Nancy Kline, Superintendent of Schools

THE SCHOOL BOARD OF MARTIN COUNTY, FLORIDA

500 East Ocean Blvd • Stuart, Florida 34994 • Telephone (772) 219-1200 Ext: 30200 • Facsimile: (772) 219-1231

AGENDA
SPECIAL SCHOOL BOARD MEETING
Tuesday, August 4, 2009 – 4:00 p.m.
School Board Meeting Room
500 E. Ocean Blvd.
Stuart, FL 34994

Call to Order by the Chairman and Pledge of Allegiance to the Flag of the United States

1. **Adoption of the Agenda:***
   - A. **Additions, Deletions or Amendments to the Agenda**
   - B. **Approval of the Agenda**

2. **Open to the Public:***

3. **Finance**
   - A. **Approve Purchase Orders** – Jeff Carver (Ex. 3)

4. **Personnel Recommendations**
   - A. **Schedule of Personnel Recommendations** – Gail Williams (Ex. 4)

5. **Rule Revisions:**
   - A. **First Review and Approve Advertising Per APA of School Board Policy**
     1. **3322 5. Administrative Salary** – Doug Griffin (Ex. 5)

6. **Open to the Board:***

Exhibit available for review.

School Board Members: Dr. David L. Anderson • Maura Barry-Sorenson • Laurie Gaylord • Susan J. Hershey • Lorie Shekailo
"An Equal Opportunity Agency"

UPCOMING MEETINGS: Unless noted otherwise, all School Board Meetings are held at 7:00 p.m. in the School Board Meeting Room, Instructional Center, 500 E. Ocean Blvd., Stuart, FL

REGULAR SCHOOL BOARD MEETINGS

Tuesday, August 18, 2009 – 7:00 p.m.
August Meeting to be held at Jensen Beach High School Auditorium
2875 NW Goldenrod Road, Jensen Beach

SPECIAL SCHOOL BOARD MEETINGS

Recognition of Students with Perfect FCAT Score in Reading, Math, and Science
Tuesday, August 18, 2009 – Elementary -5:30 p.m., Middle 6:00 p.m., High 6:30 p.m.
August Meeting to be held at Jensen Beach High School Auditorium
2875 NW Goldenrod Road, Jensen Beach

Adopt 2009/2010 Annual School Budget & Millage Levy
Tuesday, September 8, 2009 – 5:05 p.m.

0169.1 PUBLIC PARTICIPATION AT BOARD MEETINGS

The Board recognizes the value to school governance of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest. In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public participation at those public meetings of the Board during which action may be taken and provide rules to govern such participation in Board meetings. The Chair of each Board meeting at which public participation is permitted shall administer the rules of the Board for its conduct.

The Chair shall be guided by the following policies:

(1) Time Limit. Public discussion, not to exceed one (1) hour, may be scheduled or unscheduled. The Board may, from time to time, waive certain procedural requirements to allow greater public participation in Board meetings. Any waiver, regardless of how frequently made, shall be narrowly construed and not cited or used by other parties seeking to invalidate such procedures or otherwise avoid their impact. Attendees shall register their intention to participate in the public portion of the meeting with the Board clerk.

(2) Scheduled Appearances. In scheduled appearances, any person or group shall be allowed fifteen (15) minutes for the purpose, provided such appearance has been placed on the agenda. Hearing procedures for formal argument and presentation are governed by Bylaw 0169.1.

(3) Unscheduled Appearances. In unscheduled appearances, any person or group who has not made previous arrangements to be placed on the agenda may be heard for not more than three (3) minutes for an individual or group, provided there is time remaining in the public discussion.

(4) Remarks Directed to the Board. When several members of the public or several members of a group share similar opinions on the same issues, a representative, rather than all the members, should address the Board. Persons addressing the Board shall speak into a microphone and direct their remarks to the Board. Staff members shall not be expected to answer questions from the audience unless called upon by the Chair or the Superintendent.

(5) Board Action. Board action will not be taken on requests made during unscheduled appearances during the public discussion period until a later meeting unless the Board declares the matter to be an emergency.

NOTICE OF RIGHT TO JUDICIAL REVIEW

A party who is adversely affected by this Final Order is entitled to Judicial Review pursuant to Section 120.68, Florida Statutes. Review proceedings are governed by the Florida Rules of Appellate Procedure. Such proceedings are commenced by filing one copy of a Notice of Appeal with the School Board Clerk and a second copy, accompanied by filing fees prescribed by law, with the District Court, Fourth District. The notice of appeal must be filed within 30 days of rendition of the order to be reviewed. Rendition is defined as the filing of the Final Order with the Clerk of the School Board of Martin County, Florida. The agency shall accurately and completely preserve all testimony in the proceedings, and, on the request of any party, it shall make a full or partial transcript available at no more than actual cost.

Accommodations are available for persons with special needs. Please call 219-1200 X 425 for assistance.

