

District School Board of Indian River County
1990 25th Street, Vero Beach, FL 32960
Business Meeting
Agenda

Date: May 27, 2014

Time: 6:00 p.m.

Room: Teacher Education Center (TEC)

It is hereby advised that if a person decides to appeal any decision made by the Board with respect to any matter considered at this meeting, he/she will need to ensure that a verbatim record is made that includes the testimony and evidence upon which the appeal is to be made.

- I. CALL MEETING TO ORDER – Chairman Johnson
- II. INVOCATION
- III. PLEDGE OF ALLEGIANCE TO THE FLAG AND PRESENTATION OF COLORS BY Vero Beach High School Air Force Junior ROTC under the Direction of Chief Master Sergeant (Ret) USAF Detachment 043
- IV. ADOPTION OF ORDERS OF THE DAY
- V. PRESENTATIONS
 - A. Vero Beach High School Air Force Junior ROTC Recognition – Dr. Adams
 - B. Congressional Medal of Merit Award Recognition – Mrs. Disney-Brombach
 - C. Recognition of the 2013-2014 National School Bus Safety Week Poster Contest Winners – Mr. Millar
 - D. Vero Beach High School Future Educators Association Reading Mentor Program – Dr. Adams
The Superintendent and Board Members recognized Jonnette Hay-Wingate, Language Arts Teacher and Future Educators Association (FEA) Sponsor at Vero Beach High School, and the members of the FEA Reading Program who served as reading mentors to struggling readers in the School District’s elementary schools – Dr. Adams
 - E. Pre-K Program Grant from the Education Foundation – Ms. McCorrison
 - F. Pre-K to John’s Island Foundation, John’s Island Community Service League and the Education Foundation – Ms. McCorrison
- VI. CITIZEN INPUT

VII. CONSENT AGENDA

A. Approval of Minutes – Dr. Adams

1. Special IRCEA Impasse Hearing held 5/12/2014
2. 2014-2015 Budget Workshop held 5/13/2014
3. Discussion Session held 5/13/2014
4. Business Meeting held 5/13/2014

Superintendent recommends approval.

B. Approval of Personnel Recommendations – Mr. Fritz

Attached is a list of personnel recommendations that includes personnel additions, terminations, and/or changes. Superintendent recommends approval.

C. Approval of Agreement Renewal for Exchange Use of Facilities and Equipment with the City of Vero Beach – Mr. Fritz

Approval is recommended for the renewal of a long-standing agreement between the City of Vero Beach and the School District. This agreement states that each party will provide the other the use of particular facilities and equipment; and to pay related costs, expenses, and fees for certain recreational or school activities and transportation needs. Superintendent recommends approval.

D. Approval of Donations – Mr. Morrison

1. Vero Beach High School received a donation in the amount of \$3,000 from Donna & Alfred Scott. The funds will be used to benefit the Vero Beach High School ROTC program.
2. Beachland Elementary received a donation in the amount of \$2,791.04 from Beachland Elementary PTA. The funds will be used to purchase five computers for the Beachland Elementary Media Center.

Superintendent recommends approval.

E. Approval of Budget Amendments – Mr. Morrison

This request is for approval of the following budget amendments for fiscal year ending June 30, 2014:

Amendment #4 – Special Revenue - Other

Amendment #1 – Debt Service Fund

Amendment #3 – Capital Projects Fund

Superintendent recommends approval.

F. Approval of 2013-2014 Fire Safety Reports – Mr. Morrison

The 2013-2014 School Fire Safety Reports for each school and facility are attached. According to State Requirements for Educational Facilities (SREF) and Florida Statutes, these reports are to be submitted to the Board each year. Superintendent recommends approval.

G. Approval to Issue a Purchase Order to Contrax Furnishings for Casework for the New Biotechnology Lab at Vero Beach High School - Mr. Morrison

Pursuant to School Board Policy 6320, the Superintendent's authority is limited to purchase commodities and/or contractual services where the total amount does not exceed \$50,000 and does not exceed the applicable appropriation in the District Budget. This request is to grant the authority for the Superintendent to issue a purchase order to Contrax Furnishings in the amount of \$74,307.96. The existing open area that used to house the small engine repair classroom is being converted into a new biotechnology lab. This order is for the installation of 54' of cabinetry, student workstations, and stools in this open space. Funding is from Project 562 Career Vocational. Pricing for this purchase is as per the specifications, terms, and conditions of the TCPN Contract #R4976. This bid expires April 30, 2015. Please see attached backup. Superintendent recommends approval.

H. Approval to Issue a Purchase Order to Mobile Modular Management Corp. for the Leasing of Portable Classrooms for Citrus Elementary - Mr. Morrison

Pursuant to School Board Policy 6320, the Superintendent's authority is limited to purchase commodities and/or contractual services where the total amount does not exceed \$50,000 and does not exceed the applicable appropriation in the District Budget. This request is to grant the authority for the Superintendent to issue a purchase order to Mobile Modular Management Corp., in the amount of \$389,420 for the delivery, infrastructural work, and installation of twelve (12) portables for Citrus Elementary. This campus currently has Mobile Modular portables; however, they are old and reside in the location of the proposed new cafeteria. Existing portables will be returned to the vendor and new or like new portables will be placed on campus until all construction is complete. Portables are 24' x 36' – 864 square foot. Pricing for this purchase is as per the specifications, terms, and conditions of the Suwannee County Schools RFP 11-203. This bid expires June 30, 2017. Please see attached backup. Superintendent recommends approval.

I. Approval of Citrus Elementary School Security Trailer Removal – Mr. Morrison

Citrus Elementary School hosted a security trailer that was not owned by the District. The trailer was used to house a District employee who provided after hour security services for that campus. These security services are no longer required for this location and, in addition, it was necessary to remove the trailer in order to continue with the HVAC project that was Board approved on April 22nd. The condition of the trailer was poor and it was deemed to have little or no value, and has since been demolished and removed from the site. Superintendent recommends approval.

J. Approval of Renewal of Contracted Services with Economic Opportunity Council/Head Start of Indian River County - Mr. Rynberg

Economic Opportunity Council/Head Start of Indian River County provides services for children with disabilities ages 3 to 5 in the local head start programs. Referral services for these students are provided by the School District. Renewal Contract is for the 2014-2015 school year. No additional cost to District. Superintendent recommends approval.

K. Approval of Renewal of Contracted Services with Redlands Christian Migrant Association (RCMA) - Mr. Rynberg

Redlands Christian Migrant Head Start provides appropriate services for identified handicapped children ages 3 to 5, who meet the Head Start eligibility criteria. It is recommended that the Board approve the renewal contract for the 2014-2015 school year. No additional cost to District. Superintendent recommends approval.

L. Approval of Renewal of Contracted Services with Physical Therapy Services of Indian River, Inc. - Mr. Rynberg

Physical Therapy Services of Indian River, Inc., supplies the School District with licensed physical therapists on a contractual basis. This renewal contract is for the 2014-2015 school year and includes Extended School Year. Estimated cost: \$40,000.00. Superintendent recommends approval.

M. Approval of Renewal of Contracted Services with Marie Cole - Mr. Rynberg

Marie Cole provides hearing interpreter services to hearing impaired students in the Indian River County School District. This renewal contract is for the 2014-2015 school year. Estimated cost: \$33,000.00. Superintendent recommends approval.

N. Approval of 2014-2015 Transportation Service Agreement Renewals – Mr. Fritz

Attached are the 2014-2015 Transportation Agreements with the Boys & Girls Clubs of Indian River (B&GCIRC), Gifford Youth Activity Center (GYAC), First United Methodist Church (FUMC), Environmental Learning Center (ELC), Dasie Bridgewater Hope Center, Inc. (DHC), Indian River County 4-H Association IRC 4-H), and Homeless Family Center, Inc., (HFC) (new). The agreements are to provide transportation for a one-year period from July 1, 2014, to June 30, 2015. Service will allow use of the District's Transportation Services from designated pick-up locations to sites in Indian River County for their respective, sponsored programs. No cost to the District. Superintendent recommends approval.

O. Approval of Hosting Agreement and Software License Renewal with Renaissance Learning –Mr. Green

Renaissance Learning provides all District schools with the Accelerated Reader software application that promotes independent reading and increases comprehension skills. Attached is the license renewal covering the period beginning on 8/01/2014 and ending on 7/31/2015. Also attached is the original contract

signed in 2010. The cost impact is \$64,457.00. Superintendent recommends approval.

P. Approval of Microsoft School License Agreement Renewal – Mr. Green

The Microsoft School License Agreement provides the District with access to the latest Microsoft operating systems (Windows 7&8), the complete Microsoft Office suite, Microsoft SharePoint, Microsoft server software, and other Microsoft applications used throughout the District. The District has had a School License Agreement with Microsoft since 1999. A School Agreement license provides the District with a greatly reduced cost over purchasing each software title individually. Attached is the license renewal covering the period beginning on 7/01/2014 and ending on 6/30/2015. The cost impact is \$181,082.34. Superintendent recommends approval.

Q. Approval of EDR (TERMS) Software Maintenance Renewal – Mr. Green

EDR, LLC, formerly CrossPointe, provides the District with support and maintenance of the TERMS software applications suite. These applications include the District's Finance, Payroll, Human Resources, and Student Information Systems. Attached is the yearly maintenance and support renewal covering the period beginning 7/1/2014 and ending 6/30/2015. Also attached is the original contract signed in 2005. The cost impact is \$175,787.00. Superintendent recommends approval.

VIII. ACTION AGENDA

A. Approval of Cisco SmartNet Maintenance Renewal – Mr. Green

Presidio provides the District with support and maintenance of our entire phone system and core network switches through the Cisco SmartNet suite of applications. In 2009, the District upgraded its phone system that included five years of maintenance and support that expires this year. Attached is the yearly maintenance and support renewal ending on 6/30/2015. Also attached is the breakdown of all items covered under the contract. The cost impact is \$136,446.68. Superintendent recommends approval.

B. Approval of PD 360 Contract 2014-2015 Renewals– Mr. Rynberg

PD 360 Professional Development On-Demand is a web-based, on-demand, professional learning resource that supports the District in the establishment of a systemic, job-embedded program that emphasizes classroom implementation. School Improvement Network owns the copyrights to and is the sole-source provider for the professional development online service, PD 360-Professional Development On Demand. The online program is comprised of two major components: PD360 (general professional development for teachers) and Common Core 360 (professional development aligned specifically to the Common Core State Standards). The initial term of this agreement shall begin on July 1, 2014, and will continue through June 30, 2016, for a two-year period. The purpose of this action is to purchase licenses that will allow all teachers access to both sections of the on-

demand, professional learning system. The cost impact is \$108,000. Superintendent recommends approval.

C. Approval of Budget Amendment – Mr. Morrison

This request is for approval of the following budget amendment for fiscal year ending June 30, 2014:

Amendment #3 – General Fund

Superintendent recommends approval.

D. Approval of Indian River Community Foundation Grant to Highlands 2014-15 – Mr. Rynberg

The Board of Directors of Indian River Community Foundation has approved a grant to Highlands Elementary School for their expansion of the Conscious Discipline pilot program. The program is designed to build the social and emotional regulatory skills of students at Highlands to productively engage students in learning. The grant award to Highlands Elementary is \$47,835.50. Superintendent recommends approval.

E. Approval of John's Island Community Service League Grant for Summer Pre-K to Kindergarten Transition Program, July 2014 Extension – Mr. Rynberg

The Education Foundation, in collaboration with the Title I and Pre-K programs, received a grant in the amount of \$35,000.00 from the John's Island Community Service League to provide additional instructional time for students who are participating in the Title I Pre-K to Kindergarten Summer Transition program. These funds will be used to extend the Title I Pre-K to Kindergarten Summer Transition program and services for an additional thirteen days in the month of July for up to 90 students. Superintendent recommends approval.

F. Approval 2013-15 Collective Bargaining Agreement between School District of Indian River County and Indian River County Education Association (IRCEA) – Mr. Fritz

Negotiations between the School District and IRCEA commenced on March 11, 2014. During the course of negotiations, fifteen (15) tentative agreements were reached between the parties. On April 29, 2014, impasse was declared with the Public Employees Relations Commission (PERC). After the parties waived a special magistrate ruling, terms of the contract were Legislatively Resolved by the School Board on May 12, 2014. Some significant elements of the Contract being recommended include a raise for all teachers of \$1,400 or more per MBU, differentiated pay for specific Title I MBU's, an increase in insurance premiums, increased School Board contribution for health insurance to \$417/month/MBU, modifications to systems for teacher observations and walkthroughs,

implementation of a performance pay system, and 2013-15 duration. IRCEA has scheduled a ratification vote regarding the legislatively resolved language and all tentative agreements. Upon ratification by the School Board and IRCEA, the contract would be finalized. Members of the District Bargaining Team are Deborah Long, Kelly Ward, Craig Kinsley, Denise Roberts, Carter Morrison, Bill Fritz, and Wayne Helsby. Superintendent recommends approval, pending ratification by IRCEA.

IX. SUPERINTENDENT'S REPORT

X. DISCUSSION

No discussion items

XI. SCHOOL BOARD MEMBER MATTERS – Chairman Johnson

XII. INFORMATION AGENDA

A. Financial Reports for Month ending March 2014 -- Mr. Morrison

Attached are the Financial Reports for the month ending March 31, 2014

XIII. SUPERINTENDENT'S CLOSING

XIV. ADJOURNMENT – Chairman Johnson

Anyone who needs a special accommodation may contact the School District's American Disabilities Act Coordinator at 564-3071 (TTY 564-8507) at least 48-hours in advance of the meeting. NOTE: Changes and amendments to the agenda can occur 72-hours prior to the meeting. All business meetings will be held in the Teacher Education Center (TEC) located in the J.A. Thompson Administrative Center at 1990 25th Street, Vero Beach, FL 32960, unless otherwise specified. Meetings may broadcast live on Comcast/Xfinity Ch. 28, AT&T Uverse Ch. 99, and the School District's website stream; and may be replayed on Tuesdays and Thursdays at the time of the original meeting. For a schedule, please visit the District's website at www.indianriverschools.org/iretv. The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

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The District School Board of Indian River County met on May 12, 2014, at 3:00 p.m. The special meeting was held in the Teacher Education Center located at the J.A. Thompson Administrative Center, 1990 25th Street, Vero Beach, Florida 32960. District School Board Members attending were: Chairman Carol Johnson, Vice Chairman Matthew McCain, and Board Members: Claudia Jiménez, Karen Disney-Brombach, and Dale Simchick. Dr. Frances J. Adams, Superintendent of Schools; and Suzanne D’Agresta, School Board Attorney, were also present.

**Public Hearing to Legislate Impasse between
Superintendent of the School District of Indian River County, Florida
and Indian River County Education Association
Meeting Minutes**

- I. Chairman Johnson called Public Hearing to Order.

- II. Purpose of the Special Meeting – Chairman Johnson
Chairman Johnson stated for the record that this was a public hearing of the School Board of Indian River County, Florida, (“School Board”) pursuant to §447.403, Florida Statutes, to resolve an Impasse in negotiations between the Superintendent of the School District of Indian River County, Florida (“Superintendent”), and the Indian River County Education Association (“IRCEA”) involving unresolved issues for the Collective Bargaining Agreement.

The Superintendent declared impasse pursuant to Chapter 447, Florida Statutes and the parties jointly waived the Special Magistrate process.

Pursuant to §447.403(4), Florida Statutes, and communications to the parties dated April 30, 2014, both parties submitted to the School Board their recommendations for settling the Impasse issues. Due to the short time period, the School Board received written recommendations just prior to the Hearing. The public hearing allowed each party the opportunity to explain their positions to the School Board with respect to all Impasse issues.

This proceeding was open to the public to observe, but this was a labor proceeding with specific statutory requirements and only the two parties, the Superintendent and IRCEA, were to make presentations to this Board.

Each party would be afforded one hour to present their positions on the disputed impasse issues. Chairman Johnson stated that she had asked Mrs. D'Agresta to be the Board's timekeeper. She said that Mrs. D'Agresta was hired by the School Board. She was not the District hired Attorney, even though she occasionally was involved with other District matters.

Chairman Johnson said that in order to allow each party to fully make their presentations, School Board Members would hold any questions until the end of each party's presentation. Chairman Johnson asked Board Members if they preferred to ask questions after each presentation or to hold their questions until after both parties had completed their presentations. The direction from the Board Members was to hold questions until after both parties had completed their presentations. Chairman Johnson said that upon the conclusion of the presentations by both parties, the School Board Members would have an opportunity to ask any final questions, deliberate, and then vote on resolution of the impasse issues.

Finally, the School Board intended to take a brief break approximately every 2 hours, and there would be a 30-minute break at an appropriate time.

For the record, Chairman Johnson stated that the Superintendent would be called upon first and IRCEA would be called upon next. She stated that the first party to declare impasse was called upon first, as was past practice. Chairman Johnson heard no response, when she asked the Board Members if they had any exceptions to the order of the presentations.

III. Introduction of Parties to the School Board – Chairman Johnson

Table One - Superintendent:

Wayne Helsby, Esq., of Allen, Norton & Blue, Chief Negotiator for the Superintendent.

William Fritz, Assistant Superintendent of Human Resources and Risk Management for the School District

Carter Morrison, Assistant Superintendent of Finance and Operations for the School District

Fran Adams, Superintendent of Schools for the School District of Indian River County

Brian McMahon, Performance Data Analyst for the District

Table Two – Indian River County Education Association (IRCEA) Teachers’ Union:
Graham Picklesimer, Chief Negotiator for Indian River County Education Association
(IRCEA)

Beth Weatherstone, IRCEA President and Algebra I Teacher for Middle School

Luke Flynt, President Elect of IRCEA and Exceptional Education Teacher at Gifford Middle
School

Ren Robb, Economics Teacher at Vero Beach High School (arrived at 3:11 p.m.)

IV. Presentation by Superintendent – not more than 1 hour

Dr. Adams, just prior to the start of the meeting, gave each Board Member a binder, with tabs and two copies were provided for the IRCEA Table to support her recommendations for impasse. Dr. Adams and her Negotiation Team utilized a PowerPoint presentation to present a history of the negotiation process and information that supported the Superintendent’s recommendations. In closing, Dr. Adams asked the Board to accept the Superintendent’s recommendations.

V. Presentation by Indian River County Education Association – not more than 1 hour

Mrs. Weatherstone and the IRCEA Negotiation Team utilized a PowerPoint presentation and handouts were presented prior to the start of the meeting to Board Members, with two copies for the Superintendent. Mrs. Weatherstone and the IRCEA Negotiation Team presented a history of the negotiation process and information that supported the IRCEA’s recommendations. In closing, Mr. Flynt asked the Board to accept the IRCEA’s recommendations.

Recess: Upon completion of both presentations, Chairman Johnson called for a recess at 4:52 p.m. and reconvened at 5:06 p.m.

Questions from the Board:

The Board asked questions directed at both parties and spoke at length about the issues under Impasse. The Board also consulted with the Board Attorney on the actions to be taken at this meeting. Board Members asked both parties to consider presenting to the Board a compromise regarding the issue of the final percentile rubric before the Board voted on the impasse issues.

Recess: Chairman Johnson called for a recess at 6:56 p.m. and reconvened at 7:08 p.m.

Compromises presented by IRCEA and the Superintendent to resolve the issue of the final percentile rubric for VAM (Value Added Model) affecting the Teacher Assessment:

Mr. Picklesimer said that the IRCEA discussed would consider an alternate percentile to the rubric as follows. Dr. Adams said that she discussed the issue with her team and said that to be fair while maintaining student achievement, the following modification to the final percentile rubric, by which the teachers would be measured, was being presented to the Board for consideration.

SUPERINTENDENT'S RECOMMENDED PERCENTILE RUBRIC		IRCEA COMPROMISE	SUPERINTENDENT'S COMPROMISE
Highly Effective	75%	70%+	70%-100%
Effective	50%-75%	30%-70%	40%-69.9%
Needs Improvement	25%-50%	15%-30%	20%-39.9%
Unsatisfactory	Less than 25%	Less than 15%	0%-19.9%

VI. School Board Deliberation – Chairman Johnson
Board Members asked both parties additional questions.

VII. School Board Motion and Vote on the Resolution of the Issues at Impasse – Chairman Johnson

Chairman Johnson called for a motion. Mrs. Disney-Brombach moved approval of the new salary schedule, pending ratification by the IRCEA; School District to pay half of the insurance increase; the outcome 6.7, we approve the recommendation by IRCEA; that for the terms and duration, we approve the Superintendent’s recommendation; for the Performance Pay, we approve the Superintendent’s recommendation; and for student growth, we approve the Superintendent’s recommendation with the modifications of the percentages presented by the Superintendent.

After discussing the motion. Mrs. Disney-Brombach revised the motion by withdrawing the approval of the new salary schedule, pending ratification by the IRCEA.

Mrs. Disney-Brombach explained the items included in her motion that she summarized as follows:

Insurance Exhibit 1

Mrs. Disney-Brombach clarified that the motion proposed for insurance was to approve the \$12.00 monthly increase proposed by the Superintendent.

Article IV.7.B (Teacher Evaluation Final Outcome Issue)

Mrs. Disney-Brombach explained her motion for outcome 6.7: “the outcome 6.7 we approve the recommendation by IRCEA,” with the intent to “hold teachers harmless for one year” as proposed by the IRCEA for the 2013-2014 year. She said that the full language was in the book. Mrs. Disney-Brombach read the language: Article IV.7 B. A summative evaluation rating of “Needs Improvement” or “Unsatisfactory” for 2013-2014 shall not be used to establish just cause for suspension or termination.

Article XX Terms of Agreement and Signatures

Regarding the duration of the contract under Article XX, Mrs. Disney-Brombach, referenced Tab 2 page 3, said her motion was to approve the Superintendent’s recommendation for the duration of contract. (Language on Exhibit 4 page 38 of the agenda backup: Article XX Terms of Agreement and Signatures – D. The life of this contract shall commence on July 1, 2013, and terminate June 30, 2015.)

Article XIX.3 Compensation and Pay Schedules

Regarding Compensation and Pay Schedules, Mrs. Disney-Brombach said that her motion was for approval of the Superintendent’s recommendation that was for \$900.00 and \$1,200. (Language on Exhibit 3, page 37 of 38 of the agenda backup.)

Article IV TEP Manual Appendix A

Regarding Student Growth Assessment Measure for Article IV TEP Manual Appendix A, Mrs. Disney-Brombach’s motion was to approve the Superintendent’s recommendation. (Language on Article IV TEP Manual Appendix A, Exhibit 2 of the agenda backup.)

Chairman Johnson called for a second to the motion. Mr. McCain seconded the motion for discussion. Mrs. Disney-Brombach clarified that the Superintendent’s recommendation for Article IV TEP included the Superintendent’s amended recommendation for the final percentile rubric.

SUPERINTENDENT’S AMENDED RECOMMENDATION	
Highly Effective	70%-100%
Effective	40%-69.9%
Needs Improvement	20%-39.9%
Unsatisfactory	0%-19.9%

Board Members gave statements in regard to the Impasse process and the motion. Mrs. D’Agresta spoke to possible next steps. Board Members voted in favor of the motion unanimously, with a 5-0 vote.

VIII. Adjourn the Public Hearing – Chairman Johnson

With no further business, the meeting adjourned at approximately 7:36 p.m.

Note: The meeting was audiotaped and made available on the website following the meeting.

The District School Board of Indian River County met on May 13, 2014 at 9:30 a.m. The workshop was held in the Teacher Education Center located at the J.A. Thompson Administrative Center, 1990 25th Street, Vero Beach, Florida 32960. District School Board Members attending were: Chairman Carol Johnson, Vice Chairman Matthew McCain, and Board Members: Claudia Jiménez, Karen Disney-Brombach, and Dale Simchick. Dr. Frances J. Adams, Superintendent of Schools; and Suzanne D’Agresta, School Board Attorney, were also present.

2014-2015 Budget Workshop Minutes

I. Chairman Johnson called the workshop to order.

II. PURPOSE OF THE WORKSHOP – Dr. Adams

Dr. Adams stated that today they were bringing the Budget before the Board. Before turning the workshop over to Mr. Morrison, Dr. Adams said that the legislative session was not very kind to the School District this year.

III. PRESENTATION – Mr. Morrison

Mr. Morrison stated that he would like to invoke a waiver of the information presented that it may no longer be accurate due to last minute changes and pending outcomes from the Legislative Session. Mr. Morrison began with the definition of FEFP (Florida Education Finance Program) enacted in 1873 to establish a State policy on equalized funding to guarantee to each student in the Florida public education system the availability of programs and services appropriate to his/her educational needs that are substantially equal to those available to any similar student notwithstanding geographic differences and varying local economic factors. Mr. Morrison reviewed the workshop agenda and handouts. Items highlighted were in the areas of the FEFP, Base Student Allocation, Public School Funding, True BSA, ad Valorem Taxable Assessed Valuation, History of K-12 Funding, and FEFP Conference Report. The 2014-15 FEFP Calculation included a projection of 17,710 students for 2014-15, with the total State funding projection figure of \$42,133,417 and with the lion share of funding coming from local property taxes. Mr. Morrison also highlighted the 2014-15 Conference Report Summaries statewide and for Indian River. He reviewed the budget projections for 2014-2015 showing the breakdown of reserves, restricted funds, funding losses, and anticipated cost increases.

Based on 2013-2014 Union contract negotiations and Florida Statutes, Mr. Morrison reviewed potential budget impactors for the 2014-2015 fiscal year. Mr. Morrison also reviewed a list of potential “must fund” budget requests from schools totaling \$542,691. A recap of all “must fund” requests and impactors totaling (\$2,975,918) would be funded from the General Fund Balance.

Mr. Green presented a three-year State Historical Analysis on the Lowest 300 Elementary Schools in Florida. He explained that the data was based on last summer's FCAT 2.0 data. He said that there would be new rankings this summer. Mr. Morrison stated that \$1.2 million was set aside, with \$300,000 per school to extend the day for one hour for more intensive reading. Dr. Adams said that she would have those schools give the Board an update on what they were going to do differently to improve their students. Mr. Rynberg reviewed the 28 Benchmark Assessments required for students in Levels I and II. Board and staff discussed the required testing schedule.

Mr. Morrison noted that the District had a lot of work to do. He said that they would be looking at ways to decrease the total potential impact to the General Fund balance of (\$2,975,918).

Mr. Morrison presented a summary of voter approved uses for 2014-2015 from the 0.60 millage referendum proceeds. Mr. Green said that he would review the technology budget at the workshop on May 27, 2014. Mr. Rynberg gave an update on the upcoming reading adoption process.

Mr. Morrison reviewed the 2014-2015 Budget Calendar.

Board Members were given an opportunity to ask questions and to voice their individual budget request areas that included for consideration: guidance counselor ratios, RN ratios, safety issues on campus, additional classroom teacher assistants, focus on academics, with direction from the Board through District goal setting.

Chairman Johnson asked Board Members not to hesitate in letting Dr. Adams know what their concerns were for the budget.

IV. ADJOURNMENT – Chairman Johnson

With no further discussion, the workshop adjourned at approximately 11:02 a.m.

The District School Board of Indian River County met on May 13, 2014, at 1:00 p.m. The discussion session was held in the Teacher Education Center located at the J.A. Thompson Administrative Center, 1990 25th Street, Vero Beach, Florida 32960. District School Board Members attending were: Chairman Carol Johnson, Vice Chairman Matthew McCain, and Board Members: Claudia Jiménez, Karen Disney-Brombach, and Dale Simchick. Dr. Frances J. Adams, Superintendent of Schools; and Suzanne D’Agresta, School Board Attorney, were also present.

Discussion Session Minutes

- I. Discussion was called to order by Chairman Johnson

- II. ITEMS PLACED ON AGENDA BY BOARD MEMBERS – Chairman Johnson
 - A. Dale Simchick**
 1. Student Recruitment
Dr. Adams explained the procedures in place to keep parents informed. The Student Handbook included procedures for parents to opt out.
 - B. Karen Disney-Brombach**
No items.
 - C. Chairman Johnson**
 1. Resolution #2014-08 for Meeting Protocol
Board Members discussed the protocol and agreed to review the Resolution in November.
 2. Graduation Coverage
Chairman Johnson reported that all schools had at least one Board Member signed up to attend. She asked Board Members to use the automated system in Outlook to confirm their attendance at all functions. Chairman Johnson said that all Board Members were expected to attend both high school graduations.
 3. Administrative Performance Evaluation Form
Dr. Adams said that the Administrative Performance Evaluation Form was for Principals and Assistant Principals. She said that the rating would be the same as was used for teachers. Dr. Adams said that she would share the evaluation form with Board Members. Chairman Johnson asked Mrs. D’Agresta to report back regarding the Board’s legal responsibility to approve the Principals and Assistant Principals Evaluation Form and to forward a copy of the evaluation form. For clarity, Dr. Adams agreed that the form should be titled School-based Administrative Evaluation Form, instead of Administrative Performance Evaluation Form.
 4. Apology
Chairman Johnson apologized to Mrs. Disney-Brombach for the delay in asking for a second at the Impasse Hearing, before discussion on the motion.

D. Claudia Jiménez

1. Restorative Justice Workshop

Ms. Jiménez asked Board Members to consider a workshop on restorative justice. Dr. Adams said that the District was moving ahead with a restorative justice program that was presented to Principals, particularly for middle schools. They were looking at a training group and a possible grant to cover the cost for a professional trainer. Dr. Adams said that when staff was ready to implement the program, they would bring it to the Board. Board Members requested an update sometime over the summer.

2. Customer Service/Survey Results

Dr. Adams said that by the end of May, staff would compile the survey results and forward the results to the Board.

3. Square Foot Gardening Project

Ms. Jiménez talked about school gardening projects and funding. Board Members agreed that the video provided by Ms. Jiménez could be played while waiting for the business meeting to begin.

E. Matthew McCain

No items.

III. BOARD COMMITTEE REPORTS – Chairman Johnson

Mrs. Disney-Brombach stated that she would be attending the MPO meeting where they would be talking about the Express Rail. She said that she would contact the Superintendent for information on how it would affect the School District regarding potential related costs. Board discussed possible mitigation. Mr. Sanders said that he would look into the mitigation grant possibilities.

IV. ITEMS PLACED ON AGENDA BY SUPERINTENDENT – Dr. Adams

Dr. Adams requested to change the date for the first Goals Discussion Session. Board Members agreed to hold the first Goals Discussion Session on June 10 from 3:30 until 5:30. (Note: May 29 and June 5 dates were removed from the Board Calendar)

Dr. Adams informed the Board that Highlands Elementary School requested to change the name of the school. She said that when she had further information, she would bring it forward to the Board before placing the request on the Agenda.

Dr. Adams asked Mr. Sanders and Mr. Morrison to present information on the proposed Rosewood school car loop. Mr. Sanders handed out a map. He stated that the purpose was to get the traffic off of 16th Street and onto school property. Mr. Sanders said that the proposal was addressed first with the Principal and, then, presented to Rosewood SAC and some community members. Cars would enter from 18th Street, loop around on school grounds, with the pickup areas being identical to the present pickup location. Mr. Sanders stated that the City of Vero Beach staff reviewed the plan and were in favor of the proposal. There would be two trees for mitigation and the old playground was slated

to be removed and a new one put into place. Board Members asked about notification to the community and parents. Mr. Sanders said that the new playground would include a hard cover.

Chairman Johnson stated that Board Members would to tour the new construction that was done at Fellsmere Elementary and Treasure Coast Elementary and asked to schedule the tour for the same date and time, possibly for the second meeting in June.

V. ADJOURNMENT – Chairman Johnson

With no further business, the meeting adjourned at approximately 2:51 p.m.

The District School Board of Indian River County met on May 13, 2014, at 6:00 p.m. The meeting was held in the Teacher Education Center located at the J.A. Thompson Administrative Center, 1990 25th Street, Vero Beach, Florida 32960. District School Board Members attending were: Chairman Carol Johnson, Vice Chairman Matthew McCain, and Board Members: Claudia Jiménez, Karen Disney-Brombach, and Dale Simchick. Dr. Frances J. Adams, Superintendent of Schools; and Suzanne D'Agresta, School Board Attorney, were also present.

Meeting Minutes

- I. Meeting was called to order by Chairman Johnson
- II. WORDS OF INSPIRATION were given by Ms. Jiménez.
- III. PLEDGE OF ALLEGIANCE TO THE FLAG AND PRESENTATION OF COLORS BY Sebastian River High School Naval Junior ROTC under the Direction of United States Marine Corp Master Gunnery Sergeant, James R. O'Neal, (Ret)
- IV. ADOPTION OF ORDERS OF THE DAY
Chairman Johnson called for a motion. Mr. McCain moved approval of the Orders of the Day. Mrs. Simchick seconded the motion and it carried unanimously, with a 5-0 vote.
- V. PRESENTATIONS
 - A. **Sebastian River High School Naval Junior ROTC Recognition – Dr. Adams**
Board Members and Superintendent presented a plaque in recognition of their services to the District School Board, schools, and community events.
 - B. **Vero Beach High School Future Educators Association Reading Mentor Program – Dr. Adams**
(Moved to May 27, 2014, Business Meeting)
- VI. CITIZEN INPUT
Tiffany Justice requested to speak on Beachland Elementary.
- VII. CONSENT AGENDA
Chairman Johnson called for a motion. Mrs. Disney-Brombach moved approval of the Consent Agenda. Mrs. Simchick seconded the motion and it carried unanimously, with a 5-0 vote.
 - A. **Approval of Minutes**
 1. 2014-2015 Budget Workshop held 4/22/2014
 2. Expulsion Hearing held 4/22/2014
 3. Business Meeting held 4/22/2014Superintendent recommended approval.

B. Approval of Personnel Recommendations – Mr. Fritz

Attached was a list of personnel recommendations that included personnel additions, terminations, and/or changes. Superintendent recommended approval.

C. Approval of Budget Amendment – Mr. Morrison

This request was for approval of the following budget amendment for fiscal year ending June 30, 2014: Amendment # 1 – Special Revenue – Other. Superintendent recommended approval.

D. Approval of Donations – Mr. Morrison

1. Sebastian River High School received a donation by Dr. Michael Nagel. The donation consisted of seven, hand-painted, limited-edition prints. The total estimated value of the prints was \$19,300. Mr. Steven Salta donated six, hand-signed, limited-edition prints with an estimated value of \$19,500.
2. Osceola Magnet School received the following donations from the Osceola Magnet PTA: \$2,282.04 to be used for art materials and supplies; and \$1,025.34 to be used for PE materials and supplies for the students of Osceola Magnet School.
3. Sebastian Elementary School received a donation in the amount of \$5,000 from the Brackett Family Foundation, Inc. The funds would be used for the Academic Games Nationals.
4. Rosewood Magnet School received a grant in the amount of \$2,500 from the Education Foundation of Indian River County “Great Ideas Grant”. The funds would be used to purchase an interactive whiteboard for Rosewood Magnet School.

Superintendent recommended approval.

E. Approval of Adult Education and Family Literacy Grant Renewal for 2014-15 – Mr. Rynberg

This competitive grant would provide funds (\$210,885) that would enable the District to continue efforts to provide quality literacy education to Adults and to English Language Learners. Adult Education collaborated with several agencies in an effort to better serve the citizens of Indian River County. No cost to the School District. Superintendent recommended approval.

F. Approval of Carl D. Perkins Continuation Grant, Secondary, Section 131 Renewal for 2014-15 – Mr. Rynberg

The Florida Department of Education Perkins IV Five-year State Plan was extended through fiscal year 2014-2015; therefore, 2014-15 Carl D. Perkins was a continuation grant. The award of \$157,851 would provide funds for salaries of personnel whose responsibilities included: implement career and technical education activities that were aimed at developing technical skills, provide career guidance for students, organize work-based learning, and establish liaisons between education and business partners. No cost to the School District. Superintendent recommended approval.

G. Approval of Continuation of Carl D. Perkins Postsecondary Grant Renewal for 2014-15 – Mr. Rynberg

The 2014-2015 Continuation Grant of Carl D. Perkins Postsecondary would allow Adult and Community Education to enhance the educational services in the Health Science Programs. The funds received from this continuation grant, \$29,852, would pay the salary for part-time nursing clinical teachers, equipment, and supplies for the Health Science Programs. No cost to the School District. Superintendent recommended approval.

H. Approval of Articulation Agreement Renewal for Culinary Arts with Indian River State College 2014-15 - Mr. Rynberg

Articulation agreements were developed between the School District and Indian River State College (IRSC) for all secondary career/technical programs taught in the high schools of Indian River County. High school graduates were awarded articulation credits upon initial registration at Indian River State College based on demonstrated competencies subject to validation by the secondary institution. This articulation agreement was for Culinary Arts. No cost to the School District. Superintendent recommended approval.

I. Approval of Extended Day Program Renewal for 2014-15 – Mr. Rynberg

The Extended Day Program had offered before and afterschool care services to all families regardless of economic status. Students must be able to participate in a large group setting. Adult and Community Education collaborated with the elementary schools to offer such care for kindergarten through fifth grade students. The Fee Schedule was attached for the 2014-2015 School Year. Superintendent recommended approval.

Announcements:

Dr. Adams reminded the School Board that Denise Roberts, Executive Director of Human Resources, was retiring in June. She recognized Edwina Suit, as the newly appointed Executive Director of Human Resources effective June 9, 2014.

VIII. ACTION AGENDA

A. Approval of Amended and Restated License Agreement for Rosewood Magnet School Baseball Fields (Indian River Sports Complex, Inc.) – Mr. Morrison

Approval was recommended for the Amended and Restated License Agreement between the School Board of Indian River County and Indian River Sports Complex, Inc., a Florida Not for Profit Corporation. The School Board would grant the Indian River Sports Complex a non-exclusive License for use of the Baseball Fields located at Rosewood Magnet School, "Tract 1" and "Tract 2", for baseball activities after school hours, weekends, and school holidays, with certain rights of priority over other non-

exclusive users. The agreement would run for a period of five (5) years beginning May 13, 2014, and expire on May 13, 2019. Superintendent recommended approval.

Chairman Johnson called for a motion. Ms. Jiménez moved approval of the amended and restated License Agreement for Rosewood Magnet School Baseball Fields (Indian River Sports Complex, Inc.). Mrs. Simchick seconded the motion and it carried unanimously, with a 5-0 vote.

B. Approval of License Agreement for Rosewood Magnet School Softball Fields (Vero Beach Little League Softball, Inc.) – Mr. Morrison

Approval was recommended for the License Agreement between the School Board of Indian River County and Vero Beach Little League Softball Inc., a Florida Not for Profit Corporation. The School Board would grant Vero Beach Little League Softball a non-exclusive License for use of the Softball Fields located at Rosewood Magnet School, "Tract 3", for softball activities after school hours, weekends, and school holidays, with certain rights of priority over other non-exclusive users. The agreement would run for a period of five (5) years beginning May 13, 2014, and expire on May 13, 2019. Superintendent recommended approval.

Chairman Johnson called for a motion. Mrs. Simchick moved approval of the license agreement for Rosewood Magnet School Softball Fields (Vero Beach Little League Softball, Inc.). Ms. Jiménez seconded the motion and it carried unanimously with a 5-0 vote.

C. Approval to Issue a Purchase Order to Bio-Rad Laboratories for the Purchase of Scientific Equipment for a New Biotechnology Program at Vero Beach High School and Sebastian River High School - Mr. Morrison

Pursuant to School Board Policy 6320, the Superintendent's authority was limited to purchase commodities and/or contractual services where the total amount did not exceed \$50,000 and did not exceed the applicable appropriation in the District Budget. This request was to grant the authority for the Superintendent to issue a purchase order to Bio-Rad Laboratories in the amount of \$81,541.68 (\$40,770.84 per each High School) for the purchase of scientific equipment. Both high schools were establishing a new career technical STEM program, Biotechnology. Students who participated would earn 3 science credits (Level 3 or honors) and have an opportunity to earn an industry certified test. Race to the Top grant funds would fund the majority of the equipment and CAPE (Career Academy of Professional Education) would cover the remaining cost. This purchase was as per the specifications, terms, and conditions of the University of Georgia Contract #AC-SS-003-EXM. This bid would expire December 23, 2014. Please see attached backup. Superintendent recommended approval.

Chairman Johnson called for a motion. Mrs. Disney-Brombach moved approval to Issue a Purchase Order to Bio-Rad Laboratories for the purchase of Scientific Equipment for a New Biotechnology Program at Vero Beach High School and Sebastian River High School. Mr. McCain seconded the motion and it carried unanimously, with a 5-0 vote.

D. Approval to Issue a Purchase Order to Fisher Science Education for the Purchase of Scientific Equipment for a New Biotechnology Program at Vero Beach High School and Sebastian River High School - Mr. Morrison

Pursuant to School Board Policy 6320, the Superintendent's authority was limited to purchase commodities and/or contractual services where the total amount did not exceed \$50,000 and did not exceed the applicable appropriation in the District Budget. This request was to grant the authority for the Superintendent to issue a purchase order to Fisher Science Education in the amount of \$52,372.38 (\$26,186.19 per each High School) for the purchase of scientific equipment. As stated, both high schools were establishing a new career technical STEM program, Biotechnology. Race to the Top grant funds and CAPE (Career Academy of Professional Education) would also be utilized for this purchase. This order was as per the specifications, terms, and conditions of the Hartford Public Schools Co-op RFP #08-04026/U.S. Communities Contract 3455AH. Equipment from both vendors was necessary to provide a complete lab. This bid would expire June 30, 2015. Please see attached backup. Superintendent recommended approval.

Chairman Johnson called for a motion. Mrs. Simchick moved approval to issue a Purchase Order to Fisher Science Education for the purchase of Scientific Equipment for a New Biotechnology Program at Vero Beach High School and Sebastian River High School. Ms. Jiménez seconded the motion and it carried unanimously, with a 5-0 vote.

IX. SUPERINTENDENT'S REPORT

Dr. Adams said that exams were currently taking place and that the District was still in the testing mode. She said that District Staff was currently looking over the new legislation and how the changes would affect the District. Dr. Adams talked about the special show from the Blue Angles to students and Make-A-Wish Foundation children who attended from out of state.

X. DISCUSSION

A. Rosewood Magnet School Car Loop

Mr. Sanders presented a proposed plan to improve the Rosewood Magnet School car loop. The purpose was to move cars off of 16th Street, onto school property, with permanent access off of 18th Street. With Board approval, the work would begin in July 2014 and would be completed prior to the start of the 2014-2015 school year.

XI. SCHOOL BOARD MEMBER MATTERS – Chairman Johnson

Mrs. Disney-Brombach talked about this year's Agnes Peebles Memorial Scholarship Awards and thanked the community for contributing over \$800,000 in scholarship awards to students at both high schools. She said that the Indian River Charter High School awards night was approaching.

Mrs. Simchick attended the Congressional Art Contest that was sponsored by Congressman Posey. She said that the first place winner was an Indian River Charter High School student. She commended Gifford Middle School students who received honorable mention. Mrs. Simchick thanked Sebastian River High School for hosting the girls' State Softball Championship games at historic Dodgertown. Other sports mentioned were swimming, Vero Beach High School lacrosse for 9th year in a row, boys baseball, and all other sports in the School District.

Ms. Jiménez mentioned the music concerts, chorus concerts that were supported through taxpayers' dollars that allowed this to happen. She highlighted two articles: Environmental Learning Center Impact 100 grant and virtual field trips. Ms. Jiménez talked about the academies. She gave an update on the legislative session. She invited the public to attend the next 2014-2015 Budget Workshops. Ms. Jiménez requested, if the Board was amendable, to have information presented at the 1 p.m. Capital Workshop on June 10 regarding any building facility needs for Beachland Elementary School. She mentioned that the month of May was Mental Health Month and how mental health impacted students.

Chairman Johnson mentioned Impact 100 grant and its effect on our students.

XII. INFORMATION AGENDA

A. Facilities Report – Mr. Morrison

Attached was the monthly Facilities Report.

XIII. SUPERINTENDENT'S CLOSING

Dr. Adams commented on the Impasse Hearing held on Monday, May 12. She said that the District would be able to get the teachers the dollars they deserved from the Governor's budget and would now be able to move on to next year's contract. Dr. Adams finished with a very special visit from the Commissioner of Education who came to Citrus Elementary School to announce that Lyndsey Matheny was a State Finalist for the 2015 Florida State Teacher of the Year competition. A video of this special event was shown.

XIV. ADJOURNMENT – Chairman Johnson

With no further business, the meeting adjourned at approximately 6:53 p.m.

CONSENT AGENDA 5/27/14

Personnel Recommendations

1. Instructional Changes
2. Instructional Leaves
Schneider, Kelly – SRMS, 5/8/14-6/10/14
Williams, Andrea C. – ESE, 6/2/14-6/10/14
3. Instructional Promotions
4. Instructional Transfers
5. Instructional Separations
Castle, Joyce – Glendale, retirement, entering DROP 7/1/14
Evans, Sarah – Dodgertown, resignation, 6/10/14
Hall, Martha – ESE, retirement, exiting DROP 6/17/14
King, Aida – Storm Grove Middle, resignation 6/10/14
Moore, Linda – FLC, retirement, exiting DROP 6/10/14
Pagan, Joel – SRHS, resignation 6/30/14
San Miguel, Elizabeth, retirement, 6/10/14, pending FRS attestation
Swartz, Kim – Liberty Magnet, resignation 6/10/14
6. Instructional Employment
7. Support Staff Changes
Cragin, Tracey – Fellsmere, change start date from 5/14/14 to 5/16/14
8. Support Staff Leaves
Cragin, Tracey – Fellsmere, change start date from 5/14/14 to 5/16/14
Johnson, Cynthia – Wabasso, extend to 5/13/14-9/30/14
Neylon, Deborah – Wabasso, 4/15/14-5/14/14
Rhyant, Viola – Transportation, 5/21/14-6/8/14
Screws, Donald – Physical Plant, 5/20/14-7/7/14
Smith, Lisa – Transportation, 5/26/14-6/6/14
Usher, Judy – Pelican Island, extend to 5/21/14-6/10/14
9. Support Staff Promotions
Gardiner, Wendy – Risk Management, from Employee Benefits and Risk Management Specialist to Employee Benefits Specialist 5/23/14
Human, Jorge – from Oslo Middle 4.0 Food Service Worker to Gifford Middle 4.2 Custodian 5/15/14
10. Support Staff Transfers
11. Support Staff Separations
Flemming, Emma – SRHS, retirement 6/30/14, pending FRS attestation
Getz-Howder, Erica – ESE, resignation 6/10/14

Tinney, Pamela – VBE, retirement 6/6/14, pending FRS attestation
**Usher, Judith – Pelican Island, retirement, entering DROP
5/1/14**

- 12. Support Staff Employment
**Armstrong, Holly – Liberty Magnet, Extended Day Worker
5/28/14**
Brogdon, S. Ruth – Osceola Magnet, Secretary I 5/28/14
Thomas, Jerron - VBHS, Student Worker 5/28/14
- 13. Administrative Separations
- 14. Administrative Employment
- 15. Administrative Leaves
- 16. Approval of Placement in Instructional Substitute Pool
- 17. Approval of Placement in Support Staff Substitute Pool
- 18. The following employees are recommended for the 2014 Summer School Programs:

3rd Grade Summer Reading Camp
Program Coordinator: Laurie Young
Rosewood Magnet

Reading Coach		Elaine Koziel
Teacher		Allison Bailey
		Robin Falcone
		Heide Schwager
		Donna Snead
Teacher Assistant		Rosemarie Addabbo
		Yolanda Lucas
		Gabriel Hurst
Clerical/Health Assistant	a.m.	Sherry Clark-McFolley
	p.m.	Jo-An Johns

Liberty Magnet		
Reading Coach		Debra Taylor
Teacher		Maria Arreola
		Deborah Lynch
		Rachel Moree
		Deborah Smith
		Andrea T. Williams
Teacher Assistant		Laura Attwood
		Latasha Lutman
		Scott Spicoli
Clerical/Health Assistant	a.m.	Ann Staszewski

p.m. Dorothy Hall

Title 1 Summer Enrichment and Kindergarten Transition
Dodgertown Health Assistant Katalin Bott

Food Service Workers
VBHS

Cindy Aspromonte
Debbie Johnson
Lena Clark
Sharntay Bryant
David Simonton
Wanda Shaw
Ellen Trampus
Lacey Johns
Eric Perez
Angela Ellis
Charlene Ausby
Vickie Zita
Sharon Stankewicz
Sherman Shelly
Laporsche Mills
Bobby Jean Williams
Beatrice Walker
Tammy Humphrey
Natarsha Pressley
Mellisa Toperzer
Irma Montgomery
Kimberly Newborn
Patricia Liguori
Lori Cleare
Joseph Susino
Margaret Rich
Jennifer Rush
Glenda Scott
Marian Williams
Margaret E. Thomas
Helen Hitchcock
Brittnia Bryant
Sharquita Smith
Nancy Boell
Arline Brege

SRHS

Food Service Office Workers

Literacy In the Lagoon
Teacher

Heather Thompson
Carlene Howle

Substitute Teacher

Claudine Manfredi
Elizabeth Barth
Alisha Smaniatto

Title 1 Summer Enrichment

**Pelican Island
Teacher
Citrus
Teacher**

**Leanne Digby Bryant
Traci Henderson**

19. The following Instructional personnel are recommended for reappointment as indicated by contract type and location for the 2014/2015 school year. Subsequent changes in facility location due to transfer or promotion will be reported on the regular Personnel Consent Agenda. Contract Status coding is as follows: AC = Annual Contract, PRB = Probationary Contract. ~~(Attachment will be available prior to the Board Meeting)~~. **Reappointments are attached.**

Emp Id	Last Name	First Name	Job Title Description	Facility	Contract Type	Recommendation
1101217	ACEVEDO	HERMINIO	TEACHER FOREIGN LANGUAGE, SR H	0031	AC	AC
1111237	ADAMS	CARRIE	TEACHER LANGUAGE ARTS SR HIGH	0031	AC	AC
1108079	ADAMS	JENNIFER	TEACHER SOCIAL STUDIES SR HIGH	0031	AC	AC
1111380	ADAMS	STEPHEN	TEACHER SCIENCE SENIOR HIGH	0031	AC	AC
1110822	ADAMSKI	MARY	TEACHER ART SENIOR HIGH	0031	AC	AC
1111704	ALBERT	BRENT	TEACHER READING, SENIOR HIGH	0291	PRB	AC
1111278	ALEXANDER	JAMES	TEACHER MUSIC MIDDLE	0081	AC	AC
1111731	ANDERSON	HANNAH	TEACHER LANGUAGE ARTS SR HIGH	0291	PRB	AC
1111456	ANGE	SARA	GUIDANCE MIDDLE SCHOOL	0081	AC	AC
1111564	ASHCROFT	KRISTIN	TEACHER FOREIGN LANGUAGE, SR H	0031	PRB	AC
1111587	AUGENSTEIN	STEPHANY	TEACHER KINDERGARTEN	0161	PRB	AC
1100649	AUGER	KIM	TEACHER MATH MIDDLE	0171	PRB	AC
1108805	AVERS	AMBER	TEACHER GRADE 2	0191	PRB	AC
1111717	BAKER	BRENDA	TEACHER FOREIGN LANGUAGE, SR H	0291	PRB	AC
1109746	BANGERT	MELISSA	TEACHER GRADE 4	0101	PRB	AC
1111746	BARTH	ELIZABETH	TEACHER GRADE 2	0191	PRB	AC
1111647	BARTOLUCCI	KATHERINE	TEACHER GRADE 3	0141	PRB	AC
1111151	BASTOS	MARIA	TEACHER LANGUAGE ARTS MIDDLE	0371	AC	AC
1110360	BERWICK	CARI	TEACHER GRADE 3	0161	AC	AC
1104393	BEVAN	DEBORAH	TEACHER GRADE 1	0141	AC	AC
1111235	BIRNHOLZ	JILL	TEACHER GRADE 3	0051	PRB	AC
1111426	BLUME	BETHANY	GUIDANCE SENIOR HIGH	0021	AC	AC
1108955	BOGGAN	TREVA	TEACHER EXCEPTIONAL ED - VE	0191	AC	AC
1102276	BOLITHO	WESLEY	SPEECH & LANGUAGE PATHOLOGIST	0161	PRB	AC
1111562	BORENGASSER	TESS	TEACHER GRADE 2	0201	PRB	AC
1109056	BRADLEY	SONYA	TEACHER READING MIDDLE	0371	AC	AC
1111708	BRAUSAM	JULIE	TEACHER EXCEPTIONAL ED GIFTED	0061	PRB	AC
1110729	BROOMELL	KARI	TEACHER GRADE 5	0121	AC	AC
1109315	BROWN	JILL	TEACHER KINDERGARTEN	0201	PRB	AC
1111409	BROWN	MICHELLE	BAND DIRECTOR - MIDDLE	0271	AC	AC
1106150	BROWN	SUSAN	TEACHER GRADE 5	0061	AC	AC
1110469	BROWNING	CARLEAN	TEACHER SCIENCE MIDDLE	0371	AC	AC
1110462	BROXTON	JAMES	TEACHER PHYSICAL EDUCATION ELE	0141	AC	AC

1111947	BUICE	KATHLEEN	TEACHER SOCIAL STUDIES SR HIGH	0291	PRB	AC
1111776	BUSH	JEFFREY	TEACHER SCIENCE SENIOR HIGH	0021	PRB	AC
1111664	BUSSEY	JOANNA	TEACHER READING MIDDLE	0271	PRB	AC
1111176	BYERS	SUMMER	TEACHER EXCEPTIONAL ED - VE	0061	AC1	AC
1111325	BYRD	STEPHEN	TEACHER EXCEPTIONAL ED - VE	0031	PRB	AC
1111265	CAMPIONE	MARIE	TV PRODUCTION TEACHER	0031	AC	AC
1106844	CANTLON	JESSICA	TEACHER GRADE 3	0151	AC	AC
1111435	CARLSEN	TIFFANY	TEACHER GRADE 4	0101	AC	AC
1111728	CARTER	MELISSA	TEACHER ART ELEMENTARY	0191	PRB	AC
1110683	CASSARA	REGINA	TEACHER GRADE 1	0341	AC	AC
1111148	CHAUVERS	MARY	TEACHER GRADE 1	0041	AC	AC
1110642	CLOUGH	SARAH	TEACHER SCIENCE SENIOR HIGH	0021	AC	AC
1110451	CONLEY	KRISTY	TEACHER KINDERGARTEN	0101	AC	AC
1110571	COOK	CHRISTINE	RESOURCE SPECIALIST	9002	AC	AC
1109075	COOKSEY	STEPHANY	LIBRARIAN/MEDIA SPEC MIDDLE	0371	PRB	AC
1111152	COREY	JENNIFER	TEACHER GRADE 3	0201	PRB	AC
1109015	COURTNEY	ASHLEY	TEACHER GRADE 4	0101	PRB	AC
1109782	CUMMINGS	ANITRA	TEACHER GRADE 4	0341	PRB	AC
1110693	CUMMINGS	CHRISTOPHER	TEACHER GRADE 3	0101	AC	AC
1110403	D'ALBORA	AMY	TEACHER GRADE 3	0221	AC	AC
1110504	DAVIS	KERRIE	TEACHER GRADE 5	0201	AC	AC
1111271	DAVIS	LEIGH ANNE	TEACHER GRADE 2	0161	AC	AC
1111313	DAWSON	RYAN	TEACHER SOCIAL STUDIES MIDDLE	0371	AC	AC
1111405	DEAQUAIR	REBECCA	TEACHER EXCEPTIONAL ED AUTISM	0121	AC	AC
1101030	DEBLASIO	DENISE	TEACHER EXCEPTIONAL ED - VE	0291	PRB	AC
1101352	DECOSA	LISA	TEACHER EXCEPTIONAL ED AUTISM	0141	AC	AC
1104190	DEMETER	NANCY	TEACHER MATH MIDDLE	0081	AC	AC
1111299	DICKENS	DANIEL	TEACHER MATH SR HIGH	0031	AC	AC
1111457	DIMATTEO	EMILY	TEACHER PHYSICAL EDUCATION ELE	0101	AC	AC
1111128	DIPARDO	SARA	ASSISTANT BAND DIRECTOR SHS	0291	AC	AC
1111735	DONEY-MCGIRR	HEATHER	TEACHER EXCEPTIONAL ED - VE	0021	PRB	AC
1111323	DUNDERDALE	MICHELLE	TEACHER GRADE 2	0141	AC	AC
1111274	DUNN	CASEY	TEACHER GRADE 2	0341	AC	AC
1111479	ELLIS	MAXY	TEACHER READING MIDDLE	0081	PRB	AC

1111710	EMBREY	KAITLIN	TEACHER GRADE 5	0101	PRB	AC
1109084	ERN	NATALIE	TEACHER EXCEPTIONAL ED - VE	0041	AC	AC
1110685	ESSIG	PAULA	TEACHER PHYSICAL EDUCATION ELE	0191	AC	AC
1110066	FAILLA	TIMOTHY	TEACHER SOCIAL STUDIES MIDDLE	0171	AC	AC
1111465	FALLIS	ANDREW	TEACHER SCIENCE MIDDLE	0271	PRB	AC
1111140	FITZGERALD	KELLY	TEACHER KINDERGARTEN	0141	AC	AC
1111428	FLORES RAMOS	EDDY	TEACHER SCIENCE MIDDLE	0371	AC	AC
1110648	FONEHOUSE	CHRISTOPHER	TEACHER EXCEPTIONAL ED - VE	0031	PRB	AC
1111689	FOSMOEN	LISA	TEACHER LANGUAGE ARTS SR HIGH	0031	PRB	AC
1111196	FRAGA	SABRINA	TEACHER GRADE 1	0101	AC	AC
1111041	FRANCO	JOEY	TEACHER MATH SR HIGH	0031	AC	AC
1109752	GAMEZ	ALEIDA	MIGRANT SECONDARY ADVOCATE	0291	AC	AC
1109844	GAMMELL	CARRIE	TEACHER READING MIDDLE	0371	AC	AC
1111726	GANGER	MARGARET	TEACHER GRADE 1	0201	PRB	AC
1111275	GEARY	JESSICA	TEACHER EXCEPTIONAL ED PK HDC	0151	AC	AC
1110772	GEBHARDT	KRISTIN	TEACHER SOCIAL STUDIES SR HIGH	0291	AC	AC
1111137	GERMANO	CHRISTINA	TEACHER GRADE 1	0151	AC	AC
1111329	GILLEN	SHANNON	TEACHER PHYSICAL EDUCATION ELE	0101	AC	AC
1110661	GLASS	JENNIFER	TEACHER GRADE 1	0161	AC	AC
1109047	GODWIN	MONICA	TEACHER MATH MIDDLE	0271	PRB	AC
1109509	GOFF	JEFFREY	TEACHER EXCEPTIONAL ED - VE	0031	PRB	AC
1110008	GONZALEZ	JUANA	TEACHER FOREIGN LANGUAGE, SR H	0031	PRB	AC
1101806	GOOD	KELLY	READING COACH, ELEMENTARY	0201	AC	AC
1110722	GOUGE	EMILY	TEACHER SCIENCE SENIOR HIGH	0031	PRB	AC
1111425	GREEN	GAYLE	TEACHER GRADE 2	0151	AC	AC
1110963	GREENWAY	BROOKS	TEACHER PHYSICAL EDUCATION MID	0171	AC	AC
1111349	GROODY	MICHAEL	TEACHER MATH SR HIGH	0031	AC	AC
1110501	GUARAGNA	GERALDINE	TEACHER EXCEPTIONAL ED - VE	0131	AC	AC
1111818	GUESS	CHAD	TEACHER MUSIC ELEMENTARY	0221	AC1	AC
1102739	HAGERMAN	MARCELA	TEACHER GRADE 3	0341	PRB	AC
1111753	HALLONQUIST	LYNNETTE	TEACHER TITLE 1 RESOURCE	0151	PRB	AC
1111415	HANLEY	EUGENE	TEACHER EXCEPTIONAL ED - VE	0131	AC	AC
1101600	HANSEN	LISA	SPEECH & LANGUAGE PATHOLOGIST	0191	AC	AC
1110250	HARRIS	DEMARCUS	TEACHER PHYSICAL EDUCATION, SR	0021	AC	AC

1111136	HAYNES	AMANDA	RESOURCE SPECIALIST	9002	AC	AC
1111540	HENDERSON	TRACI	TEACHER EXCEPTIONAL ED - VE	0141	PRB	AC
1111690	HEPPER	FELICE	TEACHER MATH MIDDLE	0371	PRB	AC
1111241	HERGOTT	JORDANA	TEACHER MATH MIDDLE	0171	AC	AC
1111754	HILL	VIRGINIA	TEACHER MUSIC MIDDLE	0271	PRB	AC
1111774	HINES	HANNAH	TEACHER GRADE 1	0101	PRB	AC
1106909	HOFER	MICHAEL	TEACHER MATH MIDDLE	0271	AC	AC
1111388	HOLLY	SUSAN	TEACHER SCIENCE MIDDLE	0271	AC	AC
1111400	HORTON	MICHELE	TEACHER GRADE 4	0341	AC	AC
1110670	HOWDER	CELESTE	TEACHER READING, SENIOR HIGH	0291	AC	AC
1104571	HUDSON	AUDESTINE	TEACHER GRADE 5	0121	AC	AC
1111912	HUNGER-MILLER	SYLVIA	TEACHER EXCEPTIONAL ED - VE	0301	PRB	AC
1109900	IACONO	DEBORAH	TEACHER PRE-K	0151	AC	AC
1110940	IRISH	DEBORAH	TEACHER EXCEPTIONAL ED - VE	0201	AC	AC
1111075	JANKOWSKI	LEONARD	ATHLETIC DIRECTOR	0031	AC	AC
1108664	JENKINS	CARISA	TEACHER GRADE 3	0141	AC	AC
1111134	JIRUSKA	AMANDA	TEACHER EXCEPTIONAL ED - VE	0201	AC	AC
1111401	JOHNSTON	DAVID	TEACHER SOCIAL STUDIES SR HIGH	0291	AC	AC
1111057	JULIN	BONNIE	TEACHER READING MIDDLE	0081	AC	AC
1104636	KEELER	JENNIFER	TEACHER GRADE 3	0061	AC	AC
1103157	KEELEY	SHARON	TEACHER GRADE 2	0161	AC	AC
1110377	KENDRICK	MEGAN	TEACHER READING MIDDLE	0371	AC	AC
1102296	KENNEDY-SCHMEER	MEGAN	TEACHER EXCEPTIONAL ED PK HDC	0161	AC	AC
1111326	KESTENBAUM	ROBIN	TEACHER GRADE 1	0221	AC	AC
1111393	KEYSER	ANN	TEACHER TITLE 1 RESOURCE	0151	AC	AC
1111436	KINKLE	ETHAN	TEACHER MUSIC MIDDLE	0171	AC	AC
1110449	KLEIN	SHARON	TEACHER EXCEPTIONAL ED - VE	0101	AC	AC
1110107	KNAPPMAN	MARY KAY	TEACHER EXCEPTIONAL ED PK HDC	0151	AC	AC
1111064	KOPPELMAN	RENE	TEACHER GRADE 4	0141	AC	AC
1103960	KORNICKS	HARVEY	TEACHER ART MIDDLE	0271	AC	AC
1111234	KRAMEK	HOPE	TEACHER MATH MIDDLE	0081	PRB	AC
1111173	LASKY	KIMBERLY	TEACHER EXCEPTIONAL ED PK HDC	0161	AC	AC
1110751	LAWS	RANDY	ROTC INSTRUCTOR	0291	AC	AC
1111709	LAWSON	SUZANNA	TEACHER MATH MIDDLE	0081	PRB	AC

1108958	LECHER	SAMANTHA	TEACHER GRADE 3	0101	PRB	AC
1111752	LEGAKES	ANASTASIA	TEACHER LANGUAGE ARTS SR HIGH	0021	PRB	AC
1111713	LEHMANN	JENNIFER	LEARNING RESOURCE SPEC MATH	0101	PRB	AC
1105529	LEHOULLIER	AMY	RESOURCE SPECIALIST	9002	PRB	AC
1111458	LEON	ALFREDO	TEACHER MUSIC ELEMENTARY	0151	AC	AC
1111142	LESLIE	ROBERT	TEACHER SOCIAL STUDIES SR HIGH	0031	AC	AC
1111777	LETELLIER	SARAH	TEACHER GRADE 4	0151	PRB	AC
1110906	LINDGREN	CHRISTINA	TEACHER GRADE 2	0151	PRB	AC
1111055	LINDSEY	BRITTANY	TEACHER GRADE 3	0161	AC	AC
1111734	LIVINGSTON	DIANA	TEACHER GRADE 3	0101	PRB	AC
1111755	LOCUSON	REBECCA	TEACHER LANGUAGE ARTS SR HIGH	0291	PRB	AC
1110322	LOTT	DIANE	TEACHER EXCEPTIONAL ED PK HDC	0121	AC	AC
1110725	LUGO	MEGAN	GUIDANCE SENIOR HIGH	0021	AC	AC
1111516	LUNA	CLAUDIA	TEACHER KINDERGARTEN	0341	PRB	AC
1111285	LUNA	SOCORRO	TEACHER GRADE 2	0201	AC	AC
1111758	MANDIGO	PATRICIA	TEACHER LANGUAGE ARTS SR HIGH	0031	AC	AC
1111348	MAREK	PATRICIA	TEACHER EXCEPTIONAL ED PK HDC	0161	PRB	AC
1111819	MARGINEAN	LEANNE	TEACHER GRADE 3	0201	AC1	AC
1103547	MARINE	DIANE	SPEECH & LANGUAGE PATHOLOGIST	0141	PRB	AC
1109388	MARTIN	JOHN	TEACHER SCIENCE SENIOR HIGH	0031	AC	AC
1111056	MARTIN	MICHAEL	TEACHER SOCIAL STUDIES MIDDLE	0081	AC	AC
1106139	MASTERTON	SCHLESE	TEACHER SCIENCE MIDDLE	0271	PRB	AC
1111377	MATHENY	LYNDSEY	TEACHER GRADE 2	0141	AC	AC
1111614	MATHENY	RON	TEACHER PHYSICAL EDUCATION ELE	0151	AC	AC
1111699	MCANELLY	STEVEN	TEACHER SOCIAL STUDIES SR HIGH	0291	PRB	AC
1111711	MCDONOUGH	CYNTHIA	TEACHER GRADE 2	0141	PRB	AC
1110732	MCDONOUGH	FRANCES	TEACHER GRADE 2	0061	AC	AC
1109193	MCLAUGHLIN	JASON	TEACHER EXCEPTIONAL ED - VE	0141	PRB	AC
1111269	MCVEE	KRISTEN	TEACHER EXCEPTIONAL ED - VE	0141	AC	AC
1108924	MEJIA	KELLI	TEACHER GRADE 2	0101	AC	AC
1110931	MITCHELL	TRACY	TEACHER ADULT EDUCATION	0032	AC	AC
1109730	MOREE	RACHEL	TEACHER LANGUAGE ARTS MIDDLE	0371	PRB	AC
1111747	MORRIS	KEVIN	TEACHER IN-SCHOOL SUSPENSION,	0291	AC1	AC
1111304	MORROW	KIMBERLY	TEACHER KINDERGARTEN	0301	PRB	AC

1102364	MOSBLECH	NICOLE	TEACHER SCIENCE SENIOR HIGH	0031	AC	AC
1107928	NATHANIEL	SHANA	TEACHER EXCEPTIONAL ED - VE	0371	AC	AC
1109691	NELSON	KRISTEN	CAREER SPECIALIST	0032	AC	AC
1100743	NELSON-SODERMAN	ANGELIQUE	TEACHER MATH SR HIGH	0033	AC	AC
1108818	NESPER	MEGAN	TEACHER GRADE 1	0041	AC	AC
1111423	NGOM	KERILYN	TEACHER LANGUAGE ARTS SR HIGH	0291	AC	AC
1111411	O'CONNELL	MICHELLE	TEACHER GRADE 2	0141	AC	AC
1107352	OBERLINK	KEVIN	TEACHER GRADE 3	0051	AC	AC
1111394	OGILVIE	JACQUELYN	TEACHER MATH MIDDLE	0171	AC	AC
1107471	OMANS	JANE	TEACHER LANGUAGE ARTS SR HIGH	0291	AC	AC
1103381	PALMER	REBECCA	TEACHER GRADE 2	0341	AC	AC
1111700	PARTLOW	JOHN	TEACHER GRADE 2	0141	PRB	AC
1111381	PERAKES	TRICIA	TEACHER GRADE 3	0051	AC	AC
1111286	PERRINO	SUSANNE	TEACHER MATH MIDDLE	0081	AC	AC
1111608	PETTIS	DAVID	TEACHER PHYSICAL EDUCATION, SR	0291	PRB	AC
1110245	PIAZZA	DOMINICK	TEACHER SCIENCE MIDDLE	0271	PRB	AC
1111427	PINHO	ASHLEY	TEACHER EXCEPTIONAL ED PK HDC	0151	AC	AC
1101654	PITZ	MARGARET	TEACHER GRADE 2	0061	AC	AC
1110596	POPLAR	AMY	TEACHER GRADE 4	0161	AC	AC
1111412	POST	JOSHUA	TEACHER MATH MIDDLE	0371	AC	AC
1111474	PRATT	KATE	TEACHER PHYSICAL EDUCATION ELE	0341	PRB	AC
1111162	RAILTON	TAMMY	TEACHER EXCEPTIONAL ED AUTISM	0141	AC	AC
1110697	RAMOS	STACY	TEACHER GRADE 4	0341	AC	AC
1104252	REESE	MARSHA	TEACHER SOCIAL STUDIES MIDDLE	0271	AC	AC
1111860	REYES	FELIX	TEACHER MATH SR HIGH	0291	PRB	AC
1111163	REYNOLDS	ELIZABETH	TEACHER LANGUAGE ARTS MIDDLE	0081	PRB	AC
1111574	RICHARDS	REGINA	TEACHER EXCEPTIONAL ED - VE	0291	PRB	AC
1111298	RICHARDSON	VERONICA	TEACHER SCIENCE MIDDLE	0081	AC	AC
1111432	RIDDICK	JENNIFER	TEACHER, OTHER ELEMENTARY	0161	AC	AC
1111429	RIGA	ELEANOR R	TEACHER EXCEPTIONAL ED - VE	0291	PRB	AC
1111383	RILEY	ALLISON	TEACHER EXCEPTIONAL ED - VE	0221	PRB	AC
1110297	ROBB	JILL	TEACHER EXCEPTIONAL EDUCATION	0081	AC	AC
1111433	ROJAS	JUAN	TEACHER FOREIGN LANGUAGE, MIDD	0171	AC	AC
1111311	ROMPOT	KASEY	TEACHER EXCEPTIONAL ED - VE	0171	PRB	AC

1111560	RONDEAU	JOANN	TEACHER TITLE 1 RESOURCE	0141	AC	AC
1111625	ROSS	LUGENE	TEACHER MATH MIDDLE	0371	PRB	AC
1111378	ROUX	GARRETT	TEACHER TECHNOLOGY EDUCATION	0291	AC	AC
1111103	ROWE	KELLEY	TEACHER EXCEPTIONAL ED - VE	0151	AC	AC
1111722	SAMOSKA	PAMELA	TEACHER SCIENCE SENIOR HIGH	0291	PRB	AC
1111662	SAVOIE GUERRA	VALERIE	TEACHER GRADE 2	0141	PRB	AC
1102248	SAYRE	MARIA	TEACHER READING MIDDLE	0371	PRB	AC
1111812	SECOY	EMILY	TEACHER SCIENCE SENIOR HIGH	0291	AC1	AC
1111352	SHANK	DAVID	TEACHER DROPOUT PREVENTION SR	0033	AC3	AC
1103838	SHAW	PATRICIA	READING COACH, ELEMENTARY	0101	AC	AC
1111894	SHEEHAN	ALYSSA	TEACHER EXCEPTIONAL ED - VE	0101	PRB	AC
1102294	SHEMO	DOLORES	TEACHER PRE-K	0161	AC	AC
1106154	SHIELDS	CHRISTI	ADULT ED OCCUP OUTREACH COORD	0032	AC	AC
1109864	SHIRLEY	KELLY	TEACHER GRADE 1	0341	PRB	AC
1110883	SINDONE	KARI	TEACHER KINDERGARTEN	0121	AC	AC
1110718	SITKOWSKI	MARY ANNE	TEACHER GRADE 1	0161	AC	AC
1110613	SLEEPER	MELISSA	TEACHER LANGUAGE ARTS MIDDLE	0171	AC	AC
1110170	SPIESEL	JULIE	GUIDANCE MIDDLE SCHOOL	0371	PRB	AC
1108410	ST PETERY	SHERRY	TEACHER MUSIC ELEMENTARY	0121	PRB	AC
1107424	STADNICK	GAIL	TEACHER GRADE 5	0041	AC	AC
1111395	STANLEY	LARRY	TEACHER MUSIC SENIOR HIGH	0291	AC	AC
1110930	STASZEWSKI	ANN	TEACHER HEALTH OCCUPATIONS	0032	AC	AC
1111227	STINSON	KIMBERLY	TEACHER ADULT EDUCATION	0032	AC	AC
1105190	STONOM	LEA	TEACHER GRADE 3	0191	AC	AC
1110500	STRANZIN	MEGAN	TEACHER GRADE 1	0041	AC	AC
1111977	STRAUSER	EDWARD	LEARNING RESOURCE SPEC MATH	0151	PRB	AC
1110625	SWANIGAN	DENISE	TEACHER GRADE 5	0151	AC	AC
1111782	TAYLOR	CAROL	TEACHER READING MIDDLE	0081	PRB	AC
1111592	TEEL	EMILY	TEACHER KINDERGARTEN	0101	PRB	AC
1111287	TESSIER	NICOLE	TEACHER GRADE 3	0101	AC	AC
1111702	THORNTON	JAYLA	GUIDANCE MIDDLE SCHOOL	0271	AC	AC
1111402	TORRES	HECTOR	TEACHER FOREIGN LANGUAGE, SR H	0291	AC	AC
1106611	VANDYKE	HEATHER	TEACHER READING MIDDLE	0081	AC	AC
1106307	VAUSE	AMANDA	TEACHER LANGUAGE ARTS MIDDLE	0171	AC1	AC

1111829	VEGA - RODRIGUEZ	SUHEIL	TEACHER KINDERGARTEN	0191	PRB	AC
1108947	VILADROSA	JEANETTE	TEACHER GRADE 4	0161	PRB	AC
1111751	VILARDI	REBECCA	TEACHER LANGUAGE ARTS MIDDLE	0081	PRB	AC
1111786	VITO	JOYCE	TEACHER GRADE 4	0191	PRB	AC
1110842	VIVIRITO	NICHOLAS	TEACHER MATH SR HIGH	0291	AC	AC
1111302	WEBER	TAYLOR	TEACHER GRADE 2	0121	AC	AC
1110100	WERAGODA	BETHAN	TEACHER GRADE 4	0301	AC	AC
1111273	WESTBERRY	JAMES	TEACHER MATH SR HIGH	0031	AC	AC
1111233	WHELAN	KELSEY	TEACHER GRADE 3	0161	AC	AC
1110628	WHITE	ANNEMARIE	TEACHER SOCIAL STUDIES MIDDLE	0171	AC	AC
1110351	WICKHAM	DENISE	TEACHER GRADE 5	0101	AC	AC
1111536	WILEY	KRISTIN	TEACHER LANGUAGE ARTS SR HIGH	0021	PRB	AC
1110918	WILLIAMS	MALLORY	TEACHER GRADE 5	0101	AC	AC
1100520	WILSON	KATHLEEN	TEACHER EXCEPTIONAL ED - VE	0033	AC	AC
1110444	WOOD	HOLLY	TEACHER LANGUAGE ARTS SR HIGH	0031	AC	AC
1111141	WOOD	ROBERT	TEACHER TECHNOLOGY EDUCATION	0031	AC	AC
1105465	WOODALL	KATHRYN	TEACHER GRADE 5	0151	AC	AC
1109022	WOODSON	ANDREA	TEACHER EXCEPTIONAL EDUCATION	0041	AC	AC
1111276	ZAKARIAN	JACKIE	TEACHER SCIENCE SENIOR HIGH	0021	AC	AC
1110700	ZAMORA	BRENDA	TEACHER GRADE 2	0101	AC	AC
1111397	ZEHR	LINDSAY	TEACHER GRADE 1	0041	AC	AC
1111524	ZISSEL	ANGELA	TEACHER GRADE 4	0161	PRB	AC
1111114	ZOLLER	MICHAEL	ROTC INSTRUCTOR	0031	AC	AC
1111864	ZUTHER	MONA	TEACHER GRADE 2	0101	PRB	AC

AGREEMENT FOR EXCHANGE OF USE OF FACILITIES AND EQUIPMENT

This Agreement for Exchange of Use of Facilities and Equipment (hereinafter "Agreement"), made the date last written below, by and between the **CITY OF VERO BEACH, FLORIDA**, a Florida municipal corporation (hereinafter "City"), whose address is 1053 20th Place, Vero Beach, Florida 32960, and the **SCHOOL DISTRICT OF INDIAN RIVER COUNTY, FLORIDA**, a constitutional subdivision of the State of Florida (hereinafter "District"), whose address is 1990 25th Street, Vero Beach, Florida 32960.

WITNESSETH:

WHEREAS, City, on behalf of the City of Vero Beach Recreation Department (hereinafter "Recreation Department"), and District desire to enter into an agreement for each party to provide to the other the use of particular facilities and equipment and to pay related costs, expenses or fees, for certain recreational or school activities and transportation needs; and

WHEREAS, the City and the District find that such an arrangement as set out herein is mutually beneficial;

THEREFORE, in consideration of the premises and mutual agreements, covenants, and understandings herein contained, together with other good and valuable consideration as provided for herein, the parties agree as follows:

1. Use of Facilities & Equipment Provided by City to District

City shall allow the use by and, except as otherwise provided, shall cover the costs for District to use the following:

- A. The Leisure Square swimming pool from mid-August through mid-November for use by the Vero Beach High School Swim Team for its swimming practices and swimming meets between the hours of 8:00 a.m. and 7:00 p.m.
- B. The Riverside Tennis Complex from January through mid-March for use by the Vero Beach High School Tennis Club for its practices and matches between the hours of 8:00 a.m. and 7:00 p.m.
- C. Bleachers and grandstands during the school year for use by District for school special events and ceremonies between the hours of 8:00 a.m. and 10:00 p.m. City will transport bleachers to and from the school.
- D. Leisure Square for one day during the school year for each of the District's public schools for use for DARE graduations between the hours of 8:00 a.m. and 3:00 p.m.
- E. If and as availability allows, the District will be permitted the use of City rental facilities during the school year at no rental charge. The cleaning of any such facility after its use will be paid for by District.

- F. District will be responsible to repair any damage to City facilities and equipment used by the District, other than normal wear and tear, that is incurred as a result of such use.

2. Use of Facilities & Equipment Provided by District to City

District shall allow the use by and, except as otherwise provided, shall cover the costs for City to use the following:

- A. Six (6) school buses from late May through mid-August for use by the Vero Beach Recreation Department to transport youths participating in City Recreation Department camps between the hours of 7:30 a.m. and 5:30 p.m. Use of the buses shall be for transportation from designated pick-up locations to camp activity sites in Florida for City Recreation Department-sponsored programs and the return from City Recreation-sponsored programs to the designated pick-up locations. The District shall cover the fuel costs for the use of such buses, however, the combined mileage of the buses so used shall not exceed 8,000 miles or \$14,000.
- B. One-time use of one school bus for one day to Orlando and back for the annual City Recreation Department-sponsored Jr. Staff trip. District to absorb cost of fuel.
- C. It shall be the responsibility of District to inspect all buses prior to service.
- D. It shall be the responsibility of City to provide to the District contact person a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled by each bus.
- E. City shall, at its own expense, obtain all necessary permits and licenses and pay all fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to the business to be carried on under this Agreement.
- F. City shall, at its own expense, hire and use off-duty bus drivers employed by District to operate all buses used in accordance with this Agreement.
- G. If and as availability allows, as determined by the District, the City will be permitted the use of one of the District's theaters during the month of December, for drama program, for a period of four (4) days at three hundred (\$300.00) per day. The cleaning of any such facility after its use will be paid for by City.
- H. City will be responsible to repair any damage, other than normal wear and tear, to a District school bus or facility used by the Recreation Department that is incurred as a result of such use.

3. General Conditions

- A. Each party shall be responsible for providing qualified supervision of its own activities.
- B. The parties shall maintain liability insurance for their respective property, equipment, and activities. Attached hereto as Exhibit 'A' is a copy of a Certificate of Insurance from City. Attached hereto as Exhibit "B" is a copy of a Certificate of Insurance from District. Each party shall exchange copies of renewal certificates annually.
- C. Any matters pertaining to the use of District facilities and equipment should be directed to the Director of Human Resources for the District. Any matters pertaining to the use of City facilities and equipment should be directed to the Recreation Director for the City.
- D. This Agreement shall be effective for the period June 15, 2011 through June 15, 2012. The following representatives of the parties are hereby authorized to renew this Agreement for additional one (1) year periods by mutual agreement in writing:

For City:

City Manager
P. O. Box 1389
Vero Beach, FL 32960
Tel.: 772-978-5151

For District:

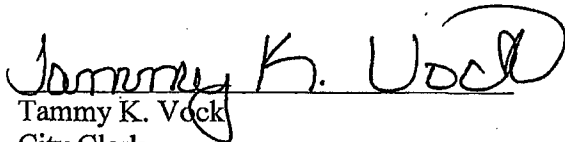
Superintendent
1990 25th Street
Vero Beach, FL 32960
Tel.: 772-564-3000

- E. This Agreement and any renewal hereunder may be executed in one or more counterparts, each of which shall be deemed an original and all which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals on the date indicated below.

ATTEST:

CITY OF VERO BEACH, FLORIDA



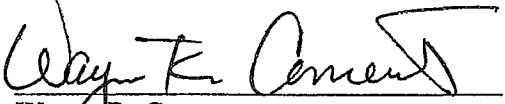
Tammy K. Vock
City Clerk

By: _____

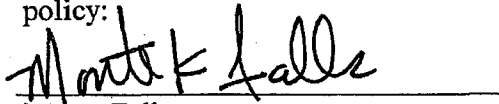


Jay Kramer
Mayor

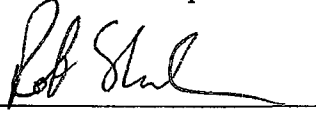
Approved as to form and legal sufficiency:


Wayne R. Coment
Acting City Attorney

Approved as conforming to municipal policy:



Monte Falls
Interim City Manager

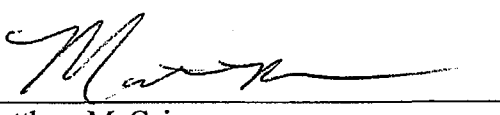
Approved as to technical requirements:


Rob Slezak
Recreation Director

ATTEST:

SCHOOL DISTRICT OF INDIAN RIVER
COUNTY


Harry J. LaCava, Ed.D.
Superintendent and Secretary

By: 
Matthew McCain
Board Chairman

DATE: June 14, 2011

This instrument prepared in the
Office of the City Attorney
P. O. Box 1389
Vero Beach, FL 32961-1389


RENEWAL OF
AGREEMENT FOR EXCHANGE OF USE OF FACILITIES AND EQUIPMENT

That certain Agreement for Exchange of Use of Facilities and Equipment dated June 14, 2011(hereinafter "Agreement"), entered into by and between the **CITY OF VERO BEACH, FLORIDA**, and the **SCHOOL DISTRICT OF INDIAN RIVER COUNTY, FLORIDA**, a copy of which Agreement is attached hereto, is hereby renewed pursuant to paragraph 3. D. of said Agreement for the period June 15, 2014 through June 15, 2015.

IN WITNESS WHEREOF, the undersigned authorities have affixed their hands and seals on the date indicated below.

