Agenda

August 26, 2025
School Board of Manatee County
Regular Board Meeting - 5:30 PM
Walter Miller School Support Center
Board Room

Times Indicated are Approximate

1. CALL TO ORDER

2. READING OF THE DISTRICT'S VISION - Choate

3. INVOCATION - Robert Bledsoe

4. PLEDGE OF ALLEGIANCE

5. APPROVAL OF THE AGENDA

1. Approval of the Agenda Amendments - added after publishing

6. APPROVAL OF MINUTES

1. Approval of the Minutes of the July 29, 2025 Workshop, and July 29, 2025 School Board Meeting and Public Hearing and July 29, 2025, School Board Regular Meeting and Public Hearing

7. STUDENT CELEBRATIONS | RECOGNITIONS

1. Back to School Partnership with Bradenton Marauders
2. Student Champions

8. PUBLIC COMMENTS (UP TO 30 MINUTES)

Public comment is not an open forum to discuss matters unrelated to education, to support or oppose candidates for public office, or to engage in commercial speech attempting to sell a service or product to the School Board or public. Also, public comment is not a forum to attack individual school system employees or Board Members. Any such complaints should be submitted in writing to the Superintendent for appropriate handling. Finally, this is not a forum for addressing issues involving individual students. Because of privacy concerns, such issues should be submitted in writing to the Superintendent for appropriate handling. Each speaker is allowed three minutes to address the Board. Speakers must stand at the podium and not approach the dais.

This is a business meeting of the School Board and the public expects that we conduct it in an orderly, efficient, effective and dignified manner. We request that speakers keep this in mind when making your comments. We also request that the audience keep that in mind and not demonstrate approval or disapproval of what a speaker has said by clapping or booing. The Board appreciates

the public's input and will listen attentively, consider each comment, and usually will not respond, enter into debate, or answer questions during comments on agenda items or during the public comments section.

PUBLIC INPUT INSTRUCTIONS:
1. Before you begin speaking, please provide any handouts to the Agency Clerk.
2. Please identify yourself only by your full name for the record.
3. You have no more than three minutes to speak. Please stop speaking when the bell rings.
4. Florida Law requires all citizens to conduct themselves in an orderly fashion at public meetings.
5. **WARNING:** Any individual who interferes with the expeditious or orderly process of a School Board meeting, will be subject to removal from the meeting pursuant to Section 1001.372(3) Florida Statutes at the discretion of the Chair. Orderly fashion is deemed as, at a minimum (1) no profanity (2) no vulgar language (3) no discourteous, disrespectful, or disparaging conduct.

9. NEW BUSINESS (NO SUPERINTENDENT RECOMMENDATION)

1. Selection of Superintendent

10. REPORTS AND PRESENTATIONS

1. 2025-2026 Focus on Early Literacy

11. CONSENT ITEMS

All matters listed under the Consent Agenda are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired by a Board Member, that item will be removed from the Consent Agenda and will be considered later in the agenda.

1. Approval of Appointments, Change of Assignments, Promotions, Reappointments, Reassignments, Resignations, Retirements, Suspensions, Terminations, and Transfers (No Financial Impact)
2. Approval of the Report of Teachers' Out-of-Field Content, Reading, and ESOL (English for Speakers of Other Languages) (No Financial Impact)
3. Approval of the Reclassification of Three Positions from Hourly Non-Bargaining to AFSCME (General Fund)
4. Approval of the District-Managed Turnaround Plan (DMT TOP-1) for Samoset Elementary for Submission to the FLDOE Bureau of School Improvement (No Financial Impact)
5. Approval to Accept Funds and Renew the Service Agreement Between the District Board of Trustees of State College of Florida (SCF) and the School District of Manatee County for Partial Funding of Career Pathways Coordinator Salary for the 2025-2026 School Year in the Amount of $17,503.00 (No Net Financial Impact)
6. Approval to Accept and Expend the 2025-2026 Manatee County Government Student Driver Education Program Grant, and Approve the Interlocal Agreement with Manatee County Government in the Amount of $180,708.00 (Incoming State Grant Funds)
7. Approval of the New Agreement Between the School District of Manatee County and HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital for Clinical Experience for Manatee Technical College (MTC) Surgical Technology, Pharmacy Technician, Central Sterile Processing, Phlebotomy, Medical Coder Biller, Practical Nursing, Medical Assisting, Patient Care Technician, EMT and Paramedic Students for the 2025-2027 School Years (No Financial Impact)
8. Approval of the Renewal Agreement Between the School District of Manatee County and Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant for

Clinical Experience for Manatee Technical College (MTC) Nursing Students for the 2025-2028 School Years (No Financial Impact)

9. Approval of the New Agreement Between the School Board of Manatee County and St. Frances Xavier Cabrini Parish In Parrish, Inc. for On-The-Job Training for Exceptional Student Education Students for July 2025-July 2028 (No Financial Impact)
10. Approval of the New Agreement Between the School District of Manatee County and MCR Health, Inc for Clinical Experience for Manatee Technical College (MTC) Allied Health, Nursing Students for the 2025-2028 School Years (No Financial Impact)
11. Approval of District Superintendent Membership and Dues for Fiscal Year 2025-2026, Estimated in the Amount of $35,000.00 (General Fund)
12. Approval to Purchase Restoration Services, SDMC No. 26-0062-MR, Estimated in the Amount of $250,585.00 (General Fund)
13. Approval of Sole Source to Purchase Variable Frequency Drives, SDMC No. 26-0014-MR, Estimated in the Amount of $400,000.00 (Capital Fund)
14. Approval of the Bid on Commercial Doors and Service, SDMC No. 26-0054-KD, Estimated in the Amount of $750,000.00 Annually (Capital Fund)
15. Approval to Purchase Mental Health Services through Centerstone for the 2025-2026 School Year as Continued Procurement for services, Estimated in the Amount of $640,000.00 (Mental Health Assistance Allocation)
16. Approval to Purchase Mental Health Services through Florida Center for Early Childhood, Inc. for the 2025-2026 School Year, SDMC No. 24-0066-RG, Estimated in the Amount of $1,040,000.00 (Mental Health Assistance Allocation)
17. Approval to Renew the Revised Agreement Between Palm Shores Behavioral Health Center and the School District of Manatee County for the 2025-2026 School Year (No Net Financial Impact) - updated 8.22.2025
18. Approval of the Memorandum of Agreement (MOA) and Data Sharing Agreement (DSA) between The University of Florida Board of Trustees and the School District of Manatee County to Provide High Impact Tutoring Services from September 1, 2025 through May 29, 2026 (No Financial Impact)
19. Approval of the Contract for Subrogation Recovery Services, SDMC No. 26-0048-TG, No Financial Impact
20. Approval of Manatee High School Building 15 Gymnasium - Emergency Storm Repairs - Agreement Between Owner and Creative Contractors, Inc., - Amendment 1 - Guaranteed Maximum Price in the Amount of $776,295.00 for a Total Guaranteed Maximum Price of $2,065,435.00 (Capital Funds/FEMA Reimbursement/Insurance proceeds)
21. Approval of Southeast High School - New Science Building - Change Order 11 Final - Agreement Between Owner and Tandem Construction, Decrease in the Amount of $611,288.07 (Capital Funds)
22. Approval of Palmetto High School - Partial Replacement -Football Stadium Restrooms - Substantial Completion - Agreement Between Owner and Gilbane Building Company (No Financial Impact)
23. Approval of Manatee Elementary School Hydro Piping Replacement - Substantial Completion - Agreement Between Owner and Willis A. Smith Construction, Inc. (No Financial Impact)
24. Approval of Barbara A. Harvey K-8 at North River Ranch - Agreement Between Owner

and PBK Architects - Amendment 1 - in the Amount of $749,825.00 (Capital Funds)

25. Approval of Lake Manatee K-8 - Agreement Between Owner and HKS Architects, Inc. - Amendment 1 - in the Amount of $791,280.00 (Capital Funds)
26. Approval of Interlocal Agreement with Manatee County Government Regarding Construction and Maintenance of a Fixed Generator for the Special Needs Shelter at Nolan Middle School (No Financial Impact)
27. Approval of Revisions to the Job Description of the Purchasing Supervisor [Capital Buyer] (No Financial Impact)
28. Approval of Request to Declare Surplus and Dispose of District Tangible Personal Property Greater Than $5,000.00 (Possible Incoming Funds to General Fund)
29. Approval to Accept Donation of 2013 Red Freightliner M2 Ambulance for Manatee Technical College (Incoming Donation)
30. Approval of Request to Declare Surplus and Donate Portables 207, 221 and 961 (No Financial Impact)
31. Approval of Revisions to the Job Description of Deputy Superintendent of Operations (No Financial Impact)
32. Approval for Parrish Community High School Chorus and Theatre Students to Attend and Perform in New York City on January 2-6, 2026 (School Internal Accounts)
33. Approval for Travel In-State Overnight and Out-of-State to Various National Career, Technical Student Organization Competitions and Leadership Conferences for Qualifying Elementary, Middle School, High School, Postsecondary Students and Advisors During the 2025-2026 School Year (Multiple Funding Sources)

12. PUBLIC COMMENT FOR NEW BUSINESS ITEMS

13. NEW BUSINESS (DISCUSSION ITEMS PULLED FROM CONSENT)

14. NEW BUSINESS (NON-CONSENT ITEMS)

1. Approval of New High School AAA - Agreement Between Owner and Schenkel and Shultz, Inc. - Amendment 1 - in the Amount of $1,176,648.00 (Capital Funds)
2. Approval of New High School AAA - Agreement Between Owner and Gilbane Building Company, in the Amount of $522,340.00 (Capital Funds)

15. NEW BUSINESS (NO SUPERINTENDENT RECOMMENDATION)

1. Approval of Proposed Revisions to the Audit Committee Charter which will merge the Citizens' Financial Oversight Committee (CFOC) into the Audit Committee - updated 8-22-2025

16. INFORMATION ONLY (No Board Action Required)

17. CONTINUED PUBLIC COMMENT (IF NECESSARY)

18. UPDATES
A. INSTRUCTION UPDATE
B. OPERATIONS UPDATE
C. LEGAL UPDATE

19. SUPERINTENDENT REMARKS

20. BOARD COMMENTS

21. ADJOURNMENT

AGENDA ITEM NO. 5.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Agenda Amendments - *added after publishing*

Executive Summary
The Chair finds good cause to amend the agenda to include:

Agenda amended Friday August 22, 2025, to **update** Executive Summary and **add** attachment *Combined Audit Committee Charter DRAFT* **to** New Business (No Superintendent Recommendation) item *Approval of Proposed Revisions to the Audit Committee Charter which will merge the Citizens' Financial Oversight Committee (CFOC) into the Audit Committee.*

Agenda amended Friday August 22, 2025, to **update** attachment of Consent item *Approval to Renew the Revised Agreement Between Palm Shores Behavioral Health Center and the School District of Manatee County for the 2025-2026 School Year (No Net Financial Impact).*

Agenda amended Friday August 22, 2025, to **remove** Consent Item *Approval to Apply, Accept, and Expend a Grant from the Community Foundation of Sarasota Strauss Literacy Initiative, Not to Exceed the Amount of $200,000.00 (Incoming Grant Funds).*

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Recommendation
The Superintendent recommends the approval of the agenda amendments.

Financial Impact
No financial Impact

Contact
Submitting Department: School Board

AGENDA ITEM NO. 6.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Minutes of the July 29, 2025 Workshop, and July 29, 2025 School Board Meeting and Public Hearing and July 29, 2025, School Board Regular Meeting and Public Hearing

Executive Summary
Approval of the Minutes of the July 29, 2025 Workshop, and July 29, 2025 School Board Meeting and Public Hearing and July 29, 2025, School Board Regular Meeting and Public Hearing.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Recommendation
Approval of the Minutes of the July 29, 2025 Workshop, and July 29, 2025 School Board Meeting and Public Hearing and July 29, 2025, School Board Regular Meeting and Public Hearing.

Financial Impact
No Financial Impact.

Contact
Initiating Department: School Board

Attachments:
July 29, 2025 Workshop Minutes
July 29, 2025- Special Meeting and Public Hearing Minutes
July 29, 2025 Regular Meeting-and Public Hearing Minutes

Minutes
July 29, 2025
Workshop - 9:30 AM
Manatee County School District
215 Manatee Avenue West
Bradenton, FL 34205
www.manateeschools.net

Times Indicated Are Approximate

1) CALL TO ORDER

Attendee Name	Status
Kevin Chapman, Interim Superintendent Joseph Ranaldi, Deputy Superintendent of Operations Derek Jensen, Deputy Superintendent of Instructional Services Rachel Sellers, Deputy Superintendent of Business Services Chad Choate, Chairman Cindy Spray, Vice-Chairman Heather Felton, Board Member Charles Kennedy, Board Member Richard Tatem, Board Member Stephen Dye, Board Attorney Kevin Pendley, General Counsel	Present

Chair Choate called the Workshop to order at 10:29 AM.

2) AGENDA AMENDMENTS

The Chair finds good cause to amend the agenda to include:

3) PUBLIC COMMENTS

4) WORKSHOP

4.1 (Formerly 4.2) Board Discussion with Florida School Board Association (FSBA) Regarding the Selection of Semi-Finalists and/or Finalists for the 2025 Superintendent Search

The following presenters were in attendance:

- Dr. Debrah Pace, Florida School Board Association
- Dr. Bill Vogel, Board Liaison

The topics included were the following:

- 16 Applicants from the Selection of the Superintendent Candidates – Applicant #9 Dr. Angela Moton withdrew from the selection process.
- Public Semi-Finalist Input forms
- Applicant Search Tally Sheet – Semi-finalists

Dr. Pace provided the Board with information regarding the 16 applicants including an overview of experience and background of applicants and noted the District Human Resources have completed and initial review through the Florida Professional Practices Board as well as FLDOE search databases.

Dr. Pace provided the Board stated the next step, after consensus of the semi-finalists will be the adoption of the selected semifinalists at the evening meeting. FSBA will complete notifications, as well as request the applicants most recent evaluations, official transcripts, and headshots.

Public feedback will be accepted through August 10, 2025, via the school district website.

After the Review of applicants, Dr. Pace requested the Board provided their top choices in the following order: Board Member Felton, Board Member Kennedy, Board Member Tatem, Vice-Chair Spray and Chair Choate. After the finalist-selection meeting August 12, 2025, the Board will extend the invitation to come to Manatee County for the finalist interviews and public meetings.

Per board consensus, the following candidates will move forward to the Semi-Finalist pool:

- Dr. Laurie Breslin #4
- Mr. David Adams #5
- Dr. Misty Mathis #7
- Luis Solano #10

The Board asked questions and held discussion during the presentation. Dr. Pace stated the selection of finalists will take place on August 12, 2025.

