

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

I. Call to Order

Call to Order: Malissa Morgan, Chairman

Present: District 1 – Joe Arnold
District 2 – Malissa Morgan, Chairman
District 3 – Dixie Ball
District 4 – Amanda Fuchswanz
District 5 – Jill Holcomb, Vice Chairman

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

Invocation: Tom Conely, School Board Attorney

Presentation of Colors and Pledge of Allegiance: Girl Scout Troop 60197

II. Recognition Items

Staff Recognition

★ Golden Mouse Award

- Jennifer Ellis, 4th Grade Teacher, South Elementary School
- Elizabeth Stanley, 1st Grade Teacher, North Elementary School

III. Oath of Office for Elected/Re-Elected Board Members

Chairman Morgan introduced Judge William Hendry to administer the oath of office to elected/re-elected School Board members. Judge Hendry stated that Okeechobee County will be celebrating their centennial. The Judge started school in Okeechobee eighty-one years ago. The current School Board building admitted its first class one hundred years ago, with two hundred students. At that time, Okeechobee was part of Saint Lucie County. Saint Lucie County arranged for financing and construction for the building that currently houses the School Board office, which included twelve classrooms with adjoining buildings. On August 7, 1917, Okeechobee County was established. World War I started in April of 1917. At that time the Governor appointed three School Board members who were tasked with finding a meeting place. The School Board used the Darrow Building on South Park Street for several years. During the population boom, the county grew and plans were made for a new school. Christmas 1925, Judge Hendry's mother, a nursing supervisor came to visit her parents. Her Dad was building a school, the building that currently houses OHS/Freshman Campus, as well as the courthouse. A cornerstone ceremony was held with the Okeechobee Masonic Lodge providing several guest speakers, one of which was T.W. Conely, Jr., Okeechobee's Mayor in 1926, and father of School Board Attorney, Tom Conely III. During the depression, the hurricane damaged or destroyed all Okeechobee schools, including the current School Board office. A vote was taken and all schools were closed and teachers were laid off. A program by the Governor provided funds to rehire teachers and restore the school (current School Board office) and build an auditorium, currently part of the OHS/Freshman Campus. In October 1934, the school opened and in 1935 Judge Hendry started school.

In 1954, the dairies started moving to Okeechobee, a total of fifty dairies moved in and around the county. The increased population created the need for an additional school. The land on Highway 441 North (currently houses OHS) was purchased. The late sixties proved to be a rough time for the School Board, protests, construction and in 1967 court ordered integration. In February 1968, teachers resigned one at a time. The county pulled together and within one week ninety volunteers, including doctors and lawyers, stepped forward to temporarily fill the vacancies. The staff finally returned.

In conclusion, Judge Hendry offered words of advice for School Board members: just like the stories mentioned you will have peaks and valleys in schools, each member brings certain talents, you do the best you can, use your common sense and talent. The Judge said his mother was the first Chairman of the School Board. His mother and her husband butchered and skinned frogs and fish, vaccinated cattle, and built and operated a motel. She brought her business experience to the School Board. Judge Hendry announced that Amanda Fuchswanz is the fourteenth woman to serve on the Board. Judge Hendry then administered the oath of office to re-elected School Board member Malissa Morgan (District #2), and newly elected School Board member Amanda Fuchswanz (District #4).

IV. Reorganization of the Board

Chairman Morgan turned the meeting over to Superintendent Kenworthy for reorganization of the Board. Mr. Kenworthy explained that according to Florida Statute 1001.371, the Board is required to reorganize each November by electing a Chairman and Vice Chairman and establishing the schedule and location for regular meetings.

Superintendent Kenworthy, acting as Secretary to the Board for the purpose of reorganization and in

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

accordance with Statute, declared the floor open for nominations for Chairman of the School Board. Joe Arnold nominated Malissa Morgan as Chairperson, and Dixie Ball seconded the motion. Superintendent Kenworthy asked for any other nominations and hearing none, ceased nominations. The Board voted unanimously to reelect Malissa Morgan as Chairperson of the School Board of Okeechobee County.