Requisitions to be approved for purchases over $10,000.00 for Board Agenda date - 08/4/09

Cost Ctr	Req No.	Sch/Dept.	Authority for Issuance of Purchase Order	$ Amount	Description
0241	00039	SFHS	Exempt per SB Policy 6320 (V) (A) purchases made on other Public Entities Bids, RFP's, Contracts, FL State Contract # 425-001-06-1, MCSB approved Piggyback on 4/18/06, Ex. # 13-A-1	$10,776.19	Activity Tables
9514	00119	ESE	Exempt per SB Policy 6320 (V) (d) Instructional Materials	$11,154.00	Text Books
9514	00120	ESE	Exempt per SB Policy 6320 (V) (d) Instructional Materials	$11,211.40	Text Books
9514	00123	ESE	Exempt per SB Policy 6320 (V) (d) Instructional Materials	$10,079.90	Text Books
9514	00124	ESE	Exempt per SB Policy 6320 (V) (d) Instructional Materials	$10,435.94	Text Books
9518	00046	Facilities	Lowest of 3 Written Quotes Per SB Policy 6320.01 Para (II-a)	$23,900.00	Electrical Work to Support Portable Move
9518	00047	Facilities	Lowest of 3 Written Quotes Per SB Policy 6320.01 para (II-c)	$88,000.00	Relocation of 16 Portables
9518	00048	Facilities	Lowest of 3 Written Quotes Per SB Policy 6320.01 Para (II-c)	$67,250.00	Demolition of 25 Portables
9518	00054	Facilities	Lowest of 3 Written Quotes Per SB Policy 6320.01 Para (II-c)	$98,010.00	Parent Resource Center Renovation

Purchases from 07/21/09 through 07/30/09

PO#	Date	Cost Ctr.	Authority for issuance of Purchase order	$ Amount	Description
10000643	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$43,000.00	BPO for Food Products
10000678	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$39,000.00	BPO for Food Products
10000679	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$25,000.00	BPO for Food Products
10000680	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$55,000.00	BPO for Food Products
10000681	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$39,000.00	BPO for Food Products
10000682	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$17,000.00	BPO for Food Products
10000683	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$39,000.00	BPO for Food Products
10000684	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$44,000.00	BPO for Food Products
10000685	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$26,000.00	BPO for Food Products
10000686	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$18,000.00	BPO for Food Products
10000687	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$32,000.00	BPO for Food Products
10000688	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$54,000.00	BPO for Food Products
10000689	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$36,000.00	BPO for Food Products
10000690	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$16,000.00	BPO for Food Products
10000691	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$56,000.00	BPO for Food Products
10000692	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$16,000.00	BPO for Food Products

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10000693	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$18,000.00	BPO for Food Products
10000694	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$52,000.00	BPO for Food Products
10000695	07/21/09	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$43,000.00	BPO for Food Products
10000696	7/21/2009	9540	In Accodance with MCSD 5001-0-2006JK MCSB Approved 5/16/06 EX. #12-E-1	$14,000.00	BPO for Food Products

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THE SCHOOL BOARD OF MARTIN COUNTY, FLORIDA

Schedule of Personnel Recommendations

August 4, 2009

ADMINISTRATIVE PERSONNEL

EMPLOYMENT

1	Michael	McLeod	Assistant Principal	AMS	08/05/09	Repl. G. Sparks
2	David	Spears	Construction Manager	Facilities	08/10/09	Repl. G. Grabowski
3	David	Trimble	Facilities Spec/Construction	Facilities	08/10/09	Repl. S. Serynek

PROMOTIONS

4	Robyn	Monte	Assistant Principal	BCE	08/05/09	Repl. W. Gore
5	Mollye	Kiss	Coordinator of Response to Intervention Prog	Instructional Ctr	08/05/09	New Position

CONFIDENTIAL & NON-BARGAIN PERSONNEL

CHANGES

6	Beatrice	Smith	Extended Day Mgr	BCE	08/10/09	Index .41 to .39
7	Cynthia	Reynolds	Extended Day Mgr	CLE	08/10/09	Index .41 to .39

LEAVES

8	Donna	Wiseman	Plant Operator	SWE	07/30/09	Medical Leave/ FMLA

INSTRUCTIONAL PERSONNEL

CHANGES

9	Amy	Roseslio	Speech/Lang. Pathologist	JDP	08/17/09	7.50 hrs to 1.00 hr, Repl. A. Schooley
10	Shannon	Pretorius	Teacher, Title 1	PWE	08/17/09	VE Teacher to Title 1, New Position
11	Mercedes	Lucas	Dean	SFHS	08/12/09	Teacher/L/A, to Dean, Repl. K. Palmer

EMPLOYMENT

12	Elizabeth	Hibberd	Teacher, Reading	AMS	08/17/09	Repl. W. Patterson
13	Teresa	Howden	Teacher, Reading	AMS	08/17/09	Repl. Y. Rodriguez-Polk
14	Javan	Patrick	Teacher, PE	AMS	08/17/09	Repl. J. Dawedeit
15	Paul	Small	Teacher, Social Studies	AMS	08/17/09	Interim Position, Repl. M. Fister
16	Carla	Viands	Teacher, Science	AMS	08/12/09	New Position
17	Heather	Watson	Guidance Counselor	AMS	08/10/09	Repl. G. Mcardle
18	Diane	Wood	Teacher, ESE	AMS	08/17/09	Repl. D. Piombino
19	Clare	Hall	Teacher, 4th Grade	BCE	08/17/09	Repl. C. Peters-Dictor
20	Shannon	Watts	Speech/Lang Pathologist	Challenger	08/17/09	Repl. D. Long
21	Lindsay	Henry	Teacher, VE	CLE	08/17/09	Repl. M. Land
22	Stefanie	Delph	Speech/Language Pathologist	ESE	08/17/09	New Position
23	Courtney	Farrell	Teacher, VE	ESE	08/17/09	New Position
24	Annette	Koebe	TSA	ESE	08/17/09	Repl. D. Hosang
25	Shannon	Watts	Speech/Lang Pathologist	ESE	08/17/09	Repl. D. Long
26	Stephanie	McCreary	Teacher, 4th Grade	HSE	08/17/09	New Position
27	Heather	Medford	Teacher, Title 1	HSE	08/17/09	New Position
28	Kathryn	Warner	Teacher, 2nd Grade	HSE	11/02/09	Repl. L. Dimmett
29	Erica	Quint	Teacher, VE	JBE	08/17/09	New Position
30	Justin	Pigott	Teacher, Math	JBHS	08/17/09	Repl. T. Minch
31	Samantha	Raynor	Teacher, Social Studies	JBHS	08/17/09	Repl. N. Foley-Gilbert
32	Ashil	Lemoine	Teacher, VE	MCHS	08/17/09	Repl. R. Viens
33	Matthew	Theobald	Teacher, Social Studies	MCHS	08/17/09	Repl. J. Anderson
34	Angelita	Dennis	Teacher, Social Studies	MMS	08/17/09	Repl. L. Ortner
35	Ian	Gagnon	Teacher, Science	SFHS	08/17/09	Repl. J. Mastitski
36	Nicole	Sweeny	Teacher, ESE	SMS	08/17/09	New Position