4.2 (Formerly 4.1) High School AAA Update

Mr. Mike Pendley, District Executive Planner, introduced Mr. Pat Neal who provided the School Board the following presentation:

- Overview of Manatee County population
- Single-family permitting in Manatee County has exceeded Hillsborough for the first time in history
- Manatee County population growth over the next 5 years is likely to be 44% higher than last 5 years
- MPO Population Forecast
- Forecast of Growth through 2050

The Board asked questions and held discussion with Mr. Neal. Based on the growth seen by Mr. Neal in the housing market, he is of the opinion that the District needs another high school in the proposed AAA High School area. Mr. Neal agreed to provide a document regarding the growth in the North of the River area and Lakewood Ranch.

Chair Choate called a brief recess at 11:59 AM and reconvened at 1:15 PM.

Superintendent Chapman introduced the District High School AAA Workshop. Presenters included the following:

- Mr. Kevin Chapman, Interim Superintendent
- Mr. Joseph Ranaldi, Deputy Superintendent of Operations
- Mr. Michael Pendley, Executive Planner
- Ms. Sharon Scarbrough, Executive Director of Secondary Education

The presentation included the following:

Residential Growth Trends and Projections
High School Capacity Analysis

- School Capacity Overview
- Florida Inventory of School Houses (FISH) Capacity
- Capacity Chart High School Existing
- Capacity of Existing High Schools
- Dwelling Units Before all High School Capacity is Depleted

Residential Entitlements

- School Concurrency in Manatee County
- Districtwide School Service Areas (SSA)
- SSA Reservations
- Residential Growth: Known Unknowns

Real Estate Trends

- Housing Market Data

Housing Unity and Population Projections

- MPO Housing Unit Forecast
- MPO Population Forecast

Comparative Growth

- January – June Comparisons 2022-2025

The Board held discussion and asked questions throughout the presentation, and focused on debt services, School Service Areas, as well as agreeing to attach 'AAA" high school to the five-year plan.

Chair Choate called a brief recess at 3:10pm and reconvened at 3:23 PM

Mr. Ranaldi and Ms. Scarbrough continued the presentation and presented options regarding High Schools. Options included the option to rezone the current, district High Schools, build an addition to an existing High School, or build a new High School; and if building a new HS, what size to build. Additional discussion took place regarding the operating costs of building the new AAA high school.

High School Options

- High School Rezoning – 8 Campuses
- High School "AAA" – Option 1
- High School "AAA" - Option 2
- High School Rezoning – 7 Campuses

Board Member Tatem requested a discussion regarding SERF standards and the the possible options of building using charter school standards, rather than state school standards. According to statute, this would include holding a meeting of the School Board to adopt a resolution accepting one or more exceptions to the State Requirements Educational Facility (SREF) Construction Requirements and building a district school with requirements set forth by the state for charter schools.

Mr. Stephen Dye, School Board attorney provided his legal opinion regarding the use of exemptions for the School Board to build a less expensive school and stated that state statute does not prohibit school district Boards from creating a charter school. Mr. Dye stated that the state likely had not considered the option, but as the statute is currently written, it is not prohibited.

The Board continued the discussion regarding the following possibilities:

- Create a polytechnic high school at Bayshore High School
- Create a collegiate school to have a full choice school with no zone at a high school
- Form a School Board owned charter school
- Rezone and provide an addition to an existing high school to and add the AAA project to the five-year plan to allow time to research options

Ms. Felton requested a workshop comparing the building to the current SREF requirements and as an alternative, a Charter School. The agreement from the Board was to table the topic and request more research.

Chair Choate thanked the staff and Mr. Neal for their work on the presentation and directed staff to add the topic for additional discussion to the August 8, 2025, Workshop.

5. ADJOURNMENT

Minutes: Chair Choate adjourned the Workshop at 5:09 PM.

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Chad Choate, III
Chairman

NOTICE

Any person who desires to appeal any decision made by the School Board with respect to any matter considered at the above-mentioned meeting will need a record of the proceedings, and for such purpose may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which an appeal may be based. School Board meetings are held in accessible locations. Auxiliary aids will be provided, upon written request received at least 48 hours prior to the meeting, to participants with disabilities.

Minutes

July 29, 2025
Special Meeting and Public Hearing - 5:30 PM
Manatee County School District
215 Manatee Avenue West
Bradenton, FL 34205
www.manateeschools.net

Times Indicated Are Approximate

Attendee Name	Status
Mr. Kevin Chapman, Superintendent Rachel Sellers, Deputy Superintendent of Business Services Joseph Ranaldi, Deputy Superintendent of Operations Derek Jensen, Deputy Superintendent of Instructional Services Chad Choate, Chair Cindy Spray, Vice-Chair Heather Felton, Board Member Charles Kennedy, Board Member Richard Tatem, Board Member Stephen Dye, Board Attorney Kevin Pendley, General Counsel	Present

1) CALL TO ORDER
Chair Choate called the Meeting to order at 5:30 PM.

2) MISSION STATEMENT
Vice-Chair Spray read the Mission Statement

3) INVOCATION
The invocation was given by Mr. Jordan Richmond.

4) PLEDGE OF ALLEGIANCE
Chair Choate led the recitation of the Pledge of Allegiance.

5) APPROVAL OF THE AGENDA

5.1 Motion to Approve the Agenda

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray
SECONDER:	Charles Kennedy
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

4) PUBLIC HEARING / NEW BUSINESS / PRESENTATION

Chair Choate closed the Regular Meeting and opened the Public Hearing at 5:42 PM for the Board to hear comments regarding the 2025-2026 tentative millage rates and tentative budget and answer questions related thereto.

4.1 Public Hearing Regarding the 2025-2026 Tentative Millage Rates and Tentative Budget – Resolution numbers included are 2025-003 and 2025-004

4.1a PRESENTATION

Mrs. Rachel Sellers, Deputy Superintendent of Business Operations; Ms. Gina Milaniak, Budget Director; and Mr. Joeseph Ranaldi, Deputy Superintendent of Operations, provided the Board the following presentation: Fiscal Year 2025-2026 Tentative Budget Hearing and Update of Proposed Five-Year Capital Plan 2026-2030.

Included in the presentation were the following:
Ready 2026 Budget A tradition of Excellence anchored in Literacy, Safety & Advancement

- Statutory Requirements / Timelines
- Proposed Tentative Millage
- Rolled Back Rate
- Proposed Tentative Budget
- Adoption of Tentative Millage Rate
- Adoption of Tentative Budget

Update of Proposed Five-Year Capital Plan 2026-2030

- Revenues
- Scheduled New Construction Project in 2025-2026 Capital Budget
- Expenditures

Board Members asked questions and held discussion throughout the presentation. A workshop agenda item was requested regarding the bidding/building process and level of debt.
Ms. Sellers noted she would provide research regarding debt services in districts the similar size as ours.

Seeing no public comments, Chair Choate closed the Public Hearing and opened the Regular Meeting at 7:09 PM.

4.2 Approval of the 2025-2026 Tentative Millage Rates

4.2a. Motion to Approve Required Local Effort millage for fiscal year 2025-26 of 3.056 mills

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Heather Felton
SECONDER:	Charles Kennedy
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

4.2b Motion to Approve the Discretionary Operating millage for the fiscal year 2025-2026 of 0.748 mills

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Charles Kennedy

SECONDER:	Heather Felton
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

4.2c Motion to approve Additional Operating (Voted Levy) millage for the fiscal year 2025-26 of 1.0 mill.

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray
SECONDER:	Heather Felton
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

4.2d Motion to approve Local Capital Outlay millage for the fiscal year 2025-26 of 1.5 mills.

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Charles Kennedy
SECONDER:	Cindy Spray
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

4.2e Motion to approve Resolution 2025-003 adopting the fiscal year 2025-26 total millage of 6.304 mills.

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Charles Kennedy
SECONDER:	Heather Felton
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

4.3 Motion to approve Resolution 2025-004 adopting the fiscal year 2025-2026 Tentative Budget in the Amount of $1,720,829,581

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Charles Kennedy
SECONDER:	Cindy Spray
AYES:	Chad Choate, Cindy Spray, Heather Felton, Charles Kennedy, Richard Tatem

20) ADJOURNMENT

Minutes: There being no further business to come before the Board, Chair Choate adjourned the Meeting at 7:14 PM.

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Chad Choate III
Chairman

NOTICE

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Minutes
July 29 2025
School Board Meeting – 5:45 PM
Manatee County School District
215 Manatee Avenue West
Bradenton, FL 34205
www.manateeschools.net

Times Indicated Are Approximate

1) CALL TO ORDER

Attendee Name	Status
Kevin Chapman, Superintendent Rachel Sellers, Deputy Superintendent of Business Services Derek Jensen, Deputy Superintendent of Instructional Services Joseph Ranaldi, Deputy Superintendent of Operations Chad Choate, Chair Cindy Spray, Vice-Chair Heather Felton, Board Member Charles Kennedy, Board Member Richard Tatem, Board Member Stephen Dye, Board Attorney Kevin Pendley, General Counsel	Present

Chair Choate called the Meeting to order at 7:20 PM.

2) Pledge of Allegiance

Chair Choate led the recitation of the Pledge of Allegiance.

3) Approval of the Agenda

3.1 Motion to Approve the Agenda

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray
SECONDER:	Charles Kennedy
AYES:	Chad Choate, Cindy Spray, Charles Kennedy, Heather Felton, Richard Tatem

4) PUBLIC COMMENTS

The following public comments were heard:

- Paulin Perez
- Jack Lowrance
- Steven Zickafoose

5) CONSENT ITEMS

5.1 Motion to Approve the Consent Agenda

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray

SECONDER:	Charles Kennedy
AYES:	Chad Choate, Cindy Spray, Charles Kennedy, Heather Felton, Richard Tatem

1. Approval of Affiliation Agreement Between the School District of Manatee County and the University of South Florida College of Education from July 1, 2025, through July 1, 2028

6) NEW BUSINESS (ITEMS PULLED FROM CONSENT)

7) NEW BUSINESS (NON-CONSENT)

Chair Choate closed the Regular Meeting and opened the Public Hearing regarding the proposed changes to the Student Progression Plan for the 2025-2026 School Year at 7:30 PM. Seeing no public comment, Chair Choate closed the Public Hearing and opened the Regular Meeting at 7:31 PM.

7.1 Approval of the 2025-2026 Student Progression Plan for Elementary School, Middle School, High School and K-12 Virtual Education

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray
SECONDER:	Heather Felton
AYES:	Chad Choate, Cindy Spray, Charles Kennedy, Heather Felton, Richard Tatem

Chair Choate closed the Regular Meeting and opened the Public Hearing regarding the proposed changes to the Code of Student Conduct for the 2025-2026 School Year at 7:34 PM. Seeing no public comment, Chair Choate closed the Public Hearing and opened the Regular Meeting at 7:35 PM.

7.2 Approval of Adopting Amendments to the Code of Student Conduct for the 2025-2026 School Year

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray
SECONDER:	Heather Felton
AYES:	Chad Choate, Cindy Spray, Charles Kennedy, Heather Felton, Richard Tatem

8) NEW BUSINESS (NO SUPERINTENDENT RECOMENDATION)

8.1 Vote to Approve the Semi-Finalist and/or Finalists in the 2025 Superintendent Search

8.1a Motion to Approve of the following Semi-Finalists in the 2025 Superintendent Search: Dr. Laurie Breslin, Mr. David Adams, Dr. Misty Mathis, and Mr. Luis Solano

RESULT:	**Adopted [UNANIMOUS]**
MOVER:	Cindy Spray
SECONDER:	Richard Tatem
AYES:	Chad Choate, Cindy Spray, Charles Kennedy, Heather Felton, Richard Tatem

9) Superintendent Remarks

10) Board Comments

Board Member Felton - Thanked the student speakers and requested the district does have a public Forum
Vice-Chair Spray – Thanked the board for a good meeting and dialogue
Board Member Kennedy – Congratulated the semi-finalists and thanked district staff for the day of meetings
Board Member Tatem – Thanked the staff for the work, and noted his continued support for quality schools

Chair Choate – Thanked District staff and all applicants to the superintendent search. Noted the upcoming Back to School Bash at LECOM

11) ADJOURNMENT

There being no further business to come before the Board, Chair Choate adjourned the Meeting at 7:42 PM.

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Chad Choate, III
Chairman

NOTICE

Any person who desires to appeal any decision made by the School Board with respect to any matter considered at the above-mentioned meeting will need a record of the proceedings, and for such purpose may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which an appeal may be based. School Board meetings are held in accessible locations. Auxiliary aids will be provided, upon written request received at least 48 hours prior to the meeting, to participants with disabilities.

AGENDA ITEM NO. 7.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Back to School Partnership with Bradenton Marauders

Executive Summary
The Bradenton Marauders and the School District of Manatee County hit a grand slam out of the park with the Back to School Night on August 2, 2025. More than 1,500 backpacks were provided to kids along free meals and a night of fun activities thanks to more than 30 community partners helping families.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Contact
Submitting Department: Communications, Family & Community Engagement
Initiated By: Jamie Carson

AGENDA ITEM NO. 7.2

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Student Champions

Executive Summary
The School District of Manatee County achieved great successes in multiple competitions during the summer.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Contact
Submitting Department: Communications, Family & Community Engagement
Initiated By: Jamie Carson

AGENDA ITEM NO. 9.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Selection of Superintendent

Executive Summary
The School Board will hold discussion with Florida School Boards Association (FSBA), regarding the selection the next Superintendent. The School Board discussion will continue until a selection has been made via a majority decision.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Recommendation
The School Board will agree and vote regarding the selection of a Superintendent.

Financial Impact
The selection has no financial impact.

Contact
Submitting Department: School Board

AGENDA ITEM NO. 10.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting

Title
2025-2026 Focus on Early Literacy

Executive Summary
Ms. Alison Nichols, Director of Elementary Curriculum and Instruction, and Dr. Vanessa Marasco, Curriculum Coordinator for K-5 English Language Arts, will present an update on 3rd Grade Summer Reading Camp, Summer Bridge, and next steps for K-3 early literacy instruction during the 2025-2026 school year.

Contact
Submitting Department: Curriculum
Initiated By: Alison Nichols

Attachments:
Focus on Early Literacy

2025-2026
Focus on Early Literacy K-3

3rd Grade Retention (1008.25(5), (7), F.S.)

"To be promoted to grade 4, a student must score Level 2 or higher on the grade 3 statewide, standardized ELA assessment required under s. 1008.22, F.S. If a student's reading deficiency is not remedied by the end of grade 3, as demonstrated by scoring Level 2 or higher on the grade 3 statewide, standardized ELA assessment required under s. 1008.22, F.S., the student must be retained. **Students who score Level 1 on the grade 3 statewide, standardized ELA assessment during Progress Monitoring (PM) 3 will be provided an additional opportunity to test in the summer.** A score of Level 2 or above on the summer administration of the grade 3 statewide, standardized ELA assessment can also be used for promotion purposes. The district school board may only exempt students from mandatory retention for good cause."