ATTEST:

CITY OF VERO BEACH, FLORIDA



Tammy K. Vock
City Clerk


By: 

James R. O'Connor
City Manager

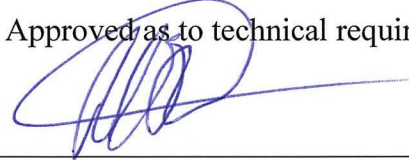
DATE: 5/5/14

Approved as to form and legal sufficiency:

Approved as to technical requirements:



Wayne R. Coment
City Attorney



Rob Slezak
Recreation Director

ATTEST:

SCHOOL DISTRICT OF INDIAN RIVER
COUNTY

Carol Johnson
Chairman, School Board of
Indian River County

By: _____
Dr. Fran Adams
Superintendent

DATE: _____

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MAY 08 2014

C. Morrison

VERO BEACH HIGH SCHOOL

1707 16th Street, Vero Beach, Florida 32960

Mr. Shawn O'Keefe, Principal

Indian River County School Board
1990 25th Street
Vero Beach, FL 32962

January 21, 2014

RE: Bylaw 7230

Vero Beach High School is requesting approval to accept a cash donation that we have received in the amount of three thousand (\$3,000) dollars. The donation was made by the following:

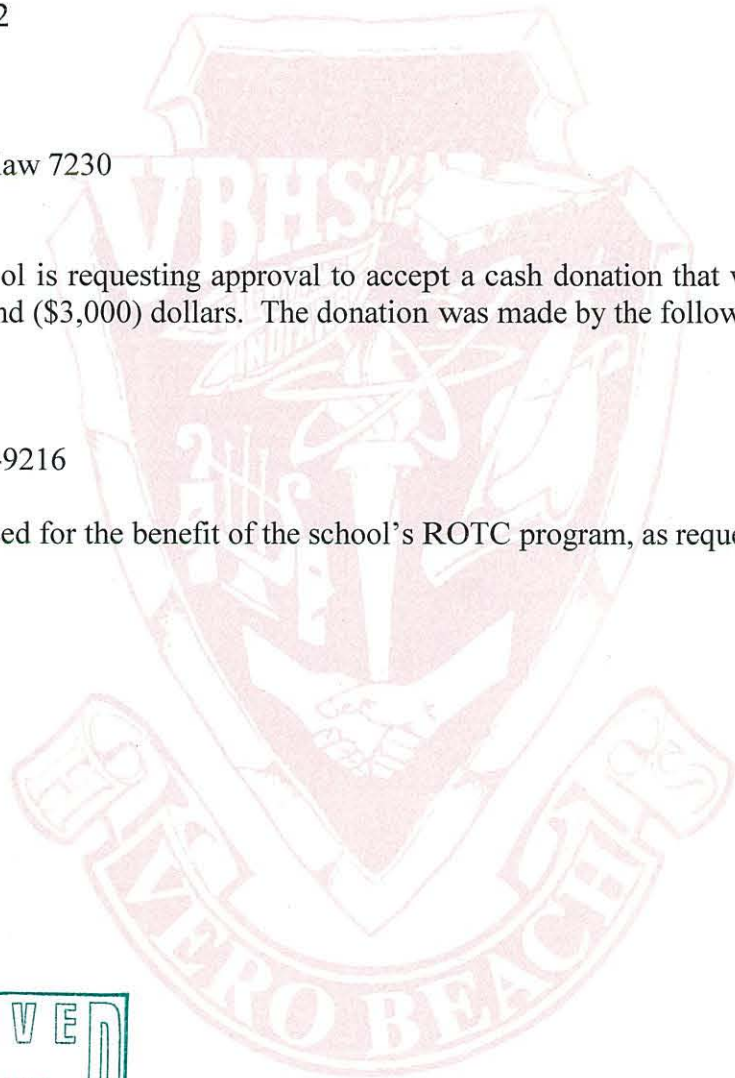
Donna & Alfred Scott
365 Nieuport Drive
Vero Beach, FL 32968-9216

The donation will be used for the benefit of the school's ROTC program, as requested by the donor.

Thank you.

Sincerely,

Shawn O'Keefe



VBHS Main Campus
Telephone: (772) 564-5400
Fax: (772) 564-5553

Freshman Learning Center
Telephone: (772) 564-5800
Fax: (772) 564-5679

" It's Great To Be A Fighting Indian! "

School District of Indian River County

JA

Beachland Elementary School

3350 Indian River Drive East
Vero Beach, Florida 32963-1799

Telephone: (772) 564-3300

FAX: (772) 564-3350

Caroline Barker
Principal

Theresa Wagner
Assistant Principal

May 5, 2014

{To}: School Board Members

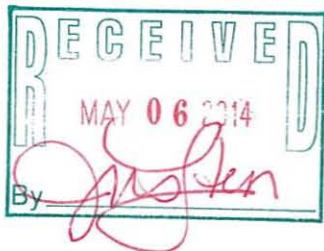
{From}: Caroline Barker, Principal

Regarding: PTA Donation

Beachland Elementary received \$2,791.04 from Beachland PTA. These funds are to purchase 5 computers for the Media Center to replace our older models and be used for our student's general needs.

Theresa Wagner for C. Barker
Caroline Barker, Principal

CB/br



School District of Indian River County
"It Takes A Community To Raise A Child!"

FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013 - 2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 4 Consolidated
 Special Revenue - Other

ESTIMATED REVENUE					
	Revenue Code	Present Budget	Increase	Decrease	Revised Budget
Totals		13,056,934.56	153,198.07	0.00	13,210,132.63
Vocational Education Acts	3201	149,645.00	6,062.00	0.00	155,707.00
State Fiscal Stabilization Funds - K-12	3210	0.00	0.00	0.00	0.00
State Fiscal Stabilization Funds - Workforce	3211	0.00	0.00	0.00	0.00
Race To The Top	3214	630,834.77	0.00	0.00	630,834.77
Teacher/Principal Train/Recruit (Title II)	3225	871,103.09	0.00	0.00	871,103.09
Eisenhower Math and Science (Title II)	3226	0.00	0.00	0.00	0.00
Individuals with Disabilities Education Act	3230	4,586,676.81	140,959.07	0.00	4,727,635.88
Title I	3240	6,006,408.26	0.00	0.00	6,006,408.26
Adult General Education	3251	242,456.00	6,177.00	0.00	248,633.00
Federal Through Local	3280	47,307.00	0.00	0.00	47,307.00
Other Federal Through State	3290	522,503.63	0.00	0.00	522,503.63
Emergency Immigrant Education Program	3293	0.00	0.00	0.00	0.00
Adult Ed Fees (Block Tuition)	3461	0.00	0.00	0.00	0.00
APPROPRIATIONS					
	Function	Present Budget	Increase	Decrease	Revised Budget
Instructional Services	5000	6,920,721.30	276,166.67	0.00	7,196,887.97
Pupil Personnel Services	6100	1,062,554.30	0.00	54,542.41	1,008,011.89
Instructional Media Services	6200	0.00	0.00	0.00	0.00
Instructional & Curriculum Development	6300	2,349,830.96	0.00	99,250.07	2,250,580.89
Instructional Staff Training	6400	1,475,157.58	54,678.92	0.00	1,529,836.50
Instructional Related Technology	6500	0.00	0.00	0.00	0.00
General Administration	7200	607,158.73	0.00	29,241.22	577,917.51
School Administration	7300	62,579.72	0.00	426.72	62,153.00
Fiscal Services	7500	0.00	0.00	0.00	0.00
Food Service - ARRA	7600	0.00	0.00	0.00	0.00
Central Services	7700	45,150.00	0.00	0.00	45,150.00
Transportation Services	7800	230,522.42	5,912.90	0.00	236,435.32
Administrative Technology Services	8200	15,000.00	0.00	0.00	15,000.00
Community Services	9100	288,259.55	0.00	100.00	288,159.55
Totals		13,056,934.56	336,758.49	183,560.42	13,210,132.63

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

(Signature)
 5/13/14
 5/13/14

**FLORIDA DEPARTMENT OF EDUCATION
FINANCIAL MANAGEMENT SECTION
AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013 - 2014**

**SCHOOL DISTRICT OF INDIAN RIVER COUNTY
AMENDMENT No. 4 - Special Revenue - Other
Special Revenue - Other**

STATED REVENUE					
	Revenue Code	Present Budget	Increase	Decrease	Revised Budget
Totals		12,426,099.79	153,198.07	0.00	12,579,297.86
Vocational Education Acts	3201	149,645.00	6,062.00	0.00	155,707.00
Teacher/Principal Train/Recruit (Title II)	3225	871,103.09	0.00	0.00	871,103.09
Eisenhower Math and Science (Title II)	3226	0.00	0.00	0.00	0.00
Individuals with Disabilities Education Act	3230	4,586,676.81	140,959.07	0.00	4,727,635.88
Title I	3240	6,006,408.26	0.00	0.00	6,006,408.26
Adult General Education	3251	242,456.00	6,177.00	0.00	248,633.00
Federal Through State	3280	47,307.00	0.00	0.00	47,307.00
Other Federal Through State	3290	522,503.63	0.00	0.00	522,503.63
Emergency Immigrant Education Program	3293	0.00	0.00	0.00	0.00
Adult Ed Fees (Block Tuition)	3461	0.00	0.00	0.00	0.00
APPROPRIATIONS					
	Function	Present Budget	Increase	Decrease	Revised Budget
Instructional Services	5000	6,756,160.81	229,257.02	0.00	6,985,417.83
Pupil Personnel Services	6100	1,057,554.30	0.00	54,542.41	1,003,011.89
Instructional & Media Services	6200	0.00	0.00	0.00	0.00
Instructional & Curriculum Development	6300	2,244,102.60	0.00	99,250.07	2,144,852.53
Instructional Staff Training	6400	1,179,761.66	101,588.57	0.00	1,281,350.23
General Administration	7200	607,158.73	0.00	29,241.22	577,917.51
School Administration	7300	62,579.72	0.00	426.72	62,153.00
Transportation Services	7800	230,522.42	5,912.90	0.00	236,435.32
Community Services	9100	288,259.55	0.00	100.00	288,159.55
Totals		12,426,099.79	336,758.49	183,560.42	12,579,297.86

Adopted By Board: _____ May 27, 2014

District Superintendent's Signature

(Signature)
5/13/14
(Signature)
5/13/14

FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013 - 2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 4 - Race to the Top
 Special Revenue - Other

ESTIMATED REVENUE					
	Revenue Code	Present Budget	Increase	Decrease	Revised Budget
Totals		630,834.77	0.00	0.00	630,834.77
Race To The Top	3214	630,834.77	0.00	0.00	630,834.77
APPROPRIATIONS					
	Function	Present Budget	Increase	Decrease	Revised Budget
Instructional Services	5000	164,560.49	46,909.65	0.00	211,470.14
Pupil Personnel Services	6100	5,000.00	0.00	0.00	5,000.00
Instructional and Curr. Development Srvc.	6300	105,728.36	0.00	0.00	105,728.36
Instructional Staff Training	6400	295,395.92	0.00	46,909.65	248,486.27
Instructional Related Technology	6500	0.00	0.00	0.00	0.00
General Administration	7200	0.00	0.00	0.00	0.00
Central Services	7700	45,150.00	0.00	0.00	45,150.00
Administrative Technology Services	8200	15,000.00	0.00	0.00	15,000.00
Totals		630,834.77	46,909.65	46,909.65	630,834.77

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

(Handwritten signature and date)
 5/13/14

School District of Indian River County
Amendment to District School Budget FY 2013-2014
Amendment #4- Special Revenue Other

There was a net increase in Estimated Revenue during the period April 1, 2014- April 30, 2014 of \$153,198.07 as discussed below:

Individuals with Disabilities Act:

- | | |
|-------------|--|
| 384,865.68 | Roll Forward Increase from Florida Department of Education Project Award Notification (PAN) dated 4/22/14 for 13/14 Individuals with Disabilities Act (IDEA) Part B Entitlement. |
| (243906.61) | Budget reduction for Certified Roll from Florida Department of Education Project Award Notification (PAN) dated 4/22/14 for 12/13 Individuals with Disabilities Act (IDEA) Part B Entitlement. |

Federal through State:

- | | |
|----------------------|---|
| 6,177.00 | Budget increase from Florida Department of Education on Project Award Notification (PAN) dated 10/16/13 for Adult Education and Family Literacy, Adult General Education. |
| 6,062.00 | Budget increase from Florida Department of Education on Project Award Notification (PAN) dated 12/11/13 for Carl D. Perkins Career Technical Education, Secondary. |
| <u>\$ 153,198.07</u> | Total Net Change in Estimated Revenue for the period April 1 – April 30, 2014. |

Appropriations:

Appropriation changes reflect the amendment to functions for the grants amended to Estimated Revenue listed above and for function shifts to cover grant expenditures through April 30, 2014.

(Signature)
5/13/14

FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 2013-2014 AMENDMENT No. 1
 DEBT SERVICE

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		17,619,316.71	22,847.08	67,103.89	17,575,059.90
Federal Interest Subsidy	3199	1,390,624.98	22,847.08	0.00	1,413,472.06
SBE / COBI Bond Receipts	3322/3326	599,487.50	0.00	0.00	599,487.50
Interest on Investments	3431	10,000.00	0.00	0.00	10,000.00
Gain on Investments	3433	0.00	0.00	0.00	0.00
Transfer from Capital Projects	3630	11,470,539.93	0.00	67,103.89	11,403,436.04
Fund Balance	2750	4,148,664.30	0.00	0.00	4,148,664.30
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Redemption of Principal	9200-710	5,711,547.44	0.00	0.00	5,711,547.44
Interest Expense	9200-720	6,275,160.52	0.00	0.00	6,275,160.52
Dues & Fees	9200-730	15,000.00	0.00	0.00	15,000.00
Transfer to Capital Projects	9200-930	0.00	380,000.00	0.00	380,000.00
Fund Balance	9700-970	5,617,608.75	0.00	424,256.81	5,193,351.94
Totals		17,619,316.71	380,000.00	424,256.81	17,575,059.90

Adopted By Board: May 27, 2014

 District Superintendent's Signature

 CBA

The School District of Indian River County

The Superintendent recommends Board approval for the following Budget Amendment for the fiscal year ending June 30, 2014

Debt Service- Amendment # 1

Budget amended as of March 31, 2014

Estimated Revenue:

Decrease in Transfer from Capital Funds from Local Effort capital millage for 2007 COP	\$ (1,288,154.50)
Increase in Transfer from Capital Funds; residual funds available from closed project account at US Bank ; 2007 COP	1,572,924.78
Decrease in Transfer from Capital Funds; change in QSCB subsidy	(22,847.08)
Increase in funding from US Treasury for change in QSCB subsidy	22,847.08
Decrease in Transfer from Capital Funds; Funds made available from Fund B debt accounts for future payments on 2005 COP	<u>(329,027.09)</u>
Net Decrease in Revenue Budget	<u>\$ (44,256.81)</u>

Expenditure Budget

Increase in Transfer to Capital funds from Debt Service Remaining tax revenues not needed for debt payments to be used for capital projects	<u>\$ 380,000.00</u>
Net Increase in Expenditure Budget	<u>\$ 380,000.00</u>

Fund Balance:

Net Decrease in fund balance for Debt Service Funds	<u>\$ (424,256.81)</u>
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FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 Consolidated - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		56,330,109.97	1,083,774.34	0.00	57,413,884.31
CO & DS Distributed	3321	68,705.00	0.00	0.00	68,705.00
Interest on Undistributed CO & DS	3325	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	1,018,341.00	0.00	0.00	1,018,341.00
Miscellaneous State Source	3399	30,000.00	0.00	0.00	30,000.00
Local Capital Improvement Tax	3413	19,734,677.00	0.00	0.00	19,734,677.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3431	104,034.18	7,094.34	0.00	111,128.52
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	1,165,683.00	29,920.00	0.00	1,195,603.00
Impact Fees	3496	0.00	666,760.00	0.00	666,760.00
Transfer from Debt Service	3620	0.00	380,000.00	0.00	380,000.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	34,208,669.79	0.00	0.00	34,208,669.79
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	21,665,513.99	4,300,306.35	392.00	25,965,428.34
Furniture / Fixtures / Equipment	7400 - 640	541,220.51	526,741.49	0.00	1,067,962.00
Motor Vehicles	7400 - 650	1,699,362.92	0.00	0.00	1,699,362.92
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	2,196,037.72	597,636.41	21,779.92	2,771,894.21
Remodeling & Renovations	7400 - 680	14,339,093.90	380,008.36	4,631,642.46	10,087,459.80
Computer Software	7400 - 690	100,000.00	0.00	0.00	100,000.00
Transfer to General Fund	9700 - 910	4,318,341.00	0.00	0.00	4,318,341.00
Transfer to Debt Service Fund	9700 - 920	11,470,539.93	1,572,924.78	1,640,028.67	11,403,436.04
Restricted Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		56,330,109.97	7,377,617.39	6,293,843.05	57,413,884.31

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

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FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 COBI Bonds - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		21,958.16	8.36	0.00	21,966.52
CO & DS Distributed	3321	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	0.00	0.00	0.00	0.00
Miscellaneous State Source	3399	0.00	0.00	0.00	0.00
Local Capital Improvement Tax	3413	0.00	0.00	0.00	0.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3430	0.00	8.36	0.00	8.36
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	0.00	0.00	0.00	0.00
Impact Fees	3496	0.00	0.00	0.00	0.00
Transfer from Debt Service	3620	0.00	0.00	0.00	0.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	21,958.16	0.00	0.00	21,958.16
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	0.00	0.00	0.00	0.00
Furniture / Fixtures / Equipment	7400 - 640	0.00	0.00	0.00	0.00
Motor Vehicles	7400 - 650	0.00	0.00	0.00	0.00
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	0.00	0.00	0.00	0.00
Remodeling & Renovations	7400 - 680	21,958.16	8.36	0.00	21,966.52
Computer Software	7400 - 690	0.00	0.00	0.00	0.00
Transfer to General Fund	9700 - 910	0.00	0.00	0.00	0.00
Transfer to Debt Service Fund	9700 - 920	0.00	0.00	0.00	0.00
Unappropriated Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		21,958.16	8.36	0.00	21,966.52

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

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FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 CO/DS - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		303,298.97	0.00	0.00	303,298.97
CO & DS Distributed	3321	68,705.00	0.00	0.00	68,705.00
Interest on Undistributed CO & DS	3325	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	0.00	0.00	0.00	0.00
Miscellaneous State Source	3399	0.00	0.00	0.00	0.00
Local Capital Improvement Tax	3413	0.00	0.00	0.00	0.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3430	0.00	0.00	0.00	0.00
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	0.00	0.00	0.00	0.00
Impact Fees	3496	0.00	0.00	0.00	0.00
Transfer from Debt Service	3620	0.00	0.00	0.00	0.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	234,593.97	0.00	0.00	234,593.97
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	0.00	0.00	0.00	0.00
Furniture / Fixtures / Equipment	7400 - 640	11,000.00	0.00	0.00	11,000.00
Motor Vehicles	7400 - 650	0.00	0.00	0.00	0.00
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	29,388.26	761.41	0.00	30,149.67
Remodeling & Renovations	7400 - 680	262,910.71	0.00	761.41	262,149.30
Computer Software	7400 - 690	0.00	0.00	0.00	0.00
Transfer to General Fund	9700 - 910	0.00	0.00	0.00	0.00
Transfer to Debt Service Fund	9700 - 920	0.00	0.00	0.00	0.00
Restricted Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		303,298.97	761.41	761.41	303,298.97

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

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FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 Local Capital Improvement Tax -- Florida Statute 1011.71 (2) - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		40,581,206.53	472.03	0.00	40,581,678.56
CO & DS Distributed	3321	0.00	0.00	0.00	0.00
Interest on Undistributed CO & DS	3325	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	0.00	0.00	0.00	0.00
Miscellaneous State Source	3399	0.00	0.00	0.00	0.00
Local Capital Improvement Tax	3413	19,734,677.00	0.00	0.00	19,734,677.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3431	98,673.00	472.03	0.00	99,145.03
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	0.00	0.00	0.00	0.00
Impact Fees	3496	0.00	0.00	0.00	0.00
Transfer from Debt Service	3620	0.00	0.00	0.00	0.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	20,747,856.53	0.00	0.00	20,747,856.53
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	9,157,249.07	4,015,431.20	0.00	13,172,680.27
Furniture / Fixtures / Equipment	7400 - 640	521,507.07	105,021.49	0.00	626,528.56
Motor Vehicles	7400 - 650	1,622,749.00	0.00	0.00	1,622,749.00
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	2,059,424.73	596,875.00	21,779.92	2,634,519.81
Remodeling & Renovations	7400 - 680	12,403,350.73	0.00	3,055,047.07	9,348,303.66
Computer Software	7400 - 690	100,000.00	0.00	0.00	100,000.00
Transfer to General Fund	9700 - 910	3,300,000.00	0.00	0.00	3,300,000.00
Transfer to Debt Service Fund	9700 - 920	11,416,925.93	0.00	1,640,028.67	9,776,897.26
Restricted Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		40,581,206.53	4,717,327.69	4,716,855.66	40,581,678.56

Adopted By Board: _____ May 27, 2014

 District Superintendent Signature

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FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 Certificates of Participation Series 2007 - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		1,599,602.83	1,604.95	0.00	1,601,207.78
CO & DS Distributed	3321	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	0.00	0.00	0.00	0.00
Miscellaneous State Source	3399	0.00	0.00	0.00	0.00
Local Capital Improvement Tax	3413	0.00	0.00	0.00	0.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3431	0.00	1,604.95	0.00	1,604.95
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	0.00	0.00	0.00	0.00
Impact Fees	3496	0.00	0.00	0.00	0.00
Transfer from Debt Service	3620	0.00	0.00	0.00	0.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	1,599,602.83	0.00	0.00	1,599,602.83
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	28,675.00	0.00	392.00	28,283.00
Furniture / Fixtures / Equipment	7400 - 640	0.00	0.00	0.00	0.00
Motor Vehicles	7400 - 650	0.00	0.00	0.00	0.00
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	0.00	0.00	0.00	0.00
Remodeling & Renovations	7400 - 680	1,570,927.83	0.00	1,570,927.83	0.00
Computer Software	7400 - 690	0.00	0.00	0.00	0.00
Transfer to General Fund	9700 - 910	0.00	0.00	0.00	0.00
Transfer to Debt Service Fund	9700 - 920	0.00	1,572,924.78	0.00	1,572,924.78
Restricted Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		1,599,602.83	1,572,924.78	1,571,319.83	1,601,207.78

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

ECB 5/14/14

FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 Qualified School Construction Bonds Series 2010 - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		5,033,950.63	0.00	0.00	5,033,950.63
CO & DS Distributed	3321	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	0.00	0.00	0.00	0.00
Miscellaneous State Source	3399	0.00	0.00	0.00	0.00
Local Capital Improvement Tax	3413	0.00	0.00	0.00	0.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3431	5,350.46	0.00	0.00	5,350.46
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	0.00	0.00	0.00	0.00
Impact Fees	3496	0.00	0.00	0.00	0.00
Transfer from Debt Service	3620	0.00	0.00	0.00	0.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	5,028,600.17	0.00	0.00	5,028,600.17
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	4,971,597.08	0.00	0.00	4,971,597.08
Furniture / Fixtures / Equipment	7400 - 640	7,901.55	0.00	0.00	7,901.55
Motor Vehicles	7400 - 650	0.00	0.00	0.00	0.00
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	54,452.00	0.00	0.00	54,452.00
Remodeling & Renovations	7400 - 680	0.00	0.00	0.00	0.00
Computer Software	7400 - 690	0.00	0.00	0.00	0.00
Transfer to General Fund	9700 - 910	0.00	0.00	0.00	0.00
Transfer to Debt Service Fund	9700 - 920	0.00	0.00	0.00	0.00
Restricted Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		5,033,950.63	0.00	0.00	5,033,950.63

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature

ELB 5/14/14

FLORIDA DEPARTMENT OF EDUCATION
 FINANCIAL MANAGEMENT SECTION
 AMENDMENT TO DISTRICT SCHOOL BUDGET FY 2013-2014

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 AMENDMENT No. 3 Other Capital Funds - February 1 through March 31, 2014
 Capital Projects

ESTIMATED REVENUE					
	Function	Present Budget	Increase	Decrease	Revised Budget
Totals		8,790,092.85	1,081,689.00	0.00	9,871,781.85
CO & DS Distributed	3321	0.00	0.00	0.00	0.00
PECO Funds	3391	0.00	0.00	0.00	0.00
Classrooms for Kids	3396	0.00	0.00	0.00	0.00
Charter School Capital Outlay	3397	1,018,341.00	0.00	0.00	1,018,341.00
Miscellaneous State Source	3399	30,000.00	0.00	0.00	30,000.00
Local Capital Improvement Tax	3413	0.00	0.00	0.00	0.00
Tax Redemptions	3421	0.00	0.00	0.00	0.00
Interest on Investments	3431	10.72	5,009.00	0.00	5,019.72
Increase (Decrease) FMV of Investments	3433	0.00	0.00	0.00	0.00
Miscellaneous Local Sources	3490	1,165,683.00	29,920.00	0.00	1,195,603.00
Impact Fees	3496	0.00	666,760.00	0.00	666,760.00
Transfer from Debt Service	3620	0.00	380,000.00	0.00	380,000.00
Sale of State Board of Education Bonds	3711	0.00	0.00	0.00	0.00
Proceeds of Certificates of Participation/QSCBs	3750	0.00	0.00	0.00	0.00
Premium on Sale of Bonds and COPS	3790	0.00	0.00	0.00	0.00
Fund Equity	2700	6,576,058.13	0.00	0.00	6,576,058.13
APPROPRIATIONS					
	Function/Object	Present Budget	Increase	Decrease	Revised Budget
Buildings & Fixed Equipment	7400 - 630	7,507,992.84	284,875.15	0.00	7,792,867.99
Furniture / Fixtures / Equipment	7400 - 640	811.89	421,720.00	0.00	422,531.89
Motor Vehicles	7400 - 650	76,613.92	0.00	0.00	76,613.92
Land	7400 - 660	0.00	0.00	0.00	0.00
Improvements Other Than Bldgs.	7400 - 670	52,772.73	0.00	0.00	52,772.73
Remodeling & Renovations	7400 - 680	79,946.47	380,000.00	4,906.15	455,040.32
Computer Software	7400 - 690	0.00	0.00	0.00	0.00
Transfer to General Fund	9700 - 910	1,018,341.00	0.00	0.00	1,018,341.00
Transfer to Debt Service Fund	9700 - 920	53,614.00	0.00	0.00	53,614.00
Restricted Fund Balance	2700	0.00	0.00	0.00	0.00
Totals		8,790,092.85	1,086,595.15	4,906.15	9,871,781.85

Adopted By Board: _____ May 27, 2014

 District Superintendent's Signature



School District of Indian River County
 Amendment to District School Budget FY 2013-2014
 Amendment # 3. – Capital Projects Fund

Estimated Revenue:

During the period February 1, 2014 through March 31, 2014, there was an increase of \$1,083,774 in Estimated Revenue. This was composed of the following:

1. Amendment of interest earned to close out older funds in The capital projects	\$ 7,094
2. Amendment of Alternative Fuel Credit	29,920
3. Amendment of Impact Fees received to date	666,760
4. Amendment of transfer of residual funds from Debt Service From General Obligations Bonds	<u>380,000</u>
 Total increase in Estimated Revenue	 \$1,083,774

Major Changes in Appropriations:

Local Capital Improvement Tax, Florida Statute 1011.71 (2):

Decrease Budget in Transfer to Debt Service for amount made Available by the closing of the Certificates of Participation (COP) Series 2007 fund to the interest account at US Bank	\$(1,288,155)
Increase Budget for Administration Complex	1,272,594
Increase Budget in Other Projects District Wide	15,561
 Decrease Budget in Transfer to Debt Service for reduction in Sequestration of Federal Subsidy for Qualified School Construction Bonds Debt Service	 (22,847)
Increase Budget for Administration Complex	11,423
Increase Budget in Other Projects District Wide	11,424
 Decrease Budget in Portable Leasing	 (186,911)
Decrease Budget in Renovate Thompson for Osceola	(100,000)
Increase Budget for Administration Complex	286,911
 Decrease Budget in Transfer to Debt Service for an amount released From Fund B of the SBA Funds held by US Bank for debt service On 2005 COP	 (329,027)

ES
5/14/14

Amendment to District School Budget FY 2013-2014
 Amendment # 3. – Capital Projects Fund

Page 2.

Increase in Budget Other Projects District Wide School District of Indian River County	329,027
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Local Capital Improvement Tax, Florida Statute 1011.71 (2) (continued):

Decrease in Budget in VBHS HVAC, Gifford Middle School Roofing Project, and various small projects with residual balances	(2,569,228)
Increase in Budget for Citrus Additional Classrooms	2,569,228

Decrease in Budget for Other Projects District Wide and residual Funds in smaller finished projects	(596,875)
Increase in Budget for five Playgrounds to be started in the summer	596,875

Certificates of Participation Series 2007 (COP):

Amendment of Dividends from US Bank to date	1,605
Decrease Budget in Reserve Account for COP Series 2007	(1,572,925)
Increase in Transfer to Debt Service for COP Series 2007 (Note: \$284,770 is reserved in Debt Interest Fund for funds Remaining in the SBA Account Pool B for subprime investments)	1,572,925

Other Capital Funds:

Amendment of Impact Fees and interest to date to Citrus Additional Classrooms	671,769
Amend Transfer from Debt Service Revenue to HVAC controls	380,000

Other changes in object codes in Appropriations in all other funds were due to refining of the coding of projects during the period.

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<p align="center">MEMORANDUM</p> <p align="center">Peter Copeman, Building Official Building Department School District Of Indian River County 6055, 62nd Avenue Vero Beach, Florida 32967 Voice 564-5020 Fax 564-5030</p>	<p>FILE FYI SIGN REPLY COMMENT FOR YOUR APPROVAL TAKE CHARGE OF THIS</p>
<p>TO: Dr. Frances Adams, Superintendent FROM: Peter Copeman, Building Official <i>PCC</i></p>	<p>DATE: May 20, 2014</p>
<p>SUBJECT: Annual Firesafety Inspections</p>	<p>NO: 1 of 1</p>
<p>Dear Dr. Adams:</p> <p>Please see attached for the 2013/2014 School Year's Annual Firesafety Inspection Report. As required by state law please forward to the School Board for approval prior to my submission to the State of Florida.</p> <p>The 2013/2014 inspections of our schools and facilities produced approximately 205 code violations. As of the report submission date of May 14, 2014 approximately 150 were corrected and the Physical Plant Department are in process of correcting the remaining 55.</p> <p>I would like to bring to your attention two items indicated in my report:</p> <p>There are several fire extinguishers in our District that have not had their inspections and testing conducted in a timely manner. As a result of this development, the Physical Plant and Building Department staff met with the contractor responsible for conducting these inspections and testing, and have now requested that the District terminate the contract with this vendor and source an alternate vendor to conduct these inspections and testing of the fire extinguishers.</p> <p>The other issue has to do with two of our school sites have not filed their Emergency Drill Reports with my office. However, during my visits to these sites there was evidence of drills actually taking place but no verification was made on the emergency drill reporting website. Follow up and training has been done with these Principals and we do not anticipate a repeat of this finding in the future.</p> <p>Please feel free to contact me if you have any questions regarding this report.</p>	

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Administrative Offices	Inspection Date:	12/19/2013, 4/11/2014, 5/9/2014
Address:	1990 25th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Business office		
Occupant Number:	FISH: 0091		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

299 MEANS OF EGRESS OTHER

*LOCATION: Judy Stang's office
ACTION REQUIRED: point exit sign to the exit door
CORRECTION CODE: "M"*

Reinspection #1 Comments: *LOCATION: Judy Stang's office
ACTION REQUIRED: point exit sign to the exit door
CORRECTION CODE: "M"*

Reinspection #2 Comments: *LOCATION: Judy Stang's office
ACTION REQUIRED: point exit sign to the exit door
CORRECTION CODE: "M"*

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

*LOCATION: IS mech room, Finance kitchen
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #*

Reinspection #1 Comments: *LOCATION: IS mech room, Finance kitchen
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #*

Reinspection #2 Comments: *LOCATION: IS mech room, Finance kitchen
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"*

Work Order #

503 MONTHLY INSPECTION NOT DONE/RECORDED

LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

 **Violation cleared on 5/9/2014**

800 UTILITIES

807 MISSING/BROKEN RECEPTACLE/FACEPLATE

LOCATION: Suzanne D'Agresta's office
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

Reinspection #1 Comments: LOCATION: Suzanne D'Agresta's office
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

 **Violation cleared on 5/9/2014**

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official

4/11/2014



Inspector:

Peter Copeman, District Official
12/19/2013



Inspector:

Peter Copeman, District Official
5/9/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Adult Education	Inspection Date:	12/12/2013, 5/9/2014
Address:	1426 19th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Educational, other		
Occupant Number:	FISH: 0029		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

203 EXIT LIGHTS INOPERABLE EMERGENCY MODE
 LOCATION: A-1, A-2
 ACTION REQUIRED: Repair or Replace
 CORRECTION CODE: "M"
 Work Order #

Reinspection #1 Comments: LOCATION: A-1, A-2
 ACTION REQUIRED: Repair or Replace
 CORRECTION CODE: "M"
 Work Order #

204 EMERG LIGHTS NOT OPERATIONAL
 LOCATION: nurse lobby, Attendance FISH 509 (3 out)
 ACTION REQUIRED: Repair or Replace
 CORRECTION CODE: "M"
 Work Order #

Reinspection #1 Comments: LOCATION: nurse lobby, Attendance FISH 509 (3 out)
 ACTION REQUIRED: Repair or Replace
 CORRECTION CODE: "M"
 Work Order #

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION
 LOCATION: FISH 509
 ACTION REQUIRED: Extinguisher out of date, conduct annual service

CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: FISH 509
ACTION REQUIRED: Extinguisher out of date,
conduct annual service
CORRECTION CODE: "M"
this extinguisher has been written up every report
since 2010

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS
REQUIRED.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies
shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

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Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
12/12/2013

Inspector:



Peter Copeman, District Official
5/9/2014

**Indian River School
District Inspection Report**

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Address: 4680 28th Court

City: Vero Beach

InspectionType: Annual Fire Safety Inspections

Inspected By: Peter Copeman, District Official
772-564-5021

Occupant Type: High school/junior high school/middle school- sprinklered

Occupant Number: FISH: 00007

Suite:

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

- 202 EXIT LIGHTS INOPERABLE NORMAL MODE

LOCATION: 2nd floor stairs
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 2nd floor stairs
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 2nd floor stairs
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

- 204 EMERG LIGHTS NOT OPERATIONAL

LOCATION: 2-111, 3-102, 3-206, 3-201, 2-203
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 2-111, 3-102, 3-206, 3-201, 2-203
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/5/2014**

1000 ELEVATOR/ESCALTOR/ETC.

- 1002 ELEVATOR SERVICE RECORD NOT MAINTAINED

LOCATION:
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION:
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION:
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 3/24/2014**

1205 FIRE EVACUATION PLAN(S) NOT POSTED

LOCATION: 2-102 3-202
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: 2-102 3-202
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

✓ **Violation cleared on 5/5/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/5/2014

Inspector:



Peter Copeman, District Official
3/24/2014

Inspector:



Peter Copeman, District Official
12/19/2013

**Indian River School
District Inspection Report**

1990 25th Street

Vero Beach, FL 32960

Firesafety 564-5020 or

Safety and Sanitation 564-3137

Occupant Name: Beachland Elementary
Address: 3350 Indian River Drive East
City: Vero Beach

Inspection Date: 11/21/2013, 4/1/2014, 5/6/2014
Inspection Type: Annual Fire Safety Inspections
Inspected By: Peter Copeman, District Official
772-564-5021

Occupant Type: Elementary school, including kindergarten
Occupant Number: FISH: 00005
Suite:

Pass Fail N/A

Schedule A Fire Codes

Floor 1

100 GENERAL REQUIREMENTS

199 GENERAL REQUIREMENTS

*LOCATION: 303,304, P2
ACTION REQUIRED: Room numbers missing, replace
CORRECTION CODE "O"*

Reinspection #1 Comments: *LOCATION: 303,304, P2
ACTION REQUIRED: Room numbers missing, replace
CORRECTION CODE "O"*

Reinspection #2 Comments: *LOCATION: 303,304, P2
ACTION REQUIRED: Room numbers missing, replace
CORRECTION CODE "O"*

200 MEANS OF EGRESS

204 EMERG LIGHTS NOT OPERATIONAL

*LOCATION: office hall, 2001, 3007, 3009, 3001, 204, 601, 503, P2, media hallway
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #*

 **Violation cleared on 4/1/2014**

211 BLOCKED/LOCKED EXITS

*LOCATION: F420
ACTION REQUIRED: move desks to provide 3' clearance to exit door
CORRECTION CODE: "O"*

 **Violation cleared on 4/1/2014**

299 MEANS OF EGRESS OTHER

*LOCATION: Cafe'
ACTION REQUIRED: remove exit sign over peanut table
CORRECTION CODE: "M"
Work Order #*

 **Violation cleared on 4/1/2014**

400 FIRE ALARM

405 SMOKE DETECTORS INOPERABLE/MISSING

*LOCATION: 4002
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.*

Reinspection #1 Comments: *LOCATION: 4002*

ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

Reinspection #2 Comments: *LOCATION: 4002*
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.


500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION


LOCATION: 5000
ACTION REQUIRED: Replace discharged extinguisher
CORRECTION CODE "M"
Work Order #

LOCATION: 1500 elec room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

502 PORTABLE EXTINGUISHER IMPROPERLY MOUNTED


 **Violation cleared on 4/1/2014**
LOCATION: FISH 701
ACTION REQUIRED: Properly mount extinguisher in a clear area no more that 5ft above floor or less that 4 inches.
CORRECTION CODE: "M"
Work Order #

506 EXTINGUISHER MISSING FROM LOCATION


 **Violation cleared on 4/1/2014**
LOCATION: F700
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

 **Violation cleared on 4/1/2014**
Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

1205 FIRE EVACUATION PLAN(S) NOT POSTED

 **Violation cleared on 4/1/2014**
LOCATION: 503
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

 **Violation cleared on 4/1/2014**

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

-
-
- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

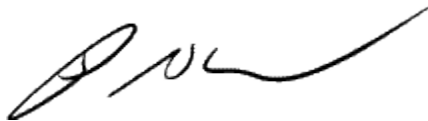
SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/6/2014

Inspector:



Peter Copeman, District Official
4/1/2014

Inspector:



Peter Copeman, District Official
11/21/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Citrus Elementary	Inspection Date:	5/8/2014
Address:	2771 4th Street	InspectionType:	Reinspection
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH: 00011		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

299 MEANS OF EGRESS OTHER

✓ *Violation cleared on 5/8/2014*

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

✓ *Violation cleared on 5/8/2014*

800 UTILITIES

807 MISSING/BROKEN RECEPTACLE/FACEPLATE

✓ *Violation cleared on 5/8/2014*

808 IMPROPER STORAGE IN ELECT/MECH ROOMS

LOCATION: 110

CORRECTION CODE: "O"

Only AC Filters are allowed to be stored in the mechanical rooms

INSPECTORS COMMENT: This space is designed as an electrical room and cannot be used for an office

Inspector will return on or after 6/30/2014

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b



Inspector:

Peter Copeman, District Official
5/8/2014

**Indian River School
District Inspection Report**

1990 25th Street

Vero Beach, FL 32960

Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name: Fellsmere Elementary **Inspection Date:** 11/4/2013, 3/10/2014, 4/28/2014, 4/30/2014
Address: 50 North Cypress Street **InspectionType:** Annual Fire Safety Inspections
City: Fellsmere **Inspected By:** Peter Copeman, District Official
772-564-5021
Occupant Type: Elementary school, including kindergarten

Pass Fail N/A

Schedule A Fire Codes

Floor 1

500 EXTINGUISHMENT

- 501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: All
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 3/10/2014**

- 505 IMPROPER RATING OF EXTINGUISHER

LOCATION: 310
ACTION REQUIRED: Replace with properly rated extinguisher
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 310
ACTION REQUIRED: Replace with properly rated extinguisher
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/28/2014**

800 UTILITIES

- 803 EXTENSION CORD NOT RATED FOR USE

LOCATION: FISH 614, FISH 508
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #1 Comments: LOCATION: FISH 614, FISH 508
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #2 Comments: LOCATION: FISH 508
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

 **Violation cleared on 4/30/2014**

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

- 1205 FIRE EVACUATION PLAN(S)
NOT POSTED

Reinspection #1 Comments: No drills recorded on the
Emergency Drill web site

Reinspection #2 Comments: No drills recorded on the
Emergency Drill web site

Reinspection #3 Comments: No drills recorded on the
Emergency Drill web site

LOCATION: All

ACTION REQUIRED: Post plans that have clear contrasting
colors next to the latch side of door.

CORRECTION CODE: "O"
plans

Reinspection #1 Comments: LOCATION: All

ACTION REQUIRED: Post plans that have clear contrasting
colors next to the latch side of door.

CORRECTION CODE: "O"
plans

 **Violation cleared on 4/28/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door
assemblies shall be inspected and
tested in...

Inspector Comments:

Reinspection #1 Comments: Spoke with Rodney about banners blocking exit signs

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
3/10/2014

Inspector:



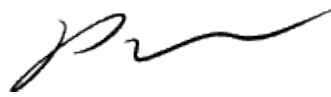
Peter Copeman, District Official

4/28/2014



Inspector:

Peter Copeman, District Official
11/4/2013



Inspector:

Peter Copeman, District Official
4/30/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Freshman Learning Center	Inspection Date:	12/17/2013, 4/3/2014, 5/8/2014
Address:	1507 19th Place	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	High school/junior high school/middle school- sprinklered		
Occupant Number:	FISH: 00002		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

210 EXIT ACCESS NOT MAINTAINED

*LOCATION: girls locker exit
ACTION REQUIRED: service outside door
CORRECTION CODE: "Om"*

Reinspection #1 Comments: *LOCATION: girls locker exit
ACTION REQUIRED: service outside door
CORRECTION CODE: "Om"*

 **Violation cleared on 5/8/2014**

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

*LOCATION: 604C, 615, west boys locker, weight room, Gym mechanical room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #*

Reinspection #1 Comments: *LOCATION: 604C, 615, west boys locker, weight room, Gym mechanical room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"*

Work Order #

Reinspection #2 Comments: LOCATION: 604C, 615, west boys locker, weight room, Gym mechanical room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

504 EXTINGUISHER ACCESS OBSTRUCTED

LOCATION: 500 entrance
ACTION REQUIRED: extinguisher cabinet
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: 500 entrance
ACTION REQUIRED: extinguisher cabinet
CORRECTION CODE: "O"

 **Violation cleared on 5/8/2014**

506 EXTINGUISHER MISSING FROM LOCATION

LOCATION: 412, 418
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 412, 418
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/8/2014**

800 UTILITIES

899 UTILITIES OTHER

LOCATION: 619
ACTION REQUIRED: remove projector cords from above ceiling
CORRECTION CODE:

LOCATION: 506
ACTION REQUIRED: secure power pole
CORRECTION CODE:

Reinspection #1 Comments: LOCATION: 619
ACTION REQUIRED: remove projector cords from above ceiling
CORRECTION CODE:

LOCATION: 506
ACTION REQUIRED: secure power pole
CORRECTION CODE:

LOCATION: 619
ACTION REQUIRED: remove projector cords from above ceiling
CORRECTION CODE: "M"

 **Violation cleared on 5/8/2014**

900 HVAC

999 HVAC OTHER

LOCATION: ROTC
ACTION REQUIRED: vent dryer to outside
CORRECTION CODE:

Reinspection #1 Comments: LOCATION: ROTC
ACTION REQUIRED: vent dryer to outside
CORRECTION CODE:

✓ Violation cleared on 5/8/2014

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED. Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

✓ Violation cleared on 5/8/2014

1205 FIRE EVACUATION PLAN(S) NOT POSTED

LOCATION: 504
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

✓ Violation cleared on 4/3/2014

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments:

Reinspection #1 Comments: clean sprinkler heads

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/3/2014

Inspector:



Peter Copeman, District Official
12/17/2013



Inspector:

Peter Copeman, District Official
5/8/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Gifford Middle School	Inspection Date:	12/6/2013, 4/3/2014, 5/6/2014
Address:	4530 28th Court	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	High school/junior high school/middle school- sprinklered		
Occupant Number:	FISH: 00006		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

202 EXIT LIGHTS INOPERABLE NORMAL MODE
LOCATION: 100 hallway, 110G, media center, 1004
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/3/2014**

204 EMERG LIGHTS NOT OPERATIONAL
LOCATION: 102, 202, 903, 1005, 1005A, 1000, 403
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/3/2014**

210 EXIT ACCESS NOT MAINTAINED
LOCATION: 102
ACTION REQUIRED: Clear path, 36"minimum to exterior door
CORRECTION CODE: "O"

 **Violation cleared on 4/3/2014**

301 UNPROTECTED VERTICAL OPENING

LOCATION: 1120
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

Reinspection #1 Comments: *LOCATION: 1120*
ACTION REQUIRED: Replace ceiling tile

CORRECTION CODE: "O"

 **Violation cleared on 5/6/2014**

400 FIRE ALARM

- 405 SMOKE DETECTORS INOPERABLE/MISSING

LOCATION: 602
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

Reinspection #1 Comments: LOCATION: 602
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

Reinspection #2 Comments: LOCATION: 602
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

500 EXTINGUISHMENT

- 501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: 1130, 200 hallway, 300C, 1121, 1128, 1127, 1105, 901, 902
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 1130, 200 hallway, 300C, 1121, 1128, 1127, 1105, 901, 902
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/6/2014**

800 UTILITIES

- 803 EXTENSION CORD NOT RATED FOR USE

LOCATION: 610
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

 **Violation cleared on 4/3/2014**

LOCATION: 1004

- 804 IMPROPER USE OF

MULTISTRIP/EXTEN CORDS

*ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.*

Reinspection #1 Comments: LOCATION: 1004
*ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.*


Reinspection #2 Comments: LOCATION: 1004
*ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.*

807 MISSING/BROKEN RECEPTACLE/FACEPLATE

LOCATION: 1103
*ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #*

Reinspection #1 Comments: LOCATION: 1130
*ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #*

808 IMPROPER STORAGE IN ELECT/MECH ROOMS

 **Violation cleared on 5/6/2014**
LOCATION: 610
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

Reinspection #1 Comments: LOCATION: 610
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

Reinspection #2 Comments: LOCATION: 610
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 4/3/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments: Drill holes in emergency light security covers in the gang bathrooms for test button access.

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/6/2014

Inspector:



Peter Copeman, District Official
12/6/2013

Inspector:



Peter Copeman, District Official
4/3/2014

**Indian River School
District Inspection Report**

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Gifford Middle School	Inspection Date:	12/6/2013, 4/3/2014, 5/6/2014
Address:	4530 28th Court	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	High school/junior high school/middle school- sprinklered		
Occupant Number:	FISH: 00006		
Suite:			

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

202 EXIT LIGHTS INOPERABLE NORMAL MODE
LOCATION: 100 hallway, 110G, media center, 1004
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/3/2014**

204 EMERG LIGHTS NOT OPERATIONAL
LOCATION: 102, 202, 903, 1005, 1005A, 1000, 403
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/3/2014**

210 EXIT ACCESS NOT MAINTAINED
LOCATION: 102
ACTION REQUIRED: Clear path, 36"minimum to exterior door
CORRECTION CODE: "O"

 **Violation cleared on 4/3/2014**

300 PROTECTION

301 UNPROTECTED VERTICAL OPENING
LOCATION: 1120
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: 1120
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

 **Violation cleared on 5/6/2014**

400 FIRE ALARM

405 SMOKE DETECTORS INOPERABLE/MISSING
LOCATION: 602
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

Reinspection #1 Comments: LOCATION: 602
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

Reinspection #2 Comments: LOCATION: 602
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENTS: Space is used as storage, mechanical, electrical or other area requiring a fire alarm device.

device.

500 EXTINGUISHMENT

- 501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: 1130, 200 hallway, 300C, 1121,1128, 1127, 1105, 901, 902
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 1130, 200 hallway, 300C, 1121,1128, 1127, 1105, 901, 902
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/6/2014**

800 UTILITIES

- 803 EXTENSION CORD NOT RATED FOR USE

LOCATION: 610
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

 **Violation cleared on 4/3/2014**

- 804 IMPROPER USE OF MULTISTRIP/EXTEN CORDS

LOCATION: 1004
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

Reinspection #1 Comments: LOCATION: 1004
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

Reinspection #2 Comments: LOCATION: 1004
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

- 807 MISSING/BROKEN RECEPTACLE/FACEPLATE

LOCATION: 1103
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

Reinspection #1 Comments: LOCATION: 1130
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

- 808 IMPROPER STORAGE IN
ELECT/MECH ROOMS

 **Violation cleared on 5/6/2014**

LOCATION: 610
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical
rooms

Reinspection #1 Comments: LOCATION: 610
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical
rooms

Reinspection #2 Comments: LOCATION: 610
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical
rooms

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS
REQUIRED.

Although this facility may be on track, with the required
number of drills, this category will not be cleared until the
end of the school year.

 **Violation cleared on 4/3/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door
assemblies shall be inspected and tested
in...

Inspector Comments: Drill holes in emergency light security covers in the gang bathrooms for test button access.

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/6/2014

Inspector:



Peter Copeman, District Official
12/6/2013

Inspector:



Peter Copeman, District Official
4/3/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Glendale Elementary	Inspection Date:	12/18/2013, 4/9/2014, 5/9/2014
Address:	4940 8th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH: 00017		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

100 GENERAL REQUIREMENTS

199 GENERAL REQUIREMENTS

LOCATION: all

ACTION REQUIRED: "remove extinguisher inside" signs

CORRECTION CODE: "M"

 **Violation cleared on 4/9/2014**

200 MEANS OF EGRESS

210 EXIT ACCESS NOT MAINTAINED

LOCATION: 809, 606

ACTION REQUIRED: Clear path, 36"minimum

CORRECTION CODE: "O"

 **Violation cleared on 4/9/2014**

300 PROTECTION

301 UNPROTECTED VERTICAL OPENING

LOCATION: 812

ACTION REQUIRED: Replace ceiling tile

CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: 812
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

 **Violation cleared on 5/9/2014**

500 EXTINGUISHMENT
501 FIRE EXTINGUISHER
REQUIRES INSPECTION

LOCATION: 102
ACTION REQUIRED: Extinguisher out of date, conduct annual
service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 201
ACTION REQUIRED: Extinguisher out of date, conduct annual
service
CORRECTION CODE: "M"
Work Order #

503 MONTHLY INSPECTION NOT
DONE/RECORDED

 **Violation cleared on 5/9/2014**

LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

 **Violation cleared on 4/9/2014**

800 UTILITIES
803 EXTENSION CORD NOT RATED
FOR USE

LOCATION: kitchen office, 504
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not
allowed to replace permanent wiring. Surge protected type
devices are acceptable

Reinspection #1 Comments: LOCATION: 504
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not
allowed to replace permanent wiring. Surge protected type
devices are acceptable

 **Violation cleared on 5/9/2014**

1200 OPERATING FEATURES
1201 FIRE DRILLS CONDUCTED AS
REQUIRED.

Although this facility may be on track, with the required number of
drills, this category will not be cleared until the end of the school
year.

Reinspection #1 Comments: Although this facility may be on
track, with the required number of drills, this category will not be
cleared until the end of the school year.

 **Violation cleared on 5/9/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/9/2014

Inspector:



Peter Copeman, District Official
12/18/2013

Inspector:



Peter Copeman, District Official
4/9/2014

**Indian River School
District Inspection Report**

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Highlands Elementary	Inspection Date:	12/3/2013, 4/10/2014, 5/8/2014
Address:	500 20th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH: 00018		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

202 EXIT LIGHTS INOPERABLE
NORMAL MODE

LOCATION: 602
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/10/2014**

204 EMERG LIGHTS NOT
OPERATIONAL

LOCATION: FISH 1103
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/10/2014**

210 EXIT ACCESS NOT
MAINTAINED

LOCATION: 710
ACTION REQUIRED: Clear path, 36"minimum
CORRECTION CODE: "O"

 **Violation cleared on 4/10/2014**

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER
REQUIRES INSPECTION

LOCATION: 618
ACTION REQUIRED: Extinguisher out of date, conduct annual
service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 618
ACTION REQUIRED: Extinguisher out of date, conduct annual
service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 618
ACTION REQUIRED: Extinguisher out of date, conduct annual
service
CORRECTION CODE: "M"
Work Order #

503 MONTHLY INSPECTION NOT
DONE/RECORDED

LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

 **Violation cleared on 4/10/2014**

800 UTILITIES

803 EXTENSION CORD NOT
RATED FOR USE

LOCATION: 706
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not
allowed to replace permanent wiring. Surge protected type
devices are acceptable

Reinspection #1 Comments: LOCATION: 706
ACTION REQUIRED: Remove cord and cube extension from use
CORRECTION CODE: "O"

INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #2 Comments: LOCATION: 706 by front and back doors

ACTION REQUIRED: Remove cord and cube extension from use
CORRECTION CODE: "O"

INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

809 OPEN ELECTRICAL JUNCTION BOX

LOCATION: west corridor

ACTION REQUIRED: Replace cover

CORRECTION CODE: "M"

Work Order #

 **Violation cleared on 4/10/2014**

900 HVAC
 901 IMPROPER STORAGE

LOCATION: 220

CORRECTION CODE: "O"

Only AC Filters are allowed to be stored in the mechanical rooms

 **Violation cleared on 4/10/2014**

1200 OPERATING FEATURES
 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: *Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.*

 **Violation cleared on 5/8/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments: evacuation maps should show exit routes out of the building

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
12/3/2013

Inspector:



Peter Copeman, District Official
4/10/2014

Inspector:



Peter Copeman, District Official
5/8/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Liberty Magnet Elementary	Inspection Date:	11/8/2013, 3/19/2014, 5/2/2014
Address:	6850 81st Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten-sprinklered		
Occupant Number:	FISH: 00030		
Suite:			

Pass Fail N/A

Schedule A Fire Codes


Floor 1

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER
REQUIRES INSPECTION

LOCATION: All
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

503 MONTHLY INSPECTION NOT
DONE/RECORDED

 **Violation cleared on 3/19/2014**
LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

Reinspection #2 Comments: LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"
INSPECTORS COMMENTS: CHECK ELECTRICAL AND MECHANICAL ROOMS

800 UTILITIES

- 809 OPEN ELECTRICAL JUNCTION BOX
LOCATION: light pole by parent drop off
ACTION REQUIRED: Repair
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: light pole by parent drop off
ACTION REQUIRED: Repair
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/2/2014**

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.
Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 5/2/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

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Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
3/19/2014

Inspector:



Peter Copeman, District Official
5/2/2014

Inspector:



Peter Copeman, District Official
11/8/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Osceola Magnet	Inspection Date:	12/4/2013, 4/10/2014
Address:	1110 18th Avenue	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH 00015		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1



100 GENERAL REQUIREMENTS

199 GENERAL REQUIREMENTS

LOCATION: classroom wings

ACTION REQUIRED: remove fire extinguisher signs on rooms that no longer have extinguishers in them

CORRECTION CODE: "M"

 **Violation cleared on 4/10/2014**  **Violation cleared on 4/10/2014**

200 MEANS OF EGRESS

210 EXIT ACCESS NOT MAINTAINED

LOCATION: 600 wing classrooms

ACTION REQUIRED: Clear path, 36" minimum to outside door

CORRECTION CODE: "O"

 **Violation cleared on 4/10/2014**  **Violation cleared on 4/10/2014**

4/10/2014

299 MEANS OF EGRESS OTHER

LOCATION: FISH 902

ACTION REQUIRED: remove exit sign over south door and not use door as exit or move cabinet to clear 36" path in front of door.

CORRECTION CODE: "O" or "M"

 **Violation cleared on 4/10/2014**

400 FIRE ALARM
405 SMOKE DETECTORS
INOPERABLE/MISSING

LOCATION: PE Shed

ACTION REQUIRED: Add detector

CORRECTION CODE: "M"

Work Order #

INSPECTORS COMMENTS: Space is used as storage is no longer separated from other structures by 60 feet or more.

Reinspection #1 Comments: LOCATION: PE Shed

ACTION REQUIRED: Add detector

CORRECTION CODE: "M"

Work Order #

INSPECTORS COMMENTS: Space is used as storage is no longer separated from other structures by 60 feet or more.

407 FACP INDICATES TROUBLE
CONDITION

LOCATION: office

ACTION REQUIRED: Call for service

CORRECTION CODE: "M"

Work Order #

 **Violation cleared on 4/10/2014**

499 FIRE ALARM OTHER

LOCATION: 215

ACTION REQUIRED: Detector loose

CORRECTION CODE: "M"

Work Order #

LOCATION: 412

ACTION REQUIRED: install lock on Fire Alarm panel breaker

CORRECTION CODE: "M"

Work Order #



 **Violation cleared on 4/10/2014**

500 EXTINGUISHMENT
503 MONTHLY INSPECTION NOT
DONE/RECORDED

LOCATION: all

ACTION REQUIRED: Conduct monthly inspection and sign tag

CORRECTION CODE: "O"

 **Violation cleared on 4/10/2014**  **Violation cleared on 4/10/2014**

506 EXTINGUISHER MISSING FROM
LOCATION

LOCATION: 511

ACTION REQUIRED: Replace or install as new

CORRECTION CODE: "M"

Work Order #

Reinspection #1 Comments: LOCATION: 511
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

800 UTILITIES

- 803 EXTENSION CORD NOT RATED FOR USE

LOCATION: PE shed
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #1 Comments: LOCATION: 504
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #2 Comments: LOCATION: PE shed
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

- 804 IMPROPER USE OF MULTISTRIP/EXTEN CORDS

LOCATION: 705
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

Reinspection #1 Comments: LOCATION: 705
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

- 808 IMPROPER STORAGE IN ELECT/MECH ROOMS

LOCATION: 714
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

 **Violation cleared on 4/10/2014**

- 809 OPEN ELECTRICAL JUNCTION BOX

LOCATION: 812
ACTION REQUIRED: Replace cover
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/10/2014**

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS

Although this facility may be on track, with the required number

REQUIRED.

of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments:

Reinspection #1 Comments: This report has some software glitches showing. For example the double cleared check marks. The information is still accurate.

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/10/2014

Inspector:



Peter Copeman, District Official
12/4/2013

**Indian River School
District Inspection Report**

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name: Oslo Middle School
Address: 480 20th Avenue
City: Vero Beach

Inspection Date: 12/9/2013, 4/9/2014, 5/8/2014
InspectionType: Annual Fire Safety Inspections
Inspected By: Peter Copeman, District Official

Occupant Type: High school/junior high school/middle school
Occupant Number: FISH: 00019
Suite:

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

209 RATED OPENINGS NOT MAINTAINED

LOCATION: B208, G707, J907
ACTION REQUIRED: service egress window
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: B208, G707, J907
ACTION REQUIRED: service egress window
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: B208, G707, J907
ACTION REQUIRED: service egress window
CORRECTION CODE: "M"
Work Order #

211 BLOCKED/LOCKED EXITS

LOCATION: G 709
ACTION REQUIRED: keep area in front of rescue widow clear
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: G 709
ACTION REQUIRED: keep area in front of rescue widow clear
CORRECTION CODE: "O"

 **Violation cleared on 5/8/2014**

299 MEANS OF EGRESS OTHER

LOCATION: B219 , G710, G717
ACTION REQUIRED: exterior door latch needs servicing
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: G717
ACTION REQUIRED: exterior door latch needs servicing
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: G717
ACTION REQUIRED: exterior door latch needs servicing
CORRECTION CODE: "M"
Work Order #

300 PROTECTION

301 UNPROTECTED VERTICAL OPENING

LOCATION: 843
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

 **Violation cleared on 4/9/2014**

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: C327, D419, D403, serving line
ACTION REQUIRED: Extinguisher out of date, conduct annual service

CORRECTION CODE: "M"
Work Order #

LOCATION:
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: C327, D419, D403
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

LOCATION:
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: C327, D419, D403 is discharged
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

LOCATION:
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

503 MONTHLY INSPECTION NOT DONE/RECORDED

LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

 **Violation cleared on 4/9/2014**

800 UTILITIES
 899 UTILITIES OTHER

LOCATION: Serving line
ACTION REQUIRED: repair broken flex
CORRECTION CODE: "M"

 **Violation cleared on 4/9/2014**

1200 OPERATING FEATURES
 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 4/9/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments: Warm candle in room E 509. Open flame is only allowed in shops and labs.

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Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/9/2014

Inspector:



Peter Copeman, District Official
12/9/2013

Inspector:



Peter Copeman, District Official
5/8/2014

**Indian River School
District Inspection Report**

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name: Pelican Island Elementary
Address: 1355 Schuman Drive
City: Sebastian

Inspection Date: 11/8/2013, 3/19/2014, 5/5/2014
InspectionType: Annual Fire Safety Inspections
Inspected By: Peter Copeman, District Official
772-564-5021

Occupant Type: Elementary school, including kindergarten

Occupant Number: FISH: 00009

Suite:

Pass Fail N/A

Schedule A Fire Codes

Floor 1

100 GENERAL REQUIREMENTS

199 GENERAL REQUIREMENTS

LOCATION: classrooms
ACTION REQUIRED: remove extinguisher signs
CORRECTION CODE "O"

Reinspection #1 Comments: LOCATION: classrooms
ACTION REQUIRED: remove extinguisher signs for classrooms that do not contain extinguishers
CORRECTION CODE "O"

 **Violation cleared on 5/5/2014**

200 MEANS OF EGRESS

211 BLOCKED/LOCKED EXITS

LOCATION: south west cafeteria exit
ACTION REQUIRED: remove vending machine
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: south west cafeteria exit
ACTION REQUIRED: remove vending machine
CORRECTION CODE: "O"

 **Violation cleared on 5/5/2014**

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: multipurpose electrical room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: multipurpose electrical room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/5/2014**

503 MONTHLY INSPECTION NOT DONE/RECORDED

LOCATION: All
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: All
ACTION REQUIRED: Conduct monthly inspection and sign tag

CORRECTION CODE: "O"

 **Violation cleared on 5/5/2014**

800 UTILITIES

- 803 EXTENSION CORD NOT RATED FOR USE

LOCATION: 510
 ACTION REQUIRED: Remove cord or cube extension from use
 CORRECTION CODE: "O"
 INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #1 Comments: LOCATION: 510
 ACTION REQUIRED: Remove cord or cube extension from use
 CORRECTION CODE: "O"
 INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

- 808 IMPROPER STORAGE IN ELECT/MECH ROOMS

 **Violation cleared on 5/5/2014**

LOCATION: 614. 714
 CORRECTION CODE: "O"
 Only AC Filters are allowed to be stored in the mechanical rooms

Reinspection #1 Comments: LOCATION: 714
 CORRECTION CODE: "O"
 Only AC Filters are allowed to be stored in the mechanical rooms

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

 **Violation cleared on 5/5/2014**

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 5/5/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

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Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/5/2014

Inspector:



Peter Copeman, District Official
3/19/2014

Inspector:



Peter Copeman, District Official
11/8/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Rosewood Elementary	Inspection Date:	12/5/2013, 4/1/2014, 5/8/2014
Address:	3850 16th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH: 00003		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

204 EMERG LIGHTS NOT OPERATIONAL

LOCATION: M 703, M 714, east well media center, music room, room 3, Art room, 201, 206, 210

ACTION REQUIRED: Repair or Replace

CORRECTION CODE: "M"

Work Order #

 Violation cleared on 4/1/2014

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION LOCATION: 305
ACTION REQUIRED: Replace discharged extinguisher
CORRECTION CODE "M"
Work Order #

Reinspection #1 Comments: LOCATION: 305
ACTION REQUIRED: Replace discharged extinguisher
CORRECTION CODE "M"
Work Order #

 **Violation cleared on 5/8/2014**

503 MONTHLY INSPECTION NOT DONE/RECORDED LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

 **Violation cleared on 4/1/2014**

800 UTILITIES

803 EXTENSION CORD NOT RATED FOR USE LOCATION: 306
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #1 Comments: LOCATION: 306
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

 **Violation cleared on 5/8/2014**

804 IMPROPER USE OF MULTISTRIP/EXTEN CORDS LOCATION: room 4
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

Reinspection #1 Comments: LOCATION: room 4
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

 **Violation cleared on 5/8/2014**

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door

assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

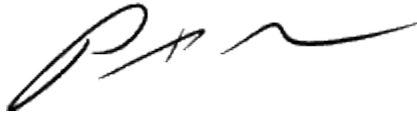
An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/1/2014

Inspector:



Peter Copeman, District Official
12/5/2013

Inspector:



Peter Copeman, District Official
5/8/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Sebastian Elementary	Inspection Date:	11/5/2013, 3/11/2014, 4/28/2014
Address:	400 Sebastian Boulevard	InspectionType:	Annual Fire Safety Inspections
City:	Sebastian	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH: 00016		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

100 GENERAL REQUIREMENTS

- 199 GENERAL REQUIREMENTS

LOCATION: Classroom Wings

*ACTION REQUIRED: remove "fire extinguisher inside" signs
CORRECTION CODE "O"*

Reinspection #1 Comments: LOCATION: Classroom Wings
*ACTION REQUIRED: remove "fire extinguisher inside" signs on rooms that no longer have an extinguisher
CORRECTION CODE "M"*

 **Violation cleared on 4/28/2014**

- 800 UTILITIES**
 899 UTILITIES OTHER

LOCATION: 813
*ACTION REQUIRED: install pan under water heater and add proper shelf
CORRECTION CODE: "M"*

Reinspection #1 Comments: LOCATION: 813
*ACTION REQUIRED: install pan under water heater and add proper shelf
CORRECTION CODE: "M"*

 **Violation cleared on 4/28/2014**

- 1200 OPERATING FEATURES**
 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 3/11/2014**

- 1205 FIRE EVACUATION PLAN(S) NOT POSTED

LOCATION: All
*ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"
plans look good just need contrasting secondary route*

Reinspection #1 Comments: LOCATION: All
*ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"
plans look good just need contrasting secondary route*

Reinspection #2 Comments: LOCATION: All
*ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"
INSPECTORS COMMENT: Work in progress but not complete*

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
3/11/2014

Inspector:



Peter Copeman, District Official
11/5/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Sebastian River High School	Inspection Date:	11/25/2013, 3/20/2014, 5/5/2014
Address:	9001 90th Avenue	InspectionType:	Annual Fire Safety Inspections
City:	Sebastian	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	High school/junior high school/middle school- sprinklered		
Occupant Number:	FISH: 00020		
Suite:			

Pass Fail N/A

Schedule A Fire Codes


Floor 1

100 GENERAL REQUIREMENTS

- 106 ACCUMULATION OF COMBUSTIBLE MATERIALS

LOCATION: F213
ACTION REQUIRED: clean
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: F213
ACTION REQUIRED: clean
CORRECTION CODE: "O"

 **Violation cleared on 5/5/2014**
LOCATION: V-102

- 199 GENERAL REQUIREMENTS

ACTION REQUIRED: repair extinguisher cabinet
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: V-102
ACTION REQUIRED: repair extinguisher cabinet
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/5/2014**

LOCATION: A118 hallway, N200
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: A118 hallway,
N200
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"

Reinspection #2 Comments: LOCATION: A118 hallway,
N200
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"

200 MEANS OF EGRESS
 203 EXIT LIGHTS INOPERABLE
EMERGENCY MODE

210 EXIT ACCESS NOT MAINTAINED

LOCATION: front of stage
ACTION REQUIRED: Clear path, 36"minimum
CORRECTION CODE: "O"

299 MEANS OF EGRESS OTHER

 **Violation cleared on 3/20/2014**

LOCATION: J 106
ACTION REQUIRED: install panic bar
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: J 106
ACTION REQUIRED: install panic bar
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENT: panic devise required on
second exit

 **Violation cleared on 5/5/2014**

300 PROTECTION
 301 UNPROTECTED VERTICAL
OPENING

LOCATION: A118 hallway
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

LOCATION: F119
ACTION REQUIRED: Repair hole(s)
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: A118 hallway
ACTION REQUIRED: Replace ceiling tile
CORRECTION CODE: "O"

- 303 INADEQUATE FIRE RESISTANCE
 LOCATION: F119
 ACTION REQUIRED: Repair hole(s)
 CORRECTION CODE: "M"
 Work Order #
Reinspection #2 Comments: LOCATION: F119
 ACTION REQUIRED: Repair hole(s)
 CORRECTION CODE: "M"
 Work Order #
 LOCATION: stage
 ACTION REQUIRED: remove projector screens from underneath proscenium wall opening
 CORRECTION CODE: "O"
- 399 PROTECTION OTHER
 **Violation cleared on 3/20/2014**
 LOCATION: stage
 ACTION REQUIRED: service proscenium wall and fire door
 CORRECTION CODE: "M"
Reinspection #1 Comments: LOCATION: stage
 ACTION REQUIRED: service proscenium wall and fire door
 CORRECTION CODE: "M"
Reinspection #2 Comments: LOCATION: stage
 ACTION REQUIRED: service proscenium wall and fire door
 CORRECTION CODE: "M"
- 400 FIRE ALARM**
 407 FACP INDICATES TROUBLE CONDITION
 LOCATION: All
 ACTION REQUIRED: Call for service
 CORRECTION CODE: "M"
 Work Order #
Reinspection #1 Comments: LOCATION: All
 ACTION REQUIRED: Call for service
 CORRECTION CODE: "M"
 Work Order #
Reinspection #2 Comments: LOCATION: All
 ACTION REQUIRED: Call for service
 CORRECTION CODE: "M"
 Work Order #
- 408 MANUAL PULL STATION MISSING/INOPERABLE
 LOCATION: F wing hallway
 ACTION REQUIRED: replace painted fire alarm cover
 CORRECTION CODE: "M"
Reinspection #1 Comments: LOCATION: F wing hallway
 ACTION REQUIRED: replace painted fire alarm cover
 CORRECTION CODE: "M"
Reinspection #2 Comments: LOCATION: F wing hallway
 ACTION REQUIRED: replace painted fire alarm cover
 CORRECTION CODE: "M"
- 500 EXTINGUISHMENT**
 501 FIRE EXTINGUISHER REQUIRES INSPECTION
 LOCATION: 26-101, V-109, 29-181, 2nd floor of N, M, L, C217, G205, dozens of extinguishers out of date all over the campus
 ACTION REQUIRED: Extinguisher out of date, conduct annual service
 CORRECTION CODE: "M"
 Work Order #

Reinspection #1 Comments: LOCATION: 26-101, V-109, 29-181, 2nd floor of N, M, L, C217, G205, dozens of extinguishers out of date all over the campus
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 26-101, V-109, 29-181, 2nd floor of N, M, L, C217, G205, dozens of extinguishers out of date all over the campus
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

502 PORTABLE EXTINGUISHER IMPROPERLY MOUNTED

LOCATION: A103, G109
ACTION REQUIRED: Properly mount extinguisher in a clear area no more that 5ft above floor or less that 4 inches.
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: A103, G109
ACTION REQUIRED: Properly mount extinguisher in a clear area no more that 5ft above floor or less that 4 inches.
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/5/2014**

503 MONTHLY INSPECTION NOT DONE/RECORDED

LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"

Reinspection #2 Comments: LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "O"
Some done but not all

506 EXTINGUISHER MISSING FROM LOCATION

LOCATION: J 106
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: J 106
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

515 HOOD SYSTEM NEEDS INSPECTION/MAINTENANCE

 **Violation cleared on 5/5/2014**

LOCATION: *culinary*
ACTION REQUIRED: *system out of date or needs cleaning, call for service.*
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENT: *system needs to be changed to changed to UL 300*

Reinspection #1 Comments: LOCATION: *culinary*
ACTION REQUIRED: *system needs cleaning, call for service.*
CORRECTION CODE: "M"
Work Order #
INSPECTORS COMMENT: *suppression system needs to be changed to changed to UL 300*

700 BUILDING SERVICES
 702 LP GAS CYL IMPROPERLY LOCATED/STORED

 **Violation cleared on 5/5/2014**

LOCATION: *All concessions*
ACTION REQUIRED: *store outside*
CORRECTION CODE: "O"

800 UTILITIES
 803 EXTENSION CORD NOT RATED FOR USE

 **Violation cleared on 3/20/2014**

LOCATION: *28-211, 28-204, F111, N121, N150, N152, N108, C208*
ACTION REQUIRED: *Remove cord or cube extension from use*
CORRECTION CODE: "O"
INSPECTORS COMMENTS: *Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable*

Reinspection #1 Comments: LOCATION: *28-211, 28-204, F111, N121, N150, N152, N108, C208*
ACTION REQUIRED: *Remove cord or cube extension from use*
CORRECTION CODE: "O"
INSPECTORS COMMENTS: *Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable*

Reinspection #2 Comments: LOCATION: *28-211, 28-204, F111, N121, N150, N152, N108, C208*
ACTION REQUIRED: *Remove cord or cube extension from use*
CORRECTION CODE: "O"
INSPECTORS COMMENTS: *Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable*

804 IMPROPER USE OF MULTISTRIP/EXTEN CORDS

LOCATION: *N127, N118*
ACTION REQUIRED: *Remove surge to surge connection*

CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

Reinspection #1 Comments: LOCATION: N127
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

 **Violation cleared on 5/5/2014**

LOCATION: baseball press box
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

807 MISSING/BROKEN RECEPTACLE/FACEPLATE

Reinspection #1 Comments: LOCATION: baseball press box
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

 **Violation cleared on 5/5/2014**

LOCATION: N148
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

808 IMPROPER STORAGE IN ELECT/MECH ROOMS

Reinspection #1 Comments: LOCATION: N148
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

Reinspection #2 Comments: LOCATION: N148
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

809 OPEN ELECTRICAL JUNCTION BOX LOCATION: outside A 128
ACTION REQUIRED: Replace broken conduit
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: outside A 128
ACTION REQUIRED: Replace broken conduit
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/5/2014**

899 UTILITIES OTHER LOCATION: T510
ACTION REQUIRED: replace KO seal
CORRECTION CODE: "M"

Reinspection #1 Comments: LOCATION: T510
ACTION REQUIRED: replace KO seal
CORRECTION CODE: "M"

 **Violation cleared on 5/5/2014**

- 1000 ELEVATOR/ESCALATOR/ETC.**
 1002 ELEVATOR SERVICE RECORD NOT MAINTAINED

LOCATION: W wing
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: W wing
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: W wing
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

- 1200 OPERATING FEATURES**
 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 3/20/2014**

- 1205 FIRE EVACUATION PLAN(S) NOT POSTED

LOCATION: many rooms missing maps
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: many rooms missing maps
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

Reinspection #2 Comments: LOCATION: many rooms missing maps
ACTION REQUIRED: Post plans that have clear contrasting colors next to the latch side of door.
CORRECTION CODE: "O"

- 1300 OUTSIDE STRUCTURE**
 1399 OUTSIDE STRUCTURE OTHER

LOCATION: front yard
ACTION REQUIRED: replace catch basin grate
CORRECTION CODE: "M"

Reinspection #1 Comments: LOCATION: front yard
ACTION REQUIRED: replace catch basin grate
CORRECTION CODE: "M"

Reinspection #2 Comments: LOCATION: front yard
ACTION REQUIRED: replace catch basin grate
CORRECTION CODE: "M"
Wrote this up for the past two years without any action taken.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

LOCATION: 28-014
 Action Required: fire door sticking, adjust
 Correction Code; " M"
 Vinyl base holds door open

Reinspection #1 Comments: LOCATION: 28-014
 Action Required: fire door sticking, adjust
 Correction Code; " M"
 Vinyl base holds door open

 **Violation cleared on 5/5/2014**

Inspector Comments:

Reinspection #1 Comments: Move knox box out of landscape bed

Reinspection #2 Comments: Discharged extinguisher in room G210

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
3/20/2014

Inspector:



Peter Copeman, District Official
5/5/2014

Inspector:



Peter Copeman, District Official
11/25/2013

Indian River School

District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name: Sebastian River Middle School **Inspection Date:** 12/10/2013, 3/10/2014, 4/28/2014
Address: 9400 County Road 512 **InspectionType:** Annual Fire Safety Inspections
City: Sebastian **Inspected By:** Peter Copeman, District Official
772-564-5021
Occupant Type: High school/junior high school/middle school- sprinklered
Occupant Number: FISH: 00014
Suite:

Pass Fail N/A

Schedule A Fire Codes

Floor 1

500 EXTINGUISHMENT

599 SPRINKLER OTHER

*LOCATION: media center
ACTION REQUIRED: Replace missing escutcheon plate
CORRECTION CODE: "M"
Work Order #*

 **Violation cleared on 3/10/2014**

800 UTILITIES

809 OPEN ELECTRICAL JUNCTION BOX

*LOCATION: 705A A
ACTION REQUIRED: Replace cover
CORRECTION CODE: "M"
Work Order #*

Reinspection #1 Comments: *LOCATION: 705A, A
ACTION REQUIRED: Replace cover
CORRECTION CODE: "M"
Work Order #*

 **Violation cleared on 4/28/2014**

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: *Inspection Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.*

 **Violation cleared on 4/28/2014**

1299 OPERATING FEATURES OTHER

*LOCATION: 705A A
ACTION REQUIRED: I.D. as electrical
CORRECTION CODE: "M"*

Reinspection #1 Comments: *LOCATION: 705A, A
ACTION REQUIRED: I.D. as electrical
CORRECTION CODE: "M"*

✓ Violation cleared on 4/28/2014

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments:

Reinspection #2 Comments: KT has room number sign on order

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/28/2014

Inspector:



Peter Copeman, District Official
3/10/2014

**Indian River School
District Inspection Report**

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Storm Grove Middle School	Inspection Date:	12/11/2013, 4/11/2014, 5/6/2014
Address:	6400 57th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	High school/junior high school/middle school- sprinklered		
Occupant Number:	FISH: 00031		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

400 FIRE ALARM

- 405 SMOKE DETECTORS
INOPERABLE/MISSING

LOCATION: 4-108B
ACTION REQUIRED: Add heat detector
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 4-108B
ACTION REQUIRED: Add heat detector
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 4-108B
ACTION REQUIRED: Add heat detector
CORRECTION CODE: "M"
Work Order #

- 407 FACP INDICATES TROUBLE
CONDITION

LOCATION: 5-116
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/11/2014**

500 EXTINGUISHMENT

- 501 FIRE EXTINGUISHER REQUIRES
INSPECTION

LOCATION: 1-112 , 1-005 A, 2-108, 3-108, 3-115, 4-108, 5-112,
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 1-112 , 1-005 A, 2-108, 3-108, 3-115, 4-108, 5-112,
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 2-108, 3-108, 3-115, 4-108, 5-112,
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Extinguishers are now missing from these locations

800 UTILITIES

- 808 IMPROPER STORAGE IN
ELECT/MECH ROOMS

LOCATION: 2-002A
CORRECTION CODE: "O"
Only AC Filters are allowed to be stored in the mechanical rooms

✓ **Violation cleared on 4/11/2014**

- 1200 OPERATING FEATURES**
- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

✓ **Violation cleared on 4/11/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
5/6/2014

Inspector:



Peter Copeman, District Official
4/11/2014

Inspector:



Peter Copeman, District Official
12/11/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name: Support Services Complex
Address: 6055 62nd Avenue

Inspection Date: 11/22/2013, 4/11/2014, 5/9/2014
InspectionType: Annual Fire Safety Inspections

City: Vero Beach
Occupant Type: Public or government, other
Occupant Number: 00032
Suite:

Inspected By: Peter Copeman, District Official
772-564-5021

Pass Fail N/A

Schedule A Fire Codes

Floor 1

300 PROTECTION

399 PROTECTION OTHER

LOCATION: 1--503
ACTION REQUIRED: keep fire doors closed
CORRECTION CODE: "0"
INSPECTORS COMMENT: add mag locks to doors

Reinspection #1 Comments: LOCATION: 1--503
ACTION REQUIRED: keep fire doors closed
CORRECTION CODE: "0"
INSPECTORS COMMENT: add mag locks to doors

Reinspection #2 Comments: LOCATION: 1--503
ACTION REQUIRED: keep fire doors closed
CORRECTION CODE: "0"
INSPECTORS COMMENT: add mag locks to doors

400 FIRE ALARM

402 SYSTEM NEEDS INSPECTION

LOCATION: 1-190
ACTION REQUIRED: system out of date
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/11/2014**

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: all
ACTION REQUIRED: Extinguishers out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/11/2014**

515 HOOD SYSTEM NEEDS INSPECTION/MAINTENANCE

LOCATION: kitchen
ACTION REQUIRED: system out of date or needs cleaning, call for service.
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: kitchen
ACTION REQUIRED: system needs cleaning,

call for service.
CORRECTION CODE: "M"
Work Order #

✓ Violation cleared on 5/9/2014

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.
- 1202 DANGEROUS CONDITION EXISTS

LOCATION: 1-504
ACTION REQUIRED: store flammable liquids in cabinet
CORRECTION CODE: "0"
INSPECTORS COMMENT: add a second cabinet

✓ Violation cleared on 4/11/2014

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/11/2014

Inspector:



Peter Copeman, District Official
5/9/2014

Inspector:



Peter Copeman, District Official
11/22/2013

Indian River School

District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Transportation	Inspection Date:	12/16/2013, 4/11/2014, 5/9/2014
Address:	5235 41st Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Motor vehicle or boat sales, services, repair-sprinklered		
Occupant Number:	FISH: 9008		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

210 EXIT ACCESS NOT MAINTAINED

*LOCATION: North east exit from garage
ACTION REQUIRED: Clear path, 36" minimum
CORRECTION CODE: "0"*

 **Violation cleared on 4/11/2014**

500 EXTINGUISHMENT

503 MONTHLY INSPECTION NOT DONE/RECORDED

*LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "0"*

Reinspection #1 Comments: *LOCATION: all
ACTION REQUIRED: Conduct monthly inspection and sign tag
CORRECTION CODE: "0"*

 **Violation cleared on 5/9/2014**

700 BUILDING SERVICES

702 LP GAS CYL IMPROPERLY LOCATED/STORED

*LOCATION: parts room
ACTION REQUIRED: store outside 10' from openings
CORRECTION CODE: "0"*

 **Violation cleared on 4/11/2014**

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/11/2014

Inspector:



Peter Copeman, District Official
12/16/2013

Inspector:



Peter Copeman, District Official
5/9/2014

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Treasure Coast Elementary School	Inspection Date:	11/8/2013, 3/11/2014, 5/2/2014
Address:	8955 85th Street	InspectionType:	Annual Fire Safety Inspections
City:	Sebastian	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten-sprinklered		
Occupant Number:	FISH: 00028		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

400 FIRE ALARM

- 405 SMOKE DETECTORS INOPERABLE/MISSING
- 405 SMOKE DETECTORS INOPERABLE/MISSING
- 405 SMOKE DETECTORS INOPERABLE/MISSING

LOCATION: 505
ACTION REQUIRED: Add heat detector
CORRECTION CODE: "M"

Work Order #

Reinspection #1 Comments: LOCATION: 505
ACTION REQUIRED: Add heat detector
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 505
ACTION REQUIRED: Add heat detector
CORRECTION CODE: "M"
Work Order #

500 EXTINGUISHMENT

- 599 SPRINKLER OTHER

LOCATION: 724
ACTION REQUIRED: Replace missing escutcheon plate
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 724
ACTION REQUIRED: Replace missing escutcheon plate
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 724
ACTION REQUIRED: Replace missing escutcheon plate
CORRECTION CODE: "M"
Work Order #

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: Inspection Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 5/2/2014**

- 1202 DANGEROUS CONDITION EXISTS

LOCATION: 113, 313, 732, 629
ACTION REQUIRED: Dispose of flammable liquid
CORRECTION CODE: "0"

 **Violation cleared on 3/11/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Inspector Comments: replace flag pole rope
Reinspection #2 Comments: Make up one evacuation drill

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector: 
 Peter Copeman, District Official
 3/11/2014

Inspector: 
 Peter Copeman, District Official
 5/2/2014

Inspector: 
 Peter Copeman, District Official
 11/8/2013

**Indian River School
 District Inspection Report**

1990 25th Street
 Vero Beach, FL 32960
 Firesafety 564-5020 or
 Safety and Sanitation 564-3137

Occupant Name:	Vero Beach Elementary	Inspection Date:	11/15/2013, 4/7/2014, 5/7/2014
Address:	1770 12th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Elementary school, including kindergarten		
Occupant Number:	FISH: 00013		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

500 EXTINGUISHMENT

501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: 3-103
 ACTION REQUIRED: Extinguisher out of date, conduct annual service
 CORRECTION CODE: "M"

Work Order #

- 506 EXTINGUISHER MISSING FROM LOCATION

 **Violation cleared on 4/7/2014**

LOCATION: upstairs hall
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: upstairs hall
ACTION REQUIRED: Replace or install as new
CORRECTION CODE: "M"
Work Order #

- 508 INADEQUATE CLEARANCE BELOW SPRINK HEAD

 **Violation cleared on 5/7/2014**

LOCATION: 4-101C
ACTION REQUIRED: Maintain 18 inch clearance below head
CORRECTION CODE: "O"

Reinspection #1 Comments: LOCATION: 4-101C
ACTION REQUIRED: Maintain 18 inch clearance below head
CORRECTION CODE: "O"

- 515 HOOD SYSTEM NEEDS INSPECTION/MAINTENANCE

 **Violation cleared on 5/7/2014**

LOCATION: kitchen
ACTION REQUIRED: system out of date or needs cleaning, call for service.
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/7/2014**

- 800 UTILITIES**
803 EXTENSION CORD NOT RATED FOR USE

LOCATION: 3-106B
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: room used as office, provide power

Reinspection #1 Comments: LOCATION: 3-106B
ACTION REQUIRED: Remove cord or cube extension from use
CORRECTION CODE: "O"
INSPECTORS COMMENTS: room used as office, provide power

- 807 MISSING/BROKEN RECEPTACLE/FACEPLATE

 **Violation cleared on 5/7/2014**

LOCATION: 2-180
ACTION REQUIRED: Replace receptacle cover
CORRECTION CODE "M"
Work Order #

 **Violation cleared on 4/7/2014**

1000 ELEVATOR/ESCALATOR/ETC.

- 1002 ELEVATOR SERVICE RECORD NOT MAINTAINED

LOCATION: 2-170
 ACTION REQUIRED: Call for service
 CORRECTION CODE: "M"
 Work Order #

Reinspection #1 Comments: LOCATION: 2-170
 ACTION REQUIRED: Call for service
 CORRECTION CODE: "M"
 Work Order #

Reinspection #2 Comments: LOCATION: 2-170
 ACTION REQUIRED: Call for service
 CORRECTION CODE: "M"
 Work Order #

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

 **Violation cleared on 4/7/2014**

- 1202 DANGEROUS CONDITION EXISTS

LOCATION: 4-108
 ACTION REQUIRED: store flammable liquid in proper place
 CORRECTION CODE: "0"

 **Violation cleared on 4/7/2014**

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Fire-rated door assemblies shall be inspected and tested in accordance with NFPA 80, Standard for Fire Doors and Other Opening Protectives.

