SUWANNEE COUNTY SCHOOL BOARD
REORGANIZATION MEETING
November 16, 2021

AGENDA

Call to Order – 5:30 p.m.

Superintendent Presiding

1. Election of School Board Officers to serve through November 2022.

Chairman Presiding

2. Establishment of official meeting dates and times through November 2022.

3. Selection of one School Board member to serve as the Small School District Council Consortium (SSDCC) School Board Designee for our District.

4. Selection of one School Board Member to serve as the District's Hearing Officer (for expulsions), from November 16, 2021, through the November 2022, Board Reorganization Meeting.

5. Selection of one School Board Member to serve as the District's Alternate Hearing Officer (for expulsions), from November 16, 2021, through the November 2022, Board Reorganization Meeting.

Adjourn

<<< >>>

SUWANNEE COUNTY SCHOOL BOARD
REGULAR MEETING
November 16, 2021

AGENDA

Call to Order - 6:00 p.m.

Student remarks and pledge to the flag by Suwannee High School

Citizen Input (A *Citizen Input Form* must be completed and submitted to the secretary to the Superintendent/School Board prior to addressing the Board. We ask that speakers keep their comments to two minutes.)

The Superintendent recommends approval to adopt the Agenda.

The Superintendent recommends approval of the Consent Agenda.

CONSENT AGENDA

Anyone present may approach the Board concerning any item on this agenda. Board members may pull any item on the Consent Agenda for discussion and separate action.

1. The Superintendent recommends approval of the following Minutes: **(pgs. 7-29)**

October 12, 2021	- Workshop Session
	- Special Meeting
October 26, 2021	- Expulsion Issues Hearing (Private)
	- Public Hearing
	- Regular Meeting

2. The Superintendent recommends approval of the monthly financial statement for October 2021.

3. The Superintendent presents the following bills for the period October 1-31, 2021:

General Checking Account	
General Fund 1000	$ 1,834,176.79
Spec Act Bonds Fund 2200	10,988.75
LCI Fund 3200	524,028.30
Food Service Fund 4100	267,167.81
Federal Fund 4200	255,012.18
Other Cares Act Relief Fund 4420	18,339.01
ESSER II Fund 4430	12,646.45
	$ 2,922,359.29

Payroll Checking Account	
General Fund 1000	$ 3,194,533.66
Food Service Fund 4100	156,463.55
Federal Fund 4200	347,446.03
ESSER II Fund 4430	94,787.87
	$ 3,793,231.11

Total	$ 6,715,590.40

4. The Superintendent recommends approval of the following budget amendments for fiscal year 2021-2022:

General	LCIF	Special Revenues
I-4	III-4	IV-2 (ESSER II)
		IV-4 (Federal)
		IV-3 (Other Cares)

5. The Superintendent recommends approval for disposal of property as per the attached Property Disposition Form dated November 16, 2021. **(pg. 30)**

6. The Superintendent recommends approval of the following contracts/agreements for the 2021-2022 school year: (RENEWAL) (Note: These contracts have been reviewed and approved by Board Attorney Leonard Dietzen.)

#2022-92	Agreement between the Board of Regents of the University System of Georgia by and on behalf of Valdosta State University (through its Dewar College of Education and Human Services) and Suwannee County School Board (*Renewal*) **(pgs. 31-35)**
#2022-93	Engagement Agreement between Rumberger, Kirk, and Caldwell P.A. and Suwannee County School District for legal services (Note: The original Engagement Agreement was reviewed and approved by legal counsel, Guy Norris, Columbia County School Board Attorney [at that time].) (*Renewal/Revised*) **(pgs. 36-40)**
#2022-94	Career Pathways Articulation Agreement between North Florida College and District School Board of Suwannee County for Nursing Assisting/Program of Study: Medical Assisting; Early Childhood Education/Program of Study: Early Childhood Education; and Surgical Technology/Program of Study: Medical Assisting (*Renewal/Revised*) **(pgs. 41-50)**

7. The Superintendent recommends approval to accept the following donated item:

Site	Item	Donor
SMS (used for sports programs)	Sports Equipment (Value: $11,685) **(pg. 51)**	Good Sports Inc. (Braintree, MA)

8. Expulsions

a. **Case #2021-2022-06**: The Superintendent recommends approval of the Hearing Officer's Recommended Order, dated October 28, 2021, for expulsion of the student through the remainder of the 2021-2022 school year. (*Final Action*)

b. **Case #2021-2022-14**: The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year. (*Final Action*)

c. **Case #2021-2022-15**: The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year. (*Final Action*)

d. **Case #2021-2022-16**: The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year. (*Final Action*)

e. **Case #2021-2022-17**: The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year and all of the 2022-2023 school year. (*Final Action*)

9. Human Resources Transactions **(pgs. 52-56)**

REGULAR AGENDA

1. The Superintendent recommends approval of the following contract/agreement for the 2021-2022 school year: (NEW) (Note: This contract has been reviewed and approved by Board Attorney Leonard Dietzen.)

#2022-90	Addendum to original Contract #2022-02 Clinical Education Agreement between Tallahassee Memorial HealthCare, Inc. and Suwannee County School Board Medical Administrative Assistant, Pharmacy Technician, Surgical Technology, Patient Care Technician, Phlebotomy, and Practical Nurse Education Programs (*New/Revised*) **(pgs. 57-82)**
#2022-91	Data Sharing Agreement between the University of Florida Board of Trustees, for the UF Lastinger Center and Suwannee County School District to administer the New Worlds Reading Initiative Program (*New*) **(pgs. 83-84)**

2. The Superintendent recommends approval of the following form:

#7200-090	Suwannee County School District School Volunteer/Field Trip Application (English and Spanish versions) **(pgs. 85-86)**

3. Comments from Student Ambassadors

4. Legal Counsel's Report

5. Superintendent's Report

6. Issues and concerns Board members may wish to discuss

End of Agenda

SUWANNEE COUNTY SCHOOL BOARD
WORKSHOP SESSION
October 12, 2021

MINUTES

The Suwannee County School Board met in Workshop Session on this date in the School Board Meeting Room, 1740 Ohio Avenue, South, Live Oak, Florida. School Board members present were Chairman Tim Alcorn, Norman Crawford, Ed daSilva (arrived at 9:02 a.m.), and Ronald White, along with Superintendent Ted Roush, School Board Attorney Leonard Dietzen, Secretary to Superintendent/School Board Karen Lager, and Administrative Secretary Robinette Odom. School Board Member Jerry Taylor and Chief Financial Officer Vickie DePratter were absent.

Administrators and others present: Jennifer Barrs, Walter Boatright, Amy Boggus, Ethan Butts, Lisa Dorris, Janene Fitzpatrick, Ronnie Gray, Malcolm Hines, Michele Howard (arrived at 9:08 a.m.), Elizabeth Johnston, Mary Keen, Carl Manna, Dee Dee McManaway, Tammy Neil, Keith Stavig, Angie Stuckey, Marsha Tedder, T. J. Vickers, Kelly Waters, Josh Williams, and Kelli Williams, and Laura Williams (arrived at 9:15 a.m.

UTSC President Eric Rodriguez was also present.

Chairman Alcorn called the meeting to order at 9:00 a.m., and led the pledge.

Student Services Department Update..... Kelly Waters

Ms. Waters provided an update on the Mental Health Application for 2021-2022.

Esports Presentation ..... Tammy Neil

Mr. daSilva and Mr. Stavig gave background information on the Esports Program for the District.

Ms. Neil provided a PowerPoint Presentation of the Esports Program.

Facilities Department Update.....Ethan Butts

Mr. Butts distributed and reviewed a hand-out regarding an update on the Facilities Five Year Work Plan.

Assistant Superintendent of Administration .....Malcolm Hines
Department Update

Mr. Hines provided an update on Policy #4.09, Athletics. He stated that the plan is to move forward with the next screening for students through the "Who We Play For" Program.

Curriculum and Instruction Department Update.....Jennifer Barrs

Ms. Barrs distributed and reviewed a hand-out regarding an update on the Elementary and Secondary Student Progression Plans for 2021-2022.

Superintendent Update ..... Ted Roush

Mr. Roush provided updates on the following:

- Announced the need for an Executive Session after the Special Meeting today.
- Currently investigating the replacement of the District's antiquated phone system; Mrs. DePratter believes that ARP funds could possibly be used to help with the cost.
- Ongoing conversations with NFC President to work through and resolve current issues.
- COGNIA accreditation was a success thanks to the leadership of Mrs. Fitzpatrick.
- After conversation with DOE recently, feels confident that we will be awarded ARP dollars.
- Thanked Board for its support and approval of the Athletic Trainer contract position; will receive a higher level of service.

Miscellaneous

Mr. White questioned if we had received the monetary donation from Pilgrim's Pride. Mr. Roush responded that the Ag dollars have been received, and the dollars for the SHS Culinary classroom will be forthcoming.

The workshop adjourned at 11:02 a.m.

SUWANNEE COUNTY SCHOOL BOARD
SPECIAL MEETING
October 12, 2021

MINUTES

The Suwannee County School Board met in Special Session on this date in the School Board Meeting Room, 1740 Ohio Avenue, South, Live Oak, Florida. School Board members present were Chairman Tim Alcorn, Norman Crawford, Ed daSilva, and Ronald White, along with Superintendent Ted Roush, School Board Attorney Leonard Dietzen, Secretary to Superintendent/School Board Karen Lager, and Administrative Secretary Robinette Odom. School Board Member Jerry Taylor and Chief Financial Officer Vickie Music were absent.

Chairman Alcorn called the meeting to order at 11:08 a.m.

MOTION by Mr. Crawford, second by Mr. daSilva, for approval to adopt the agenda. MOTION CARRIED UNANIMOUSLY

1. MOTION by Mr. daSilva, second by Mr. White, for approval of the following contract/agreement for the 2021-2022 school year: (RENEWAL) (Note: This contract has been reviewed and approved by Board Attorney Leonard Dietzen.)

   #2022-88 Agreement for Educational Staffing between Kelly Services, Inc. and Suwannee County School Board, Florida for substitute Teachers, Long Term Sub/Teacher, Paraprofessionals, Clerical, Retiree DROP Program Participants, Food Service Workers, and Custodians (*Renewal/Revised*) (Note: This contract replaces Contract # 2022-75, which was previously Board approved on July 27, 2021.) **(pgs. 2-23)**

   MOTION CARRIED UNANIMOUSLY

2. MOTION by Mr. daSilva, second by Mr. Crawford, for approval of the 2021-2022 Mental Health Application (Part I-Youth Mental Health Awareness Training Plan; and Part II-Mental Health Assistance Allocation Plan). (A copy is available in the office of the Director of Student Services.) MOTION CARRIED UNANIMOUSLY

3. MOTION by Mr. White, second by Mr. daSilva, for approval of the Human Resources Transactions **(pgs. 24-25)**

RECOMMENDATIONS FOR THE 2021-2022 SCHOOL YEAR:

RECOMMENDATIONS: INSTRUCTIONAL:

Suwannee High School:
Destiny Denson, Teacher (Long Term Substitute), effective October 5, 2021
REPLACES: Amy Yarick

Kelli Rogers: Teacher (Temporary) effective September 28, 2021
REPLACES: Eric Rodriguez

Suwannee Pineview Elementary:
Tralene Sasso, Teacher, effective August 20, 2021
(Amended from the September 28, 2021 Agenda moving from Long Term Substitute, received certification)

Suwannee Riverside Elementary:
Kelli Roberts, Guidance Counselor (Long Term Substitute), effective July 26, 2021
(Amended from the July 27, 2021 Agenda due to certification)

OUT-OF-FIELD:

Mr. Boatright distributed the Out-of-Field Teachers hand-out. Mrs. Fitzpatrick reviewed the hand-out with the Board.

Last Name	First Name	School	Assignment	Area of Certification	Out of Field Certification Areas
Adams	Rachel	SMS	Agriculture 6-12	Agriculture 6-12	ESOL
Allen	Brandy	SOS	M/J Lang Arts 1, 2 , English 1, 2, 3, 4	Social Science	English 6-12
Allen	Brandy	SOS	M/J Lang Arts 1, 2 , English 1, 2, 3, 4	Social Science	ESOL
Allen	Brandy	SOS	HOPE	Social Science	Health K-12
Allen	Brandy	SOS	HOPE, Ind Dual Sports, Team Sports	Social Science	PE K-12
Allen	Brandy	SOS	Financial Algebra, Geometry, Algebra 1 A/B, M/J Grade 6 Math	Social Science	Math 6-12
Allen	Brandy	SOS	M/J Comp Sci, Env. Sci, Biology, Phy Sci,	Social Science	Biology
Anderson	Jessica	SSE	Elementary Ed K-6	Elem Ed, Rdg	ESOL
Beach	Mark	SOS	Academic Content 6-12	PE, ESE	Academic Content 6-12
Beach	Mark	SOS	Academic Content 6-12	PE, ESE	ESOL
Beach	Mark	SOS	Secondary Content	PE, ESE	Secondary Content
Belcher	Lauren	SRE	Gr 4 Science	EH, PK/Prim, ESOL	Elem Ed K-6
Belcher	Lauren	SRE	Gr 4 ELA	EH, PK/Prim, ESOL	Elem Ed K-6
Belcher	Lauren	SRE	Gr 4 Math	EH, PK/Prim, ESOL	Elem Ed K-6
Boatright	Jeffry	SVS 7023 & 7006	M/J Comp Sci 1, Adv 1	Soc Sci	Science
Boatright	Jeffry	SVS 7023 & 7006	M/J Comp Sci 2	Soc Sci	Science
Boatright	Jeffry	SVS 7023 & 7006	M/J Comp Sci 3	Soc Sci	Science
Brown	Crystal	BES	Elementary Ed K-6	Elem Ed, Spanish, Rdg	ESOL
Browning	Lyndsey	BES	Elementary Ed K-6	Elem Ed, Rdg	ESOL
Bruce	Justin	SOS	Elementary Ed K-6	ESE	Elem Ed K-6
Bruce	Justin	SOS	Elementary Ed K-6	ESE	ESOL

Last Name	First Name	School	Assignment	Area of Certification	Out of Field Certification Areas
Bryan	Vickie	SHS	Intensive Reading, English 1	English, Reading End	ESOL
Buchanan	Kimberly	SPE	Elementary Ed K-6	Elem Ed	ESOL
Burkett	Deanna	SMS	MG English	English	ESOL
Cato	Jamie	SRE	Elementary Ed K-6	PK/Prim, Rdg	ESOL
Clary	Erin	BHS	MG English	ESE	English 5-9
Clary	Erin	BHS	MG English	ESE	ESOL
Coker	Eleanor	BHS	Mg English	English	ESOL
Cox-Knowles	Brooke	SVS 7023	Gudiance	Elem Ed, ESOL, M/G Math	Gudiance PK-12
Crawford	April	SPE	Elementary Ed K-6	Elem Ed, ESOL	ESOL
Denson	Destiny	SHS	Alg IA, Financial Alg, Lib Arts Math, Access Lib Arts Math	Long Term Substitute	Math 6-12
Denson	Destiny	SHS	Alg IA, Financial Alg, Lib Arts Math, Access Lib Arts Math	Long Term Substitute	ESOL
Diaz	Janet	SPE	Elementary Ed K-6	Social Science	Elem Ed K-6
Diaz	Janet	SPE	Elementary Ed K-6	Social Science	ESOL
Eckhoff	Jean	SVS 7023 & 7006	Alg 1	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7023 & 7006	Alg 1-A	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7023 & 7006	Alg 1-B	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7023 & 7006	Geometry	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7006	M/J Grade 8 Pre Alg	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7023 & 7006	M/J Grade 6 Math	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7023 & 7006	M/J Grade 7 Math, Adv Math Gr 7	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7006	Info Geometry	Eng, ESOL, French,Rdg	Math 6-12
Eckhoff	Jean	SVS 7023 & 7006	Lib Arts Math	Eng, ESOL, French,Rdg	Math 6-12
Frazier	Theodore	SHS	English 3, English 4	English 5-9	English 6-12
Frazier	Theodore	SHS	English 3, English 4	English 5-9	ESOL
Frier	Kerri	SMS	MG English	Elem Ed, General Science	English 5-9
Frier	Kerri	SMS	MG English	Elem Ed, General Science	ESOL
Futch	Rebecca	SHS	CTE Applied Health	Licensed	ESOL
Gaddy	Joseph	SMS	HOPE/PE	PE, Social Science	ESOL
Glenn	Michelle	SHS	World History, English 3	ESE, Read End, ESOL Cert	Social Studies, English
Glenn	Michelle	SHS	World History, English 4	ESE, Read End, ESOL Cert	ESOL
Gold	Malea	SPE	Elementary Ed K-6	Not Yet Issued - Elem Ed	Elem Ed K-6
Gold	Malea	SPE	Elementary Ed K-6	Not Yet Issued - Elem Ed	ESOL
Gustovson	Chantal	SHS	Biology 1, Env Science	Biology	ESOL
Heeney	Colleen	BHS	Social Studies	Social Studies	ESOL
Hicks	Ayla	BHS	MG English	English	ESOL
Hohman	Nicole	SPE	Elementary Ed K-6	Elem Ed	ESOL
Hoyle	Pamela	SSE	Elementary Ed K-6	Elem Ed, Rdg	ESOL
Hurst	Logan	SMS	MG English (7th Grade)	Elem Ed, Reading	English 6-12
Hurst	Logan	SMS	MG English (7th Grade)	Elem Ed, Reading	ESOL
Johnson	Mary	SOS	Academic Content 7-9	Elem Ed, E Child Ed, ESOL	Academic Content 6-12
Lewis	Kevin	SHS	Access ELA 9-12	ESE	ESOL
McClendon	William	BHS	English	English	ESOL
McCook	Jenny	SSE	Elementary Ed K-6	Elem Ed, Rdg	ESOL
McCullers	Cletia	SHS	Access HS Content	ESE	Elem Ed K-6
McCullers	Cletia	SHS	Access HS Content	ESE	ESOL
Mosteller	Christina	SHS	World History, Honors	Social Studies	ESOL
Parks	Marissa	BHS	Art	Art	ESOL
Peterson	Ashton	SMS	M/J Comp Science	General Science	ESOL
Riegel	DonnaJean F	SOS	6-12 Academic Content	Bio, M/G Gen Sci, PE	6-12 Math, Social Studies, ELA