2024 and 2025 3rd Grade Retention Numbers

# of Retentions May 2024	% of Students Retained May 2024	# of Students Meeting Good Cause on Star July 2024	# of Students Meeting Good Cause on SAT-10 July 2024	Final Total # of Retentions July 2024	% of Final Total Students Retained July 2024
583	16%	55	12	516	14%

# of Retentions May 2025	% of Students Retained May 2025	# of Students Meeting Good Cause on Star July 2025	# of Students Level 2 and Above on Summer FAST July 2025	Final Total # of Retentions July 2025	% of Final Total Students Retained July 2025
557	16%	33	140	385	11%

2025 3rd Grade Summer Reading Camp (SRC) Good Cause/Promotion Numbers

# of Students in Attendance for SRC 2025	# of Students Good Caused/Promoted to 4th (end of SRC)	% of Students Good Caused/Promoted to 4th (end of SRC)
366	168	46%

Summer Reading Camp Structure and Curriculum

- 5 hours of reading instruction daily for 21 days
- Teacher training with emphasis on the science of reading
- Two explicit and systematic phonics lessons daily
- Equal focus on grade level text and reading benchmarks daily
- Daily writing and practice with FAST style questions
- Repeated reading routine daily with poems
- Reduced class size (12:1 ratio)
- Highly effective and reading endorsed teachers (in addition to principal recommendation)
- Daily teacher read aloud of a chapter book- every student has their own copy

Message from a 3rd Grade SRC Teacher…

"I had a child in summer school who was just a sweet kid, but kind of had a lackadaisical attitude. At the beginning of summer, he told me he wasn't going to pass third grade because his brother didn't and it's OK. I said to him, 'You know, I think you could do this if you really put your heart into it.' I really pumped him up. He took the test (Star) and was taking long enough that he had to go to the office to finish. When he came back to class, I asked him 'How did it go?' He said, 'Actually the end wasn't too bad, like I think I did OK.' When I told him he passed; he sat there for a second, didn't say a word and then just started bawling. He said, 'My brother always calls me dumb and says I do terrible on tests- **I just can't believe I passed!**'"

"This put everything in perspective for me of why we do this and why it might give students that little bit of confidence that they need so badly!"



Summer Bridge

VPK Completers

Summer Bridge (1008.25(5), F.S.)

"In the summer before entering kindergarten, VPK students who score below the tenth (10th) percentile or have a nonparticipation status of "assessment inappropriate," "failed practice" or "non-English speaker" on PM3 of the coordinated screening and progress monitoring system are eligible to participate in the Summer Bridge Program. The Summer Bridge Program consists of 4 hours of instruction per day for a minimum of 100 total hours, with an emphasis on emergent literacy instruction grounded in the science of reading."

Summer Bridge Quantitative Data

- 16 students in attendance
- 4 of the students qualified based on statute
- Students administered Core Phonics Survey (beginning and end)
- In 5 ½ weeks (25 days of instruction), students gained on average:
  - 9 letter names
  - 6 letter sounds

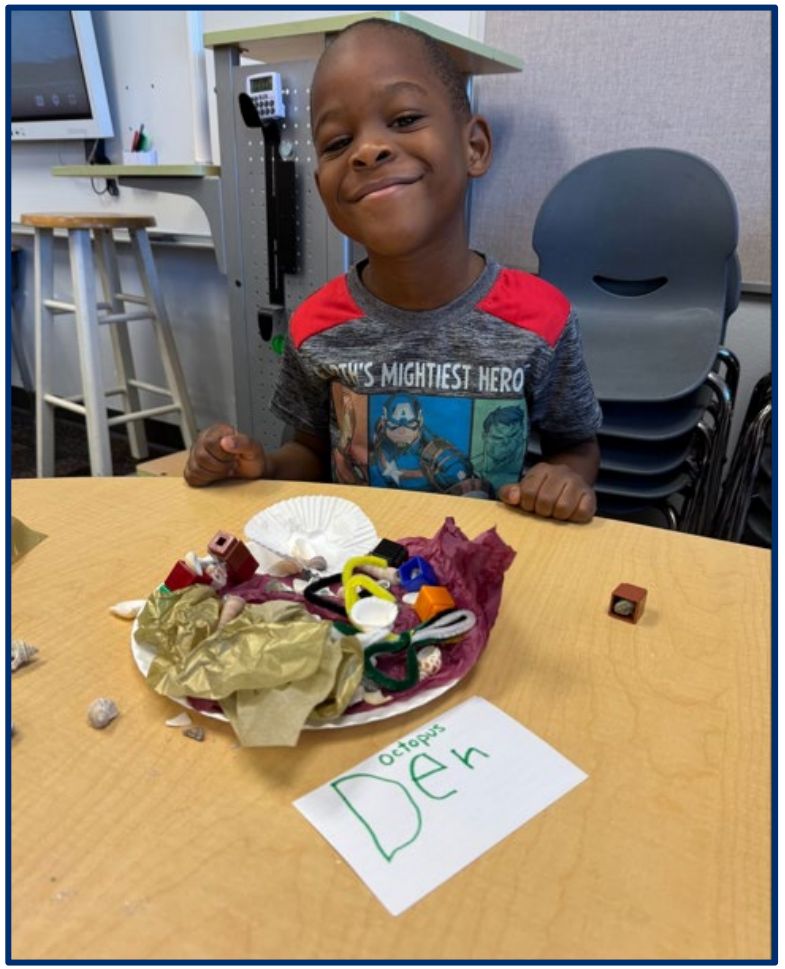


	Beginning of Summer	End of Summer
Average Number of Known Upper Case Letter Names (out of 26)	14	17
Average Number of Known Lower Case Letter Names (out of 26)	12	18
TOTAL Average Number of Known Letter Names (out of 52)	26	35
Average Number of Known Letter Sounds	10	16

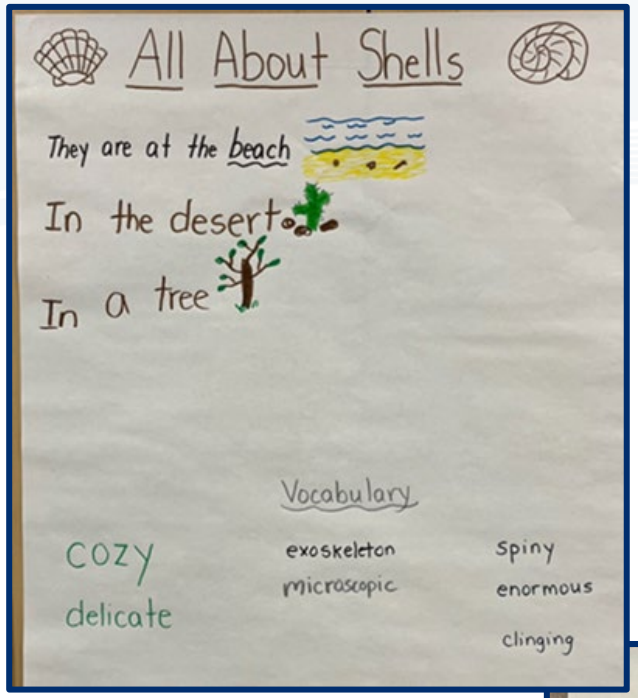
Summer Bridge- Beyond the Data

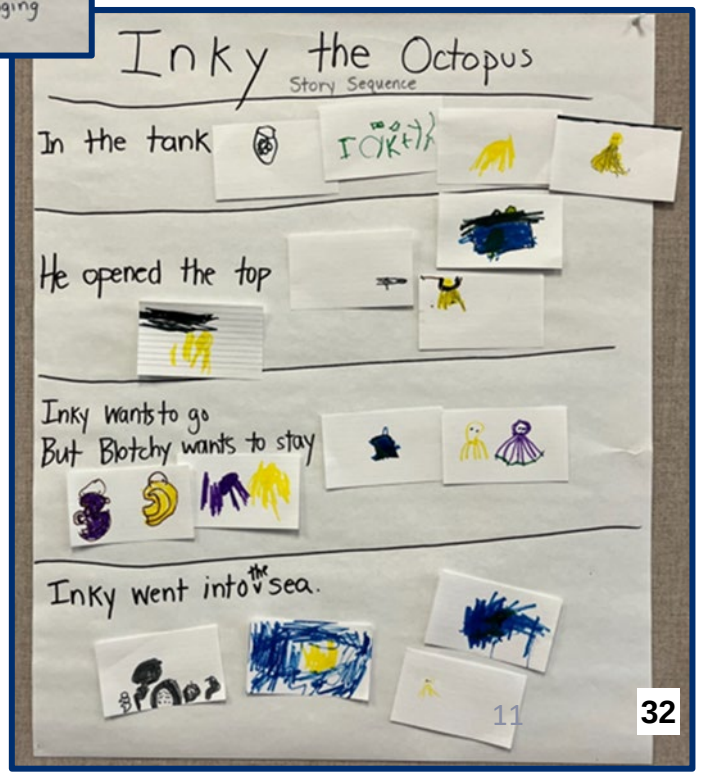
- Built self-regulation skills
- Practiced with rules of language interaction in a classroom (i.e., waiting turn to talk, sharing, personal space)
- Built fine motor skills (used pencils, markers, scissors, chalk)





Summer Bridge- Beyond the Data





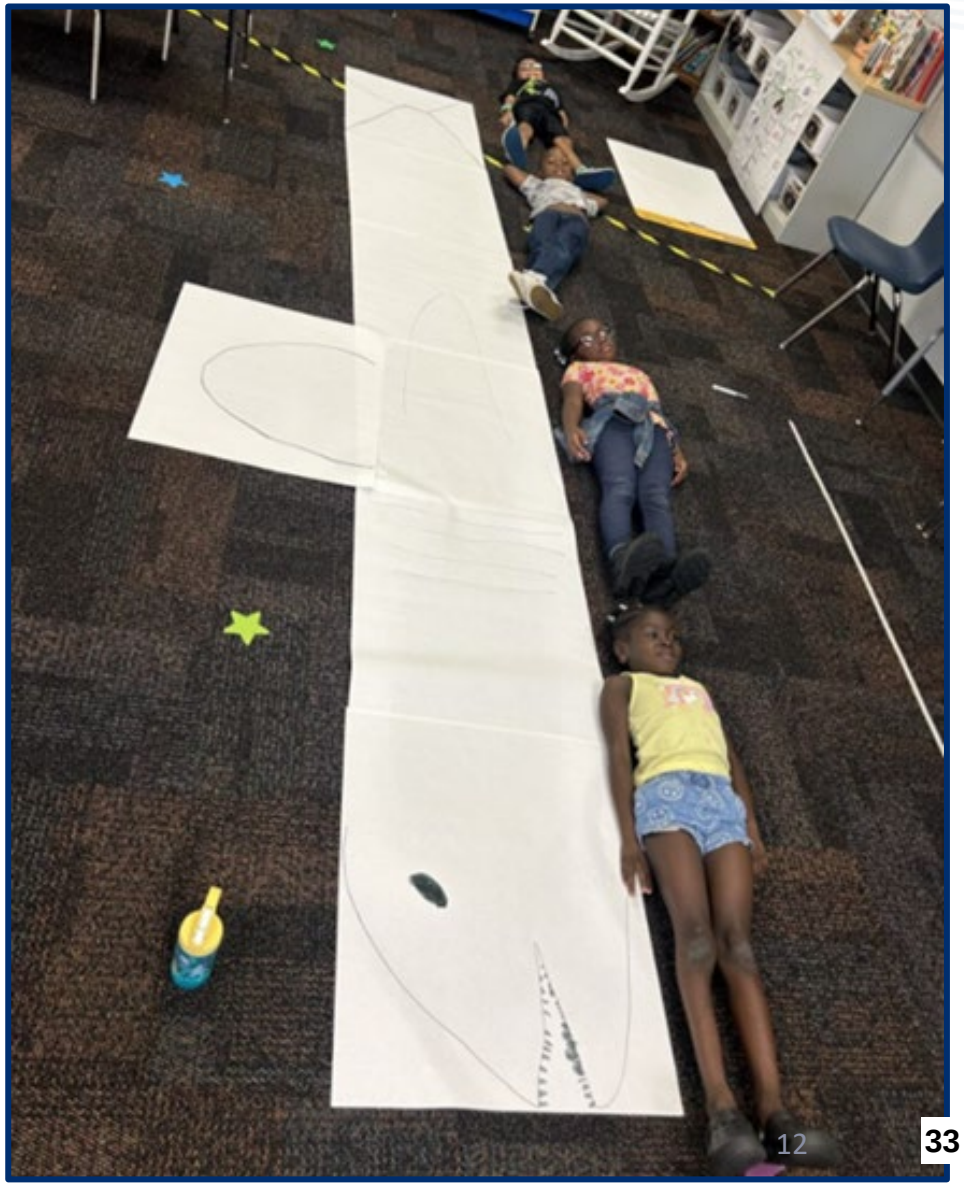
Worked on…

- Retelling events across stories
- Describing a character using appearance, thoughts and actions
- Developing understanding of the purpose of an author and illustrator
- Practicing print concepts such as identifying front cover, back cover, how to hold a book, reading words left to right

Summer Bridge- Beyond the Data

Engaged in…

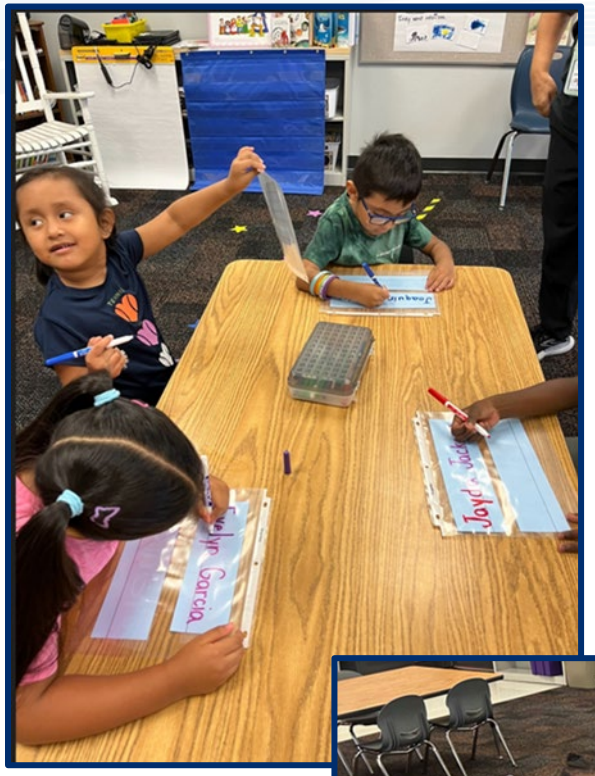
- Inquiry based on science topics
- Early math skills
- Oral language (ELL students made significant progress in speaking and understanding English)
- Vocabulary development
- Background knowledge