LOCATION: 2-006, 2-008
 ACTION REQUIRED: fire doors do not latch
 CORRECTION CODE: "M" serious life safety violation
 INSPECTORS COMMENT:

Reinspection #1 Comments: Fire-rated door assemblies shall be inspected and tested in accordance with NFPA 80, Standard for Fire Doors and Other Opening Protectives.

LOCATION: 2-006, 2-008
 ACTION REQUIRED: fire doors do not latch
 CORRECTION CODE: "M"
 INSPECTORS COMMENT:

Reinspection #2 Comments: Fire-rated door assemblies shall be inspected and tested in accordance with NFPA 80, Standard for Fire Doors and Other Opening Protectives.

LOCATION: 2-006, 2-008
 ACTION REQUIRED: fire doors do not latch
 CORRECTION CODE: "M"
 INSPECTORS COMMENT:

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

- O = Operations- 30 days
- M = Maintenance- 60 days
- C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
4/7/2014

Inspector:



Peter Copeman, District Official
5/7/2014

Inspector:



Peter Copeman, District Official
11/15/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Vero Beach High School	Inspection Date:	11/26/2013, 4/4/2014, 5/7/2014
Address:	1707 16th Street	InspectionType:	Annual Fire Safety Inspections
City:	Vero Beach	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	High school/junior high school/middle school- sprinklered		
Occupant Number:	FISH: 00001		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

100 GENERAL REQUIREMENTS

- 106 ACCUMULATION OF COMBUSTIBLE MATERIALS

LOCATION: 2-125

ACTION REQUIRED: NOTE: Art work and educational items can cover no more than 50% of the wall space.

CORRECTION CODE: "O"

flag on ceiling

Reinspection #1 Comments: LOCATION: 2-125
ACTION REQUIRED: NOTE: Art work and educational items can cover no more than 50% of the wall space.
CORRECTION CODE: "O"
flag on ceiling

Reinspection #2 Comments: LOCATION: 2-125
ACTION REQUIRED: NOTE: Art work and educational items can cover no more than 50% of the wall space.
CORRECTION CODE: "O"
flag on ceiling needs to be flame tested, call when sample is available

199 GENERAL REQUIREMENTS

LOCATION: girls locker room storage small gym, PAC dressing rooms
ACTION REQUIRED: remove pad locks and chains
CORRECTION CODE "O"

Reinspection #1 Comments: LOCATION: PAC dressing rooms
ACTION REQUIRED: remove pad locks and chains
CORRECTION CODE "O"

Reinspection #2 Comments: LOCATION: PAC dressing rooms
ACTION REQUIRED: remove pad locks and chains
CORRECTION CODE "O"

200 MEANS OF EGRESS

203 EXIT LIGHTS INOPERABLE EMERGENCY MODE

LOCATION: westside big gym lobby
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: westside big gym lobby
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 5/7/2014**

300 PROTECTION

399 PROTECTION OTHER

LOCATION: stage
ACTION REQUIRED: Service proscenium curtain
CORRECTION CODE: "M"

Reinspection #1 Comments: LOCATION: stage
ACTION REQUIRED: Service proscenium curtain
CORRECTION CODE: "M"
PO sent to contractor

Reinspection #2 Comments: LOCATION: stage
ACTION REQUIRED: Service proscenium curtain
CORRECTION CODE: "M"
PO sent to contractor

400 FIRE ALARM

- 405 SMOKE DETECTORS INOPERABLE/MISSING

LOCATION: 906 in little gym, 4-116B
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: 906 in little gym, 4-116B
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: 906 in little gym, 4-116B
ACTION REQUIRED: Add detector
CORRECTION CODE: "M"
Work Order #

- 407 FACP INDICATES TROUBLE CONDITION

LOCATION: office
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

 **Violation cleared on 4/4/2014**

500 EXTINGUISHMENT

- 501 FIRE EXTINGUISHER REQUIRES INSPECTION

LOCATION: kitchen northeast wall, upstairs PAC, big gym riser room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: kitchen northeast wall, upstairs PAC, big gym riser room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: upstairs PAC, big gym riser room
ACTION REQUIRED: Extinguisher out of date, conduct annual service
CORRECTION CODE: "M"
Work Order #

- 515 HOOD SYSTEM NEEDS INSPECTION/MAINTENANCE

LOCATION: Kitchen
ACTION REQUIRED: system out of alignment, call for service.
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: Kitchen
ACTION REQUIRED: system out of alignment, call for service.

599 SPRINKLER OTHER

CORRECTION CODE: "M"

Work Order #

Reinspection #2 Comments: LOCATION: Kitchen

ACTION REQUIRED: system out of alignment over tilt skillet, call for service.

CORRECTION CODE: "M"

Work Order #

LOCATION: 1-191

ACTION REQUIRED: Replace missing escutcheon plate

CORRECTION CODE: "M"

Work Order #

Reinspection #1 Comments: LOCATION: 1-191

ACTION REQUIRED: Replace missing escutcheon plate

CORRECTION CODE: "M"

Work Order #

Reinspection #2 Comments: LOCATION: 1-191

ACTION REQUIRED: Replace missing escutcheon plate

CORRECTION CODE: "M"

Work Order #

700 BUILDING SERVICES

704 COMPRESSED GAS CYLINDERS NOT SECURED

LOCATION: big gym girls locker room office

ACTION REQUIRED: Secure to wall or cart and install valve cap

CORRECTION CODE: "O"

 **Violation cleared on 4/4/2014**

800 UTILITIES

803 EXTENSION CORD NOT RATED FOR USE

LOCATION: 8-180, 8-146, 8-201, 1-111, 2-204

ACTION REQUIRED: Remove cord or cube extension from use

CORRECTION CODE: "O"

INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

Reinspection #1 Comments: LOCATION: 8-180, 8-146, 8-201, 1-111, 2-204

ACTION REQUIRED: Remove cord or cube extension from use

CORRECTION CODE: "O"

INSPECTORS COMMENTS: Extensions cords or devices are not allowed to replace permanent wiring. Surge protected type devices are acceptable

 **Violation cleared on 5/7/2014**

804 IMPROPER USE OF MULTISTRIP/EXTEN CORDS

LOCATION: 8-114, 8-147, 7-104A

ACTION REQUIRED: Remove surge to surge connection

CORRECTION CODE: "O"

INSPECTORS COMMENTS: Daisy chain of units is not allowed. These devices are available in many lengths to gain access to a receptacle.

Reinspection #1 Comments: LOCATION: 8-114, 8-147, 7-104A

ACTION REQUIRED: Remove surge to surge connection

CORRECTION CODE: "O"
INSPECTORS COMMENTS: 8-114 is now an extension cord

Reinspection #2 Comments: LOCATION: 8-114, 8-147
ACTION REQUIRED: Remove surge to surge connection
CORRECTION CODE: "O"
INSPECTORS COMMENTS: 8-114 is now an extension cord. 8-147 is on the back counter

900 HVAC

999 HVAC OTHER

LOCATION: chiller building
ACTION REQUIRED: gas detector in trouble alert
CORRECTION CODE: " M"

Reinspection #1 Comments: LOCATION: chiller building
ACTION REQUIRED: gas detector in trouble alert
CORRECTION CODE: " M"

 **Violation cleared on 5/7/2014**

1000 ELEVATOR/ESCALATOR/ETC.

1002 ELEVATOR SERVICE RECORD NOT MAINTAINED

LOCATION: Back stage lift
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: LOCATION: Back stage lift
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

Reinspection #2 Comments: LOCATION: Back stage lift
ACTION REQUIRED: Call for service
CORRECTION CODE: "M"
Work Order #

1200 OPERATING FEATURES

1201 FIRE DRILLS CONDUCTED AS REQUIRED.

Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Reinspection #1 Comments: Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

Fire-rated door assemblies shall be inspected and tested in accordance with NFPA 80, Standard for Fire Doors and Other Opening Protectives.

LOCATION: many fire doors across the campus and PAC do not latch
ACTION REQUIRED: service doors
CORRECTION CODE: "M" Serious life safety violation

LOCATION: fire door in orchestra pit
ACTION REQUIRED: replace door

*CORRECTION CODE: "M" Serious life safety violation
INSPECTORS COMMENT: door has non-compliant hinges
for a fire door assembly*

Reinspection #1 Comments: *Fire-rated door assemblies shall be inspected and tested in accordance with NFPA 80, Standard for Fire Doors and Other Opening Protectives.*

LOCATION: many fire doors across the campus and PAC do not latch

ACTION REQUIRED: service doors

CORRECTION CODE: "M"

LOCATION: fire door in orchestra pit

ACTION REQUIRED: replace door

CORRECTION CODE: "M"

INSPECTORS COMMENT: door has non-compliant hinges for a fire door assembly

Reinspection #2 Comments: *Fire-rated door assemblies shall be inspected and tested in accordance with NFPA 80, Standard for Fire Doors and Other Opening Protectives.*

LOCATION: door 2-124 PAC does not latch

ACTION REQUIRED: service doors

CORRECTION CODE: "M" Serious life safety violation

LOCATION: fire door in orchestra pit

ACTION REQUIRED: door has been replaced. frame has holes from incorrect hinge

CORRECTION CODE: "M"

INSPECTORS COMMENT: local inspector is contacting door rep for repair options

Inspector Comments:

Reinspection #1 Comments: 8-206 and 208 smoke doors held open by wedges. 4-117A fire door will not shut do to damage(repair asp). Exit door(not a required means of egress) on second floor of building 8 damaged. One small gym exit door does not open due to damaged panic bar. Sprinkler systems have recently had inspection but were not inspected during the 4th quarter last year.

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b



Inspector:

Peter Copeman, District Official

4/4/2014

Inspector:



Peter Copeman, District Official
5/7/2014

Inspector:



Peter Copeman, District Official
11/26/2013

Indian River School District Inspection Report

1990 25th Street
Vero Beach, FL 32960
Firesafety 564-5020 or
Safety and Sanitation 564-3137

Occupant Name:	Wabasso	Inspection Date:	12/20/2013, 3/19/2014, 5/2/2014
Address:	8895 USHwy 1	InspectionType:	Annual Fire Safety Inspections
City:	Sebastian	Inspected By:	Peter Copeman, District Official 772-564-5021
Occupant Type:	Educational, other		
Occupant Number:	FISH: 00010		
Suite:			

Pass Fail N/A

Schedule A Fire Codes

Floor 1

200 MEANS OF EGRESS

204 EMERG LIGHTS NOT OPERATIONAL

LOCATION: every building has at least one out, gang restrooms up front too
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

Reinspection #1 Comments: *LOCATION: every building has at least one out, gang restrooms up front too*
ACTION REQUIRED: Repair or Replace
CORRECTION CODE: "M"
Work Order #

299 MEANS OF EGRESS OTHER

 **Violation cleared on 5/2/2014**

LOCATION: 2-002
ACTION REQUIRED: install e light

Reinspection #1 Comments: *LOCATION: 2-002*
ACTION REQUIRED: install e light

700 BUILDING SERVICES

702 LP GAS CYL IMPROPERLY LOCATED/STORED

 **Violation cleared on 5/2/2014**

LOCATION: 12-119
ACTION REQUIRED: store in shed
CORRECTION CODE: "O"

✓ **Violation cleared on 3/19/2014**

1200 OPERATING FEATURES

- 1201 FIRE DRILLS CONDUCTED AS REQUIRED. *Although this facility may be on track, with the required number of drills, this category will not be cleared until the end of the school year.*

Reinspection #1 Comments: *Must conduct two fire drills within the first 30 days of operation each school year. Must conduct one fire drill per month after that.*

Reinspection #2 Comments: *Only entered 4 drills on the report site this year*

Pass Fail N/A

FL NFPA 101 10

Floor 1

Chapter 7 Means of Egress

- 7.2.1.15.2 Excerpt: Fire-rated door assemblies shall be inspected and tested in...

ALL VIOLATIONS MUST BE CORRECTED.

An authorized representative of the Indian River School District has observed the above noted violations of the Florida Fire Prevention Code or SREF on your premises. If you do not understand any part of this notice, please contact our office at the number listed above.

Correction code for FIRE SAFETY or RELOCATABLE CLASSROOM deficiencies:

O = Operations- 30 days

M = Maintenance- 60 days

C = Capital- 90 days

SDIRC has satisfied F.S.1013.12(3)b

Inspector:



Peter Copeman, District Official
12/20/2013

Inspector:



Peter Copeman, District Official
5/2/2014

Inspector:



Peter Copeman, District Official
3/19/2014

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October 31, 2013

Mr. William Latham III
Chief Executive Officer
The Contrax Group, LLC
690 NE 23rd Avenue
Gainesville, Florida 32609

Re: Renewal Award of TCPN Annual Contract # R4976

Dear Mr. Latham:

Per official action taken by the Board of Directors of Education Service Center, Region 4 on October 15, 2013, The Cooperative Purchasing Network (TCPN) is pleased to announce that The Contrax Group, LLC has been awarded an annual contract renewal for the following, based on the sealed proposal submitted to Region 4 on March 18, 2010, and subsequent performance thereafter:

Contract

Furniture, Office & Instructional

The contract will expire on April 30, 2015, completing the fifth year of a five-year term of contract. **If your company is not in agreement, please contact TCPN immediately.**

The partnership between The Contrax Group, LLC and Region 4 can be of great help to participating agencies. Please provide copies of this letter to your sales representative(s) to assist in their work.

If you have any questions or concerns, please feel free to contact Deborah Bushnell at 713.554.0460.

Sincerely,

A handwritten signature in black ink, appearing to read "Tray Moses", is written over a horizontal line.

Tray Moses
Director of Operations/Business Development

11280 West Road · Houston, Texas 77065
888.884.7695 · Fax 800.458.0099 · www.TCPN.org

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SUWANNEE COUNTY SCHOOL BOARD



Serving The Children Of Our Community

702 – 2nd Street, NW • Live Oak, Florida 32064
Telephone: (386) 647-4600 • Fax: (386) 364-2635
www.suwannee.k12.fl.us

JERRY A. SCARBOROUGH
Superintendent of Schools

JERRY TAYLOR
DISTRICT 1

MURIEL OWENS
DISTRICT 2

JULIE ULMER
DISTRICT 3

ED DA SILVA
DISTRICT 4

J. M. HOLTZCLAW
DISTRICT 5

LEONARD J. DIETZEN, III
BOARD ATTORNEY

January 25, 2012

Mr. Tom Wagner
Mobile Modular Management Corp.
1100 State Highway 559
Auburndale, FL 33823

Dear Mr. Wagner:

Acting in regular session on Tuesday, January 24, 2012, unanimous approval was given by the Suwannee County School Board to award RFP #11-203 for Type IIB Panelized Modular Buildings to Mobile Modular Management Corp.

All bid documents submitted by Mobile Modular Management Corp. will be posted on the District's website in the event other Districts are interested.

Thank you for responding to the District's request for proposal. We look forward to working with you.

Sincerely,

Mark A. Carver
Director of Facilities

MAC/vcm

cc: Finance Department

**SUWANNEE COUNTY PUBLIC SCHOOLS
INSTRUCTIONS TO BIDDERS
TYPE IIB PANELIZED MODULAR BUILDINGS**

I. INTRODUCTION:

A. CONTRACT SERVICES:

This is a Request for Proposal ("RFP") for a firm or firms (the "proposer") to provide TYPE IIB PANELIZED MODULAR BUILDINGS for Suwannee County Public Schools, Florida (the "District").

Suwannee County Public Schools, hereinafter referred to as the District, wishes to receive proposals for the selection of multiple qualified firms to provide rental and the purchase of complete; manufactured, delivered and installed Type IIB Panelized Buildings and other modular facilities to the District for a base period of FIVE (5) years effective July 1, 2012 through June 30, 2017. In addition, both parties may extend this contract at the conclusion of the base period for THREE (3) additional years at the same terms and conditions, or as negotiated, if mutually agreeable.

The proposer(s) will be notified when the Board has acted upon the recommendation. All costs for this service shall be firm for the term of this contract, or as herein addressed. The awardee(s) agrees to this condition by signing their proposal. The term of this contract shall be subject to the cancellation and/or termination provisions of this RFP.

The proposer(s) may provide a list of new or additional services and products, or new products, with the then subject proposed costs to the District, after the time of award, for the District's consideration and approval. The cost of the original services and products may be adjusted annually upon mutual agreement between awardee(s) and district.

Effective July 5, 1990, State Board of Education Rule 6(1)-1.012(5) allows school districts to make purchases from contracts awarded by other school districts, community colleges, state universities or governmental entities when so permitted in the bids/RFQs. Please be advised that other school districts, community colleges, state universities or other state agencies may make use of the bid/RFQ at the same prices and conditions.

Suwannee County Public Schools supports the Americans with Disabilities Act of 1990, and we will take all reasonable steps to accommodate individuals using our services, programs and activities. Where applicable all goods and/or construction must meet the provisions of the Americans with Disabilities Act of 1990 as adopted in January 1992. Request for reasonable accommodations must be made at least two (2) working days in advance of the event.

B. SCOPE OF SERVICES:

1.0 FABRICATION & DELIVERY/INSTALLATION: The awarded firm(s) will design and fabricate (or have fabricated factory direct), deliver and set in place (or have delivered and set in place) in accordance with the Florida Building Code, the Florida Department of Community Affairs (DCA) and Terms and Conditions, and specifications of this document, or approved revisions thereof, of the modular units herein addressed. Firm(s) will prepare the foundations for the unit(s) and set the unit(s) complete, including proper tie down when applicable, on District prepared site(s). THE AWARDED FIRM MAY DESIGN AND PERFORM SITE WORK AND MAKE UTILITY CONNECTIONS ON A "BID COST" PLUS 25% OVER HEAD AND PROFIT BASIS AT THE OWNERS REQUEST. HOWEVER, NO SITE DESIGN, PREPARATION OR SITE FINISH WORK OF ANY KIND, EXCEPT FOR THE UNIT PRICES REQUESTED, IS TO BE INCLUDED IN THE PRICING AT THIS TIME. The intent of specifying site work in this RFP is for the proposer(s) to provide an assessment of each site and provide a detailed cost proposal for the necessary design and site work for review and approval by the District before any design or site work begins. Each site will be reasonably level and accessible to the

Healthy Home Services, LLC

INVOICE

8456 97th Ave
Vero Beach, FL 32967
Phone 772-321-6673

DATE: April 30, 2014
INVOICE # 100
PO# 1405232

Bill To:
School District of IRC
Attn: Accounts Payable
1990 25th Street
Vero Beach, FL 32960

Ship To:
Facilities Department
6055 62nd Ave
Vero Beach, FL 32967

DESCRIPTION	AMOUNT
Demolition of security trailer on Citrus Elementary School site.	\$ 3,000.00
Additional fees for landfill disposal.	637.27
TOTAL	\$ 3,637.27

Make all checks payable to **Healthy Home Services, LLC**
If you have any questions concerning this invoice, contact John Roan, 772-321-6673
Roanjohn@bellsouth.net

THANK YOU FOR YOUR BUSINESS!

IDENTIFICATION NUMBER HMLCP24101923991B	YR 1989	MAKE PINE	MODEL	BODY HS	WT-L-BHP 44'	VESSEL REGIS. NO.	TITLE NUMBER 47174995
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REGISTERED OWNER

**SYLVESTER DEMPS AND
GEORGENA SAWYER DEMPS
2771 B 4TH ST
VERO BEACH FL 32968**

DATE OF ISSUE

02/21/2003

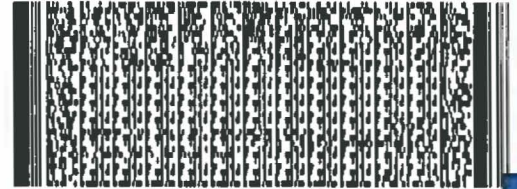
LIEN RELEASE
INTEREST IN THE ABOVE DESCRIBED VEHICLE IS
HEREBY RELEASED

BY _____

MAIL TO:

**SYLVESTER DEMPS
2771 B 4TH ST
VERO BEACH FL 32968**

TITLE _____ DATE _____



CERTIFICATE OF TITLE

SATISFACTORY PROOF OF OWNERSHIP HAVING BEEN SUBMITTED UNDER SECTION 319.23/328.03, FLORIDA STATUTES, TITLE TO THE MOTOR VEHICLE OR VESSEL DESCRIBED BELOW IS VESTED IN THE OWNER(S) NAMED HEREIN. THIS OFFICIAL CERTIFICATE OF TITLE IS ISSUED FOR SAID MOTOR VEHICLE OR VESSEL.

IDENTIFICATION NUMBER HMLCP24101923991B	YR 1989	MAKE PINE	MODEL	BODY HS	WT-L-BHP 44'	VESSEL REGIS. NO.	TITLE NUMBER 47174995
PREV STATE FL	COLOR UNK	PRIMARY BRAND	SECONDARY BRAND	NO OF BRANDS	USE PVT	PREV ISSUE DATE 01/27/1994	DATE OF ISSUE 02/21/2003
ODOMETER STATUS OR VESSEL MANUFACTURER OR OH USE				HULL MATERIAL	PROP		

REGISTERED OWNER
**SYLVESTER DEMPS AND
GEORGENA SAWYER DEMPS
2771 B 4TH ST
VERO BEACH FL 32968**

LIEN RELEASE
INTEREST IN THE ABOVE DESCRIBED VEHICLE IS
HEREBY RELEASED

BY _____

TITLE _____ DATE _____

1ST LIENHOLDER

NONE



DIVISION OF MOTOR VEHICLES

TALLAHASSEE



FLORIDA

DEPARTMENT OF HIGHWAY SAFETY
AND MOTOR VEHICLES

Carl A. Ford
CARL A. FORD
DIRECTOR

Control Number

59243314

Paul O. Robinson
PAUL O. ROBINSON, II
EXECUTIVE DIRECTOR

TRANSFER OF TITLE BY SELLER (This section must be completed at the time of sale.)
ODOMETER CERTIFICATION - Federal and state law require that you state the mileage in connection with the transfer of ownership. Failure to complete or providing a false statement may result in fines and/or imprisonment.
This title is warranted and certified to be free from any liens except as noted on the face of this certificate and the motor vehicle or vessel described is hereby transferred to:
Purchaser: _____ Address: _____

I/We state that this 5 or 6 digit odometer now reads (no tenths) Selling Price: \$ _____ Date Sold: _____
miles, date read _____ and to the best of my knowledge that it reflects the actual mileage of the vehicle described herein, unless one of the odometer statement blocks is checked.
CAUTION: DO NOT CHECK BOX IF ACTUAL MILEAGE 1. I hereby certify that to the best of my knowledge the odometer reading reflects the amount of mileage in excess of its mechanical limits.
 2. I hereby certify that the odometer reading is not the actual mileage. WARNING - ODOMETER DISCREPANCY.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING DOCUMENT AND THAT THE FACTS STATED IN IT ARE TRUE.

Signature of Purchaser: _____
Signature of Co-Purchaser: _____
Signature of Seller: *Sylvester Demps*
Signature of Co-Seller: _____
(When Applicable)
Selling Dealer's License Number: _____

Printed Name of Purchaser: _____
Printed Name of Co-Purchaser: _____
Printed Name of Seller: *Sylvester Demps*
Printed Name of Co-Seller: _____

Tax No. _____ Tax Collected: \$ _____

Auction Name _____ License Number _____

IDENTIFICATION NUMBER HMLCP24101923391A	YR 1939	MAKE PINE	MODEL	BODY HS	WT-L-BHP 44'	VESSEL REGIS. NO.	TITLE NUMBER 47143518
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REGISTERED OWNER

SYLVESTER DEMPS AND
GEORGENA SAWYER DEMPS
2771 B 4TH ST
VERO BEACH FL 32988

DATE OF ISSUE

02/21/2003

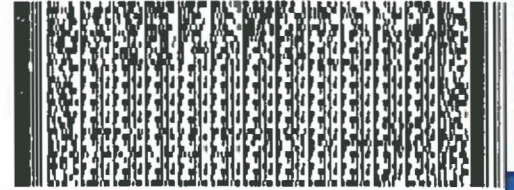
LIEN RELEASE
INTEREST IN THE ABOVE DESCRIBED VEHICLE IS
HEREBY RELEASED

BY _____

MAIL TO:

SYLVESTER DEMPS
2771 B 4TH ST
VERO BEACH FL 32988

TITLE _____ DATE _____



CERTIFICATE OF TITLE

FACTORY PROOF OF OWNERSHIP HAVING BEEN FURNISHED UNDER SECTION 319.23/328.03, FLORIDA STATUTES, TITLE TO THE MOTOR VEHICLE OR VESSEL DESCRIBED BELOW IS VESTED IN THE OWNER(S) NAMED HEREIN, THIS OFFICIAL CERTIFICATE OF TITLE IS ISSUED FOR SAID MOTOR VEHICLE OR VESSEL.

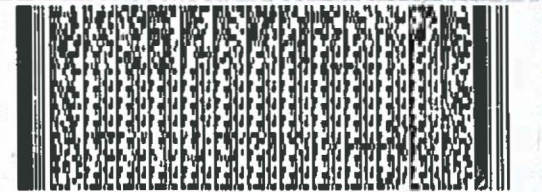
IDENTIFICATION NUMBER HMLCP24101923391A	YR 1989	MAKE PINE	MODEL	BODY HS	WT-L-BHP 44'	VESSEL REGIS. NO.	TITLE NUMBER 47143518
PREV STATE FL	COLOR UNK	PRIMARY BRAND	SECONDARY BRAND	NO OF BRANDS	USE PVT	PREV ISSUE DATE 01/27/1994	DATE OF ISSUE 02/21/2003
ODOMETER STATUS OR VESSEL MANUFACTURER OR OH USE				HULL MATERIAL	PROP		

REGISTERED OWNER
SYLVESTER DEMPS AND
GEORGENA SAWYER DEMPS
2771 B 4TH ST
VERO BEACH FL 32988

LIEN RELEASE
INTEREST IN THE ABOVE DESCRIBED VEHICLE IS
HEREBY RELEASED

BY _____

TITLE _____ DATE _____



1ST LIENHOLDER

NONE

DIVISION OF MOTOR VEHICLES

TALLAHASSEE



FLORIDA

DEPARTMENT OF HIGHWAY SAFETY
AND MOTOR VEHICLES

Carl A. Ford
CARL A. FORD
DIRECTOR

Control Number

59243313

Paul Robinson
PAUL R. ROBINSON
EXECUTIVE DIRECTOR

TRANSFER OF TITLE BY SELLER (This section must be completed at the time of sale.)
ODOMETER CERTIFICATION - Federal and state law require that you state the mileage in connection with the transfer of ownership. Failure to complete or providing a false statement may result in fines and/or imprisonment.
This title is warranted and certified to be free from any liens except as noted on the face of this certificate and the motor vehicle or vessel described is hereby transferred to:

Purchaser: _____ Address: _____

I/We state that this 5 or 8 digit odometer now reads (no tenths) Selling Price: \$ _____ Date Sold: _____
miles, date read _____ and to the best of my knowledge that it reflects the actual mileage of the vehicle described herein, unless one of the odometer statement blocks is checked. CAUTION: DO NOT CHECK BOX IF ACTUAL MILEAGE 1. I hereby certify that to the best of my knowledge the odometer reading reflects the amount of mileage in excess of its mechanical limits. 2. I hereby certify that the odometer reading is not the actual mileage. WARNING - ODOMETER DISCREPANCY.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING DOCUMENT AND THAT THE FACTS STATED IN IT ARE TRUE.

Signature of Purchaser _____
Signature of Co-Purchaser _____
Signature of Seller *Sylvester Demps* _____
Signature of Co-Seller _____
(When Applicable)
Selling Dealer's License Number _____

Printed Name of Purchaser _____
Printed Name of Co-Purchaser _____
Printed Name of Seller *Sylvester Demps* _____
Printed Name of Co-Seller _____

Tax No. _____ Tax Collected: \$ _____

Auction Name _____ License Number _____

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**COLLABORATIVE AGREEMENT
THE SCHOOL BOARD OF INDIAN RIVER COUNTY
AND
ECONOMIC OPPORTUNITY COUNCIL/HEAD START OF INDIAN RIVER COUNTY**

The School Board of Indian River County, hereinafter referred to as the "Board" and the Economic Opportunity Council/Head Start of Indian River County, hereinafter referred to as "EOC/HS", this 27th day of May, 2014, enter into this collaborative agreement to provide services to children with disabilities, ages three through five, enrolled in EOC/HS Centers located in Indian River County.

WHEREAS, under the Part B, of the Individuals with Disabilities Education Act (P.L. 102-119, Amendment 105-17), schools are responsible for providing appropriate assessments for Exceptional Student Education eligibility, for children three to five years of age, who are suspected of having qualifying disabilities, and determining their eligibility for special programs; and

WHEREAS, under the Equal Opportunity Act of 1965 (P.L. 92-424), Head Start programs were mandated to set aside 10% of their enrollment for children with disabilities and EOC/HS actively recruits, enrolls and serves children with disabilities; and

WHEREAS, the BOARD and EOC/HS both desire to establish and implement educational programs for children with disabilities ages three to five; and

WHEREAS, both parties wish to comply with all established laws, rules and regulations for such Exceptional Student Education programs;

NOW THEREFORE, in consideration of mutual covenants herein contained, the parties agree as follows:

1. The BOARD agrees to:
 - a. Ensure that students served in the EOC/HS student education program are properly referred by EOC/HS staff for evaluation, eligibility and recommendation for placement by BOARD'S Procedures of the Exceptional Student Education Department.
 - 1.) Provide or assist with appropriate screenings.
 - 2.) Provide certified/licensed psychologists and other specialists to evaluate those children suspected of having disabilities, within a reasonable amount time based on receipt of referral and parent consent, receipt of pertinent student information, and amount of referrals presently being considered. If a comprehensive multi-disciplinary evaluation cannot be scheduled within 60 school days after the date of signed consent for

evaluation, EOC/HS will be notified in writing so EOC/HS may make alternative arrangements for the evaluation.

- 3.) Provide for the use of valid tests and evaluation materials, administered and interpreted by trained personnel, in conformance with established instructions. For children not proficient in the English language, the evaluation procedures shall provide for use of the language or other mode of communication commonly used by the child.
 - 4.) In the event that EOC/HS deems it necessary to access pertinent student assessment results prior to that student's staffing date, then the Executive Director of Economic Opportunities Council of Indian River County and/or the Head Start Director will assign one EOC/HS personnel member to meet with the evaluators and review the final evaluation report. All information discussed will remain confidential, as evidenced by signed confidentiality agreement, to insure that the student's placement is not predetermined by professionals or families prior to the staffing.
 - 5.) Notification of staffing will be sent to EOC/HS staff/parents and appropriate board personnel approximately ten (10) days prior to the staffing date.
- b. Provide Multi-Disciplinary Staffing Committee, consisting of a minimum of three (3) professional personnel, including appropriate EOC/HS staff, to review diagnostic, evaluation, educational and social data and determine eligibility/ineligibility of those children for special programs. If eligibility is established, an Individual Education Plan or Individual Family Services Plan will be developed by the Committee. Appropriate documentation will be provided to Head Start.
 - c. Ensure parental involvement in the development and implementation of individualized educational plans (IEP) and family support plans.
 - d. Provide resources to parents related to the implementation of the Individuals with Disabilities Education Act (IDEA) as it relates to prekindergarten children with disabilities.
 - e. Provide EOC/HS personnel with every six weeks reports on each child being given direct service.
 - f. Provide inservice training to EOC/HS staff and parents in the areas of appropriate identification, IEP/IFSP compliance, and program information/implementation, throughout the school year.

- g. Provide technical assistance and materials to EOC/HS staff, on request in the areas of appropriate identification, IEP/IFSP compliance, and program information/implementation and mainstreaming activities.
 - h. Provide EOC/HS with consultative services related to Exceptional Student Education programs.
 - i. Invite EOC/HS to participate in the Multi-Disciplinary team transition meeting, when appropriate. Provide assistance in ensuring the timely and appropriate transition of children in the EOC/HS program to a BOARD operated school program, when applicable.
 - j. Include children who are eligible for Exceptional Student Education in the appropriate counts and afford them all their rights.
 - k. Arrange and make provision for transportation, in accordance with established children who receive Exceptional Student Education services other than EOC/HS center(s) located in Indian River County.
2. The EOC/HS agree to:
- a. Provide adequate and necessary materials and supplies for the children in the program.
 - b. Provide an appropriate classroom facility and educational environment to include a locking file cabinet and storage area.
 - c. Complete health screening on all children, within 45 days of child's enrollment in the EOC/HS program, as required in the Head Start Performance Standards.
 - d. Engage qualified mental health consultants to observe children in a classroom setting as part of the health screening process.
 - e. Conduct developmental screening on all children to include gross motor, fine motor, speech, expressive language, receptive language, social/emotional, self-help and cognitive areas, within 45 days of child's enrollment.
 - f. Provide appropriate Immunization and medical records (including a copy of the birth certificate and social security/Medicaid numbers), for children who have been referred for evaluation, provide developmental screening information.
 - g. Provide BOARD with appropriate personnel including interpreters, to create an effective Evaluation and Multi-Disciplinary Staffing Committee.
 - h. Provide appropriate training of EOC/HS staff and parents in regards to various disabilities.

- i. Make referrals to the BOARD of any child suspected of having disabilities within fifteen (15) days.
 - j. Participate in Child Find activities to assist in recruiting children with disabilities.
 - k. Assist programs in reporting the number of children receiving services under an individual educational plan to the local education agency for the December 1 child count and other data as requested by the Department of Education.
 - l. Provide BOARD with copies of staff credentials.
 - m. Maintain, at its own expense, the insurance coverage, including workers' compensation coverage, required by the law of Florida and by regulations of the Florida Department of Education. All insurance coverages (including but not limited to commercial general liability, errors and omissions, automobile and workers' compensation coverages) shall be established to the reasonable satisfaction of the School District. If the parties cannot agree as to a reasonable level of insurance coverage, then this Agreement may be terminated on thirty days notice for that reason. Additionally, EOC/HS agrees to hold harmless and indemnify the School Board of Indian River County and its agents and employees, from and against any and all claims, lawsuits, and damages that arise out of the performance of this agreement. To the extent that insurance is available, this obligation to hold harmless and indemnify may be satisfied by the proceeds of such available insurance coverage maintained by EOC/HS.
3. Both parties agree:
- a. Provide Exceptional Student Education and related services in the least restrictive environment as required by the child's needs.
 - b. To comply with Federal, State and local policies of nondiscrimination against any child on the basis of race, creed, national origin, tribal affiliation, religion, sex or disability.
 - c. To comply with all federal, state, and district laws, rules and regulations.
 - d. In the event that any part, term or provision of this agreement is by a court of competent jurisdiction found to be illegal, unenforceable, or in direct conflict with federal, state or local laws, the validity of the remaining portions and provisions shall not be affected, and the rights and obligations of the party shall be construed and enforced as if this agreement did not contain a particular part, term or provision held to be so invalid.
 - e. This agreement may be amended or modified only in writing and executed by both parties. This agreement may be terminated by either party. If either party

terminates for convenience herein, it shall not be liable for breach of contract, lost profits, or other such damages whether consequential or inconsequential.

- f. To review and/or update collaboration agreement annually.
- g. Provide parents with information on their rights according to Individuals with Disabilities Act (IDEA).
- h. Keep all information given and received as confidential.
- i. Disputes shall be resolved through mediation or in accordance with conflict resolution procedures. If a dispute is not resolved pursuant to mutually agreed conflict resolution, then either party may terminate this agreement with or without cause by giving the other party thirty days written notice of termination.

IN WITNESS WHEREOF, this agreement has been executed effective on the date and year first above written and shall cover the EOC/HS school year schedule commencing 2014-2015 school year.

WITNESS

BY: _____
School Board Chairman

WITNESS

ATTEST: _____
SUPERINTENDENT AS
EX-OFFICIO SEC.

DATE

ECONOMIC OPPORTUNITY COUNCIL/HEAD START OF INDIAN RIVER COUNTY

Janet Smith

WITNESS

BY: *Leonard Edwards*

EXECUTIVE DIRECTOR

Wendy Brown

WITNESS

5/6/14

DATE

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Memorandum of Agreement
Between
Redlands Christian Migrant Association (RCMA)
and
The SCHOOL BOARD of Indian River County

Agreement made and entered in Indian River County, Florida this 27th day of May, 2014, by and between the SCHOOL BOARD of Indian River County hereinafter referred to as the SCHOOL BOARD and the Redlands Christian Migrant Association (RCMA) Child Development Centers, a non-profit organization.

Purpose:

The purpose of the agreement is to establish the responsibilities of the SCHOOL BOARD and RCMA Child Development Centers relative to services for preschool children with disabilities. Both the SCHOOL BOARD and RCMA Child Development Centers support the right of all children with disabilities to receive a free and appropriate public education including all necessary special education and related services in accordance with state and federal statutes and regulations.

Responsibilities:

The following terms and conditions are agreed to by the SCHOOL BOARD and RCMA Child Development Centers:

1. Screening and evaluation services will be provided to RCMA Child Development Centers children upon referral to the SCHOOL BOARD, Exceptional Student Education (ESE) Department consistent with SCHOOL BOARD procedures.
2. RCMA Child Development Centers is considered an appropriate placement for identified children with disabilities for whom placement in a self-contained preschool program special education classroom would not provide the least restrictive environment.
3. Placements will be considered for RCMA Child Development Centers preschool for children with disabilities when the Individual Education Plan (IEP) indicates the need for stimulation and socialization with non-disabled peers.

4. Staff members of RCMA Child Development Centers will participate in the development and implementation of the Individualized Educational Program (IEP) as appropriate. RCMA Child Development Centers will work cooperatively with the SCHOOL BOARD to achieve the goals and objectives listed in each child's IEP.
5. Therapy services provided by the SCHOOL BOARD may be at RCMA Child Development Centers or a place designated by the SCHOOL BOARD. Procedures will be consistent with those specified in the Special Programs and Procedures for Exceptional Students. Transportation will be provided by the SCHOOL BOARD if services are provided at a public school site.
6. Appropriate classroom space for provision of therapy services will be provided by RCMA Child Development Centers. Social services and parent involvement will be the responsibility of RCMA Child Development Centers, consistent with each child's IEP.
7. Children with disabilities served in RCMA Child Development Centers who receive therapy services provided by the SCHOOL BOARD will be considered dually enrolled in both agency programs. Records and reports will be shared by both agencies. Records and reports regarding or identifying students being served by both agencies pursuant to this Agreement shall be maintained as confidential to the fullest extent provided by federal law (FERPA) and Florida law (Section 1002.00, Florida Statutes). Confidentiality Procedural Safeguards will be maintained by securing appropriate parent release of information forms in accordance with the RCMA Child Development Centers Performance Standards and SCHOOL BOARD regulations.
8. RCMA Child Development Centers will refer to the SCHOOL BOARD any child in its program or screened by RCMA who is reasonably suspected as having a qualifying disability under Florida law or the Individuals with Disabilities Act.
9. RCMA Child Development Centers shall maintain, at its own expense, the insurance coverage, including workers' compensation coverage, required by the law of Florida and by regulations of the Florida

Department of Education. All insurance coverages (including but not limited to commercial general, errors and omissions, automobile and workers' compensation coverages) shall be established to the reasonable satisfaction of the SCHOOL BOARD. If the parties cannot agree as to a reasonable level of insurance coverage, then this Agreement may be terminated on 30 days notice for that reason. Additionally, RCMA Child Development Centers agrees to hold harmless and indemnify the SCHOOL BOARD of INDIAN RIVER COUNTY and its agents and employees, from and against any and all claims, lawsuits, and damages that arise out of the performance of this Agreement. To the extent that insurance is available, this obligation to hold harmless and indemnify may be satisfied by the proceeds of such available insurance coverage maintained by RCMA Child Development Centers.

10. In the event any of the provisions of this agreement are violated by RCMA Child Development Centers, the Superintendent or a designee shall give written notice to RCMA Child Development Centers stating the deficiencies and unless the deficiencies are corrected within the (10) days, recommendation will be made to the SCHOOL BOARD for immediate cancellation. Upon cancellation there under the School may pursue any and all legal remedies as provided herein and by law. The SCHOOL BOARD of Indian River County, Florida, reserves the right to terminate this agreement at any time and for any reason, upon giving thirty days prior written notice to the other party. If this agreement is terminated for convenience as provided herein, The SCHOOL BOARD shall be relieved of all obligations under this agreement.
11. RCMA Child Development Centers will comply with all applicable Federal and State civil rights and anti-discrimination Laws and Regulations, including but not limited to Title VI and VII, Civil Rights Act of 1964, Section 504 of Rehabilitation Act of 1973, as amended, (Non-Discrimination against handicapped), and Americans with Disabilities Act. It is expressly understood that upon receipt of substantial evidence of such discrimination, the

SCHOOL BOARD shall have the right to terminate this agreement for breach.

This agreement shall apply to children who meet enrollment criteria for RCMA Child Development Centers and are suspected or identified as disabled. It shall be effective July 1, 2014 and shall continue until June 30, 2015.

In Witness Whereof, and in consideration of the mutual promises set forth herein, this Agreement is made and entered into effective as of the date and year written above.

SCHOOL BOARD

Chairman, Indian River County School Board

Date

Superintendent and Secretary to the School Board

Date

RCMA Child Development Centers:



**RCMA Child Development Centers Program Coordinator
Executive Director**

5/8/14

Date

PHYSICAL THERAPY SERVICES CONTRACT

AGREEMENT made this 27th day of May, 2014 by and between Therapy Consultants Inc., located at 1831 Cayman Road E., Vero Beach, Florida 32963, hereinafter referred to as PHYSICAL THERAPIST, and SCHOOL BOARD OF INDIAN RIVER COUNTY, hereinafter referred to as SCHOOL BOARD, with an office and place of business at 1990 25th Street, Vero Beach, Florida 32960,

WHEREAS, PHYSICAL THERAPIST and persons employed by PHYSICAL THERAPIST are duly qualified to practice in the State of Florida, and,

WHEREAS, PHYSICAL THERAPIST desires to enter into Professional Service Contract with the SCHOOL BOARD for the furnishing of the following described services upon the following terms and conditions.

NOW THEREFORE, in consideration of the mutual promises, covenants, and conditions hereinafter set forth, it is understood and agreed as follows:

1. It shall be the obligation of the PHYSICAL THERAPIST to ensure that personnel employed by him to provide services to clients of SCHOOL BOARD are licensed in performance of their duties herein under throughout the terms of this Contract. This Professional Service Agreement shall not be assignable by the PHYSICAL THERAPIST without prior written approval of the SCHOOL BOARD. The PHYSICAL THERAPIST shall provide proof of current licensure to the SCHOOL BOARD.
2. It shall be the obligation of the PHYSICAL THERAPIST to ensure that any other physical therapists or physical therapy assistant employed by the PHYSICAL THERAPIST to provide services to SCHOOL BOARD client shall be licensed in the performance of his or her duties hereinafter throughout the terms of this Contract. The PHYSICAL THERAPIST shall provide proof of current licensure to the SCHOOL BOARD.
3. This Contract for Professional Services is effective the 1st day of July, 2014 and continues through June 30, 2015. In the event any of the provisions of this contract are violated by the PHYSICAL THERAPIST, the Superintendent or his designee shall give written notice, by certified mail, to the contractor stating the deficiencies, and unless the deficiencies are corrected within ten (10) days, recommendation will be made to the SCHOOL BOARD for immediate cancellation. Upon cancellation hereunder the SCHOOL BOARD may pursue any and all legal remedies as provided herein and by law. Venue of any dispute resolution/court action must be in Indian River County, Florida. The law of Florida will apply. The SCHOOL BOARD reserves the right to terminate this

contract at any time and for any reason, upon giving thirty (30) days prior written notice to the PHYSICAL THERAPIST by certified mail. If said contract should be terminated for convenience as provided herein, the SCHOOL BOARD shall be relieved of all obligations under said contract. The SCHOOL BOARD shall only be required to pay to the PHYSICAL THERAPIST that amount of the contract actually performed to the date of termination. This Agreement may be renewed for successive periods of one school year by endorsement of each of the parties upon this Agreement. The BOARD reserves the right for immediate termination by SCHOOL BOARD if there is any breach or action by PHYSICAL THERAPIST or persons employed by him that is reasonably perceived by the District to create an unreasonable risk of harm or is detrimental to the interest of students.

4. The PHYSICAL THERAPIST and qualified persons employed by him shall provide physical therapy services at various schools of the SCHOOL BOARD on an as needed basis. Screenings, evaluations and therapy schedules shall be authorized by the SCHOOL BOARD representative. The PHYSICAL THERAPIST shall provide in-service education for staff and families and be available for required staffings upon request. The PHYSICAL THERAPIST shall maintain a log recording the time spent with the students. When a physical therapy assistant (RPTA) is employed by the PHYSICAL THERAPIST to provide direct services to SCHOOL BOARD students, supervision will be provided and documented by a PHYSICAL THERAPIST on a monthly basis.
5. During the term of this Agreement, the PHYSICAL THERAPIST shall maintain the following insurance coverage in accordance with the requirements hereinafter stated:
 - i. Commercial general liability coverage with limits of at least \$1,000,000.00 per occurrence; \$2,000,000.00 aggregate.
 - ii. Automobile liability coverage of at least \$200,000.00 per occurrence; \$600,000.00 aggregate.
 - iii. Professional liability or errors and omissions insurance with coverage of at least \$100,000.00 per occurrence; \$300,000.00 aggregate.

The insurance shall be issued by insurers licensed and authorized to issue policies of insurance in Florida, and each policy required shall be issued by a carrier with a BEST rating of A+ or better. THE SCHOOL BOARD OF INDIAN RIVER COUNTY shall be named as an additional insured on each policy and the PHYSICAL THERAPIST shall provide certificates of insurance for each policy showing the SCHOOL BOARD as an additional insured, before beginning services under this contract. The SCHOOL BOARD does not waive sovereign immunity or the limits of liability pursuant to §768.27, Florida Statutes, except to the extent that insurance coverage pursuant to this Agreement shall be available to

cover any loss. Otherwise, the SCHOOL BOARD maintains its sovereign immunity and the limits of its liability as set out in §768.28, Florida Statutes.

6. Workers' compensation coverage as required by law shall be maintained by the PHYSICAL THERAPIST during the term of this Agreement, covering the Physical Therapist's employees and those persons with whom it contracts for the provision of services to the SCHOOL BOARD OF INDIAN RIVER COUNTY.
7. This Agreement shall be construed for all purposes under the laws of the State of Florida and may not be changed, modified, altered, or amended, except by an instrument in writing, signed by the parties to this Agreement. If any provision of the Agreement is declared void, such provision shall be deemed severed, so that all of the remaining terms and conditions of the Agreement shall otherwise remain in full force and effect.
8. PHYSICAL THERAPIST shall indemnify and hold harmless the SCHOOL BOARD, its officers, agents, and employees from any and all claims and causes of actions against the School District, SCHOOL BOARD, its officers, agents, and employees arising out of the performance of this Contract by the PHYSICAL THERAPIST. The policies of insurance naming the School Board as an additional insured, pursuant to paragraphs 5 and 6 of this Agreement, shall insure the PHYSICAL THERAPIST'S financial obligation to indemnify and hold harmless the SCHOOL BOARD.
9. Failure of either party of the Agreement to object to or take affirmative action with respect to any comment of the other which is violative of the terms thereof, shall not be construed as a waiver thereof or of any future breach of subsequent misconduct.
10. PHYSICAL THERAPIST and persons employed by him shall be required to comply with FERPA and §1001.22, Florida Statutes. PHYSICAL THERAPIST and persons employed shall access confidential student information on a "need to know basis." The PHYSICAL THERAPIST will comply with all applicable Federal and State civil rights and anti-discrimination Laws and Regulations, including but not limited to Title VI and VII, Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, as amended, (Non-Discrimination against Handicapped), and Americans with Disability Act. It is expressly understood that upon receipt of substantial evidence of such discrimination, the District shall have the right to terminate this contract for breach.
11. The SCHOOL BOARD will authorize the PHYSICAL THERAPIST to perform its services on a case-by-case basis. The SCHOOL BOARD shall exercise no control over services provided by the PHYSICAL THERAPIST except to ensure the quality and appropriateness of services provided by the PHYSICAL THERAPIST to the SCHOOL BOARD.

12. PHYSICAL THERAPIST will provide services consistent with the highest degree of patient care and shall comply with all of the medical and ethical requirements imposed by the Florida State Department of Health, the Florida State Department of Education, and any other applicable regulatory agency.
13. Services provided by the PHYSICAL THERAPIST and authorized by the designated representative of the SCHOOL BOARD shall be compensated at the rate of \$62.00 per hour or a portion thereof prorated at one quarter of an hour of therapist's or technician's time. (Portion based following initial hourly rate and or consultation.) PHYSICAL THERAPIST will submit to the SCHOOL BOARD on a monthly basis logs of time spent and students in service delivery, and an invoice detailing charges for therapy time documentation (1/4 hour per student per month), and travel time. Not to exceed 7 hours per day for 182 days during the regular school year and not to exceed 5 hours per day for 30 days during Extended School Year.
14. The manager of any educational facility or designee shall have the right to direct the immediate removal of PHYSICAL THERAPIST or persons employed by him for any reason determined in the discretion of such School District official.
15. PHYSICAL THERAPIST or person employed by him must immediately report to the administrator's office upon arrival at educational facility for purposes allowable under this contract.

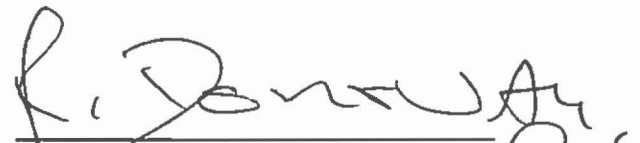
IN WITNESS WHEREOF, the parties hereto have set their hands and seals effective the day and year first written.

SCHOOL BOARD OF INDIAN
RIVER COUNTY

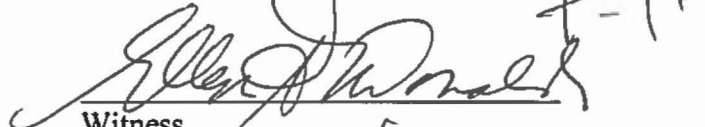
School Board Chairman

Superintendent

Date



Therapy Consultants Inc.



Witness

5/13/14

Date

FIRST AMENDMENT TO PHYSICAL THERAPY SERVICES CONTRACT

This First Amendment to Physical Therapy Services Contract is made this _____ day of _____, 2014, by and between Therapy Consultants, Inc., hereinafter referred to as "Physical Therapist," and the School Board Indian River County, Florida, hereinafter referred to as "School Board."

Whereas, the Parties entered into that certain Physical Therapy Services Contract (hereinafter "Contract") dated May 27, 2014; and

Whereas, the Parties desire to clarify certain provisions of that Contract.

Now, therefore, in consideration of the mutual promises and conditions set forth herein, the Parties agree as follows:

1. The following shall be added to the end of Paragraph 10 of the Contract:

Confidential Student Information. For the purposes of performing this Services Contract only, Physical Therapist is hereby designated a school official for the purposes of accessing confidential student information and Physical Therapist shall remain under the direct control of the School Board with respect to the use and maintenance of the confidential student information. Physical Therapist acknowledges and agrees that it will not disclose the confidential student information to any other person or entity, and will only use the confidential student information for the purpose listed in the Services Contract and for no other purpose. Upon the completion of the Services Contract, Physical Therapist shall return to School Board all original and any copies of the confidential student information, and shall not retain any confidential student information. As Physical Therapist will be receiving student information that is otherwise confidential, Physical Therapist shall fully comply with the requirements of § 1002.22 and § 1002.221, Florida Statutes, and any other law or regulation, either federal or State of Florida, regarding confidentiality of student information and records. Further, Physical Therapist for itself, and its officers, employees, agents, representatives, contractors, and subcontractors, shall fully indemnify and hold the School Board and its officers and employees harmless for any violation of this provision, including, but not limited to defending the School Board and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon the School

Board, or payment of any and all costs, damages, judgments, or losses incurred by or imposed upon the School Board arising out of the breach of this provision by the Physical Therapist, or its officers, employees, agents, representatives, contractors, and subcontractors, to the extent that Physical Therapist shall either intentionally or negligently violate this provision, or § 1002.22 or § 1002.221, Florida Statutes. This provision shall survive the termination of or completion of all obligations under the Services Contract and shall be fully binding upon Physical Therapist until such time as any proceeding which may be brought on account of this provision is barred by any applicable statute of limitations.

2. The following shall be added to the Contract as Paragraph 16:

Public Records. This Services Contract is subject to and governed by the laws of the State of Florida, including without limitation Chapter 119, Florida Statutes, which generally makes public all records or other writings made by or received by the parties. Physical Therapist acknowledges its legal obligation to comply with § 119.0701, Florida Statutes. Physical Therapist shall keep and maintain public records, as that phrase is defined in the Florida Public Records Act that would be required to be kept and maintained by the School Board in order to perform the scope of services. Physical Therapist shall provide public access to the public records on the same terms and conditions that the School Board would provide the records and at a cost that does not exceed the cost allowed by law. Physical Therapist shall not disclose public records that are exempt or confidential and exempt from public records disclosure unless specifically authorized by law. Physical Therapist shall comply with all requirements for retaining public records and shall transfer, at no cost to the School Board, all public records in the possession of Physical Therapist upon termination or expiration of this Services Contract. Physical Therapist shall destroy any duplicate public records that are exempt, or confidential and exempt, from public records disclosure requirements. All public records stored electronically must be provided to the School Board in a format that is compatible with the information technology systems of the School Board. Notwithstanding any other provision of this Services Contract to the contrary, failure to comply with this requirement shall result in the immediate termination of the Services Contract, without

penalty to the School Board. Further, Physical Therapist shall fully indemnify and hold harmless the School Board, its officers, agents and employees from any liability and/or damages, including attorney's fees through any appeals, resulting from Physical Therapist's failure to comply with these requirements.

3. Except as specifically amended herein, the Physical Therapy Services Contract dated May 27, 2014 shall otherwise remain in full force and effect, subject to all terms and conditions therein.

**THE SCHOOL BOARD OF
INDIAN RIVER COUNTY, FLORIDA**

THERAPY CONSULTANTS, LLC

By: _____
Print Name: Carol Johnson
Title: Chairman
Date Approved: _____

By: _____
Print Name: _____
Title: _____
Date Approved: _____

ATTEST:

ATTEST:

By: _____
Print Name: Frances J. Adams, Ed.D.
Print Title: Superintendent

By: _____
Print Name: _____
Print Title: _____

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HEARING INTERPRETER SERVICES CONTRACT

AGREEMENT made this 27th day of May, 2014 by and between MARIE A. COLE, 1756 29th Avenue, Vero Beach, Florida 32960, hereinafter referred to as HEARING INTERPRETER and the SCHOOL BOARD OF INDIAN RIVER COUNTY, hereinafter referred to as SCHOOL BOARD, with an office and place of business at 1990 25th Street, Vero Beach, Florida 32960.

WHEREAS, HEARING INTERPRETER is duly qualified to practice in the State of Florida, and

WHEREAS, HEARING INTERPRETER desires to enter into a Professional Services Contract with the SCHOOL BOARD for furnishing of the following services to students of the Indian River County School system who qualify for such services as prescribed by the district procedures for providing Special Education upon the following terms and conditions.

NOW THEREFORE, in consideration of the mutual promises, covenants, and conditions hereinafter set forth, it is understood and agreed as follows:

1. This Contract for Professional Services is effective the 1st day of July, 2014 through June 30, 2015 unless sooner terminated. This Contract may be terminated by either party without cause, by the party that wishes to terminate the Agreement giving thirty (30) days written notice to the other, said notice being delivered by certified mail, fax, or email. In the event sent by fax or email, the notice shall also be sent by regular mail. In addition, the SCHOOL BOARD may terminate immediately for any breach of this Contract or action or inaction by the HEARING INTERPRETER that the Superintendent of Schools or the Executive Director of Exceptional Student Education and Student Services determine creates an unreasonable risk of harm or is detrimental to the interest of students. If the HEARING INTERPRETER is terminated, then the HEARING INTERPRETER shall have no remedy or recourse except for monies legitimately due to the HEARING INTERPRETER earned prior to the date of termination. If the SCHOOL BOARD terminates for an emergency breach as provided, then the maximum amount of recovery that the HEARING INTERPRETER may have against the SCHOOL BOARD shall be limited to the compensation, less her expenses in performing, that the HEARING INTERPRETER would have realized during the 30 day period of time following the date of termination.
2. HEARING INTERPRETER shall provide services at prescribed schools or at the office location on an as needed basis. Services shall be authorized by the SCHOOL BOARD representative.
3. This agreement shall be interpreted and implemented under the laws of the State of Florida and may not be changed, modified, altered, or amended, except by an instrument in writing signed by the parties to this Agreement. If any provision of this Agreement is declared void, such provision shall be deemed severed so that all of the remaining terms and provisions of the Agreement shall otherwise remain in full force and effect.
4. HEARING INTERPRETER shall indemnify and hold harmless the School District, SCHOOL BOARD, its officers, agents, and employees from any and all claims and causes of action against this School District, SCHOOL BOARD, its officers, agents, and employees, arising out of the performance of this contract by the HEARING INTERPRETER. The policies of insurance naming the SCHOOL BOARD as an additional insured, pursuant to paragraph 5 of this Agreement, shall be available for

satisfaction of the HEARING INTERPRETER'S financial obligation to indemnify and hold harmless the SCHOOL BOARD.

5. During the term of this Agreement, the HEARING INTERPRETER shall maintain the following insurance coverage in accordance with the required hereinafter stated:
 - i. Commercial general liability coverage with limits of at least \$1,000,000.00 per occurrence; \$2,000,000.00 aggregate
 - ii. Automobile liability coverage of at least \$100,000.00.
 - iii. Professional liability or errors and omissions insurance with coverage of at least \$100,000.00.

The insurance shall be issued by insurers licensed and authorized to issue policies of insurance in Florida, and each policy required shall be issued by a carrier with a BEST rating of A+ or better. THE SCHOOL BOARD OF INDIAN RIVER COUNTY shall be named as an additional insured on each policy and the HEARING INTERPRETER shall provide certificates of insurance for each policy showing the addition of the SCHOOL BOARD as an additional insured, before beginning services under this contract. The SCHOOL BOARD does not waive sovereign immunity or the limits of liability pursuant to §768.27, Florida Statutes, except to the extent that insurance coverage pursuant to this Agreement shall be available to cover any loss. Otherwise, the SCHOOL BOARD maintains its sovereign immunity and the limits of its liability as set out in §768.28, Florida Statutes.

6. HEARING INTERPRETER shall be required to comply with FERPA and §1001.22, Florida Statutes. HEARING INTERPRETER shall access confidential student information on a "need to know basis." The HEARING INTERPRETER will comply with all applicable Federal and State civil rights and anti-discrimination Laws and Regulations, including but not limited to Title VI and VII, Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, as amended, (Non-Discrimination against the Handicapped), and Americans with Disability Act. It is expressly understood that upon receipt of substantial evidence of such discrimination, the District shall have the right to terminate this contract for breach.
7. The SCHOOL BOARD will authorize HEARING INTERPRETER to perform service on a case-by-case basis. The SCHOOL BOARD shall exercise no control over services provided by the HEARING INTERPRETER except to ensure the quality and appropriateness of services provided by the HEARING INTERPRETER to the SCHOOL BOARD.
8. Services by the HEARING INTERPRETER and authorized by the designated representative of the SCHOOL BOARD shall be compensated at the rate of \$26.00 per hour, 7 hours per day for 182 days. This will include ten (10) days of illness and or professional leave. HEARING INTERPRETER will be paid hourly rate for extra curricular activities with a minimum of two (2) hours.
9. In the event of any of the provisions of this contract are violated by the HEARING INTERPRETER, the Superintendent or his designee shall give written notice to the contractor stating the deficiencies and unless the deficiencies are corrected within ten

(10) days, recommendation will be made to the SCHOOL BOARD for immediate cancellation. Upon cancellation hereunder the SCHOOL BOARD may pursue any and all legal remedies as provided herein by law. Venue of any dispute resolution/court action must be in Indian River County, Florida. The law of Florida will apply. The SCHOOL BOARD reserves the right to terminate this contract at any time and for just cause, upon giving thirty (30) days prior written notice to the HEARING INTERPRETER. If said contract should be terminated for convenience as provided herein, the SCHOOL BOARD shall be relieved of all obligations under said contract. The SCHOOL BOARD shall only be required to pay to the HEARING INTERPRETER that amount of the contract actually performed to the date of termination.

10. HEARING INTERPRETER shall provide proof of valid driver's license and automobile liability coverage in accordance with the requirements in paragraph 5 for insurance.
11. Educational Interpreter Evaluation (EIE) Certificate must be obtained and maintained.
12. The manager of any educational facility or designee shall have the right to direct the immediate removal of HEARING INTERPRETER from the facility for any reason determined in the discretion of such School District official.
13. HEARING INTERPRETER shall immediately report to the administrator's office upon arrival at educational facility for purposes allowable under this contract.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals effective the day and year first above written.

SCHOOL BOARD OF INDIAN RIVER COUNTY

HEARING INTERPRETER

SCHOOL BOARD Chairman

Marie Cole

Signature, Marie Cole

ATTEST: Superintendent of Schools

[Signature]

Witness

Date

5-14-14

Date

FIRST AMENDMENT TO HEARING INTERPRETER SERVICES CONTRACT

This First Amendment to Hearing Interpreter Services Contract is made this 27th day of May, 2014, by and between Marie A. Cole, hereinafter referred to as "Interpreter," and the School Board Indian River County, Florida, hereinafter referred to as "School Board."

Whereas, the Parties entered into that certain Hearing Interpreter Services Contract (hereinafter "Contract") dated May 27, 2014; and

Whereas, the Parties desire to clarify certain provisions of that Contract.

Now, therefore, in consideration of the mutual promises and conditions set forth herein, the Parties agree as follows:

1. The following shall be added to the end of Paragraph 6 of the Contract:

Confidential Student Information. For the purposes of performing this Services Contract only, Interpreter is hereby designated a school official for the purposes of accessing confidential student information and Interpreter shall remain under the direct control of the School Board with respect to the use and maintenance of the confidential student information. Interpreter acknowledges and agrees that it will not disclose the confidential student information to any other person or entity, and will only use the confidential student information for the purpose listed in the Services Contract and for no other purpose. Upon the completion of the Services Contract, Interpreter shall return to School Board all original and any copies of the confidential student information, and shall not retain any confidential student information. As Interpreter will be receiving student information that is otherwise confidential, Interpreter shall fully comply with the requirements of § 1002.22 and § 1002.221, Florida Statutes, and any other law or regulation, either federal or State of Florida, regarding confidentiality of student information and records. Further, Interpreter for itself, and its officers, employees, agents, representatives, contractors, and subcontractors, shall fully indemnify and hold the School Board and its officers and employees harmless for any violation of this provision, including, but not limited to defending the School Board and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon the School Board, or payment of any and all costs, damages, judgments, or losses incurred by or imposed upon the School Board arising out of the breach of this provision by the Interpreter, or its officers,

employees, agents, representatives, contractors, and subcontractors, to the extent that Interpreter shall either intentionally or negligently violate this provision, or § 1002.22 or § 1002.221, Florida Statutes. This provision shall survive the termination of or completion of all obligations under the Services Contract and shall be fully binding upon Interpreter until such time as any proceeding which may be brought on account of this provision is barred by any applicable statute of limitations.

2. The following shall be added to the Contract as Paragraph 14:

Public Records. This Services Contract is subject to and governed by the laws of the State of Florida, including without limitation Chapter 119, Florida Statutes, which generally makes public all records or other writings made by or received by the parties. Interpreter acknowledges its legal obligation to comply with § 119.0701, Florida Statutes. Interpreter shall keep and maintain public records, as that phrase is defined in the Florida Public Records Act that would be required to be kept and maintained by the School Board in order to perform the scope of services. Interpreter shall provide public access to the public records on the same terms and conditions that the School Board would provide the records and at a cost that does not exceed the cost allowed by law. Interpreter shall not disclose public records that are exempt or confidential and exempt from public records disclosure unless specifically authorized by law. Interpreter shall comply with all requirements for retaining public records and shall transfer, at no cost to the School Board, all public records in the possession of Interpreter upon termination or expiration of this Services Contract. Interpreter shall destroy any duplicate public records that are exempt, or confidential and exempt, from public records disclosure requirements. All public records stored electronically must be provided to the School Board in a format that is compatible with the information technology systems of the School Board. Notwithstanding any other provision of this Services Contract to the contrary, failure to comply with this requirement shall result in the immediate termination of the Services Contract, without penalty to the School Board. Further, Interpreter shall fully indemnify and hold harmless the School Board, its officers, agents and employees from any liability and/or damages, including attorney's fees through

any appeals, resulting from Interpreter's failure to comply with these requirements.

3. Except as specifically amended herein, the Hearing Interpreter Services Contract dated May 27, 2014 shall otherwise remain in full force and effect, subject to all terms and conditions therein.

**THE SCHOOL BOARD OF
INDIAN RIVER COUNTY, FLORIDA**

MARIE A. COLE

By: _____
Print Name: Carol Johnson
Title: Chairman
Date Approved: _____

By: _____
Print Name: _____
Title: _____
Date Approved: _____

ATTEST:

ATTEST:

By: _____
Print Name: Frances J. Adams, Ed.D.
Print Title: Superintendent

By: _____
Print Name: _____
Print Title: _____

TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Boys & Girls Clubs of Indian River County**
Address: **1729 17th Avenue**
Vero Beach, FL 32960

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **Boys & Girls Club of Indian River County**, herein after referred to as the **BGCIRC**.

Services under this agreement shall include the following periods: July 1, 2014 until June 30, 2015. Services under this agreement shall begin July 1, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015. This agreement consists of pages 1 through 4.

Letter of self-insurance: _____
(attached) _____

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **BGCIRC** and the written approval of **SBIRC**.

2. **CONDITIONS OF CONTRACT**

BGCIRC shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

BGCIRC agrees to protect, defend, indemnify and hold harmless the **SBIRC** including the Superintendent, Board staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT**. Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **BGCIRC** sponsored programs and back from **BGCIRC** sponsored programs to the designated pick-up locations.

The **SBIRC** contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **BGCIRC** contact will be:

Elizabeth Thomason
Name

(772) 299-7449
Phone Number

Sherman Hotchkiss
Name

(772) 299-7449
Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to **BGCIRC** for Special Services and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **BGCIRC**.
- Provide **BGCIRC** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **BGCIRC**:

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **BGCIRC**.

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **BGCIRC**.
Monthly invoices must be sent to:

Company: Boys & Girls Clubs of Indian River County
Address: 1729 17th Avenue
Vero Beach, FL 32960

Contact Name: Elizabeth Thomason
Telephone Number: (772) 299-7449

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **BGCIRC** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **BGCIRC** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **BGCIRC**.

8. **SERVERABILITY**

If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

Boys & Girls Clubs of Indian River County

Elizabeth Thomason
Signature

Elizabeth Thomason
Typed Name

Executive Director
Title

5/2/14
Date

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed. D.
Typed Name

Superintendent of SBIRC
Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 4-15-14



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

12/06/13

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Brown & Brown Insurance - Vero Vero Division 817 Beachland Blvd Vero Beach, FL 32963 Kenneth D. Felten, LUTCf	Phone: 772-231-2828 Fax: 772-231-4413	CONTACT NAME: Sandy Feys PHONE (A/C, No, Ext): 772-469-1512 E-MAIL ADDRESS: sfeys@bbvero.com FAX (A/C, No):													
	<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A: *Arch Insurance Company*</td> <td>11150</td> </tr> <tr> <td>INSURER B: *Bridgefield Employers Ins Co</td> <td>10701</td> </tr> <tr> <td>INSURER C:</td> <td></td> </tr> <tr> <td>INSURER D:</td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: *Arch Insurance Company*	11150	INSURER B: *Bridgefield Employers Ins Co	10701	INSURER C:		INSURER D:		INSURER E:		INSURER F:
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INSURED Boys & Girls Club of Indian River County, Inc. 1729 17th Avenue Vero Beach, FL 32960															

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

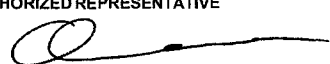
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Prof Liability <input checked="" type="checkbox"/> Abuse/Molestation GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC	X		NCPKG0191302	12/13/13	12/13/14	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 20,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 Emp Ben. \$ 1,000,000
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO ALLOWED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS			NCAUT0191302	12/13/13	12/13/14	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$			NCFXS0191302	12/13/13	12/13/14	EACH OCCURRENCE \$ 4,000,000 AGGREGATE \$ 4,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	830-52976	09/13/13	09/13/14	<input checked="" type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 500,000 E.L. DISEASE - EA EMPLOYEE \$ 500,000 E.L. DISEASE - POLICY LIMIT \$ 500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

1729 17th Avenue, Vero Beach, FL; 1825 17th Avenue, Vero Beach, FL; 1415 Friendship Lane, Sebastian, FL; 22 South Orange Street, Fellsmere, FL

CERTIFICATE HOLDER **CANCELLATION**

Indian River County School District 1990 25th St Vero Beach, FL 32966	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	---

NOTEPAD:

HOLDER CODE
INSURED'S NAME **Boys & Girls Club of**

BOYS&-3
OP ID: SF

PAGE 2
DATE 12/06/13

GL Other Type Ins: - Employee Benefits E&O \$1,000,000 Each Claim /
\$1,000,000 Aggregate (Claims Made Coverage) Retroactive Date 09/13/04

TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Gifford Youth Activity Center, Inc.**
Address: **4875 43rd Avenue**
Vero Beach, FL 32967

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **Gifford Youth Activity Center**, herein after referred to as the **GYAC**.

Services under this agreement shall include the following periods: July 1, 2014 until June 30, 2015. Services under this agreement shall begin July 1, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015. This agreement consists of pages 1 through 4.

Letter of self-insurance: _____
(attached) _____

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **GYAC** and the written approval of **SBIRC**.

2. **CONDITIONS OF CONTRACT**

GYAC shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

GYAC agrees to protect, defend, indemnify and hold harmless the **SBIRC** including the Superintendent, Board staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT**. Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **GYAC** sponsored programs and back from **GYAC** sponsored programs to the designated pick-up locations.

The **SBIRC** contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **GYAC** contact will be:

Angelia Perry
Name

(772) 794-1005 Ex 222
Phone Number

Freddie Woolfork
Name

(772) 794-1005 Ex 234
Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to **GYAC** for Special Services and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **GYAC**.
- Provide **GYAC** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **GYAC**:

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **GYAC**.

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **GYAC**.
Monthly invoices must be sent to:

Company: Gifford Youth Activity Center, Inc.
Address: 4875 43rd Avenue
Vero Beach, FL 32967
Contact Name: Angelia Perry, Executive Director
Telephone Number: (772) 794-1005 Ex 222

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **GYAC** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **GYAC** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **GYAC**.

8. **SERVERABILITY**

If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

Gifford Youth Activity Center, Inc.

Angelia Perry
Signature

Angelia Perry
Typed Name

Executive Director
Title

May 7, 2014
Date

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed. D.
Typed Name

Superintendent of SBIRC
Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 4-15-14



CERTIFICATE OF LIABILITY INSURANCE

GIFFO-1

OP ID: NF

DATE (MM/DD/YYYY)

05/05/2014

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Schwartz Insurance Agency Inc. 500 West Madison St., Ste 2760 Chicago, IL 60661 Michael L. Schwartz	CONTACT NAME: _____
	PHONE (A/C, No, Ext): _____ FAX (A/C, No): _____
	E-MAIL ADDRESS: _____
	INSURER(S) AFFORDING COVERAGE
	INSURER A: Markel American Insurance Co.
	INSURER B: Progressive Insurance Company
INSURER C: _____	
INSURER D: _____	
INSURER E: _____	
INSURER F: _____	

INSURED	Gifford Youth Activity Center, Inc. Angelia Perry 4875 43rd Ave Vero Beach, FL 32967
COVERAGES	CERTIFICATE NUMBER:
REVISION NUMBER:	
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.	

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> Hired Auto Liab <input type="checkbox"/> NonOwned Auto Lia GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC			8502CY3955890	06/01/2013	06/01/2014	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 NOHA Auto \$ 1,000,000
B	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS			016544570-1	06/01/2013	06/01/2014	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (PER ACCIDENT) \$ \$
	UMBRELLA LIAB OCCUR EXCESS LIAB CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N <input type="checkbox"/> N/A						WC STATUTORY LIMITS OTHER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	Professional Liab			8502CY3955890	06/01/2013	06/01/2014	Each Act 1,000,000 Aggregate 3,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

Certificate Holder is an Additional Insured with respect to General Liability coverage if required by written contract or agreement.

CERTIFICATE HOLDER

School District of
 Indian River County
 1990 25th St.
 Vero Beach, FL 32960

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

© 1988-2010 ACORD CORPORATION. All rights reserved.

TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Frist United Methodist Church**
Address: **1750 20th Street**
Vero Beach, FL 32960

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **First United Methodist Church**, herein after referred to as the **FUMC**".

Services under this agreement shall include the following periods: July 1, 2014 until June 30, 2015. Services under this agreement shall begin July 1, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015. This agreement consists of pages 1 through 4.

Letter of self-insurance: _____
(attached) _____

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **FUMC** and the written approval of **SBIRC**.

2. **CONDITIONS OF CONTRACT**

FUMC shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

FUMC agrees to protect, defend, indemnify and hold harmless the **SBIRC** including the Superintendent, Board staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT**. Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **FUMC** sponsored programs and back from **FUMC** sponsored programs to the designated pick-up locations.

The **SBIRC** contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **FUMC** contact will be:

Jennifer Reavis
Name

(772) 562-1900 ex 46
Phone Number

Name

Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to **FUMC** for Special Services and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **FUMC**.
- Provide **FUMC** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **FUMC**:

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **FUMC**.

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **FUMC**.
Monthly invoices must be sent to:

Company: First United Methodist Church
Address: 1750 20th Street
Vero Beach, FL 32960

Contact Name: Jennifer Reavis
Telephone Number: (772) 562-1900 Ex 46

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **FUMC** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **FUMC** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **FUMC**.

8. **SERVERABILITY**

If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

First United Methodist Church

Jennifer Reavis
Signature

Jennifer Reavis
Typed Name

Director of Children Ministry
Title

Date

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed. D.
Typed Name

Superintendent of SBIRC
Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 4-17-14



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
05/12/2014

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Services, Inc of Florida 7650 Courtney Campbell Causeway Suite 1000 Tampa FL 33607 USA	CONTACT NAME: PHONE (A/C. No. Ext): (866) 283-7122 FAX (A/C. No.): 800-363-0105		
	E-MAIL ADDRESS:		
INSURED 360325 FIRST UMC, VERO BEACH 1750 20TH. ST Vero Beach FL 32960 USA	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: The Princeton Excess & Surp Lines Ins Co		10786
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		

COVERAGES CERTIFICATE NUMBER: 570053735202 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> SIR \$1,000,000 GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			N2-A3-RL-0000017-04 Excess GL SIR applies per policy terms & conditions	12/31/2013	12/31/2014	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE \$1,000,000 PRODUCTS - COMP/OP AGG
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input type="checkbox"/> RETENTION						EACH OCCURRENCE AGGREGATE
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		Y/N N/A				<input type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT E.L. DISEASE-EA EMPLOYEE E.L. DISEASE-POLICY LIMIT

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER School District of Indian River County Attn: Sandra Rivera 1990 25th Street Vero Beach FL 32960 USA	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Aon Risk Services Inc. of Florida</i>
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TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Environmental Learning Center, Inc**
Address: **255 Live Oak Drive**
Vero Beach, FL 32963

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **Environmental Learning Center, Inc.,** herein after referred to as the **ELC.**

Services under this agreement shall include the following periods: July 1, 2014 until June 30, 2015. Services under this agreement shall begin July 1, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015. This agreement consists of pages 1 through 4.

Letter of self-insurance: _____
(attached) _____

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **Environmental Learning Center, Inc.** and the written approval of **SBIRC.**

2. **CONDITIONS OF CONTRACT**

ELC shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

Environmental Learning Center, Inc. agrees to protect, defend, indemnify and hold harmless the **SBIRC** including the Superintendent, Board staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT.** Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **ELC** sponsored programs and back from **ELC** sponsored programs to the designated pick-up locations.

The **SBIRC** contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **ELC** contact will be:

Holly Dill, Executive Director
Name

(772) 589-5050
Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to **Environmental Learning Center, Inc.** for Special Services and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **ELC**.
- Provide **ELC** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **ELC**:

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the Environmental Learning Center, Inc.

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **ELC**.
Monthly invoices must be sent to:

Company: **Environmental Learning Center, Inc.**
Address: **255 Live Oak Drive**
Vero Beach, FL 32963

Contact Name: **Holly Dill, Executive Director**
Telephone Number: **772-589-5050**

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **ELC** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **ELC** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **ELC**.

8. **SERVERABILITY**

If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

Environmental Learning Center, Inc

Signature

Holly S Dill
Typed Name

Executive Director
Title

Date

5.7.14

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed. D
Typed Name

Superintendent of SBIRC
Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 04-15-14



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
05/08/14

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Brown & Brown Insurance - Vero Vero Division 817 Beachland Blvd Vero Beach, FL 32963 Jordan Stewart	Phone: 772-231-2828 Fax: 772-231-4413	CONTACT NAME: Sandy Feys PHONE (A/C, No, Ext): 772-469-1512 E-MAIL ADDRESS: sfeys@bbvero.com FAX (A/C, No):
	INSURER(S) AFFORDING COVERAGE INSURER A: *National Casualty Company INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:	
INSURED Environmental Learning Center, Inc 255 Live Oak Dr Vero Beach, FL 32963		NAIC # 11991

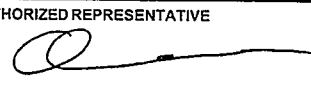
COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR	X		KKO0000003880400	09/11/13	09/11/14	EACH OCCURRENCE \$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
	<input type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$
	<input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE			XKO0000003880500	09/11/13	09/11/14	EACH OCCURRENCE \$ 1,000,000
	<input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0						AGGREGATE \$ 1,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				<input type="checkbox"/> WC STATU-TORY LIMITS <input type="checkbox"/> OTH-ER
							E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

CERTIFICATE HOLDER CANCELLATION

School District of Indian River County 1990 25th Street Vero Beach, FL 32960	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Dasie Bridgewater Hope Center, Inc.**
Address: **8445-64th Avenue. P.O. Box 701483**
Wabasso, FL 32970

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **Dasie Bridgewater Hope Center, Inc.** herein after referred to as the **DHC**.

Services under this agreement shall include the following periods: July 1, 2014 until June 30, 2015. Services under this agreement shall begin July 1, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015. This agreement consists of pages 1 through 4.

Letter of self-insurance: _____
(attached) _____

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **Dasie Bridgewater Hope Center, Inc.** and the written approval of **SBIRC**.

2. **CONDITIONS OF CONTRACT**

DHC shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

DHC agrees to protect, defend, indemnify and hold harmless the **SBIRC** including the Superintendent, Board staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT**. Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **Dasie Bridgewater Hope Center, Inc.** sponsored programs and back from **Dasie Bridgewater Hope Center, Inc.** sponsored programs to the designated pick-up locations.

The **SBIRC** contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **DHC** contact will be:

Verna Wright
Name

(772) 589-3535
Phone Number

Carol Pinder / Kim Wright
Name

(772) 589-3535
Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to **Dasie Bridgewater Hope Center, Inc.** for **Special Services** and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **DHC**.
- Provide **DHC** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **Dasie Bridgewater Hope Center, Inc.**:

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **Dasie Bridgewater Hope Center, Inc.**

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **DHC**.
Monthly invoices must be sent to:

Company: Dasie Bridgewater Hope Center.
Address: 8445-64th Avenue. P.O. Box 701483
Wabasso, FL 32970

Contact Name: Verna Wright or Carol Pinder
Telephone Number: 772-589-3535

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **DHC** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **DHC** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **DHC**.

8. **SERVERABILITY**

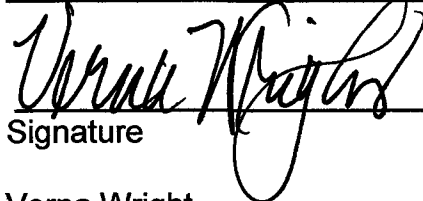
If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

Dasie Bridgewater Hope Center, Inc.


Signature

Verna Wright
Typed Name

Executive Director

Title

May 5, 2014
Date

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed.D.
Typed Name

Superintendent of SBIRC

Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 04-15-14



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
12/13/2013

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Justine Rodgers Signature Insurance, LLC 2010 6th Avenue Vero Beach FL 32960	CONTACT NAME: Brennan Campeau PHONE (A/C No. Ext): (772) 778-9970 FAX (A/C No.): (772) 778-9828 E-MAIL ADDRESS: brennancampeau@signatureinsurancevb.com																				
	<table border="1"> <tr> <th colspan="2">INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> <tr> <td>INSURER A:</td> <td>Scottsdale</td> <td></td> </tr> <tr> <td>INSURER B:</td> <td></td> <td></td> </tr> <tr> <td>INSURER C:</td> <td></td> <td></td> </tr> <tr> <td>INSURER D:</td> <td></td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> <td></td> </tr> </table>	INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A:	Scottsdale		INSURER B:			INSURER C:			INSURER D:			INSURER E:			INSURER F:	
INSURER(S) AFFORDING COVERAGE		NAIC #																			
INSURER A:	Scottsdale																				
INSURER B:																					
INSURER C:																					
INSURER D:																					
INSURER E:																					
INSURER F:																					
INSURED Dasie Bridge Water Hope Center 8445 64th Ave Wabasso FL 32970																					

COVERAGES CERTIFICATE NUMBER: CL13121300770 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC			TYMIZ-V	12/2/2013	12/2/2014	EACH OCCURRENCE	\$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000
							MED EXP (Any one person)	\$ 5,000
							PERSONAL & ADV INJURY	\$ 1,000,000
							GENERAL AGGREGATE	\$ 3,000,000
							PRODUCTS - COMP/OP AGG	\$ 1,000,000
								\$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident)	\$
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
								\$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE	\$
							AGGREGATE	\$
								\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			N/A			WC STATU-TORY LIMITS	OTH-ER
							E.L. EACH ACCIDENT	\$
							E.L. DISEASE - EA EMPLOYEE	\$
							E.L. DISEASE - POLICY LIMIT	\$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
Tutoring School

CERTIFICATE HOLDER (772) 589-4688 Indian River County School District 1990 25th St Vero Beach, FL 32960	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Heidi O'Brien/HEIDI
--	---

TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Indian River County 4-H Association**
Address: **1028 20 Place, Suite D**
Vero Beach, FL 32960-5305

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **Indian River County 4-H Association** , herein after referred to as the **IRC 4-H** .

Services under this agreement shall include the following periods: July 1, 2014 until June 30, 2015.
Services under this agreement shall begin July 1, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015.
This agreement consists of pages 1 through 4.

Letter of self-insurance: **Indian River County, Florida**
(attached) **1800 27 Street**
Vero Beach, FL 32960

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **IRC 4-H** and the written approval of **SBIRC**.

2. **CONDITIONS OF CONTRACT**

IRC 4-H shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

IRC 4-H agrees to protect, defend, indemnify and hold harmless the **SBIRC** including the Superintendent, Board staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT**. Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **IRC 4-H** sponsored programs and back from **IRC 4-H** sponsored programs to the designated pick-up locations.