Last Name	First Name	School	Assignment	Area of Certification	Out of Field Certification Areas
Rodriquez	Maria	SVS 7006	Chem 1	Elem Ed, ESOL	Science
Rodriquez	Maria	SVS 7008	Env Science	Elem Ed, ESOL	Science
Rogers	Kelli	SHS	English 1-4, CR	Biology 6-12	English 6-12
Rogers	Kelli	SHS	English 1-4, CR	Biology 6-12	ESOL
Roper	Theda	SSE	Intro to Comp Sci	Elem Ed, ESOL, Gifted, Rdg	Computer Science K-12
Ross	Brooklyn	SSE	Elementary Ed K-6	Health	Elem Ed K-6
Ross	Brooklyn	SSE	Elementary Ed K-6	Health	ESOL
Sasso	Tralene	SPE	Elementary Ed K-6	Social Studies	Elem Ed K-6
Sasso	Tralene	SPE	Elementary Ed K-6	Social Studies	ESOL
Shearer	Brittney	SHS	Journalism 1-4	Elem Ed, ESOL, PE	English 6-12
Smith	Taelyn	SPE	Elementary Ed K-6	Preschool Education	Elem Ed K-6
Smith	Taelyn	SPE	Elementary Ed K-6	Preschool Education	ESOL
Southerland	Martha	SSE	Tier 3-Func Read K-2	Elem Ed, ESOL	Reading Endorsement
Sowells	Airalisha	SMS	MG English (6th Grade)	Elem Ed, ESOL	ESOL
Stebbins	Seth	SMS	PE	PE	ESOL
Stewart	Janet	BHS	Algebra 2, Liberal Arts Math 2, Algebra 2 Honors	Math 5-9	Math 6-12
Stewart	Janet	BHS	English 1, 2, 3	Elementary Ed	English 6-12
Stewart	Janet	BHS	US History, World History, US Govt	Elem Ed	Social Studies
Stewart	Janet	BHS	Biology 1	Elem Ed	Biology
Stewart	Janet	BHS	English 1, 2, 3	Elementary Ed	ESOL
Terry	Kathryn	SPE	Elementary Ed K-6	PE, ESE, Elem Ed	ESOL
Thompson	Traci	SHS	CTE Health	Licensed	ESOL
Thompson	Michelle	SVS 7023	Rec Activities	Elem Ed, Rdg, ESOL, ESE, Eng	PE K-12
Townsend	Michael	SRE	Music K-5	Elem Ed	Music K-12
Townsend	Michael	SRE	Music K-5	Elem Ed	ESOL
Townsend	Michael	SVS 7006	Art in World Cultures	Elem Ed	Art K-12
Townsend	Michael	SVS 7006	Intro to Art History	Elem Ed	Art K-12
Turner	Jennifer	SRE	Support Fac Gr 4 & 5	Elem Ed, Rdg, ESOL	ESE K-12
Wall	Cody	SMS	Social Studies	Social Studies	ESOL
Warren	Marie	SSE	Elementary Ed K-6	Elem Ed, Rdg	ESOL
Washington	Barrinesha	SHS	US History, Econ Fin Lit, Econ Fin Lit Hon	Business Ed	Social Studies
Washington	Barrinesha	SHS	US History, Econ Fin Lit, Econ Fin Lit Hon	Business Ed	ESOL
White	Jenny	SHS	English 1	ESE, Reading E, ESOL E	English 6-12
Williamson	Kayla	SMS	Physical Education	Physical Education	ESOL
Yount	Eric	BHS	MG Science, Access Comp Science	General Science	ESOL

End of List
2021-2022
School Year

MOTION CARRIED UNANIMOUSLY

4. Discussion and possible action on the following motion that was tabled at the Regular Meeting on September 28, 2021:

   a. **Motion stated:** The Superintendent recommends approval of the following contract/agreement for the 2021-2022 school year: (RENEWAL) (Note: This contract has been reviewed and approved by Board Attorney Leonard Dietzen.)

#2022-86 Sentinel Scholars Collegiate Academy Pilot Memorandum of Understanding between North Florida College and Suwannee County School District for dual enrollment purposes (*Renewal/Revised*) **(pgs. 26-37)**

MOTION by Mr. daSilva, second by Mr. Crawford, for approval to remove the above MOTION from the table. MOTION CARRIED UNANIMOUSLY

MOTION by Mr. Crawford, second by Mr. daSilva, to approve Contract #2022-86 above. MOTION CARRIED UNANIMOUSLY

The meeting adjourned at 11:32 a.m.

SUWANNEE COUNTY SCHOOL BOARD
PUBLIC HEARING
October 26, 2021

MINUTES

The Suwannee County School Board held a Public Hearing on this date in the Branford High School Auditorium, 405 NE Reynolds Street, Branford, Florida. School Board members present were Chairman Tim Alcorn, Norman Crawford, Ed daSilva, Jerry Taylor, Ronald White, along with Superintendent Ted Roush, Chief Financial Officer Vickie DePratter, Secretary to the Superintendent/School Board Karen Lager, and Administrative Secretary Robinette Odom. Attorney Linda Edwards, with Rumberger, Kirk, and Caldwell, sat in for School Board Attorney Leonard Dietzen, who was absent.

School Resource Officer Jeff Miara, UTSC President Eric Rodriguez, and Student Ambassadors Natalie Veal and Jake Wooley were also present.

Chairman Alcorn called the hearing to order at 5:55 p.m.

1. Final review of additions and revisions to the Suwannee County School Board Policy Manual as follows: (Copies are available for review in the office of the Assistant Superintendent of Administration.)

#2.03	Special Committees of the School Board (*Revised*)
#2.04	District Advisory Councils (*Revised*)
#2.091	Family and School Partnership for Student Achievement (*Revised*)
#2.16	Prohibiting Discrimination and Other Forms of Harassment (*Revised*)
#2.161	Title IX Policy Prohibiting Sexual Harassment and Sexual Discrimination (*New*)
#3.06	Safe and Secure Schools (*Revised*)
#3.09	A Moment of Silence (*Revised*)
#5.105	Dating Violence and Abuse (*Revised*)
#5.19	Student Records (*Revised*)
#5.29	Notification of Involuntary Examination (*Revised*)
#6.216	Deferred Retirement Option Program (DROP) (*Revised*)
#6.39	Report of Misconduct (*Revised*)
#6.391	Relationships with Students (*New*)
#6.80	Personnel Files (*Revised*)
#7.22	Electronic Records, Electronic Signatures, and Electronic Funds (*New*)

#8.01	Safety (*Revised*)
#8.04	Emergency Evacuation Drills (*Revised*)

2. Final review of additions and revisions to the Suwannee County School District Elementary Student Progression Plan and the Suwannee County School District Secondary Student Progression Plan for 2021-2022. (Copies are available for review in the office of the Director of Curriculum and Instruction.)

Chairman Alcorn called for comments or questions regarding the additions and revisions to the Suwannee County School Board Policy Manual, and additions and revisions to the Suwannee County School District Elementary Student Progression Plan and the Suwannee County School District Secondary Student Progression Plan for 2021-2022, and there were none.

The hearing adjourned at 5:58 p.m.

SUWANNEE COUNTY SCHOOL BOARD
REGULAR MEETING
October 26, 2021

MINUTES

The Suwannee County School Board met in Regular Session on this date in the Branford High School Auditorium, 405 NE Reynolds Street, Branford, Florida. School Board members present were Chairman Tim Alcorn, Norman Crawford, Ed daSilva, Jerry Taylor, and Ronald White, along with Superintendent Ted Roush, Chief Financial Officer Vickie DePratter, Secretary to the Superintendent/School Board Karen Lager, and Administrative Secretary Robinette Odom. Attorney Linda Edwards, with Rumberger, Kirk, and Caldwell, sat in for School Board Attorney Leonard Dietzen, who was absent.

School Resource Officer Jeff Miara, UTSC President Eric Rodriguez, and Student Ambassadors Natalie Veal and Jake Wooley were also present.

Chairman Alcorn called the meeting to order at 6:00 p.m.

Student remarks and pledge to the flag by Branford High School Fellowship of Christian Athletes (FCA) student organization.

Special Recognition by the Superintendent

- Perfect Scores on 2021 Spring FSA (*Branford students*)

Citizen Input (A *Citizen Input Form* must be completed and submitted to the secretary to the Superintendent/School Board prior to addressing the Board. We ask that speakers keep their comments to two minutes.)

➢ There was none.

MOTION by Mr. daSilva, second by Mr. Crawford, for approval to adopt the Agenda. MOTION CARRIED UNANIMOUSLY

MOTION by Mr. Taylor, second by Mr. daSilva, for approval of the Consent Agenda.

Mr. daSilva and Mr. White pulled Item #6 (donated items) for discussion purposes.

MOTION CARRIED UNANIMOUSLY

CONSENT AGENDA

Anyone present may approach the Board concerning any item on this agenda. Board members may pull any item on the Consent Agenda for discussion and separate action.

1. Approval of the following Minutes: **(pgs. 9-38)**

September 7, 2021	- Public Hearing (*Adopt the final Millage Rates and final Budget for 2020-2021*) (*NOTE*: Minutes already Board approved at the September 28, 2021, Regular Meeting, due to Department of Revenue requirements for TRIM compliance.)
	- Special Meeting
September 14, 2021	- Workshop Session
	- Special Meeting
September 28, 2021	- Workshop Session (*School Improvement Plan Presentations*)
	- Public Hearing
	- Regular Meeting

2. Approval of the monthly financial statement for September 2021.

3. The following bills for the period September 1-30, 2021:

General Checking Account	
General Fund 1000	$ 789,791.13
LCI Fund 3200	281,986.36
Food Service Fund 4100	175,827.53
Federal Fund 4200	187,459.91
Elem & Sec School Emerg Relief Fund 4410	24,683.69
Other Cares Act Relief Fund 4420	30,394.13
ESSER II Fund 4430	4,537.14
	$ 1,494,679.89

Payroll Checking Account	
General Fund 1000	$ 3,197,054.93
Food Service Fund 4100	153,112.28
Federal Fund 4200	360,948.21
Elem & Sec School Emerg Relief Fund 4410	11,760.52
ESSER II Fund 4430	77,928.31
	$ 3,800,804.25
Total	$ 5,295,484.14

4. Approval of the following budget amendments for fiscal year 2021-2022:

General	Debt Service	LCIF	Special Revenues
I-3	II-1	III-3	IV-2 (ESSER)
			IV-1 (ESSER II)
			IV-3 (Federal)
			IV-2 (Other CARES)

5. Approval for disposal of property as per the attached Property Disposition Form dated October 26, 2021. **(pg. 39)**

6. Approval to accept the following donated items:

Site	Item	Donor
BHS (Baseball/Softball Batting Cages)	Cash Donation ($2,500)	Addison Animal Hospital
BHS (Baseball/Softball Batting Cages)	Cash Donation ($5,000)	Suwannee American Cement

7. Approval of the following student transfers for the 2021-2022 school year. Parents will provide transportation.

District Reassignment:

FIRST NAME	LAST NAME	TO	FROM	GRADE
Omar	Carreon	Suwannee	Lafayette	12
Kalix	Smith	Suwannee	Lafayette	9
Kira	Smith	Suwannee	Lafayette	2
Tessah	Smith	Suwannee	Lafayette	6

Zone Reassignment:

FIRST NAME	LAST NAME	TO	FROM	GRADE
Madeline	Samanka	BES	Live Oak	5

8. Approval to change the November Regular Board Meeting and Reorganization Meeting from November 23, 2021, to November 16, 2021.

9. Approval to change the December Regular Board Meeting from December 28, 2021, to December 14, 2021.

10. Expulsions

a. **Case #2021-2022-03:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year and all of the 2022-2023 school year. (*Final Action*)

b. **Case #2021-2022-04:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year. (*Final Action*)

c. **Case #2021-2022-05:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year. (*Final Action*)

d. **Case #2021-2022-07:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year and all of the 2022-2023 school year. (*Final Action*)

e. **Case #2021-2022-08:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year and all of the 2022-2023 school year. (*Final Action*)

f. **Case #2021-2022-09:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year and all of the 2022-2023 school year. (*Final Action*)

g. **Case #2021-2022-10:** The Superintendent recommends expulsion of the student through the remainder of the 2021-2022 school year and all of the 2022-2023 school year. (*Final Action*)

11. Human Resources Transactions **(pgs. 40-45)**

RECOMMENDATIONS FOR THE 2021-2022 SCHOOL YEAR:

RECOMMENDATIONS: INSTRUCTIONAL:

RIVEROAK Technical College:
William Hill, Teacher, effective October 4, 2021
REPLACES: New Position

Suwannee High School:
Destiny Denson, Teacher (Long Term Substitute), effective October 5, 2021
REPLACES: Keri Bean

District Wide:
Deborah Godbold, Mental Health Counselor, effective October 29, 2021
REPLACES: Kathy Smith

RESIGNATION: INSTRUCTIONAL: (*Presented for information purposes only*)

RIVEROAK Technical College:
Susan Morgan, Teacher, effective October 25, 2021

LEAVE OF ABSENCE: (FAMILY LEAVE):

Suwannee Middle School:
Stephanie Land, Teacher, effective October 27, 2021 through May 31, 2022

LEAVE OF ABSENCE: (MATERNITY):

Suwannee Pineview Elementary:
Hannah Hicks, Teacher, effective October 26, 2021 through December 31, 2021

Suwannee Riverside Elementary:
Kiara Davis, Teacher, effective November 8, 2021 through February 4, 2022

SUPPLEMENTARY:

Employee Name	Position	Location
Kevin Lewis	Assistant Football Coach	Suwannee Middle School
Rebecca Monroe	Reading Endorsement Supplement	Suwannee High School
Althea Owens	Girls' Head Basketball Coach	Suwannee Middle School
Becky Skipper	Wellness Coordinator	District Wide
Cara Soride	Girls' Weightlifting Assistant Coach	Branford High School
Matthew Yancey	Boys' Weightlifting Coach	Branford High School

RECOMMENDATIONS: NON-INSTRUCTIONAL/SCHOOL RELATED:

Branford Elementary School:
Amaris Chapman, Paraprofessional, effective October 25, 2021
REPLACES: Edna Roberts

Branford High School:
Peggy Mead, 3 Hour Food Service Worker, effective October 18, 2021
REPLACES: Unfilled Position

District Office:
Leigh Fernald, Project Specialist, effective October 5, 2021
REPLACES: New Position

Kimberly Steichen, Administrative Secretary I, effective January 5, 2022
REPLACES: Robinette Odom

Suwannee High School:
Vance Wiggins, Paraprofessional, effective September 27, 2021
REPLACES: Liana Goldbold

Suwannee Pineview Elementary:
Artra Moore, Paraprofessional, effective October 5, 2021
REPLACES: New Position

Brandy Williamson, Paraprofessional, effective October 5, 2021
REPLACES: Tralene Sasso

Suwannee Springcrest Elementary:
Shana Hodge, Paraprofessional, effective September 20, 2021
REPLACES: New Position

Rebecca McCaskill, Paraprofessional, effective September 21, 2021
REPLACES: New Position

Transportation:
Amanda Colon, Bus Driver, effective October 1, 2021
REPLACES: Mary Noble

RESIGNATIONS: NON-INSTRUCTIONAL: *(Presented for information purposes only)*

Suwannee Opportunity School:
Daycia Bandy, Paraprofessional, effective October 11, 2021

Branford High School:
Erica Daies, Custodian, effective October 4, 2021

Transportation:
Carol Deas, Bus Driver Aide, effective October 14, 2021

TRANSFER/REASSIGNMENT:

NAME	FROM: SITE/POSITION	TO: SITE/POSITION	EFFECTIVE	REPLACES
Tara Brock	Suwannee Springcrest Elem. Lead Paraprofessional	Suwannee Springcrest Elem. Paraprofessional	August 26, 2021	Reassignment
Nikolas Hurst	Suwannee Opportunity School Security Officer	Suwannee Springcrest Elem. Paraprofessional	October 4, 2021	Benjamin Smith

TERMINATION:

Transportation:
Amanda Colon, Bus Driver, effective October 8, 2021 *(Abandoned Position)*

LEAVE OF ABSENCE: (PERSONAL):

Transportation:
Susan Kirby, Bus Driver, effective October 12, 2021 through November 8, 2021

LEAVE OF ABSENCE (FAMILY MEDICAL):

Transportation:
Eppie Brown, Bus Driver Aide, effective August 18, 2021 *(Intermittently for 12 weeks)*

Eva Moore, Bus Aide, effective September 17, 2021 through December 17, 2021

LEAVE OF ABSENCE (MEDICAL):

Suwannee Riverside Elementary:
Jenna Chancey, Food Service Worker, effective September 2, 2021 through October 18, 2021

Transportation:
Jennifer Ponder, Bus Driver, effective October 20, 2021 through December 1, 2021
(With the option to return sooner if release by her doctor)

MISCELLANEOUS:

Branford High School:
The following teacher to work up to 100 additional hours at her hourly rate to coordinate student activities at BHS:

Stefani Santos

District:
Approval for the following to work up to, but not to exceed, an additional 200 hours for the remainder of the 2021-2022 school year, providing funding is available through the Immigrant Grant:

Juanita Torres

Food Service:
Approval for the following 3 Hour Food Service workers to be paid for five extra hours worked on September 20, 2021, attending Mental Health training:

Tiffany Dunn	Suwannee Middle School
Chastia Lett	Suwannee High School
Heather Lewis	Branford Elementary School
Beatrice Parnell	Suwannee High School
Debbie Rogers	Branford Elementary School

Approval for the following 6 Hour Food Service worker to be paid for two extra hours worked on September 20, 2021, attending Youth Mental Health training:

Natelle Smith	Suwannee High School

PreK Extended Day Program:
Approval of the following to work as alternate teachers in the PreK Extended Day program:

Gail Butler	Chelsey Chaney

Reading Tutor Program:
Approval for the following to work in the Reading Tutor Program:

Livesay Boggus	Suwannee Pineview Elementary
Rhonda Furry	Suwannee Riverside Elementary
*Jennifer Bonds	Suwannee Springcrest Elementary

**Alternate Teacher*

RIVEROAK Technical College:
Approval for the following to work 22 hours at RIVEROAK Technical College, updating Adult General Education Data-Funded through Higher Education Emergency Relief Funds (HEERF):

Donna Bass

21st Century Program:
Approval of the following employee to work as a paraprofessional in the 21st Century Afterschool program:

Kelly McManaway

VOLUNTEERS:

Michael Ammundsen
Benny Beckner
Donna Beckner
Megan Beckner
Shannon Brooker
Tiffany Broxey
Christina Cannon
Kelly Cotton
Doris Cranford
Victoria Crossno
Linda DeLoach
Lynn Eaken
Amanda Egan
Brandy Fleming
Courtnie Gardner
Jeri Giddens
Franklin Gonzalez
Kay Harvard
Carla Hollinger
Amanda Howard
Jenna Hunter
Shanquise Johnson
Lamarra Jones
Kylie Kafka
Amanda Kirby
Zecosha Lee
Jessica Leighton
Susan Loges
Shirley Mattingly
Kelsey McCormick
Lynette McDonald
Laurel McGee
Lauren Michal
Louise Miller
Wanda Molyneux
Theresa Moore
Christina Morrison
Mandy Musgrove
Lyndsi Nahabetian
Gina Nardiello
Amy Patterson
Amanda Patton
Steven Pepin
Andrea Perez
Connie Poole (*Approved for Branford Elementary only*)
Laura Poore
Beth Raga
Sheena Reddy
SueAnn Sasser
Steven Schwab
Samantha Smith
Kendall Wainwright
Alice Wenig
Shannon Whittle
Stephanie Williams
Trevor Willis
Kevin Wright
Kristen Wright

End of List
2021-2022
School Year

REGULAR AGENDA

1. Presentation by United Teachers of Suwannee County (UTSC) President Eric Rodriguez.

   Mr. Rodriguez spoke on the following:

   - He suggested recognizing those teachers who helped those students in achieving their perfect FSA scores.
   - He expressed his concern that no one can speak or ask questions at a Board meeting or workshop.
   - He provided comments regarding the proposed move to utilizing Sodexo with regards to the privatization of food service. Mr. Rodriguez distributed and reviewed a hand-out regarding Top Reasons to Say NO to Sodexo.