Summer Bridge- Beyond the Data

Practiced…

- Connecting reading and writing
- Handwriting- improved letter formation and directionality
- Language development
- Alphabetic principle (connection of letters to their phonemes/sounds)
- Phonemic awareness
- Writing their name





Summer Bridge- Beyond the Data



Family support…

- Home-school connections
- SLP and Behavior Tech in June
- Introduction to structure of a kindergarten classroom (including use of Lexia)
- Daily communication with parents
- Take home bags that included books, alphabet practice, at-home learning activities

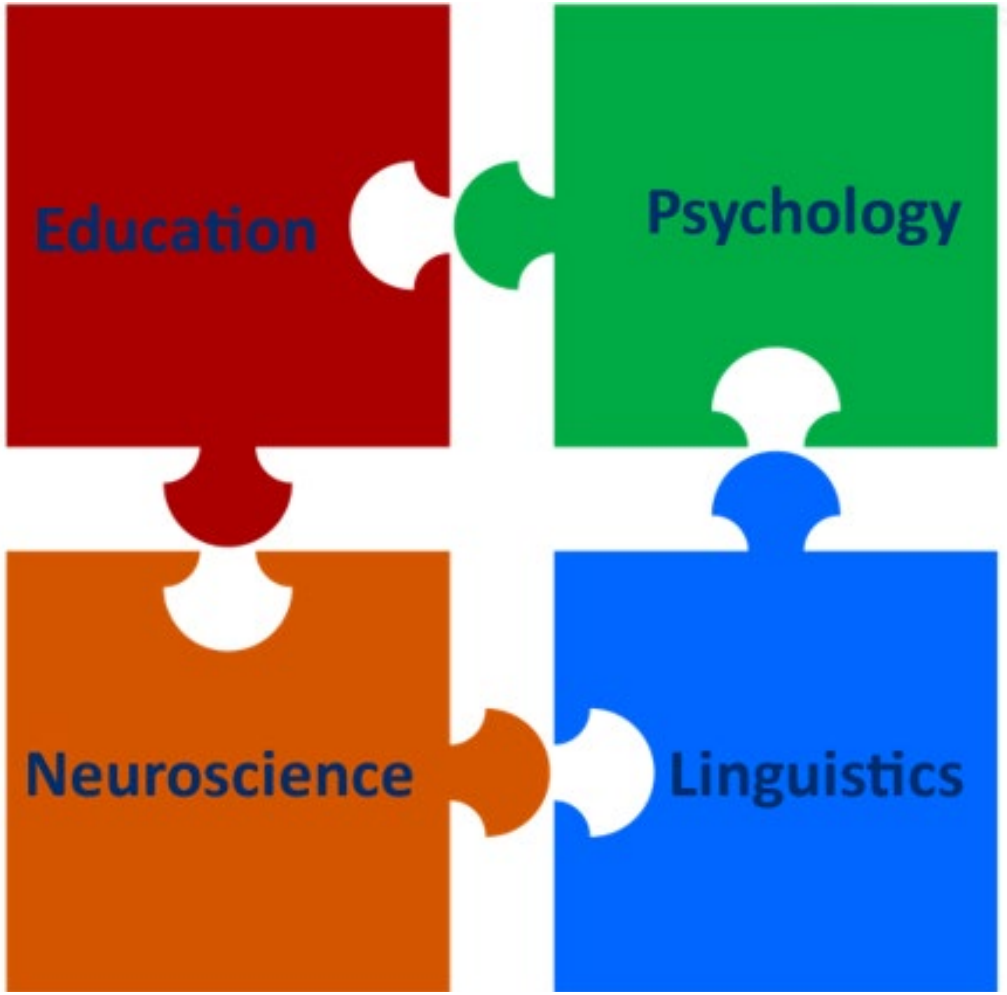
Science of Reading

What is it?

- A body of work
- Ongoing and ever-changing based on scientific research
- Consensus of many related disciplines grounded in thousands of studies

According to Dr. Louisa Moats (2020):

"Learning to teach reading requires extensive knowledge and skills of word recognition, language comprehension, spelling, and writing."



What Can We Replicate?

- Teacher training with emphasis on the science of reading
  - Focus on the alphabetic principal and phonemic awareness in PreK and K classrooms
- Explicit and systematic phonics lessons daily
- Equal focus on grade level text and reading benchmarks daily
- Daily writing and practice with FAST style questions
- Repeated reading routine daily

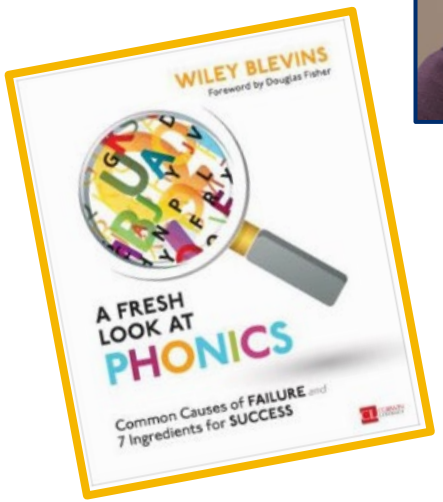
Next Steps… Leveling Up 3rd Grade

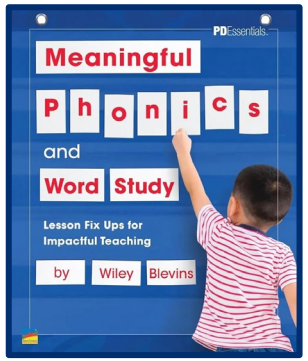
- Literacy coaches in all schools
  - Monthly Coaches Academy
  - Facilitated data analysis focused on 3rd grade
  - In-depth training on the science of reading and UFLI
  - New coaches will participate in UF Lastinger Coaching Endorsement
- New K-2 Phonics Initiative
  - Focus on daily explicit and systematic phonics in K-2 (UFLI Lessons)
  - All K-2 teachers trained during REFRESH Conference and on August 5th
- Targeted professional learning for 3rd grade teachers across the year
- Monthly monitoring of 3rd grade data utilizing Unit Assessments in School City
- Partner with Florida Tutoring Advantage to target 545 3rd grade students who scored Level 1 or 2 on FAST ELA PM 3 in May 2025
- Expand Summer Bridge opportunities
- New Early Literacy Summit Conference for teachers in October 2025

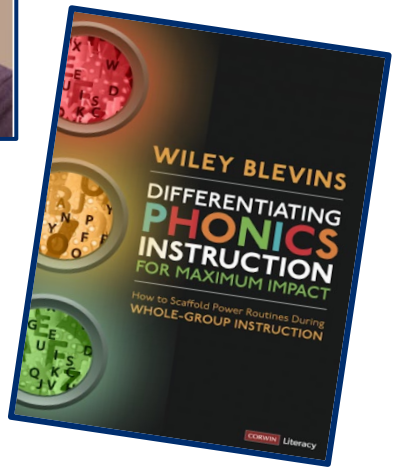
Next Steps…Early Literacy Summit

- Target Audience: PreK-3rd Grade Teachers; Literacy Coaches
- Saturday, October 25th 8:30 am-3:45 pm
- Palmetto High School
- Keynote Speaker: Wiley Blevins
  - All participants will receive the book *A Fresh Look at Phonics*
- Breakout session topics to include:
  - Science of reading
  - Six components of reading (phonological awareness, phonics, fluency, vocabulary, comprehension, oral language)
  - Writing
  - Spelling analysis and instruction
  - Dyslexia
  - And MORE!









2025-2026
Focus on Early Literacy K-3

AGENDA ITEM NO. 11.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Appointments, Change of Assignments, Promotions, Reappointments, Reassignments, Resignations, Retirements, Suspensions, Terminations, and Transfers (No Financial Impact)

Executive Summary
The personnel listed under change of assignments, promotions, reappointments, reassignments, resignations, retirements, suspensions, terminations, and transfers have been recommended by their principal or immediate supervisor to the Superintendent of Schools.

The personnel recommended for appointments for the 2025-2026 school years have been interviewed by administrative staff members and have applications with favorable references on file in the Human Resources Department.

The lists for Teachers, Paraprofessionals, SAMP, AFSCME and Non-Bargaining for the 2024-2025 school year are available at the School Support Center in Room 106.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 1
Develop a competitive employee salary schedule to keep and attract the best talent and continue to provide quality customer service to our staff and parents

Ready To Grow | Goal 2
Strengthen our new employee orientation and development program to foster, promote, and retain extraordinary educators and staff

Recommendation
The Superintendent recommends the approval of appointments, change of assignments, promotions, reappointments, reassignments, resignations, retirements, suspensions, terminations, and transfers (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Human Resources
Initiated By: Dr. Christina Britton

Attachments:
8.26.25 HR Board Material - updated 8.21.25.pdf

Hire

Administrative

Type	Name	Department/Location	Position	Effective Date
Hire	Favia, Steven	Palmetto High School	Athletic Trainer (Range $54,901 - $102,044)	7-31-2025
Hire	Guilfoyle, Barbara	ESE	Nurse, School, RN (Range $41,492 - $78,061)	8-4-2025
Hire	Jelley, Juliet	Sea Breeze Elementary School	Behavior Specialist (Range $54,472 - $99,309)	8-6-2025
Hire	Kagel, Joseph	Maintenance & Operations	Manager, Oper, Inspection/Trng (Range $45,967 - $86,043)	8-18-2025
Hire	Kirk, Jodi	Manatee Technical College	Dir, Manatee Tech. College (Range $78,974 - $144,938)	7-21-2025
Hire	Randall, Ashley	Exec Dir, Teaching & Learning	Specialist/Mgr, InstrctnCurric (Range $60,554 - $112,040)	8-4-2025
Hire	Stephens, Jake	Information Technology	Field Technician (Range $40,886 - $76,822)	7-28-2025
Hire	Wokutch-Leung, Jodi-Lyn	Student Services	School Psychologist - 10.5 Mo (Range $58,559 - $106,472)	7-27-2025

Educational Support

Type	Name	Department/Location	Position	Effective Date
Hire	Apt, Maridiann	Food & Nutrition Services	Food Service-5 hr, Floater	8-6-2025
Hire	Barlaug, Asten	Blackburn Elementary School	Tchr Aide, ESE	8-4-2025
Hire	Batista Romero, Luz Maria	Anna Maria Elementary School	Custodian 8 Hr	8-4-2025
Hire	Baughman, Brooke	Miller Elementary School	Tchr Aide, ES	8-4-2025
Hire	Bianchi, Gina	Food & Nutrition Services	Manager, Cafeteria I, Floater	8-3-2025
Hire	Boccarossa, Iris	Blackburn Elementary School	Tchr Aide, ESE, 1:1 (IDEA)	8-7-2025
Hire	Brown, Carl	Maintenance & Operations	Operator, Special Equipment	7-28-2025
Hire	Brutus, Angela	Student Services	Secretary II	8-11-2025
Hire	Calhoun, Melvin	Ballard Elementary School	Tchr Asst, Student Intern	8-4-2025
Hire	Colonna, Marissa	King Middle School	Tchr Aide, ESE, 1:1	8-4-2025
Hire	Dalton, Patricia	Food & Nutrition Services	Worker, Food Service-6 hr	8-6-2025
Hire	David, Zsofia	Food & Nutrition Services	Worker, Food Service-6 hr	8-11-2025
Hire	De Leon-Flores, Maribel	Food & Nutrition Services	Food Service-5 hr, Floater	8-6-2025
Hire	DeLeon Lara, Elizabeth	Miller Elementary School	Tchr Aide, ESE	8-8-2025
Hire	Edwards, Kaci	Williams Elementary School	Asst, School Clerical, 10 Mo	8-8-2025
Hire	Esdelle, Patrick	School Bus Transportation	Bus Driver	8-3-2025
Hire	Espindola, Christy	Mills Elementary School	Tchr Aide, ESE	8-11-2025
Hire	Fiore, Vanessa	Food & Nutrition Services	Food Service-5 hr, Floater	8-6-2025
Hire	Fleming, Albertha	Food & Nutrition Services	Worker, Food Service-5 hr	8-6-2025
Hire	Fredericks, Kai	Palmetto High School	Tchr Asst, Driver Educ	8-11-2025
Hire	Garcia Otero, Maria	Food & Nutrition Services	Worker, Food Service-5 hr	8-6-2025
Hire	Garrido, Maira	Rogers Garden-Bullock Elementary School	Tchr Aide, ESOL	8-4-2025
Hire	Geisler, Melissa	Food & Nutrition Services	Manager, Cafeteria I, Floater	8-3-2025
Hire	Gifford, Jean	Food & Nutrition Services	Worker, Food Service-6 hr	8-3-2025
Hire	Giron Rodriguez, Eraida	Dropout Prevention & Alt Ed	Custodian 8 Hr	8-4-2025
Hire	Giuliano, Raymond	Parrish Community High School	Tchr Aide, ESE, 1:1	8-4-2025
Hire	Goncalves De Alvarenga, Tereza	King Middle School	Tchr Aide, ESE	8-6-2025
Hire	Gorris, John	Palmetto High School	Custodian 8 Hr	8-7-2025
Hire	Haynes, Rachel	Palmetto High School	Tchr Aide, ESE, 1:1	8-17-2025
Hire	Himmelspach, Ava	Daughtrey Elementary School	Tchr Aide, ESE	8-4-2025
Hire	Hofmeister, Shannon	Tara Elementary School	Custodian 8 Hr	8-4-2025
Hire	Howe, Emily	Gullett Elementary School	Tchr Aide, ESE, 1:1	8-11-2025
Hire	Jackson, Carol	Lincoln Memorial Middle School	Tchr Aide, ESE, 1:1	8-4-2025
Hire	Jennings, Debra	School Bus Transportation	Bus Driver	8-11-2025
Hire	Johnson, Anna	Palmetto High School	Tchr Aide, ESE, 1:1	8-6-2025
Hire	Johnson, Antonnet	Daughtrey Elementary School	Tchr Aide, ES	8-4-2025
Hire	Johnson, Myeshia	School Bus Transportation	Bus Driver	8-3-2025
Hire	Johnson, Shakyrria	Food & Nutrition Services	Food Service-5 hr, Floater	8-6-2025
Hire	Kappmeier, Kayla	Nolan Middle School	Tchr Aide, ESE, 1:1	8-4-2025
Hire	Kelly, Wayne	Manatee Technical College	Teacher Aide - 11 Mo	8-18-2025
Hire	King-Shaw, Melanie	School Bus Transportation	Bus Driver	8-3-2025
Hire	Koleff, Carla	Payroll	Spec, Payroll	8-3-2025
Hire	Kraitman, Edward	School Bus Transportation	Bus Driver	8-3-2025
Hire	Letizia, June	Food & Nutrition Services	Food Service-5 hr, Floater	8-11-2025
Hire	Lora Baez, Edinson	School Bus Transportation	Bus Driver	8-4-2025
Hire	Lysinger, Linda	Williams Elementary School	Nurse, School, LPN	8-7-2025
Hire	Ma, Rebekah	Food & Nutrition Services	Worker, Food Position	8-6-2025
Hire	Martinez Ortega, Erika	Food & Nutrition Services	Worker, Food Service-6 hr	8-11-2025
Hire	Mays, Dale	Food & Nutrition Services	Food Service-5 hr, Floater	8-6-2025
Hire	McNeil, Erica	School Bus Transportation	Bus Driver	8-3-2025