The **SBIRC** contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **IRC 4-H** contact will be:

Lindsay Adams
Name

(772) 770-5030 x 4
Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to **Camp Cloverleaf** for **Special Services** and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **IRC 4-H**.
- Provide **IRC 4-H** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **IRC 4-H**:

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **IRC 4-H**.

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **IRC 4-H**.
Monthly invoices must be sent to:

Company: IRC 4-H Association
Address: 1028 20 Place, Suite D
Vero Beach, FL 32960
Contact Name: Lindsay Adams
Telephone Number: 772-770-5030 x 4

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **IRC 4-H** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **IRC 4-H** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **IRC 4-H**.

8. **SERVERABILITY**

If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

Indian River County 4-H Association

Lindsay M. Adams
Signature

Lindsay M. Adams
Typed Name

Indian River County 4-H Agent
Title

5/2/2014
Date

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed. D.
Typed Name

Superintendent of SBIRC
Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 4-15-14

BOARD OF COUNTY COMMISSIONERS
1800 27th Street, Vero Beach, Florida 32960-0310



Risk Management Division
May 13, 2014

Mr. George Millar
School District of Indian River County
1990 25th Street
Vero Beach FL 32960

Dear Mr. Millar:

This letter is written at the request of Violet Krochmalny, Indian River County 4-H Association, to confirm that Indian River County's modified self-insurance program will provide coverage for the District's bus to be used in June, 2014. The County's insurance program relies upon the protections of Chapter 768.28, Florida Statutes, with excess insurance coverage provided by Brit Global Specialty (Lloyd's of London).

When the 4-H rental agreement is finalized and the County is informed of the specific bus to be used, the County will issue a certificate of insurance to the District, and will list the District as loss payee for the bus to be used for this event. Please notify me when the dates and bus are confirmed so that we can ask our broker to issue the certificate of insurance.

If you have questions, please call me at 226-1287.

Sincerely,

A handwritten signature in cursive script that reads "Beth Martin".

Beth Martin
Risk Manager

cc: Jason Brown, Director, OMB

TRANSPORTATION SERVICES AGREEMENT

This **AGREEMENT** is between:

Company: **School Board of Indian River County**
Address: **1990 25th Street**
Vero Beach, FL 32960

And

Company: **Homeless Family Center, Inc.**
Address: **715 4th Place**
Vero Beach, FL 32962

The **SCHOOL BOARD OF INDIAN RIVER COUNTY**, herein after referred to as the "**SBIRC**" and the **Homeless Family Center, Inc.** herein after referred to as the **HFC**.

Services under this agreement shall include the following periods: June 15, 2014 until June 30, 2015.
Services under this agreement shall begin June 16, 2014 or the date this **AGREEMENT** is signed by both parties, whichever is later and shall be completed June 30, 2015.
This agreement consists of pages 1 through 4.

Letter of self-insurance: _____
(attached) _____

1. **SELLING, TRANSFERRING OR ASSIGNING CONTRACT**

This contract may not be sold, transferred or assigned without the written approval of the **Homeless Family Center, Inc.** and the written approval of **SBIRC.**

2. **CONDITIONS OF CONTRACT**

HFC shall, at their own expense, obtain all necessary permits, pay all licenses, fees and taxes required to comply with all local ordinances, state and federal law, rules and regulations applicable to business to be carried on under this contract.

3. **INDEMNITY/HOLD HARMLESS AGREEMENT**

Homeless Family Center, Inc. agrees to protect, defend, indemnify and hold harmless the **SBIRC** including School Board members, the Superintendent, District staff, employees and agents from and against any and all losses, penalties, damages, settlements, claims, costs, charges for other expenses or liabilities of every and any kind including attorney fees, in connection with or arising directly or indirectly out of the work agreed to or performed by **SBIRC** under the terms of this **AGREEMENT**. Without limiting the foregoing, any and all such claims, suits or other actions, relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation or decrees of any court, shall be included in the indemnity hereunder.

4. **DESCRIPTION OF ENTITY AND OFFICES TO BE SERVED**

The customers to be served under the **AGREEMENT** are youths residing in Indian River County, Florida. The service to be provided is transportation from designated pick-up locations to sites in Indian River County for **HFC** sponsored programs and back from Rosewood Magnet sponsored programs to the designated pick-up locations.

The SBIRC contact will be:

George Millar
Director of Transportation

(772) 978-8810
Phone Number

The **HFC** contact will be:

Mary Ellen Maguire
Name

772-567-5537
Phone Number

5. **SCOPE OF SERVICES TO BE PERFORMED**

A. The following services will be performed by the **SBIRC**:

- Provide buses to transport eligible youths from strategic pick-up sites in Indian River County to Rosewood Magnet for summer camp and from designated sites back to the assigned strategic pick-up locations.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **HFC**.
- Provide **HFC** contact person with a dated Mileage Checklist and Log Sheet Report showing the beginning, ending and total mileage traveled for each bus.

B. The following services will be performed by the **HFC**.

- Pay **SBIRC** in accordance with the rate schedule listed in #7 Rate Schedule.
- Inspect all buses prior to service. If any damages occur to the inside of the bus, caused by the riders, during the program dates, it will be the responsibility of the **Homeless Family Center, Inc.**

C. All granting of transportation services requests shall be subject to the availability of drivers and vehicles. The **SBIRC** reserves the right to cancel any services that may interfere with the daily operations of the **SBIRC**.

6. **PAYMENT**

Payment will be due when invoices are processed and received by **HFC**.
Monthly invoices must be sent to:

Company: Homeless Family Center
Address: 720 4th Street
Vero Beach, FL 32962
Contact Name: Mary Ellen Maguire
Telephone Number: 772-567-5537

This invoice shall be sent upon receipt of the Mileage Checklist and Log Sheet Report.

Either party can cancel the contract with thirty (30) days written notice to the last known address of **HFC** and **SBIRC**.

7. **RATE SCHEDULE**

In addition, the **HFC** further agrees that all expenses incurred for transportation services, including driver rates, fringes and board approved mileage rate will be borne by the **HFC**.

8. **SERVERABILITY**


If any portion of this **AGREEMENT** is held invalid, it is agreed that such invalidity shall not affect any of the remaining portions.

The parties agree to comply with all the terms and provisions of this **AGREEMENT**, including the attachments.

District Transportation Contact: George Millar, Director of Transportation
Telephone Number: (772) 978-8810

APPROVED BY:

Homeless Family Center


Signature

Mary Ellen Maguire
Typed Name

Executive Director
Title

Date

APPROVED BY:

The School Board of Indian River County

Signature

Dr. Frances J. Adams, Ed. D.
Typed Name

Superintendent of SBIRC
Title

Date

Signature

Carol Johnson
Typed Name

Chairman of School Board of IRC
Title

Date

Revised: 4-16-14



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

05/05/14

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must be endorsed. If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Brown & Brown of Florida, Inc Suite 400 1401 Forum Way West Palm Beach, FL 33401 Kyle Bloemers	561-686-2266 561-686-2313	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS:																				
	<table border="1"> <thead> <tr> <th colspan="2">INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A:</td> <td>Granite State Insurance Co +</td> <td></td> </tr> <tr> <td>INSURER B:</td> <td>* Comp Options Ins Co +</td> <td>10834</td> </tr> <tr> <td>INSURER C:</td> <td>Travelers Casaulty & Surety Co+</td> <td></td> </tr> <tr> <td>INSURER D:</td> <td>New Hampshire Ins Co +</td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A:	Granite State Insurance Co +		INSURER B:	* Comp Options Ins Co +	10834	INSURER C:	Travelers Casaulty & Surety Co+		INSURER D:	New Hampshire Ins Co +		INSURER E:			INSURER F:	
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INSURER D:	New Hampshire Ins Co +																					
INSURER E:																						
INSURER F:																						
INSURED Homeless Family Center, Inc. Michele Lee 715 4th Place Vero Beach, FL 32962																						


COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR			02LX02405564200	01/09/14	01/09/15	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 Emp Ben. \$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						
D	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS			01CA0190499630	01/09/14	01/09/15	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> EXCESS LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			02UD0428647980	01/09/14	01/09/15	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A	OCOCWC000113101	09/11/13	09/11/14	<input checked="" type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 500,000 E.L. DISEASE - EA EMPLOYEE \$ 500,000 E.L. DISEASE - POLICY LIMIT \$ 500,000
C	Crime			105549971	01/09/14	01/09/15	Fidelity \$ 500,000 ERISA \$ 500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
Rosewood Magnet 3850 16th St. Vero Beach, FL 32960

ABUSE AND MOLESTATION ENDORSEMENT
Limits of Insurance: \$1,000,000 Each Incident/\$1,000,000 Aggregate Limit

CERTIFICATE HOLDER INDIAR2 Indian River Schools 1990 25th St. Vero Beach, FL 32960	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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Indian River County School District - 707423
1990 25th St
Vero Beach, FL 32960-3367
Contact: Bruce Green - 77256430000

Reference ID: 32614
Created: 04/23/2014

Quote Summary	School Count : 19
Product & Services Total	\$70,232.00
Applied Discounts	(\$5,775.00)
Shipping and Processing	\$0.00
Sales Tax	\$0.00
Grand Total	\$64,457.00

To place an order, please submit your organization's required purchase order with reference to quote number 1186978. An invoice will be sent upon receipt of your purchase order. Payment is due net 30 days from the invoice date. If your organization does not require a purchase order, please contact our order services team at 877-444-3172 for assistance with placing your order.

Mail: PO Box 8036, Wis. Rapids, WI 54495-8036
Fax: (877)280-7642
Email: electronicorders@renlearn.com

If changes are necessary, or additional information is required, please contact your account executive(s) Don Bascle at (800)897-6365 or Lori Greenwood at (866)846-0760, Thank You.

This quote is valid for 30 days. All quotes and orders are subject to availability of merchandise. Alterations to this quote will not be honored without Renaissance Learning approval. Please note: Any pricing or discount indicated is subject to change with alterations to the quote. Tax has been estimated and is subject to change without notice. Unless you provide Renaissance Learning with a valid and correct tax exemption certificate applicable to your purchase of product and the product ship-to location, you are responsible for sales and other taxes associated with this order.

Renaissance Place is an advanced, web-based, software system. Renaissance Learning personnel are available to assist with each step of the detailed implementation to help you realize the multiple benefits that Renaissance Place provides. To ensure a successful implementation, please allow 30 to 90 days for the remote installation and setup.

Indian River County School District - 707423				
Products & Services	Quantity	Unit Price	Discount	Total
Data Integration Maintenance Fee Level 4 (8001-20,000 Students) 8/1/2014 - 7/31/2015	1	\$3,500.00	\$0.00	\$3,500.00
Indian River County School District Total			\$0.00	\$3,500.00

Beachland Elementary School - 707421				
Products & Services	Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal 8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal 8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Beachland Elementary School Total			(\$303.60)	\$3,231.40

Citrus Elementary School - 64080				
Products & Services	Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal 8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal 8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Citrus Elementary School Total			(\$303.60)	\$3,231.40

Dodgertown Elementary School - 64076				
Products & Services	Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal 8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal 8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Dodgertown Elementary School Total			(\$303.60)	\$3,231.40

Fellsmere Elementary School - 63909				
Products & Services	Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal 8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal 8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Fellsmere Elementary School Total			(\$303.60)	\$3,231.40

Gifford Middle School - 370558				
Products & Services	Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal 8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal 8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Gifford Middle School Total			(\$303.60)	\$3,231.40

Glendale Elementary School - 64088					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Glendale Elementary School Total				(\$303.60)	\$3,231.40

Highlands Elementary School - 64066					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Highlands Elementary School Total				(\$303.60)	\$3,231.40

Liberty Magnet Elementary School - 1680781					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Liberty Magnet Elementary School Total				(\$303.60)	\$3,231.40

Osceola Magnet School - 64051					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Osceola Magnet School Total				(\$303.60)	\$3,231.40

Oslo Middle School - 64062					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Oslo Middle School Total				(\$303.60)	\$3,231.40

Pelican Island Elem School - 64004					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Pelican Island Elem School Total				(\$303.60)	\$3,231.40

Rosewood Magnet School - 64046					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Rosewood Magnet School Total				(\$303.60)	\$2,732.40
Sebastian Elementary School - 64001					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Sebastian Elementary School Total				(\$303.60)	\$3,231.40
Sebastian River High School - 64015					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Sebastian River High School Total				(\$303.60)	\$3,231.40
Sebastian River Middle School - 64016					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Sebastian River Middle School Total				(\$303.60)	\$3,231.40
Storm Grove Middle School - 2623837					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Storm Grove Middle School Total				(\$303.60)	\$3,231.40
Treasure Coast Elementary School - 2201471					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Treasure Coast Elementary School Total				(\$303.60)	\$3,231.40

Vero Beach Elementary School - 64029					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	552	\$5.50	(\$303.60)	\$2,732.40
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Vero Beach Elementary School Total				(\$303.60)	\$3,231.40
Vero Beach High School - 64027					
Products & Services		Quantity	Unit Price	Discount	Total
AR Enterprise Real Time Subscription Renewal	8/1/2014 - 7/31/2015	564	\$5.50	(\$310.20)	\$2,791.80
Annual All Product RP Hosting Fee Renewal	8/1/2014 - 7/31/2015	1	\$499.00	\$0.00	\$499.00
Vero Beach High School Total				(\$310.20)	\$3,290.80

Renaissance Learning™, Inc. Application Hosting Agreement

1. Recitals and Definitions. This application hosting agreement ("Agreement") is made between Renaissance Learning, Inc. ("RLI") and Indian River County School District, Vero Beach, FL ("Customer"). Customer desires RLI to provide an application hosting service for certain RLI software licensed by Customer ("Hosted Application(s)"), which is installed on servers located within the RLI hosting network and accessed by Customer via the Internet, and RLI desires to provide such application hosting service to Customer pursuant to the terms and conditions found in this Agreement. NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby agreed between the parties as follows:

2. Description of Application Hosting Services ("Hosting Services"). RLI shall provide access to the Hosted Application for those schools in the Customer's district that have purchased Hosting Services from RLI, as evidenced by a Customer purchase order or a quote accepted by Customer ("Order") which shall be deemed to be part of this Agreement. This Agreement solely covers the installation and use of separately licensed applications via the RLI hosting network. No license to use any software is explicitly stated or implied within this Agreement, all software applications must be licensed separately. License terms are contained within each Hosted Application and must be accepted by Customer in each respective application.

3. Access to Hosted Application. Access rights granted to Customer shall be limited to those access rights necessary to use the functions provided in the Hosted Application. RLI reserves the right to restrict or prevent access to: (i) any and all functions that access critical server or system resources; (ii) directly modify the Hosted Application directories or database; or (iii) violate the terms of any Hosted Application software license agreement. RLI will provide Customer with an administrative logon ID and other information necessary to: connect to, access, and, use the Hosted Application.

4. Customer Responsibilities and Acknowledgements. Customer agrees and understands that:

- (i) The Hosted Application will be housed at an RLI chosen facility, and will operate on servers determined by RLI;
- (ii) Under this Agreement, RLI will only provide the services described in paragraph 2 and 3 above;
- (iii) Customer covenants that it will purchase, has purchased, or has otherwise legally obtained licenses for each Hosted Application, and represents to RLI that it has the right and power to enter into this Agreement;
- (iv) Customer will only use Hosted Applications in accordance with the software license agreement terms, will not make any Hosted Application available to any third party and, in particular will not allow Accelerated Reader quizzes to be taken from outside Customer's school or district facilities.
- (v) Use of computer technology, public utilities and the internet are inherently subject to uncertainties and there can be no assurances that the Hosting Services will be uninterrupted, error-free, virus free, without slow response time, or completely secure; and,
- (vi) Nothing in this Agreement shall be construed as granting Customer any additional rights to any Hosted Application, or as modifying any software license agreement.

5. Term, Termination and Renewal. This Agreement shall be effective as of the date of Customer's Order and continue for the period of the Hosting Services purchased. If Customer purchases an additional period of Hosting Services, this Agreement will apply to that subsequent period. Either party may terminate this Agreement upon 60 days written notice to the other party. Customer access to the Hosted Application will be discontinued upon the effective date of termination.

6. Confidentiality. In accordance with FERPA, RLI shall not disclose any personally identifiable student records from the Hosted Application's database to any third party except: (i) if required by law or valid court order, (ii) as directed in writing by Customer or, (iii) as permitted elsewhere in this agreement. RLI and its contractors may use data in the Hosted Application's database: (i) to maintain and improve application performance or functionality, (ii) for general research and, (iii) for other valid purposes. Any contractors of RLI shall be subject to the same obligation of confidentiality as RLI.

Customer will not disclose to any third party any confidential or proprietary information of RLI or any technical information relative to the setup and security of the Hosting Service including but not limited to Hosting Service Internet addresses, passwords, Internet URL's, Virtual Private Network setup and encryption key information, unless such disclosure is approved in writing by RLI.

7. Disclaimer of Warranties. ALL SERVICES PROVIDED PURSUANT TO THIS AGREEMENT ARE PROVIDED OR PERFORMED ON AN "AS IS" BASIS, AND CUSTOMER USE OF THE SERVICES IS SOLELY AT ITS OWN RISK. CUSTOMER'S EXCLUSIVE REMEDY IS TERMINATION AS SET FORTH IN PARAGRAPH 5 OF THIS AGREEMENT. RLI DOES NOT MAKE, AND HEREBY DISCLAIMS ALL OTHER WARRANTIES, WHETHER EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. RLI DOES NOT WARRANT THAT THE SERVICES PROVIDED HEREUNDER WILL BE UNINTERRUPTED, ERROR-FREE, WITHOUT SLOW RESPONSE TIME, OR COMPLETELY SECURE. IN NO EVENT SHALL RLI BE LIABLE TO CUSTOMER OR ANY THIRD PARTY FOR ANY LOSSES, LOST PROFITS, LOST OR STOLEN DATA, DAMAGES, DELAYS INTERRUPTIONS, OR VIRUSES ARISING OUT OF OR RELATED TO THIS AGREEMENT REGARDLESS OF THE BASIS OF THE CLAIM. NOTWITHSTANDING ANYTHING TO THE CONTRARY, RLI'S AGGREGATE LIABILITY TO CUSTOMER (INCLUDING ATTORNEY'S FEES), IF ANY, SHALL NOT EXCEED THE

AMOUNT OF THE FEES PAID TO RLI BY CUSTOMER UNDER THIS AGREEMENT DURING THE TWO (2) MONTHS IMMEDIATELY PRECEDING THE DATE ON WHICH SUCH CLAIM ACCRUED.


8. Force Majeure. Neither party shall be deemed in default or otherwise liable under this Agreement due to its inability to perform its obligations by reason of any fire, earthquake, flood, hurricane, tornado, snowstorm, epidemic, accident, explosion, casualty, virus or other malicious software, strike, lockout, labor controversy, riot, civil disturbance, act of public enemy, embargo, war, act of God, act of terrorism, or any municipal, county, state or national ordinance or law, or any executive, administrative or judicial order (which order is not the result of any act or omission which would constitute a default hereunder), or any failure or delay of any transportation, power, or communications system or any other or similar cause beyond that party's reasonable control.

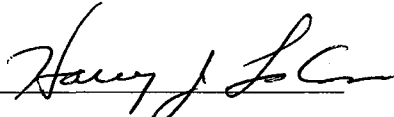
9. Miscellaneous. This Agreement supersedes all previous agreements between the parties with respect to the subject matter hereof and shall be binding upon the parties, their respective successors, assigns, subsidiaries, affiliates, and administrators. No modification, amendment or waiver of any provision of this Agreement shall be effective unless approved in writing by both parties. The failure of RLI at any time to enforce any of the provisions of this Agreement shall in no way be construed as a waiver of such provisions and shall not affect the right of RLI thereafter to enforce each and every provision thereof in accordance with its terms. Customer may not assign its rights or obligations under this Agreement without the written consent of RLI except that this Agreement may be assigned to a successor and it shall be binding upon the successor. This Agreement is freely assignable by RLI. This Agreement shall be governed by the laws of the state of Florida and the exclusive venue for disputes arising out of or related to this Agreement shall be an appropriate state or federal court located in Florida.

This Agreement is duly executed by the authorized representatives noted below.

RENAISSANCE LEARNING, INC.

CUSTOMER

Signature: 

Signature: 

Name: Robert R. Case

Name: Harry J. La Cava, Ed.D.

Title: Director Technical Services

Title: Superintendent

Date: 5/28/2010

Date: 06/08/10

707423 – Indian River County School District

Questions on your quote? Please call your Renaissance Learning, Inc. Sales Representative
Eric Pokallus, at (866)846-0759

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Pricing Proposal
 Quotation #: 7751995
 Created On: Mar-11-2014
 Valid Until: May-31-2014

Indian River School District

Account Executive

Pete Jackson

Phone: (772) 564-3072
 Fax:
 Email: pete.jackson@indianriverschools.org

Lorraine Kennedy

290 Davidson Avenue
 Somerset, NJ 08873
 Phone: 561-883-2344
 Fax: 732-868-6055
 Email: lorraine_kennedy@shii.com

All Prices are in US Dollar (USD)

Product	Qty	Your Price	Total
1 DsktpEdu ALNG LicSAPk MVL EntCAL Faculty Level A Microsoft - Part#: 2UJ-00003	2046	\$57.60	\$117,849.60
2 Microsoft Core CAL - License & software assurance - 1 device CAL - EDU - Student - Win - All Languages Microsoft - Part#: W06-00022	15406	\$1.74	\$26,806.44
3 Ent Svr Platform Alng Alng Lic sa pk Mvlpftrm Faculty Microsoft - Part#: HCF-00009	2046	\$4.80	\$9,820.80
4 Core Svr Platform Alng Lic sa pk mvl Students Microsoft - Part#: HAF-00003	15406	\$0.50	\$7,703.00
5 Microsoft SQL Server Enterprise Core Edition - License & software assurance - 2 cores - EDU - EES Win - All Languages Microsoft - Part#: 7JQ-00341 Note: Replaced Per-Processor License. A minimum of Qty 2 core licenses required per VM or physical processor.	10	\$1,152.25	\$11,522.50
6 Microsoft Office 365 (Plan A3) - Product upgrade subscription license (1 month sku for 12 months) - 1 user - upgrade from Core CAL Suite/Entertainment CAL Suite + MS Office Professional Plus - EDU, additional product - EES Microsoft - Part#: M7K-00018	300	\$24.60	\$7,380.00
7 Off365ProPlusA ShrdSvr ALNG SubsVL MVL PerUsr w/Faculty (Student Advantage) Microsoft - Part#: 5XS-00002	17800	\$0.00	\$0.00
8 Microsoft Office 365 (Plan A2) - Subscription license - 1 user - (Student Offering) EDU - EES Microsoft - Part#: M6K-00001	17800	\$0.00	\$0.00
Total			\$181,082.34

Please let me know if you have any questions.
Thanks,
Lorraine

To process your order, you can e-mail your request to floridateam@shi.com. You can also fax it to 732-868-6055. Please include a contact e-mail address on all orders, as this is required by most vendors. Thanks!

SHI Fed ID# 22-3009648

SHI is a Certified Minority (Asian-Pacific) Large Account Reseller, specializing in the sale and distribution of academically priced software and hardware from a myriad of manufacturers ... including Microsoft, Symantec, Adobe, Macromedia, Veritas, Corel, Borland, McAfee, Novell, HP, Xerox and more.

The Products offered under this proposal are subject to the SHI Return Policy posted at www.shi.com/returnpolicy, unless there is an existing agreement between SHI and the Customer.

Program Signature Form

MBA/MBSA number		000-jegraham-E0035
Agreement number	01C35489	

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
Enrollment for Education Solutions	X20-11462
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM (NEW)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer
Name of Entity (must be legal entity name)* School District of Indian River County Signature* _____ Printed First and Last Name* Printed Title Signature Date*
Tax ID

** indicates required field*

Microsoft Affiliate
Microsoft Licensing, GP
Signature _____ Printed First and Last Name Printed Title Signature Date <small>(date Microsoft Affiliate countersigns)</small>
Agreement Effective Date <small>(may be different than Microsoft's signature date)</small>

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* Printed Title Signature Date*

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* Printed Title Signature Date*

** indicates required field*

If Customer requires physical media, additional contacts, or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following

address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Licensing, GP
Dept. 551, Volume Licensing
6100 Neil Road, Suite 210
Reno, Nevada 89511-1137
USA



Enrollment for Education Solutions

Enrollment Number <i>Microsoft to complete</i>		Qualifying Enrollment Number (if applicable) <i>Partner to complete</i>	
Previous Enrollment Number (if applicable) <i>Partner to complete</i>	8343918		

If renewing Subscription Licenses from a Previous Enrollment or Agreement, the Previous Enrollment or Agreement number must be identified.

This Enrollment must be attached to a signature form to be valid.

Please note that by entering into this Enrollment for Education Solutions (“Enrollment”). Institution, regardless of whether it is a primary/secondary school or a higher/further education entity, becomes part of the “Campus Program”. Institution’s reseller will use the Campus Program tools and pricing infrastructure to register Institution for this Enrollment. All communications from Microsoft will indicate that Institution is part of the Campus Program.

This Microsoft Enrollment for Education Solutions is entered into between the entities identified on the signature form as of the effective date. Institution represents and warrants that it is the same Institution that entered into the Campus and School Agreement identified on the signature form (“Agreement”) or an Affiliate of Institution. By entering into this Enrollment, Institution, regardless of whether it is a primary/secondary school or a higher/further education entity, becomes part of the “Campus Program.” Institution’s reseller will use the Campus Program tools and pricing infrastructure to register Institution for this Enrollment. All communications from Microsoft will indicate that Institution is part of the Campus Program. This Enrollment consists of (1) this document and the signature form, (2) the Agreement, and (3) any supplemental contact information form. The Agreement must be at least version 3.4 in order for the Enrollment to be valid.

Effective date. If Institution is renewing Software Assurance or Subscription Licenses from one or more previous Enrollments or agreements, then the effective date will be the day after the first prior Enrollment or agreement expires or terminates. Otherwise, the effective date will be the date this Enrollment is accepted by Microsoft. Any reference to “anniversary date” refers to the anniversary of the effective date each year this Enrollment is in effect.

Notwithstanding anything to the contrary in the Agreement, the terms and conditions in this Enrollment supersede any conflicting terms and conditions in the Agreement.

Term. This Enrollment will expire either 12 or 36 full calendar months from the Enrollment Effective Date, depending on Institution’s election below, and may be terminated earlier as provided in the Agreement. *Please select **only one** initial Enrollment term option:*

<input type="checkbox"/>	12 Full Calendar Months	<input checked="" type="checkbox"/>	36 Full Calendar Months
--------------------------	-------------------------	-------------------------------------	-------------------------

Prior Enrollment(s). If renewing Software Assurance or Subscription Licenses from another Enrollment or agreement, the previous Enrollment or agreement number and end date must be identified in the respective boxes above. If renewing from multiple Enrollments or agreements, or transferring Software Assurance or MSDN details, the Previous Agreement/Enrollment form must be used.

Terms and Conditions

1. Contact information.

Each party will notify the other in writing if any of the following information changes. Microsoft may disclose contact information as necessary to administer this Enrollment.

- a. Primary contact information.** Institution must identify an individual from inside its organization to serve as Microsoft's primary contact with Institution for matters related to this Enrollment. Unless Institution designates an alternate online administrator in subsection (b) below, the primary contact will also be the online administrator for this Enrollment and will receive all notices from Microsoft related to this Enrollment. The online administrator may appoint other administrators and grant others access to online information.

Name of entity (must be legal entity name)* School District of Indian River County

Contact name*: First Pete Last Jackson

Contact email address* pete.jackson@indianriverschools.org

Street address* 1990 25th Street

City* Vero Beach

State/Province* FL

Postal code* 32960

Country* US

Phone (772) 564-3072

Tax ID

This contact is a third party (not Institution)

Warning: This contact receives personally identifiable information of Institution.

** indicates required fields*

- b. Online Administrator and Notice Recipient.** Complete this only if Institution wants to designate an online administrator and notice recipient different from the primary contact designated in subsection (a) above.

Same as primary contact

Name of entity*

Contact name*: First Last

Contact email address*

Street address*

City*

State/Province*

Postal code*

Country*

Phone

This contact is a third party (not Institution)

Warning: This contact receives personally identifiable information of Institution.

** indicates required fields*

- c. Online Services Manager.** Institution must designate an Online Services Manager to receive communications from Microsoft concerning registration for Online Services ordered under this Enrollment, if any. The Online Services Manager may appoint other administrators and grant others access to online information.

Same as primary contact

Name of entity*

Contact name*: First Last

Contact email address*

Street address*

City*
State/Province*
Postal code*
Country*
Phone

This contact is a third party (not Institution)

Warning: This contact receives personally identifiable information of Institution.

** indicates required fields*

- d. **Language preference.** Select the language for notices. English
- e. **Microsoft account manager.** Provide the Microsoft account manager contact for Institution.

Microsoft account manager name: Ryan Sullivan

Microsoft account manager email address: ryan_sullivan@microsoft.com

- f. **Reseller information.**

Reseller company name* SHI

Street address (PO boxes will not be accepted)* 290 Davidson Avenue

City* Somerset

State/Province* NJ

Postal code* 08873

Country* US

Contact name*

Phone

Contact email address*

** indicates required fields*

The undersigned confirms that the information is correct

Name of Reseller* SHI
Signature* _____
Printed name*
Printed title*
Date*

** indicates required fields*

Changing a reseller. If Microsoft or the reseller identified above choose to cease doing business with one another, Institution must choose a replacement reseller. If Institution intends to change the reseller identified above for any other reason, Institution must notify Microsoft and the reseller being replaced in writing on a form provided by Microsoft at least 30 days prior to the date on which the change is to take effect. The change will take effect 30 days from the date of Institution's signature.

2. **Definitions.**

Terms used but not defined in this Enrollment will have the definition in the Agreement. The following definitions also apply:

"Additional Product" means any Product identified as such in the Product List and chosen by Institution under this Enrollment.

"Alumni" means any Graduate, or former Student, Faculty or Staff of the Institution.

“Customer,” as used in certain supplemental forms (for example the program signature form), has the same meaning as “Institution.”

“Desktop Platform Product” means any Product identified on the Product List as such and that Institution chooses to license under this Enrollment (Desktop Platform Products may only be licensed on an Organization-wide basis under this program).

“Faculty” means any employees, contractors and volunteers who teach or perform research for Institution and use an Institution Qualified Desktop.;

“Graduate” means a Student who has completed (1) a grade or a level in a school or an educational institution in the Organization that qualifies the Student for enrollment into college or university or (2) a diploma or degree from a college or university in the Organization.

“Organization-wide Count” means the total quantity of Faculty and Staff in the Organization as listed in the table in the section of this Enrollment titled “Choosing licensing options; license grant.”

“Platform Online Service” means any Online Service identified on the Product List as such and that Institution chooses to license under this Enrollment. Platform Online Services are treated as Online Services, except as otherwise noted.

“Previous Enrollment or Agreement” means a School Subscription Enrollment, a Campus Subscription Enrollment, an Enrollment for Education Solutions, or an Open Value Subscription Agreement for Education Solutions.

“Qualified Desktop” means any device that is used for the benefit of the Organization or by or for the benefit of Students enrolled in the Organization and is (1) a personal desktop computer, portable computer, workstation, or similar device capable of running Windows Professional locally (in a physical or virtual operating system environment) or (2) a device used to access a virtual desktop infrastructure (“VDI”). Qualified Desktops do not include any device that is (1) designated as a server and not used as a personal computer, (2) an Industry Device, or (3) not managed (as defined in the Product List at the start of the applicable initial or renewal term of the Enrollment) by the Organization.

“Qualified User” means a User who (1) is a user of a Qualified Desktop or (2) accesses any server software or online services licensed within the Organization. It does not include a person who accesses server software or online services solely under a license identified in the Qualified User Exemptions in the Product List.

“Qualifying Enrollment” means an Enrollment for Education Solutions, the minimum requirements of which were met (*i.e.*, a Qualifying Enrollment was not used) and which was entered into by Institution or Institution’s Affiliate, each active and valid upon signing of this Enrollment. Institution must have been included in the Organization under an Enrollment for Education Solutions that is used as the Qualifying Enrollment.

“Staff” means any non-Faculty employees, contractors and volunteers who perform work for Institution and use an Institution Qualified Desktop;

“Student” means any student enrolled in any educational institution that is part of Institution’s Organization whether on a full-time or part-time basis.

“Student Count” means the total quantity of Students in the Organization as listed in the table in the section titled “Licensing options; license grant.”

“Student Qualified Desktop” means a Qualified Desktop owned, leased, or controlled by a Student or owned, leased, or controlled by the Organization and assigned for individual, dedicated use by a Student.

3. Overview of the Enrollment for Education Solutions.

This Enrollment allows Institution to license Products on a subscription basis across its Organization. Institution defines its Organization and can select from two different licensing options ((1) Faculty and Staff or (2) Students), depending on the Users it wishes to enable to use the Products licensed.

Institution may attach pages to this Enrollment if additional rows are needed.

5. **Licensing options; license grant.**

Choosing a licensing option. Institution may license Desktop Platform Products and Additional Products licensed Organization-wide for (1) Faculty and Staff and/or (2) Students. Institution must indicate the option(s) it chooses by marking the applicable box below and provide its initial Organization-wide Count and/or Student Count, as applicable. Institution must select at least one licensing option.

Licensing Options.

- a. Faculty and Staff:** If Institution selects this option, Institution's Organization-wide Count must include all Faculty and Staff in its Organization. In calculating its Organization-wide Count, Institution must count a full-time member of its Faculty and Staff as 1, a part-time member of its Faculty as 1/3, and a part-time member of its Staff as 1/2.
- b. Students:** If Institution selects this option, Institution's Student Count must include all of the Students in its Organization. In calculating its Student Count, Institution must count a full-time Student as 1 and a part-time Student as 1/3.

Institution must provide an Organization-wide Count and/or Student FTE count even if only ordering Platform Online Services to meet Enrollment minimum requirements.

Category	Institution's Selection	Organization-wide Count and/or Student Count, as applicable
1. Faculty and Staff	<input checked="" type="checkbox"/>	2046
2. Students	<input checked="" type="checkbox"/>	15406

License grant. So long as Institution places orders pursuant to the Agreement and this Enrollment for any required Licenses and pays per the agreement with its reseller, Institution (and/or its Students, as applicable) will have the following rights during the term of this Enrollment:

- a.** If the Faculty and Staff option is chosen, each Qualified User in the Organization (including Students and public users of Qualified Desktops in an open lab) may run the Desktop Platform Products and the Additional Products licensed on an Organization-wide basis on any Institution Qualified Desktop. Institution is not required to count members of the public who access PCs that remain in Institution's open access labs or libraries. Institution may not permit remote access to software installed on PCs in open access labs or libraries. In the case of CALs, Institution may assign (1) a device CAL to each Institution Qualified Desktop and (2) a user CAL to each Faculty and Staff member, in both cases to access Institution's associated server software.
- b.** If the Student option is chosen, each Student in the Organization may run one instance of the licensed Desktop Platform Products and one instance of any Additional Products licensed Organization-wide on a Student Qualified Desktop. In the case of CALs, Institution may assign a user CAL to each Student to access Institution's associated server software. Student's right to use the software shall be governed by and subject to the relevant sections of the most current Product Use Rights.

Institution may run as many instances of other Additional Products as it wishes so long as adheres to the terms of the Agreement and this Enrollment and pays per the agreement with its reseller. Order quantities of Additional Products must be equal to the number of instances Institution runs.

If Institution is licensing Office Professional and SharePoint Server CAL (Enterprise or Standard) for Faculty and Staff in its Organization under this Enrollment, then Institution's Students and their parents may use Office Web Applications at no charge for the purpose of Students' education at Institution. There is no buy-out option for Office Web Applications.

6. Price levels and prices.

Price levels. Institution's Organization-wide Count or Student Count, as applicable, determines the price level of Desktop Platform Products. If Institution chooses to extend this Enrollment, the price level will be reset at the start of the extension term based on Institution's Organization-wide Count and/or Student Count at the time the extension order is placed. There are no price levels for Additional Products. Institution's price level does not change during the term of the Enrollment.

Select Price Level that Applies to Faculty and Staff Option	Organization Wide Count	Price level (Only Applicable For Desktop Platform products)
<input checked="" type="checkbox"/>	1,000	A
<input type="checkbox"/>	3,000	B
<input type="checkbox"/>	10,000	C
<input type="checkbox"/>	25,000	D

Select Price Level that Applies to Student Option	Student Count	Price level (Only Applicable For Desktop Platform products)
<input type="checkbox"/>	1,000	A
<input type="checkbox"/>	3,000	B
<input checked="" type="checkbox"/>	10,000	C
<input type="checkbox"/>	25,000	D

Prices. The price Institution will pay to license the Products will be determined by agreement between Institution and its reseller. However, Microsoft will provide the reseller with pricing at the outset of this Enrollment and will not increase the prices that it charges the reseller for the Products during the term of the Enrollment.

7. How to order Products.

- a. **Price and payment terms.** Price and payment terms for all Licenses ordered will be determined by agreement between Institution and its reseller.
- b. **Placing the initial order.** Orders must be submitted within 30 days of the Enrollment Effective Date. Institution may submit orders for Products that were not part of Institution's initial order, provided the order is placed in the same calendar month in which copies of the Products are first run. The following terms apply to initial orders and non-anniversary orders for Products not previously ordered:
 - (i) The initial order under the Enrollment must include Licenses for at least one Desktop Platform Product equal to Institution's Organization-wide Count or Student Count OR at least 1,000 Licenses for one or more Platform Online Services to be run by either Faculty and Staff or Students.
 - (ii) Orders for Licenses for Desktop Platform Products and all component products that are part of the Desktop Platform Products must include a number of Licenses equal to Institution's Organization-wide Count.
 - (iii) Licenses for Platform Online Services must be ordered in the exact quantity needed, provided such quantity is at least 1,000.

- (iv) Once the minimum ordering requirements under this Enrollment have been satisfied, Licenses for Additional Products must generally be ordered in any quantity needed, regardless of the Organization-wide Count or Student Count, provided sufficient Licenses are ordered to cover the use of the Additional Products. Licenses for certain Additional Products designated in the Product List, however, are required to be ordered in an amount equal to Institution's Organization-wide Count.
- (v) Licenses for Products offered under the Student offering must be ordered in an amount equal to the Student Count, with the exception of Online Services and certain other Products designated in the Product List. Once the minimum ordering requirements under this Enrollment have been satisfied, additional Licenses for Online Services other than Platform Online Services under the Student Offering may be ordered in any quantity, regardless of the Student Count, provided sufficient Licenses are ordered to cover the use of the Online Services. From time to time, Microsoft may offer additional licensing options for Students based on Licenses for Products ordered for Institution's Organization-wide Count, which will be described in the Product List.
- (vi) The Licensed Period for additional orders will be the same as the Licensed Period for Products ordered as part of the initial order.

c. Adding more copies of Products previously ordered (non-anniversary).

- (i) For Desktop Platform Products and Additional Products licensed Organization-wide, Institution is not required to obtain additional Licenses based on increases in the Organization-wide Count or Student Count after the date of the order. Institution must provide Microsoft with an updated Organization-wide Count and Student Count, however, on each anniversary of the Enrollment Effective Date during the Licensed Period.
- (ii) Except as provided in subsection (b)(i) above, Institution's right to run Additional Products and Online Services is based on the number of Licenses Institution has acquired for such Products. At any time during the Licensed Period (including any extension), Institution may only run the number of copies of a Product permitted by the Licenses purchased. Institution may order additional Licenses for Products as needed to run additional copies of Products. Institution must order additional Licenses for Products in the same calendar month in which the Products are first run.

Microsoft will invoice the reseller for Products ordered on a pro-rated basis corresponding to the number of full calendar months remaining in the Licensed Period to a minimum of 6 months. Microsoft will invoice the reseller for Online Services ordered on a pro-rated basis based on the number of full calendar months remaining in the Licensed Period. If Institution subsequently orders Licenses for additional Products that were not included on Institution's initial order, Microsoft will use the price list in effect on the date of the invoice to charge Institution's reseller for the additional Licenses. If Institution subsequently orders additional Licenses for Products that were included in Institution's initial order, Microsoft will use the price list in effect when the product was initially ordered to charge Institution's reseller for the additional Licenses.

d. Extension orders and subsequent annual orders. Institution must submit extension orders as follows:

- (i) **One-year Licensed Period.** Institution must submit an extension order to extend the Enrollment for another Licensed Period. Microsoft must receive the extension order prior to the expiration of the Licensed Period. Institution may change the Product selection and quantity of Licenses ordered in each extension order.
- (ii) **Three-year Licensed Period.** Microsoft must receive an anniversary order prior to each anniversary of the Enrollment Effective Date of the three-year Licensed Period. Microsoft must receive any extension order prior to the expiration of the initial three-year Licensed Period. Each anniversary order must include Licenses for at least the same types and quantities of Products as Institution ordered during the year following the Enrollment

Effective Date, except for step-ups and any Additional Products not ordered Organization-wide. When placing anniversary orders, Institution may order fewer Licenses for Online Services than the quantity of Institution's initial order as long as the anniversary order meets the minimum requirements for Platform Online Services.

- e. **Buy-out order.** If a buy-out option is available, Institution may order perpetual Licenses for Desktop Platform Products and Additional Products licensed Organization-wide in an amount at least equal to the Organization-wide Count, but not more than the number of Qualified Desktops in the Organization on the date of the buy-out order. The number of perpetual Licenses Institution may order for Additional Products shall be equal to the lowest number of Licenses ordered during any of the three 12-month periods immediately preceding the expiration of the Enrollment.
- f. **How to confirm orders.** Microsoft will publish password-protected information about orders placed by Institution, including an electronic confirmation of each order, b at <https://www.microsoft.com/licensing/servicecenter> or a successor site. Upon Microsoft's acceptance of this Enrollment, the individual designated by Institution as its Online Administrator will be granted access to this site.
- g. **Step up to a higher Product edition.** If a previously ordered Product has multiple editions, Institution may acquire a License for the higher-level software edition by "stepping up" (e.g., from Core CAL to Enterprise CAL or from SQL Server Standard Edition to SQL Server Enterprise Edition). The order requirements set forth in subsection 7(c) above apply to all step-ups.

8. *Work at home rights.*

During the Licensed Period, Faculty and Staff who are the primary users (as defined in the Product Use Rights) of an Institution Qualified Desktop running one or more Products licensed by Institution may run one copy of each licensed Product on a home PC that they own or lease (or, for work at home rights for a Client Access License, to access the server Products licensed by Institution from a home PC that they own or lease), solely for work-related purposes. The total number of Faculty and Staff exercising work at home rights for Desktop Platform Products and Additional Products licensed Organization-wide may not exceed Institution's Organization-wide Count. For other Additional Products, the total number of Faculty and Staff exercising work at home rights may not exceed the number of Licenses Institution has acquired for such Additional Products. If Institution upgrades the Product on the Qualified Desktop used by a Faculty or Staff member, the corresponding copy of the Product run on a home PC may likewise be upgraded. Work at home rights for Faculty or Staff automatically terminate upon cessation of employment by or other affiliation with Institution, and the Product may no longer be run on the home PC. Though Microsoft may offer both work at home rights and home use program rights under Software Assurance for a Product, Institution must choose to utilize either work at home rights or home use program rights for such Product, but not both.

9. *Perpetual Licenses for Graduates.*

Institution may, at any time during the Enrollment term, transfer certain Licenses to run Products on a Student Qualified Desktop to any Graduate. Institution must provide each such Graduate with a license agreement in the form provided by Microsoft. Upon the Graduate's acceptance of the terms of the license agreement, the Graduate's right to run the Products identified in the license confirmation becomes perpetual. Institution may not, however, transfer rights related to access Licenses, including CALs, or to Online Services to Graduates.

10. *Education Server Platform Licensing Option.*

If Institution licenses one or more of the CAL Products and corresponding Server Platform Products listed in the table below for the aggregate of Institution's Organization-wide Count (at least 1,000) and Student

Count (at least 1,000), Institution may run unlimited instances of any edition of the corresponding server Products that constitute the Server Platform Products available through this Enrollment.

Unless Institution chooses to step up to a higher Product edition, Institution must order the Products selected from the table below as part of each anniversary order. If there is an increase in Institution's Organization-wide Count or Student Count, Institution must submit an order for all CAL and Server Platform Products equal to the new count. Institution may aggregate the number of Licenses for CAL Products ordered under a Qualifying Enrollment to satisfy quantity requirements of this Enrollment, provided that such Qualifying Enrollment or its successor is valid and in effect during the term of this Enrollment.

Server Platform Products licensed under this licensing option may only be used by Faculty and Staff and Students in the Organization and by licensed external users using the Server Platform Products for the benefit of the Organization.

Licenses acquired under this section may not be transferred to Graduates. Institution may buy out CAL Products, but not Licenses for Server Platform Products acquired under these terms. Institution is prohibited from transferring Licenses acquired under this section.

Institution's use of the Products that constitute the Server Platform Products is subject to the Product Use Rights for the Server Platform Products.

Product Selection			
	CAL Product Selected	Server Platform Product Selected	Server Product included for Unlimited Deployment
<input type="checkbox"/>	SQL Server CALs	SQL Server Platform Academic	Unlimited Licenses for all editions of the corresponding server Products, plus all editions of BizTalk Server and associated external connectors.
<input checked="" type="checkbox"/>	Core CALs (acquired standalone or as part of a platform)	Core Server Platform Academic	Unlimited Licenses for all editions of the corresponding server Products, and associated external connectors.
<input checked="" type="checkbox"/>	Enterprise CALs (acquired standalone, as a step-up, or as part of a platform)	Enterprise Server Platform Academic	Unlimited Licenses for all editions of the corresponding server Products and external connectors, plus System Center 2012 Datacenter and Windows Rights Management Service External Connector.

11. Qualifying systems Licenses.

The desktop operating system Licenses granted under this program are upgrade Licenses only. Full desktop operating system Licenses are not available under this program. If Institution selects the Windows Desktop Operating System Upgrade, all Qualified Desktops on which Institution runs the Windows Desktop Operating System Upgrade must be licensed to run one of the qualifying operating systems identified in the Product List at <http://www.microsoft.com/licensing/contracts>. Note that the list of operating systems that qualify for the Windows Desktop Operating System Upgrade varies with the circumstances of the order. That list may be more extensive at the time of Institution's initial order than it is for some system refreshes at other times during the term of the Licensed Period. Exclusions are subject to change when new versions of Windows are released.

For example, the following are not considered qualifying operating systems: (1) embedded operating systems; (2) Linux; and (3) OS/2. These are examples of exclusions only. Please see the Product List for all current qualifying operating systems.

12. Options upon completion of a Licensed Period.

Microsoft will notify Institution in writing prior to the expiration of the Enrollment. The notice will advise Institution of the option to (1) extend the Enrollment, (2) submit a new Enrollment, (3) exercise the buy-out option, or (4) allow the Enrollment to expire. Microsoft will not unreasonably reject any extension order or new Enrollment. However, Microsoft may make a change to this program that will make it necessary for Institution to enter into a new agreement prior to extending or submitting new Enrollment. Each Licensed Period will start the day following the expiration of the prior Licensed Period:

- a. One-year Licensed Period.** Institution may elect to extend an initial one-year Licensed Period for (1) up to five consecutive terms of 12 full calendar months or (2) one term of 36 full calendar months.
- b. Three-year Licensed Period.** Institution may elect to extend an initial three-year Licensed Period for either (1) up to three terms of 12 full calendar months or (2) one term of 36 full calendar months.
- c. Buy-out option.** Institution may elect to obtain perpetual Licenses for Products licensed under this Enrollment, provided it has licensed such Products under one or more Enrollments (including any extensions) under the Agreement (or a predecessor agreement) for at least 36 full calendar months immediately preceding expiration of this Enrollment. To obtain perpetual Licenses, Institution must submit a buy-out order at least 30 days prior to expiration of this Enrollment. The buy-out option is not available for Products licensed under the Student option.

Except as specifically provided otherwise in the Product Use Rights, perpetual Licenses acquired through this buy-out option are device Licenses. The license grant in the section entitled "License options; license grant" above does not apply to such perpetual Licenses.

Enrollment for Education Solutions Amendment ID CTM

000-jegraham-E0035

This amendment ("Amendment") is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

- Notwithstanding anything to the in Section 10. Education Server Platform Licensing Option, of the Enrollment for Education Solutions and contingent upon the School District of Indian River County purchasing Off365PA3 ShrdSvr ALNG SubsVL MVL AddOn fromCoreCAL/ECAL/OffPrPls (M7K-00018) for 300 faculty and staff users, In recognition of the fact that your faculty/staff and student FTE users will be licensed for the base products for the Server Platform Licensing option under this enrollment consisting of the Desktop with eCAL (2UJ-00003) and the Core CAL (W06-00022), respectively, Microsoft will allow the total number of users for the Enterprise Server Platform (HCF-00009) and Core Server Platform (HAF-00003) to be broken out as follows:

Total User Count for Enterprise Server Platform Pltfrm (HCF-00009)	
Total number of Faculty FTE to enroll: <i>(Must be sum of faculty and staff)</i>	2,046

Total User Count for Core Server Platform (HAF-00003)	
Total number of student FTE to enroll: <i>(Must be sum of all students)</i>	15,406

Reseller acknowledgement

Name of Reseller SHI
 Printed Name
 Printed Title
 Date

Reseller Signature

This amendment must be attached to a signature form to be valid.

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EDR, LLC

750 S. Orlando Ave., Suite 201B
Winter Park, FL 32789

Estimate

Date	Estimate #
5/20/2014	1

Name / Address
School District of Indian River County Attn: Bruce Green 1990 25th Street Vero Beach, FL 32960

			Project
Description	Qty	Rate	Total
Software Maintenance Fees for the following applications: Application Environment Finance Human Resources Payroll System Student System Maintenance period from July 1, 2014 through June 30th, 2015. Valid through July 15, 2014. Please send any Purchase Order numbers to: Tryna Rubinoff Office Manager trubinoff@edrterms.com 750 S Orlando Ave, Suite 201B Winter Park, FL 32789	1	175,787.00	175,787.00
Total			\$175,787.00



CrossPointe Master License Agreement

The School Board of Indian River County

The following Master Terms and Conditions contained in this Agreement (“T&C’s” or “Agreement”) supplement and govern each Product Order Form Software End User Agreement (“Product Order Form”) entered into at any time between CrossPointe, LLC. (“CrossPointe”) and The School Board of Indian River County (“Client”). CrossPointe and the Client are individually referred to herein as a “Party” or collectively as the “Parties.”

1. **Definitions.** Unless the context otherwise requires, the following definitions shall apply and are in addition to the definitions contained in other parts of this Agreement and in each Product Order Form:

“Agreement” means these T&C’s and each Product Order Form referring to these T&C’s and entered into by the Parties.

“CrossPointe Supported Products” or “Products” means the products specified by CrossPointe in a Product Order Form for as long as those products are eligible for Support by CrossPointe under Section 4 of this Agreement during the Support Period.

“Intellectual Property Rights” means all copyrights, patent rights, confidentiality rights, trade secret rights and trademark rights.

“License Fee” means the amount to be paid by the Client for the components of the System as identified in the Schedule.

“License Term” is perpetual, unless a shorter term is specified in a Product Order Form or the License is terminated pursuant to the Agreement.

“Major Release” means the version of a CrossPointe Supported Product denominated by the number before the decimal point in the release designation (e.g., 4.0 and 5.0 are each different Major Releases).

“Operating System” shall mean the third party foundation software required to communicate with the Client’s computer hardware as identified in the Schedule.

“Price” means the total amount of License and Service Fees for the System as specified in the Client Product Order Form.

“Schedule” means the Product Order Form or Forms initially attached hereto, and/or subsequently added by consent of the Parties, which identify the elements of the System to be provided and the Services to be performed by CrossPointe or a third party under this Agreement.

“Services” means each of the types of services identified in a Product Order Form and rendered by CrossPointe during the period identified in that Product Order Form which may include training, maintenance, implementation services and conversions.

“Services Fees” means the particular fees for specific services identified in the Product Order Form.

“Software” shall mean the CrossPointe Supported Products or Products (including modifications and enhancements [and source and object code if the Client’s Product Order Form calls for an in-house stand alone installation of the Software]) that comprise the proprietary application software and its accompanying documentation as identified in the Schedule.

“Software Maintenance Agreement” means an annual software support and maintenance contract between CrossPointe and the Client in consideration for such percentage of the then current License Fees of the CrossPointe Supported Products identified in the Product Order Form.

“Subscription Services” means each of the types of services identified in a Product Order Form and rendered by CrossPointe during the subscription period identified in that Product Order Form. (Support is not a Subscription Service.)

“Support Period” means the initial period of Support specified in a Product Order Form (60 days unless otherwise specified) and commencing on the initial delivery of the CrossPointe Supported Products (“Initial Support Period”).

“System” shall mean the Software, Operating System and Third Party Software.

“Third Party” means the applicable third party owner of Products that are delivered to the Client under the Agreement or separate agreement with the third party owner.

“Third Party Software” shall mean proprietary software owned and supplied by third parties or to be supplied by CrossPointe as identified in the Schedule.

2. License. In accordance with the terms herein, CrossPointe grants to Client and the Client accepts from CrossPointe a personal, nonexclusive and nontransferable license to use the Software (including all object, source and executable codes related thereto if the Client’s Product Order Form calls for an in-house stand alone installation of the Software) or provide the Client with a functional Application Service Provider license with respect to the Software (if the Client’s Product Order Form calls for an “Application Service Provider” license) and/or System, as the case may be, within the The School Board of Indian River County, subject to the conditions and restrictions contained herein, with only up to the maximum concurrent users and maximum seats – per Subscription agreement as shown in the Product Order Form applicable, unless and until terminated hereunder. Client shall be entitled to license additional concurrent users at CrossPointe’s then prevailing rates by written agreement of the parties. Except as otherwise provided in this Agreement, the Software and/or System shall be used only for Client’s internal business needs. Except as otherwise provided in this Agreement, Client shall not permit any third party, to use the Software and/or System nor shall the Client grant any sublicense for the use of the Software and/or System. All modifications, enhancements and updates to the Software provided by CrossPointe shall become part of the Software and be subject to the terms and conditions herein (the “License”):

a. Installation and Use. The Client, or a third party service provider retained by the Client and certified by CrossPointe, may: i) install the Software upon computer hardware equipment owned or leased by such Client (if the Client’s Product Order Form calls for an in-house stand alone installation of the Software) or ii) provide the Client with a functional Application Service Provider license with respect to the Software (if the Client’s Product Order Form calls for an “Application

Service Provider” license (defined as a centrally-hosted implementation of CrossPointe’s Software which is shared by multiple end-user accounts) of the Software, in each case with the Client’s use of the Software being only for the internal business needs of the Client. The Client acknowledges that its use of the Software and/or Third Party Software may be subject to additional licensing terms from the relevant Third Party, and that the Client is authorized to use the Software and Third Party Software subject to the terms of this Agreement and such additional licensing terms.

b. **Software Copies.** All copies of the Software (whether made by the Client or provided by CrossPointe) are subject to the provisions of this Agreement. The Client must maintain an accurate record of the locations of all copies of the Software, which record may be inspected by CrossPointe at any time.

c. **Documentation Copies.** The Client may make a reasonable number of copies of the CrossPointe Documentation. The Client may not copy Third Party Documentation unless specified in an addendum provided by the Third Party.

d. **Third Party Products Sublicensed by CrossPointe.** The Third Party Products sublicensed by CrossPointe may be used only with the Software and Systems shown on the applicable Product Order Form. If the reseller agreement terminates between CrossPointe and a Third Party: (1) the Client may continue to use all Third Party Products under the License for the License Term and (2) that Third Party will continue to be a third party beneficiary to the Agreement and may enforce its rights under the Agreement as the licensor of that Third Party’s Product sublicensed by CrossPointe to the Client or the Third Party may enter into a distinct contract with the Client.

e. **Product Exchange.** During the Support Period CrossPointe will fulfill Client’s request to exchange the CrossPointe Supported Products for other available CrossPointe Supported Products that have pricing, features and functionality similar to the Products licensed by Client (as reasonably determined by CrossPointe).

f. **Software Modifications.** The Client may use the CrossPointe Products to develop and use (for only the internal business needs of the Client) interfaces, Software modifications, or enhancements. CrossPointe and its Third Parties will continue to own all Intellectual Property Rights to any object code, executable code or source code developed by CrossPointe or its Third Parties (in any language translation whether or not developed by CrossPointe or its Third Parties). This Agreement and the Client will not restrict CrossPointe’s or its Third Parties’ independent development, use or licensing of any type of software. Unless authorized by separate agreement, the Client will not modify Third Party-owned Products unless otherwise agreed to in a separate Third Party License Addendum. Client developed software which enhances, supports, or modifies the CrossPointe Products (“Client Modifications”) shall be owned by CrossPointe. Each such Client Modifications may be used by CrossPointe for its own use and for use by CrossPointe’s other customers as a perpetual, irrevocable, nonexclusive right and license; provided, however, if CrossPointe, in its sole discretion, decides to incorporate such Client Modifications into CrossPointe’s standard product offerings or CrossPointe’s Supported Products which CrossPointe makes available to its other customers, then Client may continue to use such Client Modifications pursuant to the License granted in this Agreement. Notwithstanding the foregoing, should CrossPointe incorporate such Client Modifications into its standard product offerings or its Supported Products then Client, by its execution of this Agreement, irrevocably assigns to CrossPointe all right, title and legal interests (including all rights of copyright, patent, and other intellectual property rights) in and to the Client Modifications, absolutely and in fee simple, including, but not limited to the right of perpetual, irrevocable, nonexclusive use and license and sublicense rights with respect to the Client

Modifications, for its and its future customers' benefit, in each and all manner and circumstance, without any compensation due or payable to Client for such ownership rights with respect to all Client Modifications.

g. **Restrictions.** The Client may not rent, lease or re-license the Software or use the Software to provide data processing, outsourcing, service bureau, hosting services or training to third parties. The Client will retain and include on each copy of the Software, all titles, trademarks, and copyright and restricted rights notices. The Client will not disassemble, decompile, decode or reverse engineer the Software, except as expressly permitted by applicable law or contract for the CrossPointe Products. The restrictions in the Agreement concerning the use and confidentiality of the Software extend to any updates, upgrades, enhancements, new releases or support materials related to the Software and provided by CrossPointe or its Third Parties. Client is responsible for compliance with the Agreement by each member and employee of the Client, each user and any third party service provider retained by Client.

h. **U.S. Government restricted rights.** If Licensee is acting on behalf of any unit or agency of the United States Government ("Government"), the following provisions apply: (1) the software and documentation are provided to the Government with Restricted Rights, (2) use, duplication or disclosure by the Government is subject to restrictions as set forth in subparagraph (c)(1)(ii) of the Rights in Technical Data and Computer Software clause at DFARS 252.227-7013 and subparagraph (c)(2) of the Commercial Computer Software – Restricted Rights clause at FAR 52.227-19.

i. **Price and Payment.** Client shall pay CrossPointe for the Software License granted herein, in the manner and as specified to in the initial and/or any subsequent Product Order Forms executed by Client pursuant to this Agreement (collectively the "Product Order Price").

All payments hereunder shall be made in United States Dollars. Unless otherwise stated herein, all invoices shall be due and payable within thirty (30) days of date of invoice. On any invoice not paid within sixty (60) days, CrossPointe may assess and Client shall pay a service charge accruing thereafter until the date of payment equal to the lesser of: (i) the rate of one and one-half percent (1.5%) per month or (ii) the maximum lawful interest rate applicable. In the event Client's account is in arrears for more than ninety (90) days for ANY reason, CrossPointe shall be entitled to immediately place Client on support hold. No Services, including Subscription Services, will be provided while Client is on support hold. Client shall remain on support hold until Client's account is paid current.

If the Client fails to pay the Product Order Price and/or License Fees (but not with respect to any failure of Client to pay any maintenance fees) and persists in such failure to pay the Product Order Price and/or License Fees for thirty (30) days after receiving written notice thereof from CrossPointe, CrossPointe may terminate this Agreement and declare any unpaid amounts owed hereunder immediately due and payable. Client Modifications made to the Software by the Client shall be CrossPointe's property, pursuant to the terms described in Section 2(f) of this Agreement. Any modifications, enhancements or changes made to the Software by CrossPointe, whether under agreement with the Client or otherwise, shall be CrossPointe's property. Client Modifications made to the Software shall be subject to CrossPointe's warranty only if and when such changes are incorporated into the Software, CrossPointe's standard product offerings or CrossPointe's Supported Products, as generally distributed to CrossPointe's other customers. Upon any termination of this Agreement pursuant to this paragraph, the Client shall discontinue its use of, and shall return within 10 days, all copies of the Software and Documentation then in its possession. The Client's obligation to pay accrued charges and fees and to protect the confidentiality of the Software

and Documentation shall survive termination. Cancellation of the license granted hereunder shall be in addition to and not in lieu of any other remedies available to CrossPointe. Any such termination shall also terminate CrossPointe's and Third Party Vendors' warranty and indemnity obligations and liabilities.

3. Deliveries and Installation. Promptly after receipt of the payment(s) as specified in the Product Order Price, CrossPointe will deliver to the Client one copy of the Software (if the Client's Product Order Form calls for an in-house stand alone installation of the Software) and one copy of the Documentation. Except to the extent otherwise agreed to separately in writing by the Parties, the Client is responsible, at its expense, for installation of the Software (if the Client's Product Order Form calls for an in-house stand alone installation of the Software), user training, data conversion and other services.

4. Support by CrossPointe. During the Support Period, CrossPointe will provide the Client the following support ("Support"):

a. Repair, replace or provide The Client with an upgrade of the CrossPointe-Supported Products to comply with the Product Warranty under Section 7.

b. Make CrossPointe's standard telephone support available to persons authorized by the Client, including general technical information and assistance with problem determination, isolation, verification and resolution during the hours of 8 a.m. to 5 p.m. EST (excluding weekends and CrossPointe designated holidays).

c. Provide the Client updates, enhancements, and new releases of the CrossPointe Supported Products when generally made available by CrossPointe for installation and use by the Client. (1) CrossPointe will provide support for the immediate prior Major Release for a period of 12 months after general availability of the then current Major Release. (2) CrossPointe will alert Client at least 6 months before the scheduled termination of Support and the Product Warranty for any Major Release. CrossPointe may immediately terminate Maintenance and the Product Warranty for all CrossPointe Supported Products if Client does not renew Support for the CrossPointe Supported Products designated on a Product Order Form. Client may elect to purchase at Client's expense from the applicable Third Party available support for the Third Party Products specified in a Product Order Form as not maintained or supported by CrossPointe. CrossPointe will have no obligation to provide support for any Client Modifications until such time as such Client Modifications have been incorporated into the CrossPointe Supported Products which have been made available to other CrossPointe customers.

d. CrossPointe shall exercise reasonable skill and care in the provision and performance of support. Dates given for performance of Services are good faith estimates only.

e. To the extent it is included in the Product Order Form, CrossPointe will provide routine Support for the Third Party Software. In addition, CrossPointe shall communicate with the respective Third Party in an attempt to obtain and provide to Client any applicable corrections to the Third Party Software. The Client shall, however, be responsible for ensuring that key personnel and new staff additions are properly trained on the use and general maintenance of the Third Party Software.

5. Client Responsibilities. CrossPointe Support and the Product Warranty require that:

- a. Client shall ensure its hardware is kept in good working order in accordance with the manufacturer's recommendations and requirements.
- b. Client shall identify and provide "key" individual contacts to serve as Client's first line of support on routine System issues for the Client's authorized users and to serve as a liaison between the Client and CrossPointe on the issues which need to be communicated to CrossPointe.
- c. Client shall provide CrossPointe access to the Client's system via a mutually agreed upon method. Such access shall allow CrossPointe to conduct an audit of the Software as required by CrossPointe, from time to time, and to support, monitor and test Client's system.
- d. Client shall take all reasonable steps to ensure that no virus is loaded on the System. Virus diagnosis and removal services are not covered by Support and are billable at CrossPointe's then prevailing rates.
- e. Client shall install all new releases of the Software within 12 months after being provided by CrossPointe. If the installation of a new release of Software also requires a new release of the Operating System or Third Party Software, the Client shall also install such new release(s) at the same time that it installs any such new release of the Software, so that the newly supported CrossPointe release will be functional.
- f. The Client shall be responsible, to the extent Client deems necessary, for the following, unless otherwise set forth in the Schedule: adherence to specified electrical requirements; running all cable and phone connections for the System; all data conversion, media, and other charges related to the transfer of the Client's data; all networking design and administration charges relating to the set-up and support of the Client's network.
- g. The Client shall use the Software and Third Party Software only in accordance with the terms and conditions set forth in this Agreement. Third Party Software and CrossPointe Software may only be used within The School Board of Indian River County or on portable hardware owned by the Client and utilized by its employees.
- h. The Client shall provide CrossPointe reasonably available information and technical assistance.
- i. The Client's installation of all or any part of the Software shall be in accordance with the Documentation.
- j. If CrossPointe reasonably determines that a Client reported problem is either (1) not caused by the CrossPointe Supported Products or (2) due to the Client's modification of the Products or noncompliance with the Documentation, and CrossPointe is reasonably able to correct the problem at Client's request, then Client will reimburse CrossPointe for that requested correction at CrossPointe's then current hourly rates (CrossPointe will notify Client before incurring those expenses).

6. Service Fees, Renewal and Reinstatement. [This Section 6 pertains only to CrossPointe Supported Products having a perpetual License Term. Service fees for CrossPointe Supported Products that have a shorter, stated License Term, are payable in the amounts and on the periodic payment dates described in the Product Order Form for those Products.] There is no Service Fee for the CrossPointe Supported

Products during the Initial Support Period. While CrossPointe provides Support to other Clients, Client may renew Support for the CrossPointe Supported Products for one-year renewal periods by paying CrossPointe the applicable amounts under this Section 6 and the Product Order Form. CrossPointe will invoice the Client approximately 90 days before the end of the then current Support Period and notify the Client of non-payment approximately 10 days before the Support renewal date. CrossPointe may terminate Support if all past due, undisputed invoices are not paid by the Support renewal date. The Product Order Form states the initial fee after the Initial Support Period and relevant dates for annual Support of the CrossPointe Supported Products (excluding Third Party Products). Where applicable, fees for each Third Party Product supported by CrossPointe after the Initial Support Period will be included on the Product Order Form. Client will reimburse CrossPointe for reasonable travel and out-of-pocket expenses incurred when rendering on-site Support or Product Warranty services, if such on site support or warrantee service is required due to errors of Client which cannot be corrected remotely, (CrossPointe will notify Client before incurring those expenses). If Support has terminated because of non-renewal or non-payment, and Client desires to reinstate Support, CrossPointe will reinstate available Support within 18 months after termination of Support if Client pays CrossPointe: (a) all undisputed invoices, (b) the annual Support fee for the next one year Support Period, and (c) if support has been terminated for more than 90 days, a "reinstatement fee" equal to 5% of the then current "list price".

7. **Product Warranty.** During the Support Period CrossPointe warrants that (the "Product Warranty"):

Media. The Product media as provided by CrossPointe will be free of material defects.

Viruses. Before Product delivery by CrossPointe, CrossPointe will use up-to-date, commercially available virus scanning and cleaning products, and will not, based on the results of that scanning and cleaning, deliver to the Client Products containing any computer viruses, time bombs, harmful and malicious data, or other undocumented programs which inhibit Product use and operation. When properly installed, the unmodified Software provided by CrossPointe for the CrossPointe Supported Products will operate materially and substantially as described in the Documentation for that Software.

THE WARRANTIES REFERENCED IN THIS AGREEMENT ARE IN LIEU OF ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. CROSSPOINTE DOES NOT WARRANT THAT THE SOFTWARE IS FREE OF NONMATERIAL DEFECTS. CROSSPOINTE DOES NOT REPRESENT THAT THE SYSTEM WILL MEET CLIENT'S REQUIREMENTS OR THAT THE OPERATION OF THE SOFTWARE WILL BE UNINTERRUPTED OR ERROR FREE.

8. **Title.**

a. CrossPointe warrants that it owns all rights, titles, and interests in the CrossPointe Supported Products and the software used by CrossPointe for the Subscription Services, or has the authority by license, sufficient to grant Client the License and fulfill CrossPointe's obligations under the Agreement. Client's exclusive remedies for the breach of this Section 8 by CrossPointe are described in Sections 9 and 11.

b. The Software, Third Party Software, Operating System, all programs developed by CrossPointe for the Client hereunder, and all copies thereof are proprietary to CrossPointe or the respective

Third Party and title thereto remains with CrossPointe or such Third Party. All applicable rights to patents, copyrights, trademarks and trade secrets in the Software, Third Party Software, Operating System or any programs developed by or at Client's request are and shall remain in CrossPointe or the respective Third Party. Client shall not modify, reverse engineer, assemble or decompile, in whole or in part, the Third Party Software or Operating System. Client shall not sell, license, transfer, publish, disclose, display or otherwise make available the Software, Third Party Software or Operating System or copies thereof to any other party, individual or entity. Client agrees to secure and protect the Software, Third Party Software and Operating System and copies thereof in a manner consistent with the maintenance of CrossPointe's and/or the third party's rights therein and to take appropriate action by instruction or agreement with its employees or consultants who are permitted access to the Software, Third Party Software or Operating System to satisfy its obligations hereunder. Violation of any provision of this paragraph shall entitle CrossPointe to terminate this Agreement and the Software, Third Party Software and Operating System licenses granted hereunder.

9. Remedies. The Client's exclusive remedies for breach of the Product Warranty or Support are:

a. CrossPointe will provide Support to repair or replace the Products to enable the Products to comply with the Product Warranty.

b. If CrossPointe does not comply with Section 9(a) within the Cure Period (as defined below), the Client may recover direct damages for the CrossPointe Supported Products subject to the damage claim, including up to a refund of the License Fees or Service Fees paid by the Client to CrossPointe, subject to the time periods and limitations described in Section 14. Client may also elect to terminate Support, the Subscription Services, the License or the Agreement if CrossPointe's breach is not cured within the Cure Period. CrossPointe may terminate the License and the Agreement if the undisputed License Fees are not paid by the Client within 30 days after notice of late payment or if the Client does not cure any other material breach of the Agreement within 90 days after notice of breach. CrossPointe may terminate Support and any Subscription Services if CrossPointe's undisputed invoices are not paid within 30 days after notice of late payment. Upon termination of the License by CrossPointe for non-payment of the Product Order Price, the License Fees or Service Fees, then Client shall promptly destroy or return the Products to CrossPointe (Third Party Products must be returned to CrossPointe or applicable Third Party within 10 days of the termination notice). If the License and the Agreement terminate as described in this Section 9 other than for non-payment of the Product Order Price, the License Fees or Service Fees, then Client shall (if the Client's Product Order Form calls for an in-house stand alone installation of the Software) be permitted to retain and continue its right to use, for its use only, the source, object and executable Software codes, pursuant to the term, restrictions and conditions contained in this Agreement. "Cure Period" means the period of time reasonably required after notice from Client for CrossPointe to cure a breach in accordance with CrossPointe's standard Support practices. Sections 1, 2, 5, 8b, and 10 through 22 shall survive any termination of the Agreement.

10. Confidential Information. The Client acknowledges that the System is a confidential and proprietary trade secret of CrossPointe. The Client, including the Client's agents and employees, shall keep the Software and all related confidential materials in strictest confidence. "Confidential Information" means object code, source code and benchmark tests for the Products, pricing, non-standard CrossPointe contract terms, Client data and all other information reasonably believed to be confidential, but excludes:

a. Information made available to the general public without restriction by the disclosing Party or

by an authorized Third Party;

b. Information known to the receiving Party independent of disclosures by the disclosing Party;

c. Information independently developed by the receiving Party without access to or use of the disclosing Party's Confidential Information; and

d. Information that the receiving Party may be required to disclose pursuant to subpoena or other lawful process, provided that the receiving Party notifies the disclosing Party in a timely manner to allow the disclosing Party to appear and protect its interests, and such disclosure complies with applicable law.

Client's Confidential Information also excludes any new features or functionality suggested by Client for the Products or Subscription Services. The Parties will use reasonable efforts to keep each other's Confidential Information secret and will use that information only to fulfill the rights and obligations under the Agreement. Either Party may disclose in confidence the other Party's Confidential Information on a need-to-know basis to other persons within the control of the disclosing party, and the Party making that disclosure will be responsible for that person's compliance with these restrictions on disclosure and use.

11. Infringement Indemnity and Remedies. CrossPointe will, at its expense, retain counsel and defend any suit or claim brought against the Client and will indemnify the Client against any Third Party damage claims that the CrossPointe Supported Products as delivered by CrossPointe or software used by CrossPointe for the Subscription Services infringe upon any Third Party's Intellectual Property Rights enforceable under Canadian, United States or state law or international copyright treaty, if Client: (a) promptly notifies CrossPointe after Client learns of the suit or claim, and no delay by Client in providing that notice materially prejudices the rights of CrossPointe; (b) gives CrossPointe authority to defend or settle the suit or claim (provided that CrossPointe does not agree to any settlement that materially prejudices Client); (c) gives CrossPointe all available non-privileged information reasonably requested by CrossPointe concerning the suit or claim; and (d) complies with this Section 11 and reasonably cooperates with CrossPointe in the defense (CrossPointe will reimburse Client's reasonable out-of-pocket costs of that requested cooperation). The Client may also retain counsel to participate in the defense ("Client's Counsel"). CrossPointe will reimburse Client for the reasonable fees and expenses of Client's Counsel only if CrossPointe fails to continue to retain legal counsel as required by this Section 11. CrossPointe shall have the right to control the defense of all such claims, lawsuit and other proceedings. In no event shall Client make any prejudicial statement in relation thereto, or settle any such claim, lawsuit or proceeding without CrossPointe's prior written approval. Client shall, if and when requested by CrossPointe, and at CrossPointe's expense, promptly provide all needed assistance in the defense of such claims. If as a result of any claims of infringement by the Software against any patent, copyright, license or the property right of a Third Party, CrossPointe or Client is enjoined from using the Software, or if CrossPointe believes that the Software is likely to result in a judgment of infringement, CrossPointe at its option and expense may: (i) procure the right for Client to continue to use the Software; (ii) replace or modify the Software so as to make it non-infringing with similar functionality; or (iii) discontinue the License granted herein and refund to Client 50% of the respective License Fees paid hereunder with respect only to the software component of the System deemed likely in a judgment of infringement and which has been paid during a three year period prior to CrossPointe making this election under Section 11. CrossPointe will have no obligations or liability for any suit or claim of infringement based on the Client's use of a superseded or Client-altered release of the CrossPointe Supported Products to the extent that the obligation or liability will be voided by the use of a then current release of the CrossPointe Supported Products which CrossPointe provides to Client.

Client will reasonably cooperate with CrossPointe to mitigate infringement damages. The foregoing states the entire, sole, and exclusive liability of CrossPointe with respect to infringement on any Third Party property rights by the Software or any parts thereof. This indemnity shall not apply if the infringement is caused in whole or in part by modifications to the System made by Client or other non-CrossPointe personnel; use of the Software in a manner other than in accordance with the Agreement or use of the Software in combination with software not supplied by CrossPointe under the Agreement.

12. **No Direct Solicitation of Employees.** During the 12 months after the initial License of the Products, neither Party (nor its recruiters acting on the Party's behalf) will directly solicit the employment of any employee of the other Party whose job responsibilities relate to the Products, Support or Subscription Services without written consent by both parties. Notwithstanding the foregoing, each party hereto shall be permitted to place general employment advertisements in any local media and shall be allowed to utilize professional employment recruiters, as it deems advisable.

13. **Excusable Delay.** Neither Party will be in default of its obligations under the Agreement or liable to the other for any noncompliance arising from causes beyond the reasonable control of the Party, including without limitation, fires, floods, natural disasters. Each Party will use reasonable efforts to resolve promptly any type of excusable delay.

14. **Limitations of Liability.** In no event will CrossPointe, CrossPointe's Third Parties or the Client be liable for indirect, incidental, punitive, exemplary, special or consequential damages, or damages for loss of profits, revenue, data or use, incurred by either Party, whether in contract or tort, even if the other Party has been advised of the possibility of such damages. Neither Party will seek or apply for such damages. CrossPointe's and its Third Parties' aggregate liability for damages to the Client for the Agreement, the Products, the Product Warranty, Support or the Subscription Services, whether in contract or tort, shall be limited to actual direct money damages in an amount not to exceed: (a) the License Fees paid by the Client to CrossPointe for the Products subject to the damage claim if the claim arose within one year after the date of the earliest Product Order Form for those Products, (b) the most recent annual Service Fees paid by Client to CrossPointe for the Products subject to the damage claim if the claim arose more than one year after the date of the earliest Product Order Form for those Products or (c) the most recent annual Subscription Services Fees paid by Client to CrossPointe for the Subscription Services subject to the damage claim. The Parties will each use reasonable efforts to mitigate their damages. These limitations represent the agreed allocation of risk. **THE FOREGOING LIMITATION OF LIABILITY SHALL REMAIN IN FULL FORCE AND EFFECT REGARDLESS WHETHER CLIENT'S REMEDIES HEREUNDER HAVE FAILED THEIR ESSENTIAL PURPOSE.**

15. **Assignment.** Client may not assign the License or the Agreement or transfer any rights or obligations under the Agreement without CrossPointe's consent under an assignment or leasing addendum, such consent may be unreasonably withheld. Any assignment or transfer in violation of this Section 15 is void. Any valid assignment of Client's rights and obligations in relation to the Software will require an additional Software License Fee paid to CrossPointe at CrossPointe's then prevailing rates unless otherwise specified. Assignments of this Agreement by CrossPointe shall not be made without prior notification to the Client.

16. **Publicity.** Either Party may (in any presentations, press releases, advertising or publicly-disseminated materials) refer to the other Party, to the Products licensed by the Client, or to background information, including for example: CrossPointe competitors and competing products considered by the Client, and the Client business needs and reasons for selecting CrossPointe and its Products. Before disseminating that information publicly, the disclosing Party will review the factual content of the disclosures with the other Party.

17. Remedies. Promptly after the written request of either Party, each of the Parties will appoint a designated representative to meet promptly in person or by telephone to attempt to resolve in good faith any dispute concerning the Products, Support, Subscription Services, CrossPointe's invoices or the Agreement. If the designated representatives do not resolve the dispute, then either Party may request that an officer of CrossPointe and an officer of Client meet within 15 days in person or by telephone to review and attempt to resolve the dispute in good faith. No litigation, arbitration or other action relating to the Products, Support, Subscription Services, CrossPointe's invoices or the Agreement may be brought: (a) if the injured Party has not participated or agreed to participate in the above meetings or (b) if the cause of action has been known by the injured Party more than 2 years. Each Party will pay (without reimbursement) its own legal fees and expenses incurred in any dispute. The Parties must comply with this Section 17 for any dispute, controversy or claim arising out of or relating to the rights and obligations of a party under this Agreement or the validity, interpretation, breach or termination thereof, including claims seeking redress or asserting rights under applicable law.

18. Notices. All notices required under the Agreement must be in writing and delivered electronically or by other method providing for proof of delivery, to the attention of the President or Chief Operating Officer, as to CrossPointe and to the Superintendent, as to Client, at the address on the applicable Product Order Form (unless a different address has been designated by notice to the other Party).

19. Escrow. If requested by Client, a current version of the Software source code and the accompanying documentation will be placed into escrow with a third party. Source code which has been escrowed is eligible for release in the event CrossPointe liquidates or shall be declared bankrupt. If Client receives source code under the above circumstances, such source code shall be deemed to be Software and subject to the terms and conditions herein. The source code is to be used solely for Client's maintenance of the Software.

20. General.

a. Unless otherwise specifically agreed in writing by an authorized representative of Client and a Vice President or higher ranking officer of CrossPointe, this Agreement will solely govern any present or future purchases/licenses by Client from CrossPointe. Any additional Schedules shall be attached and incorporated into this Agreement by reference.

b. Each party acknowledges that it has read this Agreement, understands it, and agrees to be bound by its terms. This Agreement, along with the respective Product Order Forms and attachments, is the complete and exclusive statement of the Agreement between the parties with respect to the System and shall supersede all prior proposals, understandings and all other agreements, oral and written. The terms and conditions in this Agreement shall take precedence over the terms and conditions included in all purchase orders and other documentation submitted by Client pursuant to this Agreement. This Agreement may not be modified or altered except by a written instrument duly executed by both parties.

c. Neither party hereto shall be liable or deemed in default for any delay or failure in performance hereunder resulting from any cause beyond its reasonable control.

d. This Agreement, and any action arising out of or related to it, shall be governed by and construed in accordance with the laws of the State of Florida; however, except as otherwise expressly stated herein, the parties specifically waive and disclaim the applicability of the Uniform Commercial Code; Unfair Trade Practices Act, Uniform Electronic Transactions Act, and Uniform

Computer Information Transactions Act to this Agreement. Except for Client and CrossPointe, no other party may sue or be sued under this Agreement.

e. If any provision of this Agreement is held to be ineffective, unenforceable or illegal for any reason, such decision shall not affect the effectiveness, validity or enforceability of any or all of the remaining provisions hereof, and if any provision of this agreement is held to be ineffective, unenforceable or illegal with respect to particular circumstances, such provision shall remain in full force and effect in all other circumstances.

f. This Agreement shall be binding upon and inure to the benefit of only the parties hereto and their respective successors and permitted assigns.

g. The waiver or failure of either party to exercise any right provided for in this Agreement shall not be deemed a waiver of any further right hereunder.

h. All communications or notices permitted or required to be given or served under this Agreement shall be in writing, shall be addressed to the other Parties at the appropriate Party's address or as set forth below, and shall be deemed to have been duly given or served if delivered in person or deposited in the United States mail, certified mail, return receipt requested.

i. This Agreement shall become effective upon the signature hereof by an authorized representative of the Client and CrossPointe and receipt by CrossPointe of the initial payment specified herein.

j. All services provided by CrossPointe will be provided as an independent contractor, and neither Party will be, or represent itself to be, the franchiser, franchisee, agent or legal representative of the other Party.

k. The Agreement may be amended only in writing signed by the Parties, except that CrossPointe may, upon notice to Client and without Client's signature, amend a Product Order Form to correct errors without increasing the License Fees. All purchase orders, prior agreements, representations, statements, requests for proposal, proposals, negotiations, understandings and undertakings concerning the Products, Support or Subscription Services are superseded by the Agreement.

21. **Jurisdiction, Service of Process.** Any proceeding arising out of or relating to this Agreement may be brought in the courts of the State of Florida, Orange County, or, if it has or can acquire jurisdiction, in the United States District Court for the Middle District of Florida, and each of the Parties irrevocably submits to the exclusive jurisdiction of each such court in any such proceeding, waives any objection it may now or hereafter have to venue or to convenience of forum, agrees that all claims in respect of the proceeding shall be heard and determined only in any such court and agrees not to bring any proceeding arising out of or relating to this Agreement in any other court. The Parties agree that either or both of them may file a copy of this paragraph with any court as written evidence of the knowing, voluntary and bargained agreement between the Parties irrevocably to waive any objections to venue or to convenience of forum. Process in any proceeding referred to in the first sentence of this section may be served on any Party anywhere in the world.

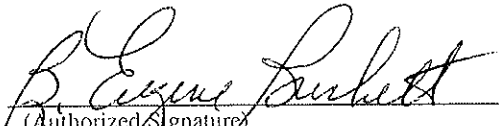
22. **Taxes and Duties.** The charges covered by the License are exclusive of any tariffs, duties or taxes imposed or levied by any government or governmental agency in connection with this agreement. With the exception of taxes imposed upon CrossPointe which are based upon net income, Client as licensee shall, unless otherwise exempt from the payment of the following described taxes, be liable for payment

of all such taxes, however designated, levied or based on the Software, its charges or its use or on this agreement, including without limitation state or local sales, use, VAT, and personal property taxes.

23. Maintenance Services. The annual charges to Client for CrossPointe's routine software maintenance and product support will be as specified on the most recent Product Order Form, or invoice. This applies to products owned and developed by CrossPointe on the Product Order Form and not Third Party Software maintenance fees.

24. Governing Law. This Agreement will be governed by and construed under the laws of the State of Florida without regard to conflicts-of-laws principles that would require the application of any other law.