LEAVES

37	Lori	Salmon	Teacher	PCE	09/29/09	Maternity Leave/FMLA

SEPARATIONS

38	Kathleen	Santamaria	Teacher	CGE	07/15/09	Resignation
39	Jennifer	Metzger	Teacher	JBHS	07/20/09	Resignation
40	Beth	Pastore-Rend	Teacher	PSE	08/17/09	Resignation
41	Karen	Sodemann	Teacher	WES	06/08/09	Resignation

STIPENDS

42	Diane	Bates	Tutor	SWE	08/24/09	Temporary Position

SUPPLEMENTS

43	Frances	Hanna	Science Fair Coordinator	HSE	09/10 SY	Same as 08/09 SY
44	Jack	Stripling	Soccer Middle School Coach	IMS	09/10 SY	Same as 08/09 SY
45	Nicholas	Barsuglia	Band Asst	SFHS	08/03/09	Repl. W. Sapienza
46	Joseph	Marasa	Softball Head Coach	SFHS	09/10 SY	Repl. S. Mahler
47	Kathleen	Bartemes	Art Club	SMS	08/24/09	Same as 08/09 SY
48	Jeffrey	Carson	Builders Club	SMS	08/24/09	Same as 08/09 SY
49	Deeann	Cox	Spelling Bee	SMS	08/24/09	Same as 08/09 SY
50	Marcel	Curry	Basketball Coach	SMS	12/10/09	Repl. P. Chasse
51	Jamie	Cyr	Volleyball Coach	SMS	08/24/09	Same as 08/09 SY
52	Archa	Emerson	FFA Greenschools	SMS	08/24/09	Same as 08/09 SY
53	Simone	Flood	National Jr. Honor Society	SMS	08/24/09	Same as 08/09 SY
54	Elizabeth	Forbes	Student Council	SMS	08/24/09	Same as 08/09 SY
55	Martha	Frazier	Cheerleading Coach	SMS	08/24/09	Repl. K. Dawedeit
56	Jack	Garman	Crime Watch	SMS	08/24/09	Same as 08/09 SY
57	Barbara	Hocker	Dance Corp	SMS	09/10 SY	Samer as 08/09 SY
58	John	Hopper	Club Sponsor/Science Fair	SMS	09/10 SY	Same as 08/09 SY
59	Carol	McLaughlin	Club Sponsor/Builders Club	SMS	09/10 SY	Same as 08/09 SY
60	Dorothy	Potyra	Basketball Middle School	SMS	09/10 SY	Same as 08/09 SY
61	Patricia	Trowbridge	Club Sponsor/Yearbook	SMS	09/10 SY	Same as 08/09 SY
62	Debra	Warmuskerk	Club Sponsor/Writers Club	SMS	09/10 SY	Same as 08/09 SY
63	John	Webster	Club Sponsor/FFA	SMS	09/10 SY	Same as 08/09 SY

TRANSFERS

64	Debra	Kenyon	Reading Coach	Instructional Ctr	08/12/09	Tchr, 196 days to Rdg Coach, 201 days, Repl. E.
65	James	Downey	Teacher	Spectrum	08/17/09	Challenger to Spectrum, Repl. K. Becker

NON-INSTRUCTIONAL PERSONNEL

CHANGES

66	Deborah	Mathias	Data Entry Clerk	CGE	08/05/09	4.0 to 8.0 hrs, New Posiiton
67	Leah	Simmons	Lead Operator I	Transportation	08/20/09	227 day s to 182 days

EMPLOYMENT

68	Nicole	Voster	ESE Ed Para	JDP	08/17/09	Repl. T. Berry
69	Joseph	Stence	ESE Ed Para	SFHS	08/17/09	Repl. H. Knight
70	Isabel	Rodriguez	Ed Para	SMS	08/17/09	Repl. A. Cruz-Rosselle
71	Debra	Arnold	Guidance Clerk	SWE	08/05/09	Repl. L. Damm
72	Roobelson	Viciere	ESE Ed Para	SWE	08/17/09	New Position

LEAVES

73	Joanne	Vieux	Registrar	JBHS	08/25/09	Medical Leave/FMLA

PROMOTIONS

74	Margarita	Matias	Data Entry Clerk	IALC	07/28/09	Clerk II to Data Entry III, Repl. L. Holt
75	William	Sapienza	Data Entry Clerk	JDP	07/21/09	SFHS,ESE Para to JDP,Data Entry Clerk;Repl. A. Malone

SEPARATIONS

76	Brenda	Lopez	Ed Para	JBE	07/21/09	Resignation
77	Travis	Michaud	Bus Assistant	Transportation	07/27/09	Resignation

TRANSFERS

78	Melissa	Palazzo	ESE Ed Para	JDP	08/17/09	PSE to JDP, New Position

Mollye M. Kiss

2712 NE Sewalls Landing Way
Jensen Beach, Florida 34957
Email: kissmollye@aol.com
Home: 772 463-2985/Work: 772 219-1200

Professional Goal:

To secure the position of Coordinator of Response to Intervention Programs

Qualifications:

