Sem. Hrs/2nd Year of Assignment
Swant, Eric	Language Arts/ESOL	1st Year of Assignment
<b><u>Okeechobee Freshman Campus/Okeechobee High School</u></b>		
Queen, Colleen	ESOL	Earned 180/300 Points
<b><u>Okeechobee High School</u></b>		
Boswell, Rina	Math	1 <sup>st</sup> Year of Assignment
Brown, Erica	Reading/ESOL	1 <sup>st</sup> Year of Assignment
Coleman, Michelle	Math	1 <sup>st</sup> Year of Assignment
Gary, Bertheia	ESOL	2 <sup>nd</sup> Year of Assignment
Harvey, Rebecca	ESOL	2 <sup>nd</sup> Year of Assignment
Kuipers, Susan	ESOL	Earned 240/300 Points
Lawson, Kati	Guidance	1 <sup>st</sup> Year of Assignment
Pritchard, Taylor	Social Studies	1 <sup>st</sup> Year of Assignment
Reister, Wendy	Physics	1 <sup>st</sup> Year of Assignment
Sherlock, Jean	Reading	Earned 6 Semester Hours
Torres, Dolores	Spanish	1 <sup>st</sup> Year of Assignment
Whitlock, Jeffry	ESOL	1 <sup>st</sup> Year of Assignment
<b><u>Okeechobee Achievement Academy</u></b>		
Sanchez, Manuel	Science	1 <sup>st</sup> Year of Assignment
Snowden, Tamecia	ESOL	Earned 180/300 Points
Stephan, Jesse	Social Studies	1 <sup>st</sup> Year of Assignment
White, Dawn	Math	1 <sup>st</sup> Year of Assignment
<b><u>Central Elementary School</u></b>		
Ellis, Jennifer	ESOL	Earned 60/300 Points

B. 2014-15 DJJ OUT-OF-FIELD TEACHERS

The Board approved the following DJJ Out-of-Field Teachers for the 2014-15 October FTE Survey:

<b><u>Okeechobee Intensive Halfway House(8017)</u></b>		
Felton, Phalondria	Math/Science/Social Studies	1 <sup>st</sup> Year of Assignment
<b><u>Tantie (9101)</u></b>		
Anderson, Thomas	Reading ESOL	Earned 6 Semester Hours Earned 240/300 Points
<b><u>Cypress (9106)</u></b>		
Williams-Boyett, Jacqueline Lori	Math/Science	1 <sup>st</sup> Year of Assignment

C. EMPLOYMENT OF PERSONNEL

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>School or Center</u></b>	<b><u>Effective Date</u></b>
Boswell, Rina (Out-of-Field)	Teacher, Math	Okeechobee High School	09-16-2014
Breaux, Deanna (Out-of-Field)	Teacher, ESE	Yearling Middle School	09-29-2014
Carpio, Norma	Custodian II	North Elementary School	08-27-2014
Costello, Kimberly	Food Service Assistant	Osceola Middle School	09-08-2014
Dagne, Michelle	Perm Sub, Food Service	Food Service	09-30-2014
Del Campo, Carlos	Bus Driver	Transportation	08-25-2014
Dowdney, Roger	Teacher, Science	Okeechobee High School	10-01-2014
Drawdy, Karen	Bus Driver	Transportation	08-25-2014
Eak, Nicole (Out-of-Field)	Teacher, ESE	Osceola Middle School	09-08-2014
Johnson, Rickie	Bus Driver	Transportation	08-25-2014
Manchester, Deborah	Bus Driver	Transportation	08-25-2014
McGlamory, Linda	Teacher, Math	Osceola Middle School	10-01-2014
Moore, Aaron	Teacher, Math	Okeechobee High School	09-26-2014
Pattison, Jacquelyn	Bus Driver	Transportation	08-25-2014
Rhuda, Jimmie	Food Service Assistant	Okeechobee Achievement Academy	09-08-2014
Roberson, Sandra	Bus Driver	Transportation	08-25-2014
Sabade, Amy	Bus Driver	Transportation	08-25-2014
Schoonmaker, Sandra	Paraprofessional, ISS	Yearling Middle/Osceola Middle	08-27-2014
Silvas, Jesus	Bus Driver	Transportation	08-25-2014
Sippert, Jennifer	Bus Driver	Transportation	08-25-2014
Vazquez, Jenelba	Bus Driver	Transportation	08-25-2014
Wooten, Cristen	Paraprofessional, ESE	Seminole Elementary School	09-22-2014
Yeo, Kenneth	Custodian II	Seminole Elementary School	09-15-2014
Wohlschlegel, Richard	Mechanic	Transportation	10-06-2014



Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

D. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Attaway, Glenn	JV Football – Spring	03-15-2014
Fraser, Donald	Sub Custodian	09-15-2014
Hickman, Cindy Kaye	Sub Custodian	07-01-2014
Runyon, Brittany	Sub-Food Service	09-22-2014

F. TRANSFER OF PERSONNEL

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Kubit, Ryan	Custodian II Seminole Elementary School	Custodian II Okeechobee Achievement Academy	09-08-2014
Wharin, Michael	Teacher, PE North Elementary School	Teacher, Elementary South Elementary School	09-22-2014

G. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Banuelos, Denise	IT Department	Short Term	Beginning September 17, 2014 and continuing for a total not to exceed 60 days and not extending beyond September 16, 2015.	
Hunter, Shonda	Exceptional Student Education	Short Term	Beginning September 30, 2014 and continuing for a total not to exceed 60 days and not extending beyond September 29, 2015.	
Collins, Angela	Transportation	Personal Without Pay	10-29-2014	11-21-2014
Harwas, Oliver	Osceola Middle School	Short Term	10-02-2014	11-02-2014

H. ADDITIONS TO SUBSTITUTE TEACHERS FOR 2014-15

<u>Name</u>	<u>Rank</u>
Aguirre, Angela	I
Bishop, Michelle	II
Bostic, Victoria	II
Delagall, Ciara	III
Douglas, Taylor	I
Harris, Krishell	III
Receveur, Linda	III
Rodriguez, Andrea	I
Rose, Brandon	III
Runyon, Brittany	I
Swant, Erica	II

I. PAYMENTS TO PERSONNEL

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Terry Sheffield	Initial Bonus for Bus Driver Recruitment (JS)	\$350.00	NA	Transportation Budget
Mary Ruth Stephens	Initial Bonus for Bus Driver Recruitment (RJ)	\$350.00	NA	Transportation Budget
Merita Loredo	Initial Bonus for Bus Driver Recruitment (JP)	\$350.00	NA	Transportation Budget
Deanna Knowles	Initial Bonus for Bus Driver Recruitment (JV)	\$350.00	NA	Transportation Budget
40 Instructional Personnel Various Schools	Florida Standards Road Map Planning	\$13.50 Per Hour	28 Hours Each 7/1/14-8/7/14	4521 – Title II Teacher Training/Recruitment 4531 – Title I Schoolwide
Elizabeth Box	Skyward Trainer for New Teachers	\$24.00 Per Hour	8 Hours 08-11-14	4521 – Title II Teacher Training/Recruitment
Ana Todd	Develop Parent Involvement Plans/Other Clerical Duties	\$8.00 Per Hour	15 Hours 7/1/14-8/11/14	4531 – Title I Schoolwide
Michelle Coleman	Algebra I Boot Camp`	\$20.00 Per Hour	5 Hrs. Per Day 9/10/14-9/17/14	1566 - SAI
Christina Gagliardi Dana Tedders	Computer Lab – iReady Tutorial for Students	\$20.00 Per Hour	1 Hr. Per Day 9/2/14-10/31/14	1492 – School Improvement
Ron Altice Pamela Arnold Jorje Botello Christine Finch Jennifer Hughes Kathryn Olson	Saturday School Instructor Osceola Middle School	\$20.00 Per Hour	4 Hrs. Per Saturday As Needed 9/27/14-6/9/15	1525 – Saturday School

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

J. 2014-15 COURSE OF STUDY FOR GRADES 9-12

The Board approved the Course of Study for grades 9-12 for the 2014-15 academic year.