Hire	Mendonca, Diana	Williams Elementary School	Tchr Aide, ESOL	8-4-2025
Hire	Miller, Hannah	Daughtrey Elementary School	Tchr Asst, Student Intern 3rd	8-4-2025
Hire	Mitchell, Shalonda	Harvey K8 School	Custodian 8 Hr - Harvey NRR	8-4-2025
Hire	Mount, Abbie	Jain Middle School	Tchr Aide, ESOL	8-4-2025
Hire	Mullinex, Jada	Southeast High School	Tchr Aide, HS	8-4-2025
Hire	Murphy, Erica	Food & Nutrition Services	Worker, Food Service-6 hr	8-3-2025
Hire	Ortiz, Concepcion	Prine Elementary School	Tchr Aide, ESE	8-7-2025
Hire	Owens, Ryan	Maintenance & Operations	Tech, Electronics, Fire Alarm	7-28-2025
Hire	Pacheco Hernandez, Eduardo	Tillman Elementary School	Tchr Aide, ESE	8-4-2025
Hire	Parson, Barbra	Food & Nutrition Services	Manager, Cafeteria I, Floater	8-4-2025
Hire	Perez, Charlene	Blackburn Elementary School	Tchr Aide, ES	8-3-2025
Hire	Pomatto, Alyssa	Stewart Elementary School	Manager, Computer Lab	8-4-2025
Hire	Powell, Louise	Johnson K-8 Sch of Int Studies	Tchr Aide, ESE	8-4-2025
Hire	Prentt Plata, Walther	Dropout Prevention & Alt Ed	Custodian 8 Hr	7-28-2025
Hire	Quinzani, Sarah	Nolan Middle School	Tchr Aide, ESE, 1:1	8-7-2025
Hire	Ramirez, Jose	School Bus Transportation	Bus Driver - Pipeline	8-4-2025
Hire	Rivera, Gigi	Manatee Technical College	Secretary, School II, 12 Mo	7-28-2025
Hire	Rodriguez, Aracely	Palmetto Elementary School	Tchr Aide, ESOL	8-12-2025
Hire	Rodriguez De Lopez, Luisa	Lake Manatee K-8 School	Custodian 8 Hr	8-3-2025
Hire	Rodriguez Ricardo, Kemnis	Johnson K-8 Sch of Int Studies	Custodian 8 Hr	8-4-2025
Hire	Royer, Leylani	Mills Elementary School	Tchr Aide, ESE	8-11-2025
Hire	Sharp, Leah	School Bus Transportation	Bus Driver	8-3-2025
Hire	Sharp, Melissa	School Bus Transportation	Bus Driver	8-3-2025
Hire	Simmonds, Alyveah	Freedom Elementary School	Custodian 8 Hr	8-4-2025
Hire	Skog, Rhiannon	Food & Nutrition Services	Worker, Food Service-6 hr	8-6-2025
Hire	Smith, Joshua	Harvey K8 School	Custodian 8 Hr	8-4-2025
Hire	Ugochukwu, Princewill	Maintenance & Operations	Operator, Special Equipment	8-6-2025
Hire	Walker, Valerie	Lincoln Memorial Middle School	Custodian 8 Hr	8-4-2025
Hire	Watkins, Jordan	Manatee Elementary School	Tchr Aide, ESE	8-4-2025
Hire	Whalen, Taylor	Abel Elementary School	Tchr Aide, ESE	8-6-2025
Hire	Williams, Joenesha	Food & Nutrition Services	Worker, Food Service-6 hr	8-10-2025
Hire	Wolf, Erica	Willis Elementary School	Tchr Aide, ESE, 1:1	8-4-2025
Hire	Valentine, Jereme	Printing and Duplicating	Printer, Senior	8-11-2025
Hire	Vayshelboym, Paula Gabriela	McNeal Elementary School	Tchr Aide, ES	8-4-2025
Hire	Velez Cuevas, Joeshual	Parrish Community High School	Tchr Aide, ESE, 1:1	8-3-2025

Instructional

Type	Name	Department/Location	Position	Effective Date
Hire	Acevedo, Cynthia	Moody Elementary School	Fifth Grade Teacher Hofstra University Req. #13381	8-4-2025
Hire	Alfonso, Maridel	Sable Acad Behavioral Learning	Elementary Teacher Philippine Normal University Req. #13353	8-6-2025
Hire	Anderson, Jacob	Bayshore High School	Tchr, Driver Educ, HS Ashford University Req. #12971	8-3-2025
Hire	Andress, Trevor	Sugg Middle School	Tchr, Science, MS East Carolina University Req. #13509	8-6-2025
Hire	Aristizabal, Luz Marien	Palmetto Elementary School	Tchr, ESOL Resource Ana G. Mendez University Req. #14073	8-4-2025
Hire	Avey, Megan	Palmetto High School	Tchr, Social Studies, HS Kings College London Req. #14194	8-8-2025
Hire	Balcom, Brittnie	Braden River High School	Tchr, Intellctual Disabilities Saint Petersburg College Req. #13162	8-4-2025
Hire	Balsai, Braun	Bayshore Elementary School	Tchr, Music, ES Florida Gulf Coast University Req. #14057	8-8-2025
Hire	Baroncini, Cara	Bayshore Elementary School	First Grade Teacher Coastal Carolina University Req. #13263	8-4-2025
Hire	Bennett, Tabitha	Prine Elementary School	Fifth Grade Teacher University of South Florida Req. #13043	8-3-2025
Hire	Beres, Aubrey	Palmetto Elementary School	First Grade Teacher Southwestern Oklahoma St Univ Req. #14058	8-4-2025
Hire	Bergantim, Kristy	Williams Elementary School	Fourth Grade Teacher Western Governors University Req. #13826	8-4-2025
Hire	Bowden, Ricky	Southeast High School	Tchr, TV Production Full Sail University Req. #13718	8-5-2025

Hire	Broderick, Trinity	Bayshore Elementary School	Second Grade Teacher University of South Florida Req. #13255	8-3-2025
Hire	Bryce, David	Manatee Technical College	Tchr, Electronics University of Central Florida Req. #13744	7-29-2025
Hire	Burnett-McFarlane, Carolyn	Samoset Elementary School	Fifth Grade Teacher University of the West Indies Global Campus Req. #13094	8-4-2025
Hire	Burt, Thomas	Ballard Elementary School	Third Grade Teacher University of South Florida Req. #14206	8-4-2025
Hire	Camp, Jeffery	Lakewood Ranch High School	Tchr, Science, HS - Biology DePaul University Req. #14094	8-11-2025
Hire	Carchio, Daniel	Parrish Community High School	Tchr, Mathematics, HS Florida State University Req. #13400	8-4-2025
Hire	Carter, Seth	Parrish Community High School	Tchr, Business Technology INDIANA UNIVERSITY Req. #14160	8-4-2025
Hire	Casciotta, Jennifer	Harvey K8 School	Health Science Teacher Towson University Req. #13193	8-4-2025
Hire	Catania, Christopher	Daughtrey Elementary School	Tchr, ESOL Resource Saint Joseph's University Req. #13267	8-4-2025
Hire	Cerrero, Michelle	Nolan Middle School	Tchr, ASD University of Rizal System Req. #13172	8-4-2025
Hire	Chambers, Ruth	Sugg Middle School	Tchr, Mathematics, MS Unv of West Indies - US Evaluated Req. #14041	8-4-2025
Hire	Connor, Sally	Jain Middle School	Tchr, Language Arts, MS University of North Texas Req. #14130	8-4-2025
Hire	Cornett, Wendy	Gullett Elementary School	Kindergarten Teacher La Salle University Req. #14074	8-4-2025
Hire	Cummins, Morgan	Parrish Community High School	Tchr, Language Arts, HS Louisiana State University Req. #13795	8-4-2025
Hire	Cummings, Stacy	Braden River High School	Tchr, ESE, OJT American College of Education Req. #14145	8-8-2025
Hire	Daniels, Beau	Sugg Middle School	Tchr, Physical Educ, MS University of West Florida Req. #13836	8-4-2025
Hire	Dangerfield, Caitlyn	Parrish Community High School	Tchr, Physical Educ, HS Salisbury State University Req. #14203	8-5-2025
Hire	Daymon, Andrew	Palmetto High School	Tchr, Technology University of Phoenix Req. #13249	8-3-2025
Hire	Decillis, Ann-Mari	Nolan Middle School	Tchr, ASD University of Central Florida Req. #13552	8-6-2025
Hire	DiNatale, Jacqueline	Freedom Elementary School	Coach, Literacy National-Louis University Req. #14036	8-4-2025
Hire	Elliott, Leah	Jain Middle School	Tchr, Mathematics, MS Houghton College Req. #14129	8-4-2025
Hire	Escobar, Anabel	Moody Elementary School	Tchr, ESOL Resource University of Colorado System Req. #14120	8-7-2025
Hire	Franke, Ashley	Johnson K-8 Sch of Int Studies	Second Grade Teacher Iowa State University Req. #13765	8-4-2025
Hire	Frost, Timothy	Horizons Academy	Tchr, VE Youngstown State University Req. #13951	8-4-2025
Hire	Galik, Peter	Lincoln Memorial Middle School	Tchr, VE Univ of Maryland–Baltimore Co Req. #13973	8-5-2025
Hire	Garber, Valerie	Johnson K-8 Sch of Int Studies	Third Grade Teacher USF Req. #14146	8-3-2025
Hire	Gerstenberger, Ames	Sugg Middle School	Tchr, Art, MS Syracuse University Req. #13835	8-5-2025

Hire	Gkikas, Matina	Braden River Middle School	Tchr, Family & Cnsumr Sciences University of Florida Req. #13992	8-4-2025
Hire	Golinar, Krystal	Oneco Elementary School	Kindergarten Teacher Southeastern University Req. #13433	8-4-2025
Hire	Gonzalez, Ana	Bashaw Elementary School	Third Grade Teacher State Coll Fla Manatee-Sarasot Req. #13733	8-3-2025
Hire	Grobleski, Amy	Oneco Elementary School	Third Grade Teacher State Coll Fla Manatee-Sarasot Req. #13847	8-7-2025
Hire	Groblewski, Alexandra	Lakewood Ranch High School	Tchr, Art, HS Loyola University Chicago Req. #14208	8-8-2025
Hire	Halbman, Michelle	Samoset Elementary School	First Grade Teacher Master's Degree Req. #14024	8-6-2025
Hire	Hanna, Lisa	Palma Sola Elementary School	First Grade Teacher University of South Florida Req. #13435	8-4-2025
Hire	Hasan, Hakeem	Parrish Community High School	Tchr, Social Studies, HS Michigan State University Req. #14121	8-4-2025
Hire	Hatcher, Jason	Southeast High School	Tchr, Other Classroom Grand Canyon University Req. #14051	8-5-2025
Hire	Hawley, Bradley	Manatee High School	Tchr, Applied Technology Western Michigan University Req. #14170	8-7-2025
Hire	Hernandez, Daniel	Parrish Community High School	Tchr, EBD/SC University of South Florida Req. #13422	8-3-2025
Hire	Highers, Jamie	King Middle School	Tchr, Science, MS Bachelor's Degree Req. #14228	8-3-2025
Hire	Hultgren, Eric	The Port Academy	Tchr, Dropout Prevention, HS University of Florida Req. #13632	8-4-2025
Hire	Jagdish, Roma	Lakewood Ranch High School	Tchr, Social Studies, HS University of South Florida Req. #14101	8-4-2025
Hire	Kirts, Kristin	Williams Elementary School	First Grade Teacher Illinois State University Req. #13704	8-4-2025
Hire	Klaben, Abigail	Gullett Elementary School	Tchr, VE/SC University of Florida Req. #14065	8-3-2025
Hire	Klepper, Brittney	Harvey K8 School	Tchr, Gifted Georgetown University Req. #14038	8-3-2025
Hire	Knapp, Jordan	Williams Elementary School	Tchr, ASD Illinois State University Req. #13722	8-4-2025
Hire	Knapp, Rachel	Williams Elementary School	Tchr, Fifth Grade Saint Xavier University Req. #14002	8-4-2025
Hire	Kowalczuk, Ana	Buffalo Creek Middle School	Tchr, World Language, MS University of Florida Req. #13390	8-4-2025
Hire	Krstevski, Milena	King Middle School	Tchr, Music, MS University of Tampa Req. #13530	8-4-2025
Hire	Lacombe, Robert	Jain Middle School	Tchr, Science, MS THE UNIVERSITY OF EDINBURG Req. #14133	8-4-2025
Hire	Large, Andrea	Sea Breeze Elementary School	Tchr, Music, ES Western Michigan University Req. #13688	8-4-2025
Hire	Lewis, Marc	Jain Middle School	Specialist, Student Support Concordia University–Chicago Req. #13987	8-4-2025
Hire	Lindberg, Jessica	Braden River Middle School	Tchr, Technology University of Florida Req. #13996	8-4-2025
Hire	Lindsey, Angela	Nolan Middle School	Tchr, Mathematics, MS Master's Degree Req. #14100	8-3-2025
Hire	Madden, Patrick	Buffalo Creek Middle School	Tchr, Mathematics, MS Loyola University Maryland Req. #14161	8-7-2025
Hire	Mardones, Monica	Willis Elementary School	Specialist, Student Support University of South Florida Req. #13365	8-3-2025