Superintendent Kenworthy declared the floor open for nominations for Vice Chairman of the School Board. A motion was made by Joe Arnold nominating Jill Holcomb as Vice Chairman. The motion was seconded by Dixie Ball. Superintendent Kenworthy asked for any other nominations and hearing none, ceased nominations. The Board voted unanimously to reelect Jill Holcomb as Vice Chairman of the School Board of Okeechobee County.

Joe Arnold made a motion that the School Board continue to hold regular meetings on the 2nd Tuesday of each month at 6:00 p.m. in the District School Board Administration Office, Room #303, located at 700 S.W. 2nd Avenue, Okeechobee, Florida, unless otherwise advertised. The motion was seconded by Jill Holcomb, and the Board voted unanimously to continue the regular meeting schedule and location as stated. The meeting was then turned over to Chairman Morgan for continuance of the agenda.

V. Approval of Minutes

- Minutes of Meeting on October 11, 2016

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

VI. Items for Action

Chairman Morgan asked if there were any changes, additions, or deletions to the Items for Action agenda. None were requested.

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

A.1. EXPULSION OF #17-04, 10TH GRADE STUDENT

Superintendent's Recommendation: That #17-04, a 10th grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2016-17 school year and that a final order for expulsion of this student be issued based upon the following act of misconduct and violation of the *Code of Student Conduct*:

C. Defiance of Authority

- Disobeying or disregarding school personnel or school rules.

Motion:	Dixie Ball
Second:	Jill Holcomb
Discussion/Additional Information	Pat McCoy, Assistant Superintendent for Instructional Services, stated that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. This student is enrolled in a youth academy for one year working on a GED. No comment from the public.
Vote:	5-0 In Favor

A.-2. EXPULSION OF #17-05, 8TH GRADE STUDENT

Superintendent's Recommendation: That #17-05, a 8th grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2016-17 school year and that a final order for expulsion of this student be issued based upon the following act of misconduct and violation of the *Code of Student Conduct*:

G. Inappropriate Conduct

- Language – Using profanity or verbal abuse including name calling, racial slurs or derogatory statements.

Motion:	Joe Arnold
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Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

Second:	Dixie Ball
Discussion/Additional Information	Pat McCoy, Assistant Superintendent for Instructional Services, stated that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. This student is enrolled in Florida Virtual School. No comment from the public.
Vote:	5-0 In Favor

A.-3. EXPULSION OF #17-06, 9TH GRADE STUDENT

Superintendent's Recommendation: That #17-06, a 9th grade student at Okeechobee Achievement Academy, be expelled for the remainder of the 2016-17 school year and that a final order for expulsion of this student be issued based upon the following act of misconduct and violation of the *Code of Student Conduct*:

N. Violence

2. Threat/Intimidation – A threat to cause physical harm to another which includes the elements of intent, fear and capability.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Pat McCoy, Assistant Superintendent for Instructional Services, stated that this student was enrolled at the Okeechobee Achievement Academy and failed to follow the rules of the Alternative Education Program. This student is enrolled in Florida Virtual School. No comment from the public.
Vote:	5-0 In Favor

B. SCHOOL IMPROVEMENT PLAN – CENTRAL ELEMENTARY SCHOOL

Superintendent's Recommendation: That the Board approve the School Improvement Plan for Central Elementary School for the 2016-17 school year.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	The School Improvement Plan was presented to the Board by Joseph Stanley, Principal, Central Elementary School. The complete plan is available upon request from Principal Stanley.
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 22nd day of November, 2016, for the purpose of discussing adoption of Board Policy 4.26 and 4.48. Superintendent Kenworthy withdrew the advertisement of Board Policy 3.70. The Board further certifies that it remained in session until 8:13 p.m. and there appeared no one at said hearing to oppose or discuss this policy revision.