K. MASTER INSERVICE PLAN FOR 2014-15

The Board approved the Master Inservice Plan for 2014-15.

L. TITLE I, PART A, DISTRICT PARENTAL INVOLVEMENT PLAN

The Board approved the 2014-15 Title I, Part A, Parental Involvement Plan.

M. AGREEMENT FOR PARTICIPATION IN THE 2014-15 HEARTLAND REGIONAL SCIENCE AND ENGINEERING FAIR

The Board approved an agreement for participation in the 2014-15 Heartland Regional Science & Engineering Fair and payment of an affiliation fee in the amount of \$3,000.00.

N. LETTER OF AGREEMENT WITH SCHOOLHOUSE CONSULTING GROUP, INC.

The Board approved a letter of agreement with Schoolhouse Consulting Group, Inc. at a cost of \$2,470.00 for 2014-15 to provide consulting and lobbying support for Okeechobee County School District as part of the Treasure Coast Educators' Coalition.

O. AGREEMENT WITH NEW HORIZONS OF THE TREASURE COAST, INC.

The Board approved an agreement with New Horizons of the Treasure Coast, Inc. for student mental health services effective August 1, 2014, through July 31, 2015.

P. GRANT AGREEMENT WITH OKEECHOBEE COUNTY COMMISSIONERS

The Board approved a grant agreement with the Okeechobee County Commissioners for the reimbursement of expenses for driver education safety programs effective October 1, 2014, through September 30, 2015.

Q. PROPERTY DISPOSAL LIST #2 FOR THE 2014-15 FISCAL YEAR

The Board approved the items listed on Property Disposal List #2 for the 2014-15 fiscal year as surplus, no longer usable for educational purposes, to be removed from property control records, and authorized the Superintendent to donate or sell such items in accordance with state statute.

**OKEECHOBEE COUNTY SCHOOL BOARD  
Property Disposal  
2014-15 #1**

<u>Property Number</u>	<u>Description</u>	<u>Cost</u>	<u>Condition</u>	<u>School/ Cost Center</u>
2925F	Gateway Computer	1,524.13	Obsolete	Osceola Middle School
4907F	HP Lasetjet Printer	2,455.00	Unrepairable	Osceola Middle School
6320F	Server	1,336.69	Obsolete	Osceola Middle School
20380	5 Tier Backup	2,426.84	Obsolete	Osceola Middle School
6260F	Switch	1,995.00	Obsolete	Yearling Middle School
6318F	Server	1,336.69	Obsolete	Yearling Middle School
20811	Switch - 48 port	1,807.00	Obsolete	Yearling Middle School
6508F	Server - Safari Montage	1,378.00	Obsolete	Seminole Elementary School
20383	Tower HD System	2,426.80	Obsolete	Seminole Elementary School
1624F	Gateway Computer	825.00	Obsolete	Everglades Elementary School
2834F	Gateway Computer	1,000.00	Obsolete	Everglades Elementary School
3105F	Gateway Computer	925.00	Obsolete	Everglades Elementary School
4711F	Dell Desktop	917.20	Unrepairable	Everglades Elementary School
6507F	Server Safari Montage	1,378.00	Obsolete	Everglades Elementary School
6483F	iPad	829.00	Stolen	Everglades Elementary School
6485F	iPad	829.00	Stolen	Everglades Elementary School
20381	Tower, HD System	2,426.84	Obsolete	Everglades Elementary School
5833F	Dell Desktop	811.46	Unrepairable	North Elementary School
21254	Dell Desktop	987.80	Unrepairable	North Elementary School
1680F	ICS Computer	929.00	Obsolete	Okeechobee High School
1684F	ICS Computer	929.00	Obsolete	Okeechobee High School
1687F	ICS Computer	929.00	Obsolete	Okeechobee High School
2827F	Gateway Computer	1,275.00	Obsolete	Okeechobee High School
2829F	Gateway Computer	1,275.00	Obsolete	Okeechobee High School
18976	Gateway Laptop	2,987.00	Obsolete	Okeechobee High School
20010	Dell Computer	907.38	Obsolete	Okeechobee High School
6154F	Dell Laptop	1,175.57	Obsolete	IT