- Master's degree in Educational Leadership
- Florida certification in Educational Leadership and in one or more areas of Exceptional Student Education
- Twenty-three (23) years experience in the field of Education, nine (9) of those in leadership roles in Martin County
- Knowledge of state and federal statutes, rules and regulations relating to public education
- Knowledge of the Florida education finance programs relating to the classification and funding of exceptional students
- Knowledge of program planning, implementation, supervision and current research in the field of education
- Skill in the use of microcomputers and other technological equipment typically used in public education
- Ability to communicate orally and in writing with various groups and individuals

Education:

June 2004
Nova Southeastern University, Master of Science/Educational Leadership

May 1984
Kent State University, Bachelor of Science/Special Education

Licenses & Certificates:

- Professional Educator's Certificate – State of Florida – Educational Leadership
- Professional Educator's Certificate – State of Florida – Hearing Impaired
- Clinical Educator Certificate – Martin County and Broward County
- Facilitative Leadership Certificate – Management Training Institute
- Interaction Management Certificate – Leadership Development /Technical Assistance
- Essential Facilitation for IEP Meetings Certificate – Interaction Associates

Professional Employment History:

July 2004 – Present, **ESE Program Specialist**, Martin County

- Assisted and monitored district programs for exceptional students.
- Coordinated and assisted in developing the Response to Intervention (RtI) problem solving/pre-referral process for continuous identification of exceptional children.
- Assured parents were informed of the student's recommended educational placement and of their due process rights.
- Reviewed exceptional Student Education programs for compliance with federal, state and local requirements.
- Carried out educational planning, articulation and reassignments of students as described in guidelines issued by the Florida Department of Education.

- Evaluated the curriculum of the exceptional education program in the area of individual student's needs and achievements.
- Attended eligibility, placement, Individual Education Plan (IEP) review/update and dismissal staffings as the LEA representative.
- Assisted in determining student eligibility for special programs as defined in State Board of Education regulations and in the Martin County District Procedures for ESE Programs.
- Assisted guidance counselors and other designated school center personnel in screening, evaluation, staffing and placement procedures.
- Developed procedures and coordinated ESE extended school year/summer school for the district.
- Collaborated with outside agencies and educational professional to coordinate inservice training for ESE teachers.
- Interacted with parents, outside agencies, businesses and the community to enhance the understanding of district initiatives and priorities and to elicit support and assistance.
- Responded to inquiries and concerns in a timely manner.
- Developed, coordinated and implemented comprehensive training plans to increase the skill and competencies of ESE teachers and paraprofessionals.
- Informed of legal requirements governing ESE.
- Informed about current research, trends and best practices in exceptional student education.
- Attended training sessions, conferences and workshops as assigned or appropriate to keep abreast of current practices, programs and legal issues.
- Prepared and oversaw the preparation of the LEA Performance Plans and Special Programs and Procedures manual and maintained all appropriate records.
- Assisted the Director of ESE in determining ESE teacher unit allocations for district.
- Set high standards and expectations for self and others.

July 2002 – 2004, **ESE Transition Specialist**, Martin County

- Ensured that all procedures related to Federal, State, and local regulations of the transition process were implemented.
- Coordinated activities, trainings, and programs relevant to the transition process.
- Assisted in the development of the individualized transition plans for graduating ESE students.
- Served as the grant coordinator for *Project Connect*. A grant that emphasized collaboration among teachers, local agencies, and parents.
- Coordinated all of the ESE/ESY summer school services for Martin County schools. Included recommending staff, developing class rosters, and collaborating with the transportation department.
- Served as the District LEA representative at a number of school sites (both elementary and secondary).

Aug. 2000 – 2002, **ESE Mainstream Consultant/Team** Leader, Bessey Creek Elem., Martin Co.

- Scheduled and facilitated all annual IEP meetings, Speech/Language program staffings and re-evaluation meeting.
- Helped to develop and implement behavior intervention plans, related services, transportation, and trainings as part of the IEP process.
- Co-chaired the Child Study Team (CST) and served on the School Advisory Council (SAC).
- Collaborated with general education teachers and ESE teachers on ways to ensure every student received a Free Appropriate Public Education (FAPE) in the Least Restrictive Environment (LRE) based on the individual needs of the child.

Aug. 1999 – 2000, **Outreach Coordinator**, Children's Home Society, Martin & St. Lucie Co's.

- Coordinated *Project Safe Place* programs in Martin and St. Lucie Counties.
- Collaborated with local business and schools to coordinate *Safe Place* sites and teach youth about the *Project Safe Place* program.

Sept. 1996 – 1998, **ESE Teacher**, Tropical Elementary School, Broward County

- Taught third, fourth, and fifth grade hearing impaired students with identified secondary exceptionalities such as specific learning disabilities, emotional disorders and speech/language impairments.
- Wrote Individualized Educational Plans (IEPs), Behavior Intervention Plans (BIPs), and lesson plans.
- Collaborated with the educational interpreter, para-professional, speech/language pathologist, audiologist, and mental health counselor to coordinate effective supports and services for students.

Aug. 1984 – 1996, **ESE Teacher** (itinerant), Hillsborough County

- Served as an itinerant resource teacher for hearing impaired student in grades K-12, including a center school for students with disabilities.
- Cognitive abilities of students ranged from cognitively impaired (trainable) to superior (gifted).
- Developed a procedures manual for the Hearing Impaired Resource program and served on the initial eligibility determination team for the students being considered for the deaf/hard of hearing program.
- Developed IEPs, BIPs and lesson plans
- Worked collaboratively with general education teachers, speech/language pathologists, school psychologists, mental health counselors, audiologists and interpreters on behalf of students.