Hire	Marigliano, Nicole	Kinnan Elementary School	Tchr, VE/SC Long Island Univ–C.W. Post Req. #13680	8-3-2025
Hire	McCook, Kristin	Sugg Middle School	Tchr, Mathematics, MS Flagler College Req. #13438	8-6-2025
Hire	McMillan, Rachel	Freedom Elementary School	Second Grade Teacher Florida Southern College Req. #13746	8-4-2025
Hire	Meilan, Melissa	Manatee Elementary School	Pathologist, Speech & Language University of South Florida Req. #13455	8-4-2025
Hire	Melichar, Michael	Palmetto High School	Tchr, Technology University of Central Florida Req. #13248	8-4-2025
Hire	Mendez, Valentina	Parrish Community High School	Tchr, Health Science Educ University of Central Florida Req. #13963	8-4-2025
Hire	Moroney, Nichole	Bashaw Elementary School	Third Grade Teacher Southeastern University Req. #13962	8-5-2025
Hire	Muschla Berry, Erin	Haile Middle School	Tchr, Mathematics, MS New Jersey Inst of Technology Req. #13152	8-4-2025
Hire	Navarrete Rivera, Lauren	Ballard Elementary School	Second Grade Teacher University of Tennessee Req. #14056	8-4-2025
Hire	Ndiwe, Samuel	Parrish Community High School	Tchr, Mathematics, HS Fayetteville State University Req. #13797	8-5-2025
Hire	Nehus, Jillian	Williams Elementary School	Kindergarten Teacher University of Baltimore Req. #13068	8-4-2025
Hire	Nugent, Athena	Freedom Elementary School	Tchr, Art, ES Ringling College Art & Design Req. #14072	8-4-2025
Hire	Okin, Amanda	Blackburn Elementary School	Fourth Grade Teacher Bachelor's Degree Req. #14066	8-10-2025
Hire	O'Neill, John	Bashaw Elementary School	Third Grade Teacher Pace University Req. #13421	8-4-2025
Hire	Peterson, Michael	Prine Elementary School	Fifth Grade Teacher Southern Wesleyan University Req. #13021	8-4-2025
Hire	Petrosino, Morgan	Rogers Garden-Bullock Elementary School	First Grade Teacher University of South Florida Req. #13299	8-4-2025
Hire	Pike, Sav	Sugg Middle School	Tchr, Language Arts, MS University of South Florida Req. #13292	8-4-2025
Hire	Price, Kaylie	Palm View K-8 School	Tchr, Music, ES Southeastern University Req. #13399	8-7-2025
Hire	Ramsaier, Magally	Buffalo Creek Middle School	Tchr, Language Arts, MS John Jay College of Criminal Justice Req. #13685	8-4-2025
Hire	Ricks, Nina	Samoset Elementary School	Fourth Grade Teacher Norfolk State University Req. #14022	8-3-2025
Hire	Ridore-Hall, Sachiya	Bashaw Elementary School	Fifth Grade Teacher Southern New Hampshire Univ Req. #13419	8-5-2025
Hire	Robey, Kathy	Palmetto High School	Counselor, HS Master's Degree Req. #13848	8-10-2025
Hire	Rodriguez, Nicole	Gullett Elementary School	Fifth Grade Teacher Ramapo College of New Jersey Req. #13347	8-4-2025
Hire	Rodriguez-Oliveras, Maria	Daughtrey Elementary School	Tchr, ESOL Resource University of Central Florida Req. #14136	8-4-2025
Hire	Roesler, Kristina	Myakka Elementary School	Tchr, Intellctual Disabilities Western Governors University Req. #13196	8-4-2025
Hire	Ruiz Harrington, Monica	Daughtrey Elementary School	Fifth Grade Teacher University of South Florida Req. #14030	8-4-2025
Hire	Scipione, Emily	Oneco Elementary School	Third Grade Teacher Emmanuel College Req. #13010	8-4-2025
Hire	Sherard, Zachary	Buffalo Creek Middle School	Tchr, Physical Educ, MS LIBERTY UNIVERSITY Req. #13140	8-4-2025
Hire	Spaulding, Ricardo	Sugg Middle School	Tchr, Mathematics, MS Church Teachers College Mandeville Req. #14000	8-11-2025

Hire	Stancil, Earl	Bayshore High School	Tchr, Mathematics, HS Bachelor's Degree Req. #14006	8-3-2025
Hire	Stream, Patricia	Oneco Elementary School	Fourth Grade Teacher Master's Degree Req. #13434	8-7-2025
Hire	Subith, Trevor	Jain Middle School	Tchr, Social Studies, MS University of Montana–Missoula Req. #14132	8-4-2025
Hire	Thillens, Yvette	Williams Elementary School	Coord, Instructional Coach Cal St Univ–San Bernardino Req. #13644	8-4-2025
Hire	Waldron, Kevin	Sugg Middle School	Tchr, Mathematics, MS Eastern Florida State College Req. #13291	8-4-2025
Hire	Walker, Kelly	Freedom Elementary School	Fourth Grade Teacher University of Central Florida Req. #14196	8-4-2025
Hire	Walter, Anna	Manatee High School	Tchr, Intellctual Disabilities University of Florida Req. #13150	8-4-2025
Hire	Warnock, Amelia	Lincoln Memorial Middle School	Tchr, Science, MS Colorado Mesa University Req. #13743	8-3-2025
Hire	Weinstein, Rebecca	Palmetto High School	Counselor, HS University of Virginia Req. #13849	8-4-2025
Hire	Westberry, Kristah	Braden River Elementary School	Fourth Grade Teacher Saint Leo University Req. #14001	8-3-2025
Hire	Westphal, Jennifer	Williams Elementary School	First Grade Teacher University of Iowa Req. #13823	8-4-2025
Hire	Wright, Fay	Tillman Elementary School	Tchr, Pre-K Handicapped University of Phoenix Req. #14220	8-7-2025

Promotion

Administrative

Type	Name	Department/Location	Position	Effective Date
Transfer	Knapek, Angela	From: Professional Support Center To: Harllee Middle School	From: Specialist/Mgr, InstrctnCurric To: Coord, Instruction/Curriculum	7-20-2025
Transfer	Louis, Benjamain	From: Parrish Community High School To: SDMC School Support Center	From: Field Technician To: Engineer, Network Systems	8-10-2025
Transfer	Neill, Michael	From: Matzke Support Center To: Matzke Support Center	From: Manager, Oper, Inspection/Trng To: Manager, Mechanical Systems	8-3-2025
Transfer	Taylor, Mary	From: Professional Support Center To: Professional Support Center	From: Behavior Specialist To: Specialist/Mgr, InstrctnCurric	8-3-2025

Educational Support

Type	Name	Department/Location	Position	Effective Date
Transfer	Coney, Aveia	From: Matzke Support Center To: Professional Support Center	From: Bus Aide To: Data Entry Operator, Instr/Cur	8-3-2025
Transfer	Delgado, Yessica	From: Sea Breeze Elementary School To: Manatee Elementary School	From: Clerk, Guidance To: Registrar, School I, ES	8-3-2025
Transfer	Franco Diaz, Rafael	From: Matzke Support Center To: Matzke Support Center	From: Operator, Special Equipment To: Tech, Playground Equip Repair	8-3-2025
Transfer	Glenfield, Kathleen	From: Professional Support Center To: Matzke Support Center	From: Bus Aide To: Van Operator	8-10-2025
Transfer	Joaquin, Ramon	From: Braden River Elementary School To: Matzke Support Center	From: Head Custodian I To: Tech, Pest Control/Fire Extgng	8-3-2025
Transfer	Robus, Magdala	From: Lee Middle School To: Lee Middle School	From: Worker, Food Service-6 hr To: Tchr Aide, ESOL	8-5-2025
Transfer	Stinton, Virginia	From: Anna Maria Elementary School To: ESE Department	From: Custodian 8 Hr To: Nurse, School, LPN	8-3-2025
Transfer	Toscano, Jeff	From: Braden River High School To: Lakewood Ranch High School	From: Worker, Food Service-6 hr To: Tchr Asst, Driver Educ	8-7-2025

Instructional

Type	Name	Department/Location	Position	Effective Date	
Transfer	Conley, TZiah	From: Manatee High School To: Manatee High School	From: Tchr Asst, Driver Educ To: Tchr, Dropout Prevention, HS	8-3-2025	
Transfer	Crawford, Shelley	From: Moody Elementary School To: Moody Elementary School	From: Tchr Aide, ESE To: Tchr, Emotion/Behavr Disabil	8-3-2025	
Transfer	Mendoza, Mario	From: Professional Support Center To: Rogers Garden Elementary School	From: Supv/Coor, Migrant Education To: Asst. Principal, ES	8-27-2025	Added 8.22.25
Transfer	Schrier, George	From: Southeast High School To: Southeast High School	From: Teacher, Other Classroom To: Asst. Principal, HS Interim	9-1-2025	Added 8.22.25
Transfer	Treadwell, Malik	From: Palmetto High School To: Palmetto High School	From: Paraprofessional, ESE 6-21 yrs To: Tchr, Social Studies, HS	8-10-2025	

Resignation

Administrative

Type	Name	Department/Location	Position	Effective Date
Resignation	Calle, Yasmin	Early Learning	Spec, Child Find	8-9-2025
Resignation	Hemingway Primous, Samara	Daughtrey Elementary School	Asst Principal, ES	8-2-2025
Resignation	Perry-Gambino, Deborah	Communications	Spec, Community Engagement	9-3-2025

Educational Support

Type	Name	Department/Location	Position	Effective Date
Resignation	Aca-Orea, Brittany	Samoset Elementary School	Tchr Aide, Pre-K Integrated	7-31-2025
Resignation	Alanis, Arlette	Palmetto High School	Tchr Aide, ESOL	8-2-2025
Resignation	Boeglin, John	School Bus Transportation	Bus Driver	7-15-2025
Resignation	Britt, Jody	Security	Safety Guardian	8-4-2025
Resignation	Britus, Rebecca	Miller Elementary School	Tchr Aide, ESE	7-18-2025
Resignation	Burgos Cruz, Arlan	Food & Nutrition Services	Manager, Cafeteria V	8-16-2025
Resignation	Cenac, Leah	Freedom Elementary School	Tchr Aide, ESE, 1:1	8-4-2025
Resignation	Darville, Robyn	Food & Nutrition Services	Food Service-5 hr, Floater	7-29-2025
Resignation	De Armas Perez, Irina	Braden River Middle School	Custodian 8 Hr	8-5-2025
Resignation	Dela Cruz, Jovelyn	Food & Nutrition Services	Worker, Food Service-6 hr	7-25-2025
Resignation	Fix, Brandy	Kinnan Elementary School	Tchr Aide, ESE	8-6-2025
Resignation	Garcia, Jesus	School Bus Transportation	Bus Driver	7-15-2025
Resignation	Garcia Meza, Julia	Oneco Elementary School	Tchr Aide, ES	8-2-2025
Resignation	Gawronski, Marci	Jain Middle School	Tchr Asst, MS, ISS	8-4-2025
Resignation	Guajardo, Diamond	Food & Nutrition Services	Worker, Food Service-6 hr	8-6-2025
Resignation	Hernandez Puente, Hector	Administrative Services	Custodian 8 Hr	8-1-2025
Resignation	Highley, Becca	Access to Education	Health Aide	8-5-2025
Resignation	Landrum, Kristyn	McNeal Elementary School	Nurse, School, LPN	8-16-2025
Resignation	Langston, Jessica	Abel Elementary School	Clerk, Guidance, ES	7-26-2025
Resignation	Martinez-Lora, Joseph	Manatee Technical College	Acct Specialist, MTC	8-15-2025
Resignation	Mather, Rhonda	Palma Sola Elementary School	Tchr Aide, Pre-K	8-31-2025
Resignation	Mattern, Lee	Vehicle Mntce / Parts Dept	Mechanic, Vehicle	8-30-2025
Resignation	McCarter, Victor	Palm View K-8 School	Tchr Asst, ES	8-2-2025
Resignation	Miller, Christopher	Palm View K-8 School	Tchr Asst, MS, ISS	8-2-2025
Resignation	Moroz, Karen	Sea Breeze Elementary School	Tchr Aide, ESE	8-9-2025
Resignation	Nelson, Carl	School Bus Transportation	Bus Driver	8-5-2025
Resignation	OHara, Vicky	Food & Nutrition Services	Worker, Food Service-6 hr	7-26-2025
Resignation	Osornio, Geronimo	Security	Safety Guardian	8-4-2025
Resignation	Ossa Rojas, Edward	Abel Elementary School	Tchr Aide, ESE	7-20-2025
Resignation	Pearce, Selena	Food & Nutrition Services	Worker, Food Service-6 hr	8-6-2025
Resignation	Pennington, Monique	Sugg Middle School	Tchr Aide, ESE	8-4-2025
Resignation	Peters, Laura	Palm View K-8 School	Tchr Aide, ESE	8-4-2025
Resignation	Reagan, Amber	School Bus Transportation	Bus Aide	7-30-2025
Resignation	Remon, Mindy	Stewart Elementary School	Tchr Aide, Pre-K Integrated	5-31-2025
Resignation	Rupert, Melissa	Food & Nutrition Services	Food Service-5 hr, Floater	8-6-2025
Resignation	Schmidt, Michelle	Manatee High School	Nurse, School, LPN	8-7-2025
Resignation	Vanner, Casey	Manatee High School	Clerk, Guidance	7-30-2025
Resignation	Velez, Erika	Williams Elementary School	Asst, School Clerical, 10 Mo	8-9-2025
Resignation	Vickers, Michael	School Bus Transportation	Bus Driver	7-15-2025
Resignation	Von Versen, Vanessa	Blackburn Elementary School	Tchr Aide, ESE, 1:1	8-9-2025

Instructional

Type	Name	Department/Location	Position	Effective Date
Resignation	Arambulo, Patricia	Rogers Garden-Bullock Elementary School	Fourth Grade Teacher	7-24-2025
Resignation	Arrington, Clarence	Southeast High School	Tchr, ROTC/Military Train, HS	7-30-2025
Resignation	Brown, Beverley	Manatee Elementary School	Coach, Literacy	8-4-2025
Resignation	Byrd, Angelik	Moody Elementary School	Tchr, Physical Educ, ES	8-5-2025
Resignation	Griffon, Joy	Daughtrey Elementary School	Tchr, First Grade	7-28-2025
Resignation	Hale, Jennifer	Horizons Academy	Tchr, Resource	7-30-2025
Resignation	Harber, Steven	Buffalo Creek Middle School	Tchr, Agriculture/Nat Resrcs	8-26-2025
Resignation	Jagoda, Caitlin	Samoset Elementary School	Pathologist, Speech & Language	8-9-2025
Resignation	Ketchum, Kelsey	Rogers Garden-Bullock Elementary School	Kindergarten Teacher	8-4-2025
Resignation	King, Katrina	Tillman Elementary School	Tchr, Pre-K Handicapped	7-29-2025
Resignation	King, Sadge	Bayshore High School	Tchr, Art, HS	7-31-2025
Resignation	Kretchman, Elly	Southeast High School	Reading Coach, HS	7-29-2025
Resignation	Lee, Neville	Manatee High School	Tchr, Applied Technology	7-19-2025
Resignation	Lightfoot, Constance	Samoset Elementary School	Tchr, Autism Spectrum Disorder	7-29-2025
Resignation	Lomidze, Nino	Blackburn Elementary School	Tchr, IND/SC	8-4-2025
Resignation in lieu of Term	Miller, George	Buffalo Creek Middle School	Counselor, MS	8-7-2025
Resignation	Ohman, Amanda	Mills Elementary School	Tchr, VE	7-19-2025
Resignation	Richardson, Katelynn	Haile Middle School	Specialist, Student Support	7-17-2025
Resignation	Upchurch, Heather	Freedom Elementary School	Fourth Grade Teacher	8-4-2025
Resignation	Wilcox, Jessica	The Port Academy	Tchr, ESE & MG Integrated	8-7-2025