C. ADOPTION OF BOARD POLICY 4.26 GRADE FORGIVENESS

Superintendent's Recommendation: That the Board approve adoption of School Board Policy 4.26 Grade Forgiveness.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy commented that the revision is required by statute to address grade forgiveness.
	<ul style="list-style-type: none"> • Advertisement of intent to adopt Board Policy 4.26 was approved by the School Board on October 11, 2016, and legally advertised to the public on October 12, 2016, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. There were no inquiries or comments from the public regarding the policy amendment.
Vote:	5-0 In Favor

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

D. ADOPTION OF BOARD POLICY 4.48 VIRTUAL INSTRUCTION

Superintendent's Recommendation: That the Board approve adoption of School Board Policy 4.48 Virtual Instruction.

Motion:	Jill Holcomb
Second:	Dixie Ball
Discussion/Additional Information	Superintendent Kenworthy commented that the revision is required by statute to address a virtual instruction graduation requirement.
	<ul style="list-style-type: none"> Advertisement of intent to adopt Board Policy 4.48 was approved by the School Board on October 11, 2016, and legally advertised to the public on October 12, 2016, as required by Chapter 120, Administrative Procedures Act, Florida Statutes. There were no inquiries or comments from the public regarding the policy amendment.
Vote:	5-0 In Favor

E. BOARD POLICY 3.70 FLAG DISPLAY AND PLEDGE

(This item was tabled at the October 11, 2016 Board Meeting.)

Superintendent's Recommendation: That the Board approve recommendation to withdraw advertisement of School Board Policy 3.70 Flag Display and Pledge.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	Superintendent Kenworthy stated that although it was recommended by the Board consultant to amend current policy, the District's current policy is still in compliance with the law.
	<ul style="list-style-type: none"> This item was discussed at the October 13, 2016, Board meeting and tabled for further discussion at the November 22, 2016 meeting. Mrs. Leonard stated that she understood the policy and the Superintendents decision to withdraw the proposed change. She did not understand why a student must have a note from a parent, why a student cannot make the choice for his/herself. Superintendent Kenworthy stated that it is the law.
Vote:	5-0 In Favor

F. APPOINTMENT OF TRUSTEE FOR FLORIDA SCHOOL BOARD INSURANCE TRUST

Superintendent's Recommendation: That the Board appoint a member to serve as Trustee for the Florida School Board Insurance Trust.

Motion:	Joe Arnold made a motion to reappoint Jill Holcomb to serve as Trustee for the Florida School Board Insurance Trust. Mrs. Holcomb accepted.
Second:	Dixie Ball
Vote:	5-0 In Favor

G. BOARD APPOINTMENT FOR SMALL SCHOOL DISTRICT COUNCIL CONSORTIUM

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

Motion:	Joe Arnold made a motion to reappoint Malissa Morgan to serve on the Small School District Council Consortium Board of Directors. Chairperson Morgan accepted.
Second:	Dixie Ball
Vote:	5-0 In Favor

H. APPOINTMENT TO OKEECHOBEE COUNTY ECONOMIC COUNCIL

Superintendent's Recommendation: That the Board appoint a member to serve on the Okeechobee County Economic Council as an ex-officio member.

Motion:	Joe Arnold made a motion to appoint Amanda Fuchswanz to serve as an ex-officio member of the Okeechobee County Economic Council. Ms. Fuchswanz accepted.
Second:	Dixie Ball
Vote:	5-0 In Favor

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

I. REVISED 2016-17 INSTRUCTIONAL CALENDAR

Superintendent's Recommendation: That the Board approve a revised 2016-17 Instructional Calendar designating no school for October 6 and 7, 2016, due to Hurricane Matthew.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	A calendar revision is necessary to reflect the two school days, October 6 and 7, 2016, missed due to Hurricane Matthew. The District will meet the minimum number of instructional hours required by law without making up those two days.
Vote:	5-0 In Favor