   Mr. Roush responded that no decision has been made on this topic. This would be handled by sending out a Request for Proposal (RFP). He stated that Food Service does a great job; the issue is with the supply chain. Mr. Roush emphasized that our students and Food Service staff are priority; however, our main interest should be the students, which is what we should all be for.

   Discussion followed regarding the pros and cons of Food Service privatization.

   Board members and the Superintendent clarified that individuals can speak and ask questions at a workshop. At Board meetings, only items on the agenda can be addressed through the Citizen Input form. Board members and the Superintendent are very reachable, and open, to speak to community members.

   It was suggested to invite Food Service managers to future cafeteria visits to those school districts that have privatized food service. It was noted that if the Board approves a contract, after receiving RFPs, it would not take effect until the 2022-2023 school year.

2. MOTION by Mr. Taylor, second by Mr. Crawford, for approval of additions and revisions to the Suwannee County School Board Policy Manual as follows: (Copies are available for review in the office of the Assistant Superintendent of Administration.)

#2.03	Special Committees of the School Board (*Revised*)
#2.04	District Advisory Councils (*Revised*)
#2.091	Family and School Partnership for Student Achievement (*Revised*)
#2.16	Prohibiting Discrimination and Other Forms of Harassment (*Revised*)
#2.161	Title IX Policy Prohibiting Sexual Harassment and Sexual Discrimination (*New*)
#3.06	Safe and Secure Schools (*Revised*)
#3.09	A Moment of Silence (*Revised*)
#5.105	Dating Violence and Abuse (*Revised*)
#5.19	Student Records (*Revised*)
#5.29	Notification of Involuntary Examination (*Revised*)
#6.216	Deferred Retirement Option Program (DROP) (*Revised*)
#6.39	Report of Misconduct (*Revised*)
#6.391	Relationships with Students (*New*)
#6.80	Personnel Files (*Revised*)
#7.22	Electronic Records, Electronic Signatures, and Electronic Funds (*New*)
#8.01	Safety (*Revised*)
#8.04	Emergency Evacuation Drills (*Revised*)

MOTION CARRIED UNANIMOUSLY

3. MOTION by Mr. daSilva, second by Mr. White, for approval of additions and revisions to the Suwannee County School District Elementary Student Progression Plan and the Suwannee County School District Secondary Student Progression Plan for 2021-2022. (Copies are available for review in the office of the Director of Curriculum and Instruction.) MOTION CARRIED UNANIMOUSLY

4. MOTION by Mr. Taylor, second by Mr. daSilva, for approval to advertise additions and revisions to the Suwannee County School Board Policy Manual as follows:

   #4.09 Athletics **(pgs. 46-49)**

   MOTION CARRIED UNANIMOUSLY

5. The Superintendent recommends approval of the following contracts/agreements for the 2021-2022 school year: (NEW) (Note: These contracts have been reviewed and approved by Board Attorney Leonard Dietzen.)

   Note: The following contracts were taken separately.

   MOTION by Mr. Crawford, second by Mr. daSilva, for approval of Contract #2022-87 below:

   #2022-87 Clinical Education Agreement between Suwannee County School Board Patient Care Technician, Practical Nurse Education, and Phlebotomy Programs and M.O.S., LLC d/b/a Down Home Medical (*New*) **(pgs. 50-56)**

   MOTION CARRIED UNANIMOUSLY

   MOTION by Mr. daSilva, second by Mr. Taylor, for approval of Contract #2022-89 below:

   #2022-89 Agreement between the Florida Department of Highway Safety and Motor Vehicles, Division of Motorist Services ("Department"), and the Suwannee County School Board ("Driver Education Administrator") to conduct driver license examinations on behalf of the Department (*New*) **(pgs. 57-75)**

   MOTION CARRIED UNANIMOUSLY

6. MOTION by Mr. daSilva, second by Mr. Taylor, for approval of the Florida Safe Schools Assessment Tool (FSSAT) for 2021-2022. (A copy is available for review in the office of the Director of School Safety and Other Administrative Services.) MOTION CARRIED UNANIMOUSLY

7. MOTION by Mr. Crawford, second by Mr. daSilva, for approval of the 2021-2022 School Improvement Plans for all District schools. (Copies are available for review in the office of the Assistant Superintendent of Instruction.) MOTION CARRIED UNANIMOUSLY

8. MOTION by Mr. White, second by Mr. Crawford, for approval of the RIVEROAK Technical College Strategic Plan for July 2021 – June 2026. **(pgs. 76-82)** MOTION CARRIED UNANIMOUSLY

9. MOTION by Mr. daSilva, second by Mr. Taylor, for approval of the Florida Department of Education Five Year Facilities Work Plan for fiscal year 2021-2022. (A copy is available for review in the office of the Director of Facilities.) MOTION CARRIED UNANIMOUSLY.

10. MOTION by Mr. White, second by Mr. daSilva, for approval of naming the Branford High School Gym as the *LeNelle Phillips Morgan Gym*. MOTION CARRIED UNANIMOUSLY

11. Comments from Student Ambassadors

Student ambassadors Natalie Veal and Jake Wooley updated the Board on the status of student organization accomplishments and athletic competitions at their respective schools. Mr. Roush asked the student ambassadors to email Mrs. Lager with all District competition results.

12. Legal Counsel's Report – Nothing to report.

13. Superintendent's Report

Mr. Roush provided updates on the following:

- Proposed to hold the November workshop on the 16th, instead of the 9th; reorganization meeting and regular meeting will be held on the 16th, as well. Board consensus was to hold these meetings as discussed.
- Need to hold an Executive Session immediately following tonight's Board meeting.

14.Issues and concerns Board members may wish to discuss

- Mr. White questioned Mr. Roush if the individual weightlifting champions received their rings. Mr. Roush stated that he asked Heather Crotty to get in touch with Alex O'Quinn to help get the rings ordered for Branford High School. Mr. White also questioned the value limit of donations requiring Board approval. Mr. Roush responded that any item valued $750, or more, must be Board approved.

- Mr. daSilva stated he would like to workshop the Food Service RFPs on
- November 16, if possible; as well as Food Service needs, in general.

- Mr. Taylor attended the recent FSBIT Board of Directors meeting and noted that our District was recognized as most improved with regards to our Risk Management Program.

The meeting adjourned at 7:48 p.m.

PROPERTY RECORD #	ITEM DESCRIPTION	ORIGINAL PURCHASE PRICE	ORIGINAL PURCHASE DATE	COST CENTER	REQUESTED DISPOSITION
99000298	PLAY CENTER	$ 2,267.00	6/17/1999	RIVEROAK	JUNKED
99001496	PLAY CENTER	$ 3,295.00	12/31/1996	RIVEROAK	JUNKED
99000039	SPRAYER, PAINT	$ 1,379.56	3/28/1997	FACILITIES	JUNKED
		$ 6,941.56			

Requested By: _____

ETHAN BUTTS
DIRECTOR OF PROPERTY RECORDS

11/16/2021
DATE

APPROVED BY: _____

SUPERINTENDENT

BOARD CHAIRMAN

Agreement

Between

The Board of Regents of the University System of Georgia by and on behalf of
Valdosta State University

And

Suwannee County School Board
located at
1740 Ohio Avenue, South
Live Oak, FL 32064

The Board of Regents of the University System of Georgia by and on behalf of Valdosta State University through its Dewar College of Education and Human Services (hereinafter "Dewar College of Education and Human Services") and Suwannee County School Board agree to enter into this Agreement for the establishment and maintenance of a mutually beneficial agreement. The parties agree that while we recognize that each agreement is unique, the following common principles are intended to facilitate all work associated with this agreement:

Shared purpose in collaborating for improved learning for all stakeholders; focusing on continuous school/system/agency improvement and student achievement.

Reciprocity whereby the school/system/agency and program provider equally benefit from having candidates and program faculty participate in the school/system/agency environment through mutually valuable opportunities such as preparation of candidates, ongoing professional development for all educators, research and inquiry into improving practice, and other functions as agreed upon by the school/agency and program provider.

This agreement will be reviewed five years from the signature year. Amendments or revisions of this agreement must be approved in writing by the designated school administrator and the dean of the college. Either party (the school board or Dewar College of Education and Human Services) may request a review of or withdraw from participation in this agreement at any time.

Any approved and signed addenda to this agreement are attached.

The undersigned accept the terms of this agreement as presented herein:

_____ Date: _____
Ted L. Roush, Superintendent, Suwannee County School District

_____ Date: _____
Suwannee County School Board Chairman

_____ Date: _____
Dean, Dewar College of Education and Human Services

_____ Date: _____
Interim Provost and Vice-President of Academic Affairs,
Valdosta State University

Please mail the signed agreement to:
Dewar College of Education and Human Services, Office of the Dean
1500 N. Patterson St.
Valdosta, GA 31698-0085

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

FIELD EXPERIENCE AND CLINICAL PRACTICE AGREEMENT

Addendum
to
P-12 School Agreement

The Board of Regents of the University of Georgia by and on behalf of Valdosta State University through its **Dewar College of Education and Human Services (hereinafter "COEHS")** and **Suwannee County School Board** (hereinafter "P-12") located at 1740 Ohio Avenue, South, Live Oak, FL 32064 agree to the following:

A. Placements of Students

COEHS students presenting themselves at the school for any of the activities identified below will do so only upon written request of the COEHS Office of Field Experiences and Clinical Practice. The type of work in which the university students are to engage while at the partner school, the duration of the placement, and the school personnel under whose guidance the work is to be done will be agreed upon by the associated COEHS academic program in cooperation with the Office of Field Experiences and Clinical Practice and the P-12 partner school administrator. Students are not to begin placements without the written approval of the appropriate school administrator and the COEHS Office of Field Experiences and Clinical Practice.

B. Criminal Background Checks

The P-12 and/or school system will request a current criminal background check for each COEHS student who is scheduled to participate in observation, field experience, student teaching/internship, and/or graduate field work. Based on the results of the criminal background check, the school and/or school system may then decide whether or not to allow the COEHS student to participate in the requested experience.

COEHS will inform all students that they must have a criminal background check. A copy of such background screen will be provided by the student to the P-12 representative for review prior to being placed in the Field Experience and Clinical Practice program. The P-12 representative shall have the right to refuse any student's clinical assignment should they fail to meet required qualifications.

C. Observations

COEHS students enrolled in educator preparation programs will be permitted to observe in P-12 classrooms as well as observe other activities within the school as agreed upon by the school and the COEHS. Necessary adjustments in the time and place of observations in the schools may be made by the appropriate school administrator and the COEHS program personnel to meet specific conditions in the school.

D. Field Experiences

COEHS students enrolled in educator preparation programs may be assigned to specific P-12 teachers or other school professionals for field experiences in settings that provide them with opportunities to observe, practice, and demonstrate the knowledge, skills, and dispositions delineated in institutional, state, and national education standards. Emphasis will be placed on experiences that provide active professional practice or demonstration and that include substantive work with P-12 students or P-12 personnel as appropriate for the areas in which the students

are being prepared.

E. Student Teaching/Internships (Clinical Practice)

COEHS students enrolled in educator preparation programs will be engaged in student teaching or an internship in appropriate placements as approved by the appropriate school administrator, P-12 mentor teachers to whom the COEHS students are to be assigned, and the appropriate COEHS program personnel. Student teachers or interns will be supervised by the designated P-12 personnel, designated school administrators, and designated university supervisors. As agreed upon by the P-12 mentor teacher and university supervisor, the mentor teacher will delegate gradually increasing responsibilities to the student teacher or intern as the capacity to carry such responsibilities is demonstrated.

F. Graduate Field Experiences, Special Field Studies, and Research Projects

COEHS students enrolled in graduate educator preparation programs will be permitted to carry out assigned field experiences and to provide special services for groups and individual P-12 students by mutual agreement between the appropriate school administrator and COEHS program personnel.

G. Supervision

The supervision of all COEHS student experiences in the P-12 schools will be performed cooperatively by appropriate members of the school personnel and the COEHS program personnel. It is expressly understood that no student will be assigned for any experience without provision for guidance of his or her activities by a member of the COEHS department in which the student is being prepared. Any onsite activities in which the COEHS students participate will follow the guidelines specified by the COEHS with the approval of the P-12 partner school administrator.

H. Both COEHS and P-12 Responsibilities

1. Each party agrees that no student in the education program(s) will be deemed to be an employee of the P-12 nor will the P-12 be liable for the payment of any wage, salary, or compensation of any kind for service provided by the students. Further, no student will be covered under the P-12's Workers' Compensation, Social Security, or Unemployment Compensation programs.

2. Each party will be responsible for any injury or property damage caused by negligence or other wrongful act or omission of its own employees acting within the scope of employment and subject to such limitations as may be prescribed by applicable laws. Any liability of COEHS will be governed by the laws of the State of Georgia, including but not limited to the Georgia Tort Claims Act and Georgia Workers' Compensation Act.

3. Each party agrees to maintain commercial general liability insurance including contractual liability, and teacher professional liability, with limits not less than $1 million per occurrence and $3 million annual aggregate. The COEHS may provide or shall require each student to obtain insurance coverage to protect the interest of the student against allegations of negligence causing bodily injury, personal injury or property damage. Limits for student liability coverage shall not be less than $1 million dollars per occurrence. An insurer licensed or permitted to do business in the State of Georgia or a funded self-insurance program may provide such insurance. Each party further agrees that, with respect to insurance coverage maintained by it, it will:

a. Provide evidence of such insurance upon request and provide 30 days prior written notice of any material changes in such coverage, and

b. Notify the other as soon as possible and cooperate with the other in the investigation and/or settlement of any loss or damage or potential loss or damage arising out of this agreement.

4. Each party accepts students without regard for race, sex, color, religion, national origin or ancestry, age, marital status, handicap, Vietnam-era status, height, weight, or sexual orientation in accordance with the laws of the State of Georgia and of the United States.

I. This Agreement shall commence as of the 16th day of November, 2021 and shall continue until terminated by either party. Should written notice of termination be given, students assigned to the P-12 shall be allowed to complete any previously scheduled assignment then in progress at the P-12. Notice of termination to the P-12 shall be directed to:

a. (P-12 person in charge of the Field Experience program)
Mr. Walter Boatright
Director of Human Resources
1740 Ohio Avenue, South
Live Oak, FL 32064
Office: (386) 647-4633

b. Notice of termination to the COEHS shall be directed to:

Office of Clinical Experiences & Certification
1500 N. Patterson Street
Valdosta, Georgia 31698
Office: (229) 333-7834

J. This Agreement will be governed by and construed in accordance with the laws of the state of Georgia.

K. Nothing contained in this Agreement shall be interpreted or construed to mean that the client waives its common law sovereign immunity or the limits of liability set forth in Florida statutes.

This Limitation of Liability will not apply to any claim for Indemnification under this Agreement.

This addendum will be reviewed at the time the agreement is reviewed. Amendments or revisions to this addendum must be approved in writing by the designated school administrator and the dean of the college. Either party may request a review of, written amendment to, or withdrawal from participation in this agreement at any time.

The undersigned accept the terms of this addendum as presented herein:

_____ Date:_____
Ted L. Roush, Superintendent, Suwannee County School District

_____ Date:_____
Suwannee County School Board Chairman

_____ Date: _____
Dean, Dewar College of Education and Human Services

_____ Date: _____
Interim Provost and Vice-President of Academic Affairs,
Valdosta State University

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

Rumberger|Kirk

Leonard J. Dietzen
Attorney
Rumberger, Kirk, & Caldwell, P.A.
Attorneys at Law
101 North Monroe Street
Suite 120
Tallahassee, Florida 32301

Phone: 850.222.6550
Fax: 850.222.8783

ldietzen@rumberger.com
www.rumberger.com

SCSB 2022-93 (REVISED/RENEWAL)

October 28, 2021

Tim Alcorn, Chair
Suwannee County School District
1740 Ohio Avenue, South
Live Oak, FL 32064

VIA EMAIL:
tim.alcorn@suwannee.k12.fl.us

Re: Suwannee County School ---Board Attorney Contract

Dear Mr. Alcorn:

Thank you for agreeing to retain Rumberger, Kirk & Caldwell, P.A. ("RKC") as counsel on behalf of the Suwannee County School Board (the "Board" or "Client"), as pertains to legal advice involving school board issues.

This letter constitutes the engagement agreement (the "Agreement") between the Client and RKC, describes the terms of our relationship, and sets forth the general terms of our assistance to you in the above-referenced matter. If the Agreement is acceptable to you, please sign and return a copy to me at your earliest convenience. The original is for your files. When you sign this letter, it becomes a contract between us. Please feel free to discuss this letter with independent counsel or to call me if you have any comments or questions concerning this Agreement.

1. Scope of Engagement. We have agreed the scope of our engagement will entail legal services for attending workshops, special and regular meetings, staff conferences, contract reviews, attend School Board hearings, answer any inquiries regarding general school law, and perform requested legal services as set forth in your RFP No. 10-215.

RKC is retained by the Board, reports directly to the Board, and shall be directly responsible to the Board. Provided however, nothing in this Agreement shall be construed to prohibit or preclude the rendition of legal services to the Superintendent of Schools and the members of the Superintendent's staff. It is the express intent of the Board and RKC that the legal advice, counsel, and services of RKC shall be available to the Superintendent, the Superintendent's staff, and to such other of the Board's employees as the Board shall designate, including Board Members, the Superintendent, Assistant Superintendents, and authorized members of the administrative staff, including Directors, and other employees

of the Board, when specifically requested by the Board, Superintendent or an Assistant Superintendent.