Awards:

Angelic Award, Hillsborough County Public Schools, 1996.
Award for dedication to student growth and achievement

Professional Committees:

- District Response to Intervention Plan member, 2009
- Response to Intervention(RTI)/Problem Solving Process District Contact, 2006-2009
- ESE Self-Assessment Coordinator, 2007-2009
- LEA Performance Plan Chair, 2006-2009
- ESE/ESY Coordinator, 2005-2009
- ESE Parent Advisory Council member, 2003-2009
- ESE District-Wide Inservice Day Coordinator, 2007 & 2008
- ESE Math Curriculum Committee, 2007 & 2008
- ESE Continuous Improvement Plan Chair, 2003-2006
- Project Connect Grant Coordinator, 2002-2004
- ESE Inservice Day Committee member, 2002-2004
- District Advisory Council member, 2001-2002
- School Advisory Council member, 1996-1998 & 2000-2002

Professional Trainings/Conferences:

- Response to Intervention (RtI) National Conference – Washington D.C. – 2009
- Response to Intervention (RtI) – How to Write a District Plan – FLDOE – 2009
- Response to Intervention (RtI) – Pilot School Trainings – FLDOE – 2007 - 2009
- Martin County School District's Leadership Academy – 2005-2008 (500+ points accumulated)
- Florida's Alternate Assessment Administration Trainer – 2007-2008
- Leadership Conference for Special Educators - Sponsored by the Council for Administrators of Special Education & Florida Department of Education – 2007
- Administrator Management Meeting – Florida Department of Education – 2006 & 2007
- National Institute on Legal Issues of Educating Individuals with Disabilities – LRP Publications – 2004 & 2006
- Nova Southeastern University - 300 hour Educational Leadership Internship – 2004
- Quality Design of Instruction training - 2002
- Florida Educators of the Hearing Impaired (FEHI) conference – 2002
- Functional Behavioral Assessment/Behavior Intervention Plan (FBA/BIP) process training – 2000

References: (Available upon request)

DAVID R. SPEAR, AIA
1425 Deerfoot Rd.
DeLand, Fl 32720

email address: davidrspear@yahoo.com
mobile telephone: 386-717-7536
home telephone: 386-943-8973

EDUCATION: Bachelor of Architecture (5 yr. Program), Georgia Tech, 1968
U. S. Army Engineer Officer Candidate School, 1969
Certified Construction Specifier (CCS), 1980
CAD (Autocad Release Seminars up through 2008)

LICENSES: Registered Architect, Georgia 1973, License #2410
Registered Architect, Florida 1974, License #AR6542
Registered Architect, North Carolina 2003, License #9581
NCARB Certificate 1974, Certificate #14540
General Contractor 1983, Florida Certificate #CGC025938
Building Threshold Inspector, Florida Certificate #447
Certified Building Official, Florida 2003, License #BU1302

MEMBER: American Institute of Architects
Construction Specification Institute
Florida Building Officials Association
International Code Council

EXPERIENCE:

July 2004 to June 2009 — Director of Facility Planning and Design
SCHOOL BOARD OF COLLIER COUNTY
5775 Osceola Trail, Naples, FL 34109
Responsible for preparation of Design Guidelines and Guideline Specifications for AE's on School Bd. projects. Provided project management for procurement of AE services, contract execution, in-house code and program reviews for 11 new schools and major renovations to 10 existing schools and ancillary projects totaling in excess of $300 million.

July 1995 to May 2004 — Project Manager/Construction Administrator
SPILLIS CANDELA/DMJM
200 South Orlando Ave., Orlando, FL 32801
Responsible for project management, constructability, construction document, and building code review for 26 new school facilities as part of $1.4 billion building program for Detroit Public School; service fire and building code review compliance for Miami Dade County, Broward, and Palm Beach School Districts and construction administration for various commercial and institutional projects including Lakeland Civic Center, Lakeland, Fl; Seminole Co. Public Safety Bldg., Sanford, Fl; Administrative Parking Garage, Orlando, Fl; and Airsides 1 & 4 improvements to Orlando International Airport, Orlando, Fl.

July 1993 to June 1995 — Project Architect
BARGER DEAN ASSOCIATES, INC.
227 Central Ave., Sarasota, FL 34326
Responsible for design and construction documentation for the Hospice of Southwest Florida Main Administrative and Warehouse and 10 patient care facility, Sarasota, FL; $2.3 million renovation of Charlotte High School, Punta Gorda, FL for Charlotte School District. Also, designed four Classroom Additions to three elementary schools in Okaloosa County School District, Ft. Walton Beach, FL.

Dec 1984 to June 1993 — Director of Facility Planning and Construction
SEMINOLE COUNTY SCHOOL BOARD
1211 Mellonville Ave., Sanford, FL 32771

Responsible for planning, design and construction of $230 million for school projects in District. Supervised 54 man in-house construction department for projects up to $1 million and designed in-house projects up to $6 million. Supervised three office staff for office project management, review and inspection services.

Feb. 1981 to Dec. 1984
Owner
D. R. SPEAR & ASSOCIATES
1517 Broadway, Oviedo, FL 32765
Responsible for project threshold inspections for five story, 403 room Best Western Hotel, Kissimmee, Fl; Sonesta Village Resort, Orlando; 60,000 S.F. Convention Center addition to Buena Vista Palace Hotel, Lake Buena Vista, and 48,000 S.F. Isleworth Clubhouse, Windermere, Fl; provided design services for multiple renovations to Buena Vista Palace Hotel, Lake Buena Vista, Fl. Also provided building programming and design review for 3000 student $180 million post secondary vocational school in Jubail, Saudi Arabia. Supervised six office staff for office production and field inspection and supervision services.