CROSSPOINTE, LLC



(Authorized Signature)

B. Eugene Burkett

(Printed Name)

Chief Operating Officer

(Title)

03/28/05

(Date)

3016 Dade Avenue

(Street Address Line #1)

(Street Address Line #2)

Orlando, FL 32804

(City, State, Postal Code)

The School Board of Indian River
County



(Authorized Signature)

Thomas B. Maher

(Printed Name)

Superintendent

(Title)

4/14/05

(Date)

1990 25th Street

(Street Address Line #1)

(Street Address Line #2)

Vero Beach, FL 32960

(City, State, Postal Code)

Title: 2015 Smartnet Renewal

To: Bruce Green

School District of Indian River County
1990 25th Street
Vero Beach, FL 32960

From: Scott Nelson

Presidio Networked Solutions
5337 Millenia Lakes Blvd.
Suite 300
Orlando, FL 32839

Phone: (772) 564-3025

Email: Bruce.Green@indianriverschools.org

Phone: 407.409.8220

Fax: 407.284.6662

Email: snelson@presidio.com

Account Manager: Scott Nelson

Ship To: School District of Indian River County
1990 25TH ST
INSTRUCTIONAL/INFORMATION TECH
VERO BEACH, FL 32960

Contact: Bruce Green

Phone: (772) 564-3025

Email: Bruce.Green@indianriverschools.org

#	Part #	Description	Qty	Price	Ext Price
1	CON-SMARTNET RENEWAL	CON-SMARTNET RENEWAL Quote# 5764779	1	\$136,446.68	\$136,446.68
				Sub Total:	\$136,446.68
				Grand Total:	\$136,446.68

Quote valid for 30 days from date shown above. Prices may NOT include all applicable taxes and shipping charges. All prices subject to change without notice. Supply subject to availability.

This quotation subject to Presidio Standard Terms and Conditions as follows:

Credit: Net 30 Days (all credit terms subject to prior Presidio credit department approval)

The price included herein reflects a 3% discount for payment by cash, check or wire transfer. This discount will not apply in the event that customer pays using a credit card or debit card.

Delivery: FOB origin (FOB destination (CONUS) applicable to Federal Government Customers only) Orders shipped from a manufacturer to Presidio at customer request for warehousing, configuration, storage or otherwise, shall be deemed to have been shipped to customer FOB origin.

Changes to the above Terms and Conditions must be accepted in writing by Presidio Networked Solutions

Preprinted terms appearing on Customer Purchase Orders must be accepted in writing by Presidio Networked Solutions to be applicable.

Size Business: Large; CAGE Code: OKD05; DUNS 15-405-0959; CEC: 15-506005G; Tax ID# 58-1667655

Product is warranted by the Manufacturer, not by Presidio Networked Solutions. Please consult Manufacturer for warranty terms.

Opened product is non-returnable. Unopened equipment is non-returnable after 30 days from shipment date. Presidio reserves the right to deny RMA requests in the event the Manufacturer will not provide for an authorized return. If integration of product is performed at a Presidio facility, transfer of ownership occurs as of inception of integration regardless of shipment terms as manufacturers will not accept return of open product.

Please inspect equipment thoroughly against packing list before opening.

Pricing for Professional Services are best-effort estimates only. Actual pricing will be finalized as part of a mutually-agreeable Statement of Work.

Import Clearance and Documentation - Customer shall be responsible for the Customs clearance process, where applicable, and for obtaining any and all required license and permits as well as satisfying any formalities required to import the Products into the Territory in accordance with all applicable laws and regulations, including but not limited to the payment of duties, taxes, surcharges, fees and any special assessments and take all other actions required in connection with the importation and Customs clearance of Products. Customer shall be responsible for ensuring documentation necessary for the import and Customs clearance process and recordkeeping meets all applicable laws and regulations.

Export Controls - (i) Customer shall comply with all applicable Export Control Laws, including but not limited to the U.S. Department of Commerce's Export Administration Regulations, in the performance of this Agreement and in the import, export, re-export, shipment, transfer, use, operation, maintenance, repair or disposal of Products and any related parts, components, accessories, know-how or technology. "Export Control Laws" means all export control, economic sanction and antiboycott laws and regulations of the United States and other jurisdictions, including but not limited to the U.S. Export Administration Regulations, the U.S. International Traffic in Arms Regulations and the U.S. Department of Treasury's economic sanctions regulations. (ii) Product and any related parts, components, accessories, know-how and technology must not be re-exported or transferred to restricted persons and sanctioned countries designated by the U.S. Government, including Cuba, Iran, North Korea, Sudan and Syria, unless authorized in advance by the Company and the U.S. Government. (iii) Customer acknowledge that transfers of Product and any related parts, components, accessories, know-how and technology may be subject to the terms and conditions of an export license, license exception or other authorization pursuant to Export Control Laws. Customer agree to comply fully with the terms of any licenses, license exceptions or authorizations and to provide Presidio Networked Solutions access to records needed to confirm such compliance upon request. (iv) Customer further acknowledges that certain Products may contain encryption and may be restricted for export, re-export, shipment or transfer to government end users in certain countries.

Customer hereby authorizes and agrees to make timely payment for products delivered and services rendered, including payments for partial shipments

Customer Signature

Date

Quote #: 5764779
Quote Name: SDIRC - 2015 Renewal
Quote Status: VALID
Net Quote Amount: \$136,446.68
Bill to Name: PRESIDIO NETWORKED SOLUTIONS INC,

SERVICE SKU	SERIAL NUMBER	PRODUCT NUMBER	PRODUCT DESCRIPTION	QUANTITY	CONTRACT #	SERVICE
CON-ISV1-VS5STD1A	1N68H-0K266-38A6	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	1J61H-0K0GM-Q82	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	5J28H-4KKFP-7826	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	1J28H-0KH7P-7836	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	1N290-0KK36-78A6	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	1J68H-4K026-Q8A6	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	MH6C0-6KL2Q-880	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	MM6AH-6KJ6N-R86	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	HJ6A2-6K3F5-R806	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-ISV1-VS5STD1A	HN620-2KJA7-W816	VMW-VS5-ST-1A=	VMware vSphere 5 Standa	1	93267409	ISV1
CON-SNT-3825SRST	FTX1318A2K5	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KA	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KC	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KE	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KF	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KG	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KB	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2L7	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KL	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LB	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2L9	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KH	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LG	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KJ	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KD	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LU	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LL	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LJ	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LQ	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LR	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LT	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2KK	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825SRST	FTX1318A2LP	CISCO3825-SRST/K9	^3825 Voice Bundle w/ PVI	1	90208505	SNT
CON-SNT-3825VK9	FTX1318A26R	CISCO3825-V/K9	^3825 Voice Bundle,PVDM	1	90208505	SNT
CON-SNT-R210W	QCI1616A6KF	R210-2121605W	UCS C210 M2 Srvr w/1PSU	1	90208505	SNT
CON-SNT-R210W	QCI1616A6KB	R210-2121605W	UCS C210 M2 Srvr w/1PSU	1	90208505	SNT
CON-SNT-R210W	QCI1616A66G	R210-2121605W	UCS C210 M2 Srvr w/1PSU	1	90208505	SNT
CON-SNT-C220M3SF	FCH1742V0LX	UCSC-C220-M3S	UCS C220 M3 SFF w/o CP	1	90208505	SNT
CON-SNT-C220M3SF	FCH1742V165	UCSC-C220-M3S	UCS C220 M3 SFF w/o CP	1	90208505	SNT
CON-SNT-VG224	FHK1313F3MQ	VG224	24 Port Voice over IP analc	1	90208505	SNT
CON-SNT-VG224-MP	FHK1313F3MX	VG224-MP	VG224 for MultiPack	1	90208505	SNT
CON-SNT-VG224-MP	FHK1328F0WW	VG224-MP	VG224 for MultiPack	1	90208505	SNT

CON-SNT-VG224-MP	FHK1313F3MY	VG224-MP	VG224 for MultiPack	1	90208505	SNT
CON-SNTP-WS-C6513	SAL09507TNF	WS-C6513	Catalyst 6500 13-slot chas:	1	92093561	SNTP
CON-SNTP-WS-C6513	SAL10414JZS	WS-C6513	Catalyst 6500 13-slot chas:	1	92093561	SNTP
CON-ESW-UWLST1K		LIC-UWL-STD1K	Services Mapping SKU, 1K	2200	90245750	ESW
UCSS-U-UWL-STD-1-1		LIC-UWL-STD1K	Services Mapping SKU, 1K	2200	90245750	UCSS
CON-ESW-PRO1K		LIC-UWL-PRO1K	Services Mapping SKU, 1K	400	90245750	ESW
UCSS-U-UWL-PRO-1-1		LIC-UWL-PRO1K	Services Mapping SKU, 1K	400	90245750	UCSS
CON-ESW-DEVUWL		ANLG-DEV-UWL	Analog, non-app device ad	120	90245750	ESW
UCSS-U-ANLG-1-1		ANLG-DEV-UWL	Analog, non-app device ad	120	90245750	UCSS
CON-ESW-IPDEVUWL		PUBLIC-IP-DEV-UWL	Public Space non-app phor	50	90245750	ESW
UCSS-U-PUB-1-1		PUBLIC-IP-DEV-UWL	Public Space non-app phor	50	90245750	UCSS
CON-ESW-ERUSRLAD		ER-USR-LIC-10-ADD	EMRGNCY RSPNDR 8X U	60	90245750	ESW
UCSS-U-ER-1-10		ER-USR-LIC-10-ADD	EMRGNCY RSPNDR 8X U	60	90245750	UCSS

01-Aug-2014	30-Jun-2015	403332872	THE SCHOOL BOARD OF INDIAN RIVER COUNTY FLORID 1990 25TH STREET
01-Aug-2014	30-Jun-2015	400370643	SCHOOL DISTRICT OF INDIAN RIVER CO 1825 14TH STREET
01-Aug-2014	30-Jun-2015	331410	SCHOOL DISTRICT OF INDIAN RIVER COUNTY 1990 25TH STREET
01-Aug-2014	30-Jun-2015	403332872	THE SCHOOL BOARD OF INDIAN RIVER COUNTY FLORID 1990 25TH STREET
01-Aug-2014	30-Jun-2015	403332872	THE SCHOOL BOARD OF INDIAN RIVER COUNTY FLORID 1990 25TH STREET
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01-Aug-2014	30-Jun-2015	403332872	THE SCHOOL BOARD OF INDIAN RIVER COUNTY FLORID 1990 25TH STREET
01-Aug-2014	30-Jun-2015	403332872	THE SCHOOL BOARD OF INDIAN RIVER COUNTY FLORID 1990 25TH STREET

VERO BEACH FL	\$260.31
VERO BEACH FL	\$11,350.66
VERO BEACH FL	\$11,350.66
VERO BEACH FL	\$19,890.65
VERO BEACH FL	\$46,401.86
VERO BEACH FL	\$6,990.64
VERO BEACH FL	\$13,738.94
VERO BEACH FL	\$72.70
VERO BEACH FL	\$217.31
VERO BEACH FL	\$120.51
VERO BEACH FL	\$331.55
VERO BEACH FL	\$1,084.55
VERO BEACH FL	\$723.03
	\$136,446.68

Service Agreement

Company Address 32 West Center Street
 Midvale, UT 84047
 US

Created Date 4/22/2014
 Expiration Date 5/31/2014
 Quote Number 00014450

Terms and Termination

The initial term of this Agreement shall begin on July 1, 2014 and will continue through June 30, 2016.
 This Agreement is for a period of two (2) years

Notification of termination must be in writing and issued by the Customer or its authorized representative. All usage of PD 360 content in any form, whether through PD 360 or through any other means, is under a non-exclusive license that terminates upon termination of the Agreement. Notice of termination should be sent to PD 360 Licenses, School Improvement Network, 32 West Center Street, Midvale, Utah 84047; or faxed to 801-566-6885.

Contact Information

Prepared By	Trevor Kerr	Contact Name	Deborah Long
E-mail	trevor.kerr@schoolimprovement.com	Email	deborah.long@indianriverschools.org

Bill To Name	Indian River County School District	Ship To Name	Indian River County School District
Bill To	1990 25 th Street Vero Beach, FL 32960 USA	Ship To	1990 25 th Street Vero Beach, FL 32960 USA

Product	Line Item Description	Quantity	Sales Price	Total Price
EES License	2 Years PD 360 & Common Core 360 Total payment amount due (45) days from the start of this Agreement.	District Wide	\$108,000.00	\$108,000.00

The "SOW" dated April 22, 2014 is incorporated into and made a part of the Service Agreement.

Subtotal	\$108,000.00
Grand Total	\$108,000.00

This Agreement will include:

- Integration to Performance Matters
- Thorough Implementation Framework Review and Goal Settings
- Customization of the CC 360 product to the Florida Standards
- PD360 program will be aligned and tied to the new teacher evaluation system in SDIRC

Agreed and Accepted

Confidential Student Information:

For the purposes of performing this Service Agreement only, School Improvement Network is hereby designated a school official for the purposes of accessing confidential student information and School Improvement Network shall remain under the direct control of the School Board with respect to the use and maintenance of the confidential student information. School Improvement Network acknowledges and agrees that it will not disclose the confidential student information to any other person or entity, and will only use the confidential student information for the purpose listed in the Service Agreement and for no other purpose. Upon the completion of the Service Agreement, School Improvement Network shall return to School Board all original and any copies of the confidential student information, and shall not retain any confidential student information. As School Improvement Network will be receiving student information that is otherwise confidential, School Improvement Network shall fully comply with the requirements of § 1002.22 and § 1002.221, Florida Statutes, and any other law or regulation, either federal or State of Florida, regarding confidentiality of student information and records. Further, School Improvement Network for itself, and its officers, employees, agents, representatives, contractors, and subcontractors, shall fully indemnify and hold the School Board and its officers and employees harmless for any violation of this provision, including, but not limited to defending the School Board and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon the School Board, or payment of any and all costs, damages, judgments, or losses incurred by or imposed upon the School Board arising out of the breach of this provision by the School Improvement Network, or its officers, employees, agents, representatives, contractors, and subcontractors, to the extent that School Improvement Network shall either intentionally or negligently violate this provision, or § 1002.22 or § 1002.221, Florida Statutes. This provision shall survive the termination of or completion of all obligations under the Service Agreement and shall be fully binding upon School Improvement Network until such time as any proceeding which may be brought on account of this provision is barred by any applicable statute of limitations.

Public Records:

This Service Agreement is subject to and governed by the laws of the State of Florida, including without limitation Chapter 119, Florida Statutes, which generally makes public all records or other writings made by or received by the parties. School Improvement Network acknowledges its legal obligation to comply with § 119.0701, Florida Statutes. School Improvement Network shall keep and maintain public records, as that phrase is defined in the Florida Public Records Act that would be required to be kept and maintained by the School Board in order to perform the scope of services. School Improvement Network shall provide public access to the public records on the same terms and conditions that the School Board would provide the records and at a cost that does not exceed the cost allowed by law. School Improvement Network shall not disclose public records that are exempt or confidential and exempt from public records disclosure unless specifically authorized by law. School Improvement Network shall comply with all requirements for retaining public records and shall transfer, at no cost to the School Board, all public records in the possession of School Improvement Network upon termination or expiration of this statement of work. School Improvement Network shall destroy any duplicate public records that are exempt, or confidential and exempt, from public records disclosure requirements. All public records stored electronically must be provided to the School Board in a format that is compatible with the information technology systems of the School Board. Notwithstanding any other provision of this Service Agreement to the contrary, failure to comply with this requirement shall result in the immediate termination of the Service Agreement, without penalty to the School Board. Further, School Improvement Network shall fully indemnify and hold harmless the School Board, its officers, agents and employees from any liability and/or damages, including attorney's fees through any appeals, resulting from School Improvement Network's failure to comply with these requirements.

This Purchase and Pricing Agreement is valid for 45 days from the Effective Date unless accepted in writing with the expected purchase date and returned to School Improvement Network on or before the expiration date via mail or fax at 801-566-6885.

Purchase via (Check the desired option):

Purchase Order Number: _____

Purchase Order Number will be mailed within fourteen days

Check will be mailed within fourteen days

The School Board of Indian River County, Florida

Date: _____

Signature: _____

Name: _____

Title: _____

School Improvement Network

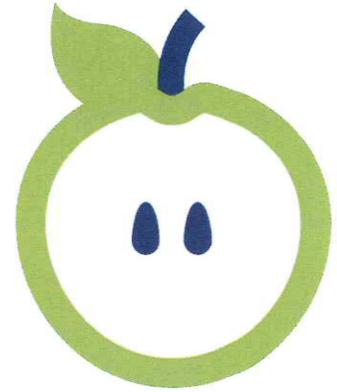
Date: 5/27/14

Signature: [Handwritten Signature]

Name: CHRIS M. NEVEN

Title: VP + CFO

SCHOOL IMPROVEMENT NETWORK®



STATEMENT OF WORK (SOW)

SCHOOL IMPROVEMENT NETWORK
32 WEST CENTER STREET
MIDVALE, UT 84047

APRIL 22, 2014

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INTRODUCTION/BACKGROUND

School Improvement Network intends to build upon its valued relationship with the School District of Indian River as well as with Performance Matters in implementing a high-level system of professional development that integrates with data collection and management. In recent years, the entire face of education has changed, as it was previously understood. High-level standards are being strictly implemented and enforced as a demand for quality education has strengthened. Educational systems are focusing even more on accountability, effectiveness, and streamlined paths to obtaining results. School Improvement Network understands the importance of prescriptive, on-demand, professional development coupled with cutting-edge, accountability data systems. Indian River and School Improvement Network will work together utilizing effective implementation as well as continuous follow-up and support in order to effectuate the ultimate goal: to raise student achievement and to have more children college and career ready.

SCOPE OF WORK

School Improvement Network and Indian River will communicate effectively to assess the needs and directions of the district to ensure that the Educator Effectiveness System (PD 360 and Common Core 360) usage is maximized and that the effects are above par. Equally, School Improvement Network will continue its relationship with Performance Matters to ensure a seamless integration. Specific deliverables and milestones will be listed in the Work Requirements and Schedules and Milestones sections of this SOW.

PERIOD OF PERFORMANCE

The period of performance for the Educator Effectiveness System (PD360 and Common Core 360) initial term is two (2) years beginning on July 1, 2014 and lasting through June 30, 2016 after the contract is received. The Educator Effectiveness System (PD360 and Common Core 360) is subscription based.

PLACE OF PERFORMANCE

School Improvement Network's suite of products is web-based and operated from our local server. Should a system require a different set up due to low bandwidth or other circumstances, equipment is available. This should not be an issue. Due to the on-demand nature of EES, it can be utilized anywhere that there is a proper internet connection. The only on-site presence from School Improvement Network will be frequent quality checks from the Strategic Partner Advisor assigned to Indian River and SINET's Implementation Support Team.

WORK REQUIREMENTS

As part of the project, both School Improvement Network and Indian River will perform various tasks as well as entertain certain expectations in order to effectively implement the system. The following is a list will result in the successful completion of this project:

1. Two years of access to EES for all Indian River staff.
2. Implementation Training and Framework establishment included with the purchase of the system. Amy Smith, the Implementation Specialist, will be assigned to Indian River to make sure a customized implementation plan for Indian River is formulated and implemented.
3. Monthly quality calls or on an as needs basis will be held with Implementation Specialist and assigned people at Indian River School District.
4. EES (PD360 and CC360) will establish configuration with Performance Matters to allow all staff access to EES through FASTe.
5. Customized Common Core 360 content aligned to the Florida Standards.
6. Custom-built courses built on needs; for example: ESE, New Teacher, and Florida Standards
7. Live and recorded webinar style training (Distance Learning) will be made available to Indian River staff for instruction on navigating EES (PD360 and CC360) Courses.
8. Content Storage – Indian River will have the ability to upload and store video content onto the PD360 platform, allowing the content to be tracked and available to all district employees.

APPROXIMATE SCHEDULE/MILESTONES

Update EES Licenses	Duration: 48 hours
Confirm educator/school hierarchy	Duration: 72 hours
Update Integration with Performance Matters	Upon agreement
Set-up initial webinar training schedule with IR	
Consult to ensure training fits needs	
Trainings according to level/progress/needs	Scheduled Webinars, Meetings, and Onsite Training
Alignment to Florida Standards and custom courses	September 1, 2014
Post-training Consultation	
Monthly status calls/trainings (Client Implementation Specialist)	Needs Based

Summary and Description

The purpose of the Implementation Framework is to provide a guided process for school and/or district administrators to strategically think through the implementation process and write their own implementation plan. The Framework includes 5 phases:



Each phase has three major components. First is the task list. This list details everything that needs to be accomplished in each of the five phases. The second component, which is also included on the task list, is the conversation piece. Each phase has a list of questions to help the client consider all aspects of the implementation and be strategic in their approach. The last component is the worksheets. The worksheets are designed to help the client capture some of the key pieces of the conversation and outline the details of their implementation plan.

Phase 1: Activation and Setup

- Phase one is the most technical and includes user list setup, templates, whitelisting, etc. The conversation component of this phase helps start the strategic thinking process about implementation.

Phase 2: Product Possibilities

- Phase two is an opportunity to deep dive into which applications within the Educator Effectiveness System will help the client meet the goals they have set for their educators. The SPA and client will explore the wide range of tools available, match them to the needs of the client, and prioritize the applications for implementation.

Phase 3: Goals, Monitoring and Accountability

- Phase three helps the client describe the outcomes they would like to see over the next three years. The SPA utilizes the schools existing strategic plan, goals or objectives and maps how the Educator Effectiveness System can support those goals.

Phase 4: Dates and Deadlines

- Once outcomes are identified, phase four helps detail a thoughtful six-month plan to accomplish the desired outcomes. The client starts by identifying the various user groups for the system and establishes expectations for each group. Once these groups are identified, a timeline for rollout is established.

Phase 5: User Group Rollout Plans

- After the six-month plan is established, rollout plans are written for each user group. The phase explores decisions about how and what to communicate, what expectations exist, and what accountability will look like. Engagement and incentive strategies are also examined. It is during this phase that training is outlined and determined for specific user groups.

Implementation Framework

Under the direction of the School Improvement Network's Director of Implementation, Amy Smith, we will build a comprehensive implementation plan including: full resource alignment with the Indian River strategic and professional development plans, integration with ERO and Performance Matters tools and resources, as well as a detailed rollout and month-by-month action plan for 2014-2015 school years.

This will begin with an in depth implementation meeting between PD Coordinator Beth Hofer, PD Specialist Rachel Serra, and PD 360 Partner Advisor Ryan Souter on Wednesday May 28th. We will explore all product possibilities (phase 2), identify SMART goals and accountability metrics as well as incentive programs to drive teacher usage (phase 3), and build a timeline to determine dates and deadlines of accountability (phase 4.) The meeting notes will be written up in a summary and made available to all Indian River leadership.



We will continue to work with Indian River leadership to ensure the ERO integration continues to run smoothly and everything is moving forward with the team at Performance Matters to ensure a timely integration and roll out.

Ryan Souter will continue to hold monthly review meetings with Beth Hofer and Rachel Serra to ensure all goals and timelines are being met.

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**FLORIDA DEPARTMENT OF EDUCATION
FINANCIAL MANAGEMENT SECTION
AMENDMENT TO DISTRICT SCHOOL BUDGET**

**SCHOOL DISTRICT OF INDIAN RIVER COUNTY
Amendment # 3 - January 2014 through April 2014
General Fund**

ESTIMATED REVENUE					
	Function	Current Budget	Increase	Decrease	Revised Budget
Grand Totals		156,337,587.35	589,467.80	2,585,117.32	154,341,937.83
Federal Direct Sources	3100	120,000.00	0.00	0.00	120,000.00
Federal Through State Sources	3200	310,000.00	0.00	0.00	310,000.00
State Sources	3300	44,339,307.00	0.00	2,585,117.32	41,754,189.68
Local Sources	3400	90,470,448.45	156,604.48	0.00	90,627,052.93
Transfers	3600	4,060,700.00	257,641.00	0.00	4,318,341.00
Other Financing Sources	3700	75,000.00	175,222.32	0.00	250,222.32
Fund Equity	2700	16,962,131.90	0.00	0.00	16,962,131.90
APPROPRIATIONS					
	Function	Current Budget	Increase	Decrease	Revised Budget
Instructional Services	5000	90,398,184.63	0.00	1,323,285.04	89,074,899.59
Pupil Personnel Services	6100	3,605,469.31	0.00	219,735.36	3,385,733.95
Instructional Media Services	6200	2,154,011.08	0.00	13,649.61	2,140,361.47
Instructional Curriculum Development	6300	2,808,351.54	268,121.37	0.00	3,076,472.91
Instructional Staff Training	6400	1,073,154.10	75,792.79	0.00	1,148,946.89
Instructional Related Technology	6500	2,368,403.57	0.00	30,303.74	2,338,099.83
Board of Education	7100	800,405.90	56,170.16	0.00	856,576.06
General Administration	7200	522,196.66	0.00	5,173.60	517,023.06
School Administration	7300	7,786,752.78	51,856.60	0.00	7,838,609.38
Facilities Acquisition and Construction	7400	1,442,871.25	321,122.95	0.00	1,763,994.20
Fiscal Services	7500	1,178,375.96	4,627.18	0.00	1,183,003.14
Food Services	7600	65.78	14,697.70	0.00	14,763.48
Central Services	7700	2,174,256.92	172,051.51	0.00	2,346,308.43
Transportation Services	7800	5,232,478.85	280,853.28	0.00	5,513,332.13
Operation Services	7900	12,532,301.40	70,572.35	0.00	12,602,873.75
Maintenance Services	8100	2,687,987.45	279,714.26	0.00	2,967,701.71
Administrative Technology Services	8200	4,074,552.04	0.00	101,660.40	3,972,891.64
Community Services	9100	200.00	0.00	0.00	200.00
Debt Services	9200	100,000.00	0.00	0.00	100,000.00
Transfers	9700	0.00	0.00	0.00	0.00
Budgeted Fund Balance		15,397,568.13	0.00	1,897,421.92	13,500,146.21
Grand Totals		156,337,587.35	1,595,580.15	3,591,229.67	154,341,937.83

Adopted By Board: May 27, 2014

District Superintendent's Signature

School District of Indian River County
General Fund Budget Amendment
January 2014 thru April 2014

General Fund - Amendment # 3

ESTIMATED REVENUES:

Total estimated revenues decreased by \$1,995,649.52 for the months of January through April 2014

Object Code 3300 - State Sources:

\$ 4,720.68 - Increase estimated revenue budget for receipt of Postsecondary Education Readiness Test (PERT) FLDOE entitlement
\$ (1,736,328.00) - Decrease estimated revenue budget for the FEFP 4rd calculation adjustment
\$ (370,854.00) - Decrease estimated revenue budget for Class Size Reduction FEFP funding - 4th Calculation
\$ (482,656.00) - Decrease estimated revenue budget for School Recognition FEFP funding - 4th Calculation
\$ (2,585,117.32)

Object Code 3400 - Local Sources:

\$ 26,126.80 - Increase estimated revenue budget for the PTA Donation for textbooks and laptops at Beachland Elementary
\$ 70,000.00 - Increase estimated revenue budget for the Lagoon and Literacy Reading Program
\$ 600.00 - Increase estimated revenue budget for Gould Cooksey and David Chiropractic for donation for Teacher of the Year
\$ 59,877.68 - Increase estimated revenue budget for collection of internal accounts reimbursement - Various Schools
\$ 156,604.48 Net increase in revenue budget

Object Code 3600 - Transfers:

\$ 257,641.00 - Increase in budgeted transfer for State Charter School Capital Outlay funds
\$ 257,641.00

Object Code 3700 - Loss Recoveries:

\$ 175,222.32 - Increase estimated revenue budget for Insurance Loss Recoveries - Vero Beach Elementary Flood and Litigation costs
\$ 175,222.32

APPROPRIATIONS:

Changes in the Appropriations budget changes are reflected as follows:

\$ 59,877.68 - Increase appropriations budget for collection of internal accounts reimbursement - Various Schools
\$ 26,126.80 - Increase appropriations budget for PTA donation for Textbooks and laptops at Beachland Elementary
\$ 70,000.00 - Increase appropriations budget for the Lagoon and Literacy Reading Program
\$ 600.00 - Increase appropriations budget for Gould Cooksey and David Chiropractic for donation for Teacher of the Year
\$ 175,222.32 - Increase appropriations budget for Insurance Loss Recoveries - Vero Beach Elementary Flood and Litigation Costs
\$ (161.78) - Decrease appropriations budget for miscellaneous out of balance adjustments
\$ (482,656.00) - Decrease appropriations budget for the School Recognition Funds - FEFP 4th Calculation
\$ (193,974.86) - Decrease appropriations to Charter School budget - FEFP 4th Calculation
\$ (805,572.60) - Decrease appropriations budget for Over/Under FTE reserve -FEFP 4th Calculation
\$ (12,427.00) - Decrease appropriations budget for the Reading Allocation - FEFP 4th Calculation
\$ (2,663.00) - Decrease appropriations budget for Safe Schools - FEFP 4th Calculation
\$ (6,610.00) - Decrease appropriations budget for Virtual School -FEFP 4th Calculation
\$ (49,143.00) - Decrease appropriations budget for Teacher Salary Allocation - FEFP 4th Calculation
\$ (67,434.00) - Decrease appropriations budget for Textbook Allocation - FEFP 4th Calculation
\$ (4,402.00) - Decrease appropriations budget for Media Materials - FEFP 4th Calculation
\$ (1,204.00) - Decrease appropriations budget for Science Lab Allocation - FEFP 4th Calculation
\$ (350,000.00) - Decrease appropriations budget for McKay Scholarship reserve - FEFP 4th Calculation
\$ 4,720.68 - Increase appropriations budget for Postsecondary Education Reading Test (PERT)
\$ 479,549.55 - Increase appropriations budget for CAPE catch-up funds to High Schools
\$ 257,641.00 - Increase appropriations budget for Charter School Capital Outlay state allocation
\$ 530,723.88 - Increase appropriations budget for 2013-14 Retroactive pay for teachers
\$ 33,255.00 - Increase appropriations budget for security coverage at Gifford Middle School and Board meetings
\$ 240,303.73 - Increase appropriations budget for payment of Title I differentiated Pay to teachers
\$ (98,227.60) Net decrease in appropriations budget

FUND BALANCE:

There was a decrease to Budgeted Fund Balance of \$1,897,421.92 for the months of January through April 2014, as follows:

\$ (613,751.54) - Decrease to fund balance for the 4th FEFP calculation due to FTE recalibration
\$ (530,723.88) - Decrease to fund balance for the 13-14 retroactive payout for teacher raises
\$ (240,303.73) - Decrease to fund balance for the General Fund portion of the Title I Differentiated Pay to teachers
\$ (479,549.55) - Decrease to fund balance for the allocation of CAPE catch-up funds to High Schools
\$ (33,255.00) - Decrease to fund balance for security coverage at Gifford Middle School and Board meetings
\$ 161.78 - Increase to fund balance for miscellaneous out of balance adjustments
\$ (1,897,421.92) Total decrease to Budgeted Fund Balance

Highlands Elementary School

500 20th Street S.W. • Vero Beach, Florida 32962

(772) 564-3390 • FAX: (772) 564-3443

"WHERE EVERYONE IS BEAR-Y SPECIAL"

Diane Fannin
Principal

Lynette Walker
Assistant Principal

May 12, 2014

To School Board Members:

Attached please find information on a Grant Highlands Elementary has received from the Indian River Community Foundation.

I am asking for you to put the Grant on the board agenda for approval.

Sincerely,



Diane Fannin

Principal



April 8, 2014

Mrs. Barbara Hammond
The Learning Alliance
P.O. Box 643446
Vero Beach, FL 32964

Dear Barbara:

The Board of Directors of the Indian River Community Foundation is pleased to approve a program grant of \$47,835.50 to The Learning Alliance from the Community Enrichment Fund. The purpose of the grant, as outlined in the application submitted for the 2014 funding cycle, is to support the expansion of the Conscious Discipline pilot program at Highlands Elementary School.

The Grants Committee understands these funds will be used solely to support this program to build the social and emotional regulatory skills of Highlands students in order to allow them to productively engage in learning. When the program was launched in the summer of 2013, seven teachers/staff received training to empower them to reduce behavior problems and allow for more focus on teaching. The goal is to strengthen teacher effectiveness and build on the 33% reduction in suspensions the first semester of the 2014-15 school year. The grant will fund 25 slots (20 Highlands teachers and 5 from the school district or TLA) at a summer training course plus 5 on-site visits from a Conscious Discipline Coach. Trained TLA staff will visit the school weekly to ensure program fidelity.

The Community Foundation Board would appreciate receiving the following information as soon as possible:

1. More specific measurable outcomes and success metrics than were included in the grant application. What are the current baseline numbers in the areas that indicate a full cultural transformation is on track to be achieved in two years?

The Community Foundation Board of Directors expects you to provide an interim report six months after receipt of funding and a final report twelve months after receipt of funding. I will review the reporting requirements and deadlines with you. If The Learning Alliance is unable to expend all of the grant funds by April 1, 2015 and in accordance with the terms outlined in this letter, The Learning Alliance will be asked to repay the funds to the Indian River Community Foundation.

I will provide more details in early 2015 about the opportunity to present the grant along with "lessons learned" to a group of your nonprofit peers as also required by the grant guidelines.

If these terms meet with your approval, please sign at the bottom and return this original letter to me after making a copy for your files. A self-addressed envelope is enclosed. Upon receipt of the signed agreement letter, the Indian River Community Foundation will process the check. Our plan is to present the check to you and your Board Chairman at the IRCF Board of Directors meeting on May 6, 3 p.m. at Northern Trust. We are proud to work with you and The Learning Alliance. Thank you.

Regards,

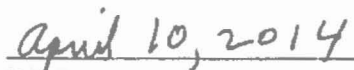

Kerry A. Bartlett, CFRE, MBA
Executive Director

Grant agreement accepted by:



Barbara Hammond, Executive Director

Ray Oglethorpe, Board Chairman



Date

Date

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2013 - 2014
Indian River County Funders Forum
Common Grant Request Application Form

***Refer to specific grantor guidelines for:
timeline, deadline, contact information, and number of copies required.***

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SECTION I: BASIC INFORMATION

Date of application: 09/27/2013

ORGANIZATION:

Organization's name: Education Foundation of Indian River County, Inc.

Organization's legal name if different: N/A

Address: P.O. Box 7046

City: Vero Beach

State: FL

Zip Code: 32961

Website: www.edfoundationirc.org

Year organization founded 1991 Are you a United Way agency? Yes No

Mission of your organization:

To enrich and enhance educational opportunities for all students and teachers, both public and private, through effective fundraising and the efficient allocation of resources.

Description of your organization and history:

Founded in 1991 by Mrs. Marion Block, Miss Alma Lee Loy and Mr. Dan Richardson, the Education Foundation of Indian River County, Inc. is a charitable, non-profit organization that is dedicated to working through funding initiatives designed to enrich educational opportunities for children enrolled in public, private, parochial and home schools throughout Indian River County.

Over the past 22 years the Education Foundation has diligently worked to build many programs. All of these programs have been carefully designed to answer a wide variety of needs in our community: the county science fair, school supplies, sneakers for children, teacher grants to fund "thinking out-of-the-box" curriculum and teacher recognition. These efforts have established the Education Foundation as the premier resource for pairing stakeholders with local educators in Indian River County. This valuable relationship allows us to continue to work on the front lines in our educational system, providing important resources and programs to ensure that children are not left behind on their academic journey.

This Education Foundation is unique in that it is the only one of ten in the state of Florida that does not fall under the umbrella of the local public school system. This structure allows us the ability to channel resources directly into the classroom, eliminating the bureaucracy that comes with traditional funding sources. The Education Foundation strives to serve the need of every child in Indian River County. Ninety percent of our budget is funded by private donations and grants.

The Education Foundation's entire financial resources are dedicated to funding unmet needs in the local school system. The Foundation exists to serve the School District of Indian River County.

List current programs/projects:

Description of Organizational Services:

The Education Foundation of Indian River County (EF-IRC), an independent and self-funded organization, exists to fulfill unmet funding gaps of the School District of Indian River County through seven core programs that link and engage community leaders in the process of supporting public education. During the 2012-2013 school year the EF-IRC infused over \$500,000 in program services and awarded over \$875,000 in college scholarships and academic awards at the Indian River Regional Science & Engineering Fair. In addition, the EF-IRC and the SDIRC partnered to receive two grants totaling \$60,000 from the John's Island Community Foundation and John's Island Foundation. The grants will be used to open a Model Classroom at Dodgertown Elementary School. In summary, over one million dollars in program services and scholarships were awarded during the 2012-2013 school year.

Snapshot of Services during the 2012-2013 School Year:

Backpacks

Service: Provides children in need with a backpack filled with grade appropriate school supplies.

Impact: Distributes backpack kits to children in grades K-12th beginning in August and throughout the school year -> provides children the basic tools to learn and reduces the amount a teacher spends to support children in need.

2012-2013 Fast Fact: 2,200 backpack kits were distributed to children in need.

Tools to Learn

Service: A resource for teachers to gain necessary classroom supplies for general education to special projects. The virtual supply closet (www.edfoundationirc.org) offers a wide range of items. Teachers may also request items not listed using a mini-grant application. The program is presented in partnership with the Indian River County Lawyers Auxiliary.

Impact: Provided support schools and students during the school year.

2012-2013 Fast Fact: 3,000 students have been served to date

Vision for Reading

Service: Provides vision screening, follow-up eye examinations and glasses to all students in Indian River County public schools. The program is a collaborative partnership with the Learning Alliance and the School District of Indian River County.

Impact: Prior to this program students were not receiving comprehensive vision screening. Through a grant from the John's Island Foundation vision screening devices were purchased to screen all (17,000) students in 27 schools (grades K-12). Now students can see to learn. The investment in screening and remediating vision issues saves on the expense of catching children up when they are behind.

2012-13 Fast Fact: 10,000 students have been screened & 426 students received glasses and eye exams

Sneaker Exchange

Service: Keeps children on a path of learning by providing sneakers and socks to children in need.

Impact: Provides 2,000+ pairs of sneakers and socks to children in need -> enables children to participate in all school activities with renewed self-confidence.

Great Ideas! Grants

Service: Offers schools the opportunity to apply for financial support to fulfill unmet funding gaps.

Impact: Awards funding annually in the form of innovative classroom and school grants - > measurable outcomes drive students' achievement and advance established curriculum.

2012-2013 Fast Facts: \$120,000 was be distributed by June 30, 2013

\$10,000 Clint S. Malone Memorial Grants

\$22,000 School District Education Foundation Matching Grant Program

\$60,000 John's Island Community Service League & John's Island Foundation

6 classroom grants

11 school grants awarded

2 district-wide grants awarded

Science Fair

Service: A comprehensive program that offers 10,000 students the opportunity to participate in a forum of science that integrates all learning disciplines through outreach programs and through local and regional competitions.

Impact: Students participate annually at the regional fair for academic prizes and college scholarships - > the program encourages students to pursue college degrees and is the driver of science curriculum in the community.

2012-2013 Fast Facts: Participants at Regional Fair:

Elementary: 200 projects and 300 participants

Secondary: 190 projects and 200 participants

19 students advance to the State Science Fair in Lakeland, Florida;

15 of 19 took top awards

2 students advance to the Intel International Science & Engineering Fair

in Phoenix, Arizona – 1 student received 2nd place in the Animal Sciences Division and additional special awards and scholarship.

Over \$875,000 in academic prizes and college scholarships awarded

Professional Development

Service: Offers workshops to advance and support professional development for all educators in both public and private schools.

Impact: The program links and engages the local business and academic community in the process of inspiring and advancing education -> the "teach-the-teacher" model benefit all students. During the 2012-2013

Fast Fact: Two workshops were offered called, "Teach Me How to Get the Money."

Do you provide your own services or contract out to others: Provide own Contract out Both

If you contract out to whom?

Which counties do you serve?

Indian River

How much do IRC Clients represent as % of total clients?

100

Number of Employees:

2.20

Full time:

2

Part time:

1

Number of Directors on Board of Directors:

18

Number of Directors who have contributed financially to Organization in last 12 months:

18

Litigation: Is there any pending litigation against your organization?

Yes

No

If Yes, please explain:

Has your organization had to pay any court-ordered judgments in the past three years? If so, for what and how much?

No

Primary contact for this grant request application:

Name: Cynthia Falardeau

Title: Executive Director

Phone Number: 772-564-0034

Fax: 772-5640761

Email: director@edfoundationirc.org

Top Official: Patrice Stowe

Title: Board President

Phone Number: 407-257-0970

Fax: 772-564-0761

Email: patricestowe@aol.com

What month / day / time would be best for a site visit: When school is in session M-F, 8:45 a.m. - 3:10 p.m.

PROPOSAL:

Total dollar amount of your grant request: \$

Type of Request: Organization Operating Program Operating Capital Project

Focus area for this project/program: Arts/Culture Education Environment /
Recreation/Preservation Family Health & Wellness Social Services

Specific program/project name

(If Applicable. This would apply if the request is not for organization general operating):

Extended Voluntary Pre-Kindergarten School Year - Boosting Kindergarten Readiness

Description of the specific project/program

The goal of this project is to extend the school year of four year old children who have participated during the school year in the Voluntary Pre-Kindergarten (VPK) program.

Presently, if a four year old child has participated in the VPK program that runs from August through early June, they are unable to extend their year by participating in a summer program.

This proposal seeks funding to allow four year olds who need additional time and high quality instruction to participate in a summer program. By extending their school year we will be able to increase the Kindergarten readiness for the benefit of our community.

Specifically, this program will fund intervention services for at-risk four year olds who will be entering Kindergarten in August 2014. Students will be determined eligible if:

- They have all ready participated in a Voluntary Pre-Kindergarten Program during the 2013-2014 school year.
- They are not meeting expectations in Print Knowledge, Phonemic Awareness and/or Oral Language as determined by the VPK Assessment.

The Extended Voluntary Pre-Kindergarten Program will be located as follows, pending enrollment:

- Sebastian Elementary: 2 classes
- Pelican Island Elementary: 1 class
- Vero Beach Elementary : 3 classes

*Maximum class size is 15 students

Personnel:
Staff needed for this program, pending full enrollment will be:

- 6 Teachers (four-year college degree)
- 6 Teacher Assistants
- .25 Coordinator only for the days/hours of the program

Curriculum:

- Houghton Mifflin Pre-K curriculum, Unit 10, Ready for Kindergarten
- Houghton Mifflin Alphafriends Letters and Language Kit
- Sondag System "Let's Play Learn"

Transportation:
Bus transportation will be made available as needed.

THE NEED:

Poverty is growing in IRC. Of the 1,500 babies born in Indian River County (IRC) each year, 52% are Medicaid paid deliveries. 62% of children enrolled in elementary schools in the SDIRC receive "Free and Reduced Lunch Services". This means that they come from a family who earns \$24,000 or less to receive Free Lunch Services or less than \$32,000 to receive Reduced Lunch Services. 17% of all IRC children under the age of 5 live at a poverty level. 21.8% of all IRC poverty level individuals are under the age of 18.

VPK Capacity in IRC:

There are 43 VPK providers in IRC. 75% of all four year olds attend some form of 4-year old VPK (25% attend the SDIRC programs). Their academic outcomes are quantified by the Florida DOE by testing that is done when a child enters Kindergarten. 1,300 children in IRC are reviewed for Kindergarten readiness each year. This information is available to anyone on <https://vpk.fldoe.org/InfoPages/ParentInfo.aspx>

- 27 VPK providers are high performing (Score \geq to 80%) and 7 are medium scoring (Score 70 to 79)
- 7 of the VPK providers in IRC are failing (a score below 70%): Bridges Early Learning Center (58%), For Kids (50%) Great Beginnings (55%), Oxford Academy (31%), RCMA Children's House (60%), RCMA Fellsmere (29%) and RCMA Whispering Pines (40%).

SDIRC Does it Better Because it Utilizes Best Practices:

- Certified 4-year College Educated Teachers
- Home visits by Teachers – considered cutting edge in low income areas.
- 6 hours a day of classroom instruction (more time on task) and access to before/after school care for children of working parents.
- Being housed within a larger school gives students access to:
 - o Library, art room, music classes and physical education.
 - o Additional student services: Occupational Therapy, Speech Therapy, Physical Therapy, School Psychologist, and additional student services (vision and health screening).

Why VPK is Important? What the research says?

- The human mind establishes it's wiring very early and the greatest brain development occurs from birth to age 4.
- There is a robust body of evidence and research that demonstrates that HIGH QUALITY early learning programs help children arrive at Kindergarten ready to learn.
- Economically disadvantaged children who have access to high quality pre-school programs are more likely to improve their cognitive, social, emotional, and language development.
- Empirical studies estimate that the ROI in VPK classrooms is 16% - making it one of the most cost efficient and effective solutions to helping children out of poverty.
- 40% of the workforce will come from the lowest performing economic group - the prosperity of our community hinges on our ability to address this issue.

Why the Education Foundation of Indian River County (EF-IRC)?

- The EF-IRC is a vehicle to help the SDIRC to leverage local support to help start educational programs in Indian River County.
- The EF-IRC is the fundraising arm of the public school system.
- Through grant and fund development projects the EF-IRC helps the SDIRC to get local stakeholders involved in supporting local education. The SDIRC then takes over the oversight with the involvement of the EF-IRC board members.
- Being started up by EF-IRC gives access to matching funds of \$31,000 through the Florida Legislative Matching Grant Program that it would not get otherwise.

If Project: Start date End date

Timeline: Describe the anticipated timeline for distribution of grant funds:

May 13, 2014 - Proposal for Board approval

May 14, 2014 Post teacher positions

May 14th (or sooner) Order consumable supplies, send parent information home with student registration
*Also the week of May 14th:
- Use the Connect Five messaging to inform parents about registering for the extended school year program
- Complete the Summer Feeding Agreement and send to the Director of Food Services
- Prepare and maintain spread sheet for student registration (per site)

May 20, 2014 - Staff applications are due; remove applications from website.

May 21-23, 2014 Select teachers (retain all applications including regrets)

May 23, 2014 Submit staff list to School Board

May 23, 2014 Complete student registration due

May 14 - 23, 2014 Triplicate student and bus registrations.

May 26th - June 2, 2014 Schools send confirmation/transportation letters to parents

May 27th - Board meeting for staff list

May 28th - Notification of employment (and letters of regret)

May 28th - June 4th - Create payroll rosters for program

June 10, 2014 - Training, curriculum planning and room set-up. Orientation for parents

June 11, 2014 - First day for students

June 30, 2014 - Last day for students **** (unless Title One funds are available - then program will extend another 14 days)

Staff Day: 7:30 a.m. - 2:45 p.m.
Student Day: 8:00 a.m. - 2:30 p.m.

Describe how this specific program/project contributes to the organization's mission and long-range plan?

The Education Foundation of Indian River County's (EF-IRC) mission is to fund unmet educational needs for the School District of Indian River County (SDIRC). The EF-IRC works closely with the Superintendent of Schools to identify funding needs that are aligned with the school districts long range plans of student achievement.

The Superintendent, Dr. Fran Adams, has set an aggressive goal of a 90% literacy rate for third grade students by the year 2018. This project is essential to our efforts to support this target.

We know that we need to increase the literacy of our lowest performing, socio-economic group if we are going to be successful for the future of our community.

Dr. Adams has asked the EF-IRC, as well as, key stakeholders to support this community-wide effort. Presently, the EF-IRC is working to form an alliance of nonprofit and community leaders in the process of formalizing this strategy to [Action E 5/27/2014](#) what their

role will be in support the literacy effort. The EF-IRC is joined by the Indian River Community Foundation, the United Way, the Chamber of Commerce, the Learning Alliance, and the McCabe Foundation are just a few that are stepping out aggressively to involve the community.

Targeted Population: Total numbers/clients served annually in Indian River County? Describe the need for your program/project in Indian River County. Who will be served? Include demographics (e.g. gender, age, race, socioeconomic, etc.) and geographic area. What is the capacity of the program/project?

Background information:

All Voluntary Pre-K providers (school districts are included) are responsible for teaching Florida's Learning and Developmental Standards for Four Year Olds. VPK students enter Kindergarten and are assessed with the Florida Kindergarten Readiness Screeners (FLKRS). FLKRS is comprised of two measures, Early Childhood Observation Screeners and the FAIR-K. These scores are then reflected back to the VPK program that the child attended. Recently, the Florida DOE acted to change to change the criteria for determining readiness. The new criteria requires the students to achieve readiness on both measures to count as being "ready" and has established a cut score for VPK providers of 70% or more of their students must be determined as ready or they are placed on probation as a low performing provider.

School District Readiness Rates for the Program Year of 2011-2012:

Site:	Type of Program:	Score (% of Students "Ready")
Dodgertown	School Year	91
Fellsmere	School Year	80
J.A. Thompson	School Year	88
Pelican Island	School Year	86
Glendale Elementary	Summer	88
Liberty Magnet	Summer	79

As a source of comparison we gathered data from each of the above elementary school sites to project the readiness rate school score which reflects the percentage of students entering Kindergarten who met the criteria of "ready."

Site:	Score (% of Students "Ready")
Citrus	56
Dodgertown	77
Fellsmere	61
Pelican Island	83
Highlands	60
Vero Beach	60

As an additional source of comparison, we listed below a sampling of the rates for area private VPK providers:

Site:	Score (% of Students "Ready")
Bridges	58%
Childcare Resources Center	75
Citrus Elementary Headstart	90
Cradles to Crayons	71
Douglas Headstart	86
Fellsmere Headstart	100
Hibiscus Childhood Development Center	72
LaPetite	70
Learning Nest	90
Operation Hope	N/A less than 10 children
RCMA Whispering Pines	40
RCMA Children's House	60
RCMA Robert G. Covill	29

Last year we applied for a grant to Impact 100 to fund this need. Although the grant was not selected, it did get the attention of School District of Indian River County and Headstart Leaders. Both groups were able to access grant dollars to fund a 14 day pilot program. The School District was able to pull down Title One dollars. Headstart was successful in accessing Federal dollars.

It is our hope that we will be able to access Title One dollars for this project. However, we will not know if this is possible until sometime between January and March 2014. If we are fortunate to receive funding from JICSL, we know that we will be able to fund the first 14 days.

If additional funds are available, we will be able to, hopefully, extend the program for 28 days.

If no Title One dollars are available, and we receive a grant from JICSL, then we will be able to repeat the program again for 14 days in the month of June.

There is no other program or provider that is offering struggling/at-risk 4 year olds an option to extend their Voluntary Pre-K school year.

Program/Project Goal: Describe the goals and overall impact of the program/project.

a) Increase the number of children who are Kindergarten ready -> thus increasing the literacy rate because children will be reading by the time they enter Kindergarten.

b) Expand access: Create more quality capacity to serve 4 year old children through the SDIRC program.

c) To increase/expand access to high-quality preschool education programs. These programs have the potential to reduce educational inequality in preschool education participation.

d) To offer child-centered, intellectually stimulating, effective preschool education programs for 4-year olds that gives children a jump start by preparing them for school and enhancing their pre-reading, pre-math, language and social skills.

e) Support the achievement of the Voluntary Pre-Kindergarten Education Standards for 4-year old students.

Problems/Issues: Lack of preschool programs available, particularly for the children in poverty. This project was initiated because of growing research in the behavioral and social sciences that points to the critical importance of early life experiences in shaping the developmental outcomes for children in later life. These formative years are critical because this is the period of the most rapid development in the areas of physical growth, motor skills, brain development, language formation, emerging self-concept, and social and behavioral skills.

Additional Outcomes:

Voluntary Pre-Kindergarten or VPK gives children a jump start by preparing them for school and enhancing their pre-reading, pre-math, language and social skills. By developing the skills children need to become strong readers and good students at an early age, children are more likely to be successful in school. SDIRCs VPK classrooms offer high-quality programs that include high literacy standards, developmentally appropriate curricula, manageable class sizes, and qualified teachers.

Program/Project Design: Describe the program objectives, strategies and activities. Explain how the design will enable the organization to address the problem or need.

The objective of this program is to increase the Kindergarten readiness rate of at-risk four year olds who need the benefit of high quality instruction.

Some of these students will have participated in the school district's highly accredited VPK. Others will have been part of lower performing centers. The extended school year program gives teachers more time with these students to help them improve their print knowledge, phonemic awareness, and oral language.

This will be achieved by providing access to high quality instruction, an enriching and engaging environment, highly qualified staff, and developmentally appropriate curriculum. In addition, the program will screen and monitor their developmental progress, social and emotional progress, vision and hearing, speech and language. As this program is located on an elementary school campus, full access to the cadre of professionals and services is also extended to the students. Pre-K children determined to be in need and eligible for

exceptional services will also have ready access to further evaluation and services to address those needs.

Program/Project Evaluation: Describe the proposed program or project outcomes. Outline a plan to document progress and results based on proposed outcomes. How will the expected outcomes and the effectiveness of the activities be measured? What will be the criteria for success? How will financial benchmarks be used to measure success? What tools will be used to evaluate the program/project (surveys, records, pre- and post-tests, interviews, etc.)?

Results will be evident in the Florida VPK Readiness Rate, Florida Assessments for Instruction in Reading (FAIR) assessment data, pre/post developmental screening data, and the ongoing progress monitoring/reporting of Voluntary Pre-K Standards. Florida does a very good job of making the results transparent for every 4 year old VPK classroom.

Program/Project Collaboration: If proposal is a collaborative effort, please describe the collaboration (be specific) and list all partners. Please attach letters of support from each organization to be involved in collaboration:

The School District of Indian River County and The Educational Foundation of Indian River, Inc, strongly support the investment in high quality preschool programs. We believe that these investments early in a child's life will lead to enhanced academic achievement, a greater likelihood of going to college, a reduction in teenaged parenthood, and a greater likelihood of obtaining skilled employment as an adult.

The school district has a proven VPK program as evidenced by the Florida VPK Readiness Rate. SDIRC's 2011-12 VPK program reported readiness rate was 86% as compared to the State's reported readiness rate of 68%.

Program/Project Sustainability: Specify plans for financing the program/project at the termination of the grant. List other financing sources or strategies in place or being developed.

The request for \$35,000 is to provide 6 (college certified) teachers, 6 paraprofessionals, and one (.25) coordinator for 14 days of instruction. These calculations are based on the budget that was used for last year's pilot program.

The funding would provide six classrooms for 90 struggling 4 year olds who will be attending Kindergarten in August of 2014.

Why teachers with four year degrees make the difference:

As per the No Child Left Behind Act (NCLB), the School District of Indian River County is required to hire teachers with a minimum of Bachelor's degree. Paraprofessionals employed by the school district must also meet the NCLB paraprofessional requirements. In addition, research indicates that it is a best practice to place highly qualified staff with the most at-risk students to ensure optimum student achievement.

According to the National Institute for Early Education research, "teachers who have earned four-year degrees (BA or BS) are better equipped to provide high quality preschool education than are teachers with a two-year degree (AA), Child Development Associate (CDA), or High School diploma (even when these teachers have had training in child development)." Better-educated teachers have more positive and responsive interactions with children, provide richer language and cognitive experiences and spend more time on goal-directed activities. The report also states that classrooms taught by teachers with a BA or BS are higher in overall quality than classrooms taught by teachers with less than a four-year degree. Highly qualified teachers have higher literacy levels than AA degreed teachers. This is critical since teacher literacy levels are a predictor of preschool quality.

This is important to point out because most VPK programs in IRC do not use college trained teachers. This is because of the expense.

Project Information: What proposals or cost estimates have been received? Are tender permits, governmental contracts, drawings, leases, site plans, etc. in place? Is there anything else a potential funder should consider in reviewing this project?

We ran this program as a pilot last year. So we have the exact cost estimates based on what was spent in the previous year.

Risks: What are largest risks to the organization and project/program?

If this project is not funded we will not be able to advance this poverty level group of children. This means that 90 children will not be allowed the basic right to a quality education. Fifty percent of these 90 children are either sitting at home (not in school) or are enrolled in a substandard program. The long range risk is that these children will not be ready for Kindergarten and we will spend additional dollars trying to help them "catch up."

Other Useful Information: Is there anything else we should consider in reviewing this grant request?

CERTIFICATION:

As a Florida nonprofit organization, you are required to register with the State as a charity. Please provide a copy of your registration letter.

In addition, the top official of your organization as well as the chairperson for your governing board must sign the following statement:

1. Submission of this funding proposal is authorized by our organization's Board of Directors.
2. Tax exemption under IRS Section 501 (C) (3) has not been revoked or modified for

Education Foundation of Indian River County, Inc.

(Name of Organization)
3. The applicant organization understands that should the request be made, the applicant organization will furnish a Year-End Report showing how the funds were spent and that the funds were spent solely for the purposes for which the grant was sought. The applicant organization also understands that it will be expected to accept the terms and conditions set out by each individual Funder.

We certify that to the best of our knowledge, the statements contained in this application are true correct and complete.

Top Organization Official:

Board Chairperson

Cynthia Falardeau

Patrice Stowe

(Print Name)

(Print Name)

Executive Director

Board President

(Title)

(Title)

(Signature)

(Date)

(Signature)

(Date)

SECTION III: ATTACHMENTS
Print Page and Use As Check List

1. IRS Letter of Determination that confirms your not-for-profit status and organization type.
2. Most recent Form 990 including Schedule A
3. Financial statement, prefer audited, for the last two completed fiscal years.
4. List of board members, board position, affiliation or profession, county of residence.

GRANT APPLICATION CHECKLIST (see specific grantor guidelines for variations):

- Did you email the Grant Application with Financials?
- Have you sent one original Grant Application with Financials, plus 2 copies?
- Did you clearly outline the need / use of the grant request?
- Did Executive Director and Chair of the Board of Directors sign the certification on the Grant Application? (This must be two different individuals.)
- Did you attach 3 copies of a complete list of your Board members, including name, position on Board, profession or affiliation and county of residence, to this grant application?
- Did you deliver the 501© (3) letter?
- Did you include 3 copies of the applicant's most recent IRS Form 990, including Schedule A for the past two (2) years with this application?
- Did you include 3 copies of the applicant's financial statements for the past two years with this grant application?
- Do not send newsletters, emails/letters of recommendations and publicity materials.

IRCEA COLLECTIVE BARGAINING AGREEMENT
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**ARTICLE I
RECOGNITION**

I.1 Preamble

- A. The School District of Indian River County, hereinafter referred to as the "Board" and the Indian River County Education Association, hereinafter referred to as the "Association" or "IRCEA", having met and negotiated in accordance with Florida Statutes Chapter 447 and having reached certain understandings, hereby agree as follows:

I.2 Recognition

- A. The Board hereby recognizes the Indian River County Education Association as the sole and exclusive bargaining agent for all regular full time classroom teachers, guidance counselors, department and grade level Chairs, occupational specialists, elementary specialists, speech and language pathologists, media specialists, "teachers on assignment", and social workers.
- B. The term "member(s)" or "M.B.U." shall be used to refer to a member or members of the bargaining unit.
- C. The Board agrees not to negotiate with or recognize any teachers' organization composed of the classification of employees listed above other than the Association for the duration of this agreement.
- D. This agreement shall supersede any rules, regulations or practices of the Board, which shall be contrary to or inconsistent with the terms of this agreement.

**ARTICLE II
ASSOCIATION AND MEMBER RIGHTS**

II.1 General Provisions

- A. The Board hereby agrees that every employee of the Board eligible for inclusion in the bargaining unit as listed on certificate #29 of The Public Employee Relations Commission date May 15, 1975, shall have the right to join and participate in the Indian River County Education Association or the right to refrain from such activity.
- B. Employees who are, or who qualify to be, members of units represented by this Association shall have the right to join and assist or to refrain from joining and assisting the Association and the activities conducted by the Association for the purpose of collective bargaining or other mutual aid or protection. This right shall be enjoyed without interference from the Board or its representatives or from any member, officer, or representative of the Association.
- C. Nothing contained in this contract shall be construed to provide, deny, or to restrict employees who are members of the Association or employees who are eligible for membership in the Association rights they may or may not have under Florida school laws or other applicable laws, rules and regulations.
- D. Upon ratification of the proposed agreement by the parties, the Board agrees to furnish at its expense eighty (80) copies of the agreement to the Association. Additionally, the agreement will be posted on-line at the District website.

II.2 Use of Facilities and Communication

- A. The Association and its representatives shall be considered a school-related group regarding the use of school buildings for meetings. The Association or its representatives shall make proper arrangements with the school principal and adhere to regulations set forth in 6GX31-10.01 Rules and Regulations of the School District of Indian River County.
- B. The Association may post notices of activities and matters of the Association on a bulletin board specifically assigned by the school principal. Each school will provide bulletin board space designated for Association use.
- C. The Indian River County courier service will be available within District facilities to the Association without expense for any reasonable handling of mail. Reimbursement as mutually agreed upon is expected if usage exceeds reasonable limits as determined by the Board. If agreement is not reached, courier service will be discontinued for the Association.
- D. Mailboxes assigned to members of the bargaining unit in each school may be used for Association communication at the discretion of the Association.
- E. When school announcements are made through written bulletins, brief Association announcements may be included with prior approval of the principal.
- F. The Association president via district e-mail may communicate announcements of IRCEA meetings with attached agenda.
- G. The Association faculty representative, IRCEA officers or other designated representatives shall be given an opportunity at the end of each faculty meeting to present reports and announcements, provided prior arrangement is made with the principal.
- H. Association members will be given an opportunity to meet with the faculties for the purpose of explaining the contract and other related matters. Arrangements for these meetings will be worked out between representatives of the Association and principals of individual schools.

- I. The Association president via the Connect-Ed system may communicate announcements regarding voting to MBUs.

II.3 Payroll Deductions

- A. The Board agrees to deduct Association dues from the wages of those employees who have completed the written authorization for such deductions as provided in School Board Policies 7.04 of the School District of Indian River County. Dues will be deducted proportionally from each check.
- B. The employee's authorization shall continue to be in effect unless cancelled by written notice to the Association and Board. The notice must be received at least thirty (30) days prior to the effective date of the cancellation.

II.4 Provision of Public Records

- A. The Board agrees to furnish to the president of the Association, upon request, any public information falling under provisions of the public records laws.
- B. Requested information will be provided in a timely manner as stated in Chapter 119.07 and may be prepared at cost to the Association.

II.5 Association Release Time

- A. The Board will provide a substitute for a maximum of thirty (30) days for the Association president or his/her designee for Professional Leave with pay, provided written designation and leave forms are filed five (5) days prior to the leave. Up to thirty (30) additional days, when mutually agreed on by the Association and the School Board, will be granted when such leave will promote the welfare of the schools. When extenuating circumstances exist and an approved substitute or a volunteer staff member can be secured by the principal for the person on leave, the leave shall be approved in less than five (5) days. The sixty (60) days shall represent the total days granted for all Association activities.
 - 1. The Board shall pay for the cost of substitute teachers for the first fifteen (15) days of leave under this provision and the Association shall pay for the cost of substitute teachers for days sixteen (16) through thirty (30).
 - 2. The Board shall pay for the cost of substitute teachers for days thirty-one (31) through sixty (60) when leave is initiated by the Board.

II.6 Association Leave

- A. Leave of absence without pay shall be granted by the Board to an IRCEA representative for the purpose of serving as an officer of [limited to one (1)]: the Florida Education Association, the American Federation of Teachers, or the National Education Association upon written application of such teacher to the Superintendent at least twenty-five (25) calendar days prior to the onset of the semester in which the leave is to begin.
- B. Such leave shall be approved on an annual basis for the length of the term of office.
- C. Leave approved under this provision shall not be for less than one (1) school year.
- D. The Association shall reimburse the Board for the salary, medical insurance, Florida Retirement System and Social Security costs for annual release of the Association president using mutually agreed upon procedure. It is the express desire of both the Association and the Board to have a full-time release position for the Association president. Until such time as the Association becomes eligible for a FEA funding grant to aide in supporting the cost of a full-time release position, the Board will agree to an annual half-time release position (half-time defined as a .5 position). After receiving said FEA grant, the half-time release position of the Association president will automatically convert to a full-time release position.

II.7 Association Leadership Benefits

- A. The position of IRCEA President will receive full benefits.

ARTICLE III

WORKING CONDITIONS

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III.1 Workday and Workyear

- A. The established workday will be seven (7) hours and thirty (30) minutes including lunch. Where special supplements are paid for additional duties, the workday will be appropriately extended.
- B. The work year for all ten (10) month employees shall be 196 days. Additional days may be added at the discretion of the Board at the same daily rate of pay.
- C. Teachers will be required to provide a maximum of twenty-five (25) hours of FEFP instruction directly to students each week with the exception of extenuating circumstances where it is necessary to change the student day to comply with minimal FEFP instructional time (i.e. hurricane makeup) or in cases where the MBU agrees to teach during her/his planning period.
- D. All MBUs shall have a thirty (30) minute duty free lunch, except in situations where the principal declares an emergency.
- E. An uninterrupted, daily planning period shall be provided for all MBUs during the time students are in session for the purpose of individual planning. The planning period shall be equal to one full period of instruction at the Secondary level and at least thirty-five (35) minutes at the Elementary level. If a school is utilizing block scheduling consisting of classes longer than sixty (60) minutes, then a single period of planning will be assigned and thus fall on alternating days. Meetings will not be scheduled during a MBU's planning period on a regular or frequent basis (not to exceed once per month).
 - 1. All instructional personnel employed at .5 will have an additional .1 of the normal workday for use as a planning time to equal .6.
- F. An effort will be made to provide relief time during the morning or afternoon when the teacher has not been provided a planning period or lunch during that interval of time.
- G. MBUs employed for additional days beyond the regular 196 work calendar will be paid in accordance with the salary schedules attached in Appendix B.4.
- H. Where teaching subjects are departmentalized, the administrator will make every effort to see that no MBU will have more than three (3) preparations per semester.
- I. Three (3) of the last days of the 90 day term, and of the 180 day term will be designated by the Board as shortened days with a minimum of four hours for secondary school students and five hours for elementary students. Time that is free from student contact on these days shall be used for individual teacher grading, planning, etc.
- J. One (1) day per month will be designated as a modified instructional day, with a maximum of four (4) hours of instructional time for secondary students and five (5) hours for elementary students. Time that is free from student contact on these days shall be used for school based or district professional development. Notwithstanding Article III, paragraph 3.F. Compensatory Time may not be taken by teachers during this professional development. This provision shall be subject to reopener negotiations on an annual basis ~~subject to Article XX.B.~~
 - 1. A Modified Instructional Day Committee shall be formed comprising three (3) teachers and three (3) administrators to review the usefulness of Modified Instructional Days and investigate the feasibility of increasing the frequency of modified instructional days. The IRCEA president will name the three (3) teachers to the Committee. The Committee will make recommendations to the IRCEA and SDIRC negotiation teams.
- J.K. MBUs will be notified via email or phone of any changes in teaching assignment after the close of the school year. If this constitutes a physical move, then support will be provided at a convenient time for both the MBU and site administration.

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III.2 Librarians/Media Specialists

- A. School libraries will be staffed by certified personnel at all levels unless library/media specialists are identified as a critical shortage area.
- B. Principals shall make every effort for librarians/media specialists to be relieved of extra duties so libraries/media centers can be open before and/or after school.

III.3 NonInstructional Duties

- A. Teachers agree to fulfill assigned responsibilities for such activities as those required in fulfilling their regular assignments. The administration will schedule assigned responsibilities to occur within the regular workday.
- B. Members of the bargaining unit recognize that it is necessary to occasionally participate in such activities as curriculum study committees, county-wide grade or special area meetings, meetings with parents, instructional materials and program evaluations, etc., which may extend beyond the normal work day. Attendance at activities occurring outside regular contract hours is voluntary. Members of the bargaining unit may voluntarily participate in such activities without additional compensation. Where permissible by state law, the Teacher Education Center coordinator will grant inservice points for attendance at such activities provided the activity has received prior approval from the coordinator.
- C. The Board and the Association recognize the importance derived from teacher and parent contacts. MBUs are encouraged to attend all PTA or PTO meetings where applicable; however, such attendance is voluntary. Attendance at one (1) annual open house is expected unless excused by the principal.
- D. The principal shall select personnel to advise/direct extracurricular activities and there shall be, insofar as possible, a fair and equitable distribution of such duties among available personnel. Extracurricular activities that

receive supplements are noted in [Appendix B.3](#). All open extracurricular activity positions at each school shall be posted at the school level. If not filled within a ten (10) day period, then the vacancy will be advertised at the District level.

1. If all qualifications are equal, MBUs shall be hired over other District employees or community members when assigning negotiated supplements.
 2. The duty or duties for all negotiated supplements must be performed by the individual(s) receiving the supplement(s). Portions of negotiated supplements may not be appropriated and given to individuals not performing the duties of that supplement.
 3. Participation by teachers in extra-curricular activities for which no additional compensation is paid shall be voluntary.
- E. To provide proper supervision of students, it is essential that instructional personnel assume responsibility for such assignments as bus duty, ground duty, hall duty, etc. Where teachers do not volunteer for these duties, the principal shall assign them. There shall be insofar as possible, a fair and equitable distribution of such duties among available personnel. In the event a teacher assigned duty is absent, the administrator will assign the substitute teacher to assume that duty.
- F. MBUs shall be paid or earn compensatory time for duties that are non-instructional and/or supervisory in nature for times that extend before or after the regular work day. Examples of such duties are ground duty, hall duty, cafeteria duty, bus/car duty, etc. Payment/compensatory time for such non-instructional and/or supervisory duties shall be made if the MBU volunteers to perform such duties during his/her duty free lunch period. All employees who are paid shall be compensated in accordance with the salary schedules as attached in Appendix B.4. Any accumulated compensatory time may be taken during the normal teacher work year, at the teachers' discretion, at a time not requiring a substitute. No MBU shall be required to perform duties for compensatory time that she/he will be unable to use. Non instructional/supervisory duties as referenced in all other areas of the contract refer to duties performed within the normal school day.
- G. No MBU will be required to get CDL licensure or be requested to drive a bus.
- H. Elementary teachers will provide supervision and maintain discipline during PE activities developed by the District, recorded on video tape, and broadcast via the school-wide ITV during the regular student day for thirty (30) consecutive minutes.
1. At the individual discretion of the MBU and with the principal's approval, the MBU may provide instruction other than the videos for physical education. Such instruction must conform with the definition of physical education as found in the law.
 2. Documentation of all PE activities is to be recorded in the teacher plan book.
 3. It is the teacher's decision as to when and where the PE activities occur during the student day.
 4. Implementation of this law will not result in reduction of recess time at any elementary school.
 5. No MBU who is a classroom teacher will be required to plan PE in order to meet the mandates of CS/CS/HB 967.

III.4 Health, Safety and Welfare Issues

- A. It is the responsibility of the Board to provide a comprehensive program of safety and sanitation. The Board will take appropriate action to correct, diminish or remove unsafe or unsanitary conditions. The Board and the Association agree that a district wide safety committee shall be established and meet regularly. Composition of the safety committee will be consistent with the Board's adopted plan. IRCEA will appoint one member to the committee.
- B. The Board and the Association recognize the importance of providing first aid to students. The Board, assisted by the Indian River County Health Department, shall provide school nurse services to all schools. The Board shall develop the schedule for these services. School nurses shall be responsible for providing services/procedures that require medical training. MBUs shall not be required to provide health related services to students.
1. Notwithstanding the above, teachers may volunteer to assist with student health related services in an emergency situation by signing the Emergency Care Plan Cover Letter, a copy of which is attached to an individual student's Emergency Care Plan. A copy of the cover letter is appended to the contract as [Appendix F](#). An emergency situation shall be defined as a student medical crisis requiring immediate administration of medication or performance of a medical procedure necessary to avoid and/or stabilize the medical situation.
 2. Within ten (10) working days from the cover letter signature date, the Board will provide individual training to the MBU via a Licensed Registered Nurse (RN), during the contract day necessary to implement the Emergency Care Plan.
 3. A second signature from the MBU will be required on the cover letter attached to the Emergency Care Plan indicating that the individual training was completed.
 4. The MBU will not be held liable for damages when carrying out the Emergency Care Plan pursuant to F.S. 1006.062 (2). Nothing herein shall obligate the School Board or any MBU to indemnify any person served by the Emergency Care Plan.
- C. In those areas of a school plant (FS 1013.01(6)), identified as places where frequent injury is possible, the Board will provide a communication system which will permit contact with administration.

- D. In compliance with State and Federal guidelines, Principals will implement a procedure for handling bomb threats and other emergency situations in accordance with recommendations made by appropriate law enforcement agencies. No MBU will be required to search for bombs, assist in implementing emergency plans other than evacuation and lockdown procedures, or be required to be part of a school emergency team.
- E. When a caller properly identifies a message as an emergency, it will be delivered immediately. All other messages will be placed in the teacher's mailbox or delivered as soon as possible.
- F. MBUs may leave the work location during duty hours to smoke only when they are not supervising students and when approved by the Principal or designee. Approval shall be granted for MBUs needing to step off campus for tobacco use during their duty free lunch.

III. 5 Facilities

- A. The Board shall provide facilities and equipment comparable in every school.
- B. It is not the responsibility of members of the bargaining unit to perform maintenance or custodial duties.
- C. The Board shall provide adequate parking facilities for all MBUs on or near the premises of each school in the District. Such parking shall be closest available to the school building.
- D. Due to facility restrictions, teachers may be required to be flexible with room arrangements for planning. If a MBU is displaced from his/her classroom during planning a suitable work area shall be provided.

III. 6 Faculty Meetings

- A. There shall be a reasonable number of regularly scheduled faculty meetings conducted during the contract day. Principals may hold additional meetings in cases of emergency.

III.7 Personnel File

- A. Any MBU may request a reproduction of the contents of his/her personnel file, wherever the personnel file(s) is located. The reproductions must be performed by the Human Resource Department/school office at cost.
- B. The personnel file of a MBU will be treated as indicated by Florida Statutes.

III. 8 Paperwork Reduction

- ~~A. In compliance with §1001.42(24), the Superintendent, with approval from the president of the IRCEA, will appoint a classroom teacher to serve as the teacher representative to speak on behalf of the district's teachers regarding paperwork and data collection reduction.~~
- ~~B. A committee consisting of four other classroom teachers, three school-based administrators and one county office personnel shall be formed for the purpose of reducing and/or maintaining reduction of paperwork and data collection for classroom teachers.~~
- ~~C. The teacher representing Indian River County (reference Article III.9.A.) will chair said committee.~~
- ~~D. Release time will be provided for teachers serving or chairing this committee to attend scheduled committee meetings. This release time will not exceed six half days and will occur while students are in session.~~
- ~~E. One additional day of release time will be provided for the appointed teacher representative (chair of the committee) to be used at this MBU's discretion for research and composing of required reports.~~

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III.9 Video Cameras, Cell Phones and Other Recording Equipment

- A. MBUs shall be notified in advance when video cameras or other recording equipment is installed in a work place. A sign indicating the facility has video cameras or recording equipment for security reasons shall be placed at the main entrance to the facility.
 - 1. These cameras/recording equipment are installed for security reasons only.
 - 2. Tapes from video cameras, cell phones, and/or other recording equipment will not be used as evaluate or discipline MBUs.
 - a. Notwithstanding the above, the district will pursue any unlawful act which is shown on a tape. The district may also investigate any unethical act shown on a tape and may discipline if violations are supported by other evidence.

III.10 Lesson Plans

- A. All MBUs will create lesson plans. Lesson plans will contain the lesson goal or objective, activities, means of assessment, and applicable ESOL strategies and State Standards.
 - 1. If ESOL strategies or State Standards are currently in textbooks, district pacing guides, or other instructional materials, then they will not be required to be listed within the lesson plan.
 - 2. When listing ESOL strategies or State Standards, only the reference number needs to be listed in lesson plans.
- B. MBUs on PSC or CC contract status will be required to submit lesson plans upon request of administration no more than once per month, unless documentation exists in evaluations that prior lesson planning has been insufficient.

- C. MBUs on an AC contract status will be required to submit lesson plans upon request of administration no more than on a biweekly basis, unless documentation exists in evaluations that prior lesson planning has been insufficient.
- D. If electronic submission of lesson plans is required, MBUs have the choice of creating lesson plans in a lesson plan book using paper and pencil or using any computer program readily available in the District, e.g. Excel, Word, eSembler, etc. MBUs creating lesson plans within a lesson plan book will be provided access to a scanner or copier with scanning capabilities, connected to a computer, for converting these written lesson plans into an electronic format for submission.
- E. MBUs are guaranteed access to a computer with programs installed for lesson plan preparation to use during their planning time during the student day.
- F. The computers of MBUs will be linked with a working school printer or copier for the purpose of printing off hard copies of lesson plans for use in the classroom. If the computer of an MBU is not linked, then the District will provide a flash drive on which the MBU can save lesson plans to print on a net-worked printer or copier.
- G. Training opportunities during the contract day will be provided to MBUs on proper use of a scanner or for lesson plan preparation using eSembler.
- H. Administrators must provide feedback to the MBU on submitted lesson plans within ten (10) days from the date of submission.
- I. Teachers will be required to have lesson plans prepared one (1) school week in advance. These plans will be ready the first morning of the week the lesson plans are to be implemented.

**ARTICLE IV
TEACHER EVALUATION**

IV.1 Authority and Purpose

- A. The parties agree that the State has directed specific action in the area of teacher evaluation in the Student Success Act, Chapter 2011-1, Laws of Florida, Florida Law pertaining to teacher evaluation will take effect during the 2011-2012 school year.

IV.2 Overview

- A. The parties will separately bargain and approve the evaluation instrument(s) to be used in the Teacher Evaluation Program (TEP) and the TEP shall be a part of the District Procedure Manual for Teacher Evaluation (the TEP Manual), and the TEP Manual shall also be separately bargained.
- B. The TEP Manual shall contain the procedures by which MBU's shall be evaluated and scored. The TEP and TEP manual are incorporated herein by reference.
- C. It is the intent that reference to the TEP and TEP Manual will avoid unnecessary technical assessment detail being included in this Agreement.

~~C.D.~~ The TEP Manual may be reopened for negotiations one (1) time during the 2014-2015 school year. Additional negotiations of the TEP Manual may occur at any time during the 2014-2015 school year, but only with mutual consent of the parties.

- ~~D.E.~~ Domain Weights
The Marzano observation protocol is comprised of four (4) Domains. Points earned in each Domain will be weighted as indicated for calculation of the overall instructional practice portion of the summative rating.
 1. Domain 1: Classroom Strategies and Behaviors - 60%
 2. Domain 2: Planning and Preparing – 24%
 3. Domain 3: Reflecting on Teaching – 8%
 4. Domain 4: Collegiality and Professionalism – 8%

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- ~~E.F.~~ Value Added/Student Learning Growth/Gain Data
 1. For the 2013-14 and 2014-2015 school years, the percentages used for the ~~the~~ summative rating will be as follows:
 - a. 50% derived from the Instructional Practice Score and 50% derived from the Student Growth Score or other student measure listed in the TEP manual ~~(teacher state VAM)~~ for teachers with three years of data. ~~Student measures based on students not on the MBU's roster will not be used in their evaluation. Student measures shall only be based on students assigned to the MBU, or shall not count towards the three years of data.~~

- b. 60% derived from the Instructional Practice Score and 40% derived from the Student Growth Score or other student measure listed in the TEP manual (teacher state VAM) for teachers with less than three years of data. ~~Student measures based on students not on the MBU's roster will not be used in their evaluation. Student measures shall only be based on students assigned to the MBU, or shall not count towards the three years of data.~~
 - c. 70% derived from the Instructional Practice Score and 30% derived from the Student Growth Score or other student measure listed in the TEP manual for instructional personnel who are not classroom teachers with three years of data. ~~if the growth score is calculated using a District Test instead of the state VAM~~
 - e.d. 80% derived from the Instructional Practice Score and 20% derived from the Student Growth Score or other student measure listed in the TEP manual and for whom three years of data are not available, for instructional personnel who are not classroom teachers with less than three years of data.
2. ~~2012-13 VAM data will constitute "year one" for the calculations of teacher VAM scores.~~ In the event that state statute is altered to no longer require the use of VAM scores or any other measure or indicator of student learning growth as part of employees' performance evaluations, performance evaluations for all teachers will be solely based on the Instructional Practice Score.
- a. In the event of any other changes to state statute with regard to teacher performance evaluations, the parties will immediately enter into negotiations on the impact of those changes.

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IV.3 General Rules

1. A TEP Committee of four (2 selected by IRCEA and 2 selected by the District) will meet regularly to recommend to the Association and the Board the following:
 - a. The percentage used for calculating the Instructional Practice summative rating.
 - b. An option to narrow the focus of the Summative Evaluation by selecting two (2) to three (3) design questions in Domain 1, in addition to Design question one (1). Domains 2, 3, and 4 will remain as presented.
 - c. Any changes to the TEP Manual.
 - d. Any recommendations of the committee must be negotiated between the parties.
2. The use of the Marzano protocols (State Model) will be implemented with the following changes:
 - a. Striking (deleting) the student interview questions.
 - b. Striking (deleting) any boxes on the form and substituting with bullets.
 - c. After each Teacher Evidence title the following will be included: (list of examples; not a checklist)
 - d. After each Student Evidence title the following will be included: (questions may be asked by the TEACHER only to further demonstrate evidences)

IV.4 Timeline Starting in the 2014-2015 School Year

A.

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Status	Component	Quantity	Timeline
Category I and II Teachers	Formative Conference	1	September 30 <u>October 15</u>
Category I Teacher	Formal Observation – including pre-observation conference, observation and post-observation conference – must be scheduled	Minimum of 2	Complete 1 formal observation by Dec. 9 Complete 1 formal observation by May 15 <u>Additional formal observation(s) may be initiated by the MBU or evaluator.</u>
Category I Teacher	Informal Observation – at least 10 minutes in length – can be announced or unannounced	Minimum of 6 <u>4</u>	At least 3-2 per semester
Category I Teacher	Walkthroughs – between 3 and 5 minutes	Minimum of 6	Intermittently throughout the year at the Administrator's discretion
Category II Teacher	Formal Observation – including pre-observation conference, observation and post-observation conference – must be scheduled	Minimum of 2 <u>1</u>	Complete 1 formal observation by Dec. 9 Complete 1 formal observation by May 15 <u>Additional formal observation(s) may be initiated by the MBU or evaluator.</u>

Category II Teacher	Informal Observation – at least 10 minutes in length – can be announced or unannounced	Minimum of 32	At least one in first semester
Category II Teacher	Walkthroughs – between 3 and 5 minutes	Minimum of 3	Intermittently throughout the year at the Administrator's discretion
Category I and II Teacher	Evaluation Conference	1	By May 25

IV.5 Definitions of Components

Formative Conference – scheduled in advance with the MBU	<ul style="list-style-type: none"> • Individual overview of evaluation procedure • Goal setting • Review of forms • Review of electronic data components of evaluation system • Identifying category of MBU (Category I or II teacher) • Selection of Deliberate Practice elements will consist of teacher selection, with mutual agreement
Formal Observation – mutually scheduled	<ul style="list-style-type: none"> • 30 minutes or one class period, whichever is greater • Scheduled pre-observation conference • Scheduled post-observation conference • Used for annual evaluation • Written feedback • Observer gathers evidence regarding classroom instructional practices and behaviors
Informal Observation – announced or unannounced	<ul style="list-style-type: none"> • At least 10 minutes in length • Used for annual evaluation • Written feedback • Observer gathers evidence regarding classroom instructional practices and behavior
Walkthroughs – unannounced	<ul style="list-style-type: none"> • At least 3 to 5 minutes in length • Used for annual evaluation • Written feedback for teachers experiencing performance difficulties • Observer gathers evidence regarding classroom instructional practices and behaviors
Evaluation Conference – scheduled in advance with the MBU	<ul style="list-style-type: none"> • Individual overview of performance • Finalizing the evaluation • Signing the forms • Presentation of teacher artifacts and evidences of value added measures

Comment [PG19]:
TENTATIVELY
AGREED

B. Scheduling Observations and Conferences

If pre or post conferences are canceled due to an emergency, they shall be re-scheduled for a time that is as close to the originally scheduled time as possible. If the formal observation is canceled due to an emergency, the formal observation will be rescheduled. A new pre-conference may be rescheduled if deemed necessary by the teacher or the evaluating administrator.