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

<u>Property Number</u>	<u>Description</u>	<u>Cost</u>	<u>Condition</u>	<u>School/ Cost Center</u>
20100	Gateway Laptop	2,758.00	Obsolete	IT
20812	Switch	1,807.00	Unrepairable	IT
20817	Switch	1,031.00	Unrepairable	IT
21104	Switch	1,965.00	Obsolete	IT
21632	Touch Screen	1,738.50	Unrepairable	Food Service
1193F	Image Enhancer	1,044.75	Obsolete	ESE
1241F	Hearing Aide Receiver	855.12	Obsolete	ESE
1369F	Baby PC	753.00	Obsolete	ESE
1409F	Computer	929.00	Obsolete	ESE
1410F	Computer	929.00	Obsolete	ESE
1459F	Gateway Computer	979.00	Obsolete	ESE
1467F	Computer	1,321.00	Obsolete	ESE
1488F	Gateway Computer	1,562.00	Obsolete	ESE
1495F	Gateway Computer	1,016.00	Obsolete	ESE
1515F	Gateway Computer	822.00	Obsolete	ESE
1647F	Gateway Computer	944.00	Obsolete	ESE
1710F	Tumble Form	1,489.27	Obsolete	ESE
1715F	Gateway Computer	916.00	Obsolete	ESE
1927F	Gateway Computer	930.00	Obsolete	ESE
2245F	Printer, Laserjet	1,149.19	Unrepairable	ESE
2517F	Gateway Computer	1,792.00	Obsolete	ESE
2600F	Gateway Laptop	1,649.00	Obsolete	ESE
2712f	Gateway Computer	760.00	Obsolete	ESE
2741f	Gateway Computer	940.00	Obsolete	ESE
2744f	Gateway Computer	940.00	Obsolete	ESE
2749F	Gateway Computer	940.00	Obsolete	ESE
2750F	Gateway Computer	940.00	Obsolete	ESE
2754F	Gateway Computer	940.00	Obsolete	ESE
2760F	Gateway Computer	940.00	Obsolete	ESE
2762F	Gateway Computer	940.00	Obsolete	ESE
2765F	Gateway Computer	940.00	Obsolete	ESE
2767F	Gateway Computer	940.00	Obsolete	ESE
2777F	Gateway Computer	940.00	Obsolete	ESE
2780F	Gateway Computer	940.00	Obsolete	ESE
2784F	Gateway Computer	940.00	Obsolete	ESE
2959F	Gateway Computer	925.00	Obsolete	ESE
3039F	Gateway Computer	925.00	Obsolete	ESE
3044F	Gateway Computer	925.00	Obsolete	ESE
3326F	Multidirectional Scooter Board	999.95	Unrepairable	ESE
3403F	Gateway Computer	866.00	Obsolete	ESE
3406F	Gateway Computer	866.00	Obsolete	ESE
3414F	Gateway Computer	866.00	Obsolete	ESE
3418F	Gateway Computer	866.00	Obsolete	ESE
3495F	Dell Desktop	920.00	Obsolete	ESE
3499F	Dell Desktop	920.00	Obsolete	ESE
3500F	Dell Desktop	920.00	Obsolete	ESE
3563F	Dell Desktop	920.00	Obsolete	ESE
3632F	Dell Desktop	2,925.00	Obsolete	ESE
4521F	Dell Laptop	1,642.20	Obsolete	ESE
5278F	Dell Laptop	805.09	Obsolete	ESE
5352F	Dell Laptop	805.09	Obsolete	ESE
6123F	Dell Tablet	1,837.75	Obsolete	ESE
6295F	Dell Laptop	1,313.35	Obsolete	ESE
6296F	Dell Laptop	1,313.35	Obsolete	ESE
11274	Telex TDR-5 System w/TDW 3 micr	995.00	Obsolete	ESE
12647	Telex TDR-5 Auditory Trainer	999.68	Obsolete	ESE
17281	Woodie Pick-up	1,036.64	Lost/Stolen	ESE
17559	Toshiba Laptop	1,547.00	Obsolete	ESE
19488	Compaq Computer	1,019.00	Obsolete	ESE
19654	Dehumidifier	1,534.22	Obsolete	ESE
19879	Gateway Computer	1,345.00	Obsolete	ESE
	Total	\$108,479.55		