Dec 1977 to Jan. 1981
DIRECTOR OF PLANNING AND CONSTRUCTION
Orange County School Board
Orlando, FL
Responsible for planning, design and construction of $65 million in schools and ancillary projects. Supervised 50 man construction team for in-house projects up to $200,000 which were also designed in-house. Supervised 12 office staff for production and supervision design consultants and contractors.

April 1975 to Feb. 1977
Project Architect
VOA ASSOCIATES, INC.
200 South St., Orlando, FL 32801
Responsible for design, contract documentation and administration for varied projects including a Laundry and Maintenance Facility for Sunland Hospital, Orlando, Fl; two Post Offices in Orlando and Sarasota, Fl; and the Norman Hall Media Center and Office complex at U of F, Gainesville, Fl.

Jan. 1971 to March 1975
Draftsman/Project Architect
BIGGERS, SCARBROUGH, NEAL, CRISP AND CLARK
Columbus, GA
Responsible for design, contract documentation and administration for a new Media Center for Columbus College, Columbus, GA; several banks nursing homes, medical offices and K-12 educational facilities located across south and central Georgia.

April 1968 to Jan. 1971
Private/First Lieutenant
U. S. ARMY CORPS OF ENGINEERS
Various locations in U.S. and Vietnam
Responsibilities included construction of a Food Service Facility, Dahlonega, GA; a 10,000 S.F. Office Building, a 14,400 S.F. Warehouse and design and construction of an 8,000 S.F. Officer's Club located in Binh Thuy, Vietnam.

REFERENCES:

Previous Supervisor:
Alvah Hardy II, Executive Director of Facilities Management, Collier School District, 5775 Osceola Trail, Naples, FL 34109. Phone 239-377-0236.
Additional Work References:
Jeanette Johnson, Principal, LWIT Technical Center and High School, 3702 Estey Ave., Naples, FL 34104. Phone 239-377-0906.
Derald Pacetti, Vice President, Owen-Ames-Kimball Construction Co. 6310 Tamiami Trail, Naples, FL 34108. Phone 239-596-0291.

David Trimble

Phone:	561-626-5407 home 561-512-9990 cell
Email:	dtrimble493@comcast.net

Education:	Auburn University
Program:	Bachelor of Science in Building Construction
Fields of Interest:	Commercial construction administration

Qualifications

- Long history of managing projects of all sizes within budget and on time.
- Excellent at identifying problems early and initiating corrective procedures.
- Acute attention to detail.
- Managed project administration staff and field installation crews.
- Certified General Contractor CGC 027729

Work Experience

- Auburn University:

  - Participated in the Co-operative Education Program where I gained experience by working alternating quarters with curriculum courses.

- The Beck Group

  - 1976 thru 1994 Started at entry level position in estimating and quickly advanced to project administrative positions, initially checking shop drawings, responding to RFI's, maintaining project schedule and within 5 years to managing projects and staff, including Owner contract administration, subcontracts administration, cost control, safety, scheduling and reporting to Central and Division Offices. Projects ranged in size from 7 million to 52 million.

- Southern Construction Systems
  - 1994 thru 2008 Partnered with two others to start a commercial construction company focused on design build projects incorporating pre-engineered steel

structures. Projects varying in size from hundreds to app. 4 million. Many projects resulted from the hurricanes of 2004 & 2005 where investigative analysis had to be performed prior to pricing. As one of the managing partners, I managed all field operations, field crews, Owner & subcontractor contracts, cost control, scheduling and safety.

- Clearspan Structures, LLC
  - 2008 thru 2009 After the sell of Southern Construction Systems to an investment group the name was changed to Clearspan Structures, LLC. My duties basically remained the same as Vice President and managing partner of field operations.

Partial List of Projects

C & P Telephone Building – Baltimore, MD

Richmond Metropolitan Hospital

St. Mary's Hospital

Hutzler's Department Store – Baltimore, MD

American Express Office Building & Parking Deck

Bayside

Trainor Glass Office & plant

St. Lucie Co. Baling Facility

UniFirst Commercial Laundry – Pompano Beach
- Atlanta

Mercedes of Palm Beach

Christ Fellowship Church

Rybovich Marine Technology Center

Sewell Hardware

Robyn A. Monte
3033 SW Summer Ave.
Palm City, Fl. 34990 (772) 485-9129
robynmonte@yahoo.com

Certifications

Florida Educational Leadership: Administration and Supervision	Early Childhood Education
Varying Exceptionalities K-12	National Board Certification: Middle Childhood Generalist
Elementary Education	Clinical Education

Education

Florida Atlantic University
Boca Raton, Florida 2002-2003
Masters Degree: Educational Leadership

St. Thomas Aquinas College
Sparkill, New York 1981-1985
Bachelors of Science Degree: Special & Elementary Education

Pascack Valley Regional High School
Hillsdale, New Jersey 1977-1981

Instructional Experience

Port Salerno Elementary School Stuart, Florida 2004-Present • Teacher on Special Assignment • Staff Developer • Teacher Trainer	Spectrum Alternative High School Stuart, Florida 2002-2003 • Long-Term Disciplinary Unit Supervisor • Intensive Reading and Mathematics Developer
Palm City Elementary School Palm City, Florida 1988-2002 • Teacher of Learning Disabled • Teacher of Varying Exceptionalities • Fourth Grade Teacher	Emerson Early Childhood Center Emerson, New Jersey 1985-1986 • Pre-Kindergarten Teacher

Business Experience

All About Achieving Learning Centers, Inc. 5577 SE Federal Hwy. Stuart, Fl. 34997 2008 • Operations Manager	Baby Face Photos 3033 SW Summer Ave. Palm City, Fl. 34990 2005-present • Business Owner/Photographer