C. All observations must be conducted openly.

IV.6 Procedure

A. Criteria

1. Evaluations shall be based on observations made by the principal or assigned observing administrator and shall include at a minimum deliberate practice and teaching strategies, and duties and responsibilities of the MBU as outlined in the TEP.
 2. One administrator will be assigned by the principal to each MBU for the Formal and Informal observations; however, Walkthroughs may be conducted by any site administrator. Written feedback will be provided.
 3. Any artifact(s) presented by the MBU to their evaluator to support an element that has already been scored, shall be accepted and may be utilized, providing that the artifact(s) is presented by the MBU within twenty-one (21) working days after the Formal Post Conference.
- B. Evaluation criteria shall be made known to the MBU, in addition to identifying and documenting the category (Category I or II) of the MBU by September 30th of each year. MBUs hired after September 30th shall be informed of the evaluation criteria/procedures before their assignment begins. This shall include an explanation and discussion of the criteria and the evaluation process.
- C. Evaluators
1. Evaluation procedures for assessing the performance of duties and responsibilities of MBUs are functions and responsibilities of the administration.
 2. Sites with multiple administrators shall establish a rotation schedule in which no MBU shall be evaluated by the same administrator for more than three (3) consecutive years.
 3. The evaluating administrator must submit written feedback to the MBU no later than five (5) student days after the observation takes place.
 - a. MBU will be notified by e-mail each time an observation has been modified within the teacher evaluation electronic scoring program (For example: FASTe, iObservation, etc.).
 - ~~3.4.~~ In matters of due process the same evaluator will not be used in consecutive observations.
 - ~~4.5.~~ When it is observed that a person is not performing in an acceptable manner, the evaluating administrator shall hold a conference with the MBU within five (5) student days following the observation and shall provide written feedback to include specific suggestions as to how the performance of the MBU can be improved.
 - ~~5.6.~~ The evaluating administrator is required to sign and date the formative conference and summative rating forms. The pre-observation conference form and reflection conference form shall be completed together by the administrator and teacher during the pre-observation conference and reflection conference, respectively.
 - ~~6.7.~~ When any Design Question within Domain 1 is rated below Effective or if Domain 2, 3, or 4 is rated below Effective, the evaluating administrator shall document the deficiencies, the recommendations for improvement, and the assistance to be provided.
 - ~~7.8.~~ The only evaluative document to be placed in the personnel files housed in the District office will be the summative rating form.
 - ~~8.9.~~ Any and all documents pertaining to the evaluation of the employee will be kept confidential and exempt from provisions of s. 119.07(1) until the end of the school year immediately following the school year in which the evaluation was made. The Board will comply with state statute in regard to evaluations and public access.
 - ~~9.10.~~ The evaluator shall be trained in the evaluation tool.
- D. Members of the Bargaining Unit
1. MBUs are entitled to an evaluation which is fair, equitable and impartial. After a summative conference with the evaluating administrator concerning the MBU's summative evaluation, any MBU who can document evidence to prove that an evaluation is biased, unfair, retaliatory in nature or procedurally incorrect, may file a grievance within the time limits set by this Agreement.
 2. The MBU is required to sign and date the formative conference form and the summative rating form.
 3. At the formative conference and the summative conference, the MBU will provide artifacts of deliberate practice have occurred throughout the year. Examples of artifacts may include but are not limited to observations, conferences, plan book, grade book, parent contacts, student products, and peer collaborations.
 4. The signature of the MBU being evaluated on the summative rating form does not necessarily indicate agreement. When there is a point of difference, the MBU shall be given the opportunity to write a letter of rebuttal, which will become a permanent part of his or her personnel file.
 5. Any data collected for evaluative purposes will be dated, stored and readily accessible to an MBU for the current evaluation year.

Comment [PG20]:
TENTATIVELY
AGREED

IV.7 Outcome of Final Evaluation

- A. Any annual contract MBU who receives a Highly Effective or Effective score on the TEP (Teacher Evaluation Program) will be renewed; except in the case of budgetary constraints.
- ~~A.B. A summative evaluation rating of "Needs Improvement" or "Unsatisfactory" in 2013-2014 shall not be used to establish just cause for suspension or termination.~~

Comment [PG21]:
LEGISLATIVELY
IMPOSED

IV.8 Pay for Performance

Starting with the 2014-2015 school year, MBUs holding a PSC or CC who decide to participate in the performance pay system must acknowledge in writing with the MBU's signature that they permanently forfeit their right to PSC or CC contract status.

ARTICLE V
EMPLOYEE DISCIPLINE

V.1 Discipline Defined

- A. Discipline of a MBU shall be progressive. Progression shall be as follows: documented verbal warning presented in conference with the MBU, letter of reprimand, suspension, termination. Serious first offenses may result in an immediate, strong consequence up to and including termination.
- B. Members are entitled to due process prior to any decisions regarding discipline.
- C. An impartial investigation shall be conducted.
- D. Discipline shall be justifiable and reasonably related to the extent of the offense.
- E. Discipline shall be administered fairly and objectively.

V.2 Procedures

- A. The MBU has the right to have a representative present during any type of disciplinary procedure. When a request for such representation has been made, no action shall be taken with respect to the MBU until such representative shall have a reasonable opportunity to be present.
- B. No reprimand or discipline shall be discussed by the administrator(s), MBU, or representative involved in the presence of students, parents, or employees not involved in the events giving rise to such reprimand or discipline, provided this shall not preclude such discussion as is necessary to establish the facts or to process such reprimand or discipline to the School Board, and provided such shall not preclude the MBU and/or representative discussing the same with appropriate Union officials.
- C. Any disciplinary action taken against a MBU based on a complaint by a parent or student shall be limited to informal action unless the matter is first reported to the MBU in writing. Formal disciplinary action resulting from such complaint shall be limited to those matters, which have been reported to the MBU in writing.
- D. The Board and Association understand that the administration may need to discipline a member of the bargaining unit. During any type of disciplinary procedure, both the principal/designee and MBU shall behave in a professional manner that promotes communication and understanding. MBUs shall be given copies of any materials and/or documents used during the disciplinary procedure and the opportunity to include a written statement on his/her behalf before any record of the discipline is placed in the member's file. The member shall be notified if any other material related to the subject of discipline is to be placed in his/her file, provided a copy of the material and given the right to respond.
- E. A complaint, against an employee who is a MBU, which is lodged by a parent, student, or other individual, will only be included in the member's personnel file if the complaint is placed in writing and signed by the person lodging the complaint and the member is provided with information about the complaint. The member shall be given the opportunity to file his/her explanation with the complaint prior to any action.

ARTICLE VI
TRANSFERS, ASSIGNMENTS, PROMOTIONS

VI.1 Transfers

- A. General Provisions
 - 1. A transfer shall mean the movement of the employee to a different school or worksite.
 - 2. The Board and the Association acknowledge that the authority to make transfers rests with the Board upon the recommendation of the Superintendent. When transfers are made, they shall be made in what is considered to be in the best interest of the district instructional program as determined by the principal, superintendent and Board. MBU requests for transfers will be taken under consideration.
 - 3. Vacancies within the district will be publicized by the distribution of written notices to principals. Such postings shall be made at least five (5) days before the vacancy is to be filled. The notices shall be posted in the schools, on the district website and on the Human Resource Department bulletin board with a copy e-mailed to the Association at the time of posting. Interviews for the position shall be held within two (2) weeks following the closing of the posted position. Records of vacancies, which occur after the close of schools in June can be obtained by contacting the Human Resource Department or referring to the district website. The district agrees to provide a phone service to list position vacancies, group health, EAP, and emergency information for employees.
- B. Voluntary Transfers
 - 1. A voluntary transfer shall mean an employee initiated transfer.
 - 2. Request for transfers from one school to another school when initiated by the MBU shall be in writing stating the reasons for the transfer. The letter shall be submitted to the Human Resource Department in

person, through mail or on-line using the Winocular system. Transfer requests shall be circulated to the principals.

3. Notice of a transfer request during the school year shall be made known to the MBU's principal and to the principal(s) of the school(s) involved in the transfer request. If a member's principal denies a request for transfer during the school year, the principal will notify the superintendent and the MBU will notify the IRCEA President. Members are not required to have the principal's permission at their current worksite when a voluntary transfer is sought during the summer months.
 - a. Transfers between schools during the school year will be made only when the efficient operation of the school system is contingent upon the transfer.
 - b. Members recommended by the Superintendent for transfer shall be given notice as soon as possible. All requests for transfers, in this section shall be made by consultation between the Executive Director of Human Resource and the member. However, nothing in this section shall prohibit the MBU from discussing a possible transfer with the principal(s) of the school(s) in which an interest is shown.
 - c. In instances where a requested transfer is not granted, the employee may request a conference with the Executive Director of Human Resource, for the purpose of reviewing the decision.
 4. Arrangements for interviews will be made by the member prior to the opening of the school year with the principals who have vacancies.
 5. No assignments of new MBUs to positions in the school district shall be made until all MBUs desiring a reassignment or transfer to that position have been given an opportunity to apply. All qualifications being essentially equal (certification, NCLB standards, advanced degrees, etc.), years of experience in the district will be the primary factor in making voluntary transfers.
 6. The Human Resource Department, working in conjunction with principals of more than one school, may arrange transfers between schools affecting MBUs for energy conservation purposes. A teacher desiring such a move should contact the principal of the school to which the MBU is assigned and inform the Human Resource Department in writing at the same time. Such transfers shall be approved by the Human Resource Department before they are implemented and must not reduce the effectiveness of the educational program.
 7. No voluntary transfer will take place before the input of the receiving principal is considered.
- C. Involuntary Transfers
1. An involuntary transfer shall mean an employer initiated transfer of an employee to a different school or worksite than the one where the employee is currently working.
 2. When an involuntary transfer of an employee within the system is necessary, criteria to be used shall be principal recommendations, qualifications, evaluations, seniority and certification. When involuntary transfers are necessary, lists of positions in other schools shall be made available to all members being transferred, and their interest in a particular position will be considered. The requests for voluntary transfers shall be considered before involuntary transfers are implemented.
 3. The salary of an individual, excluding supplements and contract variations, shall not be reduced.
 4. Involuntary transfer shall not be used as a punitive measure.
 5. When an involuntary transfer is initiated due to changes in student enrollment, voluntary transfer requests from the exiting school to the receiving school shall be given first consideration.

VI.2 Assignments

- A. An assignment or re-assignment within a school is the responsibility of the principal. Consideration will be given to the member's wishes and will be in the best interests of the educational processes. A reassignment shall mean a change in assignment, i.e. subject area, grade level or work responsibility, for an employee within a school or worksite.
- B. Principals will, whenever possible, make assignments "in-field". This statement, however, shall not be interpreted to either mean that a class will be denied students because a member is not available who has this subject on his/her certificate and/or that full time members will be permitted to carry less than a full teaching load.
 1. Members will be required to maintain all subjects covered on their certificates at the time of their employment throughout their tenure in the district.
 2. When there are not sufficient numbers of periods in a specific area where a member is certified, the workday and pay may be reduced proportionately to the number of periods the member is assigned "in-field", if the member is inadequately prepared to accept an "out-of-field" assignment.
 3. No MBU will be required to obtain certification for a subject area reassignment unless the District has no other currently employed MBU who is certified for the position or no other applicants who are certified for the position. In the event that the MBU must be assigned to teach "out of field", the District agrees to pay the cost for that MBU to take the subject area exam one time. In the event that a subject area exam is not offered in that subject, the District agrees to assist that MBU in obtaining certification through the Staff Development Office.
- C. Assignments for summer school, adult evening school, or other similar programs of the school district conducted other than during the normal school day, shall be filled with the best-qualified, available applicants. Fully certified personnel shall be given first consideration. Consideration shall be given to the number of year's experience the

applicant has had in teaching a specific subject and tenure in the school district. This shall not, however, disqualify applicants who possess special skills, knowledge, and competencies required in the special program provided. Written applications as well as electronic applications for summer school should be submitted prior to the posted summer school application deadline.

- D. When a vacancy occurs in a teaching assignment during the school year, due to resignation, retirement or termination of the MBU, the principal and the Executive Director of Human Resource shall recommend the best-qualified applicant to fill this vacancy. Applicants who are fully certified shall be given first consideration. This employee shall be placed at the appropriate step on the approved salary schedule.
- E. If a vacancy occurs during pre-school, the Superintendent may waive postings during pre-school in an effort to place teachers in the classroom prior to the start of school.

VI.3 Promotions

- A. The Board and the Association acknowledge that the authority to make promotions rests with the Board upon the recommendation of the Superintendent. When promotions are made, they shall be made in what is considered to be in the best interest of the district instructional program as determined by the principal, Superintendent and Board. A member's requests for promotion will be taken into consideration. A promotion shall be defined as movement from a position within the instructional bargaining unit to an administrative position.
- B. Vacancies for professional positions, which are promotions, will be publicized by written notice to principals. The notice shall be posted by the schools on the Human Resource Department board and the district website with a copy faxed to the Association. Requirements for the position will be included in the notice and the duties and responsibilities as approved will be available in the Human Resource Department.
- C. Eligibility
 1. To be eligible for a promotion, a member of the bargaining unit must successfully complete the School District of Indian River County's professional development program. Successful completion will result in the MBUs inclusion into the eligibility pool.
 2. A candidate for the professional development program should be working towards or have attained certification in Administration and Supervision Educational Leadership, or possess a Master's Degree or higher with a graduate major in School Administration. The candidate should also have three (3) years of full-time teaching experience. The candidate must declare interest in administrative position vacancies in Indian River County.
 3. All information concerning this process for the professional development program is available in the office of the Superintendent.

ARTICLE VII REDUCTION IN PERSONNEL

VII.1 Layoff Procedures

- A. The Board and Superintendent are legally charged with the responsibility of staffing the instructional services provided by the Board. It is recognized that occasions may arise when it is necessary to reduce services. When this occurs, the Superintendent and his staff will analyze the total school program and services provided, including but not limited to personnel, in order to make recommendations to the School Board. When instructional personnel are to be affected by a reduction in the number of teaching positions, the Association shall be notified by the Superintendent or his designee. The following procedures shall be used when reducing instructional personnel:
 1. The School Board will determine the order of a workforce reduction based on the educational program needs and the performance evaluations of employees. Seniority will not be a factor in determining the order of employees to be reduced. The School Board shall first determine the education programs that will be affected by the reduction in force. Within the programs targeted for reduction, the employee with the lowest performance evaluation, in the current and immediately preceding school year, will be the first to be released; the employee with the next lowest performance evaluation will be the next to be released; and the reductions shall continue in like manner until the needed number of reductions has occurred. The Board and the IRCEA recognize the right of the principal to recommend personnel he/she feels is best qualified for meeting the curricular needs of the school and the right of the School Board to determine the overall educational program needs of the district.

VII.2 Recall

- A. The following procedures shall be used when recalling instructional personnel.
 1. All instructional personnel affected by a reduction as specified in Section A shall be given every consideration until the first day of school for MBUs in the event vacancies occur, provided the MBUs are fully certified for the position which is vacant.
 2. MBUs shall be recalled in reverse order of Article VII.1.A. MBUs shall notify the Human Resources Department in writing, within seven (7) days of the receipt of a certified, return receipt requested letter of

recall a MBU shall notify the Human Resource Department in writing whether he/she shall accept employment. Failure to respond to the letter of recall or to accept the position within the time required automatically terminates the MBU's right of recall. The MBU is responsible for maintaining a current mailing_address and telephone number in the Human Resource Department at all times for purposes of this section. The letter shall be mailed to the MBU at said address by certified mail, return receipt requested.

3. No benefits shall accrue to individuals who are waiting to fill vacancies.

ARTICLE VIII TEACHER AUTHORITY AND PROTECTION

VIII. 1 Student Discipline

- A. MBUs may impose customary classroom discipline where necessary in the case of minor infractions and may use such force as necessary to protect himself/herself from attack, or to prevent injury to another student.
- B. Normal classroom management and student behavior modification are the responsibility of the classroom teacher. However, there may be times when the teacher needs to send or take a student to the principal's office in order to maintain effective discipline in the classroom. During these instances it is the principal's responsibility to take the necessary steps and apply the appropriate discipline. A teacher may send a student to the principal's office to maintain effective discipline in the classroom and may recommend an appropriate consequence consistent with the student code of conduct under §1006.07. The principal shall respond by employing the teacher's recommended consequence or a more serious disciplinary action if the student's history of disruptive behavior warrants it. If the principal determines that a lesser disciplinary action is appropriate, the principal should consult with the teacher prior to taking disciplinary action using the student code of conduct matrix.
- C. Pursuant to F.S. 1003.32, the school principal shall fully support the authority of each teacher to remove disobedient, disrespectful, violent, abusive, uncontrollable, or disruptive students from the classroom and, when appropriate and available, recommend placement for such students in an alternative educational setting. The teacher has the authority not to take back the student who was removed until the placement review is held.

VIII. 2 Determination of Student Grades

- A. It shall be the responsibility of MBU's to determine grades and evaluate students in accordance with the grading regulations and procedures established by the School District of Indian River County as provided for in School Board Rules.

VIII.3 Exceptional Student Referral

- A. A student referred for exceptional education shall be tested and staffed within 45 working days from the date the completed referral is logged in with the Student Service Department.

VIII.4 Assault and/or Battery Against an MBU

- A. Any case of assault and/or battery upon an MBU in the line of duty shall be reported to the principal or immediate supervisor who shall report the incident to the Superintendent.
- B. The MBU may pursue whatever legal recourse is available without restraint by the Board or its representatives.

VIII.5 Legal Consultation Rights

- A. Any member of the bargaining unit, who is involved in litigation as a result of pursuit of his assigned responsibilities in the name of the Board, shall be provided legal consultation to advise the member of his/her rights and obligations and render assistance in connection with handling the incident by law enforcement and judicial authorities. (Section 768.28(9)(a))

VIII.6 Damaged Property Restitution

- A. When property under the control and supervision of an MBU is lost, damaged or destroyed, the Board will attempt to secure restitution provided the item is covered by the present one thousand dollar (\$5,000) deductible policy.
- B. In case of loss or theft by negligence or willful damage to school property by a member of the bargaining unit, the user or person responsible for the damage shall be responsible for the replacement of the property or for payment of damages in accordance with the true value as determined by the Superintendent.

VIII.7 Availability of School Board Rules

- A. The Board agrees that a copy of current School Board rules and regulations shall be available to members in each school.

VIII.8 Faculty Lounge

- A. A faculty lounge shall be provided at each school site for MBUs in an area free from students. The faculty lounge at each school site shall be posted "Staff Only."

VIII.9 Teacher as Acting Principal

- A. Any member who is designated as acting principal shall have, during the time the designee assumes responsibility in the absence of the principal, the same protection and authority as the principal in order to maintain effective operation of the school. Any MBU who is designated acting principal will be replaced in the classroom by a substitute approved by the MBU.

**ARTICLE IX
ACADEMIC FREEDOM**

IX. 1 Academic Freedom Recognition

- A. The Board and the Association acknowledge the right of the Board to determine the courses of study and the instructional materials and aids used to implement the instructional program. The Board agrees to continue its practice of involving members of the Association and persons eligible to be members of the Association in the revision of the courses of study and in the selection of textbooks. The Association agrees that members of the bargaining unit who accept these responsibilities shall attend the meetings and fulfill all assignments required of committee members.
- B. The responsibility and right of a member of the instructional staff to present information of a controversial nature is hereby recognized. The MBU shall refrain from presenting controversial materials or issues, which are not directly related to the subject area taught.
- C. In presenting controversial materials or issues, the MBU shall present all sides of the question without bias or prejudice, and instructional material introduced for the first time must have been evaluated in accordance with state and local textbook procedures. These evaluations shall be maintained in the office of the principal or the appropriate supervisor.

**ARTICLE X
PROFESSIONAL ISSUES**

X. 1 School Ratings

- A. The School District of Indian River agrees to notify the IRCEA President within 10 working days after the District is notified of a "D" or "F" school rating.

X.2 Calendar Committee

- A. The Board has the legal responsibility for establishing a calendar for instructional personnel. The Board agrees to permit the Association to have representatives on the committee, which recommends a calendar to the superintendent for instructional personnel. SDIRC will commence the instructional calendar committee during the month of October each year.

X.3 Class Size

- A. The Board and the Association recognize that the instructional program is influenced by class size and the ratio of adults to students working directly in the instructional program. Class size shall be maintained as per Florida Statutes.

X.4 Peer Teacher Assignments

- A. No MBU shall be assigned a beginning teacher unless:
 - 1. The MBU has satisfactorily completed or shall complete the Peer Teacher Training Program or the equivalent as provided by the School Board.
 - 2. The MBU holds a continuing/professional services contract with at least one year in Indian River County.
- B. The MBU should hold certification in the assigned teaching area of the beginning teacher, unless there is no MBU so certified.
- C. The MBU voluntarily accepts the Peer Teacher Assignment, but if no one volunteers, the principal may assign that duty.

X.5 Student and Intern Assignments

- A. Assignment of an intern or student teacher to a supervisory teacher shall be made only with voluntary consent of the supervisory teacher.
- B. A teacher shall be assigned no more than one (1) intern and/or student teacher per school year.
- C. Assignments of interns or student teachers will be made so that the intern will be working with the teacher in the intern's major area of study and at the appropriate grade level.
- D. The selected supervisory teacher, through the principal, will inform the intern in advance as to the type of program in which he/she will be involved.
- E. Any remuneration received by the supervisory teacher from the intern's college shall be retained by the supervisory teacher and reported to the Superintendent.
- F. When "Supervision of Interns" is a part of the approved in-service program, in-service points will be awarded for this function when the MBU performs all required procedures.

X.6 Administrator Survey Evaluation

- A. The SDIRC and IRCEA have agreed to form a committee comprised of four (4) teachers and four (4) administrators to jointly develop a survey instrument, which will allow teachers to provide feedback on the performance of their principal and/or other administrators at their school or worksite on an annual basis. The IRCEA president will name the four (4) teachers to the committee.

X.7 Critical Teacher Shortage Areas

- A. Economic incentives may be considered as needed to recruit teachers in identified areas. Any agreement regarding economic incentives to recruit and retain teachers in identified areas will be negotiated.

X.8 District and School Budgets

- A. The Board and the Association will establish a budget committee to review possible savings relative to the budget each year. Recommendations to the budget committee will be submitted to the Superintendent. The Association shall appoint representation to the committee. The committee will meet on a regular basis, as needed.
- B. If principals are required to reduce school budgets, they shall confer with grade chair or department chair, and faculty council concerning the reductions. The chair shall in turn confer with the teachers they represent.

X. 9 Southern Association of Colleges and Schools

- A. The Board and the Association recognize that participation in Southern Association of Colleges and Schools evaluation may result in professional growth for the individuals involved. To the extent possible, the Board will attempt to have this participation shared as widely as possible and practicable.

X.10 Job Sharing

- A. Job sharing shall refer to two (2) employees voluntarily sharing one (1) fulltime position. A list of employees interested in job sharing shall be available in the Human Resource Department.
- B. A written agreement will be signed by the two MBU's and the principal(s) thirty (30) days prior to any given semester of the intent to share a position.
- C. It is understood that only one (1) of the MBU's will receive benefits during the duration of the job sharing agreement.
- D. The agreement drafted by the job sharing participants shall include the following:
 1. How days/time shall be split
 2. Designate .6 MBU to receive health insurance benefits
 3. Both MBUs understand the out-of-field requirement, if it applies
 4. Each MBU and the principal will jointly agree on a Professional Development Plan and Parent Conference Schedules
 5. All benefits to be accrued proportionate to time worked
 6. Site based administrator(s) approval

X. 11 School Handbooks

- A. Information contained in school handbooks will not be in conflict with this Agreement. To the extent that language in these handbooks conflict with a negotiated collective bargaining agreement, the agreement prevails.
- B. A job description for department head, (i.e., team leader, department chair, or grade level chair) will be listed in each school's handbook. A description of the selection process for these positions will be listed as well. Principals are obligated to follow the stated criteria for assignment of personnel to these positions.

X.12 Health Insurance Committee

- A. The Board and the Association will establish an insurance committee to work cooperatively to maintain the best possible health insurance benefits. IRCEA will appoint 4 MBUs to the committee. Changes in health insurance benefits/plan will be negotiated. An IRCEA committee representative will be invited to be included in any Health Insurance Committee presentation of information regarding insurance committee recommendations at board meetings and workshops.

X. 13 Lesson Plans and Grading Procedures During Extended Absence

- A. While on extended leave, teachers will not be required to provide lesson plans, grade papers, or enter student grades beyond the first five consecutive days of absence. For the purpose of this section, extended leave shall be defined as leave beyond five (5) workdays.

**ARTICLE XI
FACULTY COUNCIL**

XI.1 Composition and Selection

- A. Faculty representatives shall be established in each school through Faculty Council consisting of elected members of the faculty. The council shall be comprised of 10% of the instructional personnel at each school, but shall be no fewer than five (5) members.
- B. Faculty Council members shall be elected at a general faculty meeting during the month of September each year. Any MBU is eligible to vote for and serve on the Faculty Council.

XI.2 Function and Meetings

- A. The Faculty Council will be advisory and meet regularly (at least once a month) to discuss items of concern.

**ARTICLE XII
SYSTEM-WIDE INSTRUCTIONAL COUNCIL**

XII.1 Purpose

- A. A Council shall be created to advise the Superintendent on matters pertaining to improvements of the system-wide instructional program. The Council may consider, but not be limited to, advising on proposed change in areas such as philosophy and goals, needs assessment, courses of study and/or curriculum guides, instructional materials selection, teaching strategies, organizational patterns, assessment programs, student evaluation and progress reporting, research and development, and educational specifications for facilities.

XII.2 Composition and Guidelines

- A. Council membership shall consist of one (1) representative from each school Faculty Council and five (5) administrators appointed by the Superintendent. If a school does not have a Faculty Council, the faculty will elect one (1) representative.
- B. The Council shall elect a chairperson from among its members.
- C. The Board shall agree to provide reasonable clerical assistance and substitutes for teachers when meetings are held during the student day. The Superintendent shall be responsible for scheduling meetings and approving the employment of the substitute.
- D. Meetings will be held at least quarterly providing one or more agenda items have been identified.
- E. The council may request the services of persons with specialized expertise for information and recommendations as necessary.
- F. Recommendations of the System Wide Instructional Council will be submitted to the Superintendent.

**ARTICLE XIII
PROFESSIONAL DEVELOPMENT**

XIII.1 Purpose and General Guidelines

- A. Purpose
 1. The purpose of professional development is to encourage appropriate staff development through in-service training, university courses, district in-service workshops, out-of-county training programs, and/or other training provided to improve skills and increase knowledge. The training should develop professional and personal potential, a life-long learning spirit, increase knowledge and improve educational/ occupational skills of employees.
- B. Participation in in-service activities is required when provided within the regular work schedule, or in an area marked "needs improvement" or "unsatisfactory" on an evaluation. Participation in in-service activities outside of the contract day or at other times is optional.
 1. Assignment to in-service activities during the regular workday shall be made by the principal or supervisor for that related area.
 2. MBU preferences and department/grade level chair recommendations will be considered when making assignments to in-service activities.
 3. One of the four pre-planning days, or its equivalent, shall be designated as an in-service day. The three remaining pre-planning days shall be identified as teacher workdays to be used at the MBU's discretion with a maximum of three hours designated for student orientation.

4. The October State in-service day shall also be identified as a District in-service day, giving the MBU the choice of which to attend.
 5. An additional one-half (1/2) of a teacher workday each semester, other than workdays designated as pre-planning or post-planning workdays, may also be designated for in-service activities.
- C. MBUs who have been assigned involuntary, non-paid participation in one or more in-service activities which occur outside of the regular work day as a result of that teacher receiving an “unsatisfactory” or “needs improvement” on an evaluation shall have the option of either accepting the assignment or of appealing the assignment.
1. If the MBU chooses to appeal, the principal shall form a committee. The committee shall be composed of two administrators, one chosen by the MBU and one chosen by the principal and also composed of two teachers one chosen by the MBU and one chosen by the principal.
 2. A majority of the committee must rule that the mandated in-service has been appropriately assigned in order for the MBU to be compelled to take that particular in-service on an unpaid basis outside of the normal working hours.
 3. If a majority of the committee does not rule that the in-service(s) should be mandated on an unpaid basis outside of the normal working hours, then the in-service(s) should either be provided within normal working hours, or the MBU must be paid at the curriculum rate for attending the in-service(s.)
- D. No MBU shall be pressured by school or District administration to attend any professional development/in-service training designated as voluntary training.

XIII.2 Recognition of Training

- A. The staff development office will recognize and approve appropriate training for all personnel. Appropriate training includes college courses, District in-service workshops, out-of-county training, and other training provided to improve skills, increase knowledge or comply with statutory requirements.

XIII.3 In-service and/or Professional Development Credit

- A. Approval of training activities is recorded under the most appropriate Master In-service Plan component number and title, not the actual title of the workshop. It is the responsibility of the facilitator/consultant to gather the evidence that the participant successfully completed an in-service activity.
- B. Eighty percent (80%) participation and demonstration of increase competency are required on all professional development activities, i.e., a participant must attend eighty percent of the activity and successfully complete the course in order to receive any in-service points.
- C. Awarding of In-service Points
1. Points will be awarded for college credit and/or occupational training. One credit hour of a college course is equivalent to 20 in-service points.
 2. One full day attendance at a conference or educational travel is equivalent to a minimum of 6-hours of in-service points. Extended day activities could accrue additional in-service points.
 3. Points may be combined with college or equivalent credits only when course work has been approved prior to the first class meeting or the beginning of the term in the event of an independent study course.
- D. One in-service point is equivalent to one hour of approved training. In-service components may be offered in a series of one hour blocks.
- E. One hundred and twenty (120) in-service points are required during a five-year validity period for renewal of a professional certificate.
- F. Upon request by the MBU the district will furnish an updated record of completed in-service credit and total points banked. This record shall be provided no later than one calendar month from the initial request.
- G. Although individual in-service records are entered into the database, it is the responsibility of the participant to notify the Staff Development office if an error occurs during a validity period. It is the responsibility of the Staff Development office to maintain all records needed by MBUs for certification and/or recertification purposes.

XIII.4 Professional Development Plan

- A. Each MBU will develop and implement an individual professional development plan (as per Florida Statute).

XIII.5 National Board Certification

- A. National Board for Professional Teaching Standards (NBPTS)
1. Teachers who are candidates for NBC will be supported in the process by the School District of Indian River County. When an MBU passes five of the National Board areas and chooses to bank these scores, the Board will pay for the retaking of up to five entries each year, with no additional cost to the candidate, provided the candidate has achieved the score of 2.75 on the five entries. If a candidate does not achieve a score of 2.75 on five entries, the Board will pay for up to five (5) retakes on the condition that the candidate certifies. If the candidate does not certify in year two, future retakes will be at the candidate's own expense.

2. NBC candidates, including those who are banking scores, will be permitted to take up to three (3) personal days for the purpose of studying standards and portfolio preparation. For each personal day taken, the candidate will be permitted to use one temporary duty day to be charged to Staff Development. The total number of days for this purpose are not to exceed three personal days and three temporary duty days. It is recommended that these days are not consecutive. The Building Administrator must approve all days of leave for this purpose.
 3. Each candidate will be eligible for in-service points (up to 120 points.)
 4. Each candidate will have access to available district equipment, and may request assistance from district support personnel based on schedules and availability.
 5. Candidates may use available district facilities and equipment needed to complete the portfolio process.
 6. The NBPTS coordinator will be available to assist in the process.
- B. The NBPTS process will be reviewed annually for any necessary changes.

XIII.6 Educational Research Dissemination

- A. The Indian River County Education Association and the School District of Indian River County agree to collaborate in supporting the implementation of the Educational Research and Dissemination program.

XIII.7 English as Second Language (ESOL)

- A. Training
1. The Board will continue to provide assistance, which includes training through our Teacher Education Center for teachers of ESOL.

ARTICLE XIV LEAVES

XIV.1 General Information and Procedures

A. Leave of Absence

1. A leave of absence is permission granted by the School Board or allowed under its adopted rules for an employee to be absent from duty for a specified period of time with the right to return to employment on the expiration of leave unless the contract has expired. Any absence of an employee from duty shall be covered by leave duly authorized and granted. Leave shall be officially granted in advance and shall be used for the purpose or purposes set forth in the leave application. Any request that leave be granted retroactively will be denied. Leave for sickness or other emergencies may be deemed to be granted in advance. No leave, except military leave, will be granted for a period in excess of one year. Leave may be with or without pay as provided by law, regulations of the state board and these regulations.
 - a. Any absence from duty without leave will break continuity of service for continuing/professional service contract purposes.
 - b. For any absence that is without compensation, the deduction for each absence shall be determined by dividing the annual contract salary by the number of days for the contract period.
- B. Any MBU who expects to be absent from duty for any cause shall notify the Substitute Assignment Center the evening immediately preceding the day of absence, if possible, and in any case not later than one (1) hour prior to the opening of school the morning of the absence. Where an absence is due to an emergency, the Substitute Assignment Center shall be notified at the earliest possible moment. The notice of absence shall always be in advance of the absence unless conditions are beyond control of the employee.
- C. When MBUs are injured "in-the-line-of-duty" they shall be directed to a medical facility, which has been designated by the Board to handle injury cases. If the employee desires to utilize the services of his/her own doctor he/she must notify the appropriate department for permission in advance of initial treatment. The request will be so honored to the extent of the Florida Statutes and Section 6GX31-3.19 of Board Rules and Regulations.
- D. The employee shall be responsible for having written verification of sick leave earned in another school district sent to the Human Resource Office. When a member of the instructional staff employed in the Indian River County School District interrupts teaching service and subsequently returns to a teaching duty in the district, such accrued sick leave credit shall become valid on the first day of contractual service, provided the employee has not received compensation for accumulated leave.

E. Leave Application

1. An application for leave shall be in writing and on the form prescribed by the School Board and shall be directed to the school board. Any application of a MBU shall be submitted to the principal for acknowledgment and shall then be forwarded to the superintendent for submission to the School Board except where authority is granted otherwise for the approval of leave. Leave granted for a school year or for the remaining part thereof will expire at the end of the school year or the school fiscal year for which such leave is granted. An employee having leave for the year or for the remaining part thereof who plans to return to duty the next school year shall notify the superintendent in writing by March 1 and shall send a copy of such notice to the principal of the school from which the employee took leave.

- a. Leave shall be used for the purpose or purposes set forth in the leave application. An employee who violates the terms of the leave application without filing and having approved an amendment to the leave application to allow the new conditions shall have his/her leave terminated and shall be subject to termination of his/her contract.
- b. A record of all leaves shall be maintained in the MBU's personnel file.

F. Approval of Leaves

- 1. The following types of leave shall require direct approval of the School Board:
 - a. Illness-in-line-of-duty leave
 - b. Sabbatical leave
 - c. Any leave which will be for a period covering a full year of contractual service
 - d. Military leave for voluntary military service
 - e. Family leave up to twelve (12) weeks
 - f. Medical Leave (extended)
- 2. The superintendent shall approve all other leaves in accordance with law and the duly adopted rules relating to leaves.
- 3. The principal or the employees' immediate supervisor is authorized to grant leave under the following conditions:
 - a. Where an emergency exists or a good and justifiable reason is given, the principal or the immediate supervisor may grant leave to a MBU under his/her supervision for a period not to exceed one hour; provided that any such absence on a regular or frequently recurring basis must be approved by the School Board.
 - b. The principal or immediate supervisor shall keep on file in his/her office a written record of the leave request bearing written evidence or his/her approval.
 - c. Such leave shall not be charged against sick leave credit and shall not result in a pay reduction.

G. Absence without Leave

- 1. Any member of the instructional staff who is willfully absent from duty without leave shall interrupt continuity of contract purposes and shall forfeit compensation for the time of the absence and his/her contract shall be subject to cancellation.

H. Notification of Absence

- 1. Prior to the close of the preschool conference, the principal shall submit to the superintendent for his/her approval the name of one member of his/her staff and one alternate who would assume responsibility for the school in the principal's absence.
- 2. Any MBU who expects to be absent from duty for any cause shall notify the principal and the substitute center the day before such absence, when possible; but in no circumstance, no later than one hour prior to the opening of school except in an emergency where prior notification is NOT possible. In the event of an emergency the principal or supervisor shall be notified as soon as possible.
- 3. The notice of absence shall always be in advance of the absence except in cases of emergency.

XIV.2 Paid Leaves

A. Sick Leave

- 1. Sick leave shall be granted and filed according to the provisions outlined in Chapter 231.40, F.S.
 - a. A false claim for sick leave shall be deemed cause of cancellation of the contract and for action seeking the revocation of his/her certificate.
 - b. Any employee who is absent because of sick leave for more than five (5) consecutive days should file with the Human Resource Department a written certificate of illness from a licensed physician or other supporting evidence where personal illness is not involved.
 - c. The superintendent may require an employee on sick leave to submit medical certification of ability to resume work prior to authorizing the same to occur.
 - d. Any employee who has used all accrued sick leave but who is otherwise entitled to sick leave shall be granted sick leave without pay. The claim for such sick leave shall clearly state that the leave is without compensation.
 - 1) An application for sick leave due to an extended illness shall have attached to it a statement from a practicing physician certifying that such leave is essential and indicating the probable duration of the illness and needed leave.
 - e. When a member of the instructional staff employed in the Indian River County School District interrupts service and subsequently returns to duty in the district without having transferred and used his/her accrued sick leave credit in another Florida school district, such accrued sick leave credit shall become valid on the first day of contractual service.
 - 1) When a member of the instructional staff retires and receives terminal pay based on unused sick leave, all remaining sick leave credit shall become invalid.
- 2. Annual Pay Option for Accumulated Sick Leave
 - a. MBUs will be offered an option to "buy back" their sick leave earned during the ~~2012-2013~~2013-2014 fiscal year at 70% of the value of the leave. In order to qualify for this program, the MBU must meet the following criteria.

- 1) MBUs must have used 2 days or LESS of their sick/personal leave in the 2012-2013 fiscal year. Days donated to a sick leave pool or Compassionate Leave program would not count toward the 2 day count.
- 2) The MBU must have completed a full contract year in 2012-2013. An exemption will be granted for a break in service due to reduction in force in the immediate preceding year.
- 3) The MBU must have an accrued leave balance of 30 days or greater.
- 4) The MBU must be actively employed by the District at the time of distribution of the funds. Application for "buy back" of sick leave must be made on or before ~~October 1, 2013~~ October 1, 2014. Upon approval, sick leave buy back will be paid subsequent to October 1, ~~2013~~2014, but in no event later than December 31, ~~2013~~2014.
- 5) The MBU must complete an application to participate in the program.
- 6) If MBUs meet all these qualifications, they will receive payment for the requested, unused days based on the following formula: Number of hours established within the district from the 2012-2013 fiscal year's net accrual only, multiplied by the MBU's hourly rate of pay, multiplied by 70%.

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B. Illness-in-Line-of-Duty

1. A member of the instructional staff shall be entitled to illness-in-line-of duty leave pursuant to Chapter 1012.63, F.S.
2. Workers' Compensation leave will be administered pursuant to Chapter 440 FS by the District's carrier or servicing agent.
 - a. The period of leave shall be determined by the authorized treating physician. No medical or annual leave will be charged to employees on workers compensation leave unless requested by the employee. The employee shall provide his/her immediate supervisor with any medical statements resulting from treatment immediately, or as soon as practical following treatment.
 - b. Except in emergency situations, the employee is expected to report the injury to his/her supervisor immediately and complete the first notice of injury form. If medical attention is necessary, not requiring emergency transportation, the employee will take a copy of the form to the authorized treating physician or provider.
 - c. After treatment the employee shall return to work unless instructed by the authorized treating physician in writing to do otherwise. As soon as the employee is released to return to work by the authorized treating physician, he/she shall notify his/her supervisor and return to duty. If work restrictions are placed on the employee by the authorized treating physician, the employee will be eligible for the Temporary Modified Duty Program (Ch. 6GX 31-2.41).
 - d. After 180 days of workers' compensation leave, the district will review the position.

C. Personal Leave

1. Any member of the instructional staff desiring personal leave shall make written application for such leave through the Human Resource Department. The employee shall not be entitled to compensation while on personal leave except as provided in subsection 3 of this rule. Personal leave will be granted at the discretion of the School Board. Authority to approve such leave shall be vested in the School Board except as provided in Article VII.1.F.
 - a. Five days of personal leave with pay will be allowed for any member of the instructional staff each school year; provided that such days shall be charged only to accrued sick leave. The employee shall make every effort to keep such claims to a minimum. Such leave shall be subject to the approval of the superintendent or his/her designee. MBUs shall have the right to appeal to the superintendent in the case of a refused request for personal leave.

D. Jury Duty

1. Where a member of the instructional staff is under subpoena for jury duty during the time he/she is engaged in regular professional duties and is, upon request, denied release from such duty may make application for temporary duty elsewhere. If the application is approved, he/she shall receive his/her regular salary. Any application under this rule shall be endorsed by the staff member's immediate supervisor and then submitted to the superintendent for approval or disapproval.

E. Witness Duty

1. Where a member of the instructional staff is under subpoena as a witness in connection with his/her official duties or in a court action in which he/she is not a party to the litigation, he/she may make application for temporary duty elsewhere. If the application is approved, he/she shall receive his/her regular salary but shall remit to the School Board by check the amount received in fees as a witness less the amount allowed for travel. Any such leave application shall be reviewed by the employee's immediate supervisor, signed, and forwarded to the superintendent. The superintendent shall have authority to approve or disapprove the application.

F. Professional Leave

1. Any request for absence from duty wherein the main purpose is to render service to the profession of teaching or professional advancement or improvement, and which is normally initiated by the MBU shall be classified as professional leave.
 - a. Delegates representing Indian River County School District at state level professional educational organization meetings may be granted professional leave with pay and the School Board may, at its discretion, allow full or partial reimbursement.
 - 1) Officers of state and national professional educational organizations may be granted professional leave to attend to the duties of the office held.
 - b. Extended professional leave
 - 1) All instructional personnel who are on continuing, or professional service contract, and who apply for and are granted an extended professional leave of absence must present to the School Board office the following:
 - i. A planned program of study for the year and evidence of completion of the program or
 - ii. A summary of activities designed to contribute to the profession of teaching, which will be pursued.
 - 2) A request for extended professional leave shall be approved by the employee's immediate supervisor before being forwarded to the superintendent for Board action if required.
 - c. Preschool and postschool professional leave
 - 1) An instructional employee under a ten-month contract may be granted professional leave during the preschool or postschool period or both to attend summer school. Permission will be granted to recognize up to 400 miles per day for travel time as part of the number of days requested including Saturdays and Sundays. In no case will professional leave be granted before the last day of school for students; however, personal leave will be allowed.
 - d. A request for professional leave, except for the preschool and postschool periods, shall be submitted to the office of the assistant superintendent for instruction at least five (5) days prior to the effective date of the leave and failure to do so may result in a loss of pay. If an employee cannot comply with provisions of this rule, his/her case will be handled on an individual basis by the assistant superintendent for instruction.
 - e. Charter School Language
 - 1) Employees of the school district may annually take leave to accept employment in a public charter school upon approval of the School Board. The employee may continue to be covered by the benefit programs of the district, if the public charter school and the Board agree to the arrangements and its financial reimbursement.

G. Sabbatical Leave

1. Sabbatical leave will be allowed only for full-time members of the instructional staff under the conditions provided herein.
 - a. After each five (5) consecutive years of satisfactory service in the district, the employee may apply for a year's leave of absence for the purpose of professional improvement. Such leave will not break continuity of service but may not be counted as a year of service for any purposes. A year of service for continuing /professional service contract will be considered a year of service for the purpose of this rule.
 - b. Sabbatical leave for one-half year may be granted if the applicant, by formula, is eligible. Such applicant shall not be eligible for additional sabbatical leave until eligibility has been re-established by rendering five more years of consecutive and satisfactory service.
 - c. Sabbatical leave will be granted to qualified applicants according to the following criteria:
 - 1) The number of sabbatical leaves granted may not exceed one percent (1%) of the number of instructional and supervisory personnel employed during the prior year.
 - 2) For each year in excess of five, the employee shall accrue one point. Applicants shall be considered in the descending order of their accrued points.
 - 3) An applicant for subsequent sabbatical leave, after the first leave, shall not be considered until all other applicants for a lesser number of sabbatical leaves have been considered.
 - 4) In case applicants for sabbatical leave are tied in total points, selection shall be determined by the superintendent or by a committee appointed by him/her for that specific purpose.
 - d. An employee on sabbatical leave shall be paid fifty percent (50%) of his/her regular contract salary as an employee. If it is determined that the employee is violating the conditions of his/her leave,

salary payment shall be discontinued and the employee shall repay all prior payments that were improperly received. Moreover, the leave shall be terminated forthwith.

- e. Sabbatical leave applications shall be filed with the superintendent by not later than September 15 (for second semester leaves) and March 15 of the year preceding the requested sabbatical leave.
 - 1) Sabbatical leave shall be interpreted to be extended professional leave in accordance with law and State Board of Education regulations. Any applicant shall comply with the following requirements:
 - i. Shall have been admitted to the graduate school of an accredited college or university.
 - ii. The major portion of the credits earned while on such leave must be at the graduate level.
 - iii. The work performed must lead towards a post-graduate degree.
 - iv. Shall be enrolled as a full-time graduate student for the duration of the leave.
 - v. The graduate work taken must be in the field in which the employee is presently serving, a position to which he/she may be assigned, or the major field of the applicant.
 - vi. Upon termination of the leave, proof that such graduate work has been completed shall be filed with the superintendent.
 - vii. Insurance of personnel normally paid by the Board will continue to be paid by the Board while the sabbatical leave is in force. Any policies that have been paid by the employee may remain in force if the employee submits a payment by check in advance of each month or a deduction is made from the employee's paycheck.
 - viii. Nothing in this rule shall be interpreted to preclude the right to the Board to abolish position or positions during the time that a person is on leave. In the event the position is abolished, the person upon return to duty will be assigned to a substantially similar position within the school district.
 - ix. Any employee granted sabbatical leave shall agree in writing to render under contract three additional years of service in the Indian River County School System following the expiration of the leave. Failure to render such service shall require the employee to refund to the School Board any payment received while on such leave according to the following schedule:
 - a) If no service is rendered, the full amount shall be refunded.
 - b) If only one year of service is rendered, two-thirds of the amount will be refunded.
 - c) If two years of service are rendered, one-third of the amount will be refunded.
 - d) If the full three years of service are rendered, the employee shall have fulfilled the contract.

H. Vacation Leave

1. A member of the instructional staff who is employed on a twelve-month basis shall accrue vacation leave, exclusive of holidays, with compensation as follows:
 - a. An employee with less than five years of continuous service in the district at the rate of one day per month cumulative to twelve work days per year.
 - b. An employee with five or more but less than ten years of continuous service in the district at the rate of one and one-fourth days per month cumulative to fifteen work days per year.
 - c. An employee with ten or more years of continuous service in the district at the rate of one and one-half days per month cumulative to eighteen work days per year.
 - d. No vacation leave may be accrued by an employee who is not paid for at least twelve working days during any month.
 - e. The term "continuous" shall mean an employee who has rendered uninterrupted service to the district School Board in a twelve-month contractual position.
2. The maximum number of accumulated vacation hours, which an employee is permitted to accrue at the end of each calendar year, shall be five hundred hours (500).
3. Vacation leave may be granted by the superintendent/designee upon the written application of the employee and with the prior approval of the employee's administrative supervisor. Vacation leave shall be so scheduled as to cause a minimum disruption of the school program.
4. Vacation leave shall not be granted until the employee has rendered at least six months acceptable service in the district.
5. Vacation leave may not be granted for less than one-half day.
6. Vacation leave will be charged against scheduled working days only.
7. Accrued vacation leave may be used for other types of leave with the approval of the superintendent/designee.

8. Payment for accrued annual leave to an employee of the Board upon termination of employment or upon retirement, or to the employee's beneficiary, and if service terminated by death shall be regulated by section (A) above. Employees hired after July 1, 1995, are limited to a total of 500 hours maximum payment.

I. Military Leave

1. Military leave will be granted to a MBU pursuant to provisions outlined in Florida Statutes 1012.66 as well as Florida Statutes 115.07, 115.09 and 115.14 that allow the protection of civilian pay, benefits, and position during the time the MBU is called to active service of the Armed Forces.
 - a. MBUs called to active duty will receive their full civilian pay, in addition to their military pay for the first 30 days of active duty.
 - b. After the initial 30 days, those on active duty will receive the necessary compensation to fill the gap between their military base pay (exclusive of allowances for quarters, rations, variable housing allowances, or other special pay) and their civilian pay for a period not to exceed one (1) calendar year. During the leave, the MBU will accrue leave benefits, experience credit, and will be considered an active MBU for the purpose of all benefits including group health insurance.
 - c. Employees are eligible for leave if an immediate family member in military service is involved in a "qualifying exigency", arising from the service member's active duty.

J. Compassionate Leave Program

1. The Compassionate Leave Program is hereby established as a mechanism for accepting from qualified employees the voluntary donation of time from annual accumulated sick leave. Compassionate Leave may be utilized by eligible employees who need extended time off due to a catastrophic, serious health condition or life-altering event of a member of the employee's immediate family, or for someone residing within the employee's household, for whom the employee is the primary caregiver. Exclusions include but are not limited to, normal pregnancy, any injury covered by Worker's Compensation or mental/nervous conditions, chemical dependency, alcoholism or related conditions. The following criteria will govern the creation, maintenance and use of Compassionate Leave Program.
 - a. Recipient must have been a regular employee of the district for at least one full year preceding the current fiscal year and must have used all available sick and vacation leave prior to receiving donated leave.
 - b. Donors are eligible to donate creditable time they have earned as long as the employee retains a minimum of 30 days of available leave after the donation is deducted.
 - c. The leave will be donated to a specific employee at the time the donation takes place
 - d. Donations will be on first received from donor, first transferred to recipient.
 - e. Recipient must complete an application for the Compassionate Leave Program which will contain:
 - i. Employee name
 - ii. Employee Identification number
 - iii. Beginning and Ending dates of leave requested
 - iv. Last day of available paid leave
 - v. Explanation regarding the circumstances surrounding the reason for the leave
 - vi. Physician's Statement Form providing documentation of the injury, illness or accident or other appropriate documentation for which leave is requested.
 - f. In no event shall any compassionate leave time approved under this policy exceed 60 days.
 - g. Any unused transferred sick leave hours will be returned to the authorizing employee on a last in, first out basis.

XIV.3 Unpaid Leaves

A. Family and Medical Leave

1. Any eligible employee who has been employed full time for at least 12 months and has worked at least 1,250 hours in the past 12 months, may take up to 12 weeks of unpaid leave per year for one or more of the following reasons:
 - a. The birth or adoption of a child or placement of a foster child. (Leave must be taken within 12 months of birth, adoption, or placement.)
 - b. The serious health condition of the MBU's spouse, child, or parent.
 - c. MBU's serious health condition.
2. In case of the birth, adoption, or placement of a child; or in the case of a foreseeable medical condition, employee must notify the Human Resource Department in writing as soon as possible, but no less than 30 days before the date leave is scheduled to begin. If for some unforeseeable reason the employee must take leave and cannot notify the school district within the specified time, the employee must notify the Human Resource Department in writing as soon as possible to explain the circumstances and situation.

3. All eligible MBUs who request a medical leave as outlined above must present certification from a health care provider. This certification must be presented before leave can be approved. The certification must contain the following information:
 - a. The date on which the serious health condition began and;
 - b. the probable duration of the condition and;
 - c. all appropriate medical facts regarding the condition, and;
 - d. if leave is regarding a serious health condition of the MBU, said MBU must have a health care provider statement stating the MBU is unable to perform required job duties;
 - e. if leave is for the serious health condition of a family member, the family member's health care provider must state that the MBU is needed to care for the family member; and
 - f. during the approved leave, the school district may require from time to time, at its own expense, verification that a medical condition still exists.
4. During approved leave, the employee will maintain all benefits. However, the employee must continue to make any premium payments for optional or dependent benefits.
5. Before returning to work from an approved leave, the MBU must contact the Human Resource Department at least ten days in advance. Failure to return to work at the end of an authorized leave will subject the MBU to appropriate discipline. If the leave was for an MBU's health condition, certification from the health care provider must be presented to the Human Resource Department before return.

B. Charter School Leave

1. An MBU may apply and be granted charter school leave for one (1) year. It shall be considered a break in continuity of service with the School District of Indian River County if the MBU does not give written notification to the Superintendent of intent to return by March 1st. If the MBU seeks to return to the school district after a break in continuity of service, the MBU must reapply for any position within the district. The MBU may be considered for a Professional Service Contract after completing one (1) year of annual service with a satisfactory evaluation from the principal.

C. Personal Leave-Unpaid

1. The employee shall not be entitled to compensation while on unpaid personal leave.
 - a. Leave for political campaign. An employee who desires personal leave to seek election to office shall file an application for such leave. The School Board will grant such personal leave for the duration of the political campaign.
 - b. Personal leave for other reasons. An employee desiring personal leave for any other reason shall file a written application setting forth the reasons and the purpose of the requested leave. The Board or the superintendent will consider the application on its merits; and, in arriving at a decision, will consider the best interests of the employee and the general welfare of the school system.

**ARTICLE XV
SICK LEAVE BANK**

XV.1 Membership

- A. A full time employee having been employed by the School District Of Indian River County for at least one (1) year and having at least six (6) days of accrued sick leave as of the date of application for membership may enroll in the Sick Leave Bank by voluntarily contributing two (2) sick leave days to the bank during the established registration period. Initial enrollment in the Sick Leave Bank will take place during the month of November. MBUs will not be required to contribute more than one (1) sick leave day during any additional contribution period. Sick leave days donated to the bank by employees will not be returned to employees except as hereafter provided.

XV.2 Establishment and Duration

- A. A Sick Leave Bank will continue to maintain at least two hundred and fifty (250) days and will remain in existence unless the bank is discontinued for other reasons including exhaustion of its assets.

XV.3 Administration and Governance

- A. The Sick Leave Bank will be administered through the Risk Management office. By November 1 of each year, the Risk Management Office shall provide a list to each school site of all MBUs currently enrolled as members of the Sick Leave Bank. MBUs may check this list to determine their membership status. At this time the Risk Management Office shall also provide to all MBUs an information sheet regarding the Sick Leave Bank, outlining basic information of the bank, including benefits of membership and requirements for joining. An application form for membership shall be included with the Sick Leave Bank information sheet.
- B. An Overview Committee consisting of two representatives appointed by the Superintendent, two representatives appointed by the Association, and one representative jointly appointed shall be formed to administer the bank. Administration of the bank shall include approval of each request for leave and investigation of any alleged abuse.
- C. All requests for Sick Leave Bank use shall be provided immediately by Risk Management to all members of the Overview Committee. All decisions regarding approval or disapproval for granting of Sick Leave Bank days shall

be rendered by a majority vote of the Overview Committee within thirty (30) calendar days from the date of completed application. The Overview Committee has the sole authority and discretion as to whether Sick Leave Bank days shall be awarded. The Overview Committee's determination is not subject to grievance and arbitration.

XV.4 Benefits

- A. In the event of catastrophic illness of a participating employee, causing him/her to be absent from work for an extended period of time, the employee may receive paid leave as follows:
 - 1. All accumulated sick leave of the employee must first be expended, followed by an unpaid leave of three (3) continuous workdays.
 - 2. Any sick leave drawn from the bank by a participating employee must be used for said employee's personal illness, accident or injury.
 - 3. Application for use of the Sick Leave Bank must be made to the Overview Committee. All applications shall be processed through the Risk Management office. Applications shall include:
 - a. A doctor's statement certifying the illness and the necessity for the protracted leave. A doctor's release statement of the MBU.
 - b. Certification by the employee of the date on which all sick leave will be exhausted and the date on which the sick leave bank is to be used.
 - 4. A maximum of sixty (60) paid working days may be received by an employee in a school year.
 - 5. An employee who is a member of the Sick Leave Bank shall not be eligible to use sick leave from the bank if the employee is on injury or illness in-the-line-of-duty, worker's compensation, or other approved leaves.

XV.5 Bank Replenishment

- A. After the bank is established, all participating members shall contribute one (1) additional day each time the bank drops to a balance of 124 days. When it becomes necessary to replenish the bank, the contributions shall be equally required of all employees participating.

XV.6 Bank Dissolution

- A. In the event the Sick Leave Bank is terminated, all unclaimed sick leave days will be returned to participating members where possible. Return of days will be accomplished equally to those members who have not utilized Sick Bank Leave withdrawals.

XV.7 Withdrawal of Participation

- A. A participating employee who chooses to withdraw from participation in the Sick Leave Bank shall not be eligible to withdraw any sick leave already contributed.

XV.8 Participation Abuse

- A. If an employee is found to have abused the use of the Sick Leave Bank, the employee shall repay (in days or dollars, i.e., member's daily rate of pay) all of the sick leave credit drawn from the bank and be subject to such other disciplinary actions as determined by the District School Board through appropriate established procedures.

XV.9 Hold Harmless

- A. The Association, its officers, agents, and members of the bargaining unit will hold harmless the Board, its officers and agents for the cost and results of any action which may be brought by any of its members, group or groups of members of the bargaining unit, agencies of law, with respect to the establishment, administration, or expenditure of the assets of the Sick Leave Bank.

ARTICLE XVI RETIREMENT

XVI.1 Pre-retirement Information

- A. Yearly pre-retirement information will be placed in the school boxes with enough copies for each teacher.
- B. A pre-retirement seminar will be held annually by the District between the months of October and December.

XVI.2 Retirement Incentive and Eligibility

- A. It shall be the responsibility of each employee to determine, through the state retirement division, his/her eligibility for retirement. In addition, it is the employee's responsibility to certify their eligibility, as outlined below, to the Human Resource Department in order to establish that he/she meets the requirements set forth for the collection of the retirement incentive. Application for incentive must be submitted six months prior to retirement.
 - 1. Retirement Incentive: The School Board and the Association recognize the need for an incentive plan in order to reward employees for loyal and dedicated service during their last year of employment in the district, prior to retirement. This plan is intended for those members of the

bargaining unit who would be eligible for retirement, without penalty, under an existing state retirement system program. In order to be eligible for this retirement incentive plan the employee must:

- a. Have provided at least ten (10) years of continuous service to the District immediately prior to retirement; and begin the retirement process at least sixty (60) days prior to the actual retirement date; and
 - b. Retire within the first year eligible without penalty under FRS based upon 62 years of age and ten years of service; or 30 years of service.
 - c. Notify the Human Resource Department in writing of the intention to retire with the effective retirement date specified;
2. The retirement incentive will be paid in a lump sum immediately prior to the last day of regular employment with the District, as designated by the employee in their retirement notice. This payment cannot be delayed nor deferred by the employee.
 3. The incentive amount to be paid to the employee will be based upon his/her current annual base salary, or previous year's base salary, whichever is greater, excluding special duty supplements and extra pay the employee received. The calculation for the incentive payment will be 15% plus 1% for every five (5) years of SDIRC service beyond ten (10) years.
 4. If, after computing the financial impact of plan applicants, it is found that there is a significant cost to the District, the Board may withdraw the incentive for the current fiscal year. In that instance, those who had applied may choose to defer their retirement to anytime during the following year and will be given first priority to retire with incentive. The decision by the Board to withdraw the incentive will be made within sixty (60) calendar days of receiving the request for the retirement incentive.

ARTICLE XVII

GRIEVANCE PROCEDURE

XVII.1 Purpose

- A. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise affecting the health, welfare, or working conditions of members of this bargaining unit. Both parties agree that these procedures will be kept as informal and confidential as may be appropriate at any level.

XVII.2 Definitions

- A. **Grievance** - The term "grievance" shall mean a written allegation by a grievant that a controversy, dispute, disagreement, or violation of any kind or character exists out of or in any way involving, interpretation or application of the terms of this Agreement.
- B. **Grievant** - The term "grievant" shall mean the employee or group of employees filing a grievance.
- C. **Immediate Supervisor** - The term "immediate supervisor" shall mean the principal of the school where the individual is assigned or a program director when the individual is not assigned to a principal.
- D. **Employer** - The term "employer" shall mean the School Board or the Administration.
- E. **Days** - The term "days" shall mean working days.
- F. **Party** - The term "party" shall mean the Board and the Association except that in the case where there is no Association backing, it shall mean the Board and grievant.
- G. **Bargaining Unit** - The term "bargaining unit" shall mean all employees of the Board who are members of the Association or eligible to be members of the Association.

XVII.3 Time Limits

- A. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is to be considered the maximum, and every effort should be made to expedite the process before the deadlines are reached. Time limits may, however, be extended by mutual written agreement between the Association and the representative of the Board.
 1. Filing: Within twenty (20) days following an informal discussion regarding the grievance issue, the grievant may file a grievance indicator form developed jointly by the Board and the Association with the immediate supervisor or designated representative. The grievance indicator form is found in Appendix A.
 2. A grievance may be withdrawn at any level during any point in time during the grievance procedure.
- B. In the event that a grievance is filed at such a time that it cannot be processed through all of the steps in the grievance procedure by the end of the Board's fiscal year and, if left unresolved until the beginning of the next year, could result in irreparable harm to the grievant or Association, the Time Limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the Board's fiscal year or as soon thereafter as possible.

XVII.4 Representation

- A. All members of the bargaining unit may have the right of Association representation at each level of the grievance procedure.
1. Starting at level one, no grievant may be required to discuss any grievance if the Association representative is not present.
 2. Any individual employee or group of employees in the bargaining unit shall have the right at any time to present a grievance to the designated representatives of the Board and to have such grievance adjusted, without the intervention of the Association as long as the adjustment is not inconsistent with the collective bargaining agreement and the Association has been given the opportunity to be present and make statements for such adjustments.
 3. Copies of the Board representative's decisions given at any step of the grievance procedure shall be immediately delivered to the grievant and the Association.
 4. A grievant shall not be represented by any person who might be required to take action, or against whom action might be taken, in order to adjust the grievance, or by a representative of any other employee organization. The Association will not file a grievance for pre-existing conditions prior to application for membership.

XVII.5 Grievance Progression

- A. **INFORMAL DISCUSSION:** In the event that a grievant believes there is a basis for a grievance, a discussion regarding the alleged grievance with the building principal or immediate supervisor shall occur.
- B. **LEVEL ONE:** If, after the informal discussion with the building principal, or immediate supervisor, a grievance still exists, the grievant may invoke formal grievance procedures within twenty (20) days on a form signed by the grievant. A copy of the grievance form shall be delivered to the principal or immediate supervisor.
1. If the grievance involves more than one school building, it may be filed with the Superintendent or his/her designated grievance representative at Level Two.
 2. The school principal, immediate supervisor, or designated representative shall have five (5) days after receipt of the grievance in which to hold a conference with the grievant. The grievant shall have the option of having a representative of the Association present provided the immediate supervisor is so advised when the follow-up discussion is requested. The immediate supervisor has the option of having representation of his/her choice present during the discussion.
 3. When a Level One discussion is held, a dated response regarding the grievance shall be given in writing by the immediate supervisor within five (5) days following the discussion. If satisfactory resolution of the grievance is not achieved at Level One, the grievant will have ten (10) days following the date indicated in the response to move the grievance to Level Two.
- C. **LEVEL TWO:** If the grievance is not settled to the grievant's satisfaction or if a written decision is not submitted within the designated time limits at Level One, the grievant may move the grievance to Level Two by written notice to the Superintendent or his/her designated representative.
1. The Superintendent or the designated representative shall have ten (10) days after receipt of the grievance in which to hold a conference with the grievant and to give a written decision.
 2. If a satisfactory resolution of the grievance is not achieved at Level Two, the grievant will have ten (10) days following the date indicated on the response to move the grievance to Level Three.
- D. **LEVEL THREE:** If the grievance is not solved at Level Two to the grievant's satisfaction, or if a written decision is not submitted within the designated time limits of Level Two, the grievant may move the grievance to arbitration.
1. If the two parties cannot agree as to the arbitrator within five (5) days from the notification date that arbitration will be pursued, the party seeking arbitration shall file a request with the American Arbitration Association to submit a list of qualified arbitrators. The arbitrators shall then be selected according to the rules of the American Arbitration Association.
 2. The arbitrator shall confer with the representative of the Board and the Association and hold hearings promptly and shall issue a decision not later than thirty (30) days from the date of the close of the hearings or final submission. The arbitrator's decision shall be in writing, and set forth findings of facts, reasons, and conclusions on the issues submitted to arbitration.
 3. The decision of the arbitrator shall be submitted to the Board, grievant, and the Association and shall be final and binding upon the parties.

XVII.6 Powers of the Arbitrator

- A. It shall be the function of the arbitrator, and he/she shall be empowered, except as his/her powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this Agreement.
1. He/she shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
 2. He/she shall have no power to establish salary schedules or to change any salary.
 3. He/she shall have no power to rule on any of the following except where there is a possible violation of a section of this Agreement.
 - a. The termination of services for failure to re-employ any probationary employees.
 - b. The placing of a probationary employee on additional probation.

- c. The termination of services or failure to re-employ any employee to a position on an extra duty assignment.
- d. Any matter involving an evaluation rendered on an employee.
- 4. He/she shall have no power to change any practice, policy, or rule of the Board, nor to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule or any action taken by the Board except where there is a possible violation of a section of this Agreement. His powers shall be limited to deciding whether the Board has violated the express articles or sections of the Agreement, and he/she shall not imply obligations and conditions binding upon the Board other than that which is specifically included in this Agreement, it being understood that any matter not specifically set forth herein remains within the reserved rights of the Board except as it pertains to the terms and conditions of employment which shall be negotiated as part of the Agreement before implementation.
- 5. In rendering decisions, an arbitrator shall give due regard to the responsibility and rights of the Board and employee(s) and shall so construe the Agreement such that there will be no interference with responsibilities and rights except as they may be specifically conditioned by this Agreement.
- 6. If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall have to decide if the grievance is arbitrable. In the event that a case is appealed to an arbitrator in which he has no power to rule, it shall be referred to the parties without decision or recommendation on its merits.
- 7. There shall be no appeal from an arbitrator's decision if it is within the scope of his/her authority as set forth above. It shall be binding upon the Association, its members, the employee or employees involved, and the Board.

XVII.7 Additional Provisions

- A. **Costs:** The fees and expenses of the arbitrator shall be shared equally by the parties. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.
- B. **Reprisals:** NO reprisals or retaliation shall be invoked against any employee for processing a grievance or participating in any way in the grievance procedure. No document of any kind or form pertaining to the initiation, processing or settlement of any grievance whatsoever shall be placed in the personnel file of any member of the bargaining unit.
- C. The Board and the Administration will cooperate with the Association in its investigation of any grievance and further will furnish the Association and grievant with such information as is requested for the processing of any grievance provided the information is readily available or can be secured through what the Board considers to be reasonable resources.
- D. Release time shall be granted to the aggrieved person for attendance at the arbitration hearing. Such release time shall be without loss of pay to the extent required for such participation.

**ARTICLE XVIII
NEGOTIATION PROCEDURES**

XVIII.1 General Provisions

- A. It is contemplated that matters not specifically covered by this Agreement, but common to the parties, may be subject to professional negotiations between them during the period of the Agreement by the Board and Association. The parties agree to cooperate in arranging meetings, furnishing necessary information and otherwise considering and resolving any such matters.
- B. Representatives of the Board and the Association negotiating committees may meet at least twice each semester during the regular school year at a time convenient to both parties for the purpose of reviewing the administration of this Agreement and to examine problems which may arise out of the administration of this contract. These meetings are not intended to by-pass the negotiations or grievance procedures. Further, each party will submit to the other, at least seventy-two (72) hours prior to the meeting, an agenda covering what they wish to discuss.
- C. During the course of any negotiations described in this Article, the parties mutually pledge that such negotiations shall be conducted in good faith.

XVIII.2 Notice of Negotiations

- A. If either party desires during the life of this Agreement (life of the Agreement is from the date of formal ratification by the Board and the Association through June 30, 2012, unless extended through provisions set forth in this contract) to modify, amend or terminate this Agreement a written notice must be submitted to the other party. Notice of negotiations for a new contract, if modifications are desired, must be submitted to the other party prior to May 1, of each year of the contract.
- B. If notice to negotiate modifications is given, negotiations shall be initiated by June 1. Failure to comply with the provision will subject the contract to continue in effect for another contract period.

XVIII.3 Permissive Language Negotiation

- A. Any permissive legislation or legal clarification by a court of competent jurisdiction may be the subject of further negotiations during the life of this contract provided both parties agree.

ARTICLE XIX
PROFESSIONAL COMPENSATION AND FRINGE BENEFITS

XIX.1 Experience Credit and Placement on Salary Schedule

- A. As of July 1, 2001, all verified years of teaching experience will be recognized by IRCSD per F.S.121.090(9) for new teachers in the system, when properly verified. The salary of the MBU will be changed on the regular pay date following verification of teaching experience.
 - 1. During new employee orientation the District shall require the employee to sign a form, with a copy given to the employee and a copy kept for the personnel file, explaining the process for teaching experience and advanced degree verification prior to salary adjustment.
- B. Teachers who retire from the School District of Indian River County or from any other Florida school district may be re-hired after six months post-retirement (in accordance with FRS regulations) and be given up to ten (10) years of experience credit, one year of credit for each year of satisfactory teaching performance, for initial step placement on the salary schedule. Likewise, retirees hired from outside the state of Florida shall be given up to ten (10) years of experience credit, one year of credit for each year of satisfactory teaching performance, for initial step placement on the salary schedule.
- C. Indian River State College full time teaching experience will apply as teaching experience with the School District of Indian River County.
- D. MBUs assigned teaching positions in career technical education requiring career and technical certification in a specific area or trade shall be given credit for verifiable years of non-teaching experience, year-for-year, not to exceed ten (10) years maximum on the instructional salary schedule. The terms "career technical education" and "vocational certification" shall meet and be consistent with statutory definitions and amendments.
 - 1. Yearly increment(s) will be prorated on the basis of vocational hours taught (100% for five (5) classes, 80% for four (4) classes, 60% for three (3) classes, etc.).

XIX.2 Advanced Degrees or Certification

- A. All MBUs will be compensated at the Master's level upon receipt of a Masters Degree from an accredited university if a minimum of fifteen (15) semester hours has been completed at the graduate level in one of the MBU areas of certification and/or assignment.
- B. All MBUs with a Masters Degree plus thirty (30) semester hours will be paid at the same rate as the Specialist Degree. To be eligible, 15 of the semester hours must be at the graduate level, and earned in the MBU's area of certification and/or current assignment, educational leadership, reading, or computer literacy.
- C. Speech/Language pathologists who have obtained the Certificate of Clinical Competence (CCC) from the American Speech/Language-Hearing Association (ASHA) or licenser from the Florida Department of Professional Regulations will be compensated at the Masters level plus 30 semester hours.
- D. All MBUs will be compensated at the Specialist level upon receipt of a Specialist Degree from an accredited university if a minimum of twenty-one (21) semester hours has been completed at the graduate level in one of the MBU areas of certification and/or assignment.
- E. All MBUs will be compensated at the Doctorate level upon receipt of a Doctorate Degree from an accredited university if a minimum of twenty-seven (27) semester hours has been completed at the graduate level in one of the MBU areas of certification and/or assignment.
- F. All advanced degree payments shall be considered a part of the MBU's base salary for MBUs hired on or before June 30, 2011.
- G. When the highest acceptable level of training indicated on a certificate changes during any school fiscal year, or verification of an existing degree or training is submitted to the District from an MBU, the salary will be changed on the following regular pay date following verification of the degree.
- H. For MBUs hired on or after July 1, 2011, subsections A-G will apply except that the advanced degree payments shall be considered a supplement and not added to base pay. In order to be paid the advanced degree supplement, the degree must be achieved in the MBU's area of certification.

XIX.3 Compensation and Pay Schedules

- A. MBUs will receive twenty-four (24) equal installment paychecks throughout their contract year in accordance with the Annual Pay Date Schedule, with the exception of late start employees. Late start employees will receive equal installments for the number of remaining pay dates in the Annual Pay Date Schedule. Employees on a ten or eleven month schedule with a start date other than July 1st shall receive multiple checks (if entitled to the checks) on the last student day of school. The multiple checks issued on the last student day of school shall be eligible for direct deposit. The final pay check will be issued on the regularly scheduled pay date for the pay

period in which the work is performed. An effort will be made to pay the December 31 check on the last school date of the calendar year.

B. 12 month employees are paid an equal "per pay" amount each paycheck. The "per pay" amount is calculated based on the annualized salary, or pro-rated annualized salary if the employee started late, and is divided over the number of remaining paychecks for the year.

C. Years of experience will be used for initial placement only. MBU's new to the District shall be placed in accordance with the "Initial Placement Schedule" in Appendix B.

D. For the 2013-2014 school year, MBU's salaries will be adjusted according to the mapping schedule found in "Appendix B".

E. In accordance with the Race to the Top MOU, (iv)(b) and 1012.22(1)(c)4, Florida Statutes, effective June 30, 2014, salary increases, if any, in the 2014-2015 year will be adjusted as follows:

1. Professional Service Contract (Grandfathered) MBU's
 - a. Unsatisfactory or Needs Improvement Evaluation for previous year: No adjustment
 - b. Effective: \$600
 - c. Highly Effective: \$900
2. Annual Contract (Performance) MBU's
 - a. Unsatisfactory or Needs Improvement Evaluation for previous year: No adjustment
 - b. Effective: \$900
 - a-c. Highly Effective: \$1,200

Comment [PG23]:
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~~C-F.~~ MBUs will receive a supplement if they teach an additional class during their planning period time as reflected in Appendix B.2.

1. Student contact time must be beyond 25 hours per week average
2. Extend the work day 30 minutes

~~D-G.~~ Group Incentive Pay, earned in one school year, will be paid in the fall of the following school year as reflected in Appendix B.3.

~~E-H.~~ Curriculum Rate: MBUs employed to participate in seminars, workshops, and projects such as initiating and/or revising curriculum and other specified activities which are conducted when regular school is not in session will be paid as reflected in Appendix B.3.

I. Extended Day Program: MBUs working the Extended Day Program will be paid as reflected in Appendix B.3.

J. Three Supplement Committees shall be formed each to include three MBUs and three administrators. The committees shall be Elementary, Middle, and High School and will make recommendations for changes to the Supplement section of the contract to the negotiations teams.

1. Any changes in supplements will be negotiated.
2. Committees will make recommendations on the following for the 2015-2016 Contract:
 - a. Job descriptions for supplements
 - b. Fidelity Check lists for each supplement
 - c. List of supplements available at each level
 - a-d. Supplemental pay

Comment [PG24]:
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IMPOSED

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AGREED

XIX.4 Fringe Benefits

A. The following are fringe benefits provided by the Board on behalf of all MBUs:

1. Transfer of all earned medical/sick leave from another Florida school district or agency at a rate of one (1) day of sick leave per month for each month worked;
2. Six (6) paid holidays;
3. A single plan of hospitalization insurance;
4. The Board will pay a negotiated contribution towards group health Insurance benefits including hospitalization for "employee only" coverage for all instructional personnel working .6 or greater of a contracted workday/week. An MBU working .5 will receive one-half of the benefits paid for an employee who works .6 or greater. The contribution paid by the Board and employees for each health insurance plan is as specified in Appendix G.
5. The opportunity to participate in an employee's voluntary dental plan;
6. Group life insurance premium paid by the District; currently \$25,000 term life;
7. Employee Assistance Program;
8. Pre and post planning days with 1 hour lunch;
9. Payroll deduction for Association dues and other Association activities;
10. The District's Benefits Plan is Section 125 IRS code qualified to provide employees with tax reduction advantages including reimbursement accounts for medical and dependent care services;
11. Administrative cost of the following voluntary plans: Cancer Insurance, Disability Insurance (short term and long term), life insurance, and 403B IRS code qualified tax deferred annuity;
12. Additional benefit programs contributed to by the District on behalf of employees: Florida Retirement System, Social Security/Medicare, Florida Unemployment and Workers Compensation coverage, statutory;
13. Flexible Benefits: School Board Indian River County shall continue to provide a payroll slot for a salary reduction plan as allowed by IRS (Section 125);

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IMPOSED

14. Annual/Personal Leaves of absence per state statute;
15. Direct Deposit;
16. Five days of Personal leave with pay will be allowed for any member of the instructional staff each school year; provided, that such days shall be charged only to accrued sick leave; provided further, that personal leave days shall not be cumulative and may not be counted in determining a year of service.
17. A mandatory tax shelter and IRS approved program for the purpose of terminal pay and sick leave at the time of retirement or DROP termination.
18. Transfer of sick leave among family members who are both employees (see procedures-based on Board Rule 3.26).

XIX.5 Employee Assistance Program (EAP)

A. Types of Voluntary Referral

1. Self-referral is the most frequently used method to access EAP services. This type of referral is completely confidential and information can only be revealed by the MBU. Information will not be given out without a written release from the employee seeking services.
2. Informal supervisor referral usually occurs in situations in which an employee is displaying distress, or job performance problems that do not appear to be serious. In these situations a supervisor may recommend that an employee seek services through the EAP, or inquire as to whether the employee thinks this may be useful. Utilizing EAP services upon an informal recommendation by the supervisor is completely voluntary and strictly confidential. Even though the supervisor believes that it is in the best interest of the employee to seek EAP services, the supervisor will not be informed as to whether the employee has seen any EAP counselor unless the employee volunteers this information.

B. Types of Involuntary Referral

1. Disciplinary referral to the EAP is involuntary. The disciplinary referral is utilized in situations in which the employee is displaying unacceptable workplace behavior. Examples of behavior that would result in an involuntary disciplinary referral to the EAP include threats of violence in the workplace, sexual harassment, or discriminatory behavior. In the event of a disciplinary referral, human resources or the supervisor will be informed as to whether the employee made and kept an appointment for an EAP evaluation. The content of the evaluation will not be revealed, even though information will be provided as to whether the employee made and kept the appointment with the EAP.
2. Fit for duty referral to the EAP is also involuntary. Fit for duty referrals are usually made when an employee is displaying workplace behavior that is disruptive to the workplace or having a serious negative effect on work performance and may be related to a mental disorder or substance abuse problem. The fit for duty referral is similar to the disciplinary referral in that human resources or the supervisor will be informed as to whether the employee has made and kept an appointment with the Employee Assistance Program. The main purpose for a fit for duty evaluation is for a professional evaluation to take place to determine if the employee is suffering from a treatable disorder that is resulting in the disruptive behavior or decreased performance on the job.

C. Use of Involuntary Referrals

1. Any involuntary EAP referrals are for the purpose of determining whether an individual has a problem that is having a negative effect on behavior or performance on the job and whether this problem can be corrected through counseling or more formal health intervention.
2. Involuntary referrals to the EAP are not to be retaliatory in nature or used as punishment. It is extremely important that supervisors are trained in the proper use of the disciplinary and fit for duty referrals so that abuse of these types of referrals does not occur.
3. Involuntary referrals are not to be based on rumors, third-party reports, or behavior that occurs away from the job site.
4. There must be clear documentation of unacceptable behavior or declining job performance that leads to an involuntary referral to the EAP.
5. Supervisors are not to attempt to diagnose or make treatment recommendations if they believe an employee is having a mental health or substance abuse problem.
6. A conference must occur between the employee and supervisor prior to any requirement for an involuntary EAP intervention. The MBU has the right to have a representative present for an involuntary EAP referral conference. The supervisor will inform the MBU of the right to have such representation present.
7. At the initial conference, the supervisor will inform the employee of the behavior(s) observed and the intent to mandate EAP intervention. The supervisor will provide written documentation of the observed behavior(s) prompting the referral. Such documentation shall not be based solely on the testimony of one (1) individual.
8. Supervisors and union representatives will be trained prior to involuntary referrals being made. Training will emphasize privacy and confidentiality as features of the EAP. The district is responsible for providing annual training in this regard.

D. Compliance with Involuntary EAP Referrals

1. The employee will comply with EAP assignment.

2. Refusal will constitute insubordination and will result in discipline, which may include termination of employment.

XIX.6 Insurance Payments for MBUs on Medical Leave

- A. For any payments of insurance premiums under this provision by the Board on behalf of the MBU, the MBU shall submit a doctor's excuse every three (3) months and may be required to submit a second opinion doctor's excuse after six (6) months.
- B. The Board will pay for a single plan of health insurance coverage for Professional Service and Continuing Contract MBUs for a maximum period of one year after exhaustive use of all accrued sick leave, sick leave bank and Family Medical Leave Act provisions.
- C. The Board will pay for a single plan of health insurance coverage for Annual Contract MBUs for the MBU's contract year after exhaustive use of all accrued sick leave, sick leave bank utilization and Family Medical Leave Act provisions.
- D. Annual contract MBUs with less than one year of service in the district will have a single plan of health insurance coverage paid by the Board only for the time the MBU is on Family Medical Leave or paid accrued sick leave. Beyond that time frame, the MBU may choose to pay his/her own health insurance premium to keep coverage current.

XIX.7 Differentiated Pay

~~A. MBUs who work at a Title I School shall receive an annual Differentiated Pay supplement. For the 2012-2013 school year, a \$1,000 supplement shall be paid. The amount of the Differentiated Pay supplement shall be negotiated annually.~~

Pre K-5 Classroom teachers, ESOL teachers, literacy coaches, math coaches, specialist teachers, ESE teachers, and Speech Language Pathologists who teach in a Title I school for the 2013-14 school year shall receive a Differentiated Pay supplement of \$750. An additional \$250 shall be paid to MBUs who satisfy the following conditions:

1. The teacher must have worked in the Title I school for more than half the days of the 2013-2014 school year.
2. The teacher must have received an effective or highly effective IPS evaluation rating for the 2013-2014 school year.
3. The teacher must remain a teacher for SDIRC into the 2014-2015 school year, minimally until the time when evaluation results are released to the teacher, with the exception that MBUs exiting DROP or retiring will receive their supplement prior to or on the date which they exit DROP or retire.
4. The teacher must have attended one Title I Parent Information/Engagement Night during the 2013-14 school year.
5. If a teacher is part-time (partial FTE or only serves for part of the year), the payment shall be for a pro-rata share of their time in the school.

The additional \$250 stipend is to be paid during the 2014-2015 school year within a month of evaluation result release to the teacher.

Pre K-5 Classroom teachers, ESOL teachers, literacy coaches, math coaches, specialist teachers, ESE teachers, and Speech Language Pathologists who teach in a Title I school for the 2014-15 school year shall receive a Differentiated Pay supplement of \$500. An additional \$500 shall be paid to MBUs who satisfy the following conditions:

1. The teacher must have worked in the Title I school for more than half the days of the 2014-2015 school year.
2. The teacher must have received an effective or highly effective IPS evaluation rating for the 2014-2015 school year.
3. The teacher must remain a teacher for SDIRC into the 2014-2015 school year, minimally until the time when evaluation results are released to the teacher, with the exception that MBUs exiting DROP or retiring will receive their supplement prior to or on the date which they exit DROP or retire.
4. The teacher must have attended two Title I Parent Information/Engagement Nights during the 2014-15 school year.
5. If a teacher is part-time (partial FTE or only serves for part of the year), the payment shall be for a pro-rata share of their time in the school.

The additional \$500 stipend is to be paid during the 2015-2016 school year within a month of evaluation result release to the teacher.

Comment [PG27]:
TENTATIVELY
AGREED

ARTICLE XX
TERM OF AGREEMENT AND SIGNATURES

- A. This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary consent of the parties in written and signed amendment to this agreement, which must comply with all applicable State and Federal Law.
- ~~B. During the term of this Agreement, each party reserves the right to reopen negotiations annually on Article XXII, Professional Compensation and Fringe Benefits including Supplements, and on two (2) other articles of each party's choosing. Unless expressly provided elsewhere in this Agreement, no other reopener negotiations shall occur during the term of this Agreement.~~
- ~~C. B.~~ All Memoranda of Understanding language between IRCEA and SDIRC shall be written into the contract.
- ~~D. C.~~ The life of this contract shall commence on July 1, 2013~~09~~, and terminate June 30, 2015~~2~~.
- ~~E. D.~~ Should any provision(s) of this agreement be declared illegal by a court of competent jurisdiction, or be in conflict with state or federal legislation, said provision shall be automatically modified by mutual agreement of the parties to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of this agreement, if not affected by the modified provisions.
- ~~F. E.~~ Any permissive legislation or legal clarification by a court of competent jurisdiction may be the subject of further negotiations during the life of this contract provided both parties agree.