R. MONTHLY FINANCIAL STATEMENT FOR JULY, 2014

The Board approved the Monthly Financial Statement for July, 2014, and ordered it filed as public record.

S. BUDGET AMENDMENT #1 FOR JULY, 2014

The Board approved Budget Amendment #1 for July, 2014.

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

T. MONTHLY FINANCIAL STATEMENT FOR AUGUST, 2014

The Board approved the Monthly Financial Statement for August, 2014, and ordered it filed as public record.

U. BUDGET AMENDMENT #2 FOR AUGUST, 2014

The Board approved Budget Amendment #1 for August, 2014.

V. WARRANT REGISTER FOR SEPTEMBER, 2014

The Board approved the Warrant Register for September, 2014, as follows:

General Disbursement Account – Warrants #152310 thru #152692

Operating General Fund	\$ 1,306,922.57
Federal Programs Fund	189,246.34
Food Service Fund	184,303.60
Capital Improvement Fund	75,355.41
<b>Total</b>	<b>\$ 1,755,827.92</b>

Item Pulled for Revision:

E. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

Superintendent's Recommendation: That resignations for the following personnel be accepted:

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Ayers, Genoveva (Retirement)	Custodian I	Everglades Elementary School	12-22-2014
Bernard, Kari	Teacher, Basic	South Elementary School	09-29-2014
Cox, James	Bus Driver	Transportation	09-15-2014
Lammers, Mary	Teacher	TBA	09-12-2014
Perez, Honey	Food Service Assistant Bus Driver	Everglades Elementary School Transportation	09-29-2014
Peterson, Cassandra	Teacher, Math	Okeechobee High School	10-06-2014
Rodriguez, Lisa	Bookkeeper	Everglades Elementary School	10-15-2014
Thomas, Delores	ESE Bus Aide	Transportation	09-25-2014
Walker, Lorena Fay (Retirement)	Custodian I	South Elementary School	10-01-2014

That the resignation of Theresa Eure, Teacher, Elementary, South Elementary School, be accepted with prejudice effective October 1, 2014, due to lack of sufficient notice.

That the resignation of Angela Varson, Teacher, Language Arts, Yearling Middle School, be accepted with prejudice effective October 31, 2014, due to lack of sufficient notice.

That the suspension with pay of Danny D. Mullins, Teacher, North Elementary School, effective October 1, 2014, be extended through November 18, 2014.

Motion:	Malissa Morgan
Second:	David Williams
Vote:	5-0 In Favor

**IX. Information Items**

A. SUPERINTENDENT

- Superintendent Kenworthy reminded Board members, including incoming members, that they must complete the State-mandated ethics training by December 31<sup>st</sup> of this year. Although not mandatory for newly elected Board members, completion is highly recommended by the State.
- The "Successful Student/Parent Guide" for 2014-15 was sent home with students on Friday, October 17, 2014.



Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

- The Okeechobee Legislative Delegation meeting is scheduled at 3:00 p.m. on Friday, October 24, 2014, at the Historic Courthouse. Superintendent Kenworthy reviewed the recommendations that he will be making to the County's representatives regarding education as follows:

Okeechobee educators support a strong accountability system that promotes student achievement. We have seen the benefits of high standards, and have seen real academic progress.

However, this school year is one of transition and implementation. Districts are having to:

- Fully implement Florida State Standards across all grades and subjects.
- Administer the new Florida Standards Assessment.
- Implement Local Assessments (End of Course or EOCs) to measure student performance in grades and subjects not covered by a statewide assessment.
- Implement a new school grading system.
- Implement a new salary schedule incorporating student performance as a major component of compensation.
- Implement, a year early, the requirement that 50 percent of the annual instructional materials allocation be used to purchase digital or electronic instructional materials.
- Expand the use of technology in the classroom and for online assessments without knowing whether the required infrastructure or devices are sufficient.