J. CONTRACT FOR LOBBYING SERVICES WITH LARRY J. OVERTON & ASSOCIATES, INC.

Superintendent's Recommendation: That the Board approve a contract with Larry J. Overton & Associates, Inc. for lobbying services to the Board for the 2016-17 fiscal year.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy commented that this is a new contract to strategize and formulate a plan to obtain special facilities funding. Mr. Bell presented to the Board last month and he has a good skill set that can help us move forward. The contract has a 30 day out clause. Superintendent Kenworthy stated that Mr. Bell will be sending dates to hold a workshop in December. Member Arnold stated that if we are going to move forward with the high school this is a move in the right direction. Chairperson Morgan stated that Mr. Bell may be able to assist with the procurement of funds to make temporary repairs while we are in the funding process and give the Board direction as to where do we go from here. Member Holcomb liked Mr. Bell's presentation and said that he is well respected in Tallahassee.
Vote:	5-0 In Favor

K. FIVE-YEAR DISTRICT FACILITIES WORK PROGRAM

Superintendent's Recommendation: That the Board approve the Five-Year District Facilities Work Program for Fiscal Years 2016-2021.

Motion:	Joe Arnold
Second:	Jill Holcomb
Discussion/Additional Information	Superintendent Kenworthy invited Brian Barrett, Director of Operations, to provide information on the plan. Director Barrett stated that once the budget is approved the plan is prepopulated. Director Barrett then reviewed the plan and made a few minor changes. He reviewed each page of the plan for the Board.
Vote:	5-0 In Favor

L. REVISIONS TO PERSONNEL ALLOCATIONS FOR 2016-17

Superintendent's Recommendation: That the Board approve the following revisions to personnel allocations for the 2016-2017 fiscal year.

Motion:	Joe Arnold
Second:	Dixie Ball

Administrative Personnel

Action		#	Position	Location	Effective Date
Add	Delete				
✓		.25	Director, Finance	District Office	04-03-2017

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

Non-Instructional Personnel

<u>Action</u>		<u>#</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<u>Add</u>	<u>Delete</u>				
✓		1	Paraprofessional	Okeechobee Achievement Academy	10-26-2016- 05-31-2017
	✓	1	Perm Sub, Classified	Okeechobee High School	10-26-2016
	✓	1	Aide, Media	South Elementary School	11-28-2016

Discussion/Additional Information	Superintendent Kenworthy stated that the additional part of an allocation to the Director of Finance was due to the planned retirement of Joi Turbeville at the end of the school year. The deletion of the Media Aide at South Elementary is to add a teacher to that position. This action will bring South into alignment with the other elementary schools that already have media specialists. The addition of the paraprofessional at the Achievement Academy is to allow the teacher to sub the rest of the year while working to pass exams.
Vote:	5-0 In Favor

VII. Consent Agenda

Chairman Morgan asked if there were any changes, additions, or deletions to the *Consent Agenda*. Superintendent Kenworthy requested that Item C., Resignation, Termination, and Suspension of Employment, be pulled for replacement. Attorney Conely stated that members of the public have requested to speak to this item.

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

A. EMPLOYMENT OF PERSONNEL

<u>Name</u>	<u>Position</u>	<u>School or Center</u>	<u>Effective Date</u>
Castilleja, Alejandra	Paraprofessional, ESOL	Everglades Elementary School	09-26-2016
Davis, Shannon	Bus Driver	Transportation	11-02-2016
Emerson, Barbara	Bus Driver	Transportation	11-07-2016
Harris, Susan	Food Service Assistant	Yearling Middle School	10-20-2016
Hodges, Arianna	Paraprofessional	Everglades Elementary School	09-26-2016
Kindell, Logan	Aide, Clerical	Okeechobee High School	10-10-2016
Miller, Adriel-Out of Field Reading/ESOL	Teacher, Reading	Osceola Middle School	10-18-2016
Shockley, Sherman	Paraprofessional	Okeechobee Achievement Academy	10-26-2016
Suarez, Leah	Teacher, Elementary	North Elementary School	11-02-2016
Voelker, Angie	Teacher, VE	South Elementary School	10-10-2016
Wagoner, Gary Jr.	Custodian II	Okeechobee High School	10-03-2016
Willits, Kimberly	Teacher, Elementary	South Elementary School	10-17-2016

To correct effective date of hire for the following originally approved August 9, 2016:

Alvarez, Alma	Aide, Health	Seminole Elementary School	08-03-2016 08-08-2016
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Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

B. EMPLOYMENT OF TEMPORARY PERSONNEL

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Browning, Karen	Aide, Extended Daycare	09-19-2016
Davis, Alicia	Interpreter, Extended Daycare	08-10-2016
Massie, Scott	Interpreter, Extended Daycare	08-10-2016
Shiple, Donald	Sub-Custodian	10-12-2016
Throop, Lauren	Osceola Middle School Head Volleyball Coach	08-01-2016

C. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT WAS PULLED FOR REPLACEMENT.