When providing advice to the Superintendent of Schools or other District staff members, from time to time situations may develop in which the rendition of legal advice and services to the Superintendent, or others, would create a conflict of interest or potential conflict of interest with RKC's representation of the Board. At such time as it appears to RKC that a conflict of interest exists or may exist, RKC shall promptly notify the Board and the Superintendent of such conflict or potential conflict. In all instances the Board is the client of RKC and the Board's needs and interests shall be served to the exclusion of the Superintendent or others with whom such conflict exists or may exist.

RKC shall assist the Board in obtaining outside counsel whenever appropriate.

2. Limitations on Obligation. RKC is not engaged to provide tax advice concerning this matter, including the tax consequences of various outcomes or settlement proposals. RKC encourages you to obtain separate tax counsel to consider any potential tax issues.

3. Fee for Services. Leonard J. Dietzen of RKC will charge $225.00 per hour for all Board related services outlined in this Agreement and the RFP No. 10-215. Other RKC partners will charge the same rate. RKC Associates will be billed at $175.00 per hour. All legal services will be charged in increments of one tenth (1/10) of an hour for actual attorney time rendered. The firm agrees to submit monthly invoices and to advance all costs up to $300.00 per month.

These rates are subject to review and adjustment by mutual agreement in December 2021 and every December thereafter so long as RKC is serving as School Board Attorney.

Mr. Dietzen will agree to make all reasonable efforts to attend each Board meeting, Board workshops and staff meetings as needed. RKC will not charge for any attorney fees for travel time to and from Suwannee County. Only IRS approved mileage will be charged.

4. Costs and Expenses. In addition to fees for legal services, there are certain costs and expenses that the Board may be obligated to pay. RKC shall be reimbursed for expenses incurred on behalf of the Board (i.e., cellular and long distance telephone calls, photocopying, delivery charges, and postage expenses, and the like) at the rate of 1.0 times the actual expenses. All reimbursable expenses related to legal services shall be itemized and included in the monthly invoices. Costs over $300.00 shall be billed directly to the Board. The Board agrees to pay these bills on a timely basis, according to their terms.

The Board will reimburse RKC for annual dues and assessments actually paid for the Attorney's membership in The Florida School Board Attorneys Association and The

National Council of School Board Attorneys. Such membership fee reimbursement requests shall be submitted with the Basic Services invoice.

The Board will reimburse all travel expenses in accordance with School Board Policy for the Attorney to attend out-of-district Florida School Board Attorneys Association meetings, and for School District matters. Such expenses shall be submitted for reimbursement with the monthly invoices as appropriate.

5. Payment of Fees and Expenses. All fees and costs shall be payable on a monthly basis.

6. Cooperation. In order to enable RKC to effectively render the services contemplated, the Board agrees to disclose fully and accurately all facts and to keep us apprised of all developments relating to pending matters before the Board. The Board agrees to cooperate fully with RKC and to make itself or its representatives available to attend meetings, conferences, hearings and other proceedings as necessary.

7. Contract Term. The contract term for the services as School Board Attorney to be performed by RKC will commence on January 1, 2022, and conclude on December 31, 2022, subject to the right of the Board to terminate such services on thirty (30) days written notice to RKC, and subject to renewal for successive one-year terms upon specific approval by the Board at each December Regular Board Meeting.

8. Termination of Representation. It is understood that, subject to any limitations imposed by the Rules Regulating the Florida Bar, RKC or the Board may terminate RKC's representation upon thirty (30) days written notice.

9. No Warranty. The Board acknowledges that the Board and RKC have made no guarantees as to the outcome of this matter.

10. Client Documents. RKC will maintain any documents the Board furnishes RKC in RKC's client file (or files) for this matter. At the conclusion of the matter (or earlier, if appropriate), it is the Board's obligation to advise RKC as to which, if any, of the documents in RKC's files the Board wishes RKC to turn over to the Board. RKC will retain any remaining documents in its files for a reasonable period of time and ultimately destroy them in accordance with its record retention program schedule then in effect.

In the event that RKC's representation is terminated and the Board has not paid for all services rendered and/or other charges accrued on its behalf to the date of RKC's withdrawal, RKC may, to the extent permitted by law, assert a retaining lien against any documents or files remaining in its possession until such charges are paid.

11. Subsidiaries, Parents and Affiliates. RKC represents the entity identified in the first paragraph of this letter. RKC represents many entities, some of which may be

related, subsidiary, parent or affiliated entities. Furthermore, from time to time, the entity may be sold, acquired or transferred, creating a new set of related, subsidiary, parent or affiliated organizations. RKC adheres to the applicable Bar rules regarding such entities. Therefore, please provide an ongoing list of entities which may be related, affiliated, parents or subsidiaries of your entity so RKC does not inadvertently find itself in a conflict of interest which may compromise RKC's ability to represent your entity.

12. Professional Liability Insurance. RKC shall at all times maintain professional liability insurance coverage with minimum limits of liability of $1,000,000.00 per claim; $1,000,000.00 total limit.

The Board and RKC agree that any dispute regarding RKC's engagement on this matter will be adjudicated in federal or state court in Suwannee County. Florida law will apply without regard to conflict of law principles.

IN WITNESS WHEREOF, the parties have set their hands and seals to this Agreement on this _____ day of October, 2021.

Signed, sealed and delivered in the presence of these witnesses:

_____
Witness Signature

_____
Type or Print Name of Witness

_____
Witness Signature

_____
Type or Print Name of Witness

School Board of Suwannee County, Florida

By_____
Chairman

_____
Ted Roush
Superintendent

*****

Rumberger, Kirk & Caldwell, P.A.

_____
Leonard J. Dietzen, III
Florida Bar No. 0840912

of the Board, when specifically requested by the Board, Superintendent or an Assistant Superintendent.

When providing advice to the Superintendent of Schools or other District staff members, from time to time situations may develop in which the rendition of legal advice and services to the Superintendent, or others, would create a conflict of interest or potential conflict of interest with RKC's representation of the Board. At such time as it appears to RKC that a conflict of interest exists or may exist, RKC shall promptly notify the Board and the Superintendent of such conflict or potential conflict. In all instances the Board is the client of RKC and the Board's needs and interests shall be served to the exclusion of the Superintendent or others with whom such conflict exists or may exist.

RKC shall assist the Board in obtaining outside counsel whenever appropriate.

2. Limitations on Obligation. RKC is not engaged to provide tax advice concerning this matter, including the tax consequences of various outcomes or settlement proposals. RKC encourages you to obtain separate tax counsel to consider any potential tax issues.

3. Fee for Services. Leonard J. Dietzen of RKC will charge ~~$200.00~~ 225.00 per hour for all Board related services outlined in this Agreement and the RFP No. 10-215. Other RKC partners will charge the same rate. RKC Associates will be billed at ~~$150.00~~ 175.00 per hour. All legal services will be charged in increments of one tenth (1/10) of an hour for actual attorney time rendered. The firm agrees to submit monthly invoices and to advance all costs up to $300.00 per month.

These rates are subject to review and adjustment by mutual agreement in December 2020 and every December thereafter so long as RKC is serving as School Board Attorney.

Mr. Dietzen will agree to make all reasonable efforts to attend each Board meeting, Board workshops and staff meetings as needed. RKC will not charge for any attorney fees for travel time to and from Suwannee County. Only IRS approved mileage will be charged.

4. Costs and Expenses. In addition to fees for legal services, there are certain costs and expenses that the Board may be obligated to pay. RKC shall be reimbursed for expenses incurred on behalf of the Board (i.e., cellular and long distance telephone calls, photocopying, delivery charges, and postage expenses, and the like) at the rate of 1.0 times the actual expenses. All reimbursable expenses related to legal services shall be itemized and included in the monthly invoices. Costs over $300.00 shall be billed directly to the Board. The Board agrees to pay these bills on a timely basis, according to their terms.

The Board will reimburse RKC for annual dues and assessments actually paid for the Attorney's membership in The Florida School Board Attorneys Association and The

INFO ONLY

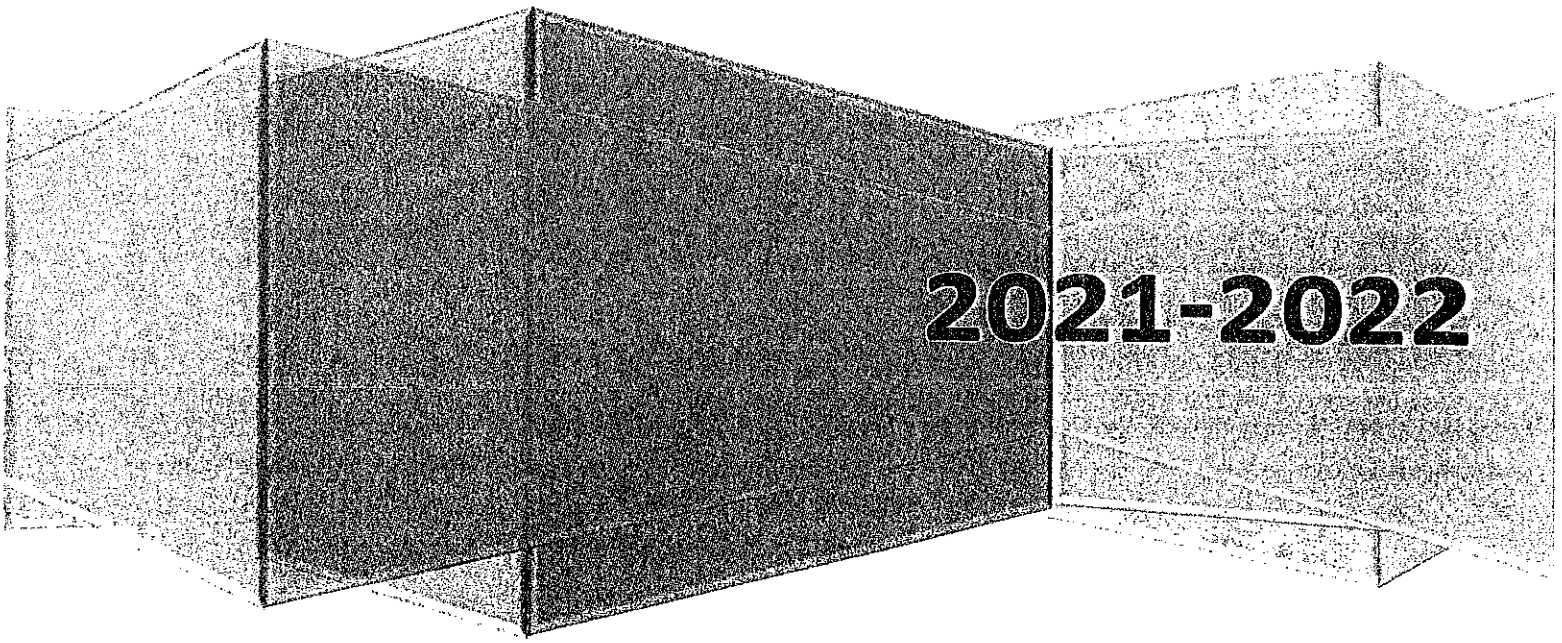
NORTH FLORIDA COLLEGE

North Florida College

Career Pathways Agreements

With

District School Board of Suwannee County



Career and Workforce Education
North Florida College & District School Board of Suwannee County
Career Pathways Articulation Agreement
2021-2022

Articulation is a method of granting college level course credit for learning and skills accomplished as part of secondary school instruction. The secondary school and North Florida College (NFC) will maintain the integrity of their separate programs and enter into this agreement as cooperating educational institutions.

NFC will work with the high school to establish Career Pathways to serve Career and Technical Education (CTE) students. Agreement will be developed during the year, and this agreement will be amended as agreements are completed.

Student Qualifications
Students must meet all NFC admission requirements and present evidence of the following:

1. Successful completion of the articulated secondary technical program of study with a grade of 3.0 (on a 4.00 scale) or better.

2. Completion of North Florida College Application for Admission and placement testing requirements as well as additional specific program requirements.

3. Graduation from secondary school no more than 24 months prior to enrollment at North Florida College.

4. Enrollment in an A.S.; College Credit Certificate; or Postsecondary Career Certificate program appropriate to the credit to be awarded for the specified exemption exam or industry certification.

5. Courses that make up an Associate in Science degree that are included in a College Credit Certificate program may also receive articulated credit in the same courses for the College Credit Certificate program.

Procedure

1. The secondary school guidance department provides evidence of completion to the district Career and Workforce Education contact who forwards the information to the NFC's Career Pathways contact.

2. Individual High School Guidance Counselors will issue a letter to students who have successfully completed the secondary Career Pathway program as reported by the district high school guidance department contact informing the student of the Career Pathway articulation agreement opportunities.

3. NFC will award/ enter high school earned credits under this agreement after the student has completed 12 semester hours or 150 clock hours in the program in which the degree or certificate is to be awarded.

Conditions of Agreement

1. Suwannee High School, Branford High School and RIVEROAK Technical College faculty members and NFC faculty members will review course textbooks, syllabi, and other institutional materials as needed in order to develop articulated programs of study.

2. Suwannee High School, Branford High School and RIVEROAK Technical College and NFC will review the list of articulated programs of study annually. Necessary changes will be made based on changes in program offerings and outcomes.

3. Suwannee High School, Branford High School and RIVEROAK Technical College and NFC will cooperate in publicizing this program to secondary school students in order to ensure that they are aware of these opportunities.

Credit Articulation

1. To receive articulated credit for CGS 1100, CGS 2515 and/or, ACG 2450 the following must be completed prior to such credit being awarded:
   a. The most recent version of Microsoft Office Word and PowerPoint will articulate credit for CGS 1100 - Computer Applications 1.
   b. The most recent version of Microsoft Excel will articulate credit for CGS 2515 - Spreadsheet Applications for Business.
   c. Certification in Quickbooks Pro 2016 or later will articulate credit for ACG 2450 - Accounting Using Quickbooks.

2. Comprehensive examinations may be required for students who have not completed the industry certifications listed on this articulation.

3. NFC will not charge tuition for any courses for which a student receives articulated credit.

This agreement is valid for the current school year and may be terminated at any time by either Suwannee County School District or North Florida College through providing thirty (30) days' notice. In the event of a termination, Suwannee County School District agrees that students who are currently in secondary courses and working toward fulfilling the competencies or who are in their first semester at NFC will be allowed to complete the articulated credit.

This agreement will remain in effect and will be reviewed annually by the articulation committee and incorporated into the dual enrollment articulation agreement. The articulation committee will be composed of the Dean of Academic Affairs, North Florida College; Associate Dean of Economic Development and Workforce Education of North Florida College; Registrar, North Florida College; Coordinator of Dual Enrollment, North Florida College; Representative for School County School District, and others as so designated.

High School Career Pathway	Associated Industry Certification	NFC Program of Study/ Certificate	Assessment	Articulated Credit
Nursing Assisting 8417210 87417100 Health Science Anatomy & Physiology 87417110 Health Science Foundations OCP A	**FDMQA002** – Certified Nursing Assistant (Not required for articulation purposes)	**Medical Assisting – PSAV**	Completion of the high school program of study. Student must receive a **grade of "B"** or better in each class in the **Technical Core** and must successfully complete all academics with an **overall GPA of "C" or higher.**	HSC 0003 Basic Healthcare Worker (90 clock hours) OCP A
Early Childhood Education 8503210 8505110 Early Childhood Education 1 8505120 Early Childhood Education 2 8505130 Early Childhood Education 3	**NRAEF003** – Certified Professional Food Manager (SERVESAFE) (Not used for articulation purposes) **8405100** Early Childhood Professional Certificate (Part 1 – 40 hours – DFC transcript required)	**Early Childhood Education - PSAV**	Completion of the high school program of study. Student must receive a grade of "B" or better in each class in the Technical Core and must successfully complete all academics with an overall GPA of "C" or higher.	HEV 0870 Child Care Worker 1 (150 Clock hours)
Surgical Technology – H170211 HSC0003 Basic Health Care Worker OCP A	**NSTSA001** – Certified Surgical Technologist (CST) (Not required for articulation)	**Medical Assisting – PSAV**	Completion of the high school program of study. Student must receive a grade of "B" or better in each class in the Technical Core and must successfully complete all academics with an overall GPA of "C" or higher.	HSC 0003 Basic Healthcare Worker (90 clock hours) OCP A

IN WITNESS WHEREOF, the School Board of Suwannee County, Florida and The Board of Trustees, North Florida College, Suwannee, Florida have adopted this agreement and caused it to be executed by their respective chairs and chief executive officers, in accordance with Section 1007.271, F.S., Dual Enrollment Articulation Agreements.