### **Recommendations**

- The first year of administering the new assessment must be a true baseline year. That means holding students harmless from adverse consequences of test performance, and allowing the student results to be used to field test the system and improve the assessments.
- School grades should be held in abeyance because there is a lack of confidence among parents, educators, and the public that grades derived from the results will accurately reflect the performance of the schools. School gains or growth scores will not be valid, reliable, or statistically credible, as we transition from FCAT 2.0 to the new Florida Standards Assessment.
- While student performance should be a significant component of a teacher's evaluation, a modification of the percentage of the evaluation based on performance should be considered, and phased in, as the validity and reliability of the assessments of student performance are established.
- School districts are now required to pay tuition for students taking dual enrollment courses on college campuses. In addition, the cost of instructional materials for dual enrollment courses continues to increase at an alarming rate for which school districts do not receive sufficient funding. The current policy works against having a K-20 education system.
- Flexibility and Funding to Improve the "Low 300" Elementary Schools. Learning to read is the gateway skill for students to be successful in school and life. Okeechobee supports the requirement to provide an additional hour of reading instruction beyond the regular school day at the state's lowest 300 elementary schools in terms of reading test scores – but it must be funded. The cost in personnel and transportation alone is substantial. While the Supplemental Academic Instruction (SAI) and Reading Instruction categorical funds may be used for this purpose, the Legislature has not provided the funding to meet all of the needs and programs identified in these categorical programs.
- Chairman Arnold commented that the Superintendent's recommendations hit most key points related to education. He also encouraged fellow Board members to be in touch with legislators on education issues.
- Superintendent Kenworthy asked if the Board would like to continue their school visits. Chairman Arnold suggested waiting until the new Board members are present to discuss the schedule.
- Superintendent Kenworthy updated the Board on teacher vacancies. There are currently 21 vacant teacher positions. Superintendent Kenworthy shared that the District is advertising in many different mediums such as newspapers and social media as well as contacting many colleges and universities. Principals will be visiting colleges and universities to recruit teacher applicants in states that appear to be producing more education graduates than are being hired in those regions.

So far as teacher vacancies in surrounding districts, Indian River has five or six vacancies, Martin County has no vacancies, St. Lucie County stands at 58 openings, Highlands County has one or two vacancies, and Desoto County has 8 openings.

Minutes of  
Okeechobee County School Board Meeting  
October 14, 2014  
6:00 p.m.

B. SCHOOL BOARD MEMBERS

- Chairman Arnold, India Riedel, and Malissa Morgan expressed their thanks and gratitude to fellow Board members Gay Carlton and David Williams for their years of service to the District.

C. SCHOOL BOARD ATTORNEY

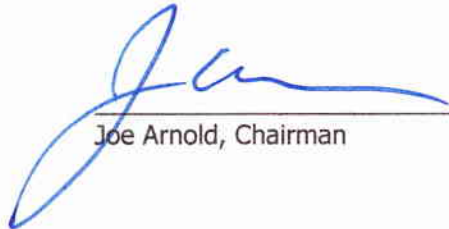
- Mr. Conely stated that it has been a pleasure to work with Ms. Carlton and Mr. Williams over the past 20 years and that they both did a nice job on the School Board. Mr. Conely thanked them for their service to the District and the community.

D. PUBLIC - NONE

**X. Adjournment**

There being no further business to discuss, on a motion by Gay Carlton, seconded by David Williams, the Board adjourned at 8:50 p.m. The next meeting of the School Board, which will include swearing in of new Board members and reorganization of the Board, is scheduled for 6:00 p.m. on Tuesday, November 18, 2014, at 700 S.W. 2<sup>nd</sup> Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

  
\_\_\_\_\_  
Joe Arnold, Chairman  
\_\_\_\_\_  
Ken Kenworthy  
Superintendent of Schools