D. TRANSFER OF PERSONNEL

<u>Name</u>	<u>Transfer From</u>	<u>Transfer To</u>	<u>Effective Date</u>
Bryner, Britani	Teacher, Math Yearling Middle School	Teacher, Math/Science Coach Elem and M/J	09-26-2016
Moore, Michelle	Bus Driver – Transportation and Food Service Assistant – Okeechobee High School	Custodian II Okeechobee High School	10-10-2016

E. LEAVE REQUESTS

<u>Name</u>	<u>School</u>	<u>Leave Type</u>	<u>From</u>	<u>Through</u>
Dodson, Amanda	Everglades Elementary School	Short Term	11-28-2016	01-02-2017
Gosa, Kimberly	Seminole Elementary School	Short Term	Beginning July 29, 2016 and continuing for a total not to exceed 60 days and not extending beyond July 28, 2017	
McQueen, Roneka K.	Okeechobee High School	Short Term	10-19-2016	01-23-2017

F. ADDITIONS TO SUBSTITUTE TEACHERS FOR 2016-17

<u>Name</u>	<u>Rank</u>
Ayala, Elizabeth	I
Ferrell, Bruce	III
Kotula, Teresa	II
Phillips, Randy	III
Soto, Courtney	I

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

G. PAYMENTS TO PERSONNEL

<u>Name/Group</u>	<u>Purpose</u>	<u>Rate of Pay</u>	<u>Time Period (Maximum)</u>	<u>Funding Source</u>
Aguirre, Angela	GED Testing	\$10.00 Per Hour	10 Hours Per Week 8/30/16-5/26/17	1705 – Community Education Fee Support
Ammons, Katie	OHS After School Tutorial	\$12.00 Per Hour (up to \$1,000)	2016-17	High School Budget
Ellinger, Reid Kayda, Sarah	OHS After School Tutorial	\$23.00 Per Hour (up to \$1,500)	2016-17	High School Budget
Fessl, Amber	OHS After School Tutorial	\$23.00 Per Hour (up to \$1,000)	2016-17	High School Budget
Garcia, Robert Dryden, Brian	Additional Class Period – 7 th Period Math for College Readiness Aquaculture	Hourly Rate of Pay	2016-17	High School Budget
Schneider, Shana	ESOL Endorsement – 300 Hours	\$1,000	August 2015 – September 2016	1737 – ESOL Training
Walker, Alicia	Band Tutorial Teacher – NES	\$23.00 Per Hour	2 Hours Per Day, 4 Days per Week 9/26/16–5/18/17	1766 - SAI

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

Whitaker, Sharon	GED Testing Facilitator	\$23.00 Per Hour	5 Hours Per Week 8/30/16-6/30/17	1705 – Community Education Fee Support
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Note: All professional development shall comply with provisions in the negotiated personnel contracts.

H. REVISED VPK PROVIDER AGREEMENT 2016-17

The Board approved the Revised State of Florida Voluntary Prekindergarten Education Program Statewide Provider Agreement with the Early Learning Coalition of Indian River, Martin and Okeechobee Counties for the 2016-17 school year.

I. COLLEGE READINESS AND SUCCESS SAT CONTRACT WITH THE COLLEGE BOARD

The Board approved a College Readiness and Success Contract with the College Board, effective July 1, 2016, through June 30, 2017, at no cost to the District.

J. COLLEGE READINESS AND SUCCESS AP INSIGHT WITH THE COLLEGE BOARD

The Board approved a College Readiness and Success Contract with the College Board for AP Insight, effective November 10, 2016, through June 30, 2017, at a cost to the District of \$974.88.