Date	Chair, Board of Trustees, North Florida College, Florida
Date	President, North Florida College
Date	Chair, District School Board of Suwannee County
Date	Superintendent, Suwannee County School District
Date	Career & Technical Education Coordinator, Suwannee County Schools

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

INFO ONLY

SCSB 2021-90 (RENEWAL)

NORTH FLORIDA COLLEGE

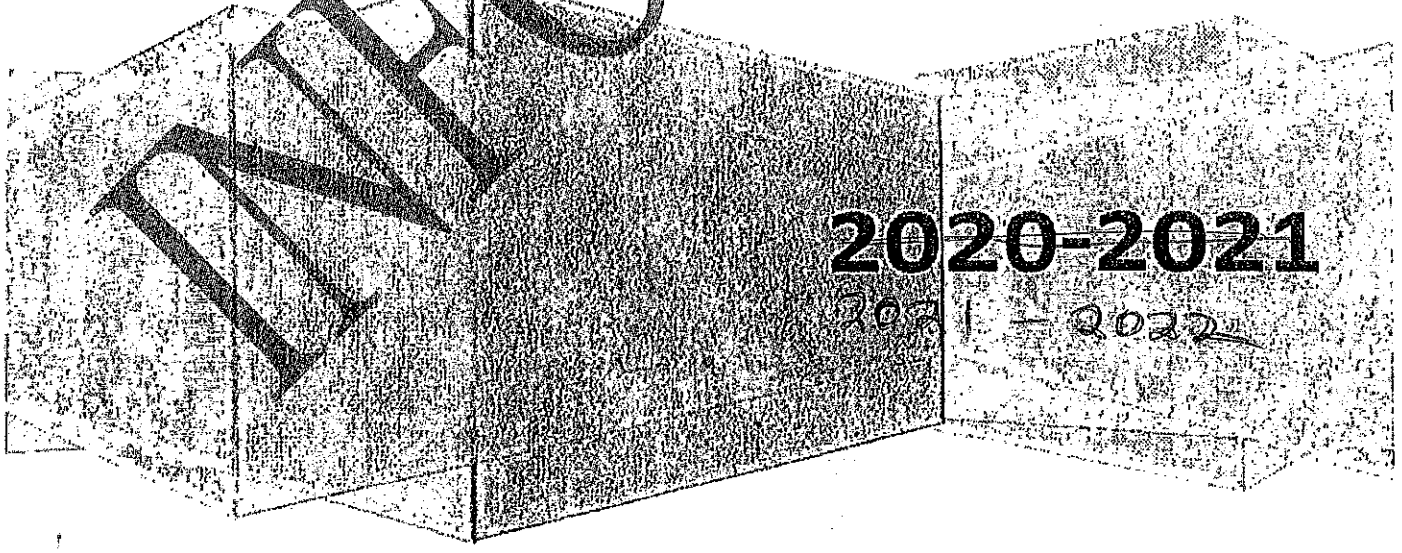
North Florida College

Career Pathways Agreements

With

Suwannee County School District

INFO ONLY



Career and Workforce Education
North Florida College & Suwannee County School District
Career Pathways Articulation Agreement
~~2020-2021~~ 2021-2022

Articulation is a method of granting college level course credit for learning and skills accomplished as part of secondary school ~~and postsecondary~~ instruction. ~~Suwannee County School District~~ and North Florida College (NFC) will maintain the integrity of their separate programs and enter into this agreement as cooperating educational institutions. The secondary school

NFC will work with the high school to establish Career Pathways to serve Career and Workforce Education (CWE) students. Agreements will be developed during the year and will be amended as agreements are completed. this agreement

Student Qualifications
Students must meet all NFC admission requirements and present evidence of the following:

1. Successful completion of the articulated secondary ~~or postsecondary~~ technical program of study with a grade of 3.0 (on a 4.00 scale) or better.
2. Completion of North Florida College Application for Admission and placement testing requirements as well as additional specific program requirements.
3. Graduation from secondary ~~or postsecondary school~~ no more than 24 months prior to enrollment at North Florida College.
4. Enrollment in an A.S.; College Credit Certificate; or Postsecondary Career Certificate program appropriate to the credit to be awarded for the specified exemption exam or industry certification.
5. Courses that make up an Associate in Science degree that are included in a College Credit Certificate program may also receive articulated credit in the same courses for the College Credit Certificate program.

Procedure

1. The school guidance department provides evidence of completion to the district Career and Workforce Education contact who forwards the information to the NFC's Career Pathways contact. secondary
2. High School Guidance Counselors will issue a letter to students who have successfully completed the secondary Career Pathway program as reported by the district guidance department contact informing the student of the Career Pathway articulation agreement opportunities. Individual high school

INFO ONLY

3. NFC will award/enter high school earned credits under this agreement after the student has completed 12 semester hours or 150 clock hours in the program in which the degree or certificate is to be awarded.

Conditions of Agreement

1. Suwannee High School, Branford High School, and RIVEROAK Technical College faculty members and NFC faculty members will review course textbooks, syllabi, and other institutional materials as needed in order to develop articulated programs of study.

2. Suwannee High School, Branford High School, and RIVEROAK Technical College and NFC will review the list of articulated programs of study annually. Necessary changes will be made based on changes in program offerings and outcomes.

3. Suwannee High School, Branford High School, and RIVEROAK Technical College and NFC will cooperate in publicizing this program to school students in order to ensure that they are aware of these opportunities. secondary

Credit Articulation

1. To receive articulated credit for CGS 1100, CGS 2515 and/or, ACG 2450 the following must be completed prior to such credit being awarded:
   a. The most recent version of Microsoft Office Word and PowerPoint will articulate credit for CGS 1100 - Computer Applications 1.
   b. The most recent version of Microsoft Excel will articulate credit for CGS 2515 - Spreadsheet Applications for Business.
   c. Certification in Quickbooks Pro 2016 or later will articulate credit for ACG 2450 - Accounting Using Quickbooks.

2. Comprehensive examinations may be required for students who have not completed the industry certifications listed on this articulation.

3. NFC will not charge tuition for any courses for which a student receives articulated credit.

This agreement is valid for the current school year and may be terminated at any time by either Suwannee County School District or North Florida College through providing thirty (30) days' notice. In the event of a termination, Suwannee County School District agrees that students who are currently in secondary courses and working toward fulfilling the competencies or who are in their first semester at NFC will be allowed to complete the articulated credit.

This agreement will remain in effect and will be reviewed annually by the articulation committee and incorporated into the dual enrollment articulation agreement. The articulation committee will be composed of the Dean of Academic Affairs, North Florida College; Associate Dean of Economic Development and Workforce Education of North Florida College; Registrar, North Florida College; Coordinator of Dual Enrollment, North Florida College; Representative for Suwannee County School District, and others as so designated.

INFO ONLY

INFO ONLY

High School Career Pathway	Associated Industry Certification	NFC Program of Study/ Certificate	Assessment	Articulated Credit
Nursing Assisting 8417210 8417100 Health Science Anatomy & Physiology 8417110 Health Science Foundations OCP A ~~Nursing Assistant~~ H170602 ~~PRN0090 Nurse Aide and Orderly~~	FDMQA002 – Certified Nursing Assistant (Not required for articulation purposes)	Medical Assisting – PSAV	Completion of the high school program of study. Student must receive a grade of "B" or better in each class in the Technical Core and must successfully complete all academics with an overall GPA of "C" or higher.	HSC 0003 Basic Healthcare Worker (90 clock hours) OCP A
Early Childhood Education E300100 8405110 Early Childhood Education 1 8405120 Early Childhood Education 2 8405130 Early Childhood Education 3	NRAEF003 – Certified Professional Food Manager (SERVESAF) (Not used for articulation purposes) 8405100 Early Childhood Professional Certificate (Part 1 – 40 hours – DFC transcript required)	Early Childhood Education - PSAV	Completion of the high school program of study. Student must receive a grade of "B" or better in each class in the Technical Core and must successfully complete all academics with an overall GPA of "C" or higher.	HEV 0870 Child Care Worker 1 (150 Clock hours)
Surgical Technology – H170211 HSC0003 Basic Health Care Worker OCP A	NSTSA001 – Certified Surgical Technologist (CST) (Not required for articulation)	Medical Assisting – PSAV	Completion of the high school program of study. Student must receive a grade of "B" or better in each class in the Technical Core and must successfully complete all academics with an overall GPA of "C" or higher.	HSC 0003 Basic Healthcare Worker (90 clock hours) OCP A

INFO ONLY

IN WITNESS WHEREOF, the School Board of Suwannee County, Florida and The Board of Trustees, North Florida College, Suwannee, Florida have adopted this agreement and caused it to be executed by their respective chairs and chief executive officers, in accordance with Section 1007.271, F.S., Dual Enrollment Articulation Agreements.

2/16/61
Date

Chair, Board of Trustees,
North Florida College, Florida

1-26-24
Date

President, North Florida College

Date

Chair, District School Board of Suwannee County

Date

Superintendent, Suwannee County School District

Date

Director, Career & Workforce Education, Suwannee County School District

"Approved as to Form and Sufficiency

BY_____

Leonard J. Dietzen, III

Rumberger, Kirk & Caldwell, P.A.

Suwannee School Board Attorney"

INFO ONLY

Item	Quantity
Baseball Cleats : Nike Adult Baseball Cleats Low Top Metal Spikes (95) : Nike Adult Baseball Cleats Low Top Metal Spikes (95) - 12	5
Baseball Cleats : Nike Adult Baseball Cleats Low Top Metal Spikes (95) : Nike Adult Baseball Cleats Low Top Metal Spikes (95) - 11	5
Baseball Cleats : Nike Adult Baseball Cleats Low Top Metal Spikes (95) : Nike Adult Baseball Cleats Low Top Metal Spikes (95) - 10.5	5
Softball Cleats : UA Women's Softball Metal Spikes (4400) : UA Women's Softball Metal Spikes (4400)-10	3
Softball Cleats : UA Women's Softball Metal Spikes (4400) : UA Women's Softball Metal Spikes (4400)-9	5
Softball Cleats : UA Women's Softball Molded Cleats (2365) : UA Women's Softball Molded Cleats (2365)-10.5	5
Soccer Cleats : Nike Youth Soccer Cleats (3000) : Nike Youth Soccer Cleats (3000)-5.5	3
Soccer Cleats : Nike Youth Soccer Cleats (3000) : Nike Youth Soccer Cleats (3000)-6	6
Pinnies : BSN Phenom Reversible Pinnie (745) : BSN Phenom Reversible Pinnie (745) - Nv/Wt - AM	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -2XL-Si/Wt	25
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -XL-Si/Wt	45
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -L-Si/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -M-Si/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -S-Si/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -XS-Si/Wt	30
Mouthguards : Youth Mouthguard with Strap (0097)	120
Track Shoe : UA Mens Track Spike (7999) : UA Mens Track Spike (7999)-11.5	8
Track Shoe : UA Mens Track Spike (7999) : UA Mens Track Spike (7999)-11	8
Track Shoe : UA Mens Track Spike (7999) : UA Mens Track Spike (7999)-10.5	8
Track Shoe : UA Mens Track Spike (7999) : UA Mens Track Spike (7999)-10	8
Track Shoe : UA Mens Track Spike (7999) : UA Mens Track Spike (7999)-9.5	8
Track Shoe : UA Mens Track Spike (7999) : UA Mens Track Spike (7999)-8.5	1
Soccer Balls : Molten Soccer Ball (2498) : Molten Soccer Ball (2498)-3	10
Soccer Balls : Nike Soccer Ball (2500) : Nike Soccer Ball (2500)-5	10
Augusta Men's Track Short (1120) - Assorted Colors : Augusta Men's Track Short (1120) - Assorted Colors -XL	1
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -2XL-FG/Wt	25
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -XL-FG/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -L-FG/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -M-FG/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -S-FG/Wt	50
A4 Men's Bolt Singlet (1790) : A4 Men's Bolt Singlet (1790) -XS-FG/Wt	50
Football Jersey : Champion Unisex Football Jersey (5600) : Champion Unisex Football Jersey (5600) -2XL-DG/Wt	6
Football Jersey : Champion Unisex Football Jersey (5600) : Champion Unisex Football Jersey (5600) -XL-DG/Wt	2
Football Jersey : Champion Unisex Football Jersey (5600) : Champion Unisex Football Jersey (5600) -S-DG/Wt	15

SUWANNEE COUNTY SCHOOL DISTRICT

JERRY TAYLOR
DISTRICT 1
NORMAN CRAWFORD
DISTRICT 2
TIM ALCORN
DISTRICT 3

ED DA SILVA
DISTRICT 4
RONALD WHITE
DISTRICT 5
LEONARD DIETZEN, III
BOARD ATTORNEY

1740 Ohio Avenue, South
Live Oak, Florida 32064
Telephone: (386) 647-4600 • Fax: (386) 364-2635

TED L. ROUSH
Superintendent of Schools

MEMORANDUM

TO: Ted L. Roush, Superintendent of Schools

FROM: Walter Boatright, Director of Human Resources WB

DATE: November 1, 2021

RE: Human Resources Transactions for November 16, 2021
Regular Meeting

RECOMMENDATION:

Pursuant to Section 1012.27 (1A) (1B), *Florida Statutes*, the Superintendent hereby submits the following written personnel recommendations.

SUWANNEE COUNTY SCHOOL BOARD
Human Resources Transactions
November 16, 2021

TO: District School Board of Suwannee County

FROM: Ted L. Roush
Ted L. Roush, Superintendent of Schools

Pursuant to Section 1012.27 (1A) (1B), Florida Statutes, I hereby submit the following written personnel recommendations.

RECOMMENDATIONS FOR THE 2021-2022 SCHOOL YEAR:

RECOMMENDATIONS: INSTRUCTIONAL:

Branford High School:
Janice Lazio, Teacher (Long Term Substitute), effective November 4, 2021
REPLACES: Monica Jackson

RIVEROAK Technical College:
Suzanne Wilson, Teacher, effective October 25, 2021
REPLACES: Susan Morgan

Suwannee Middle School:
Stephanie Wall, Teacher (Long Term Substitute) effective November 2, 2021
REPLACES: Stephanie Land

TERMINATION:

Suwannee High School:
Taylor Mingle, Teacher, effective November 8, 2021

LEAVE OF ABSENCE: (FAMILY MEDICAL):

Suwannee Riverside Elementary:
Kiara Davis, Teacher, effective November 1, 2021 through January 3, 2022

LEAVE OF ABSENCE: (MATERNITY):

Suwannee Riverside Elementary:
Abby Fleming, Teacher, effective February 4, 2022 through May 5, 2022

SUPPLEMENTARY:

Employee Name	Position	Location
Carlos Diaz	E-Sports Coach	Branford High School
Brooke Harrelson	Girls' Head Varsity Basketball Coach	Branford High School
Rodney Howard	Wrestling Coach	Suwannee High School
Laura Kinsel	Girls' Head JV Volleyball Coach	Suwannee High School
Katie Miller	Pharmacy Technician	RIVEROAK Technical College
Hanna Moreno	Department Head Chair	Suwannee Riverside Elementary
Tammy Neil	E-Sports Coach	Suwannee Middle School
Jenna Stratton	Patient Care Technician	RIVEROAK Technical College
Traci West	Surgical Technology	RIVEROAK Technical College
Matthew Yancey	Boys' Weightlifting Coach	Branford High School
Eric Yount	Boys' Head Middle School Basketball Coach	Branford High School

RECOMMENDATIONS: NON-INSTRUCTIONAL/SCHOOL RELATED:

Information Technology:
Bruce Kinsey, Software Specialist, effective December 1, 2021
REPLACES: Natasha Pittman

Suwannee Opportunity School:
Christina Powell, Paraprofessional, effective November 3, 2021
REPLACES: Daycia Bandy

Christopher Ringlein, Security Officer, effective October 15, 2021
REPLACES: Nikolas Hurst

Suwannee Virtual School:
Naela Salazar, Administrative School Secretary, effective December 1, 2021
REPLACES: Heather Holton

Transportation:
Jerell Anderson, Bus Driver, effective November 1, 2021
REPLACES: Robin Krause

Robin Krause, Bus Driver, effective November 1, 2021
REPLACES: Keely Rondello

RESIGNATIONS: NON-INSTRUCTIONAL: *(Presented for information purposes only)*

Facilities:
Levi McCall, Groundskeeper, effective November 10, 2021

Suwannee Pineview Elementary:
Rhonda Twilley, Paraprofessional, effective October 28, 2021

Transportation:
Bruce Kemmerer, Bus Driver, effective December 1, 2021

LEAVE OF ABSENCE (MEDICAL):

Branford Elementary School:
Debra Yates, Paraprofessional, effective November 1, 2021 through November 12, 2021
(With the option to return sooner if released by her doctor)

MISCELLANEOUS:

District Wide:

Approval for the following to work as paraprofessionals with the Migrant Education Program as Parent Night Translators:

Yvette Perez Naela Salazar Maritza Torres

Approval for the following teachers to work in the Hospital Homebound Program District wide:

Frank Allen Holly McMillian Debra Singletary

Pre-K Extended Day Program:

Approval for the following to work as alternate teacher in the Pre-K Extended Day program:

Damaris Valdez

VOLUNTEERS:

Andrew Adams
Frances Adams
Noilan Alavarez
Sara Alban
Tracy Allen
Courtney Anderson
Ashley Arnold
Leon Ash
Barry Baker
Josephine Bednarczyk
Sylvia Bispham
Angela Blalock
Jessica Bradow
Matthew Bradow
Kate Bromley
Tresca Brown
Samantha Bryant
Candace Burnham
Megan Carlton
Delina Carmichael
Brittany Cathcart
Justin Cathcart
Chantavious Coleman
Charles Conley
Dawn Conley
Michael Creech
Steven Danaher
Derrick Daniel
Annah Davis
Ashley Davis
Jessica Davis
Brittany Deaton
Amanda Delk
Zayra Diaz
Christy Dickerson
Catherine Dunmoyer
Marcus Edwards
Tara Edwards
Kaylee Estevez
Kara Farmer
Jennifer Fidell
Jimmy Fields
Tierney Fleming
Cortney Flowers
Eduardo Gamez
Jessica Garcia
Amanda Gaylord
Corbin Gill
Angela Gordie
Katie Greene
Chelsea Harrell
Dylan Harrelson
Sarah Hatch
Laura Hernandez
Kalie Hingson
Lana Hingson
William Hogan
Douglas Hohman
Brian Huff
Amanda Jackson
Arminda Janous
Wendy Jergens
Samuel Jeter
Madeline Johns
James Johnson
Rikishi Johnson

Sara Jones
Sierra Jones
Laura Kinney
Shauna Kittrell
Thomas Kittrell
Shannon Knisley
Jesse Lane
Joshua Lee
James Leibold
Meghan Linton
Autumn Lokan
Selena Lopez
Laura Jean Lovell
Sarah Marangoni
Michael McCartney
Michel McLeod
Amanda McMillan
Felicia Meadows
Duane Miller
Shasmin Montague
Crystal Moore
Cara Morris
Christopher Morris
Tammy Musgrove
Tyson Nettles
Rachel O'Brien
Denise Oxendine
Christopher Paul
Emily Peacock
Belinda Phillips
James Pinkard
Stephanie Pinkard
Ana Powell
Keli Quincey
Haley Radford
Lexie Ragans
Sarah Richards
Tyesha Riley
Tamsie Roberts
Courtney Robinson
Peter Rodriguez
Theresa Rodriguez
Magaly Romulo
Debra Ross
Kala Sanders
Terri Santerfeit
Jesse Schimpfle
Amanda Senea
Wendy Shaw
John Alan Sinclair
Leslie Slaughter
Damon Smith
Nichole Smith
Nicholas Snipes
Jessica Sosa
Nayla Soules
Melissa Standridge
George Stover
Kasey Stover
Caroline Suggs
Kailie Summers
Lisa Sweet
Kimberley Taylor
Jessica Thomas
Kali Thomas
Nicole Tormala
Yuleidys Ullea
Carolyn Underwood
Marilyn Utz-Salsberry
Candyce Vickers
Katie Virts
Hannah Walker
Jeremy Walker
Stephanie Wall
Michelle Winstead
Britany Ward
Eleni Wachter
Jamie Wachter
Ashley Waters
Jay Watson
Shantae White
Carla Williams
Harley Williams
Russel Willis
Constance Wilton
LeeAnn Wirick
Kristen Wright
Hannah Wynn
Bonnie Yancey
Briana Zonnevylle

End of List
2021-2022
School Year

PROGRAM ADDENDUM NO. 1 TO AGREEMENT BETWEEN TMH AND SCHOOL FOR ACADEMIC YEAR BEGINNING AUGUST 1, 2021 AND ENDING JULY 31, 2022

Name of School: RIVEROAK Technical College
Name of Program: Surgical Technology
Name of Contact Person at Program: Traci West
Phone Number: (386) 647-4221 **Email:** traci.west@scsb.us

1. The Program may be described as: A surgical technology program for qualified students preparing to enter the workforce as entry level surgical technologist.