Retirement

Administrative

Type	Name	Department/Location	Position	Effective Date
Retirement	Hadley, Barbara 11.25 Years of Service	Personnel	Specialist, Certification	1-3-2026
Retirement	Ranaldi, Joseph 4.24 Years of Service	Deputy Supt Operations	Superintendent, Deputy, Ops	9-3-2025
Retirement	Romine, William 12.50 Years of Service	Manatee Technical College	Dir, Criminal Justice Training	11-1-2025
Retirement	Wagner, Paul 25.25 Years of Service	Manatee Technical College	Dir, Manatee Tech. College	9-6-2025

Educational Support

Type	Name	Department/Location	Position	Effective Date
Retirement	Henao, Alejandra 9.95 Years of Service	Willis Elementary School	Custodian 8 Hr	11-29-2025
Retirement	Lee, Patricia 26.65 Years of Service	McNeal Elementary School	Registrar, School I, ES	9-20-2025
Retirement	Moates, David 30 Years of Service	Sugg Middle School	Clerk, Guidance	9-27-2025

Instructional

Type	Name	Department/Location	Position	Effective Date
Retirement	Borger, Vivian 18.10 Years of Service	Horizons Academy	Elementary Teacher	8-7-2025
Retirement	Johnson, Karina 30.50 Years of Service	Palmetto High School	Tchr, Social Studies, HS	8-1-2025

Termination

Administrative

Type	Name	Department/Location	Position	Effective Date
Term During Probation	Williams, Brandy	Buffalo Creek Middle School	Behavior Specialist	8-2-2025

Educational Support

Type	Name	Department/Location	Position	Effective Date
Job Abandonment	Goldsby, Roman	Manatee Technical College	Custodian 4 Hr	6-25-2025

Transfer

Administrative

Type	Name	Department/Location	Position	Effective Date
Transfer	Rivero, Heather	From: Johnson K-8 Sch of Int Studies To: Daughtrey Elementary School	From: Assistant Principal, ES To: Assistant Principal, ES	8-3-2025

Educational Support

Type	Name	Department/Location	Position	Effective Date
Transfer	Allen, Chrystal	From: King Middle School To: King Middle School	From: Worker, Food Service-5 hr To: Worker, Food Service-6 hr	8-3-2025
Transfer	Applegate, Charity	From: Witt Elementary School To: Witt Elementary School	From: Tchr Aide, ESE To: Tchr Aide, ES	8-3-2025
Transfer	Anthony, David	From: Gullett Elementary School To: Moody Elementary School	From: Worker, Food Service-6 hr To: Worker, Food Service-6 hr	8-3-2025
Transfer	Brandt, Lisa	From: Wakeland Support Center To: Manatee High School	From: Food Service-5 hr, Floater To: Worker, Food Service-5 hr	8-3-2025
Transfer	Delmotte, Arthur	From: Matzke Support Center To: Matzke Support Center	From: Bus Driver To: Bus Driver - Part Time	8-3-2025
Transfer	English, Tracy	From: Wakeland Support Center To: Parrish Community High School	From: Food Service-6 hr, Floater To: Worker, Food Service-6 hr	8-3-2025
Transfer	Garcia Zuniga, Mayra	From: Lakewood Ranch High School To: Lakewood Ranch High School	From: Worker, Food Service-5 hr To: Worker, Food Service-6 hr	8-10-2025
Transfer	Jeffrey, Robert	From: Wakeland Support Center To: McNeal Elementary School	From: Food Service-5 hr, Floater To: Worker, Food Service-5 hr	8-3-2025
Transfer	Jordan, Peggy	From: McNeal Elementary School To: Lake Manatee K-8 School	From: Worker, Food Service-5 hr To: Worker, Food Service-6 hr	8-3-2025
Transfer	Mackay, Lori	From: Parrish Community High School To: Parrish Community High School	From: Worker, Food Service-6 hr To: Worker, Food Service-5 hr	8-3-2025
Transfer	Ospina, Astrid	From: Manatee High School To: Manatee High School	From: Worker, Food Service-5 hr To: Worker, Food Service-6 hr	8-3-2025
Transfer	Thurman, Barbara	From: Tara Elementary School To: Lake Manatee K-8 School	From: Custodian 8 Hr To: Worker, Food Service-6 hr	8-3-2025
Transfer	Todd, Michael	From: Matzke Support Center To: Matzke Support Center	From: Bus Driver To: Bus Driver - Part Time	8-3-2025

Instructional

Type	Name	Department/Location	Position	Effective Date
Transfer	Kaiser, Lia	From: SDMC School Support Center To: Lincoln Memorial Middle School	From: Tchr, Other Classroom To: Tchr, ESOL Resource	8-4-2025
Transfer	Rees, Cynthia	From: Southeast High School To: SDMC School Support Center	From: Tchr, Business Technology To: Tchr, Business Technology	7-19-2025
Transfer	Voegtle, Sieara	From: ESE Department To: Kinnan Elementary School	From: Behavior Specialist To: Tchr, Fourth Grade	8-3-2025

AGENDA ITEM NO. 11.2

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Report of Teachers' Out-of-Field Content, Reading, and ESOL (English for Speakers of Other Languages) (No Financial Impact)

Executive Summary
The Out-of-Field Plan for Manatee County Schools provides that teachers are notified of their out-of-field status at the point that their current certification does not meet the required certification for the subject(s) they are teaching. State School Board Rule 6A-1.0503 provides that any out-of-field teacher must be appointed as out-of-field after verifying that an appropriately certified teacher is unavailable. The School Board appointed the attached list of teachers as out-of-field. These teachers can pass the subject area exam or complete a minimum of six semester hours annually toward certification until such time they can pass the test, if applicable.

The Multicultural and Educational Training Advocacy (META) Consent Decree requires that all teachers of English Language Learners (ELLs) receive training in English for Speakers of Other Languages (ESOL) strategies. The required training hours range from 18 to 300 hours and are categorized by the subject in which the teacher gives instruction. Categories are I, II, III, and IV. The category also drives the timeline for completing training hours. Specifics are given to each teacher at the time of hire or when there is a change of assignment. Category I Teachers who are not ESOL Certified or Endorsed must be reported to the Board as out-of-field. The attached list contains the names of the teachers who must be reported to the Board.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 1
Develop a competitive employee salary schedule to keep and attract the best talent and continue to provide quality customer service to our staff and parents

Ready To Grow | Goal 2
Strengthen our new employee orientation and development program to foster, promote, and retain extraordinary educators and staff

Recommendation
The Superintendent recommends approval of the report of teachers' out-of-field content, reading and ESOL (English for Speakers of Other Languages) (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Human Resources
Initiated By: Dr. Christina Britton

Attachments:
OOF Report ESOL 8.26.25 Meeting
OOF Report Reading 8.26.25 Meeting
OOF Report Content 8.26.25 Meeting

OOF ESOL

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Aadson,Tatyana B.	Manatee High School	Tchr, World Language, HS	ESOL End. Class 1
Abadjian,Suzan	Johnson K-8 Sch of Int Studies	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Abreu,Elizabeth Victoria	King Middle School	Tchr, World Language, MS	ESOL Survey for Special Area Teachers
Acevedo,Cynthia A	Moody Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Addair,Caressa Jude	Palm View K-8 School	Tchr, VE/SC	ESOL End. Class 2
Adwell,April	Braden River High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Akers,Jennifer Kaye	Parrish Community High School	Tchr, Language Arts, HS	ESOL End. Class 2
Alanis,Sandra Y.	Palmetto High School	Tchr, World Language, HS	ESOL Survey for Special Area Teachers
Albritton,Jade Savannah	Bayshore Elementary School	Kindergarten Teacher	ESOL End. Class 1
Alexander,Katherine	Braden River High School	Tchr, Language Arts, HS	ESOL End. Class 1
Alexander,Stephanie	Sea Breeze Elementary School	Tchr, Pre-K	ESOL End. Class 1
Alfonso,Maridel Lonceroz	Sable Acad Behavioral Learning	Elementary Teacher	ESOL End. Class 1
Alfonso,Raymond Vinarao	Access to Education	Tchr, VE/SC	ESOL End. Class 1
Alford-Mears,Shelly-Ann Annakay	Sugg Middle School	Tchr, Reading, MS	ESOL End. Class 4
Alimon,Jezreel Kim	Tillman Elementary School	Tchr, ASD	ESOL End. Class 1
Allen,Kayci Ann	Oneco Elementary School	First Grade Teacher	ESOL End. Class 1
Allums,Matthew	Buffalo Creek Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Alston,Holly I	Buffalo Creek Middle School	Tchr, Mathematics, MS	ESOL End. Class 2
Alvarez,Kaitlyn	Bashaw Elementary School	Third Grade Teacher	ESOL End. Class 1
Alvarez,Lindsay Ann	Prine Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Anderson,Micah Sarita	Bashaw Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Andrzejewski,Michelle Lynn	Lakewood Ranch High School	Pathologist, Speech & Language	ESOL Survey for Special Area Teachers
Angelillo,Joy	Jain Middle School	Tchr, IND/SC	ESOL End. Class 1
Anioce,Swenson	Southeast High School	Tchr, Language Arts, HS	ESOL End. Class 1
Ansbro,Emily	Palmetto High School	Tchr, Language Arts, HS	ESOL End. Class 3
Arcuino,Ana Liza	Lincoln Memorial Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Askew,Shelly R.	Braden River Elementary School	Kindergarten Teacher	ESOL Survey for Special Area Teachers
Atkins,CindyAnn A	Lee Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Austin,Taylor Nicole	Braden River Elementary School	First Grade Teacher	ESOL End. Class 2
Avila,Gabriela De Jesus	Moody Elementary School	Third Grade Teacher	ESOL End. Class 1
Azcarraga,Elizabeth	Manatee High School	Tchr, Art, HS	ESOL Survey for Special Area Teachers
Babakarkhil,Sakhi	Palm View K-8 School	Fifth Grade Teacher	ESOL End. Class 2
Babroski,Angela C.	Haile Middle School	Tchr, Language Arts, MS	ESOL End. Class 4
Babroski,Christopher	Braden River Middle School	Tchr, Physical Educ, MS	ESOL Survey for Special Area Teachers
Badham,Leanne	Braden River Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Baez,Antonio E.	Palmetto High School	Tchr, ROTC/Military Train, HS	ESOL Survey for Special Area Teachers
Baggett,Florentyna	Bayshore High School	Tchr, Science, HS	ESOL Survey for Special Area Teachers
Bagunu,Dominique Peruelo	Nolan Middle School	Tchr, Technology	ESOL Methods for Content Area Teachers
Bagwell,Tiffany	Tillman Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Bailey,Beth	Sea Breeze Elementary School	Kindergarten Teacher	ESOL End. Class 1
Bailey,Michael C.	Parrish Community High School	Tchr, Social Studies, HS	ESOL End. Class 2
Baity,Reggie	Blackburn Elementary School	Specialist, Student Support	ESOL End. Class 1
Baker,Caitlyn Alexandria	Bayshore High School	Tchr, Language Arts, HS	ESOL End. Class 1
Baker,Matthew	Manatee High School	Tchr, Reading, HS	ESOL End. Class 3
Baldwin,Amy Elena	Palmetto High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Ballog,Angelica	Sugg Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
Balsai,Gina Maria	Mills Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Baranowski,Kimberly	Blackburn Elementary School	Tchr, VE	ESOL End. Class 5
Barber,Coleman	Sea Breeze Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Barco,Adriana	Palmetto High School	Tchr, HS Classroom	ESOL Survey for Special Area Teachers
Barkasy,Theresa G	Braden River High School	Tchr, Language Arts, HS	ESOL End. Class 1
Barker,Riane	Freedom Elementary School	Tchr, Autism Spectrum Disorder	ESOL Survey for Special Area Teachers
Barr,Kellie L.	McNeal Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Barras,Lynn	Tillman Elementary School	First Grade Teacher	ESOL End. Class 1
Bartens,Jennifer Ann	Oneco Elementary School	Kindergarten Teacher	ESOL End. Class 1
Bartlett,Keary Ann	Witt Elementary School	Third Grade Teacher	ESOL End. Class 1
Barz,Katherine Anne	Ballard Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Bates,Sarah Rose	Harvey K8 School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
Batiz,JoAnne	Moody Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Baty,Jennifer W.	ESE	Pathologist, Speech & Language	ESOL End. Class 1
Baxley,Wylie Shane	Manatee Technical College	Instructor, Auto Repair & Ref	ESOL Survey for Special Area Teachers
Beck,Karen A.	Bayshore Elementary School	Tchr, VE	ESOL End. Class 1
Beekharry,Alexander	Palmetto High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Beihl,Jessica	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Bellamy,Troy A.	Lincoln Memorial Middle School	Tchr, Resource	ESOL Survey for Special Area Teachers
Bellew,Vanessa Sue	Gullett Elementary School	Kindergarten Teacher	ESOL End. Class 1
Benjoud,Omar	Southeast High School	Tchr, VE	ESOL Survey for Special Area Teachers
Bennett,Robert C.	Bayshore High School	Tchr, VE	ESOL Survey for Special Area Teachers
Benton,Larry D.	Lee Middle School	Tchr, IND/SC	ESOL Survey for Special Area Teachers
Bernard,Alec B	Buffalo Creek Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Berner,Shelbi Elaine	Southeast High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Berumen-Marquez,Blanca Margarita	Daughtrey Elementary School	First Grade Teacher	ESOL End. Class 1
Best,Rebecca	Palmetto High School	Tchr, Language Arts, HS	ESOL End. Class 3
Beverly,Camden Rain	Bayshore Elementary School	First Grade Teacher	ESOL End. Class 1