K. SUNCOAST MENTAL HEALTH CENTER

The Board approved a Memorandum of Understanding and a Business Associate Agreement with Suncoast Mental Health Center, to provide a therapist and targeted case manager to work with children and families at Okeechobee Achievement Academy effective November 23, 2016.

L. REIMBURSEMENT FOR HIGHLY QUALIFIED CERTIFICATION

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

M. CARL D. PERKINS SECONDARY CAREER AND TECHNICAL EDUCATION GRANT

The Board approved the Carl D. Perkins Secondary Career and Technical Education Grant application in the amount of \$78,362.00 for the 2016-17 project year.

N. CARL D. PERKINS RURAL AND SPARSELY POPULATED GRANT

The Board approved the Carl D. Perkins Rural and Sparsely Populated Grant application in the amount of \$70,917.00 for the 2016-17 project year.

O. TITLE I, PART D, SUBPART 2, GRANT APPLICATION FOR LOCAL PROGRAMS FOR NEGLECTED AND DELINQUENT

The Board approved the Title I, Part D, Subpart 2, Grant application for Local Programs for Neglected and Delinquent in the amount of \$118,118.00 for the 2016-17 project year.

P. TITLE II, PART A, GRANT APPLICATION FOR 2016-17

The Board approved the Title II, Part A, Teacher and Principal Training and Recruiting Fund Grant application in the amount of \$420,009.00, including estimated roll forward, for the 2016-17 school year.

Q. TITLE III, PART B, ENGLISH LANGUAGE ACQUISITION GRANT APPLICATION

The Board approved the Title III, Part B, English Language Acquisition Grant award/application in the amount of \$115,375.94, plus \$25,000.00 roll forward funds, for the 2016-17 project year.

R. DISTRICT INSTRUCTIONAL LEADERSHIP AND FACULTY DEVELOPMENT

The Board approved the District Instructional Leadership and Faculty Development grant application in the amount of \$20,877.00.

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

S. REVISED EMPLOYEE PAYROLL SCHEDULES FOR 2016-17

The Board approved the Revised Payroll Schedules for all employees for the 2016-17 fiscal year.

T. PROPERTY DISPOSAL LIST #3 FOR THE 2016-17 FISCAL YEAR

That the items listed on the attached Property Disposal List #3 for the 2016-17 fiscal year be declared as surplus, to be removed from property records, and that the Superintendent be authorized to donate or sell such items in accordance with state statute.

Property Number	Description	Cost	Condition	School/Cost Center
20490	John Deere Lawn Mower	1,599.00	Unrepairable	OAA
6221F	Dell Desktop	1,047.28	Unrepairable	OAA
4102F	Dell Laptop	1,541.00	Unrepairable	YMS
5444F	Dell Laptop	805.09	Unrepairable	YMS
5450F	Dell Laptop	805.09	Unrepairable	YMS
5473F	Dell Laptop	805.09	Unrepairable	YMS
5488F	Dell Laptop	805.09	Unrepairable	YMS
5674F	Dell Laptop	805.09	Unrepairable	YMS
6177F	Lenovo Thinkpad	2,049.00	Unrepairable	YMS
21017	Dell Desktop	1,079.53	Unrepairable	OHS
21456	Dell Laptop	1,657.95	Unrepairable	OHS
21327	Dell Laptop	1,466.00	Unrepairable	IT
21354	Switch 24 port	1,045.40	Obsolete	IT/OMS
2808F	Power Server	3,003.70	Obsolete	IT
19101	Landa Hot Water Pressure Washer	5,788.00	Unrepairable	Maintenance
21073	Frontier PTO Mowing Deck	1,600.00	Obsolete	Maintenance
1446F	NAOA 10 HP Air Compressor	1,859.00	Obsolete	Maintenance

U. MONTHLY FINANCIAL STATEMENT FOR SEPTEMBER, 2016

The Board approved the Monthly Financial Statement for September, 2016, and ordered it filed as public record.