Associated Professional Activities

National Level • National Board Certified Teacher • Columbia University/Teachers College Literacy Training	**State Level** • Just Read Florida State Conference • Florida Educators Technology Conference
University Level • Clinical Education Training • Genesis Academy for Teacher Excellence Action Research Participant	**District Level** • Florida Department of Education: Sunshine State Standards Review Team • Writing Leadership Committee • District Advisory Council Member • Southern Association of Colleges and Schools Technology Chair • Southern Association of Colleges and Schools Reading Chair • Facilitative Leadership • Child Abuse and Neglect Training
School Level • School Advisory Council Chair • Literacy Leadership Team • School Improvement Writing Committee Chair • School Improvement Technology Committee • Technology Leadership and Budget Chair • Technology Summer Institute • Media and Guidance Team • Child Study Team	**Exceptional Student Education** • Exceptional Student Education Workshop Presenter • Learning Disabled Workshop Presenter • Brain-Based Research Workshop Presenter • Super Arts for the Exceptional Child
Discipline Related • Non-Violent Crisis Intervention Team • Assertive Discipline Certified • Pro-Social Skills Certified • Suicide Prevention Training • Get Smart Drug Prevention	**Community Level** • Education Foundation Teacher Representative • Donor of Photography Packages to Various Education Related Community Fund Raising Projects • *Now I Lay Me Down To Sleep* Bereavement Photography for Sudden Infant/Child Loss

Professional Memberships and Affiliations

National Association of Elementary School Principals	Martin County Education Association
Association for Supervision and Curriculum Development	Martin County Education Foundation
National Board for Professional Teaching Standards	National Educators Association
Alpha Delta Kappa	Parent Teacher Association

Recognitions

Teacher of the Year 1998-1999	Palm Beach Post Teacher of the Month March 1999

Michael McLeod
5809 NW Zenith Drive
Port Saint Lucie, Fl. 34986
(772) 878-2474 Home
(772) 370-5496 Cell

Objective To serve as an instructional leader in a school setting, where teachers are committed to quality and meaningful work, with clear and compelling standards for assessment to prepare students with knowledge, skills, and the desire to learn.

Professional Experiences:

2007-Present Assistant Principal
Allapattah Flats K-8 School
Saint Lucie County School District

2009-Present Adjunct Instructor
Florida Atlantic University
Boca Raton, Florida

2005-2007 Assistant Principal
Port Saint Lucie High School
Saint Lucie County School District

2002-2005 Assistant Principal
Stuart Middle School
Martin County School District

2000-2002 Adjunct Instructor
Indian River Community College
Fort Pierce, Florida

1999-2002 Dean of Students
Saint Lucie West Middle
Port Saint Lucie, Florida

1998-1999 Classroom Instructor
Saint Lucie West Middle
Saint Lucie County School District

1995-1998 Classroom Instructor
Dan McCarty Middle
Saint Lucie County School District

Professional Certification:

2005 Principal (All Levels)
1998 Middle Grades Social Sciences 5-9

Education:

1999	Master of Education (Educational Leadership K-12)
1988	Bachelor of Arts (History)

Professional Services:

2009	Summer School Principal Southport Middle
2008-2009	Reading Leadership Committee Allapattah Flats K-8
2008-2009	Teacher of the Year Selection Committee Saint Lucie County School District
2008-2009	Positive Behavior Support (PBS) Committee Allapattah Flats K-8
2007-2009	Professional Development Coordinator Allapattah Flats K-8
2007-2009	Professional Development Facilitator Allapattah Flats K-8
2007-2009	School Safety Team Chair Allapattah Flats K-8
2007-2009	Data Coach Allapattah Flats K-8
2007-2009	Working on the Work (WOW) School Level Trainer Allapattah Flats K-8
2006-2007	Distinguished Minority Educator Selection Committee Saint Lucie County School District
2006-2007	Administrative Screening Interviewer Saint Lucie County School District
2006-2007	Collaborative Bargaining Committee Port Saint Lucie High School
2006-2007	Professional Learning Community Facilitator Port Saint Lucie High School
2005-2007	DJJ In-Take Committee member Saint Lucie County School District

2005-2007	Working on the Work Design Team member Port Saint Lucie High School

Professional Services:

2005-2006	Targeted Selection Interviewer Saint Lucie County school District
2005-2007	New Teacher Orientation Facilitator Port Saint Lucie High School
2002-2005	Summer School Administrator Martin County School District
2004-2005	Social Studies Textbook Adoption Committee Martin County School District
2004-2005	Middle School Architect Selection Committee Martin County School District
2003-2005	Targeted Selection Interviewer Martin County School District
2003-2005	Martin County Teacher Recruitment Team Martin County School District
2003-2005	School Safety Team Chairman Stuart Middle School
2003-2004	Cooperative Teaching Administrative Facilitator Stuart Middle School
2003-2004	School/Community Network Committee Martin County School District
2003-2004	District Crisis Planning Team Committee Martin County School District
2002-2003	Professional Enhancement Program Coach Martin County School District
2002-2005	School Advisory Council member Stuart Middle School
2002-2005	Martin County Association of School Administrators member Martin County School District

RULE: 3322

ORIGINATOR: Pamela Lannon, Director of HRMD

TITLE: Administrative Salary

SUMMARY: The proposed policy expands and clarifies the policy governing the functioning of the School Board.

PURPOSE: The proposed policy expands and clarifies the policy governing the functioning of School Board.