2. The Program and TMH agree to the specific terms and conditions as follows:

   A. The specific number of students is three [3] for each interval of study, which is for a period of 6 to 8 ☐ day(s) ☒ week(s) ☐ month(s) ☐ academic quarter(s) or ☐ academic semester(s)].

   B. The classes and/or learning activities shall be scheduled as follows: Students will be provided an appropriate quality and variety of learning experiences, including opportunities for student observation and practice. Student evaluation will be consistent with the educational objectives and procedures established by the Association of Surgical Technologists. Students will attend clinical rotations for approximately 6-8 weeks before rotating again.

   C. The Program faculty's accessibility to students shall be: Clinical Coordinator will have access to the surgical department to allow for the observation of student progress.

   D. The Program Participants' access to and utilization of TMH resources and facilities and any utilization by TMH of the School's resources and facilities are agreed upon as set forth as follows: Students will have access to appropriate physical facilities, including parking, cafeteria, conference rooms, dressing rooms and/or locker or closet spaces, as necessary and available. Students will not need computer access.

   E. Other issues unique to the Program and its educational and training activities are as follows: [Please use the back of this page or attach other documents, which address any such issues.]

3. Each of the parties does hereby warrant that it has full and lawful authority to execute this Program Addendum No. 1 and to comply in all respects with the terms and conditions thereof. The undersigned agent of each party is vested by appropriate resolution of the party's Board of Directors, with the authority to sign this Program Addendum No. 1 and to thereby bind, in all respects, the respective party.

TALLAHASSEE MEMORIAL HEALTHCARE, INC.

By: _____ _____
Steven E. Haynes **Date**
Vice President Chief Human Resources Officer

By: _____ _____
Misti Mattox **Date**
Director of Surgery Operations

SUWANNEE COUNTY SCHOOL BOARD

By: _____ _____
School Board Chairman **Date**

By: _____ _____
Ted L. Roush **Date**
Superintendent of Schools

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

INFO ONLY

SCSB 2022-02 (NEW)

AGREEMENT

THIS AGREEMENT, made effective this 1st day of August, 2021 between Tallahassee Memorial HealthCare, Inc., a Florida non-profit corporation, (hereinafter referred to as "TMH") and Suwannee County School Board thru RIVERAOK Technical College (hereinafter referred to as the "Academic Institution" which may be any university, college, high school or other institution of learning which uses the resources and/or facilities of TMH).

WITNESSETH

WHEREAS, TMH is a non-profit Florida corporation which operates a hospital in Tallahassee, Leon County, Florida; and

WHEREAS, the School provides educational programs (hereinafter sometimes referred to as the "Program" or "Programs") for the purpose of training students enrolled in the School (the "Students"), and desires to have certain learning experiences take place on TMH premises; and

WHEREAS, TMH agrees that the clinical experiences of certain of the School's Programs may be conducted within its facility by faculty-employees of the School and under general supervision of the School, under the terms and conditions set forth below.

NOW THEREFORE, in consideration of the mutual agreements of the parties as hereinafter set forth, it is agreed as follows:

1. Program Description. A description of each particular Program (the "Program") for which clinical training will take place at TMH, including but not limited to the specific number of Students, the scheduling of classes and other learning activities, the faculty's accessibility to Students and other issues unique to the relationship will be agreed upon by the parties, set forth in writing, and attached as a Program Addendum to this Agreement. The initial Program Addendum is attached to this Agreement as "Program Addendum No. 1 for Academic Year Beginning August 1st and ending July 31st" and by reference made a part hereof. For each additional, subsequent Program for which training will take place at TMH, the parties shall execute a new Program Addendum, specific to each Program and numbered in chronological order. A sample of such Program Addendum is attached as Attachment "1" and by reference incorporated herein. Upon a Program Addendum being executed, a Program Addendum will be attached hereto and incorporated as if fully set forth herein. Access to and utilization of TMH facilities and resources by the Program Participants (as defined below), as well as the utilization by TMH of the Academic Institution's faculty and resources, shall be set forth in this Agreement.

2. Educational Responsibility. Academic Institution is solely responsible for the implementation

and operation of the Programs and the education, training and supervision of the Program Participants (as defined below). TMH agrees to provide cooperation and assistance to the Programs; however, Academic Institution is solely responsible for the curriculum, content, quality and evaluation of the Program Participants' educational activities conducted at TMH facilities, unless otherwise specified in Program Addendum 1.

3. Orientation: All Academic Institution faculty and Students will receive the same orientation required of TMH employees. At or before the TMH orientation, Program Participants shall execute copies of the Attachments "2," "3," and "4." As part of TMH orientation, Program Participants also are required to sign all other statements of responsibility and acknowledgments and training modules as required by TMH which may include, but are not limited to, the Code of Conduct document and Health Insurance Portability and Accountability Act of 1996 ("HIPAA") training module.

4. Faculty. The Academic Institution shall provide at its own expense such faculty as necessary to carry out each Program's curriculum and objectives to educate Students in a clinical/educational environment at TMH.

5. Coordination of Programs. All Students, faculty, employees, agents and representatives of the Academic Institution participating in the Programs at TMH (the "Program Participants") shall be coordinated through the TMH appointed liaison for each Program. All of the Academic Institution's Programs shall have an appointed liaison to work with TMH in the coordination of each of the Programs. The appointed liaisons shall be identified by name and/or title in the Program Addendum attached to this Agreement.

6. Responsibility Statements. The Academic Institution shall require and ensure that each Program Participant signs a Statement of Responsibility in the form set forth in Attachment "2" for injury or loss sustained during their participation in any of the Programs, and an Information Access Security and Patient Confidentiality Agreement in the form set forth in Attachment "3". Each Program Participant must also sign an Agreement in the form set forth in Attachment "4" to not assist voluntarily in any legal action or activity against TMH. Program Participants who have not signed any of these agreements shall not be allowed to participate in any Program's activities at TMH.

7. Insurance. The Academic Institution shall inform the Program Participants who are Students that each Student Program Participant must have professional liability insurance which covers each Student Program Participant at a minimum of $1,000,000 per medical occurrence/incident with an aggregate of $3,000,000. The Academic Institution shall identify and provide the Student Program Participants with information about insurance companies, programs and/or coverage which meet this requirement. The appointed liaison from each of the Academic Institution's Programs shall collect documentation or certificates from each Student Program Participant or otherwise shall provide to the TMH Risk Manager evidence satisfactory to TMH of professional liability insurance that covers each Student Program Participant at a minimum of $1,000,000 per medical occurrence/incident with an aggregate of $3,000,000. The professional liability coverage for Program Participants who are Faculty shall be provided through the self-insurance program of the State of Florida, pursuant to

INFO ONLY

768.28, Florida Statutes, as amended from time to time.

8. Indemnification. TMH and Academic Institution agree to be responsible, to the extent provided by law, for the acts and/or omissions of their respective officers, employees and agents. However, this paragraph shall in no way act as a waiver of sovereign immunity or of any other defenses which either party may have to the prosecution of a legal action or any allegations made thereunder.

9. Health of Participants. All Program Participants shall comply with TMH employee health requirements and all Infection Control Policies and Procedures of TMH including but not limited to immunizations and screenings for specified communicable diseases. In the case of exposure, TMH shall be responsible for offering appropriate testing for the affected Program Participant in accordance with its exposure control plan, counseling and recordkeeping. TMH will use its best efforts to appropriately test the source patient and to obtain patient's consent for disclosure of test results to the Infection Control officer of the Academic Institution. TMH shall not be responsible for arranging for the Program Participant's medical care and/or treatment if necessary, including transportation in case of illness or injury while participating in any Program at TMH.

10. Emergency Care. TMH will provide emergency medical care to a Program Participant who becomes ill or is injured while participating in any Program at TMH; however, any Program Participant who receives such emergency services or any other health care services shall be responsible for the payment for such services, and the Academic Institution shall be responsible for determining that all Program Participants have and maintain appropriate health insurance. If a Program Participant does not have and maintain appropriate health insurance and provide proof of such insurance, the Program Participant shall not be allowed to participate in any Program at TMH.

11. Dress Code and Other Policies. The Academic Institution shall require the Program Participant to dress in accordance with dress and personal appearance standards in accordance with TMH policies and procedures. The current dress code is set forth in Attachment "6" and is subject to change at TMH's discretion; Academic Institution and Program Participants shall be responsible for complying with all TMH policies and procedures including the dress code, as they may be amended from time to time. The Program Participants will obtain and properly display the photo identification badge provided by TMH in accordance with TMH policies and procedures.

12. Background Check and OIG and Medicare Exclusion Review/EPLS. The Academic Institution agrees to the terms and conditions of Attachment "5" which requires criminal background checks and drug screenings for each Program Participant prior to Program Participant participating in any Program at TMH. All costs associated with this requirement shall not be the responsibility of TMH. Any Program Participant who has not had the required background check or has not passed it according to TMH standards shall not participate in any Program at TMH. Any such background check information obtained and provided to TMH by the Academic Institution shall be kept confidential by TMH and not shared with any third party except as may be required by law. Such information shall be accessed only by

PERSONAL

TMH employees who need to deal with the information in the normal course of their duties.

It is the policy of Tallahassee Memorial Healthcare, Inc. to exclude from clinical experiences Program Participants who have engaged in fraud or abuse of state and/or federal programs. As part of the clearance process, all prospective students/faculty will be screened for exclusion from federal and state health care programs as part of the TMH clearance process.

13. Compensation. The Academic Institution shall be solely responsible for all applicable salaries, benefits, taxes and insurance of its own personnel, agents, employees, Students and Program Participants.

14. Service Performance. All licensed Program Participants shall be duly licensed, certified or otherwise qualified. The Academic Institution shall have a specially designated staff person(s) to act as a liaison and to coordinate with TMH in the performance of the services specified herein. The Academic Institution and all Program Participants shall perform their duties and services hereunder in accordance with all relevant local, State and Federal laws, and shall comply with the standards and guidelines of all applicable accrediting bodies and the Bylaws of TMH, and any rules and regulations of the Academic Institution and TMH as may be in effect from time to time. The Academic Institution and Program Participants shall in no way interfere with or adversely affect the operation of TMH or the performance of services therein. The Academic Institution represents that the services and duties of the Academic Institution contemplated by this Agreement will not violate the provisions of or constitute a default under any other Agreement or contract to which the Academic Institution is a party or by which it is bound or which would preclude the Academic Institution from performing pursuant to this Agreement.

15. Student Participation. Students shall engage in no patient activity or encounters other than as set forth in the applicable Program Addendum. All such activities and encounters shall be under the supervision of the appropriate faculty member, as set forth in the applicable Program Addendum.

16. Facilities.

a. TMH shall, subject to available resources and TMH policies, procedures and needs, arrange for access by Program Participants to TMH facilities appropriate to the goals and objectives of each Program, subject to TMH policies and procedures.

b. TMH agrees to allow Program Participants, at their own expense, to use the cafeteria facilities provided for TMH personnel and at the same prices charged TMH personnel, providing these facilities are available.

17. Records. TMH shall permit the Program Participants to have access to patient medical records only as necessary for participation in each Program as required and in accordance with TMH policies, regulations and bylaws and the standards of conduct and ethics of the profession to the extent such access is necessary to participation in a Program. The Program Participants shall treat these medical records as confidential. The Academic Institution shall comply with

INFO ONLY

all HIPAA requirements and TMH's HIPAA policies and procedures. The Academic Institution shall inform Students about HIPAA and other applicable health care and professional confidentiality and privacy standards and the requirements to comply.

18. Policies and Procedures. All Program Participants to include faculty and students shall abide by and be governed by the policies and procedures of TMH, the TMH Code of Conduct and the TMH Compliance Program. Furthermore, if TMH determines that any activity of Program Participants at TMH are contrary to the general operational practices and policies of TMH, TMH agrees to inform the Academic Institution by written notification of said concerns, specifying which policies, procedures and/or general operation are in question. TMH may make a recommendation as to what action should be taken to remedy the situation or at its sole discretion TMH may cease to allow access to TMH records, systems, facilities or resources to the Program Participant. Should TMH, in its sole discretion, determine that the actions or behavior of any Program Participant are disruptive, unsafe, or otherwise unacceptable, then TMH shall request a conference the Chairperson of the Program Participant's Program, to determine an appropriate course of action to resolve the problem; however, in such event, said Program Participant's participation in its Program at TMH may immediately cease in TMH's sole discretion.

    TMH agrees to include faculty-employee members of a Program in staff meetings when policies to be discussed will affect, or will be related directly, to a specific Program, in TMH's discretion.

19. Program Instruction. The Academic Institution shall, upon request, provide TMH the current curriculum, course objectives and syllabus of the Academic Institution's applied educational Program and such other material or information as may reasonably be required to inform TMH of the nature and extent of a Program. TMH agrees that the instruction under each Program, in accordance with Paragraph 2(a) hereof, shall be given during Monday through Friday school days when possible, excepting regular holidays as provided for in the regular school calendar as established by the School. TMH agrees that the division and arrangement of time under each Program, with reference to theoretical and clinical learning experiences, shall be determined by the faculty-employees of the Academic Institution and shall be based upon the needs of the Students for specific learning experiences required to meet the objectives of each Program; however, TMH shall have the authority to take any action which may modify or limit the activities of a Program at TMH in any way necessary for the best interests of TMH and its patients.

20. Clinical Responsibility. TMH will retain responsibility for the care of TMH's patients and will reserve the right to modify or limit the activities of a Program at TMH in any way necessary for the best interests of TMH and its patients.

21. Confidentiality. The Academic Institution and its agents, Students, faculty, representatives and employees agree to keep strictly confidential and hold in trust all patient information and business, financial, corporate and proprietary information. Information in any medium, to include paper and electronic, shall not be removed from TMH facility, transmitted, e-mailed, copied or photographed or downloaded to any mobile device or storage media without the

INFO ONLY

express prior written authorization in the proscribed form and format from the designated TMH liaison. The Academic Institution shall not disclose the terms of this Agreement to any person who is not a party to this Agreement, except as required by law or authorized by TMH. Unauthorized disclosure of the terms of the Agreement shall be a material breach of this Agreement and shall provide TMH with the option of pursuing remedies for breach, and notwithstanding any other provision of this Agreement, immediately terminating this Agreement by written notice to the Academic Institution.

All information gathered by or provided to Academic Institution and Program Participants under this Agreement shall be confidential information and shall be the sole property of TMH, except as otherwise provided by law. Except upon the prior written consent of TMH, Academic Institution and Program Participants shall not use or disclose any information gathered by or provided to Academic Institution and/or Program Participants under this Agreement for any purpose not in conformity with state law and regulations, including but not limited to HRSM 50-1, and federal law and regulations, including but not limited to 45 CFR, Part 205.50. All TMH patient information and records shall remain the property of TMH.

The Academic Institution and its agents, faculty, representatives and employees agree to require the Academic Institution and its agents, faculty, representatives and employees to maintain in strict confidence all patient identifying information ("PHI") received by Academic Institution and Program Participants from TMH in carrying out its duties under this Agreement and to inform Students of their responsibilities and necessary compliance with the requirements to maintain in strict confidence all PHI received by Academic Institution and Program Participants from TMH in carrying out its duties under this Agreement. Specifically, Academic Institution shall comply, shall require its agents, faculty, representatives and employees to comply and inform its Students of the necessity of their compliance with the following:

a. only use or disclose Protected Health Information ("PHI") as defined by HIPAA as permitted under this Agreement and not in a manner that would violate any privacy standards established under Federal or State law (the "Privacy Standards"),

b. use appropriate safeguards to prevent the use or disclosure of PHI except as permitted by this Agreement,

c. report any known misuse of PHI to TMH Privacy Officer,

d. impose these same requirements on any subcontractors or agents of Academic Institution,

e. cooperate with an accounting of disclosures to individuals as required by the Privacy Standards, and

f. make the internal practices, books and records of Academic Institution and relating to use and disclosure of PHI available to the United States Department of Health and

INFO ONLY

Human Services.

Notwithstanding the foregoing, Academic Institution agrees to comply with all local, State and Federal rules, regulations and statutes, as well as with TMH's policies and procedures relating to confidentiality.

TMH agrees that to the extent that it maintains records regarding any Program Participant's clinical experience that it shall act consistently with Florida and Federal Laws related to the confidentiality of student records.

This confidentiality provision will survive the termination or expiration of the terms of this Agreement.

22. Student Conduct. In the event conflicts or problems arise with respect to the assignment or conduct of any Program Participant, TMH reserves the right to require the Academic Institution to immediately withdraw from the Program any Program Participant whose work or conduct is not in full accord with TMH's standards of performance or policies and procedures, the Information Access Security and Patient Confidentiality Agreement (Addendum 3) and this Agreement or upon the determination by TMH that such Program Participant's presence is detrimental to the interests of TMH. In such situation, TMH shall have the right to require the Program Participant to cease Program activity at TMH and leave the TMH premises.

23. Withdrawal of a Student. The Academic Institution may, at any time, withdraw a Student whose progress, conduct or work does not meet the Academic Institution's standards for continuation in a Program. The Academic Institution may, in addition, immediately withdraw a Student from TMH when, in its judgment, the clinical experience does not meet the student's needs. The Academic Institution will ensure that any TMH confidential information that may be in the possession of the Student is returned to the TMH liaison.

24. Independent Agent. It is expressly understood and agreed that in no event shall Students or other Program Participants be considered, deemed or represent themselves as agents, officers, servants or employees of TMH. Specifically, TMH and the Academic Institution expressly agree that all faculty employees of the Academic Institution and under any Program shall remain agents or employees of the Academic Institution and shall not at any time during the term of this Agreement be considered, deemed or represent to be the personnel, employees or agents of TMH. Further, it is expressly understood and agreed that in no event shall the employees or agents of TMH be considered, deemed or represent themselves as agents, officers, servants or employees of the Academic Institution.

TMH and the Academic Institution further agree that they will never act, or represent that they are acting as agent of each other, nor incur any obligations on the part of the other, without first obtaining the express written authority of the party who is to be obligated.

25. Copy of Agreement. TMH and the Academic Institution agree that executed copies of this Agreement shall be placed on file with the Academic Institution and TMH.