V. BUDGET AMENDMENT #3 FOR SEPTEMBER, 2016

The Board approved Budget Amendment #3 for September, 2016.

W. WARRANT REGISTER FOR OCTOBER, 2016

The Board approved the Warrant Register for October, 2016, as follows:

General Disbursement Account – Warrants #161738 thru #162076

Operating General Fund	\$ 2,939,754.27
Federal Programs Fund	183,331.84
Food Service Fund	185,631.02
Capital Improvement Fund	<u>97,621.76</u>
Total	\$ 3,406,338.89

Item Pulled for Replacement

C. RESIGNATION, TERMINATION, AND SUSPENSION OF EMPLOYMENT

Name	Position	School or Center	Effective Date
Bryant, Carol- Retirement	Teacher, Media Specialist	Okeechobee High School	01-18-2017
Clements, Jessina	Food Service Manager	Central Elementary School	10-26-2016
Kelly, Jennifer	Bus Driver	Transportation	11-21-2016
Kotula, Teresa	Paraprofessional Clerical	Central/South Elementary School	11-03-2016
Ramirez, Alejandra	Food Service Assistant	Everglades Elementary School	11-21-2016
Shockley, Sherman	Teacher, Dropout Prev.-Sr. High	Okeechobee Achievement Academy	10-26-2016
Turbeville, Joi-Retirement	Director, Finance	District Office	07-01-2017

That Roxanne Bittle, Teacher, Third, South Elementary School, be terminated as a probationary employee effective October 24, 2016, in accordance with Florida Statute 1012.335.

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

That the resignation of Dionna Farmer, Teacher VE (Full Time), Okeechobee Freshman Campus, be accepted with prejudice effective October 12, 2016, due to lack of sufficient notice.

That Shayla Henry, Teacher, Kindergarten, South Elementary School, be terminated as a probationary employee effective November 7, 2016, in accordance with Florida Statute 1012.335.

That the resignation of John Nealis, Bus Driver, Transportation, be accepted with prejudice October 26, 2016, due to lack of sufficient notice.

That the resignation of Faith Nielson, Paraprofessional, Media, South Elementary School, be accepted with prejudice October 24, 2016, due to lack of sufficient notice.

That Kristy Valladares, Food Service Assistant 6 Hour, Yearling Middle School, be terminated as a probationary employee effective September 23, 2016.

The following is a recommendation from October 11, 2016 School Board Agenda in which School Board approval was delayed for further information from the Superintendent:

That Jermaine Moore, Paraprofessional, ESE, Okeechobee Achievement Academy, be terminated as a probationary employee effective September 26, 2016.

Motion:	Joe Arnold
Second:	Dixie Ball
Discussion/Additional Information	<p>Superintendent Kenworthy stated that an employee was incorrectly listed with prejudice; the replacement page corrects that error. Attorney Conely stated that members of the audience wish to speak on behalf of Jermaine Moore, probationary employee. Attorney Conely cautioned Board members that a probationary employee is not entitled to a hearing and that this would set a bad precedence. It is the Superintendents desire to terminate, it is up to the Board if you want to hear when an employee is not entitled. Member Arnold stated that people have a right to speak.</p> <p>Chairperson Morgan stated that they could speak now.</p> <p>Mr. Moore was invited to speak, Chairperson Morgan stated that the time limit was five minutes. Mr. Moore said that DCF has cleared him of the case. Mr. Moore stated that just like there is a critical need for a building, there is also a critical need for individuals to be there to properly staff the building. Mr. Moore stated that his immediate supervisor did not recommend him for release. Mr. Moore stated that Attorney Conely explained the law prior to the meeting, but that he had the right to speak. He expressed his enjoyment of his work at OAA and thought that the release from DCF would open the door for reemployment.</p> <p>Mr. Palomino spoke about his son, a student at OAA. He stated that Mr. Moore opened the gate and helped his son understand where he (his father) is coming from. He stated, some work for a paycheck, Mr. Moore works from the heart.</p> <p>Chairman Morgan asked the Superintendent and Attorney for more information. The Superintendent stated that the District is independent of DCF decisions and that Mr. Moore is a probationary employee.</p> <p>Chairman Morgan asked if Mr. Moore can reapply for another job.</p> <p>Superintendent Kenworthy stated that anyone can apply. Some employees get hired back, some do not. There are no guarantees who gets to be hired.</p> <p>Mrs. Delagall asked, if cleared by DCF, what kind of recommendation can the District give for this employee so he can go on and further himself?</p> <p>Superintendent Kenworthy stated that because he is a probationary employee, no reason is given, nothing positive or negative.</p> <p>Member Holcomb stated that the situation is heartbreaking and she knows Mr. Moore personally, but has to put her faith in Mr. Kenworthy and support his decision.</p> <p>Member Arnold stated that it is a rare case that the Board comments at all; he respects both parties, but will vote against the recommendation.</p> <p>Member Ball stated that she does not have enough facts to be able to make this difficult decision.</p> <p>Superintendent Kenworthy stated that Mr. Moore is a probationary employee and that he stands by his recommendation. Students come first, employees second.</p> <p>Member Fuchswanz stated that this is a heartbreaking decision, she will follow legal recommendations.</p> <p>Member Morgan stated that she was elected to serve for a reason and supports Mr. Kenworthy's recommendation. But the student in question wrote a letter of support and still has interaction with Mr. Moore. Chairman</p>