Comment [PG28]:
LEGISLATIVELY
IMPOSED

SCHOOL DISTRICT OF
INDIAN RIVER COUNTY


Michael Degulis, Team Member

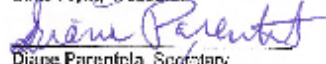

Frank Harmer, Team Member

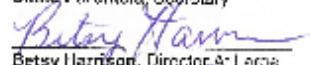

Jody Bennett, Team Member

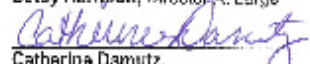
INDIAN RIVER COUNTY
EDUCATION ASSOCIATION

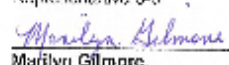

Elizabeth Weatherstone, President

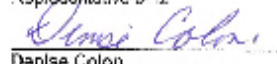

Luke Flynt, Treasurer


Diane Parentela, Secretary

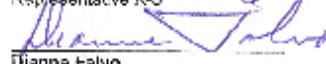

Betsy Harrison, Director At Large


Catherine Damutz,
Representative 8-8


Marilyn Gilmore,
Representative 9-12


Denise Colon
North County Representative


Donna Whiting,
Representative K-6


Dianne Falvo,
Treasurer Coast Service
Jail Director


2010-2011 Negotiating Teams Signature Page

SCHOOL DISTRICT OF
INDIAN RIVER COUNTY

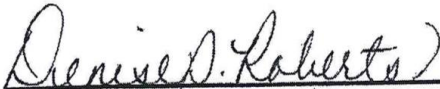
INDIAN RIVER COUNTY
EDUCATION ASSOCIATION

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Michael Degutis, Chief Negotiator



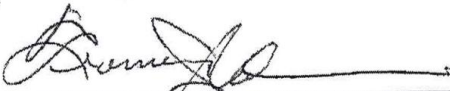
Elizabeth Weatherstone, Chief Negotiator



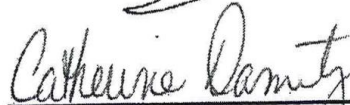
Denise S. Roberts, Team Member



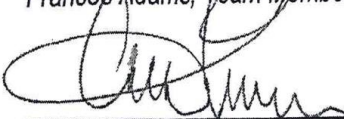
Luke Flynt, Team Member



Frances Adams, Team Member



Catherine Damutz, Team Member



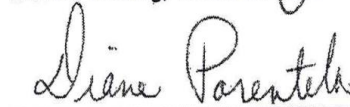
Carter Morrison, Team Member



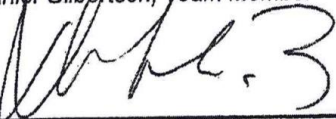
Donna Whiting, Team Member



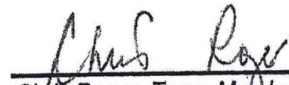
Daniel Gilbertson, Team Member



Diane Parentela, Team Member



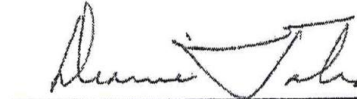
Deborah Long, Team Member



Chris Roger, Team Member

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Gerard Koziel, Team Member



Dianne Falvo, Team Member, Treasure Coast Service Director

2011-12 Negotiating Teams Signature Page

SCHOOL DISTRICT OF
INDIAN RIVER COUNTY

INDIAN RIVER COUNTY
EDUCATION ASSOCIATION

Denise S. Roberts, Chief Negotiator

Elizabeth Weatherstone, Chief Negotiator

Pamela S. Lannon, Team Member

Luke Flynt, Team Member

Diane Fannin, Team Member

Catherine Damutz, Team Member

Carter Morrison, Team Member

Donna Whiting, Team Member

Daniel Gilbertson, Team Member

Diane Parentela, Team Member

Deborah Long, Team Member

Chris Roger, Team Member

Dianne Falvo, Team Member, Treasure Coast Service Director

Appendix A Grievance Form
INDIAN RIVER COUNTY EDUCATION ASSOCIATION

Vero Beach, Florida

** OFFICIAL GRIEVANCE FORM **

DIRECTIONS: This form is designed to serve as an implement on which most information relative to processing a grievance may be recorded. The appropriate level box should be checked and dated. Each blank space for the level of the grievance should be complete and the form should be given to the immediate supervisor. The Grievant and the responder should keep a copy of the completed form at each level. Please follow all other directions outlined in the form.

Level I _____
Date: _____
Date and Initial _____

Name of Grievant _____

School _____ Assignment _____

Grievance Occurred: Date _____ Time _____

Place _____

Agreement Violation(s) -Article(s) _____

Section(s) _____

Statement of Alleged Grievance (Specify) _____

Informal Discussion:

Date _____ Place _____ With Whom Held _____

Relief Sought _____

Grievant's Signature	Filing Date	Form Delivered To	Time

Response (Level I)

Immediate Supervisor's Signature	Response Date	Form Delivered To	Time

Grievant's reaction to response: (Check one and return to individual who signed the response)

Satisfied _____ Not Satisfied _____

Grievant's Intended Action _____

--	--	--	--

Grievant's Signature _____ Date _____ Form Delivered To _____ Time _____

Level II _____ Date: _____

If grievance is being moved to Level II, check this box and enter the date.
 This form should be sent to the Superintendent with any additional information attached.

Received by Superintendent/Designee _____ Date _____ Time _____

Conference with Superintendent/Designee: _____
 Date _____ Time _____ Place _____

Response (Level II)

--	--	--	--

Superintendent/Designee's Signature _____ Response Date _____ Form Delivered To _____ Time _____

Grievant's reaction to response: (Check one and return to individual who signed the response)
 Satisfied _____ Not Satisfied _____

Grievant's Intended Action _____

--	--	--	--

Grievant's Signature _____ Date _____ Form Delivered To _____ Time _____

Level III _____ Date: _____

If grievance is being moved to Level III, check this box and enter the date.
 This form should be sent to the Superintendent/Designee along with any additional information to support your request for relief attached.

ARBITRATOR'S (RULING LEVEL III)

--	--

Appendix B.1 Salary Schedules

SCHOOL DISTRICT OF INDIAN RIVER COUNTY

~~2011~~2013-~~12~~15

Comment [PG29]:
TENTATIVELY
AGREED

<u>Increment</u>	<u>Value</u>
<u>1A</u>	<u>38,000</u>
<u>1B</u>	<u>38,300</u>
<u>1C</u>	<u>38,600</u>
<u>2A</u>	<u>38,900</u>
<u>2B</u>	<u>39,200</u>
<u>2C</u>	<u>39,500</u>
<u>3A</u>	<u>39,800</u>
<u>3B</u>	<u>40,100</u>
<u>3C</u>	<u>40,400</u>
<u>4A</u>	<u>40,700</u>
<u>4B</u>	<u>41,000</u>
<u>4C</u>	<u>41,300</u>
<u>5A</u>	<u>41,600</u>
<u>5B</u>	<u>41,900</u>
<u>5C</u>	<u>42,200</u>
<u>6A</u>	<u>42,500</u>
<u>6B</u>	<u>42,800</u>
<u>6C</u>	<u>43,100</u>
<u>7A</u>	<u>43,400</u>
<u>7B</u>	<u>43,700</u>
<u>7C</u>	<u>44,000</u>
<u>8A</u>	<u>44,300</u>
<u>8B</u>	<u>44,600</u>
<u>8C</u>	<u>44,900</u>
<u>9A</u>	<u>45,200</u>
<u>9B</u>	<u>45,500</u>
<u>9C</u>	<u>45,800</u>
<u>10A</u>	<u>46,100</u>
<u>10B</u>	<u>46,400</u>
<u>10C</u>	<u>46,700</u>
<u>11A</u>	<u>47,000</u>
<u>11B</u>	<u>47,300</u>
<u>11C</u>	<u>47,600</u>
<u>12A</u>	<u>47,900</u>

12B	48,200
12C	48,500
13A	48,800
13B	49,100
13C	49,400
14A	49,700
14B	50,000
14C	50,300
15A	50,600
15B	50,900
15C	51,200
16A	51,500
16B	51,800
16C	52,100
17A	52,400
17B	52,700
17C	53,000
18A	53,300
18B	53,600
18C	53,900
19A	54,200
19B	54,500
19C	54,800
20A	55,100
20B	55,400
20C	55,700
21A	56,000
21A	56,300
21B	56,600
22A	56,900
22B	57,200
22C	57,500
23A	57,800
23B	58,100
23C	58,400
24A	58,700
24B	59,000
24C	59,300
25A	59,600
25B	59,900
25C	60,200

School District of Indian River County
Placement Schedule 2013-2014

Comment [PG30]:
TENTATIVELY
AGREED

<u>Experience</u>	<u>New Cell</u>	<u>Bachelor</u>
<u>0-4</u>	<u>1A</u>	<u>38,000</u>
<u>5</u>	<u>1B</u>	<u>38,300</u>
<u>6</u>	<u>2A</u>	<u>38,900</u>
<u>7</u>	<u>2C</u>	<u>39,500</u>
<u>8</u>	<u>3C</u>	<u>40,400</u>
<u>9</u>	<u>4B</u>	<u>41,000</u>
<u>10</u>	<u>5B</u>	<u>41,900</u>
<u>11</u>	<u>6A</u>	<u>42,500</u>
<u>12</u>	<u>7A</u>	<u>43,400</u>
<u>13</u>	<u>8A</u>	<u>44,300</u>
<u>14</u>	<u>9A</u>	<u>45,200</u>
<u>15</u>	<u>10A</u>	<u>46,100</u>
<u>16</u>	<u>11A</u>	<u>47,000</u>
<u>17</u>	<u>12A</u>	<u>47,900</u>
<u>18</u>	<u>13A</u>	<u>48,800</u>
<u>19</u>	<u>14A</u>	<u>49,700</u>
<u>20</u>	<u>15A</u>	<u>50,600</u>
<u>21</u>	<u>16A</u>	<u>51,500</u>
<u>22</u>	<u>17B</u>	<u>52,700</u>
<u>23</u>	<u>18B</u>	<u>53,600</u>
<u>24</u>	<u>19B</u>	<u>54,800</u>
<u>25</u>	<u>20C</u>	<u>55,700</u>
<u>26</u>	<u>22A</u>	<u>56,900</u>
<u>27</u>	<u>23A</u>	<u>57,800</u>
<u>28</u>	<u>24B</u>	<u>59,000</u>
<u>28+</u>	<u>25C</u>	<u>60,200</u>

Experience	Step	Bachelor	Masters	Specialist	Doctorate
0-4	1	\$35,500.00	\$38,453.00	\$39,409.00	\$40,374.00
5	2	\$36,210.00	\$39,163.00	\$40,119.00	\$41,084.00
-6	3	\$36,934.00	\$39,887.00	\$40,843.00	\$41,808.00
7	4	\$37,673.00	\$40,626.00	\$41,582.00	\$42,547.00
8	5	\$38,426.00	\$41,379.00	\$42,335.00	\$43,300.00
9	6	\$39,195.00	\$42,148.00	\$43,104.00	\$44,069.00
10	7	\$39,979.00	\$42,932.00	\$43,888.00	\$44,853.00
11	8	\$40,778.00	\$43,731.00	\$44,687.00	\$45,652.00
12	9	\$41,594.00	\$44,547.00	\$45,503.00	\$46,468.00

13	10	\$42,426.00	\$45,379.00	\$46,335.00	\$47,300.00
14	11	\$43,274.00	\$46,227.00	\$47,183.00	\$48,148.00
15	12	\$44,140.00	\$47,093.00	\$48,049.00	\$49,014.00
16	13	\$45,023.00	\$47,976.00	\$48,932.00	\$49,897.00
17	14	\$45,923.00	\$48,876.00	\$49,832.00	\$50,797.00
18	15	\$46,841.00	\$49,794.00	\$50,750.00	\$51,715.00
19	16	\$47,778.00	\$50,731.00	\$51,687.00	\$52,652.00
20	17	\$48,734.00	\$51,687.00	\$52,643.00	\$53,608.00
21	18	\$49,709.00	\$52,662.00	\$53,618.00	\$54,583.00
22	19	\$50,703.00	\$53,656.00	\$54,612.00	\$55,577.00
23	20	\$51,717.00	\$54,670.00	\$55,626.00	\$56,591.00
24	21	\$52,751.00	\$55,704.00	\$56,660.00	\$57,625.00
25	22	\$53,806.00	\$56,759.00	\$57,715.00	\$58,680.00
26	23	\$54,882.00	\$57,835.00	\$58,791.00	\$59,756.00
27	24	\$55,980.00	\$58,933.00	\$59,889.00	\$60,854.00
28+	25	\$57,100.00	\$60,053.00	\$61,009.00	\$61,974.00

Comment [PG31]:
TENTATIVELY
AGREED

Advanced Degrees

Master Degree	\$2,953.00
Specialist Degree	\$3,909.00
Doctorate Degree	\$4,874.00

The Experience Column is used for initial step placement only.

Appendix B. 2 Full Schedule Supplements

School District of Indian River County
2011-12

Teacher Full Schedule Supplement
196 Day Schedule - 6.16% of Base

	Bachelor	Masters	Specialist	Doctorate
1	\$2,187	\$2,369	\$2,428	\$2,487
2	\$2,231	\$2,412	\$2,471	\$2,531
3	\$2,275	\$2,457	\$2,516	\$2,575
4	\$2,321	\$2,503	\$2,561	\$2,621
5	\$2,367	\$2,549	\$2,608	\$2,667
6	\$2,414	\$2,596	\$2,655	\$2,715
7	\$2,463	\$2,645	\$2,704	\$2,763
8	\$2,512	\$2,694	\$2,753	\$2,812

9	\$2,562	\$2,744	\$2,803	\$2,862
10	\$2,613	\$2,795	\$2,854	\$2,914
11	\$2,666	\$2,848	\$2,906	\$2,966
12	\$2,719	\$2,901	\$2,960	\$3,019
13	\$2,773	\$2,955	\$3,014	\$3,074
14	\$2,829	\$3,011	\$3,070	\$3,129
15	\$2,885	\$3,067	\$3,126	\$3,186
16	\$2,943	\$3,125	\$3,184	\$3,243
17	\$3,002	\$3,184	\$3,243	\$3,302
18	\$3,062	\$3,244	\$3,303	\$3,362
19	\$3,123	\$3,305	\$3,364	\$3,424
20	\$3,186	\$3,368	\$3,427	\$3,486
21	\$3,249	\$3,431	\$3,490	\$3,550
22	\$3,314	\$3,496	\$3,555	\$3,615
23	\$3,381	\$3,563	\$3,622	\$3,681
24	\$3,448	\$3,630	\$3,689	\$3,749
25	\$3,517	\$3,699	\$3,758	\$3,818

Appendix B. 3 Athletic and Academic Clubs

Athletics Supplements

Base Salary \$35,500

*Comment [PG32]:
TENTATIVELY
AGREED*

Description	Per School	# of Schools	Estimated Total	Percent of 35500	Dollar Value
Athletic Director - High School	1	2	2	0.17915	\$ 6,360
Middle School Director	1	4	4	0.05082	\$ 1,804
Baseball/Softball/Track/Wrestling/Lacrosse - Head Coach - High School	8	2	16	0.08458	\$ 3,003
(1 each sport- boys & girls)				-	
Assistant Coach - High School - boys & girls - (3,3,2/2,1,2/2)	15	2	30	0.05073	\$ 1,801
Basketball - Head Coach - High School (1 each, boys & girls)	2	2	4	0.13332	\$ 4,733
Assistant Coach - High School (3 each, boys & girls)	6	2	12	0.05073	\$ 1,801
Head Coach - Middle School (1 each, boys & girls)	2	4	8	0.04638	\$ 1,646
Bowling/ Cross Country/ Flags/ Golf/ Tennis/ Weights - High School Coach	11	2	22	0.05073	\$ 1,801
Assistant Golf Coach - High School	2	2	4	0.03096	\$ 1,099
Cheerleading- cannot coach more than one squad				-	
Head Coach, High School	2	2	4	0.05073	\$ 1,801
Head Competition Coach	1	2	2	0.05073	\$ 1,801
Assistant Coach - High School	2	2	4	0.03096	\$ 1,099
Associate Coach - High School (Delete 08/09)	3	2	6	0.01008	\$ 358
Head Coach - Middle School	1	4	4	0.03949	\$ 1,402
Cheerleading Coach - Middle School - (1 each semester)	2	4	8	0.00981	\$ 348
Football - Head Coach - High School	1	2	2	0.16779	\$ 5,957
Assistant Coach	8	2	16	0.08458	\$ 3,003
Assistant - Freshman Coach	3	2	6	0.05637	\$ 2,001
Inturmural Activities Coordinator - High School (1 during each of 3 seasons)	3	2	6	0.02442	\$ 867
Intramural Coordinator - Middle School (1 per grading period - boys/girls)	8	4	32	0.01463	\$ 519
Assistant Coordinator - Middle School - (1 per grading period - boys/girls)	8	4	32	0.00981	\$ 348
Soccer/ Volleyball - Head Coach - High School	3	2	6	0.08458	\$ 3,003
Assistant Coach - High School	6	2	12	0.05073	\$ 1,801
Head Coach - Middle School (boys & girls)	3	4	12	0.03949	\$ 1,402
Swimming - Head Coach - High School	1	2	2	0.05073	\$ 1,801
Assistant Coach	1	2	2	0.03096	\$ 1,099

Appendix B. 3 Athletic and Academic Clubs

**Instructional and Academic
Club Supplements**

Base Salary \$35,500

**Comment [PG33]:
TENTATIVELY
AGREED**

Description	Per School	# of Schools	Estimated Total	Percent of Dollar Value	
				\$35,500	
Academic Games Coordinator - County	0	0	1	0.05748	\$ 2,041
School Coaches	3	19	57	0.01437	\$ 510
Activities Club Sponsor - Elementary School (6 MAX per school)	6	13	78	0.01078	\$ 383
After School Science Resource Coordinator - High School	4	2	8	0.04071	\$ 1,445
Middle School	3	4	12	0.04071	\$ 1,445
Elementary School	1	13	13	0.02830	\$ 1,005
Band Director - Middle School	1	4	4	0.04968	\$ 1,764
Assistant - High School	1	2	2	0.04182	\$ 1,485
Marching Band Director - High School	1	2	2	0.09775	\$ 3,470
Percussion Director - High School	1	2	2	0.05073	\$ 1,801
Orchestra Strings - High School & Middle School	1	6	6	0.03747	\$ 1,330
Concert, Jazz/Pep Band, Solo/Ensemble - High School (1 each/school)	3	2	6	0.00981	\$ 348
Technician - High School	1	2	2	0.03096	\$ 1,099
Concert Clinician - Middle School	1	4	4	0.01533	\$ 544
County-Wide Coordinator of Bands	1	2	2	0.11399	\$ 4,047
Chorus, Director - High School	1	2	2	0.09775	\$ 3,470
Director - Middle School	1	4	4	0.03747	\$ 1,330
Class Advisor - Senior Class, Junior Class (1 per class per school)	2	2	4	0.02287	\$ 812
Sophomore Class/ Freshman Class (1 per class per school)	2	2	4	0.00897	\$ 318
Club Sponsor, High School - Academic and Service					
¹ See footnote for specific clubs - 1 per school per club	18	2	36	0.00897	\$ 318
² See footnote for specific clubs - 1 per school per club	18	2	36	0.01224	\$ 435
Middle School					
³ Various Clubs and Activities	5	4	20	0.00897	\$ 318
⁴ Various Academic Clubs	6	4	24	0.01224	\$ 435
⁵ Other Middle School Supplements	5	4	20	0.01565	\$ 556
Compensatory Education Coordinator - High School - 1 per school	1	2	2	0.00897	\$ 318
Computer Coordinator	1	20	20	0.04577	\$ 1,625
Coordinator of Competency Based Education (High School)	1	2	2	0.05191	\$ 1,843
Coordinator of Culinary Arts Program (High School)	1	3	3	0.05191	\$ 1,843
Coordinator Incentive Programs - High School	1	2	2	0.02725	\$ 967
Countywide Coordinator of Art Activities	0	0	1	0.03444	\$ 1,223
D.C.T., DECA - High School (1 each per school)	2	2	4	0.02586	\$ 918
Debate Team Sponsor - High School	1	2	2	0.04577	\$ 1,625

Appendix B. 3 Athletic and Academic Clubs
Instructional and Academic
Club Supplements
Base Salary \$35,500

Description	Per School	# of Schools	Estimated Total	Percent of \$35,500	Dollar Value
⁶Department Chair - High School					
18 or more teachers	0	2	0	0.16282	\$ 5,780
14 to 17 teachers	2	2	4	0.13026	\$ 4,624
10 to 13 teachers	6	2	12	0.09775	\$ 3,470
6 to 9 teachers	5	2	10	0.06516	\$ 2,313
3 to 5 teachers	10	2	20	0.03259	\$ 1,157
ROTC - Air Force and Navy	1	2	2	0.01086	\$ 386
⁶Department Chair - Middle School					
14 to 17 teachers	1	4	4	0.09775	\$ 3,470
10 to 13 teachers	2	4	8	0.07328	\$ 2,601
7 to 9 teachers	5	4	20	0.04886	\$ 1,735
5 to 6 teachers	3	4	12	0.03665	\$ 1,301
3 to 4 teachers	6	4	24	0.02602	\$ 924
Drill Team Sponsor - High School	1	2	2	0.00897	\$ 318
⁷Grade Level Chair - Elementary School					
7 or more teachers	0	13	0	0.04127	\$ 1,465
6 teachers	5	13	65	0.03619	\$ 1,285
5 teachers	4	13	52	0.03116	\$ 1,106
4 teachers	4	13	52	0.02611	\$ 927
2 to 3 teachers	4	13	52	0.02106	\$ 748
Master Minds Coach - High School	1	2	2	0.05748	\$ 2,041
Assistant Coach	1	2	2	0.02555	\$ 907
Math Coordinator - Elementary					
26 or more teachers	1	13	13	0.02795	\$ 992
13 to 25 teachers	1	13	13	0.02100	\$ 746
1 to 12 teachers	1	13	13	0.01402	\$ 498
Math Competition - High School	2	2	4	0.05748	\$ 2,041
Middle School	1	4	4	0.02123	\$ 754
⁸Multi-Cultural Achievement Coordinator - (1 per school)	1	20	20	0.03908	\$ 1,387
Music Fest Coordinator - (countywide)	0	0	1	0.01627	\$ 578
National Teacher Program Mentor (NBCT) (work countywide)	0	0	12+	flat rate	\$ 2,000
Newspaper Sponsor - High School	1	2	2	0.01627	\$ 578
ROTC - High School (2 for Air Force and 2 for Navy)	4	2	8	0.01533	\$ 544
School Advisory Council Chair - (1 at each school)	1	20	20	0.02278	\$ 809
Science Fair Coordinator - county	0	0	1	0.05748	\$ 2,041
School Play, Director Spring and Fall - High School	2	2	4	0.01627	\$ 578
Speech and Language Department Head (District)	0	0	1	0.04138	\$ 1,469
Student Council - High School	1	2	2	0.02287	\$ 812
Middle School	1	4	4	0.01565	\$ 556
Student Support Team - 1 per school	1	19	19	0.01402	\$ 498
Teacher Education/ Professional Development Coordinator- 1 per school	1	20	20	0.02278	\$ 809

Appendix B. 3 Athletic and Academic Clubs

Instructional and Academic Club Supplements

Base Salary \$35,500

Description	Per School	# of Schools	Estimated Total	Percent of \$35,500	Dollar Value
⁹ Team Leader - High School				-	
10 or more teachers	1	2	2	0.09740	\$ 3,458
9 teachers	1	2	2	0.07304	\$ 2,592
6 to 8 teachers	5	2	10	0.06492	\$ 2,305
5 teachers	5	2	10	0.04060	\$ 1,441
3 to 4 teachers	4	2	8	0.03248	\$ 1,153
⁹ Team Leader - Middle School				-	
8 or more teachers	2	4	8	0.05210	\$ 1,850
7 teachers	2	4	8	0.04886	\$ 1,735
5 to 6 teachers	3	4	12	0.03908	\$ 1,387
3 to 4 teachers	5	4	20	0.02602	\$ 924
Yearbook Sponsor - High School	1	2	2	0.04562	\$ 1,620
Middle School	1	4	4	0.02442	\$ 867

Hourly Rates of Pay

Curriculum Rate (per Article XIX.3G).....\$14.00 per hour (or prorated fraction thereof)
 Extended Day Program (per Article XIX.3H).....\$13.00 per hour (or prorated fraction thereof)
 Paid Duties.....\$ 8.24 per hour (or prorated fraction thereof)
 Paid Duties- Hall, ground, bus, cafeteria, detention, car pick-up, and any other same type duty.

Other Pay

Group Incentive Pay (per Article XIX.3.F).....\$1,000 per group

¹Achievers in Action, ACT (All County T), Anchor Club, Bowling Club, Drill Team, Exchange Club, Exchangettes, Golden Indian Society (VBHS only), Interact Club, IR Flier, Key Club, Literary Magazine, Private Industry Council (PIC), Quill & Scroll, SADD (Students Against Drunk Driving), Silver Shark Society (SRHS only), Spirit Club, Various Clubs (principal recommended - creation of a new club to replace any non-used club supplements must be paid at the present rate.)

²Future Educators Club, BCE*, Drama Club*, Ecology Club, FBLA*, FFA*, FHA*, French Club*, Health Occupations*, Humanities Alliance*, Latin Club*, Math Club*, National Honor Society*, Photography Club, Rocketry (AFROTC)*, Orienteering (NROTC)*, Spanish Honor Club*, Spanish Club*, Speech Club*, VICA (Vocational Industrial)*.

³Anthology, Literary Magazine, Civics Club, Drama Club, Forensics, Incentive Awards Coordinator, Various Clubs (principal recommended – creation of a new club to replace any non-used club supplements be paid at the present rate.)

⁴examples:FBLA, FEA, FFA, FHA, math club, etc.

⁵ Computer Club, Drama/Class play, Ecology Club, Jr. Honor Society, Newspaper Sponsor

⁶High School and Middle School Department Chairs must have at least three teachers in the department where the Department Chair is not counted as a teacher in computing the supplements. Supplement shall be paid for consideration of time spent beyond classroom assignments. No release periods or extra planning periods are to be offered as consideration

for accepting Department Chair responsibilities. The Guidance Department is a part of this plan. AFJ and NJROTC is a Department Chair at .33 of the base Department Chair supplement.

⁷Grade Level Chair – Elementary – will be designated and compensated when there are two (2) or more sections or classes at each grade level, or where consecutive grade levels may be combined for administrative expediency. The Grade Level Chair will not count in computing the supplement.

⁸Multicultural Achievement Coordinator – An annual written program evaluation shall be submitted by each Multicultural Coordinator showing the progress made by the students that have been mentored.

⁹High School and Middle School Team Leaders. A high school team is composed of 3 to 10 teachers; middle school teams are 3 to 8 teachers. Supplements are paid for consideration of time spent beyond classroom assignments. The Team Leader shall not be counted as part of the team in computing the supplements.

*High School academic club supplements will be paid at the stated supplement rate until proof of participation in sub-district, district, regional, and state contests (or all that are applicable) has been submitted in writing to the District Payroll office by the teacher, an additional supplement will be paid to the MBU (teacher at the same rate. National Academic Competition beyond the school year shall receive a lump sum payment of \$773 with the first supplement payment. The (MBU) teacher must submit the national competition information to payroll in writing.

Appendix B. 4 Extended Contract Supplement

Supplements Based Upon Individual Teacher Base Rates:	Per	# of	Estimated	Percent	Plus
	School	Schools	Total	of Base Pay	Additional Paid Days
Agriculture Teacher - High School 12 months (250 days)	1	2	2	20%	0
Band - Director - High School- 12 months (250 days)	1	2	2	20%	0
Director - Middle School - 11 months - (216 days)	1	4	4	10%	0
Assistant - High School - 11 months - (216 days)	1	2	2	10%	0
District Blueprint for Career Prep Coordinator (216 days)	1	2	2	10%	0
Elementary Specialist	0	0	2		
Assigned to work 11-months (216 day)				10%	0
Assigned to work an extended day (8.5 hours per day)				10%	0
Guidance Counselor - Middle and High School - (Extended Day and Year)	2	4	8		
Assigned to work 11 months (216 day)			varies	10%	0
Assigned to work an extended day (8.5 hours per day)			varies	10%	0
Occupational Specialist					
Assigned to work 11 months (216 day)			varies	10%	0
Assigned to work an extended day (8.5 hours per day)			varies	10%	0
Speech and Language Pathologist (206 days)			varies	15%	10
Visiting Teacher/ Attendance Specialist					
Assigned to work 11 months (216 day)			varies	10%	0
Assigned to work an extended day (8.5 hours per day)			varies	10%	0

Flat Rate Supplements	Per	# of	Estimated	Flat Rate
	School	Schools	Total	Of Pay
Media/ Library District Department Head	0	0	2	\$ 2,000
National Board Teacher Program Coordinator (NBT) - District	0	0	2	\$ 2,000

Other Extended Contracts

11 Month Teacher Contract (other than listed above)

Assigned to work eleven months (216 days) shall be paid 10% of their ten month contractual salary. Supplement amounts shall not be considered part of the salary for this calculation.

12 Month Teacher Contract (other than listed above)

Assigned to work twelve months (250 days) shall be paid 20% of their ten month contractual salary. Supplement amounts shall not be considered part of the salary for this calculation.

Extended Contract Year – Not otherwise listed

Requested to work more than ten (10) months, but less than eleven (11) months shall be paid a daily rate based on the ten (10) months contractual salary. Supplement amounts shall not be considered part of the Salary for this calculation.

Summer School

Employed in summer school program of instruction involving students for which funds are earned under The FEFP will be paid from the regular salary schedule based on their certification rank and experience pro-rated if less than a regular school day.

Appendix C IRCEA Application

Indian River County Education Association
 P.O. Box 2018
 Vero Beach, Florida 32961

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 Vero Beach, Florida
PAYROLL DEDUCTION AUTHORIZATION
 (Please print legibly)

Birthdate _____/_____/_____
 Home Email: _____



Mr. _____
 Mrs. _____
 Miss _____

Last First Initial

School Social Security Number

Home Address (with Zip Code) Home/cell Phone Number

- (1) I hereby authorize the Indian River County School Board, in accordance with the arrangement made with the Indian River County Education Association, to deduct from my salary and transmit to said Association dues for membership in associations and unions and other association or union assessments as certified below in (4). I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the School Board and all its officers from any liability pertaining thereto. I further understand that this authorization will continue in effect until such time as written notice is tendered by me to the Payroll Department and the Indian River County Education Association authorizing cancellation of the deductions. **The notice must be thirty days prior to the effective date of cancellation.**
- (2) I understand that dues are subject to change and I hereby authorize such changes to be made by the Indian River County Education Association and in my payroll deductions unless I notify the above otherwise. I also understand that the Indian River County Education Association will promptly notify me of any dues increase.
- (3) Dues paid to Indian River County Education Association may not be deductible for federal income tax purposes; however, under limited circumstances, dues may qualify as a business expense.

Per Pay Period

(4) (a) IRCEA, FEA/U, AFT \$ 25.50

(c) Other—Specify (_____) \$ _____

Total Amount of Deduction \$ _____

_____ Date _____ Signature _____

Recruiter Name/School: _____ Courtesy of IRCEA

Appendix D Committee List

The parties agree to update and make any corrections to Appendix D Committee List as necessitated by changes in current contract language or article numbers.

Committee, Article #	Members	Function
Administrator Survey Evaluation Committee, Article X.6.A	4 MBUs + 4 administrators – IRCEA President names MBU reps	Develop instrument for teachers to provide feedback on administrator performance.
Association Negotiating Committee, Article XVIII.1.B	IRCEA Executive Board	Meets twice each semester with representatives of the School Board to review contract agreement
Budget Committee, Article X.8.1	Association shall appoint representation	Review possible savings.
Calendar Committee, Article X.2	Association Representatives	Recommends calendar
District School Improvement Review Committee, Article X.13.	4 MBUs appointed by IRCEA	Meet 6 times per year to review and approve individual school improvement plans.
District Wide Safety Committee, Article III.4.A	Consistent with Board's adopted plan – IRCEA will appoint 1 member	The development of a comprehensive program of Safety and Sanitation.
ESOL Committee, Article XIII.7.B.	Equal number of MBUs to the number of SDIRC appointees, IRCEA President appoints teacher reps	Recommend/develop district ESOL in-service activities. Address training for all full range ESOL comprehensive program schedule including 18 hours, 60 hours and 300 hours
Faculty Council, Article XIX	1 council per school with minimum of 5 members (10% of school instructional personnel)	Advisory – meet monthly to discuss items of concern.
Health and Insurance Committee, Article X.12.	4 MBUs appointed by IRCEA	Meet monthly to discuss issues related to health insurance, any changes to current plan/policy will be negotiated.
Sick Leave Bank Committee, Article XV.3.B.	2 MBUs appointed by IRCEA, 2 appointed by Superintendent and 1 jointly appointed	Approval of requests for leave, investigate alleged abuses.
System-Wide Instructional Council, Article XII	1 rep per school + 5 administrators	Advise Superintendent on matters to improve instructional program.
Textbook Committees, Article IX		Involve members in the revision of courses of study and selection of textbooks.

Comment [PG34]:
TENTATIVELY
AGREED

Comment [PG35]:
TENTATIVELY
AGREED

Appendix E FMLA/Workers Compensation

Guidelines and Procedures For

THE FOLLOWING TWO ITEMS ARE FOR INFORMATIONAL PURPOSES ONLY AND DO NOT CONSTITUTE BARGAINED LANGUAGE.

(1) THE FAMILY AND MEDICAL ACT (FMLA) OF 1993

A basic description of coverage, eligibility, entitlement, maintenance of health benefits and job restoration is contained under Article XIV.3.A. The following are points of clarification pertaining to the Act:

- Spouses employed by the District are jointly entitled to a **combined** total of 12 work-weeks of family leave.
- Leave for birth and care, or placement for adoption or foster care must conclude within 12 months of the birth or placement.
- Employees may take FMLA leave intermittently – which means taking leave in blocks of time. This may occur under two conditions: leave is for birth or placement of a child for adoption or foster care or; leave is for the “serious health condition” of the employee or the employee’s spouse, child or parent.
- Employees **or** the District may choose to use accrued **paid** leave (such as sick or vacation leave) to cover some or all of FMLA leave. Any used accrued **paid** leave will be applied to the FMLA leave.
- Upon return from FMLA leave, an employee will be restored to his/her original position, based on certification, or to an equivalent position with equivalent pay, benefits, and other terms and conditions of employment, however, it is the employee’s responsibility to notify the benefits office of his or her return in order to re-enroll for any benefits that lapse during the FMLA leave.
- An employee’s use of FMLA leave cannot result in the loss of any benefit that the employee earned or was entitled to **before** using FMLA leave, nor be counted against the employee.
- Employees seeking to use FMLA are required to provide, in writing, a 30-day advance notice of the need to take FMLA leave when the need is foreseeable and such notice is practicable. The request to use FMLA should be submitted to the Human Resource Department accompanied by medical certification, from a physician, verifying that the leave is necessary.

Specific questions pertaining to FMLA should be directed to the Human Resource Department and/or refer to School Board Policy.

(2) WORKERS’ COMPENSATION PROCEDURES

The District provides workers’ compensation coverage through **South Central Educational Risk Management Program, administered through Employers Mutual (EMI), Inc.** We collectively are committed to promoting a safe and healthy work environment. Work related illnesses, as well as accidents do occur. In those cases the **following basic procedures should be followed:**

- Report **any work related injury or illness**, regardless of how minor, to the appropriate manager or supervisor.
- **Complete the First Report of Injury or Illness form.**
- For non-emergency treatment, employees are to be seen at **Urgent Care West**. If the injury is an emergency, care should be immediately sought at either **Indian River Medical Center or Sebastian River Medical Center**.
- It is the responsibility of the employee to forward all paperwork from treating physician to Risk Management immediately. This ensures the timely scheduling of all referral appointments and light/modified duty assignments.
- Employees **must use Managed Care Network providers** for treatment and fully cooperate with treatment protocol. All appointments **must** be kept.
- An employee may obtain a **second opinion** or may request a new primary care physician from within the Managed Care Network once per injury.
- Employee must return to work (modified or regular duty) as soon as able as determined by their physician.
- **Modified (light) duty, if available, is assigned through Employee Benefits and is not allowed to occur at the work site of the employee. Extenuating circumstances may necessitate modifications to be made by the Director of Risk Management.**
- No compensation will be allowed for the first 7 days of the disability, except for medical services provided. After the initial 7 days of the disability and determination has been made that the injury qualifies under workers’ compensation, the employee will be compensated for the first 5 days.
- Workers’ compensation coverage will also replace part of the employee’s lost wages if out of work for a certain length of time due to a work-related illness or injury.
- By law, an employee cannot lose his/her position for filing or attempting to file a workers’ compensation claim. However, the law does not require an employer to hold a position until an employee is able to return to work.
- A formal **Grievance Process** is available to the employee.

It is the intent of the Legislature that the Workers' Compensation Law be interpreted so as to assure the quick and efficient delivery of disability and medical benefits to an injured employee and to facilitate the employee's return to work. The District has a user friendly and efficient workers' compensation process. **Specific questions regarding workers' compensation should be directed to the Risk Management Office.**

Appendix F

School District of Indian River County

Emergency Care Plan Notification Cover Letter – Faculty

****** ASSISTING WITH HEALTH CARE RELATED SERVICES TO STUDENTS IS VOLUNTARY******

If you are willing to assist with health related services for _____; please review the Emergency Care Plan, sign below and return to the Health Assistant. Otherwise, please return the Emergency Care Plan and the unsigned cover-letter to the Health Assistant.

This is confidential information and must be kept in a place where others are not able to read it. Anything in it may not be shared by you to others without direction from the Health Assistant or permission from the parent.

Substitutes may need to know some of this information to care for students with a medical condition. It is best to tell substitutes generic information and keep it as simple as possible. Please let them know if a child is allowed to leave the classroom at his/her discretion without permission so that there won't be any delay in care for this student.

As with all Emergency Care Plans, please know your role in caring for the student before the student will need your assistance.

Again, this is confidential information and it must only be shared on an as-needed basis to care for the student listed above. These Emergency Care Plans should be returned to the Health Assistant at the end of the school year. Please ask the Health Assistant or Coordinator of Health Services any questions you may have concerning this emergency care plan.

Sincerely,

_____ I understand the attached Emergency Care Plan for _____ (student's name) _____ and my role in caring for this child. If I have further questions, I will talk with the Health Assistant on campus.

_____ I understand the attached Emergency Care Plan for _____ (student's name) _____, but I would like some questions answered and/or go over the protocols stated on the Emergency Care Plan and what my role is.

Teacher Signature

Phone Extension

Date

Sign after training has occurred (within ten (10) working days).

Teacher Signature

Phone Extension

Date

F.S. 1006.062(2) There shall be no liability for civil damages as a result of the administration of the medication when the person administering the medication acts as an ordinarily reasonably prudent person who would have acted under the same or similar circumstances.

Appendix G – Contributions to Health Insurance Plans

Blue Choice 702	Total Contribution Per Paycheck
<u>Board Contribution</u>	<u>208.50</u>
<u>Employee Only</u>	<u>56.00</u>
<u>Employee Spouse</u>	<u>220.50</u>
<u>Employee Child(ren)</u>	<u>220.50</u>
<u>Employee Family</u>	<u>279.50</u>
-	-
-	-
Blue Options 5770	2014 Total Per Pay
<u>Board Contribution</u>	<u>208.50</u>
<u>Employee Only</u>	<u>37.50</u>
<u>Employee Spouse</u>	<u>198.00</u>
<u>Employee Child(ren)</u>	<u>190.00</u>
<u>Employee Family</u>	<u>245.50</u>
-	-
-	-
Blue Options 5774	2014 Total Per Pay
<u>Board Contribution</u>	<u>208.50</u>
<u>Employee Only</u>	<u>6.00</u>
<u>Employee Spouse</u>	<u>146.00</u>
<u>Employee Child(ren)</u>	<u>139.00</u>
<u>Employee Family</u>	<u>187.50</u>

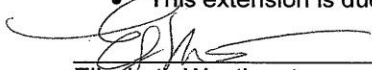
By way of example only, for an employee who has enrolled their whole family (spouse and children) in the Blue Choice 702, the Board will contribute \$208.50 per pay period from the Board towards health insurance, and the employee will contribute \$279.50 per pay period towards health insurance.

Comment [PG36]:
LEGISLATIVELY
IMPOSED

Memorandum of Understanding


The Indian River County Education Association and the School District of Indian River County mutually agree to the following stipulations for teacher evaluations for the 2009-2010 school year:

- All Professional Service Contract and Continuing Contract teacher evaluations will remain on the identified time line by contract of March 31, 2010.
- All annual contract teachers that are non-renewed due to performance will be notified no later than March 31, 2010.
- All other annual contract teacher evaluations will be extended until April 30, 2010.
- This extension is due to budget concerns.



Elizabeth Weatherstone
For IRCEA

3-2-10
Date



Julius J. Teske
For SDIRC

3/1/10
Date

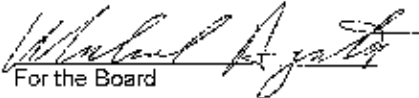
MEMORANDUM OF UNDERSTANDING
Between
The Indian River Education Association (IRCEA)
And
The School District of Indian River County (SDIRC)
April 23, 2010

Health Care Plan Design, Benefits and Cost

The MOU of 9/21/09 contains the following language:

'This Memorandum of Understanding applies to the 2010 plan year. The Health Insurance Committee will begin the annual plan review process for 2011 and will be prepared to make recommendations to the Board in April 2011 2010. Negotiations with IRCEA pertaining to health insurance will also commence at that time following April 2010.'

The revenue/claims information was provided to the Health Insurance Committee (HIC) on April 21, 2010 and was scheduled to be presented to the Board, along with a recommendation from the HIC at a workshop on April 27, 2010. Due to a Board conflict, the workshop has to be rescheduled for May 11, 2010. The Board and IRCEA agree to this change in date.


For the Board

4/26/10
Date


For the Association

4/26/10
Date

MEMORANDUM OF UNDERSTANDING
between
The Indian River County Education Association
and
The School District of Indian River County

Re: Health Care Plan Design, Benefits and Cost

The Health Insurance Committee, as found under Article X.12 of the collective bargaining agreement between the Indian River County Education Association (IRCEA) and the School District of Indian River County (SDIRC), is charged with maintaining the best possible health insurance benefits. This article further provides that any changes to the health insurance or plan benefits will be negotiated. Accordingly, the IRCEA and SDIRC have come to agreement regarding the employee health care insurance plan design, benefits and cost as follows:

The IRCEA has worked collaboratively with the SDIRC and demonstrated good faith efforts to decrease climbing deficits to the health insurance fund. This was shown by a willingness to make plan design changes for 2010. In addition to increasing premium contribution rates, out-of-pocket deductibles, office visit co-pays and prescription drug co-pays increased as well.

The Board approved 9% premium increase translates into a \$38 monthly premium increase per member on the 800 Plan and a \$44 monthly premium increase per member on the 600 Plan. If paid solely by bargaining unit members on the 800 Plan and the 600 Plan, and if the current waiver is extended whereby MBUs continue to pay the \$40 per month premium cost for the 800 Plan and \$100 per month for the 600 Plan, this would place the total monthly employee contribution for the health insurance premium at \$78/member/month on the 800 Plan and \$144/member/month for those MBUs on the 600 Plan.

In recognition of the information as provided above, the IRCEA and SDIRC agree to the following:

- IRCEA bargaining unit members who are health plan participants on the 800 Plan will continue payment of the \$40/member/month for the 2011 health plan year, in addition to an increase of \$19/member/month, for a total premium payment of \$59/member/month. The SDIRC will contribute an additional \$19/member/month for a total SDIRC contribution into the health insurance fund of \$405/member/month for plan participants.
- IRCEA bargaining unit members who are health plan participants on the 600 Plan will continue payment of the \$100/member/month for the 2011 health plan year, in addition to an increase of \$25/member/month, for a total premium payment of \$125/member/month. The SDIRC will contribute an additional \$19/member/month for a total SDIRC

MAD
12/3/10

MB
12/3/10

SDIRC Counter Proposal
December 3, 2010

contribution into the health insurance fund of \$405/member/month for plan participants.

- The attached premium Schedule B will be in effect for plan year 2011.
- The Health Insurance Committee will begin the annual plan review process for 2012 and will be prepared to make recommendations to the Board in May 2011.

This Memorandum of Understanding applies to the 2011 health insurance plan year beginning on January 1, 2011 and expires on December 31, 2011.


For the Board


For the Association

Date 12/3/10

Date 12/3/10

SCHEDULE B

	800					800							
	Board		Member		Increase	Dependents		Board		Increase	Dependents		
	Current	40	19	19		EE	19	0	464		Current	100	19
A Single	386	296	19	19	19	23	743	386	444	19	25	31	905
A 1 child	386	340	19	19	19	27	791	386	494	19	25	35	959
A 2 children	386	386	19	19	19	31	841	386	544	19	25	40	1,014
A Family	0	426	19	19	19	0	464	0	486	19	25	0	530
R < 65 Single	0	772	19	19	19	31	841	0	930	19	25	40	1,014
R < 65 F < 65	0	659	19	19	19	101	798	0	768	19	25	113	925
R < 65 1 Dep	0	832	19	19	19	23	743	0	830	19	25	31	905
R < 65 2 Dep	0	732	19	19	19	28	798	0	880	19	25	35	959
R > 65 Single	0	253	0	101	101	0	354	0	283	0	113	0	396
R > 65 F > 65	0	486	0	101	101	101	688	0	565	0	113	113	791
R > 65 F < 65	0	599	0	101	101	31	731	0	727	0	113	40	880

Ed
MD 12/3/10
01/3/11

MEMORANDUM OF UNDERSTANDING
Between
The School District of Indian River County
And
The Indian River County Education Association

Re: Health Care Plan Design, Benefits and Cost

The Health Insurance Advisory Task Force, as found under Article X.12 of the collective bargaining agreement between the School District of Indian River County (SDIRC) and the Indian River County Education Association (IRCEA), is charged with maintaining the best possible health insurance benefits. This article further provides that any changes to the health insurance or plan benefits will be negotiated. Accordingly, the IRCEA and SDIRC have come to agreement regarding the employee health care insurance plan design, benefits and cost as follows:

The SDIRC has worked collaboratively with the IRCEA and demonstrated good faith efforts to decrease climbing deficits to the health insurance fund. This was shown by a willingness to make plan design changes for 2012. In addition to increasing premium contribution rates, out-of-pocket deductibles, office visit co-pays and prescription drug co-pays increased as well.

The Board approved the following four (4) attached plans which translate into:

- Blue Option 5774 is \$0/member/month contribution
- Blue Option Plan 5190 Health Savings Account is \$27/member/month
- Blue Option Plan 5770 \$59/member/month
- 800 Blue Choice Plan \$94/member/month

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In addition, the plans provide a four tier structure which consists of:

- F. Employee Only
- G. Employee Spouse
- H. Employee Child/Children
- I. Employee Family

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In recognition of the information provided above, SDIRC and IRCEA agree to this Memorandum of Understanding as it applies to the 2012 health insurance plan year beginning on January 1, 2012 and expires on December 31, 2012.


Chief Negotiator of SDIRC


For the Association

5/4/12
Date
(Legislative Impasse)

5/4/12
Date

School District of Indian River County
2012 Member Contributions
New 4 Tier Plan

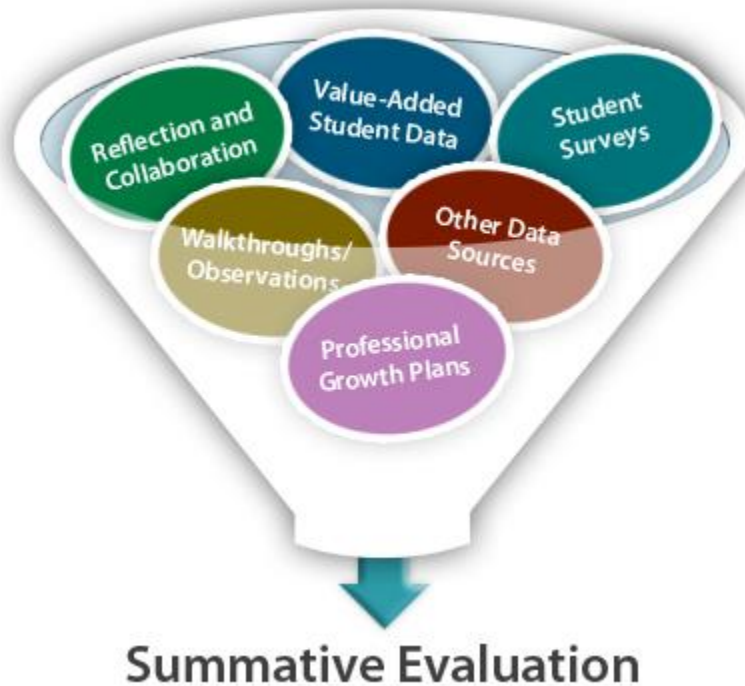
	800	5770	5190	5774
EE	94	59	27	0
ES	420	362	309	264
EC	404	347	295	251
EF	516	452	392	342

School District of Indian River County
2012 Total Contributions (includes \$405 from SDIRC)
New 4 Tier Plan

	800	5770	5190	5774
EE	499	464	432	405
ES	825	767	714	669
EC	809	752	700	656
EF	921	857	797	747

Teacher Evaluation *Procedures Manual*

2013-2015



School District of Indian River County

May 2014

Introduction

This document is the Teacher Evaluation Program (TEP) Procedures Manual as implemented by the School District of Indian River County. The District has adopted the research of Dr. Robert Marzano. This framework of instruction and evaluation identifies the cause and effect relationship between teaching practices and student achievement with the ultimate aim of helping teachers and leaders make the most informed decisions that yield the greatest benefits for students.

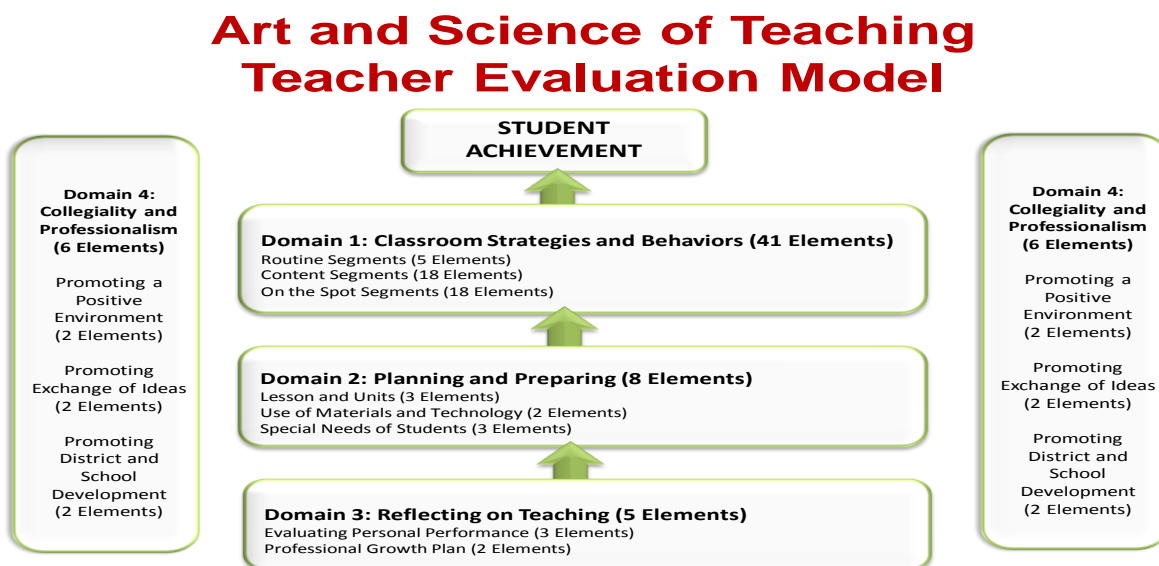
Purposes and Principles

The purpose of the teacher evaluation system is to increase student learning growth by improving the quality of instructional, administrative, and supervisory service. The system is founded on a core of effective practices that have been strongly linked to increased student achievement and includes the Florida Educator Accomplished Practices, the contemporary research of Dr. Robert Marzano, and the requirements of Florida Statute 1012.34. The District has opted to utilize the Florida State model including all of the observation instruments that are linked directly to effective teaching practices and the Florida Educator Accomplished Practices (FEAPs).

Guiding Principles of TEP:

What: Identifying the causal relationship between teaching practices and student achievement to help teachers and leaders make the most informed decisions that yield the greatest benefits for their students.

Why: Student achievement is in the forefront as a paramount goal for instruction. Effective teachers will continue to grow in their craft while helping students to experience learning growth. **How:** Improve classroom instruction by using a model of teacher evaluation based on professional growth.



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Core of Effective Practices/Marzano Domain Map

[Marzano Learning Map of 4 Domains](#)

Domain 1: Classroom Strategies and Behaviors

Lesson Segments Involving Routine Events

DQ1: What will I do to establish and communicate learning goals, track student progress and celebrate success?

1. Providing Clear Learning Goals and Scales (Rubrics)
2. Tracking Student Progress
3. Celebrating Success

DQ6: What will I do to establish or maintain classroom rules and procedures?

4. Establishing Classroom Routines
5. Organizing the Physical Layout of the Classroom

Note: DQ refers to Design Questions in the Marzano Art and Science of Teaching Framework. The nine (9) DQs organize the 41 elements in Domain 1.

The final Design Question, DQ10: Developing Effective Lessons Organized into a Cohesive Unit is contained in Domain 2: Planning and Preparing.

Lesson Segments Addressing Content

DQ2: What will I do to help students effectively interact with new knowledge?

6. Identifying Critical Information
7. Organizing Students to Interact with New Knowledge
8. Previewing New Content
9. Chunking Content into "Digestible Bites"
10. Processing of New Information
11. Elaborating on New Information
12. Recording and Representing Knowledge
13. Reflecting on Learning

DQ3: What will I do to help students practice and deepen their understanding of new knowledge?

14. Reviewing Content
15. Organizing Students to Practice and Deepen Knowledge
16. Using Homework
17. Examining Similarities and Differences
18. Examining Errors in Reasoning
19. Practicing Skills, Strategies, and Processes
20. Revising Knowledge

DQ4: What will I do to help students generate and test hypotheses about new knowledge?

21. Organizing Students for Cognitively Complex Tasks
22. Engaging Students in Cognitively Complex Tasks Involving Hypothesis Generation and Testing
23. Providing Resources and Guidance

Lesson Segments Enacted on the Spot

DQ5: What will I do to engage students?

24. Noticing When Students are Not Engaged
25. Using Academic Games
26. Managing Response Rates
27. Using Physical Movement
28. Maintaining a Lively Pace
29. Demonstrating Intensity and Enthusiasm
30. Using Friendly Controversy
31. Providing Opportunities for Students to Talk about Themselves
32. Presenting Unusual or Intriguing Information

DQ7: What will I do to recognize and acknowledge adherence and lack of adherence to classroom rules and procedures?

33. Demonstrating "Withitness"
34. Applying Consequences for Lack of Adherence to Rules and Procedures
35. Acknowledging Adherence

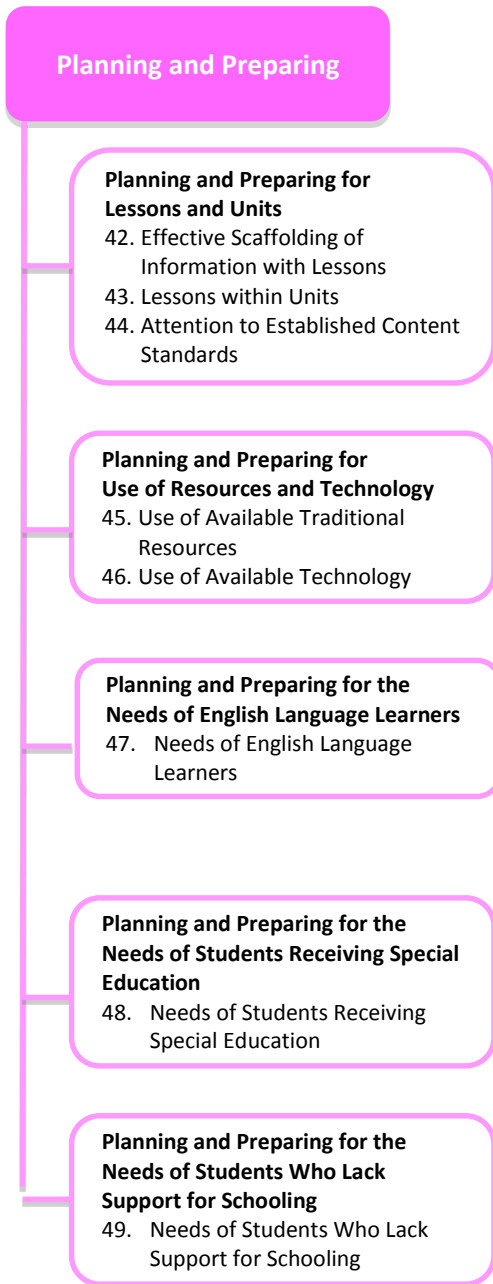
DQ8: What will I do to establish and maintain effective relationships with students?

36. Understanding Students' Interests and Background
37. Using Verbal and Nonverbal Behaviors that Indicate Affection for Students
38. Displaying Objectivity and Control

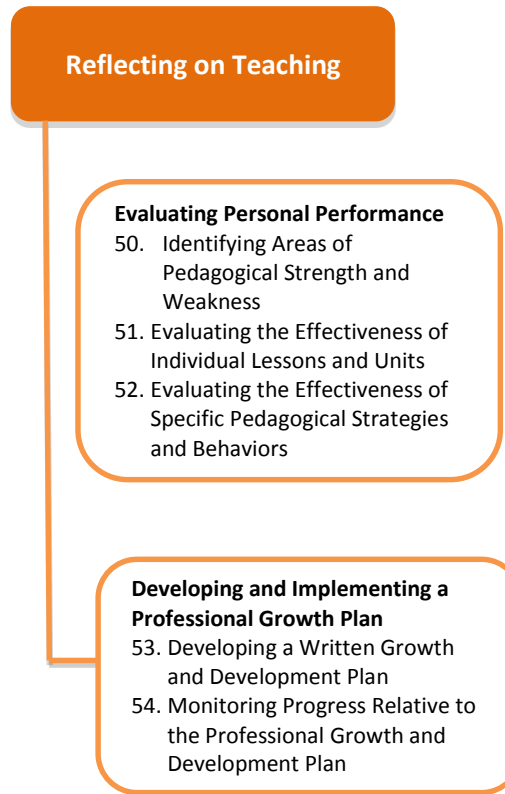
DQ9: What will I do to communicate high expectations for all students?

39. Demonstrating Value and Respect for Low Expectancy Students
40. Asking Questions of Low Expectancy Students
41. Probing Incorrect Answers with Low Expectancy Students

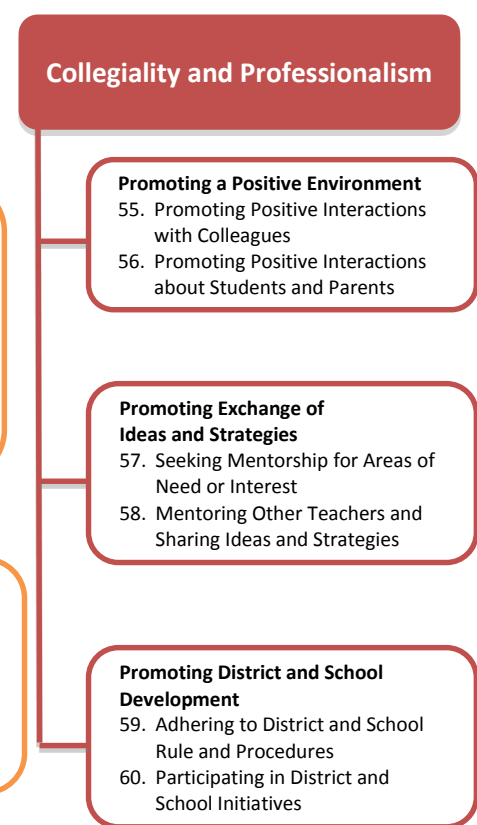
Domain 2: Planning and Preparing



Domain 3: Reflecting on Teaching



Domain 4: Collegiality and Professionalism



Implementation Process

Beginning with the 2012-2013 school year: Full implementation of the Marzano Evaluation Framework (State Model) with the exception of Deliberate Practice.

- **Deliberate Practice** will be implemented beginning with the 2013-2014 school year.
 - ▶ Selection of Deliberate Practice elements will consist of teacher selection, with mutual agreement.

Annual Evaluation

A teacher's final summative evaluation will be the combination of the teacher's Student Growth Score (VAM) and the Instructional Practice Score (IPS).

The Student Growth Score (SGS) will count for 40% and the Instructional Practice Score (IPS) will count 60% of the Summative Teacher Evaluation for the 2012-13 school year.

Instructional Practice (IPS) Evaluation Score

The Instructional Practice Score (IPS) is derived from evidence collected through observations, walk-throughs and conferences. The District will be using the Marzano Framework's Formative rating scale for the 4 Domain's and the corresponding elements as shown below:

	4	3	2	1	0
Formative Ratings Used for Each Domain Element	Innovating	Applying	Developing	Beginning	Not Using

Student Growth Score (SGS)

Beginning in the 2011-2012 school year student assessment results will be incorporated into teacher evaluations in accordance with F.S. 1012.34 (3)(a) 4(b) and (d). In accordance with F.S. 1012.34(3)(a)(1) FCAT scores will be used to measure student growth for classroom teachers whose students take the FCAT for the 2012-2013 school year. The Value Added Measure (VAM) for the teacher will be applied using the procedure outlined below.

For 2012-2013, FCAT scores will be used for all teachers to calculate student learning growth, if at least ten (10) students with valid scores can be directly tied to the teacher. If students cannot be directly tied to a teacher, then the school or District-wide VAM scores will be used, depending upon the assigned work location of the teacher.

Appendix 1 outlines what FCAT test scores will be assigned to each position.

As district and/or state approved assessments become available for non-FCAT subject areas, the district will use these assessments to calculate the teacher's student growth score. Additional district/state approved assessments will be added to the Appendix as they are adopted by the district.

For the 2012-2013 school years, the Student Growth Score (VAM) will count for 40% of the overall Teacher Evaluation Summative Rating. The Instructional Practice Score will provide the additional 60%, in accordance with provisions of FS 1012.34.

Procedure for Applying the Value Added Growth Model:

A Value Added Growth Model produces a score for a teacher which reflects the average amount of learning growth of the teacher's students above or below the expected learning growth of similar students in the state, using specific variables accounted for in the model. A score of "0" indicates that students performed no better or worse than expected, based on the factors in the model. A positive score indicates that the students, on an aggregate level, performed better than expected, a negative score indicates that the students scored worse than expected. For the 2012-2013 school year, the School District of Indian River County will use the following steps to classify teachers under a Value Added Model.

Each teacher's VAM will be compared against a set of cut scores. The cut score of 0 will be used in the initial classification process.

If a teacher's VAM (raw score not considering the standard error or confidence intervals) is 0 or above then the teacher would be classified as at least Effective. To determine if the teacher is Highly Effective, the standard error will be multiplied by a confidence interval and subtracted from the teacher's VAM to provide a high level of certainty that the teacher's VAM is above 0.

Method for classifying HIGHLY EFFECTIVE:

- If Teacher VAM is positive and the $VAM - (\text{Standard Error} * \text{Confidence Interval}) > 0$, then the teacher is classified as Highly Effective
- A confidence interval of 1.5 standard errors will be used in the determination of Highly Effective.

Method for Classifying EFFECTIVE:

- If Teacher VAM is positive and the $VAM - (\text{Standard Error} * \text{Confidence Interval}) < 0$, then the teacher is classified as EFFECTIVE.
- A confidence interval of 1.5 standard errors will be used in this determination of EFFECTIVE.
- If Teacher VAM is negative and the $VAM + (\text{Standard Error} * \text{Confidence Interval}) > 0$, then the teacher is classified as EFFECTIVE.
- A confidence interval of 1 standard error will be used in this determination of EFFECTIVE.

To determine if the teacher is Unsatisfactory, or Needs Improvement, the standard error will be multiplied by a confidence interval and added to the teacher's VAM to provide an extremely high level of certainty that the teacher's VAM is below 0.

Method for classifying UNSATISFACTORY:

- If Teacher VAM is negative and $VAM + (\text{Standard Error} * \text{Confidence Interval}) < 0$, then the teacher is classified as Unsatisfactory
- A confidence interval of 2 standard errors will be used in the determination of Unsatisfactory.

Method For Classifying NEEDS IMPROVEMENT:

- If Teacher VAM is negative and $VAM + (\text{Standard Error} * \text{Confidence Interval})$ does not meet the definition of Effective or Unsatisfactory, then the teacher is classified as Needs Improvement.

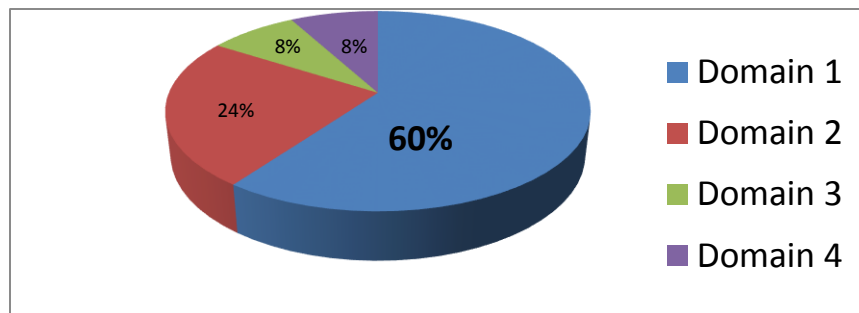
Evaluation Criteria

Consistent with FS 1012.34 (3)(a)(1)(a), a calculation of learning growth will include at least 3 years of student growth data. The 2011-12 school year will be considered year one, with 2012-2013 as year two, unless future legislation postpones implementation of SB 736 mandates. Student FCAT data provided by the FLDOE will be used.

The student performance data will be translated into a rating scale using the four levels of performance: Highly Effective, Effective, Needs Improvement/Developing and Unsatisfactory. (See [Scoring Rubric on page 8](#)) Individual teacher scores will be categorized in one of the four levels of performance, with an assigned score for the Student Growth Score. This rating will be averaged and weighted appropriately to the Instructional Practice Score for the teacher’s final summative rating for the school year.

Rubrics and Weighting

Each domain has been assigned a weight as indicated below. For example: The score you receive for Domain 1 will count for 60% of your Instructional Practice Score (IPS), Domain 2 will count for 24% of the IPS and so on, to give the teacher a total IPS score. The figure below shows the percentages for each domain



The calculated total IPS Score using the weights as shown above is added to the teacher’s Student Growth Score to provide each teacher their Final Summative Rating using the rubric below. The Teacher Evaluation system provides four levels of overall performance that defines the summative rating: Highly Effective, Effective, Needs Improvement/Developing, and Unsatisfactory. An example is provided for teachers following the “Final Summative Rubric” below.

Teacher Categories

- **Category I teacher:** first three (3) years of hire within the District
- **Category II teacher:** any MBU not a Category I teacher

MARZANO'S INSTRUCTIONAL PRACTICE (IPS) SCORING RUBRIC

Category I Teacher					
Year 1	Domains	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
	D1:	At least 50% at Level 3 or higher and At least 15% at Level 4 and no more than 5% at Level 1 or 0	At least 50% at Level 3 or higher	Less than 50% at Level 3 or higher and Less than 25% at Level 1, 0	Greater than or equal to 25% at level 1, 0
	D2:				
	D3:				
	D4:				

Category II Teacher					
Year 1	Domains	Highly Effective (4)	Effective (3)	Needs Improvement (2)	Unsatisfactory (1)
	D1:	At least 55% at Level 3 or higher and At least 15% at Level 4 and no more than 5% at Level 1 or 0	At least 55% at Level 3 or higher	Less than 55% at Level 3 or higher and Less than 25% at Level 1, 0	Greater than or equal to 25% at level 1, 0
	D2:				
	D3:				
	D4:				

FINAL EVALUATION SCORE

(IPS + Student Growth Summative Scores = Final Evaluation Summative Score)

EXAMPLE:

Below is an example of how the Student Growth Score will be combined with the Instructional Practice Score to arrive at a Final Evaluation Score.

	Rubric Score	Weighting	Summative Score
Student Growth Score (VAM)	2	40%	2 X 40% = 0.8
Instructional Practice Score (IPS)	3	60%	3 X 60% = 1.8
Final Evaluation Score			2.6

FINAL EVALUATION RATING RUBRIC

SDIRC's FINAL EVALUATION RATING RUBRIC (Marzano's Rubric)

SDIRC's Rubric for Summative Rating	Low	High	Final Evaluation Rating
	3.5	4.0	Highly Effective
	2.5	3.4	Effective
	1.5	2.4	Developing/Needs Improvement Category I/Category II
	1.0	1.4	Unsatisfactory

Observation/Evaluation Timeline

Status	Component	Quantity	Timeline
Category I and II Teachers	Formative Conference	1	September 30
Category I Teacher	Formal Observation – including pre-observation conference, observation and post-observation conference – must be scheduled	Minimum of 2	Complete 1 formal observation by Dec. 9 Complete 1 formal observation by May 15
Category I Teacher	Informal Observation – at least 10 minutes in length – can be announced or unannounced	Minimum of 6	At least 3 per semester
Category I Teacher	Walkthroughs – between 3 and 5 minutes	Minimum of 6	Intermittently throughout the year at the Administrator's discretion
Category II Teacher	Formal Observation – including pre-observation conference, observation and post-observation conference – must be scheduled	Minimum of 2	Complete 1 formal observation by Dec. 9 Complete 1 formal observation by May 15
Category II Teacher	Informal Observation – at least 10 minutes in length – can be announced or unannounced	Minimum of 3	At least 1 per semester
Category II Teacher	Walkthroughs – between 3 and 5 minutes	Minimum of 3	Intermittently throughout the year at the Administrator's discretion
Category I and II Teacher	Evaluation Conference	1	By May 25

Common Language and Definitions

GLOSSARY

TERM	DESCRIPTION
Artifact	Written, electronic, photographic, or other forms of evidence for the purpose of demonstrating levels of proficiency within the Marzano Framework.
Causal Model of Teacher Evaluation	This term describes the link between classroom practices and behaviors that have a direct impact on student learning. In the Marzano Evaluation Framework, Domain 1 Classroom Strategies and Behaviors have the most direct link to student learning.
Common Language	<p>A transparent way to talk about instruction that is shared by everyone. It is a well-articulated knowledge base that describes the complexity of teaching and describes key strategies revealed by the research to have a high probability of impacting student learning. It should also describe the instructional context for appropriate use of instructional strategies to have the highest probability for raising student learning. The common language represents what a school or district defines as effective instruction.</p> <p>A common language enables teachers to engage in decision making, professional conversations and deliberate practice aimed at improving student achievement.</p> <p>For administrators, a common language provides the means to offer focused formative and summative feedback. It supports administrators in making decisions regarding hiring and selection of teachers, the induction of new teachers, professional development, coaching and support for struggling teachers as well as opportunities to develop career ladders for teachers. A common language is a key improvement strategy that provides the context for aligning all instructional programs.</p>
Contemporary Research	Recent research conducted within the last five to seven years.
Deliberate Practice	A mindset that requires teachers to precisely attend to what they are doing in the classroom on a daily basis to identify what is working and what isn't and to determine why students are learning or not. In deliberate practice teachers identify up to three thin slices of teaching to focus their efforts to improve. Deliberate practice requires establishing a baseline for performance in a focus area (thin slice) and engaging in focused practice, feedback and monitoring of progress within a time-bound goal for improvement.
Design Questions	9 Questions teachers ask themselves when planning a lesson or unit of instruction. (Domain 1)
Domain	A body of knowledge defined by research representing a particular aspect of teaching.

TERM	DESCRIPTION
FEAPs	Florida Educator Accomplished Practices embody 3 essential principles: <ol style="list-style-type: none"> 1. The effective educator creates a culture of high expectations for all students by promoting the importance of education and each student’s capacity for academic achievement. 2. The effective educator demonstrates deep and comprehensive knowledge of the subject taught. 3. The effective educator exemplifies the standards of the profession. There are 6 accomplished practices: 1. Quality Instruction 2. The Learning Environment 3. Instructional Delivery and Facilitation 4. Assessment 5. Continuous Improvement, Responsibility and Ethics 6. Professional Responsibility and ethical conduct
Focused Feedback	Feedback that is focused on specific classroom strategies and behaviors during a set time interval. The feedback is informative, constructive, objective and actionable. Feedback is generally provided by administrators, coaches, and peers.
Focused Practice	Practice that is focused on a limited number of strategies where corrections, modifications, and adaptations are made to improve student learning at an appropriate level of difficulty so that the teacher can experience success.
Individual Professional Development Plan (IPDP)	The IPDP is a plan related to specific performance data for students to whom the teacher is assigned. It defines the inservice objectives and specific measurable improvements expected in student performance as a result of inservice activity received by teacher. It includes an evaluation component to ascertain the effectiveness of provided in-service as well as the overall professional development plan as established by the school principal.
Instructional Practices Score (IPS)	The observation portion of a MBU’s annual evaluation which is based on multiple observations undertaken by the MBU’s supervisor.
Lesson Segment	Parts of a lesson that have unique goals and purposes for teachers and for students. Teachers engage in intentional and specific actions during these times. The Marzano Evaluation Framework consists of three major lesson segments: Lesson Segments Addressing Routine Events, Lesson Segments Addressing Content, and Lesson Segments Enacted on the Spot.
Not Using	Instructional strategy was called for in the lesson, but not observed.

TERM	DESCRIPTION
Planning (Pre)Conference	The planning or pre-conference provides an opportunity for the teacher and the administrator to talk about the lesson prior to the formal announced observation. During this time, the teacher and observer use the planning conference form as a means to discuss the lesson, engage in collaborative decision making, clarify expectations and identify areas where specific feedback will be provided.
Reflection (Post)Conference	The reflection or post-conference provides an opportunity for the teacher and the administrator to reflect about the lesson, clarify expectations and plan forward using the reflection (post)conference form as a guide for reflection and feedback.
State Assessments	Any standardized state approved assessment for a given subject.
Struggling Teacher	A teacher who demonstrates a trend of ineffective or unsatisfactory behaviors which results in a less than effective summative, i.e., moving from Category II to Category I.
Student Evidence	Specific observable behaviors that students engage in response to the teacher's use of particular instructional strategies.
Student Growth Score	This score defines student growth as indicated by the Value Added Model (VAM) score. This does not correlate in any manner with the student FCAT levels.
Summative Rating Score	A combination of a teacher's instructional practice score and their Student Growth score.
Teacher Evidence	Specific observable behaviors that teachers engage in when using a particular instructional strategies.
Thin Slices of Behavior	Notable teaching moves that can be observed in a classroom.
Three years of data	Current year plus two immediately preceding years.
Value Added Model (VAM)	Formula developed by the state to measure student-learning growth.
Walkthroughs	As in the informal observation, walkthroughs can be announced or unannounced. Walkthroughs generally consist of very brief classroom observations of 3 - 5 minutes in length in which the observer gathers evidence regarding classroom instructional practices and behaviors on a regular basis. Timely and actionable feedback to teachers is also strongly recommended. Walkthroughs provide opportunities for individual feedback as well as trend and pattern data over time. Walkthroughs also inform professional development needs for individual and groups of teachers and provide a means to gauge the implementation of professional development against individual professional development plans and school improvement plans.

DEFINITIONS OF COMPONENTS	
90-Day Performance Probation	<ul style="list-style-type: none"> The statutory 90-Day process for which unsuccessful completion could lead to termination of a professional services contract or continuing contract for unsatisfactory performance. During this 90-day period the district will offer assistance to the MBU as prescribed by statute.
Category I Teacher	<ul style="list-style-type: none"> A teacher in the first three (3) years of hire within the District.
Category II Teacher	<ul style="list-style-type: none"> Any MBU not a Category I teacher
Evaluation Conference (scheduled in advance with the MBU)	<ul style="list-style-type: none"> Presentation of teacher artifacts and evidences of value added measures at or before the Evaluation Conference Individual overview of performance Finalizing the evaluation Signing the forms
Formal Observation (mutually scheduled)	<ul style="list-style-type: none"> 30 minutes or one class period, whichever is greater Scheduled pre-observation conference Scheduled post-observation conference Used for annual evaluation Written feedback Observer gathers evidence regarding classroom instructional practices and behaviors
Formative Conference (scheduled in advance with the MBU)	<ul style="list-style-type: none"> Individual overview of evaluation procedure Goal setting Review of forms Review of electronic data components of evaluation system Identifying category of MBU (Category I or II teacher)
Informal Observation – (announced or unannounced)	<ul style="list-style-type: none"> At least 10 minutes in length Used for annual evaluation Written feedback Observer gathers evidence regarding classroom instructional practices and behavior
Performance Deficiency	<ul style="list-style-type: none"> Performance indicated by receipt of a score on any Marzano element lower than Applying.
Unsatisfactory Performance	<ul style="list-style-type: none"> Two consecutive unsatisfactory annual evaluations, two unsatisfactory annual evaluations within a three year period, or three consecutive annual evaluations of Needs Improvement or a combination of Needs Improvement and Unsatisfactory.
Walkthroughs – unannounced	<ul style="list-style-type: none"> At least 3 to 5 minutes in length Used for annual evaluation Written feedback for teachers experiencing performance difficulties Observer gathers evidence regarding classroom instructional practices and behaviors

Examples of Domain Sources of Evidence

Domain 1: Classroom Strategies & Behaviors

- Formal observation(s)
- Informal, announced observation
- Informal, unannounced observation
- Walkthroughs
- Student surveys
- Videos of classroom practice
- Artifacts

Domain 2: Planning and Preparing

- Planning & conference or preconference
- Lesson plan documentation
- Differentiated documents
- Technology
- Rubrics

Domain 3: Reflecting on Teaching

- Self-assessment
- Reflection conference
- Professional Growth Plan
- Conferences
- Discussions
- Artifacts

Domain 4: Collegiality & Professionalism

- Conferences
- Discussions
- Professional Learning Communities
- Communication logs
- Mentoring
- Artifacts

Annual Review by the District

An annual review of the teacher evaluation system will be completed by the evaluation committee to determine compliance with Florida Statute. Any recommended revisions will be reviewed and approved by the SDIRC and IRCEA negotiating teams before incorporation into the evaluation system.

An ongoing evaluation of the teacher evaluation system to include analysis of data such as overall district trends, fidelity of implementation, and feedback from users will be conducted by the evaluation committee. Reports will be made to the Superintendent and the IRCEA. Periodic updates will be presented to the School Board as appropriate. The following methods will be used to collect data:

- Surveys to assess teacher/evaluator perceptions of adequacy of training, understanding of the system, fairness of the process, and impact of the new process on teaching and student learning
- Surveys of selected teachers and evaluators to gather feedback on system implementation and identify necessary adjustments
- Correlation of teacher performance ranking and student performance data
- Trend data on professional development offerings
- Patterns of performance on various components of the framework
- Review and feedback on the forms, rubric language, processes and support materials for recommended revisions

This analysis will be conducted with the assistance of the Curriculum and Instruction Department. Recommended revisions must be negotiated between the parties.

Amending Evaluations

In accordance with Section 1012.34(3)(a)4(d), Florida Statutes, the evaluator may amend an evaluation based upon assessment data from the current school year if the data becomes available within 90 calendar days after the close of the school year. An evaluation may also be amended: (1) following the evaluation conference meeting by mutual agreement between the teacher and evaluator; (2) as a result of an appeal of an evaluation according to the procedures set forth in Article IV, Teacher Evaluation; or (3) as a result of an award by an arbitrator.

Observation/Evaluation Forms

All Teacher Observation/Evaluation Forms will be placed within the TEP manual.

Procedures for Struggling Teachers (Non Probationary)

Non Probationary teachers only, if the evaluator observes deficiencies or an area where additional training is needed, intervention can occur in two (2) ways: a simple conference on the deficiency and/or a Teacher Improvement Plan (TIP).

A conference on the deficiency is a conversation between the teacher and evaluator that is usually documented on an approved form. After the teacher understands the evaluator's expectations, the teacher has time to work on the deficiency before there is a follow-up conversation. The administrator is required to give the teacher a reasonable period of time to make improvement. If the expectations have been met, the form is signed by the teacher and evaluator. In many cases, no further assistance is necessary. If the concern has not been addressed satisfactorily, the administrator may assign the teacher to complete a Teacher Improvement Plan (TIP).

A TIP is a more formalized process that takes longer to complete. The administrator will hold a conference with the teacher, identify the deficiencies and make specific, comprehensive suggestions/strategies in writing, as to how the performance of the teacher can be improved. The teacher has up to sixty (60) calendar days in which to satisfactorily complete a TIP. A TIP must be completed prior to a teacher receiving Notification of Unsatisfactory Performance.

Notification of Unsatisfactory Performance

The following process shall be instituted following teacher notification of unsatisfactory performance. The teacher shall be:

1. Notified in writing of the unsatisfactory performance. This notification must specifically describe the unsatisfactory performance and include the following:
 - a. A meeting with the teacher
 - b. Specific, written recommendations as to how to improve the performance in areas that are unsatisfactory
 - c. Provide administrative assistance to help correct the deficiencies, e.g. professional development opportunities, mentoring/coaching, etc.
 - d. Provide a specific period of time in which the deficiencies are to be corrected. During this time period the teacher must be evaluated periodically and apprised of the progress. These evaluations will be conducted by someone other than the teacher's original evaluator.
2. The teacher will be placed on performance probation for a 90 day period (90 calendar days). Within this 90 day window the teacher must demonstrate corrective action.
3. After the close of the 90 calendar days, the evaluator must evaluate the teacher within 14 days, to see if the performance deficiencies have been corrected.
4. The evaluator must also (at the same time) forward a recommendation to the Superintendent.
5. The Superintendent has 14 days upon receipt of the recommendation to notify the teacher, in writing, whether performance deficiencies have been satisfactorily corrected, and whether the Superintendent will recommend renewal or termination of the employment contract.
6. If the teacher chooses to contest the Superintendent's recommendation, the teacher has 15 days to submit a written request for a hearing in accordance with Florida Statutes.