INFO ONLY

26. Modification or Termination.

a. Modification. This Agreement constitutes the entire Agreement of the parties and supersedes any prior Agreements, whether oral or written. This Agreement shall not be modified unless in writing and signed by both parties.

b. Termination. In the event either party, with or without cause, decides to cancel this Agreement, then that party shall notify the other party in writing thirty (30) days prior to the date of termination, specifying that the termination be effective at the completion of the clinical experience of the ongoing classes, not to exceed nine (9) months except as set forth in 26(c) below.

c. This Agreement will terminate immediately upon either TMH or Academic Institution losing accreditation or otherwise ceasing to operate.

27. Applicable Law. This Agreement shall be governed by the Laws of the State of Florida.

28. Notices. Any written notices required by the Agreement or any other notices, reports, letters, etc., shall be mailed to the parties at the following respective addresses:

To TMH:
Steven E. Haynes
Vice President Chief Human Resources Officer
Center for Health Care Careers/Human Resources
Tallahassee Memorial HealthCare, Inc.
1300 Miccosukee Road
Tallahassee, FL 32308

With a copy to:
E. Murray Moore, Jr., Esq.
Pennington, P.A.
215 South Monroe, Second Floor
Tallahassee, FL 32301

To School:
Ted L. Roush
Superintendent of Schools
1740 Ohio Avenue South
Live Oak, FL 32064

With a copy to:
Leonard J. Dietzen, III
Rumberger Kirk P.A.
P. O. Box 10507
Tallahassee, FL 32302-2507

29. Binding Effect. This Agreement shall be binding upon the parties' successors and assigns and legal representatives.

INFO ONLY

30. Term of Agreement. Subject to the provisions related to termination as hereinafter provided, the term of this Agreement shall commence on the effective date set forth above and shall continue for one (1) year; provided, thereafter, that this Agreement shall renew automatically for up to two additional years, unless terminated as set forth in paragraphs 26(b) and (c) above, or unless otherwise provided in the Program Addendum.

31. Assignability. Neither party shall assign this Agreement without the written consent of the other party.

32. Discrimination. The Academic Institution and TMH will comply with Title VII of the Civil Rights Acts of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, and related regulations. Assurance is given that neither will discriminate against any employee or applicant for employment or registration in the course of study due to race, color, creed, age, sex, marital status, national origin or handicap. In the event such discrimination occurs, then the non-discriminating party may terminate this Agreement immediately by written notice to the other party.

33. Litigation expenses. In the event of litigation between TMH and the Academic Institution arising from any provision of the Agreement, each party shall bear its own costs and expenses, including reasonable attorneys' fees.

TALLAHASSEE MEMORIAL HEALTHCARE, INC.

By: _____ _____
Steven E. Haynes **Date**
Vice President Chief Human Resources Officer

SUWANNEE COUNTY SCHOOL BOARD

By: _____ APR 2 7 2021
Tim Alcorn **Date**
School Board Chairman

By: _____ APR 2 7 2021
Ted L. Roush **Date**
Superintendent of Schools

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

INFO ONLY

INFO ONLY

ATTACHMENT "1"

PROGRAM ADDENDUM NO. ____ TO AGREEMENT BETWEEN TMH AND SCHOOL FOR ACADEMIC YEAR BEGINNING _____ AND ENDING _____

Name of School:
Name of Program: _____
Name of Contact Person at Program: _____

1. The Program may be described as: _____

2. The Program and TMH agree to the specific terms and conditions as follows:

   a. The specific number of Students is _____ (____) for each interval of study, which is for a period of _____ [the number](Circle one: days, weeks, months, academic quarter, academic semester).

   b. The classes and/or learning activities shall be scheduled as follows: _____.

   c. The Program faculty's accessibility to Students shall be: _____

   d. The Program Participants' access to and utilization of TMH resources and facilities and any utilization by TMH of the Schools' resources and facilities are agreed upon as set forth as follows: _____.

   e. Other issues unique to the Program and its educational and training activities are as follows: _____

_____

_____

_____

_____.

(Please use the back of this paper or attach other documents which address any such issues.)

3. Each of the parties does hereby warrant that it has full and lawful authority to execute this Program Addendum No. ____ and to comply in all respects with the terms and conditions thereof. The undersigned agent of each party is vested by appropriate resolution of the party's Board of Directors, with the authority to sign this Program Addendum No. ____ and to thereby bind, in all respects, the respective party.

INFO ONLY

TALLAHASSEE MEMORIAL HEALTHCARE, INC.

By:_____ _____
Steven E. Haynes **Date**
Vice President Chief Human Resources Officer

By:_____ _____
TMH Department Representative **Date**
Title

SUWANNEE COUNTY SCHOOL BOARD

By:_____ APR 2 7 2021
Tim Alcorn **Date**
School Board Chairman

By:_____ APR 2 7 2021
Ted L. Roush **Date**
Superintendent of Schools

"Approved as to Form and Sufficiency
BY_____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

INFO ONLY

ATTACHMENT "2"
STATEMENT OF RESPONSIBILITY

The undersigned ("Program Participant") is a student of _____ (the "School") participating in a School Program (the "Program") at Tallahassee Memorial HealthCare, Inc. ("TMH"). For and in consideration of the benefit provided the undersigned, in the form of experience in evaluation and treatment of patients of TMH and other good and valuable considerations, the Program Participant hereby covenants and agrees that, in the event of injury or loss sustained by the Program Participant while participating at TMH in the Program, the liability of TMH shall be limited to the negligent acts and/or omissions of TMH employees. If not provided by the School, Program Participant shall purchase his/her own liability insurance to provide coverage for any injury or loss sustained by Program Participant while participating in the Program at TMH; such insurance shall be in amounts satisfactory to TMH, at a minimum of $1,000,000 per medical occurrence/incident with an aggregate of $3,000,000, and Program Participant shall provide proof thereof.

Dated this _____ day of _____, _____.

_____ _____
Program Participant Signature **Program and School**

_____
Print Name of Program Participant

_____ _____
Witness **Date**

Each Program Participant shall execute this Statement of Responsibility during or before the Program Participant's TMH orientation.

INFO ONLY

ATTACHMENT "3"
Tallahassee Memorial HealthCare, Inc.
Information Access Security and Patient Confidentiality Agreement

The undersigned agrees and commits to the following statement:

Tallahassee Memorial HealthCare, Inc. ("TMH") respects the confidentiality of our patients' medical information. We believe that patients have the right to have their medical information used appropriately for their care and to expect that caregivers will carefully protect the privacy of that information. The HIPAA Privacy and Security Standards, HITECH Act of 2009, Florida Statutes, and the related TMH Privacy and Security policies and procedures ("P&P's") (on the TMH Intranet) place certain restrictions on the processing, use, and disclosure of individuals' and patients' Protected Health Information ("PHI") and other Confidential Information. During the performance of duties, colleagues (employees), students, volunteers, and certain contract staff may have access to and/or be involved in the processing of Confidential Information, including but not limited to: patient PHI and electronic PHI ("ePHI") to include medical records; indexes of medical information; patient demographics, billing and appointment history; confidential communications for diagnosis and treatment purposes; Human Resources ("HR") records; and other business, financial, corporate and proprietary information. TMH expects that all individuals who have been granted authorized access to Confidential Information will do so in a manner consistent with regulatory requirements, laws, and established TMH P&P's related to the transmission, use, and disclosure of Confidential Information and the security of TMH information systems and data.

I understand and agree to adhere to the following:

1. All information related to a patient's healthcare and treatment in any facility, department, or unit of TMH is considered "protected health information." This information can only be accessed and shared with those who have a "need to know" while performing duties related to treatment, payment, and healthcare operations ("TPO"). While performing my duties, I may have access to information concerning all TMH patients; however, only the minimal amount of information necessary to adequately perform my specific job responsibilities will be accessed.

2. No information concerning TMH patients will be used, disclosed, or discussed outside of TMH unless specifically authorized by the patient, permitted by the HIPAA Privacy Rule, or required by law. If I have any questions about the appropriateness of disclosure, prior to disclosure, I will make inquiry to the appropriate supervisor or Privacy Officer, as indicated.

3. Patient information will not be discussed openly in a public environment, such as elevators, corridors, hallways, cafeterias, or at any other location where others may overhear comments. Discussions necessary for the care of the patient will be conducted as discreetly as possible.

4. Only authorized personnel may release copies of the patient's medical record and only in accordance with TMH policy and consistent with state and federal regulations. Patient information, such as name, date of birth, address, and/or social security number, will not be recorded on any documents which are removed from my work area or from the facility. Patient information may not be photocopied for personal or school related use.

5. Telephone inquiries concerning a patient's condition must be referred to individuals who are authorized to respond to such inquiries. Disclosure of PHI over the telephone will be done in a manner that reasonably ensures protection of the information, to the greatest extent practicable, without interfering with the intended purpose of the communication.

6. Computer passwords will be kept confidential. Inappropriate use of or failure to maintain the confidentiality of any computer password will be cause for disciplinary action.

7. I shall not provide any opinion or testimony, in any form, concerning care provided at TMH or otherwise assist in any way, any attorney, plaintiff or prospective plaintiff or defendant in any cause of action against or contemplated against TMH unless subpoenaed or Court ordered to do so.

8. I will use my user identification code (user ID) and password solely in connection with my authorized access to information. I will take all necessary steps to prevent anyone from gaining knowledge or use of my user ID and password. I understand that my password is recognized as my personal signature on each computer function. For security purposes, I understand that if my account is inactive for 90 days or more, it will be disabled until notice is given by the authorized user or supervisor to reactivate.

9. I am responsible and accountable for all entries made and all records retrieved under my username and password.

10. I will use TMH information resources for business reasons only and will not use information resources for personal use. Under no circumstances will I utilize TMH information resources (specifically e-mail) for purposes prohibited by TMH's P&P's, or for personal benefit or gain, solicitation, or distribution of information that is not related to TMH business, with the exception of short informational messages approved by my supervisor.

INFO ONLY

11. I acknowledge that e-mail communications, computer systems, and any other information resources are not private and may be monitored by TMH to ensure that there is no unauthorized use of the company's systems. I also acknowledge that use of TMH communications facilities to convey offensive, harassing, vulgar, obscene or threatening information, including disparagement of others based on race, national origin, marital status, sex, sexual orientation, age, disability, pregnancy, religious or political beliefs, or any other characteristic protected under federal, state or local law, is strictly prohibited and can result in termination.

12. I will respect laws regarding copyrighted software and not make unauthorized copies of software, even when the software is not physically protected against copying.

13. I acknowledge that my obligations and responsibilities continue after termination of employment, contract or affiliation with TMH.

14. I will ensure that Anti-virus software is run by authorized information technology department staff on all new software loaded on TMH computers. I understand that I am not authorized to bypass this step.

15. I will sign off and/or physically secure a terminal or PC when leaving it unattended in an area open to unauthorized individuals.

16. I will not load copyrighted software, shareware and/or freeware, etc. (software programs that are not protected by copyright) on any TMH computer without prior approval by the Information Technology Department.

17. I will protect terminals, network devices and personal computers from theft and physical damage.

18. If applicable to my job description, it is my responsibility to correct colleagues' time; I must follow hospital policies set forth in the TMH HR P&P's (on TMH Intranet). I understand that failure to pay colleagues in accordance with hospital policy can and will result in disciplinary action up to and including termination.

19. I will follow the process established for patients to access patient records and accounts, and I will not access patient records or accounts for myself or family.

20. I will not remove PHI from TMH property either in hard copy of electronic form or on any mobile device, i.e., laptop, PDA, or storage medium, (i.e., CD, thumb drive, USB stick) without the written authorization as required by TMH P&P's.

21. I will report any violation of the information security and patient confidentiality policy to Supervisors, the TMH Security Officer or the TMH Privacy Officer.

22. I understand that violations of security and/or privacy rules and P&P's, whether due to carelessness or malicious intent, are causes for appropriate corrective action in accordance with HR P&P's, up to and including discharge, based on the seriousness of the breach.

23. I understand this agreement will not expire, however, will be reviewed annually.

    - All TMH colleagues' access is subject to be renewed at their annual review to re-enforce TMH's confidentiality and security policy, as set forth in the TMH HIPAA Security Program P&P's (on TMH Intranet).
    - All Non-TMH employees must review this Confidentiality agreement annually thereafter or at the beginning of a new engagement and/or contract when a break in continuous service is greater than two months, or as determined by the appropriate manager.

24. I acknowledge my access privileges are subject to periodic review, revision, renewal, or revocation and that I am obligated to maintain the confidentiality of any new information or systems I am granted access to in order to perform my specific job responsibilities.

Colleague Name (print)	Department
Signature	I.D. #

INFO ONLY

Company or School Affiliation (if applicable) Date

Each Program Participant shall execute this Information Access Security and Patient Confidentiality Agreement during or before the Program Participant's TMH orientation.

INFO ONLY

ATTACHMENT "4"

Prohibition Of Voluntary Participation in Legal Actions Against TMH

The undersigned Program Participant, as a condition of being allowed to participate in the Program at TMH agrees that I shall not voluntarily participate in any action against TMH, or contemplated against TMH, which may be brought by a person or entity not a party to this Agreement, except as may be required by law. Such voluntary participation related to any action against TMH or contemplated against TMH: in which I shall not participate voluntarily includes, but is not limited to the following activities:

1. the review of any medical records,
2. voluntarily provide any opinion or any testimony in any legal forum concerning care provided at TMH, or
3. otherwise voluntarily assist in any way, any attorney, plaintiff or prospective plaintiff, or defendant if such activity is related to any action against TMH or contemplated against TMH, except as may be required by law.

In the event that I provide or attempt to provide any of the services described in Paragraph 1 of this Attachment, then TMH shall have the right to immediately terminate my participation in the Program at TMH.

Dated this _____ day of _____, _____.

_____
Program Participant

_____
Print Name

_____
Program

INFO ONLY

Each Program Participant shall execute this Prohibition Of Voluntary Participation in Legal Actions Against TMH Attachment during or before the Program Participant's TMH orientation.

ATTACHMENT "5"
TO THE AGREEMENT BETWEEN TALLAHASSEE MEMORIAL HEALTHCARE, INC. (TMH)
And
SUWANNEE COUNTY SCHOOL BOARD THRU RIVEROAK TECHNICAL COLLEGE

Background Screening Requirements

This Attachment is entered into this _____ day of _____, _____, by and between TMH and the School.

Whereas, the parties hereto executed an Agreement dated _____ for the operation of a student program at TMH (the "Program"); and

Whereas, TMH policy and/or Florida law require a certain level of background screening and drug screening for Students who intern in certain health care settings and who have patient contact, but who may not constantly be in the physical presence of a licensed health care professional; and

Whereas, the parties now wish to memorialize and confirm their obligations under the Agreement with regard to screening such Students.

Now therefore, in consideration of the mutual obligations, promises, terms and conditions set forth herein, the parties agree as follows:

1. The School shall cause to be conducted all necessary background screening and drug screening, including fingerprinting where required, of Program Participants, as required by TMH policy and by Florida law.

2. The School shall be solely responsible for obtaining such screening results as will satisfy TMH policy and Florida law and shall be solely responsible for payment therefor.

3. The School shall conduct all required screens prior to the commencement of any clinical assignment. Prior to any Program Participant participating in a Program at TMH, School shall provide TMH copies of all background and drug screening results for TMH's review and determination as to whether such activity constitutes a disqualifying event under Florida law or TMH policy; such decisions shall be the sole discretion of TMH and shall be final. TMH shall keep all such information confidential and shall use such information only for the purposes stated herein.

4. No Program Participant will be allowed to participate in any Program at TMH if prohibited by Florida law or TMH policy based on the background and/or drug screening results; if such screening reveals a disqualifying event as to a particular Program Participant, that information will be reviewed with Human Resources, then TMH shall notify the School, in writing, that the Program Participant shall not participate in a Program at TMH; the School shall be responsible for notifying the Program Participant that he/she may not participate in a Program at TMH. If, after the Program Participant has begun

INFO ONLY

participation in a Program at TMH, either TMH or the School becomes aware of an event or act that would disqualify the student from participation in the Program under Florida law or TMH policy, the student shall be immediately removed from the Program in which he or she is participating at TMH.

5. The screening contemplated hereunder shall include, but not be limited to, Level 2 background screening, as defined in Section 435.04, Florida Statutes (2003), for those Program Participants who participate in a Program in the following departments at TMH: Behavioral Health Center, Long Term Care, Child Care and any other TMH department which may require such screening either by statute or policy, now or in the future. In addition, all other screening shall be conducted as may be required from time to time by Florida law and by TMH policy.

6. OIG and Medicare Exclusion Review/EPLS. It is the policy of Tallahassee Memorial Healthcare, Inc. to exclude from clinical experiences Program Participants who have engaged in fraud or abuse of state and/or federal programs. As part of the clearance process, all prospective students/faculty will be screened for exclusion from federal and state healthcare programs.

7. The terms and conditions of this Attachment shall be incorporated into the Agreement as is fully set forth therein.

8. All other terms and conditions of the Agreement shall remain in full force and effect as set forth therein.

TALLAHASSEE MEMORIAL HEALTHCARE, INC.

By: _____ _____
Steven E. Haynes **Date**
Vice President Chief Human Resources Officer

SUWANNEE COUNTY SCHOOL BOARD

By: _____ APR 2 7 2021
Tim Alcorn **Date**
School Board Chairman

By: _____ APR 2 7 2021
Ted L. Roush **Date**
Superintendent of Schools

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

INFO ONLY

ATTACHMENT "6"

TALLAHASSEE MEMORIAL HEALTHCARE, INC.

Professional Appearance Expectations Policy
See latest version attached.

INFO ONLY

TALLAHASSEE MEMORIAL HEALTHCARE, INC.
HUMAN RESOURCES POLICY

POLICY AND PROCEDURE NO. 45-336

March 1, 1990
Revised: November 1, 2014

DRESS CODE / PROFESSIONAL APPEARANCE EXPECTATIONS

I. POLICY

The personal appearance and hygiene of each paid or unpaid representative of Tallahassee Memorial HealthCare is crucial to the image of our organization. As such, all TMH representatives shall dress in a manner that reflects our dedication to providing high quality patient care in a professional environment, while inspiring the respect and confidence of patients, families and fellow colleagues. This policy applies to all shifts, facilities, departments and units of TMH.

II. PROCEDURE

A. There are three designated categories of professional appearance. One specific category is appropriate for each TMH colleague as defined by department leadership. Grooming standards are universal.

Category 1 Customer Service
Category 2 Clinical Service
Category 3 Support Service

Category 1 - Customer Service Attire

These colleagues work primarily in administrative, business, secretarial or clerical capacities which must reflect a conservative, traditional and professional style. Scrubs are not worn by colleagues assigned to Category 1.