Minutes of
Okeechobee County School Board Meeting
November 22, 2016
6:00 p.m.

	Morgan stated that she cannot amend a motion. Attorney Conely suggested the Board split the recommendation.
Motion:	Joe Arnold made a motion to amend the original motion.
Second:	Dixie Ball
Vote:	5-0 In Favor
Motion:	Joe Arnold made a motion to accept all action listed except Jermaine Moore.
Second:	Dixie Ball
Vote:	5-0 In Favor
Motion:	Joe Arnold made a motion that Jermaine Moore be terminated as a probationary employee, effective September 26, 2016, as recommended by the Superintendent.
Second:	Dixie Ball
Discussion/Additional Information	Mr. Delagall stated that Mr. Moore's supervisor, Mr. Weigum, never turned him in to be released as a probationary employee. Circumstances can be different, I know you have to follow recommendation but sometimes we all make mistakes. Member Fuchswanz asked what happens if we vote against this recommendation. Attorney Conely said it will set a bad precedence for probationary employees. With any future incident you are on notice. Chairperson Morgan asked if there was any further discussion.
Vote:	Jill Holcomb – Yes Amanda Fuchzswanz – Yes Joe Arnold – No Dixie Ball – No Malissa Morgan - No
	Superintendent Kenworthy stated that Jermaine Moore would report to OAA for work on Monday.

VIII. Information Items

- A. SUPERINTENDENT
 - None
- B. SCHOOL BOARD MEMBERS –
MEMBER ARNOLD – HISTORICAL SOCIETY IS LOOKING FOR FINANCIAL HELP FOR A \$1,900 HISTORICAL MARKER, CONTACT MAGI CABLE. MR. ARNOLD WISHED EVERYONE A HAPPY THANKSGIVING.
CHAIRPERSON MORGAN – LOOKING FORWARD TO THE SPECIAL FACILITIES WORKSHOP.
MEMBER BALL INVITED EVERYONE TO THE TREE LIGHTING TUESDAY.
- C. SCHOOL BOARD ATTORNEY –
WISHED EVERYONE A HAPPY THANKSGIVING.
- D. PUBLIC –
JERMAINE MOORE THANKED EVERYONE FOR THE OPPORTUNITY TO SERVE. ATTORNEY CONELY STATED THAT WHAT THE BOARD DID WAS HIGHLY UNUSUAL, DO NOT LET THEM DOWN.

IX. Adjournment

There being no further business to discuss, on a motion by Joe Arnold, seconded by Dixie Ball, the Board adjourned at 8:13 p.m. The next meeting of the School Board is scheduled for 6:00 p.m. on Tuesday, December 13, 2016, at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File
Malissa Morgan, Chairperson

Signature on File
Ken Kenworthy
Superintendent of Schools