APPENDICES

ADDENDUM TO THE PROCEDURE FOR APPLYING THE VALUE ADDED GROWTH MODEL

This applies to the ~~2012-13 final summative evaluation~~. A teacher's final summative evaluation will be the combination of the teacher's Student Growth Score (VAM) and the Instructional Practice Score (IPS). Appendix A of the TEP Manual details the specific VAM score to be applied for each Teacher Job Code Description. The following changes will be made to Appendix A of the TEP Manual:

- ~~1. For the following Teacher Job Code Descriptions, the Student Growth Score will be the School Reading and Math FCAT Scores:~~
 - ~~a. Guidance Middle School~~
 - ~~b. Guidance Senior High~~
 - ~~c. Bilingual Specialist~~
 - ~~d. Migrant Secondary Advocate~~
 - ~~e. Occupational Specialist~~
- ~~2. For the following Teacher Job Code Descriptions, the Student Growth Score will be an average of the School Reading and Math FCAT Scores for the schools the teacher is assigned. For teachers who are assigned to all schools, the District Reading and Math FCAT Scores will be used:~~
 - ~~a. Teacher Coach~~
 - ~~b. Teacher on Assignment C/I~~
 - ~~c. Resource Specialist~~
 - ~~d. Speech & Language Pathologist (School Reading FCAT Score only)~~

The Student Growth Score will be calculated by averaging the evaluation descriptions (Highly Effective, Effective, Needs Improvement, and Unsatisfactory) equally weighted for each of the schools assigned to the teacher. The average will then be applied to the following for a final Student Growth Score:

 - ~~_____ Highly Effective _____ Greater than or equal to 3.5~~
 - ~~_____ Effective _____ Greater than or equal to 2.5 but less than 3.5~~
 - ~~_____ Needs Improvement _____ Greater than or equal to 1.5 but less than 2.5~~
 - ~~_____ Unsatisfactory _____ Less than 1.5~~
- ~~3. For the Teacher Job Code Description "Speech & Language Pathologist", teachers who do not have a Reading VAM assigned to them by the state, the Student Growth Score will be the School Reading FCAT Score.~~
- ~~4. The Teacher Job Code Description "Teacher Math Algebra 1" will be added. This Teacher Job Code Description will be applied to all teachers who teach courses in which the State of Florida mandates students take the Algebra 1 End of Course Exam and have been provided by the state an Algebra 1 VAM. The Student Growth Score assigned to this Teacher Job Code Description will be the Math Algebra EOC Score.~~
- ~~5. For teachers who, due to their course load, fall into multiple Teacher Job Code Descriptions that have different Student Growth Scores associated with the description, the following will apply:~~
 - ~~a. If a teacher's course load is evenly split between two Teacher Job Code Descriptions, the final Student Growth Score will be the average of the two Student Growth Scores found from both Teacher Job Code Descriptions.~~
 - ~~b. If a teacher's course load is not evenly split between two Teacher Job Code Descriptions, the final Student Growth Score will be the weighted average of the Student Growth Score resulting from the Teacher Job Code Descriptions as determined by the courses taught.~~

APPENDIX A (2012-2013)

TITLE DESCRIPTION—TEACHER	60% INSTRUCTIONAL PRACTICE/40% STUDENT GROWTH
ADULT ED-OCUP-OUTREACH-COORD	District Reading and Math FCAT scores
ASSISTANT BAND DIRECTOR SHS	Reading FCAT—students on teacher roster
ATHLETIC DIRECTOR	School Reading and Math FCAT scores
BAND DIRECTOR—MIDDLE	Reading FCAT—students on teacher roster
BAND DIRECTOR—SR HIGH	Reading FCAT—students on teacher roster
BILINGUAL SPECIALIST	School Reading and Math FCAT Scores
CAREER SPECIALIST	School Reading and Math FCAT scores
ESOL RESOURCE TEACHER	Reading and Math FCAT Scores—students assigned to them
GUIDANCE MIDDLE SCHOOL	School Reading and Math FCAT Scores
GUIDANCE SENIOR HIGH	School Reading and Math FCAT Scores
LIBRARIAN/MEDIA SPEC ELEM	School Reading FCAT scores
LIBRARIAN/MEDIA SPEC MIDDLE	School Reading FCAT scores
LIBRARIAN/MEDIA SPEC SENIOR HI	School Reading FCAT scores
MATH COACH, ELEMENTARY	School Math FCAT scores
MIGRANT SECONDARY ADVOCATE	School Reading and Math FCAT Scores
OCCUPATIONAL SPECIALIST	School Reading and Math FCAT Scores
ORCHESTRA DIRECTOR, ASSOCIATE	Reading FCAT—students on teacher roster
READING COACH, ELEMENTARY	School Reading FCAT scores
RESOURCE SPECIALIST	Average of School Reading and Math FCAT Scores assigned. For those assigned to all schools, District Reading and Math Score
ROTC INSTRUCTOR	Reading FCAT—students on teacher roster
SCHOOL SOCIAL WORKER/VISITING	School Reading and Math FCAT scores of schools served
SPEECH & LANGUAGE PATHOLOGIST	Reading FCAT—students on teacher roster. If no students on teacher roster, average of School Reading FCAT Scores assigned. For those assigned to all schools, District Reading Score
TEACHER ADULT EDUCATION	District Reading and Math FCAT scores
TEACHER AGRICULTURE	Reading FCAT—students on teacher roster
TEACHER ART ELEMENTARY	School Reading FCAT scores
TEACHER ART MIDDLE	Reading FCAT—students on teacher roster
TEACHER ART SENIOR HIGH	Reading FCAT—students on teacher roster
TEACHER BUSINESS EDUCATION	Reading FCAT—students on teacher roster

TEACHER-COMPUTER-EDU, MIDDLE	Reading FCAT—students on teacher roster
TEACHER-CULINARY ARTS	Reading FCAT—students on teacher roster
TEACHER-DRAMA, SENIOR HIGH	Reading FCAT—students on teacher roster
TEACHER-DROPOUT-PREVENTION-SR	Reading and Math FCAT Scores—students assigned to them
TEACHER-ESOL	Reading FCAT or Reading and Math FCAT Scores (depending on course)—students assigned to them
TEACHER-EXCEPTIONAL ED—SLD	Reading FCAT or Reading and Math FCAT Scores (depending on course)—students assigned to them
TEACHER-EXCEPTIONAL ED—VE	Reading FCAT or Reading and Math FCAT Scores (depending on course)—students assigned to them
TEACHER-EXCEPTIONAL ED-AUTISM	School Reading and Math FCAT scores
TEACHER-EXCEPTIONAL ED-GIFTED	Reading FCAT, Math FCAT or combined score—students assigned—depending on course
TEACHER-EXCEPTIONAL ED-H/H	District Reading and Math FCAT scores
TEACHER-EXCEPTIONAL ED-OI	District Reading and Math FCAT scores
TEACHER-EXCEPTIONAL ED-PK-HDC	District Reading and Math FCAT scores
TEACHER-EXCEPTIONAL ED-VI	District Reading and Math FCAT scores
TEACHER-EXCEPTIONAL EDUCATION	Reading FCAT, Math FCAT or combined score—students assigned—depending on course
TEACHER-FOREIGN LANGUAGE, ELEM	Reading FCAT—students on teacher roster
TEACHER-FOREIGN LANGUAGE, MIDD	Reading FCAT—students on teacher roster
TEACHER-FOREIGN LANGUAGE, SR-H	Reading FCAT—students on teacher roster
TEACHER-GRADE-1	School Reading and Math FCAT scores
TEACHER-GRADE-2	School Reading and Math FCAT scores
TEACHER-GRADE-3	School Reading and Math FCAT scores
TEACHER-GRADE-4	Reading and Math FCAT Scores—students assigned to them
TEACHER-GRADE-5	Reading and Math FCAT Scores—students assigned to them
TEACHER-HEALTH OCCUPATIONS	School Reading and Math FCAT scores
TEACHER-IN-SCHOOL-SUSPENSION,	School Reading and Math FCAT scores
TEACHER-KINDERGARTEN	School Reading and Math FCAT scores
TEACHER-LANGUAGE ARTS-MIDDLE	Reading FCAT—students on teacher roster
TEACHER-LANGUAGE ARTS-SR-HIGH	Reading FCAT—students on teacher roster; School Reading FCAT if no FCAT students assigned
TEACHER-MARKETING-EDUCATION	Reading FCAT—students on teacher roster
TEACHER-MATH-MIDDLE	Math FCAT—students on teacher roster
TEACHER-MATH-MIDDLE—HS-COURSES	Math FCAT—School Score
TEACHER-MATH-ALGEBRA-1	Algebra 1 EOC Scores (If available; Reference #4 MOU)
TEACHER-MATH-SR-HIGH	School Reading Score

TEACHER-MATH/ACCOUNTABILITY	Math FCAT—students on teacher roster
TEACHER-MUSIC-ELEMENTARY	School Reading FCAT scores
TEACHER-MUSIC-MIDDLE	Reading FCAT—students on teacher roster
TEACHER-MUSIC-SENIOR-HIGH	Reading FCAT—students on teacher roster
TEACHER-ON-ASSIGN-STAFF-DEV	District Reading and Math FCAT scores
TEACHER-ON-ASSIGNMENT-C/I	Average of School Reading and Math FCAT Scores assigned. For those assigned to all schools, District Reading and Math Score
TEACHER-PHYSICAL-EDUCATION-ELE	School Reading FCAT scores
TEACHER-PHYSICAL-EDUCATION-MID	Reading FCAT—students on teacher roster
TEACHER-PHYSICAL-EDUCATION, SR	Reading FCAT—students on teacher roster
TEACHER-PRE-K	District Reading and Math FCAT scores
TEACHER-READING-MIDDLE	Reading FCAT—students on teacher roster
TEACHER-READING, SENIOR-HIGH	Reading FCAT—students on teacher roster
TEACHER-RESOURCE-TEEN/PARENT	District Reading FCAT Score
TEACHER-SCH-BASED-READING-STRA	School Reading FCAT scores
TEACHER-SCIENCE-MIDDLE	Reading FCAT—students on teacher roster
TEACHER-SCIENCE-SENIOR-HIGH	Reading FCAT—students on teacher roster
TEACHER-SOCIAL-STUDIES-MIDDLE	Reading FCAT—students on teacher roster
TEACHER-SOCIAL-STUDIES-SR-HIGH	Reading FCAT—students on teacher roster
TEACHER-TECHNOLOGY-EDUCATION	Reading FCAT—students on teacher roster
TEACHER-TITLE-1-RESOURCE	School Reading FCAT scores
TEACHER, COACH	Average of School Reading and Math FCAT Scores assigned. For those assigned to all schools, District Reading and Math Score
TEACHER, EMOTIONAL/BEHAVIORAL	School Reading and Math FCAT scores
TEACHER, IB PROGRAM	Reading FCAT—students on teacher roster
TEACHER, WRITING	Reading FCAT—students on teacher roster
TV-PRODUCTION-TEACHER	School Reading FCAT scores

- ~~6. For teachers who are not assigned a VAM score by the state and who are not covered by the above items, the Student Growth Score assigned to them will be the School Reading, Math, or Combined FCAT Score based on their job description.~~
- ~~7. This Memorandum of Understanding shall not constitute a waiver of the MBU's right to grieve the final summative evaluation.~~

APPENDIX A

MBUs must report, within twenty-one (21) days of receipt of final summative rating, any perceived error concerning the Student Growth Score. Such report will be filed with the Assistant Superintendent of Human Resources for review and consideration of possible remedies. Notwithstanding the above, MBUs shall retain all rights to seek redress through the grievance procedure as found under Article XVII – Grievance Procedure. (Tentative Agreement)

Student Growth Assessment Measures
(Impasse Language)

Percent of Eval	TITLE DESCRIPTION - TEACHER	Measure	Assessment	Rubric
50/40%	TEACHER GRADE 4 (MATH ONLY)	VAM Math	FCAT Math 2.0	VAM
50/40%	TEACHER GRADE 4 (READING ONLY)	VAM Reading	FCAT Reading 2.0	VAM
50/40%	TEACHER GRADE 4 (READING/MATH)	VAM Combined	FCAT Reading 2.0 and FCAT Math 2.0	VAM
50/40%	TEACHER GRADE 5 (MATH ONLY)	VAM Math	FCAT Math 2.0	VAM
50/40%	TEACHER GRADE 5 (READING ONLY)	VAM Reading	FCAT Reading 2.0	VAM
50/40%	TEACHER GRADE 5 (READING/MATH)	VAM Combined	FCAT Reading 2.0 and FCAT Math 2.0	VAM
50/40%	TEACHER LANGUAGE ARTS HIGH GR 9 10	VAM Reading	FCAT Reading 2.0	VAM
50/40%	TEACHER LANGUAGE ARTS MIDDLE	VAM Reading	FCAT Reading 2.0	VAM
50/40%	TEACHER MATH ALGEBRA 1	VAM Math	Algebra EOC	VAM
50/40%	TEACHER MATH GEOMETRY	VAM Math (If available) Percentage of students scoring at Level 3 and above	Geometry EOC, Course Grades	VAM or Percentile
50/40%	TEACHER MATH MIDDLE	VAM Math	FCAT Math 2.0	VAM
50/40%	TEACHER READING HIGH	VAM Reading	FCAT Reading 2.0	VAM
50/40%	TEACHER READING MIDDLE	VAM Reading	FCAT Reading 2.0	VAM
30/20%	CAREER SPECIALIST	Percentage of school students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER AGRICULTURE	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER BUSINESS EDUCATION	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER CULINARY ARTS	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER HEALTH OCCUPATIONS	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER MARKETING EDUCATION	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER TECHNOLOGY EDUCATION	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER TV PRODUCTION	Percentage of students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
50/40%	TEACHER ART ELEMENTARY	Non FCAT Combined VAM	FCAT Reading and Math 2.0	VAM
50/40%	TEACHER FOREIGN LANGUAGE ELEMENTARY	Non FCAT Combined VAM	FCAT Reading and Math 2.0	VAM

50/40%	TEACHER GRADE 1 (MATH ONLY)	Percent of students proficient in Math (50%) Percent of students increasing their National Percentile in Math (50%)	SAT 10	PERCENTILE
50/40%	TEACHER GRADE 2 (MATH ONLY)	Percent of students proficient in Math (50%) Percent of students increasing their National Percentile in Math (50%)	SAT 10	PERCENTILE
50/40%	TEACHER GRADE 1 (READING ONLY)	Percent of students proficient in reading (25%) Percent of students increasing their National Percentile in Reading (25%) FAIR Percent of students scoring 85% or better on Probability of Success (POS) on AP3 (25%) FAIR Percent of students who, if they were below 85% POS on AP1 that increased their POS by 10% or more on AP3, or if they were at or above 85% POS on AP1, maintained at or above 85% POS on AP3 (25%)	SAT 10 and FAIR	PERCENTILE
50/40%	TEACHER GRADE 2 (READING ONLY)	Percent of students proficient in reading (25%) Percent of students increasing their National Percentile in Reading (25%) FAIR Percent of students scoring 85% or better on Probability of Success (POS) on AP3 (25%) FAIR Percent of students who, if they were below 85% POS on AP1 that increased their POS by 10% or more on AP3, or if they were at or above 85% POS on AP1, maintained at or above 85% POS on AP3 (25%)	SAT 10 and FAIR	PERCENTILE
50/40%	TEACHER GRADE 1 (READING/MATH)	Percent of students proficient in reading (25%) Percent of students proficient in math (25%) Percent of students increasing their National Percentile in Reading (25%) Percent of students increasing their National Percentile in Math (25%)	SAT 10	PERCENTILE
50/40%	TEACHER GRADE 2 (READING/MATH)	Percent of students proficient in reading (25%) Percent of students proficient in math (25%) Percent of students increasing their National Percentile in Reading (25%) Percent of students increasing their National Percentile in Math (25%)	SAT 10	PERCENTILE
50/40%	TEACHER GRADE 3 (MATH ONLY)	FCAT Percent of students scoring at Level 3 and above in math (50%) SAT 10 Percent of students increasing their National Percentile in Math (50%)	SAT 10 and FCAT Math 2.0	PERCENTILE
50/40%	TEACHER GRADE 3 (READING ONLY)	FCAT Percent of students scoring at Level 3 and above in reading (50%) SAT 10 Percent of students increasing their National Percentile in Reading (50%)	SAT 10 and FCAT Reading 2.0	PERCENTILE
50/40%	TEACHER GRADE 3 (READING/MATH)	FCAT Percent of students scoring at Level 3 and above in reading (25%) FCAT Percent of students scoring at Level 3 and above in math (25%) SAT 10 Percent of students increasing their National Percentile in Reading (25%) SAT 10 Percent of students increasing their National Percentile in Math (25%)	SAT 10, FCAT Reading 2.0, and FCAT Math 2.0	PERCENTILE
50/40%	TEACHER KINDERGARTEN (MATH ONLY)	SAT 10 Percent of students proficient in math	SAT 10	PERCENTILE
50/40%	TEACHER KINDERGARTEN (READING ONLY)	SAT 10 Percent of students proficient in reading (33%) FAIR Percent of students scoring 85% or better on Probability of Success (POS) on AP3 (33%) FAIR Percent of students who, if they were below 85% POS on AP1 that increased their POS by 10% or more on AP3, or if they were at or above 85% POS on AP1, maintained at or above 85% POS on AP3 (33%)	SAT 10 and FAIR	PERCENTILE
50/40%	TEACHER KINDERGARTEN (READING/MATH)	SAT 10 Percent of students proficient in reading (25%) SAT 10 Percent of students proficient in math (25%) FAIR Percent of students scoring 85% or better on Probability of Success (POS) on AP3 (25%) FAIR Percent of students who, if they were below 85% POS on AP1 that increased their POS by 10% or more on AP3, or if they were at or above 85% POS on AP1, maintained at or above 85% POS on AP3 (25%)	SAT 10 and FAIR	PERCENTILE
50/40%	TEACHER MUSIC ELEMENTARY	Non-FCAT Combined VAM	FCAT Reading and Math 2.0	VAM

50/40%	TEACHER PHYSICAL EDUCATION ELEMENTARY	Non-FCAT Combined VAM	FCAT Reading and Math 2.0	VAM
50/40%	TEACHER PRE-K	Percent of students assigned making gains VPK Assessment from the pre-test to the post-test (measured by either maintaining Meet or Exceed Expectations OR increasing from Below to either Meet or Exceed Expectations) If students assigned do not have VPK Assessment pre- and post-test results, then making gains on Batelle test will be used	VPK Assessment	PERCENTILE
30/20%	LIBRARIAN/MEDIA SPEC ELEMENTARY	School Reading VAM	FCAT Reading 2.0	VAM
30/20%	MATH COACH ELEMENTARY	School VAM Math (If more than one, average of schools OR District)	FCAT Math 2.0	VAM
30/20%	READING COACH ELEMENTARY	School VAM Reading (If more than one, average of schools OR District)	FCAT Reading 2.0	VAM
30/20%	TEACHER TITLE 1 RESOURCE	Average of Title 1 School VAM Reading, Math, or Combined based on position	FCAT Reading and/or Math 2.0	VAM
50/40%	TEACHER WRITING	Percent of students assigned who scored a 3.5 or above	FCAT Writes 2.0	PERCENTILE
50/40%	BAND DIRECTOR MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER ART MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER COMPUTER EDU MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER FOREIGN LANGUAGE MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER MUSIC MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER PHYSICAL EDUCATION MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER SCIENCE MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0, Alg EOC	VAM
50/40%	TEACHER SCIENCE MIDDLE 8TH GRADE	Percentage of students scoring at Level 3 and above	FCAT Science 2.0	PERCENTILE
50/40%	TEACHER SOCIAL STUDIES MIDDLE	Non-FCAT Combined VAM	FCAT Reading and Math 2.0	VAM
50/40%	TEACHER SOCIAL STUDIES MIDDLE CIVICS	Percentage of students scoring at Level 3 and above VAM (if available)	Civics EOC	PERCENTILE
30/20%	GUIDANCE MIDDLE SCHOOL	Combined VAM for students assigned (if available) OR Percentage of students assigned meeting learning expectations	FCAT Reading and Math 2.0	VAM OR PERCENTILE
30/20%	LIBRARIAN/MEDIA SPEC MIDDLE	School Reading VAM	FCAT Reading 2.0	VAM
50/40%	ASSISTANT BAND DIRECTOR HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	BAND DIRECTOR HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	ORCHESTRA ASSOCIATE DIRECTOR	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	ROTC INSTRUCTOR	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER AP PROGRAM	Percentage of students scoring at a level 3 or above (passing) (70%) Percentage of students earning College Ready status defined through school grade system (30%)	AP Exam, SAT, ACT, PERT, CPT	PERCENTILE
50/40%	TEACHER ART HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER DRAMA	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER DROPOUT PREVENTION	Non-FCAT Combined VAM	FCAT Reading and Math 2.0	VAM
50/40%	TEACHER FOREIGN LANGUAGE HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER IB DP COURSE	Percentage of students scoring at a level 4 or above (passing) (70%) Percentage of students earning College Ready status defined through school grade system (30%)	IB Exam, SAT, ACT, PERT, CPT	PERCENTILE

50/40%	TEACHER IN-SCHOOL SUSPENSION	School Combined VAM	FCAT Reading and Math 2.0	VAM
50/40%	TEACHER LANGUAGE ARTS HIGH GR 11 12	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER MATH HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER MUSIC HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER PHYSICAL EDUCATION HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER RESOURCE TEEN/PARENT	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER SCIENCE HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER SCIENCE HIGH BIOLOGY	Percentage of students scoring at Level 3 and above VAM (If available)	Biology EOC	PERCENTILE
50/40%	TEACHER SOCIAL STUDIES HIGH	Percentage of students assigned receiving a C or better final course average	Course Grades	PERCENTILE
50/40%	TEACHER SOCIAL STUDIES HIGH US HISTORY	Percentage of students scoring at Level 3 and above VAM (If available)	US History EOC	PERCENTILE
30/20%	AP/IB COORDINATOR	Percentage of students earning IB Diploma (IB Coordinator only) (33%) Percentage of students earning AP Scholar Designation (AP Coordinator only) (33%) Percentage of students scoring at a level 4 or above (IB) or 3 or above (AP) (33%) Percentage of AP/IB students schoolwide earning College Ready status defined through school grade system (33%)	IB/AP Exams, SAT, ACT, PERT, CPT	PERCENTILE
30/20%	ATHLETIC DIRECTOR (HIGH SCHOOL)	Percentage of student athletes earning College Ready status defined through school grade system	SAT, ACT, PERT, CPT	PERCENTILE
30/20%	GUIDANCE HIGH	Combined VAM for students assigned (if available) OR Percentage of students assigned earning College Ready status defined through school grade system (50%) Percentage of students meeting learning expectations (50%)	FCAT Reading 2.0, Algebra and Geometry EOC, SAT, ACT, PERT, CPT	VAM OR PERCENTILE
30/20%	LIBRARIAN/MEDIA SPEC HIGH	School Reading VAM	FCAT Reading 2.0	VAM
30/20%	MIGRANT SECONDARY ADVOCATE	Percent of students assigned who met math and reading learning expectations	FCAT Reading and Math 2.0	PERCENTILE
30/20%	ADULT ED OCCUP OUTREACH COORD	Percentage of school students passing an Industry Certification Exam	Industry Certification Exam	PERCENTILE
30/20%	CAREER SPECIALIST-ADULT ED	Percentage of students school-wide attending classes who pass GED Subject Tests (50%) Percentage of students school-wide increasing a Functioning Level Code (50%)	GED, TABE	PERCENTILE
50/40%	TEACHER ADULT EDUCATION	Percentage of students assigned attending classes who pass GED Subject Tests (50%) Percentage of students assigned increasing a Functioning Level Code (50%)	GED, TABE	PERCENTILE
30/20%	BILINGUAL SPECIALIST	ELL Combined VAM (if available) OR Percentage of ELL students meeting expectations	FCAT Reading 2.0 and FCAT Math 2.0	VAM OR PERCENTILE
30/20%	ESOL RESOURCE TEACHER	ELL Combined VAM (if available) OR Percentage of ELL students meeting expectations	FCAT Reading 2.0 and FCAT Math 2.0	VAM OR PERCENTILE
30/20%	OCCUPATIONAL SPECIALIST	Non-FCAT Combined VAM (if available)	FCAT Reading and Math 2.0	VAM
30/20%	RESOURCE SPECIALIST	School Combined VAM, if multiple schools, weighted average	FCAT Reading and Math 2.0	VAM
30/20%	SCHOOL SOCIAL WORKER/VISITING	Percentage of students meeting expectations	FCAT Reading and Math 2.0	PERCENTILE
30/20%	SPEECH & LANGUAGE PATHOLOGIST	Reading VAM (if available) OR The reading measures for the students assigned	Dependent on teachers assigned	VAM OR PERCENTILE
50/40%	TEACHER COACH	Weighted average of the student growth measures of teachers assigned	Dependent on teachers assigned	PERCENTILE
50/40%	TEACHER ESOL	Non-FCAT Combined VAM	FCAT Reading and Math 2.0	VAM

50/40%	TEACHER EXCEPTIONAL ED - SLD	The following will be used in order (if 1 is not available, then 2. If 2 is not available, then 3.) 1. VAM 2. Weighted average of the regular education measure. 3. Percent of students who increased scale score on FAA (*If documented health issues led to decline on FAA, then they will be removed from the cohort assigned to the teacher for evaluation purposes)	FCAT Reading and Math 2.0, FAA, SAT-10, FAIR, Course Grades	VAM or PERCENTILE
50/40%	TEACHER EXCEPTIONAL ED - VE			
50/40%	TEACHER EXCEPTIONAL ED AUTISM			
50/40%	TEACHER EXCEPTIONAL ED GIFTED			
50/40%	TEACHER EXCEPTIONAL ED H/H			
50/40%	TEACHER EXCEPTIONAL ED OI			
50/40%	TEACHER EXCEPTIONAL ED PK HDC			
50/40%	TEACHER EXCEPTIONAL ED VI			
50/40%	TEACHER EXCEPTIONAL EDUCATION			
30/20%	TEACHER ON ASSIGNMENT C/I	District VAM in the subject most in line with position	FCAT Reading and/or Math 2.0	VAM
30/20%	TEACHER ON ASSIGN STAFF DEV	Weighted average of the Combined VAM scores for teachers within the Professional Development Certification Program (PDCP)	FCAT Reading and Math 2.0	VAM

Percentile Rubric

Highly Effective =	70-100%
Effective =	40-69.9%
Needs improvement =	20-39.9%
Unsatisfactory =	0-19.9%

APPENDIX B

- Pre Conference Form A
- Pre Conference Form B
- Reflection Conference Form

PLANNING CONFERENCE STRUCTURED INTERVIEW

Name of Teacher: _____ Name of Observer: _____

Planning Conference Date: _____ Observation Date: _____

Reflection Conference Date: _____

Instructions: Please attach your lesson plan, assessments, scoring guides, and/or rubrics to this document. Please be prepared to discuss the following questions in preparation for the planning conference

Classroom Demographics

Briefly describe the students in your classroom (e.g. number of students, gender, special needs etc.)

Answer:

Routine Events

1. What will you do to establish learning goals, track student progress and celebrate success for this lesson?

Answer:

2. What will you do to establish or maintain classroom rules and procedures for this lesson?

Answer:

Content

Please consider the following questions as appropriate for the lesson being observed

3. What will you do to help students effectively interact with new knowledge?

4. What will you do to help students practice new knowledge?

5. What will I do to help students generate and test hypothesis about new knowledge?

Answer:

Enacted on the Spot

6. What will you do to engage students in the lesson?

Answer:

7. What will I do to recognize and acknowledge lack of adherence to classroom rules and procedures?

Answer:

8. What will I do to establish and maintain effective relationships with students during this lesson?

Answer:

9. What will I do to communicate high expectations to students within the lesson?

Answer:

10. How will this lesson be organized as part of a cohesive unit?

Answer:

PLANNING CONFERENCE STRUCTURED INTERVIEW

(Form B)

Name of Teacher: _____ Name of Observer: _____

Planning Conference Date: _____ Observation Date: _____

Reflection Conference Date: _____

Instructions: Please attach your lesson plan, assessments, scoring guides, and/or rubrics to this document. Please be prepared to discuss the following questions in preparation for the planning conference

Classroom Demographics

1. Briefly describe the students in your classroom (e.g., number of students, gender, special needs, etc.)

Answer:

Planning and Preparing for Lessons and Units

2. How will you scaffold the content within the lesson? Please describe:
- the rationale for how the content of the lesson is organized
 - the rationale for the sequence of instruction
 - how the content is related to previous lessons, units or other content
 - possible confusions that may impact the lesson

Answer:

3. How does this lesson progress within the unit over time? Please describe:
- how lessons within the unit progress toward deep understanding and transfer of content
 - describe how students will make choices and take initiative
 - how learning will be extended

Answer:

4. How will you align this lesson with established content standards identified by the district and the manner in which that content should be sequenced? Please describe:
- important content (scope) identified by the district
 - sequence of the content to be taught as identified by the district

Answer:

Planning and Preparing for Use of Resources and Technology

5. How will the resources and materials that you select be used to enhance students' understanding of the content? Please describe the resources that will be used:
- traditional resources
 - technology

Answer:

6. How do you plan to address the special needs of your student to include special education students, ELL students and students who come from home environments that offer little support for schooling? Please describe:
- specific accommodations that will be made

Answer:

REFLECTION CONFERENCE STRUCTURED INTERVIEW

Name of Teacher: _____ Name of Observer: _____

Planning Conference Date: _____ Observation Date: _____

Reflection Conference Date: _____

Instructions: Please bring student work, assessments, scoring guides, and /or rubrics to the reflection conference and be prepared to discuss the following questions.

General Reflection		
Overall, how do you think the lesson went and why?		
Answer:		
Routine Events		
1. In what ways did the students meet or not meet the learning goals you established for this lesson? How did your assessments inform your understanding of student learning?		
Answer:		
2. To what extent did the organization of your classroom (room arrangement, materials) and your rules and procefures maximize student learning?		
Answer:		
Content		
3. How did the strategies you used to introduce new content to students support student learning	4. How did the strategies you used to help students deepen and practice their understanding of new knowledge support student learning?	5. How did the strategies you used to help students generate and test hypotheses about new knowledge support student learning?
Answer:	Answer:	Answer:

Enacted on the Spot

6. Which techniques for engaging students were most successful? Which techniques were not successful?

Answer:

7. How did the use of positive and negative consequences impact student adherence or lack of adherence to rules and procedures?

Answer:

8. What specific actions did you take during this lesson to build student relationships with your students? What impact did these actions have on your relationships with students?

Answer:

9. What specific actions did you take to communicate high expectations for students? How did these impact student learning?

Answer:

10. How will this lesson inform changes to your instructional plan?

Answer:

Evaluation Forms

***Forms for Classroom and Instructional Support teachers can be found on the District webpage,**

www.indianriverschools.org, click on Departments – Human REsources

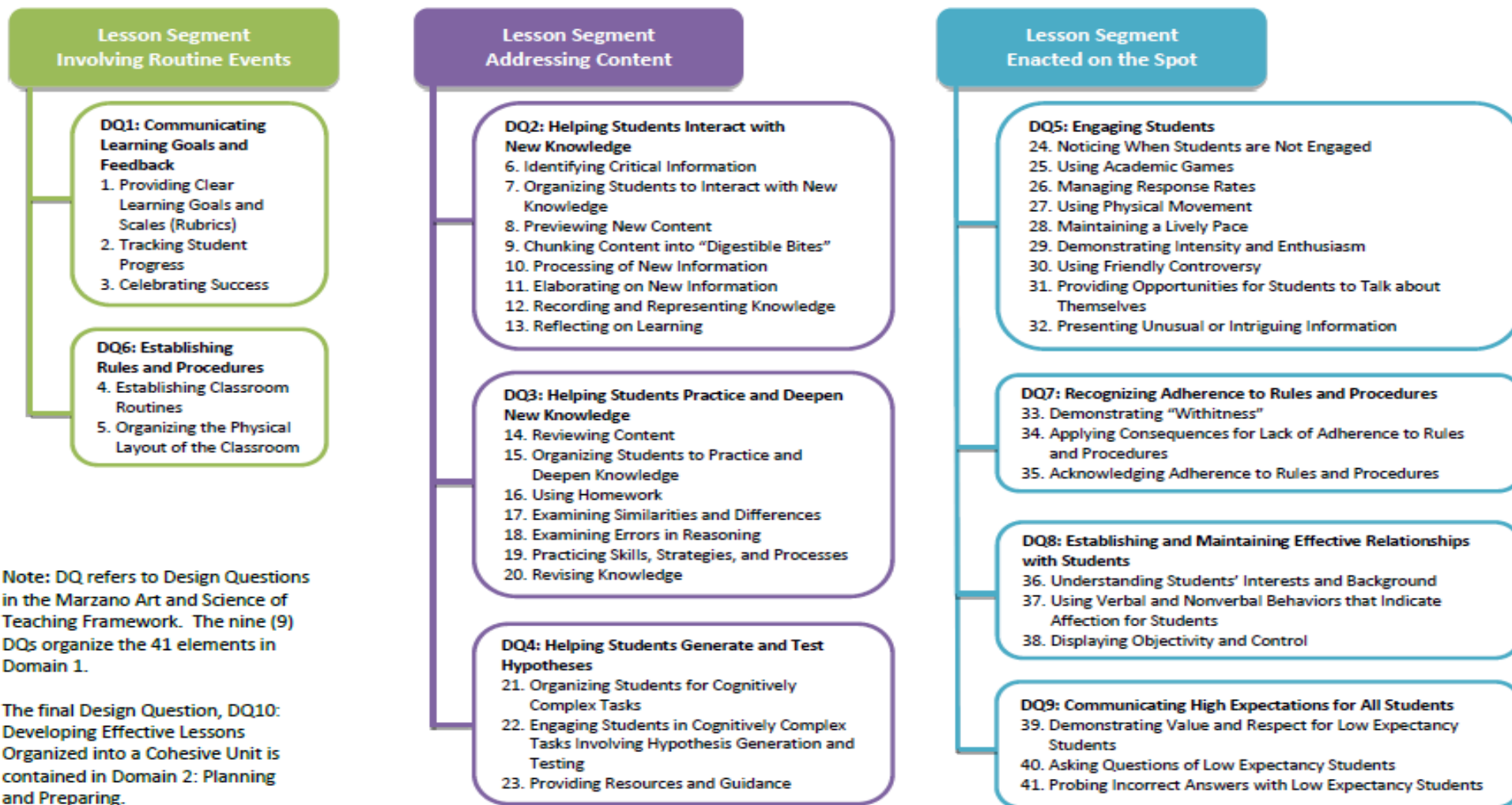
APPENDIX C

Maps:

- **Classroom Teachers**
- **Instructional Support Teachers**

Domain 1: Classroom Strategies and Behaviors

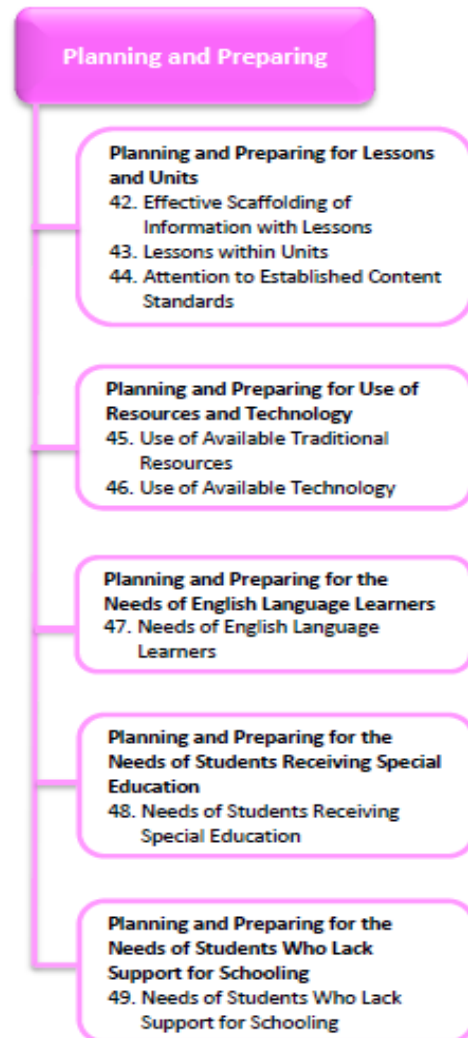
Domain 1 is based on the Art and Science of Teaching Framework and identifies the 41 elements or instructional categories that happen in the classroom. The 41 instructional categories are organized into 9 Design Questions (DQ) and further grouped into 3 Lesson Segments to define the Observation and Feedback Protocol.



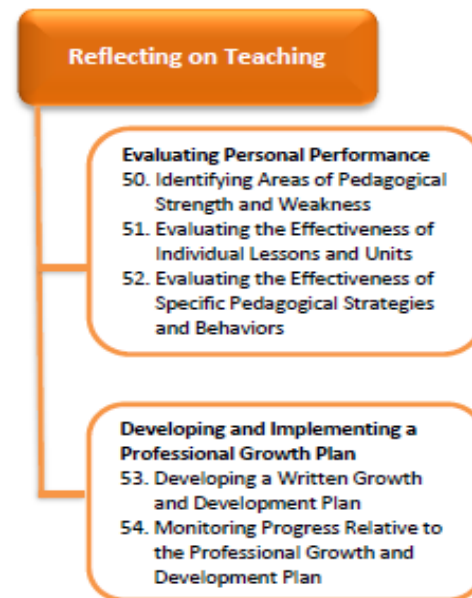
Note: DQ refers to Design Questions in the Marzano Art and Science of Teaching Framework. The nine (9) DQs organize the 41 elements in Domain 1.

The final Design Question, DQ10: Developing Effective Lessons Organized into a Cohesive Unit is contained in Domain 2: Planning and Preparing.

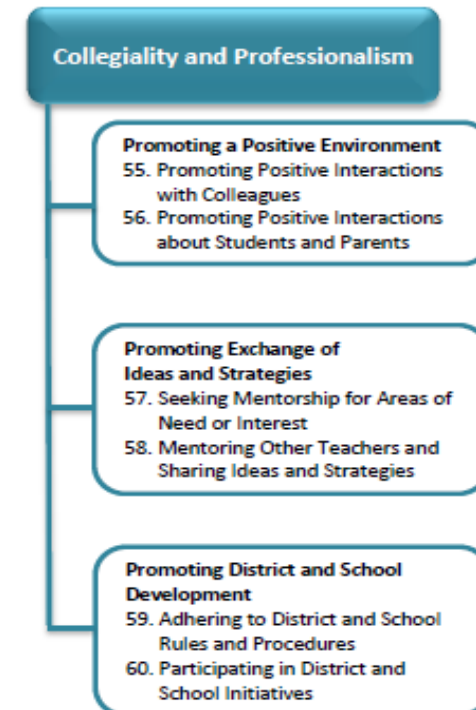
Domain 2: Planning and Preparing



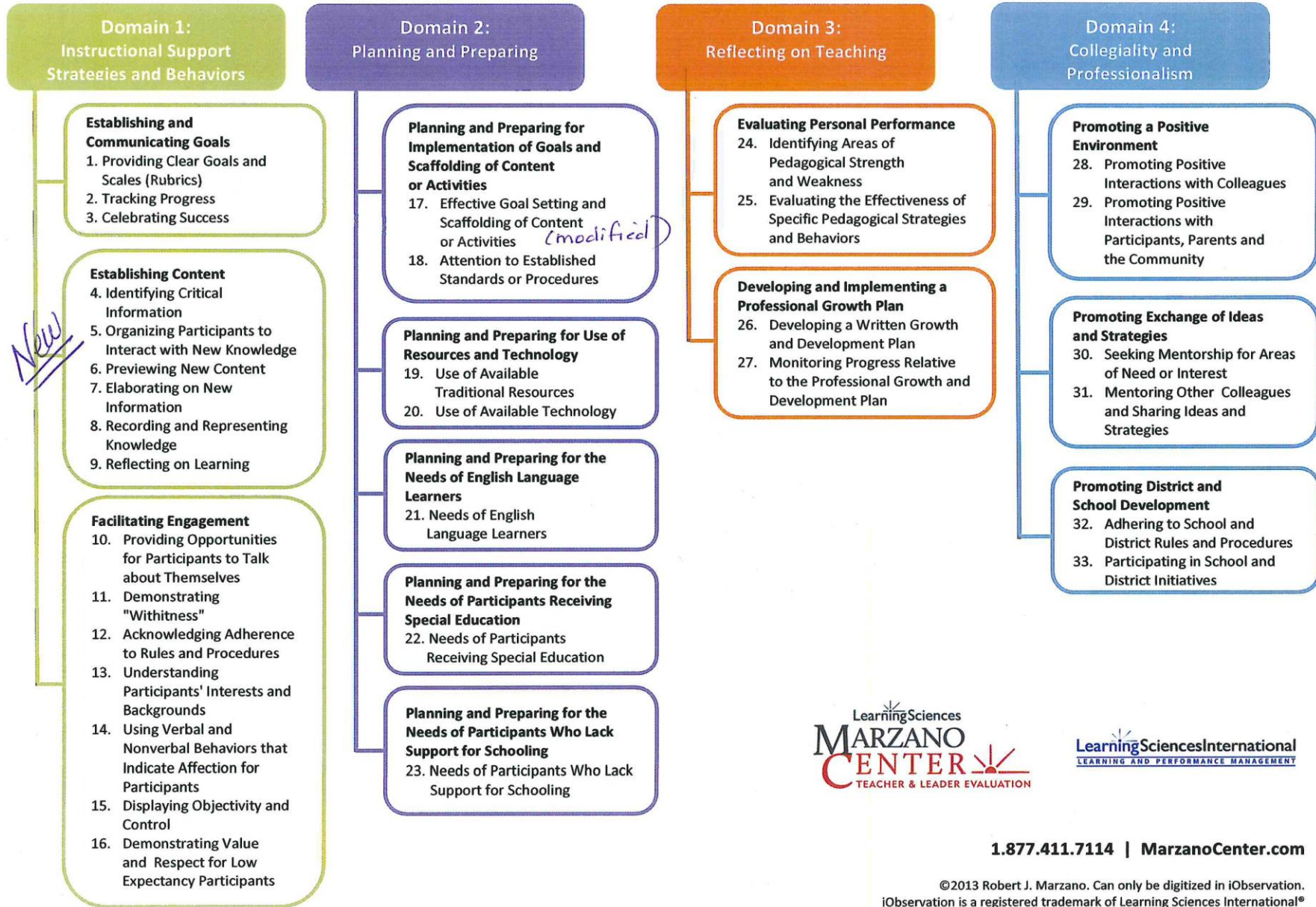
Domain 3: Reflecting on Teaching



Domain 4: Collegiality and Professionalism



Marzano Center Non-Classroom Instructional Support Personnel Evaluation Model Learning Map



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APPENDIX D

PLAN FOR IMPROVEMENT (Template)

Performance Improvement Plan

Name of Employee: _____ Administrator: _____ Date: _____

Evaluation Criterion	What was Observed	What Observer Expects to See	Resources (May be listed on an attached page)	Timeline

This Plan of Improvement identifies several major areas that require to improve performance deficiencies. Progress and performance related to each of these identified areas will be monitored and evaluated. Continued deficient performance is unacceptable and cannot continue.

This summary memorandum, its expectations including the Plan of Improvement and timelines were presented to _____, on _____, 20____, by _____.

FND - 300 CAPITAL PROJECTS		PRD-00 BEGINNING			PRD-09 MARCH	2014
TY PRJ		BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE
B	TRANSFERS	15,721,777.04	0.00	0.00	6,317,041.29	9,404,735.75
B 001	Safety to Health	2,377,866.81	0.00	321,324.18	474,681.61	1,581,861.02
B 002	ADA COMPLIANCE	38,587.21	0.00	14,615.00	9,361.48	14,610.73
B 003	ENVIRONMENTAL COMPLIANCE	26,115.61	0.00	7,334.14	18,781.47	0.00
B 004	AIR CONDITIONING	758,853.23	346.16	104,490.57	232,270.03	421,746.47
B 005	ROOFING	96,821.90	2,000.00	1,413.83	73,433.60	19,974.47
B 007	WALKWAYS AND SIDEWALKS	50,521.00	0.00	0.00	48,293.00	2,228.00
B 008	ELECTRICAL	207,803.74	0.00	68,529.50	54,714.93	84,559.31
B 009	SITE IMPROVEMENTS	404,347.67	75,000.00	83,477.03	229,739.83	16,130.81
B 010	BUILDING RENOVATIONS	207,617.43	0.00	16,934.90	170,782.39	19,900.14
B 012	TECHNOLOGY	806,755.58	0.00	68,860.82	62,122.00	675,772.76
B 013	MOTOR VEHICLES	1,696,314.92	0.00	1,276,310.92	418,305.00	1,699.00
B 015	PORTABLE RENOVATION	0.00	0.00	0.00	0.00	0.00
B 016	PLUMBING & WATER PROJECTS	17,734.53	213.00	3,157.45	9,383.17	4,980.91
B 018	PAVING	21,006.84	0.00	0.00	15,100.00	5,906.84
B 020	CONDITION ASSESSMENT OF SCHLS	0.00	0.00	0.00	0.00	0.00
B 021	TECHNOLOGY TRANS.VIDEO/COMMUN.	84,472.73	0.00	25,000.00	0.00	59,472.73
B 023	PAINTING SERVICES	33,444.21	0.00	3,102.28	26,903.78	3,438.15
B 024	MISC EQUIPMENT	121,245.24	0.00	5,528.05	33,061.31	82,655.88
B 029	SEBASTIAN RIVER HIGH ADDITION	55,057.64	10,000.00	12,533.99	32,523.65	0.00
B 032	DRAINAGE	177,969.55	0.00	0.00	177,969.55	0.00
B 033	WINDOWS & DOORS	151,293.39	1,149.00	5,063.82	100,366.33	44,714.24
B 034	CUSTODIAL/GROUNDS EQUIPMENT	6,772.47	0.00	0.00	6,192.00	580.47
B 036	CONSULTING / LEGAL FEES	56,844.76	0.00	5,000.00	33,163.61	18,681.15
B 037	GLENDALE HARDCOURT	69,048.73	0.00	29,047.50	37,554.69	2,446.54
B 044	GYM/BAND/PE	28,349.25	0.00	1,680.00	20,969.75	5,699.50
B 048	PORTABLE LEASING & FF&E	1,854,350.80	0.00	329,743.50	630,470.25	894,137.05
B 050	DODGERTOWN CAFETERIA RENOVATIO	0.00	0.00	0.00	0.00	0.00
B 052	LAND PURCHASES	0.00	0.00	0.00	0.00	0.00
B 054	VBHS REMODELING & RENOVATIONS	0.00	0.00	0.00	0.00	0.00
B 060	SRMS Locker Room Renovation	963,570.18	0.00	0.00	963,570.18	0.00
B 067	Storm Grove Middle School	9,871.36	0.00	0.00	9,871.36	0.00
B 068	Beachland -- Expansion	839,786.47	0.00	8,456.92	830,741.03	588.52
B 069	Upgrade TV Production Studio	1,872.93	0.00	0.00	0.00	1,872.93
B 072	PLAYGROUNDS	596,875.00	0.00	0.00	0.00	596,875.00
B 100	OTHER DISTRICTWIDE PROJECTS	5,335.64	0.00	4,360.00	975.64	0.00
B 401	District Office Lease	48,750.00	0.00	7,500.00	41,250.00	0.00
B 402	Administration Facility	7,299,915.79	0.00	426,848.87	224,004.25	6,649,062.67
B 403	Support Services Complex	18,411.64	0.00	0.00	18,411.64	0.00
B 404	Fellsmere Cafe Expan & Class A	8,070,387.74	144,722.98	3,331,958.99	4,446,019.15	147,686.62
B 405	Traffic Improvement Projects	10,500.00	0.00	10,500.00	0.00	0.00
B 406	TCE Additional Classrooms	5,912,135.12	92,828.91	1,664,756.26	4,065,359.30	89,190.65
B 407	Vero Beach El Replacement	802,078.00	0.00	35,275.44	766,869.55	66.99-
B 408	Energy Management Projects	21,740.00	0.00	21,740.00	0.00	0.00
B 409	Charter Capital Outlay 1011.71	0.00	0.00	0.00	0.00	0.00
B 411	Renovate Thompson for Osceola	143,856.74	0.00	105,527.41	121,382.23	83,052.90-
B 412	Rehabilitate Oslo Middle Schl	1,021,235.88	0.00	15,097.92	319,694.98	686,442.98
B 413	Vero Beach HS/FLC/PAC HVAC	390,623.00	0.00	350,086.00	40,537.00	0.00
B 414	Performing Arts Allocation	0.00	0.00	0.00	0.00	0.00
B 415	Gifford Middle School Chillers	199,662.08	0.00	17,913.50	50,130.50	131,618.08
B 416	Gifford M.Kalwell Revitalizatn	0.00	0.00	0.00	0.00	0.00

FND - 300 CAPITAL PROJECTS		PRD-00 BEGINNING		PRD-09 MARCH	2014	
TY PRJ		BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE
B 417	SRHS Lights EMS	1,872.00	0.00	1,872.00	0.00	0.00
B 418	Citrus Mechanical Rehab.	57,771.60	0.00	16,906.60	40,865.00	0.00
B 419	SMS TES	688,212.95	0.00	77,718.20	610,494.75	0.00
B 420	Highlands Mechanical Rehab.	86,047.00	0.00	13,133.00	42,931.02	29,982.98
B 421	Floor replacement to tile DW	0.00	0.00	0.00	0.00	0.00
B 422	Rosewood PPU Road Improvements	0.00	0.00	0.00	0.00	0.00
B 423	VBHS Firedoors	2,733.00	0.00	1,883.00	850.00	0.00
B 424	SRMS Internal Remodel	0.00	0.00	0.00	0.00	0.00
B 425	VBHS Citrus Bowl Field Rehab	25,580.57	0.00	1,952.01	23,628.56	0.00
B 426	VBHS FLC Soccer/Lacorsse Flds	42,427.00	0.00	4,538.65	37,888.35	0.00
B 427	TCE Firewall	0.00	0.00	0.00	0.00	0.00
B 428	Data Air for IT Room	5,269.60	0.00	0.00	5,269.60	0.00
B 429	Citrus Additional Classrooms	4,398,587.34	0.00	550,173.97	17,720.03	3,830,693.34
B 430	Restricted for 2007 COP Funds	0.00	0.00	0.00	0.00	0.00
B 431	Districtwide Chiller Replacemt	677,803.40	0.00	1,100.00	0.00	676,703.40
	*	57,413,884.31	326,260.05	9,052,446.22	21,911,648.84	26,123,529.20

BUDGET STATUS SUMMARY
BUDGET AND EXPENDITURE REPORT-CAPITAL PROJECTS

TY PRJ	BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE
REQUEST 091 TOTAL	57,413,884.31	326,260.05	9,052,446.22	21,911,648.84	26,123,529.20

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
INSTRUCTION SERVICE 5000										
APPROPRIATION		89818912.89	52093728.56	12119477.33	16240549.13	3055.28	6326276.93	1102767.20	1933058.46	.00
EXPENDITURE		55118995.29	31888378.71	7809354.25	11369691.12	287.95	2505872.69	468286.03	1077124.54	.00
ENCUMBRANCE		985504.80	.00	.00	495852.97	.00	337999.94	135491.24	16160.65	.00
BALANCE		33714412.80	20205349.85	4310123.08	4375005.04	2767.33	3482404.30	498989.93	839773.27	.00
PUPIL PERSONNEL SER 6100										
APPROPRIATION		3355294.98	2617974.66	657701.99	24029.27	5200.00	29796.54	2221.56	18370.96	.00
EXPENDITURE		2281037.14	1793835.68	442252.15	9246.01	3231.19	12877.60	1221.56	18372.95	.00
ENCUMBRANCE		12242.12	.00	.00	7297.40	.00	4944.72	.00	.00	.00
BALANCE		1062015.72	824138.98	215449.84	7485.86	1968.81	11974.22	1000.00	1.99-	.00
INST MEDIA SERVICES 6200										
APPROPRIATION		2131296.33	1379695.89	371997.41	5854.23	.00	19003.00	345246.83	9498.97	.00
EXPENDITURE		1179198.15	887284.30	232566.69	2353.09	.00	6730.12	40488.65	9775.30	.00
ENCUMBRANCE		42280.71	.00	.00	1626.40	.00	3368.47	37285.84	.00	.00
BALANCE		909817.47	492411.59	139430.72	1874.74	.00	8904.41	267472.34	276.33-	.00
INST & CURR DEV 6300										
APPROPRIATION		3068713.93	2443694.21	558549.73	25577.73	.00	23975.27	4388.99	12528.00	.00
EXPENDITURE		2099564.07	1654929.20	399414.03	12060.47	.00	17959.59	3202.78	11998.00	.00
ENCUMBRANCE		3850.10	.00	.00	2644.64	.00	918.42	287.04	.00	.00
BALANCE		965299.76	788765.01	159135.70	10872.62	.00	5097.26	899.17	530.00	.00
INST STAFF TRAINING 6400										
APPROPRIATION		1131806.07	716943.80	176747.10	138406.27	.00	7515.64	24020.00	68173.26	.00
EXPENDITURE		765052.25	517011.04	126432.00	66511.02	.00	4649.19	.00	50449.00	.00
ENCUMBRANCE		32898.34	.00	.00	8624.21	.00	367.09	23907.04	.00	.00
BALANCE		333855.48	199932.76	50315.10	63271.04	.00	2499.36	112.96	17724.26	.00
INSTR RELATED TECH 6500										
APPROPRIATION		2358810.57	539964.54	138457.75	541804.31	2000.00	28381.53	1108202.44	.00	.00
EXPENDITURE		759587.66	406522.44	103569.80	222985.30	.00	4912.19	21597.93	.00	.00
ENCUMBRANCE		55197.20	.00	.00	16819.31	.00	.00	38377.89	.00	.00
BALANCE		1544025.71	133442.10	34887.95	301999.70	2000.00	23469.34	1048226.62	.00	.00
BOARD OF EDUCATION 7100										
APPROPRIATION		855821.06	206552.68	161414.40	450246.48	.00	2079.00	589.00	34939.50	.00
EXPENDITURE		601572.14	154739.42	84950.21	342311.56	.00	745.74	434.21	18391.00	.00
ENCUMBRANCE		91511.59	.00	.00	91275.84	.00	35.75	.00	200.00	.00
BALANCE		162737.33	51813.26	76464.19	16659.08	.00	1297.51	154.79	16348.50	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS

GEN ADMINISTRATION	7200									
APPROPRIATION		517023.06	273034.81	78795.41	18825.36	.00	6566.57	100.00	139700.91	.00
EXPENDITURE		292719.02	204021.11	56010.90	9461.45	.00	4400.93	15.98	18808.65	.00
ENCUMBRANCE		3910.28	.00	.00	3725.20	.00	35.08	.00	150.00	.00

BALANCE		220393.76	69013.70	22784.51	5638.71	.00	2130.56	84.02	120742.26	.00

SCH ADMINISTRATION	7300									
APPROPRIATION		7790185.58	5984852.21	1474464.90	104609.33	1000.00	142866.73	69212.72	13179.69	.00
EXPENDITURE		5463682.77	4302308.03	1039803.85	42528.04	396.18	40410.87	23438.86	14796.94	.00
ENCUMBRANCE		39860.48	.00	.00	29909.38	.00	4282.62	5109.22	559.26	.00

BALANCE		2286642.33	1682544.18	434661.05	32171.91	603.82	98173.24	40664.64	2176.51-	.00

FAC ACQ & CONST	7400									
APPROPRIATION		1654974.72	493590.44	98150.10	14476.20	5200.00	2899.21	1040529.67	129.10	.00
EXPENDITURE		963347.88	394065.95	75024.59	11348.29	4895.85	1676.79	476207.31	129.10	.00
ENCUMBRANCE		106104.22	.00	.00	1510.99	.00	500.00	104093.23	.00	.00

BALANCE		585522.62	99524.49	23125.51	1616.92	304.15	722.42	460229.13	.00	.00

FISCAL SERVICES	7500									
APPROPRIATION		1190598.15	805132.67	216602.40	143405.58	.00	4342.50	.00	21115.00	.00
EXPENDITURE		899959.23	620671.29	160491.30	101497.10	.00	3786.79	.00	13512.75	.00
ENCUMBRANCE		37961.45	.00	.00	33311.45	.00	.00	.00	4650.00	.00

BALANCE		252677.47	184461.38	56111.10	8597.03	.00	555.71	.00	2952.25	.00

FOOD SERVICE	7600									
APPROPRIATION		14600.46	13705.85	894.61	.00	.00	.00	.00	.00	.00
EXPENDITURE		14600.46	13705.85	894.61	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00

BALANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00

CENTRAL SERVICES	7700									
APPROPRIATION		2340930.85	1329701.13	347606.13	501818.26	9909.86	57692.18	16825.00	77378.29	.00
EXPENDITURE		1672012.07	1068767.16	272615.14	256988.40	7463.96	45182.18	2330.54	18664.69	.00
ENCUMBRANCE		69305.35	.00	.00	52880.51	.00	9258.54	7106.30	60.00	.00

BALANCE		599613.43	260933.97	74990.99	191949.35	2445.90	3251.46	7388.16	58653.60	.00

TRANSPORTATION SER	7800									
APPROPRIATION		5534983.44	3007600.63	852672.61	456283.04	852527.00	164307.24	22808.56	178784.36	.00
EXPENDITURE		3436597.49	1830970.34	556130.80	220326.46	571907.75	127248.18	21311.61	108702.35	.00
ENCUMBRANCE		113427.33	.00	.00	20336.55	69318.04	22000.53	729.50	1042.71	.00

BALANCE		1984958.62	1176630.29	296541.81	215620.03	211301.21	15058.53	767.45	69039.30	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
OPERATION SERVICES 7900										
APPROPRIATION		12578690.80	3269151.30	940288.64	3113341.92	4797998.43	404406.13	13035.59	40468.79	.00
EXPENDITURE		9444935.16	2439213.38	686102.49	2518342.52	3515091.97	255204.40	5923.02	25057.38	.00
ENCUMBRANCE		228420.91	.00	.00	156526.97	2991.50	67195.44	1707.00	.00	.00
BALANCE		2905334.73	829937.92	254186.15	438472.43	1279914.96	82006.29	5405.57	15411.41	.00
MAINTENANCE SERVICE 8100										
APPROPRIATION		2965825.71	1762185.00	446809.74	442838.11	75770.12	205699.36	32220.13	303.25	.00
EXPENDITURE		2149709.03	1349922.28	338813.81	261413.77	62647.33	123559.88	13048.71	303.25	.00
ENCUMBRANCE		163773.05	.00	.00	73474.34	6532.12	67465.57	16301.02	.00	.00
BALANCE		652343.63	412262.72	107995.93	107950.00	6590.67	14673.91	2870.40	.00	.00
ADMIN TECH SERVICES 8200										
APPROPRIATION		3971084.02	1399755.69	303096.62	965835.05	2700.00	9919.01	1289488.65	289.00	.00
EXPENDITURE		2517883.68	1137291.32	254304.28	698863.08	3061.57	5232.58	419040.85	90.00	.00
ENCUMBRANCE		372813.76	.00	.00	222124.87	.00	389.62	150299.27	.00	.00
BALANCE		1080386.58	262464.37	48792.34	44847.10	361.57	4296.81	720148.53	199.00	.00
COMMUNITY SERVICES 9100										
APPROPRIATION		200.00	.00	.00	200.00	.00	.00	.00	.00	.00
EXPENDITURE		.00	.00	.00	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		200.00	.00	.00	200.00	.00	.00	.00	.00	.00
*SUB TOTAL										
APPROPRIATION		141279752.62	78337264.07	18943726.87	23188100.27	5755360.69	7435726.84	5071656.34	2547917.54	.00
EXPENDITURE		89660453.49	50663637.50	12638730.90	16145927.68	4168983.75	3160449.72	1496548.04	1386175.90	.00
ENCUMBRANCE		2359061.69	.00	.00	1217941.03	78841.66	518761.79	520694.59	22822.62	.00
BALANCE		49260237.44	27673626.57	6304995.97	5824231.56	1507535.28	3756515.33	3054413.71	1138919.02	.00
DEBT SERVICES 9200										
APPROPRIATION		100000.00	.00	.00	.00	.00	.00	.00	100000.00	.00
EXPENDITURE		28611.11	.00	.00	.00	.00	.00	.00	28611.11	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		71388.89	.00	.00	.00	.00	.00	.00	71388.89	.00
*SUB TOTAL										
APPROPRIATION		100000.00	.00	.00	.00	.00	.00	.00	100000.00	.00
EXPENDITURE		28611.11	.00	.00	.00	.00	.00	.00	28611.11	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		71388.89	.00	.00	.00	.00	.00	.00	71388.89	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
GRAND TOTAL FOR FUND										
APPROPRIATION		141379752.62	78337264.07	18943726.87	23188100.27	5755360.69	7435726.84	5071656.34	2647917.54	.00
EXPENDITURE		89689064.60	50663637.50	12638730.90	16145927.68	4168983.75	3160449.72	1496548.04	1414787.01	.00
ENCUMBRANCE		2359061.69	.00	.00	1217941.03	78841.66	518761.79	520694.59	22822.62	.00
BALANCE		49331626.33	27673626.57	6304995.97	5824231.56	1507535.28	3756515.33	3054413.71	1210307.91	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
DEBT SERVICES	9200									
APPROPRIATION		12381707.96	.00	.00	.00	.00	.00	.00	12001707.96	380000.00
EXPENDITURE		3705729.20	.00	.00	.00	.00	.00	.00	3325729.20	380000.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		8675978.76	.00	.00	.00	.00	.00	.00	8675978.76	.00
*SUB TOTAL										
APPROPRIATION		12381707.96	.00	.00	.00	.00	.00	.00	12001707.96	380000.00
EXPENDITURE		3705729.20	.00	.00	.00	.00	.00	.00	3325729.20	380000.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		8675978.76	.00	.00	.00	.00	.00	.00	8675978.76	.00
GRAND TOTAL FOR FUND										
APPROPRIATION		12381707.96	.00	.00	.00	.00	.00	.00	12001707.96	380000.00
EXPENDITURE		3705729.20	.00	.00	.00	.00	.00	.00	3325729.20	380000.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		8675978.76	.00	.00	.00	.00	.00	.00	8675978.76	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
FAC ACQ & CONST	7400									
APPROPRIATION		41692107.27	.00	.00	.00	.00	.00	41692107.27	.00	.00
EXPENDITURE		15594607.55	.00	.00	.00	.00	.00	15594607.55	.00	.00
ENCUMBRANCE		9052446.22	.00	.00	.00	.00	.00	9052446.22	.00	.00
BALANCE		17045053.50	.00	.00	.00	.00	.00	17045053.50	.00	.00
*SUB TOTAL										
APPROPRIATION		41692107.27	.00	.00	.00	.00	.00	41692107.27	.00	.00
EXPENDITURE		15594607.55	.00	.00	.00	.00	.00	15594607.55	.00	.00
ENCUMBRANCE		9052446.22	.00	.00	.00	.00	.00	9052446.22	.00	.00
BALANCE		17045053.50	.00	.00	.00	.00	.00	17045053.50	.00	.00
9700 - 9790										
APPROPRIATION		15721777.04	.00	.00	.00	.00	.00	.00	.00	5721777.04
EXPENDITURE		6317041.29	.00	.00	.00	.00	.00	.00	.00	6317041.29
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		9404735.75	.00	.00	.00	.00	.00	.00	.00	9404735.75
*SUB TOTAL										
APPROPRIATION		15721777.04	.00	.00	.00	.00	.00	.00	.00	5721777.04
EXPENDITURE		6317041.29	.00	.00	.00	.00	.00	.00	.00	6317041.29
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		9404735.75	.00	.00	.00	.00	.00	.00	.00	9404735.75
GRAND TOTAL FOR FUND										
APPROPRIATION		57413884.31	.00	.00	.00	.00	.00	41692107.27	.00	5721777.04
EXPENDITURE		21911648.84	.00	.00	.00	.00	.00	15594607.55	.00	6317041.29
ENCUMBRANCE		9052446.22	.00	.00	.00	.00	.00	9052446.22	.00	.00
BALANCE		26449789.25	.00	.00	.00	.00	.00	17045053.50	.00	9404735.75

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
INSTRUCTION SERVICE 5000										
APPROPRIATION		6920721.30	4069267.19	1222394.34	258268.72	.00	475069.01	809584.40	86137.64	.00
EXPENDITURE		3286649.02	2091313.61	570078.76	85892.08	.00	191910.56	283144.67	64309.34	.00
ENCUMBRANCE		38172.96	.00	.00	5033.58	.00	30514.33	2625.05	.00	.00
BALANCE		3595899.32	1977953.58	652315.58	167343.06	.00	252644.12	523814.68	21828.30	.00
PUPIL PERSONNEL SER 6100										
APPROPRIATION		1062554.30	787727.37	187482.30	24081.99	.00	63262.64	.00	.00	.00
EXPENDITURE		571266.73	443622.84	103477.68	2980.80	.00	21185.41	.00	.00	.00
ENCUMBRANCE		3388.29	.00	.00	1865.58	.00	1522.71	.00	.00	.00
BALANCE		487899.28	344104.53	84004.62	19235.61	.00	40554.52	.00	.00	.00
INST & CURR DEV 6300										
APPROPRIATION		2349830.96	1593833.59	401891.14	293075.23	.00	10000.00	43131.00	7900.00	.00
EXPENDITURE		1170893.44	939761.38	208444.63	18768.35	.00	.00	2090.08	1829.00	.00
ENCUMBRANCE		9220.41	.00	.00	9220.41	.00	.00	.00	.00	.00
BALANCE		1169717.11	654072.21	193446.51	265086.47	.00	10000.00	41040.92	6071.00	.00
INST STAFF TRAINING 6400										
APPROPRIATION		1475157.58	409859.44	86274.35	630314.27	.00	165234.52	3361.00	180114.00	.00
EXPENDITURE		615603.17	203680.01	38481.76	287962.08	.00	44330.68	.00	41148.64	.00
ENCUMBRANCE		146548.95	.00	.00	122843.38	.00	23705.57	.00	.00	.00
BALANCE		713005.46	206179.43	47792.59	219508.81	.00	97198.27	3361.00	138965.36	.00
INSTR RELATED TECH 6500										
APPROPRIATION		.00	.00	.00	.00	.00	.00	.00	.00	.00
EXPENDITURE		.00	.00	.00	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
GEN ADMINISTRATION 7200										
APPROPRIATION		607158.73	.00	.00	.00	.00	.00	.00	607158.73	.00
EXPENDITURE		236864.15	.00	.00	.00	.00	.00	.00	236864.15	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		370294.58	.00	.00	.00	.00	.00	.00	370294.58	.00
SCH ADMINISTRATION 7300										
APPROPRIATION		62579.72	45475.72	17104.00	.00	.00	.00	.00	.00	.00
EXPENDITURE		23839.12	17653.12	6186.00	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		38740.60	27822.60	10918.00	.00	.00	.00	.00	.00	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
FOOD SERVICE 7600										
APPROPRIATION		8211718.67	2739283.39	940701.35	156132.93	271287.67	3687762.01	207152.95	209398.37	.00
EXPENDITURE		5294764.20	1628491.64	472696.47	80288.31	218114.52	2670462.27	84850.44	139860.55	.00
ENCUMBRANCE		772380.98	.00	.00	40036.13	7967.18	640775.33	83602.34	.00	.00
BALANCE		2144573.49	1110791.75	468004.88	35808.49	45205.97	376524.41	38700.17	69537.82	.00
CENTRAL SERVICES 7700										
APPROPRIATION		45150.00	.00	.00	45150.00	.00	.00	.00	.00	.00
EXPENDITURE		1000.00	.00	.00	1000.00	.00	.00	.00	.00	.00
ENCUMBRANCE		33750.00	.00	.00	33750.00	.00	.00	.00	.00	.00
BALANCE		10400.00	.00	.00	10400.00	.00	.00	.00	.00	.00
TRANSPORTATION SER 7800										
APPROPRIATION		230522.42	4275.00	549.00	.00	.00	.00	.00	225698.42	.00
EXPENDITURE		40498.54	1774.31	248.93	.00	.00	.00	.00	38475.30	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		190023.88	2500.69	300.07	.00	.00	.00	.00	187223.12	.00
ADMIN TECH SERVICES 8200										
APPROPRIATION		15000.00	.00	.00	15000.00	.00	.00	.00	.00	.00
EXPENDITURE		.00	.00	.00	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		15000.00	.00	.00	15000.00	.00	.00	.00	.00	.00
COMMUNITY SERVICES 9100										
APPROPRIATION		288259.55	231806.84	38644.46	3000.00	.00	14808.25	.00	.00	.00
EXPENDITURE		181660.88	143243.41	25364.25	1500.00	.00	11553.22	.00	.00	.00
ENCUMBRANCE		1681.90	.00	.00	1500.00	.00	181.90	.00	.00	.00
BALANCE		104916.77	88563.43	13280.21	.00	.00	3073.13	.00	.00	.00
*SUB TOTAL										
APPROPRIATION		21268653.23	9881528.54	2895040.94	1425023.14	271287.67	4416136.43	1063229.35	1316407.16	.00
EXPENDITURE		11423039.25	5469540.32	1424978.48	478391.62	218114.52	2939442.14	370085.19	522486.98	.00
ENCUMBRANCE		1005143.49	.00	.00	214249.08	7967.18	696699.84	86227.39	.00	.00
BALANCE		8840470.49	4411988.22	1470062.46	732382.44	45205.97	779994.45	606916.77	793920.18	.00
GRAND TOTAL FOR FUND										
APPROPRIATION		21268653.23	9881528.54	2895040.94	1425023.14	271287.67	4416136.43	1063229.35	1316407.16	.00
EXPENDITURE		11423039.25	5469540.32	1424978.48	478391.62	218114.52	2939442.14	370085.19	522486.98	.00
ENCUMBRANCE		1005143.49	.00	.00	214249.08	7967.18	696699.84	86227.39	.00	.00
BALANCE		8840470.49	4411988.22	1470062.46	732382.44	45205.97	779994.45	606916.77	793920.18	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
FAC ACQ & CONST	7400									
APPROPRIATION		.00	.00	.00	.00	.00	.00	.00	.00	.00
EXPENDITURE		.00	.00	.00	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
FISCAL SERVICES	7500									
APPROPRIATION		79484.29	64735.00	14749.29	.00	.00	.00	.00	.00	.00
EXPENDITURE		61056.86	49808.22	11248.64	.00	.00	.00	.00	.00	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		18427.43	14926.78	3500.65	.00	.00	.00	.00	.00	.00
CENTRAL SERVICES	7700									
APPROPRIATION		18630357.20	30517.94	2898997.77	1511000.00	.00	.00	.00	14189841.49	.00
EXPENDITURE		5859309.72	24509.37	2021750.33	966218.10	.00	.00	.00	2846831.92	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		12771047.48	6008.57	877247.44	544781.90	.00	.00	.00	11343009.57	.00
*SUB TOTAL										
APPROPRIATION		18709841.49	95252.94	2913747.06	1511000.00	.00	.00	.00	14189841.49	.00
EXPENDITURE		5920366.58	74317.59	2032998.97	966218.10	.00	.00	.00	2846831.92	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		12789474.91	20935.35	880748.09	544781.90	.00	.00	.00	11343009.57	.00
GRAND TOTAL FOR FUND										
APPROPRIATION		18709841.49	95252.94	2913747.06	1511000.00	.00	.00	.00	14189841.49	.00
EXPENDITURE		5920366.58	74317.59	2032998.97	966218.10	.00	.00	.00	2846831.92	.00
ENCUMBRANCE		.00	.00	.00	.00	.00	.00	.00	.00	.00
BALANCE		12789474.91	20935.35	880748.09	544781.90	.00	.00	.00	11343009.57	.00

ACCOUNT TITLE	ACCT CODE	TOTAL	SALARIES 100	EMPLOYEE BENEFITS 200	PURCHASED SERVICES 300	ENERGY SERVICES 400	MATERIALS SUPPLIES 500	CAPITAL OUTLAY 600	OTHER EXPENSE 700	ALL OTHER OBJECTS
COMMUNITY SERVICES	9100									
APPROPRIATION		690151.36	497261.15	89146.21	48222.00	.00	52392.00	3060.00	70.00	.00
EXPENDITURE		468485.88	341248.46	60700.78	25515.45	.00	39729.71	1221.48	70.00	.00
ENCUMBRANCE		12520.98	.00	.00	3612.81	.00	8908.17	.00	.00	.00
BALANCE		209144.50	156012.69	28445.43	19093.74	.00	3754.12	1838.52	.00	.00
*SUB TOTAL										
APPROPRIATION		690151.36	497261.15	89146.21	48222.00	.00	52392.00	3060.00	70.00	.00
EXPENDITURE		468485.88	341248.46	60700.78	25515.45	.00	39729.71	1221.48	70.00	.00
ENCUMBRANCE		12520.98	.00	.00	3612.81	.00	8908.17	.00	.00	.00
BALANCE		209144.50	156012.69	28445.43	19093.74	.00	3754.12	1838.52	.00	.00
GRAND TOTAL FOR FUND										
APPROPRIATION		690151.36	497261.15	89146.21	48222.00	.00	52392.00	3060.00	70.00	.00
EXPENDITURE		468485.88	341248.46	60700.78	25515.45	.00	39729.71	1221.48	70.00	.00
ENCUMBRANCE		12520.98	.00	.00	3612.81	.00	8908.17	.00	.00	.00
BALANCE		209144.50	156012.69	28445.43	19093.74	.00	3754.12	1838.52	.00	.00

* * * END OF IRBD410 REPORT * * *

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	- 100 DESCRIPTION	GENERAL FUND	ESTIMATED REVENUE	CURRENT REVENUE MARCH	2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
3191	RESERVE OFFICERS TRAINING CORP		120,000.00	34,217.87		115,048.71	4,951.29	96
3202	MEDICAID		310,000.00	4,372.41		336,023.12	26,023.12-	108
3310	FLA EDUCATION FINANCE PROGRAM		21,860,917.00	1,215,142.00		13,087,641.00	8,773,276.00	60
3315	WORKFORCE DEVELOPMENT		988,455.00	89,385.00		804,465.00	183,990.00	81
3317	PERFORMANCE BASED INCENTIVES		84,162.00	10,000.00		10,000.00	74,162.00	12
3323	WITHHELD FOR SBE ADM EXPENSES		9,971.00	0.00		0.00	9,971.00	0
3343	STATE LICENSE TAX		145,000.00	5,589.40		133,078.95	11,921.05	92
3355	CLASS SIZE REDUCTION (CSR)		19,661,293.00	1,576,632.00		14,560,542.00	5,100,751.00	74
3361	SCHOOL RECOGNITION FUNDS		444,675.00	444,675.00		444,675.00	0.00	100
3371	VOLUNTARY PRE-K PROGRAM		486,839.00	40,345.88		295,494.62	191,344.38	61
3399	OTHER MISCELLANEOUS STATE REVE		4,720.68	6,540.51		6,540.51	1,819.83-	139
3411	DISTRICT SCHOOL TAX		79,148,885.00	2,121,545.72		73,356,332.91	5,792,552.09	93
3414	CRITICAL OPERATING MILLAGE		7,893,871.00	212,916.07		7,315,249.23	578,621.77	93
3423	EXCESS FEES		65,000.00	0.00		66,691.09	1,691.09-	103
3425	RENT		125,000.00	33,506.74		109,005.26	15,994.74	87
3431	INTEREST ON INVESTMENTS		230,471.00	5,617.48		210,150.71	20,320.29	91
3440	GIFTS, GRANTS AND REQUESTS		96,726.80	26,726.80		29,112.55	67,614.25	30
3461	ADULT ED FEES (Block Tuition)		25,000.00	3,270.00		18,510.00	6,490.00	74
3462	POST SECONDARY VOC COURSE FEES		170,900.00	888.25		140,528.00	30,372.00	82
3464	CAPITAL IMPROVEMENT FEES		9,040.00	42.00-		7,218.00	1,822.00	80
3465	POSTSECONDARY LAB FEES		64,700.00	2,504.00		65,009.00	309.00-	100
3466	LIFELONG LEARNING FEES		12,000.00	576.00		6,068.00	5,932.00	51
3467	GED TESTING FEES		20,000.00	120.00		13,111.75	6,888.25	66
3469	OTHER STUDENT FEES		12,000.00	602.00		9,147.00	2,853.00	76
3473	SCHOOL AGE CHILD CARE FEES		157,000.00	14,180.54		127,516.06	29,483.94	81
3491	BUS FEES		22,000.00	0.00		0.00	22,000.00	0
3493	SALE OF JUNK		0.00	356.00		356.00	356.00-	0
3494	FEDERAL INDIRECT		250,000.00	39,240.01		236,864.15	13,135.85	95
3495	OTHER MISC LOCAL SOURCES		2,182,111.28	26,845.39		1,035,475.17	1,146,636.11	47
3497	REFUNDS-PRIOR YEAR EXPENDITURE		0.00	0.00		519.82	519.82-	0
3499	RECPT-FOOD SERVICES INDIRECT C		130,000.00	0.00		94,966.83	35,033.17	73
3630	TRANSFERS-CAPITAL PROJECTS FD		4,318,341.00	84,336.00		772,159.00	3,546,182.00	18
3730	SALE OF FIXED ASSETS		75,000.00	3,074.00		48,936.86	26,063.14	65
3740	INSURANCE LOSS RECOVERIES		163,222.32	12,000.00		175,222.32	12,000.00-	107
	*		139,287,301.08	6,015,163.07		113,631,658.62	25,655,642.46	82

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	- 200 DESCRIPTION	DEBT SERVICE	ESTIMATED REVENUE	CURRENT REVENUE MARCH	2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
3199	MISCELLANEOUS FEDERAL DIRECT		1,413,472.06	0.00		706,736.03	706,736.03	50
3322	CO & DS WITHHELD-SBE/COBI BOND		599,487.50	0.00		0.00	599,487.50	0
3412	DIST INTEREST/SINKING TAXES		0.00	155.08		15,907.56	15,907.56-	0
3431	INTEREST ON INVESTMENTS		10,000.00	51.77		4,477.21	5,522.79	45
3630	TRANSFERS-CAPITAL PROJECTS FD		11,403,436.04	1,606,830.98		5,544,882.29	5,858,553.75	49
		*	13,426,395.60	1,607,037.83		6,272,003.09	7,154,392.51	47

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	- 300 DESCRIPTION	CAPITAL FUND	ESTIMATED REVENUE	CURRENT REVENUE MARCH	2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
3321	CO & DS DISTRIBUTED		68,705.00	0.00		68,705.00	0.00	100
3397	CHARTER SCHOOL CAPITAL OUTLAY		1,018,341.00	0.00		1,018,341.00	0.00	100
3399	OTHER MISCELLANEOUS STATE REVE		30,000.00	0.00		30,000.00	0.00	100
3413	DIST LOCAL CAPITAL IMPROVE TAX		19,734,677.00	4,782.88		19,787,158.38	52,481.38-	100
3431	INTEREST ON INVESTMENTS		111,128.52	4,620.53		34,254.10	76,874.42	31
3495	OTHER MISC LOCAL SOURCES		1,195,603.00	29,920.00		1,195,603.00	0.00	100
3496	Impact Fees		666,760.00	77,254.00		666,760.00	0.00	100
3620	TRANSFERS-DEBT SERVICE FUND		380,000.00	0.00		380,000.00	0.00	100
	*		23,205,214.52	116,577.41		23,180,821.48	24,393.04	100

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	- 400 DESCRIPTION	SPECIAL REVENUE	ESTIMATED REVENUE	CURRENT REVENUE MARCH	2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
3201	VOCATIONAL EDUCATION ACTS		149,645.00	12,446.51		83,730.13	65,914.87	56
3214	ARRA Race to the Top		630,834.77	5,059.29		128,849.60	501,985.17	20
3225	Teacher/PRINCIPAL TRAIN/RECRUI		871,103.09	53,246.12		452,068.63	419,034.46	52
3230	EDUCATION FOR THE HANDICAPPED		4,586,676.81	307,925.44		2,393,303.85	2,193,372.96	52
3240	ECIA, CHAPTER 1		6,006,408.26	506,099.99		2,586,825.74	3,419,582.52	43
3251	ADULT BASIC EDUCATION		242,456.00	20,102.23		161,173.12	81,282.88	66
3261	SCHOOL LUNCH REIMBURSEMENT		4,147,705.80	380,086.01		3,135,811.30	1,011,894.50	76
3262	SCHOOL BREAKFAST REIMBURSEMENT		1,279,748.00	107,890.46		912,767.92	366,980.08	71
3263	AFTER SCHOOL SNACKS-FED REIMB		176,602.14	20,239.20		153,433.60	23,168.54	87
3265	USDA DONATED COMMODITIES		242,234.30	0.00		68,882.58	173,351.72	28
3267	SUMMER FEEDING PROGRAM		225,000.00	0.00		109,473.93	115,526.07	49
3268	FRESH FRUIT AND VEGETABLE PRG		57,500.00	5,384.15		35,064.85	22,435.15	61
3280	Federal Through Local		47,307.00	1,800.00		38,334.34	8,972.66	81
3290	OTHER FEDERAL THROUGH STATE		317,018.65	27,856.61		204,513.00	112,505.65	65
3293	EMERGENCY IMMIGRANT EDUC. PROG		205,484.98	13,164.42		78,920.22	126,564.76	38
3337	SCHOOL BREAKFAST SUPPLEMENT		52,734.00	0.00		21,038.00	31,696.00	40
3338	SCHOOL LUNCH SUPPLEMENT		63,749.00	0.00		31,373.00	32,376.00	49
3390	MISCELLANEOUS STATE REVENUE		2,136.00	0.00		0.00	2,136.00	0
3431	INTEREST ON INVESTMENTS		208.00	313.29		2,112.51	1,904.51-	16
3451	STUDENT LUNCHES		774,477.00	53,885.70		463,939.80	310,537.20	60
3452	STUDENT BREAKFASTS		91,479.60	4,155.50		37,550.99	53,928.61	41
3453	ADULT BREAKFASTS/LUNCHES		63,531.00	4,552.00		35,361.50	28,169.50	56
3454	STUDENT A LA CARTE		541,431.36	72,027.65		570,378.27	28,946.91-	105
3455	Student Snacks (Revised Redbk)		29,484.00	0.00		1,449.60	28,034.40	5
3456	MEALS ON WHEELS-OTH FOOD SALES		322,000.00	26,730.96		160,347.32	161,652.68	50
3457	CATERING AND OTHER FOOD SALES		4,200.00	1,938.25		6,546.40	2,346.40-	156
3495	OTHER MISC LOCAL SOURCES		0.00	0.00		5,182.96	5,182.96-	0
	*		21,131,154.76	1,624,903.78		11,878,433.16	9,252,721.60	56

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	- 700 DESCRIPTION	INTERNAL SERVICE FUN	ESTIMATED REVENUE	CURRENT REVENUE MARCH	2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
3199	MISCELLANEOUS FEDERAL DIRECT		180,000.00	8,197.82		330,093.18	150,093.18-	183
3431	INTEREST ON INVESTMENTS		18,000.00	1,081.29		7,682.77	10,317.23	43
3440	GIFTS, GRANTS AND REQUESTS		75,000.00	0.00		75,000.00	0.00	100
3483	PREMIUM REVENUE-VISION INS		96,000.00	8,391.34		68,986.66	27,013.34	72
3484	PREMIUM REVENUE-HEALTH INS		14,573,466.08	1,059,883.49		10,821,714.15	3,751,751.93	74
3485	PREMIUM REVENUE-DENTAL		1,500,000.00	96,276.27		851,036.02	648,963.98	57
3486	PREMIUM REVENUE-LIFE INSURANCE		550,000.00	36,706.02		328,016.44	221,983.56	60
3487	PREMIUM REVENUE-DISABILITY INS		275,000.00	21,235.31		194,024.87	80,975.13	71
3488	CONTRIBUTIONS-FLEXIBLE SPENDIN		250,000.00	18,754.54		153,222.10	96,777.90	61
	*		17,517,466.08	1,250,526.08		12,829,776.19	4,687,689.89	73

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	- 900 DESCRIPTION	ENTERPRISE FUNDS	ESTIMATED REVENUE	CURRENT REVENUE MARCH	2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
3431	INTEREST ON INVESTMENTS		1,000.00	89.71		620.40	379.60	62
3473	SCHOOL AGE CHILD CARE FEES		0.00	53,285.86		523,077.91	523,077.91-	0
3481	CHARGES FOR SERVICES-PROP FUND		705,545.00	0.00		0.00	705,545.00	0
	*		706,545.00	53,375.57		523,698.31	182,846.69	74

SCHOOL DISTRICT OF INDIAN RIVER COUNTY
 REVENUE STATUS SUMMARY
 MARCH 31, 2014

FND FUNC	DESCRIPTION	ESTIMATED REVENUE	CURRENT REVENUE MARCH 2014	YTD REVENUE COLLECTED	UNCOLLECTED REVENUE	PERCENT COLLECTED
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REQUEST 005	TOTAL	215,274,077.04	10,667,583.74	168,316,390.85	46,957,686.19	78

FND - 420 SPECIAL REVENUE - OTHER - 420		PRD-00 BEGINNING			PRD-09	MARCH	2014	
TY	PRJ	BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE	%	REM
B	101	Title I Part C Migrant 2012/13	2670.50	0.00	0.00	2670.50	0.00	.00
B	102	Title I Part C Migrant 2013/14	98767.00	0.00	603.84	28883.94	69279.22	70.14
B	105	Title I Part A Basic 2012-2013	387650.07	0.00	0.00	186532.80	201117.27	51.88
B	106	Title I Part A Basic 2013-2014	5501272.69	2061.90	46563.45	2369084.92	3083562.42	56.05
B	111	Title II FY13 Teacher Training	10555.46	0.00	0.00	10555.46	0.00	.00
B	112	Title II FY14 Teacher Training	860547.63	172.50	59625.70	441513.17	359236.26	41.75
B	117	Title I Part A NCLB Choice/SES	210.00	0.00	0.00	210.00	0.00	.00
B	134	Title I School Imp Init FY14	15838.00	0.00	0.00	0.00	15838.00	100.00
B	151	Title III Part A Eng Lang 2013	169.19	0.00	0.00	169.19	0.00	.00
B	152	Title III Part A Eng Lang 2014	205315.79	30.00	1458.17	78751.03	125076.59	60.92
B	179	21st Century Com Lg Cent 12/13	14644.65	0.00	0.00	14644.65	0.00	.00
B	180	21st Century Com Lg Cntr 14	302374.00	2613.75	2088.25	189868.35	107803.65	35.65
B	200	IDEA Part B Pre K 2013-2014	109723.00	0.00	0.00	65435.40	44287.60	40.36
B	206	IDEA Part B 2013-2014	4095589.00	987.83	6305.03	2194719.74	1893576.40	46.23
B	207	IDEA Part B 2012-2013	329602.86	0.00	195.33	85696.25	243711.28	73.94
B	302	Adult Education FY 13/14	242456.00	0.00	4284.14	161173.12	76998.74	31.76
B	310	Carl Perkins Sec Voc Ed FY14	149645.00	0.00	826.47	83730.13	65088.40	43.50
		*	12327030.84	5865.98	121950.38	5913638.65	6285575.83	50.99

FND - 421 Special Revenue -Other-Fed Dir		PRD-00 BEGINNING			PRD-09	MARCH	2014
TY	PRJ	BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE	% REM
B	202	SEDNET ALLOCATION	20386.00	0.00	4270.00	16097.69	18.31 .09
B	316	Carl Perkins Post Sec IRSC 14	26921.00	0.00	47.25	22236.65	4637.10 17.22
		*	47307.00	0.00	4317.25	38334.34	4655.41 9.84

FND - 422 Special Revenue - Other - Reim		PRD-00 BEGINNING			PRD-09	MARCH	2014	
TY	PRJ	BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE	%	REM
B	113	UDL THROUGH TECHNOLOGY	49086.95	0.00	187.99	46795.51	2103.45	4.29
B	114	PROJECT10 CONNECT MINI GRANT	2675.00	860.00	0.00	656.95	1158.05	43.29
		*	51761.95	860.00	187.99	47452.46	3261.50	6.30

FND - 434 Special Rev Race To The Top		PRD-00 BEGINNING			PRD-09	MARCH	2014	
TY	PRJ	BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE	%	REM
B	434	Race To The Top 2010 - 2014	585834.77	0.00	68556.89	123349.60	393928.28	67.24
B	438	RTTT-District Eval Syst. Monit	45000.00	0.00	37750.00	5500.00	1750.00	3.89
		*	630834.77	0.00	106306.89	128849.60	395678.28	62.72

TY PRJ	BUDGET	COMMITTED	ENCUMBERED	EXPENDED	AVAILABLE	% REM
REQUEST 093 TOTAL	13056934.56	6725.98	232762.51	6128275.05	6689171.02	51.23

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