Category 2 - Clinical Service Attire

Clinical attire, including scrubs and other clinical uniforms should be of a color appropriate to the work environment. Scrub pants must be a solid color, not print. Scrubs may be worn by any staff member whose responsibilities could result in exposure to blood or body fluids. Professionals such as social workers, case managers, dietitians and pharmacists will follow the guidelines established in Category 1 with the option of wearing a lab coat. Outerwear clothing should not be worn while providing direct patient care.

Category 3 - Support Service Attire

Colleagues working in Food Service, Plant Engineering, Environmental Services, Grounds, Maintenance, Laundry, Materials Management, Security, Transportation, Childcare and the Storeroom may adopt an identifiable garment, such as a uniform, smock, scrubs, or shirt/blouse and slacks/skirt. Work boots or hats (worn as intended), as part of the uniform, may be worn if authorized by department leadership.

INFO ONLY

B. "Dress down" or "casual days" are not allowed, unless approved by the CEO.

C. TMH leadership is accountable for ensuring that all TMH representatives comply with the professional appearance policy and have the discretion to define what is and is not professional and acceptable, adhering to the content and intent of this policy.

D. Official religious beliefs related to appearance and attire, infection control requirements and safety regulations will be considered in defining what is acceptable.

E. Departments may develop, enforce and publicize a professional appearance policy meeting or exceeding the guidelines of this policy or according to any applicable regulations, laws, standards set forth by accrediting, legal or regulatory entities relative to the nature of the work, location of work area and the proximity of patients/public. Departments must receive approval from Human Resources on all professional appearance policies developed, enforced and publicized.

F. All clothing must be clean, neat, ironed and in good repair. Extremes in clothing, hairstyles, jewelry and colors are forbidden. Office staff shall wear professional business attire; polo shirts may be worn as approved by department leadership. Attire for all categories is to be conservative and professional.

G. Length and fit of all attire is to be in accordance with that acceptable in a business environment; oversized or undersized clothing is not acceptable. Unacceptable attire includes, but is not limited to, the following: Crop pants, jeans of any style or color, except in those areas where jeans are appropriate and approved by Human Resources and department leadership, denim material or "denim look" material, shorts, pedal pushers, hip hugger pants, stirrup pants, any item constructed of spandex, sweat suits (sweat pants/sweat shirts) warm-up suits, overalls, cut-offs, tee-shirts, tank tops, halter tops, crop tops, tube tops, see-through clothing, exposed midriffs, exposed cleavage, backless clothing, spaghetti straps, sun dresses, hoodies, sunglasses (unless the colleague is outside or there is a medical reason to wear) and any clothing that advertises.

H. A TMH identification badge is required for each TMH colleague and must be worn above the waist with the photo and name visible at all times while on duty. Aero Scout devices issued to a colleague, must be worn by the colleague while on duty.

I. Hats, visors, sweatbands and other types of head coverings may not be worn unless required as part of an approved uniform or an official religious belief.

J. Footwear must meet any safety requirements and be of a professional style and color appropriate to the type of work performed. Dress sandals are acceptable. Flip-flops and sport or beach style sandals are not to be worn. Shoes must be clean, polished and in good repair. Sport/tennis/athletic shoes may be worn as approved by department leadership.

K. If worn at all, jewelry must be appropriate for the work environment and should be limited to that which provides a simple, safe, conservative and professional

INFO ONLY

appearance. Pins and other jewelry that advertise or that may pose a safety hazard are strictly prohibited.

L. Colleagues may wear up to two earrings in each ear. Earrings may not touch the shoulder. No other jewelry may be worn in any piercing on the face, head, nose, mouth, neck, ears, hands or other visible body parts, including the tongue.

M. Offensive tattoos portraying nudity, vice, crime, objectionable symbols or profanity are prohibited at TMH; such tattoos shall be covered so they are not visible. Colleagues providing hands-on patient contact must not cover tattoos from the wrist to the fingertips in order to not impede proper hand hygiene for infection prevention.

N. The following grooming standards apply:

1. **Hair**: Hair is to be neat, clean and of a color natural to humans, that could be genetically created. Hair longer than shoulder length is to be tied back or contained in a net if the colleague is performing duties in patient care areas, laundry or as required by department dress code. Extreme hairstyles, hair glitter and hair jewelry/beads/feathers/flowers, etc. are not permitted. Barrettes, "scrunchies" and other such items must be conservative and professional in appearance. Facial hair is acceptable, provided it is neatly trimmed. Artificial eye lashes are not permitted.

2. **Hands and nails**: Hand hygiene assists in maintaining infection prevention. Hands must be clean at all times. Fingernails are to be clean and neatly manicured with no chipped polish. Fingernails of non-clinical staff may not be longer than ½ inch from the tip of the finger. Under no circumstance may the length of the nail impede the performance of duties. The fingernails of clinical staff may not be longer than ¼ inch from the tip of the finger. Colleagues with direct patient contact may not wear artificial nails of any kind. Nail color and nail art must be conservative. Nail appliqués and charms/nail jewelry may not be worn.

3. **Cosmetics and fragrances:** Makeup should be moderate in application. Lotions, perfumes and colognes should be applied sparingly, if at all. In the event that a cosmetic or fragrance causes patients, colleagues or visitors any form of distress, the cosmetic or fragrance must be immediately removed.

To ensure appropriate infection control and patient safety, TMH colleagues using latex gloves should use only non-petroleum based hand lotions due to petroleum having the potential to cause disintegration of latex gloves.

O. RESPONSIBILITIES: TMH leaders are accountable for the enforcement and fair administration of the professional appearance expectations of TMH. Colleagues failing to comply with this policy will be sent home without pay to change and corrective action will be initiated.

INFO ONLY

III. REFERENCE

Occupational Safety and Health Administration (OSHA)
U.S. Centers for Disease Control and Prevention (CDC)

Original with Signature on File in Human Resources Administration
Robert L. Moore, Jr., Esq., SPHR
Vice President/Chief Human Resources Officer

Policy and Procedure Review and Revision History:
Created: March 1, 1990 (F-20)
Revised: October 1, 1991 (F-20)
Revised: July 27, 1992 (F-20)
Revised: November 4, 1996 (F-20)
Revised: December 14, 2000 (F-20)
Revised: September 1, 2003 (F-20)
Revised: November 1, 2005 (F-3)
Revised: March 17, 2006 (E-49)
Revised: June 21, 2007 (E-49)
Revised: February 1, 2012 (E-49)
Revised: November 1, 2014 (45-336)

INFO ONLY

DATA SHARING AGREEMENT

This Data Sharing Agreement (the "Agreement") is entered into between The University of Florida Board of Trustees, a public body corporate for the UF Lastinger Center ("Provider") and the Suwannee County School District (the "District"). The District and Provider will be collectively referred to as the "Parties."

In order to administer the New Worlds Reading Initiative ("Program") on behalf of the State of Florida to students residing within the District, Provider will need access to certain student information held by the District. District agrees to provide such information under the terms and conditions of this Agreement.

1. DEFINITION, USE, AND TREATMENT OF DATA.

   A. "Data" shall include, but is not limited to, the following: Student's Name, Parent's name, Mailing address, Phone number (parent or guardian), State ID, Achievement Level, Demographic Data, and any other information that information that is necessary for Provider to implement the Program within the District.

   B. All Data accessed or used by the Provider shall at all times be treated as confidential by Provider and shall not be copied, used or disclosed by Provider for any purpose not related to administering the Program within the District. As outlined in more detail below, Provider recognizes that personally identifiable information is protected against disclosure by Federal and State Statutes and Regulations, and Provider agrees to comply with said restrictions.

2. PURPOSE, SCOPE AND DURATION.

   A. The Parties acknowledge that the District is subject to the Family Educational Rights and Privacy Act (20 U.S.C. 12332(g)) (FERPA), which law and supporting regulations generally address certain obligations of an educational agency or institution that receives federal funds regarding disclosure of personally identifiable information in education records. As set forth in more detail below, the Parties agree that Provider is a "school official" under FERPA and has a legitimate educational interest in personally identifiable information from education records because Provider: (1) provides a service or function for which the District would otherwise use employees; and (2) is subject to the requirements of FERPA governing the use and redisclosure of personally identifiable information from education records.

   B. This agreement becomes effective immediately upon the date of execution and shall remain in effect during the time that Provider provides services to the District. Provider agrees to use said Data solely for the purposes of implementing the Program within the District.

   C. At the conclusion of this agreement Provider agrees to destroy or transfer to the District underthe direction of the District all Data relating to the District, its students, and its employees that Provider may have in its possession or in the possession of any subcontractors or agents to which the Provider may have transferred Data.

3. DATA SHARING.

A. Except as necessary to fulfill its obligations to the State of Florida under the Program, Provider shall not share Data with any additional parties, without prior written consent of the District.

B. Should Provider receive a court order or lawfully issued subpoena seeking the release of suchData or information, Provider shall immediately provide notification in writing to the District of its receipt of such court order or lawfully issued subpoena and shall immediately provide the District with a copy of such court order or lawfully issued subpoena prior to releasing therequested Data or information.

4. SECURITY CONTROLS.

A. Provider shall store and process Data in accordance with industry best practices. This includes appropriate administrative, physical, and technical safeguards to secure Data from unauthorized access, disclosure and use.

5. INDEMNIFICATION.

A. Subject to the limitations set forth in Florida Statute section 768.28, Provider shall indemnify and hold harmless the District and its officers, agents, subcontractors, and employees, from any and all claims, losses, suits or liability, including reasonable attorneys' fees for damages or costs resulting from the acts or omissions of Provider, while performing under this Agreement.

6. TERMINATION

A. The District may terminate this agreement at any time at its discretion upon written notification to Provider. If the District terminates the Agreement, or if Provider ceases to perform services for the District that requires access to Data, Provider shall return to the District all Data delivered to it or collected during the course of the Agreement. Further, Provider shall certify to the District in writing within five (5) business days that all copies of the Data stored in any manner by Provider have been returned to the District and permanentlyerased or destroyed using industry best practices to assure complete and permanent erasure ordestruction.

University of Florida	**Suwannee County School District**
_____	_____
Signature of Authorized Representative	*Signature of Authorized Representative*
_____	Ted L. Roush
Printed Name	*Printed Name*
_____	Superintendent of Schools
Position	*Position*
_____	_____
Date	*Date*

"Approved as to Form and Sufficiency
BY _____
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
Suwannee School Board Attorney"

_____
Chairperson, Suwannee County School Board

SUWANNEE COUNTY SCHOOL DISTRICT

SCHOOL VOLUNTEER / FIELD TRIP APPLICATION

This application will not be processed unless all sections are completed and the application is signed and dated.
PLEASE PRINT

NAME _____ SOCIAL SECURITY # ____/____/____
Last **First** **MI**

List all other surnames used including maiden if not previously listed above: _____

ADDRESS _____ CITY/STATE/ZIP _____

TELEPHONE # _____ DRIVER'S LICENSE # _____

DATE of BIRTH ____/____/____ How long have you lived in Suwannee County? _____
Month Day Year If less than 10 years, please list your previous residences for the past ten (10) years.

City/State _____ City/State _____ City/State _____

E-mail address: _____ Have you completed a volunteer application in the past? YES ____ NO ____

If you have children attending Suwannee County Schools, please list their names and the school (s) that they attend.

_____ _____ _____

I would like to volunteer at the following schools: (check all that apply). Only one form is required to volunteer county-wide.

____BES ____RTC ____BHS ____SSE

____SPE ____SMS ____SHS ____SRE

Type of volunteer work sought: Check all that apply.

___ APT/Advisory ___Classroom ___Field Trips ___ Extra/Intra-curricular clubs (specify organization(s) _____

Overnight chaperone for ---- _____(event) Other- please specify _____

SECURITY QUESTIONS

Have you ever been confirmed as a sexual predator or sexual offender?	YES	NO
Have you ever been convicted of any sex crime such as prostitution, pornography, assault or rape?	YES	NO
Have you ever been confirmed as a child abuser by Department of Children and Families or a similar agency?	YES	NO
Have you ever entered a plea of "Nolo Contendere" (no contest) to a criminal offense in a court of law? Answer "yes" even if the records have been expunged or sealed.	YES	NO
Have you ever been convicted and/or found guilty of a criminal offense, other than minor traffic violations in a court of law? Answer "yes" even if the records have been expunged or sealed.	YES	NO
Have you ever entered a plea of "guilty" or "Nolo Contendere" (no contest) in a court of law to any crime? Answer "yes" even if the records have been expunged or sealed.	YES	NO
Are you currently under indictment or the subject of any other pending legal proceeding for a criminal offense?	YES	NO

POLICIES AND GUIDELINES

- All volunteers must complete a new Volunteer Application each year.
- All volunteers must sign in at the school office before proceeding to their volunteer assignment.
- Volunteers may not dispense any medication to students.
- Volunteers may not administer any form of corporal punishment.
- Volunteers must respect a student's right to confidentiality.
- All volunteers will be screened against the FDLE Sexual Predator Database and other criminal databases.

STATEMENT OF UNDERSTANDING

As an applicant for a volunteer assignment, I hereby grant permission for the Suwannee County School Board to review my law enforcement background. If I am approved by the Suwannee County School Board as a volunteer, I agree to abide by the policies and/or procedures of the Suwannee County School Board and the individual school in which I serve. I understand that the Suwannee County School Board, the superintendent and the school principal reserve the right to accept, decline or discontinue the services of any volunteer. I release and hold the Suwannee County School Board harmless for or on account of any release, dissemination or publication of any personal and legal data that may be obtained in connection with this School Volunteer Application. All data obtained from the applicant or in any manner related to this application may be subject to public disclosure in accordance with the requirements of law or in the School Board's sole discretion. I understand that I have no legal right to serve as a School Volunteer and my service is at the direction of the School Board and its designated principals and in their sole discretion.

_____ _____

Signature Date

LAS ESCUELAS DEL CONDADO DE SUWANNEE
SOLIDITUD DE VOLUNTARIO/PASEOS ESCOLARES

Esta solicitud no será procesada al menos que todas las partes estén llenadas y la solicitud está firmado con la fecha.

FAVOR DE ESCRIBIR EN LETRA DE MOLDE

NOMBRE _____ # de SEGURO SOCIAL ____/____/_____
Apellido Primer Nombre

NOMBRE _____
Apellido Primer Nombre Segundo Nombre Otro Nombre Que No Haya Usado

DIRECCIÓN _____ CIUDAD/ESTADO/ZONA POSTAL _____

de TELÉFONO _____ # de LICENCIA DE MANEJAR _____

FECHA de NACIMIENTO ____/____/_____ ¿Por cuánto tiempo ha vivido usted en el Condado de Suwannee? _____
Mes Día Año

Dirección de Correo Electrónico _____

Si menos de 10 años, por favor escriba sus residencias anteriores de los últimos diez (10) años.

Ciudad/Estado _____ Cuidad/ Estado _____ Ciudad/Estado _____

¿Ha llenado una solicitud de voluntario en el pasado? SÍ _____ NO _____

Si usted tiene hijos que asisten a las Escuelas del Condado de Suwannee, por favor escriba sus nombres y la(s) escuela(s) que asisten.

_____ _____ _____
_____ _____ _____

Me gustaría ser voluntario en las escuelas siguientes: (marque todas que aplican). Se requiere solamente un formulario para ser voluntario por todo el condado.

____ BES	____ RTC	____BHS	____ SSE
____ SPE	____ SMS	____ SHS	____ SRE

Tipo de trabajo voluntario; Marque todos que se aplican.

___APT/Consultivo ___Salón de Clase ___Paseos ____Clubes extracurriculares (especifique la organización) _____

Chaperón durante la noche para ----_____ (evento) Otro-favor de ser específico _____

PREGUNTAS DE SEGURIDAD

¿Ha sido usted confirmado como un depredador sexual o agresor sexual?	SÍ	NO
¿Ha sido condenado por algún delito sexual como la prostitución, pornografía, asalto, o violación?	SÍ	NO
¿Ha sido alguna vez confirmado como abusador de menores por el Departamento de Niños y Familias u otra agencia similar?	SÍ	NO
¿Alguna vez se ha declarado "Nolo Contendere" (sin disputa) a un delito penal en un tribunal de justicia? Conteste "sí" aunque los registros han sido borrados o sellados.	SÍ	NO
¿Ha sido condenado y/o declarado culpable de un delito penal, que no sea una infracción de tráfico menor en un tribunal justica? Conteste "sí" aunque los registros han sido borrados o sellados.	SÍ	NO
¿Se ha declarado alguna vez "culpable" o "Nolo Contendere" (sin disputa) en un tribunal de justicia? Conteste "sí" aunque los registros han sido borrados o sellados.	SÍ	NO
¿Está usted actualmente bajo proceso o es objeto de otro procedimiento judicial pendiente de un delito criminal?	SÍ	NO

POLÍTICAS Y GUÍAS

- Cada voluntario tiene que llenar una nueva Solicitud de Voluntario cada año.
- Cada voluntario tiene que registrase en la oficina de la escuela antes de proceder a su asignación de voluntario.
- Los voluntarios no pueden dar ningún medicamento a los estudiantes.
- Los voluntarios no pueden administrar ninguna forma de castigo corporal.
- Los voluntarios deben respetar el derecho del estudiante a la confidencialidad.
- Todos los voluntarios serán investigados en la base de datos de depredadores sexuales del FDLE y otras bases de datos criminales.

DECLARACIÓN DE ENTENDIMIENTO

Como un solicitante de una asignación de voluntario, yo por lo presente doy permiso para la Junta Escolar del Condado de Suwannee revise mis antecedentes. Si soy aprobado por la Junta Escolar del Condado de Suwannee como voluntario, me comprometo seguir las políticas y/o los procedimientos de la Junta Escolar del Condado de Suwannee y cada escuela individual en la que presto servicio. Entiendo que la Junta Escolar del Condado de Suwannee, el superintendente, y el director de la escuela reservan el derecho de aceptar, rechazar, o interrumpir los servicios de cualquier voluntario. Libero y mantengo de la responsabilidad a la Junta Escolar del Condado de Suwannee por o a causa de cualquier divulgación, difusión o publicación de cualquier dato personal y legal que pueda obtenerse en relación con esta Solicitud de Voluntario Escolar. Todos los datos obtenidos del solicitante o de cualquier manera relacionados con esta aplicación pueden estar sujeto a la divulgación pública de acuerdo con los requisitos de la ley o a la sola discreción de la Junta Escolar. Entiendo que no tengo ningún derecho legal para servir como Voluntario Escolar y que mi servicio está bajo la dirección de la Junta Escolar y sus directores designados y a su sola discreción.

_____ _____
Firma Fecha