ECONOMIC IMPACT:

(1) Individual: No

(2) Board: No

(3) Method:

AUTHORIZED: Mrs. Nancy Kline

( ) **RECOMMENDED**
( ) **NOT RECOMMENDED**

AUTHORITY: Fla. Stat. 1001.41, 1001.43

IMPLEMENTS: Fla. Stat. 1001.41, 1001.43

ADMINISTRATIVE SALARY

I. ADMINISTRATIVE PAY

All employees classified as administrative, professional/technical or supervisory personnel shall be paid pursuant to the salary schedule adopted in accordance with this rule. Unless otherwise indicated, the salary reflected in the administrative salary schedule assumes a 248-day work year, inclusive of paid holidays for the 25th of December, the 1st of January, Labor Day, Thanksgiving Day, the Friday after Thanksgiving and Martin Luther King, Jr. Birthday. Salaries of those employees working less than 248 days shall be prorated on a daily basis, but shall still be inclusive of the same six paid holidays.

II. ANNUAL SALARY SCHEDULE ADJUSTMENT

Unless the Board takes action to the contrary, upon approval by the Board of the MCEA collective bargaining agreement governing a fiscal year, the base salary ("base salary" is defined to mean any salary with a 1.0 index) shall be increased by the same percentage as the last step on the Masters column of the instructional personnel schedule is increased for the fiscal year, and all other salaries on the schedule shall be adjusted according to the index. Subject to the limitations of this section, the salaries shall be made retroactive to the commencement of the fiscal year. Nothing herein, however, shall be construed to grant an employee an expectation of continued employment or continued level of compensation. Administrative contracts may be reduced in term or terminated by the Board in accordance with law. Administrative salaries may be otherwise increased or decreased throughout the contract year in the Board's discretion. Retroactive increases in pay shall be made only for those individuals remaining in the employment of the District at the time the Board authorizes the increase.

III. TRANSFERS, REASSIGNMENTS AND SALARY DECREASES

Employees who are transferred or reassigned to a lower paying position shall continue at the employee's rate of pay in the higher paying position for the balance, if any, of the fiscal year following the transfer. Unless otherwise approved by the Board, beginning ~~For~~ the next fiscal year, the employee shall be placed on the appropriate place on the salary index and be paid accordingly.

IV. SALARY SUPPLEMENTS

Administrative, professional/technical or supervisory employees shall be granted salary supplements based upon the recommendation of the Superintendent under the following circumstances:

A. **Advanced Degrees**

Administrative, professional/technical and supervisory employees shall be eligible for a supplement for advanced degrees as follows:

1.	Bachelor's Degree	$1,200
2.	Master's Degree	$2,100
3.	Master's plus Specialist's Degree	$1,800 above Master's
4.	Doctorate Degree	$3,600 above Master's

Employees shall be eligible for such supplements provided they meet the following conditions:

1. The degree must be above the minimum education requirement for the position.

2. The degree must be from a college or university accredited by a recognized accrediting agency.

3. The degree must be in the field of the employee's job assignment.

4. The transcript or diploma documenting the degree must be on file in the appropriate District office by September 1st to receive a full year supplement or by February 1st to receive a half-year supplement.

B. **Martin County Experience Supplement**

Employees compensated on the administrative, professional/technical or supervisory schedules shall be paid a professional growth supplement in an amount approved by the Board.

C. **Western Zone Supplement**

Employees compensated on the administrative, professional/technical or supervisory schedules whose primary job location is in Indiantown shall be paid a professional growth supplement in an amount approved by the Board.

D. **Western Zone Recruitment Supplement**

Employees compensated on the administrative, professional/technical or supervisory schedules whose primary job location is Indiantown Middle School or Warfield Elementary School for purposes of recruitment and retention incentive shall be paid a professional growth supplement in an amount approved by the Board.

E. **Food Service Manager Satellite Supplement**

Employees compensated as food service managers who are responsible for satellite programs shall be paid a professional growth supplement in an amount approved by the Board.

V. PERFORMANCE INCENTIVE PAY

A supplement for school administrators, which recognizes high performance, is included in the compensation system as follows:

A. An incentive of 5% of the individual's salary before supplements may be paid to eligible employees.

B. This incentive shall not become a part of the employee's base pay.

C. The Superintendent may develop other standards or expectations for eligibility and selection of recipients of this supplement.

VI. SALARY SCHEDULE

The administrative and professional/technical personnel salary schedule is as follows:

A. The approved Salary Schedule containing salary information for Assistant Superintendents, Directors, Principals & Assistant Principals Schedule "DA"; Professional, Mid-Management and Supervisory Personnel Schedule "SP"; Technical and Other Professional Staff Schedule "TPS"; Plant Operators Schedule "OP"; Food Service Managers Schedule "LM"; and Extended Day Managers Schedule "ED" is incorporated herein by reference.

VII. **RETIREMENT SUPPLEMENT**

Each retiring administrative, professional/technical or supervisory employee who has worked ten (10) consecutive years for the District[1] (normal retirement only) will receive a lump sum terminal pay supplement of 15% of the employee's current annual salary. In order to receive the supplement, participating employee must qualify for retirement under the Florida Retirement System or the Florida Teachers Retirement System and notify the Director of Human Resource and Staff Development in writing of his or her projected retirement day at least ninety (90) days prior to said date. The Superintendent, in his or her discretion, may waive the notice requirement for good cause shown. This supplement will be paid only once and is included as a portion of the final year's salary.

The Board shall provide payment for single health insurance coverage to the HMO level for employees retiring after November 1, 2002 as follows:

Years of Service (%) Payment of Premium in Martin County

15----------25%
20----------50%
25----------75%
30----------100%

The Board shall continue to provide the full cost of the insurance premium associated with District provided core employee benefits for any bargaining unit member who is disabled and receiving workers' compensation for up to six (6) months following placement on workers' compensation leave. The employee may elect to participate in COBRA consistent with law.

F.S. 1001.41, 1001.43, 1012.22
Effective Date: 07/01/05
Amendment Date: 03/20/07; 00/00/09

[1] Employees who have submitted their 90 day notice of intent to retire prior to the effective date of this policy shall be grandfathered.