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Binks,Hilary	Harvey K8 School	Tchr, ASD	ESOL Survey for Special Area Teachers
Bishop,Meghan Kathleen	Southeast High School	Coordinator, IB	ESOL Methods for Content Area Teachers
Blake-Miller nee Blake,Sasha Shauna	Braden River Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Blalock,Karri	Palmetto High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Blalock,Michael	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Blalock,Quinci	Palmetto High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Bluemlein,Alexis	Freedom Elementary School	Second Grade Teacher	ESOL End. Class 1
Boardman,Kerri	Braden River Elementary School	Tchr, VE/SC	ESOL End. Class 1
Bock,Jessie Rey	Lake Manatee K-8 School	Kindergarten Teacher	ESOL End. Class 1
Bolden,Denaye	Daughtrey Elementary School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
BonRose,Kami Lee	Bayshore Elementary School	Tchr, EBD/SC	ESOL End. Class 1
Boone,Chrystal Rose	Sea Breeze Elementary School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Boone,Jennie Elizabeth	Witt Elementary School	First Grade Teacher	ESOL End. Class 1
Borcsok Imri,ZsuZsanna	Palmetto Elementary School	Tchr, VE/SC	ESOL End. Class 1
Botros,Carrie	Willis Elementary School	Fourth Grade Teacher	ESOL End. Class 2
Bourdeau,Karen Marie	Lee Middle School	Tchr, VE	ESOL End. Class 2
Bourdon,Allison	Lake Manatee K-8 School	Kindergarten Teacher	ESOL End. Class 1
Bowers,Ann E.	Braden River Middle School	Tchr, VE	ESOL End. Class 2
Boyd,Stephanie	Jain Middle School	Tchr, Social Studies, MS	ESOL End. Class 1
Bradley,Maleah L	Palm View K-8 School	Tchr, Language Arts, MS	ESOL End. Class 4
Brady,Toysha L	Sugg Middle School	Tchr, Mathematics, MS	ESOL Survey for Special Area Teachers
Braendel,Patty Colleen	Prine Elementary School	Tchr, IND/SC	ESOL End. Class 1
Bragg,William E	Manatee High School	Tchr, ESOL Resource	ESOL Survey for Special Area Teachers
Brantley,Katie Leigh	Parrish Community High School	Tchr, Language Arts, HS	ESOL End. Class 3
Bratkowski,Kristen	Harvey K8 School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Breitsprecher,Emma	Braden River Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
Briggs,Jonathan David	King Middle School	Tchr, Business Technology	ESOL Survey for Special Area Teachers
Brod,Leah Bea	Bayshore Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Brondyke,Sarah J.	Gullett Elementary School	Third Grade Teacher	ESOL End. Class 3
Brooks,Josiah	Witt Elementary School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
Broom,Sara Anne	Prine Elementary School	Tchr, STEM	ESOL Survey for Special Area Teachers
Brown,Alexis Nicole	Palm View K-8 School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Brown,Robin	Bayshore Elementary School	Second Grade Teacher	ESOL End. Class 1
Brubacher,Tiffany Kay	Samoset Elementary School	Third Grade Teacher	ESOL End. Class 1
Bryant,Andre L.	Braden River Middle School	Tchr, Mathematics, MS	ESOL End. Class 1
Buck,Olivia	Lake Manatee K-8 School	Second Grade Teacher	ESOL End. Class 2
Bugliosi,Linda Jean	Moody Elementary School	Spec, Media, ES	ESOL Survey for Special Area Teachers
Burek,Elisa Grimm	Braden River High School	Tchr, ESOL Resource	ESOL End. Class 3
Burke,Tara Ann	Lee Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Burkhardt,Peter	Sea Breeze Elementary School	Kindergarten Teacher	ESOL End. Class 3
Burt,Thomas	Ballard Elementary School	Third Grade Teacher	ESOL End. Class 1
Burton,Carolyn P.	Hospital-Homebound Instruction	Tchr, Hospital/Homebound	ESOL End. Class 1
Busick,Katherine	Palm View K-8 School	Third Grade Teacher	ESOL End. Class 1
Bystricky,Katherine	Moody Elementary School	Kindergarten Teacher	ESOL End. Class 1
Caamano,Vallerie	Moody Elementary School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Cabando,Windel Z	Jain Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
Cabibi,Donna	Williams Elementary School	Pathologist, Speech & Language	ESOL Survey for Special Area Teachers
Calcorzi,Angel A.	Bayshore Elementary School	Tchr, STEM	ESOL End. Class 2
Callihan,Amanda Lynn	Jain Middle School	Counselor, MS	ESOL End. Class 1
Callihan-DeWitt,Kristina Lee	Bayshore Elementary School	Reading Coach, ES - Title I	ESOL End. Class 1
Campbell,Claudia Saureta	Sugg Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
Capalit,Ross Ann	Ballard Elementary School	Tchr, ASD	ESOL End. Class 2
Capozzi,Bernice S.	Rogers Garden-Bullock ES	Tchr, STEM	ESOL Methods for Content Area Teachers
Caranto,Vanessa	Sugg Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Carbone,Andrew	Braden River High School	Tchr, Technology	ESOL Survey for Special Area Teachers
CARDER,ARIADNE	Rogers Garden-Bullock ES	First Grade Teacher	ESOL End. Class 1
Carenza,Kimberly Michelle	Haile Middle School	Tchr, VE	ESOL End. Class 1
Carlisle,Sandra Marie	Freedom Elementary School	Spec, Media, ES	ESOL Survey for Special Area Teachers
Carrier,Kerrie E.	Parrish Community High School	Tchr, Music, HS	ESOL Survey for Special Area Teachers
Carson,Camrynn	Manatee High School	Tchr, Language Arts, HS	ESOL End. Class 1
Casaclang,Aileen	Miller Elementary School	Tchr, ASD	ESOL End. Class 1
Casey,Matthew	Manatee High School	Tchr, Language Arts, HS	ESOL End. Class 1
Casteel,Kayla Jewel	Mills Elementary School	Tchr, Third Grade	ESOL End. Class 1
Castiglioni,Emily	Bashaw Elementary School	Kindergarten Teacher	ESOL End. Class 1
Castro,Melissa	Palmetto Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Ceruti,Kaitlyn	Williams Elementary School	Tchr, VE/SC	ESOL End. Class 1
Chanelo Rodriguez,Edith Rocio	Blackburn Elementary School	Kindergarten Teacher	ESOL End. Class 2
Chase,Thomas	Palmetto High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Chirco,Joan	Buffalo Creek Middle School	Tchr, Business Technology	ESOL Survey for Special Area Teachers
Chiu,Wen-Chi	Kinnan Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Ciambrone,Lauren	Bashaw Elementary School	Kindergarten Teacher	ESOL End. Class 1
Ciasto,Kailah Marie	Palm View K-8 School	Fourth Grade Teacher	ESOL End. Class 2
Cingle,Brookelynn	Willis Elementary School	Third Grade Teacher	ESOL End. Class 1
Clark,Amanda Marlene	Braden River High School	Tchr, TV Production	ESOL End. Class 3

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Clark,Ariane Michelle	Braden River High School	Tchr, Science, HS	ESOL End. Class 1
Clark,David	Bashaw Elementary School	Second Grade Teacher	ESOL End. Class 1
Clark,Judith Miriam Angela	Lee Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Clark,Maya	Bayshore High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Clark,Robert Dylan	Parrish Community High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Cohen,Mariah Claire	Lakewood Ranch High School	Tchr, Language Arts, HS	ESOL End. Class 1
Cohen,Rhonda J.	Palm View K-8 School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Coleman,Brittney M	Tara Elementary School	Second Grade Teacher	ESOL End. Class 1
Collado,Evelyn	Daughtrey Elementary School	First Grade Teacher	ESOL End. Class 3
Collins,Asia Marie	Tillman Elementary School	Second Grade Teacher	ESOL End. Class 1
Collins,Jessica	Tillman Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Colon,Jonathan	Abel Elementary School	Tchr, STEM	ESOL Methods for Content Area Teachers
Comuzzi,Gina M	Manatee Elementary School	Second Grade Teacher	ESOL End. Class 1
Condor,Aaron James	Haile Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Corbett,Brooke E.	Palmetto High School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Cormany,Denise	Braden River Elementary School	First Grade Teacher	ESOL End. Class 2
Corn,Samantha	Palmetto High School	Tchr, IND/SC	ESOL End. Class 1
Corrao,Andrew	Buffalo Creek Middle School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Cortez,Meghan Faith	Abel Elementary School	Second Grade Teacher	ESOL End. Class 1
Couch,Angela Kathryn	Palmetto High School	Spec, Media, HS	ESOL Survey for Special Area Teachers
Covert,Isabel Faith	Lee Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Cowan,Caroceka Sarica	Daughtrey Elementary School	Tchr, ASD	ESOL End. Class 2
Cricco,Cristina	Lake Manatee K-8 School	Third Grade Teacher	ESOL End. Class 1
Critzer,Michael	Horizons Academy	Tchr, VE	ESOL Methods for Content Area Teachers
Cromartie,Kiara Timesha	Lee Middle School	Tchr, Social Studies, MS	ESOL End. Class 2
Cromartie-Pindell,Doris W	Daughtrey Elementary School	Third Grade Teacher	ESOL End. Class 4
Cummins,Morgan	Parrish Community High School	Tchr, Language Arts, HS	ESOL Survey for Special Area Teachers
Cunningham,Jolissa	Oneco Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Cunningham,Sherry	King Middle School	Tchr, ESOL Resource	ESOL End. Class 1
Cusack,Tracey Boyd	Ballard Elementary School	First Grade Teacher	ESOL End. Class 2
Czaia,Ariana	Manatee High School	Tchr, Dance, HS	ESOL Survey for Special Area Teachers
Danko,Ashley Anne	Tara Elementary School	Kindergarten Tchr	ESOL End. Class 1
Danko,Olivia	Witt Elementary School	Third Grade Teacher	ESOL End. Class 1
Danyluk,Elizabeth Bruno	Nolan Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Darnell,Amanda Nicole	Harvey K8 School	Third Grade Teacher	ESOL End. Class 1
David,Kimberly	Jain Middle School	Tchr, Reading, MS	ESOL End. Class 1
David,Tiffany Laural	Palm View K-8 School	Tchr, Autism Spectrum Disorder	ESOL Survey for Special Area Teachers
Davis,Aleceya	Oneco Elementary School	First Grade Teacher	ESOL End. Class 1
Davis,Ieshia Nicole	Palm View K-8 School	Tchr, Language Arts, MS	ESOL End. Class 1
Davis,Michael R	Southeast High School	Tchr, Reading, HS	ESOL End. Class 1
Davis,Parker	Miller Elementary School	Tchr, STEM	ESOL Methods for Content Area Teachers
Davis,Stacy	Johnson K-8 Sch of Int Studies	Tchr, Pre-K Handicapped	ESOL End. Class 1
Deans,Sara S	Palm View K-8 School	Third Grade Teacher	ESOL End. Class 1
DeCicco,Anthony	Manatee High School	Tchr, Dropout Prevention, HS	ESOL Survey for Special Area Teachers
Delgado,Edmundo A.	Manatee Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Deligiannis,Maria Mina	Manatee Elementary School	Tchr, Third Grade	ESOL End. Class 1
Deligiannis,Spiro George	King Middle School	Tchr, Physical Educ, MS	ESOL Survey for Special Area Teachers
Denise,Abigail	Manatee Elementary School	Tchr, VE	ESOL Survey for Special Area Teachers
DePatie,Alison Layne	Parrish Community High School	Tchr, Social Studies, HS	ESOL End. Class 2
Deras,Cynthia A	Witt Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Dewey,Susanmarie J	Haile Middle School	Tchr, World Language, MS	ESOL Survey for Special Area Teachers
Diaz,Leah Rowena Elvina	Bayshore High School	Tchr, Mathematics, HS	ESOL Survey for Special Area Teachers
Dickens,Christina	Willis Elementary School	Kindergarten Teacher	ESOL End. Class 1
DiStefano,Anthony	Johnson K-8 Sch of Int Studies	Fourth Grade Teacher	ESOL End. Class 1
Doney,Caitlin A	Palm View K-8 School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Dopwell Hall,Jahkori	Manatee Elementary School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Dorman,Brianne	Sea Breeze Elementary School	First Grade Teacher	ESOL End. Class 1
Dormichev,Magdalena	Lakewood Ranch High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Douglas,Kelli D.	Palmetto High School	Tchr, Dropout Prevention, HS	ESOL End. Class 2
Dowling,Jennifer	Braden River Middle School	Tchr, Mathematics, MS	ESOL End. Class 3
Downs,Darren	Willis Elementary School	Specialist, Student Support	ESOL End. Class 1
Driggers,Katherine	Harvey K8 School	Tchr, VE/SC	ESOL Survey for Special Area Teachers
Duball,Cheri	Braden River High School	Tchr, Language Arts, HS	ESOL End. Class 1
Dubernas,Melissa Noelle	Oneco Elementary School	Second Grade Teacher	ESOL End. Class 1
Dunbar,Roosevelt	Lincoln Memorial Middle School	Counselor, MS	ESOL for Administrators/Guidance
D'Urso,Caitlyn	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Dykes,Corinne D	Horizons Academy	Tchr, Dropout Prevention, HS	ESOL End. Class 1
Dzurilla,Amanda B.	Palma Sola Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Early,Michelle Sharice	Prine Elementary School	Tchr, ESOL Resource	ESOL End. Class 1
Egyed,Peter P.	Manatee High School	Tchr, ASD	ESOL End. Class 1
Eldert,Dawn Ann	Prine Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Elliott,Kristen D.	Jain Middle School	Tchr, Technology	ESOL Survey for Special Area Teachers
Elmendorf,Kyle W	Lakewood Ranch High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Engram,Leah Sharai	Manatee Elementary School	Counselor, ES	ESOL End. Class 1

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Epstein,Nancy	Southeast High School	Tchr, Social Studies, HS	ESOL End. Class 1
Erbella,Jenna	Nolan Middle School	Tchr, Dropout Prevention, MS	ESOL Methods for Content Area Teachers
Erby,Lisa Denise	Bayshore High School	Tchr, Language Arts, HS	ESOL End. Class 3
Erhardt Jr,Bruce Jeffery	Palm View K-8 School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Escobedo,Erica Emily	Palmetto High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Esposito,Juliette	Parrish Community High School	Tchr, Social Studies, HS	ESOL Survey for Special Area Teachers
Eurich Plevin,Elizabeth	Tillman Elementary School	Tchr, Kindergarten	ESOL End. Class 1
Evans,Robert M	Prine Elementary School	Second Grade Teacher	ESOL End. Class 1
Everingham,Christina	Bashaw Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Facer,Rebecca	Tillman Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Farinas,Kyra Raizel	King Middle School	Tchr, Mathematics, MS	ESOL Survey for Special Area Teachers
Farrow,Brandon Joshua	Southeast High School	Tchr, IND/SC	ESOL End. Class 1
Fauchier-Johnson,Angela Brooke	Haile Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Fearon,Victoria A.	Palm View K-8 School	Tchr, VE	ESOL End. Class 4
Fedak,Bryce W	Jain Middle School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Feliciano,Sarah	Tillman Elementary School	Kindergarten Teacher	ESOL End. Class 1
Feltzin,Allen Edward	Daughtrey Elementary School	Fourth Grade Teacher	ESOL Methods for Content Area Teachers
Fernandes,Rui S.	Palmetto High School	Tchr, Othr Clsrm (Acad Adv)	ESOL Survey for Special Area Teachers
Fernandez,Lesly	Buffalo Creek Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Ferrell,Leann Nichole	Lake Manatee K-8 School	Third Grade Teacher	ESOL End. Class 1
Fertig,Dawn M.	Buffalo Creek Middle School	Tchr, Dropout Prevention, MS	ESOL Methods for Content Area Teachers
Fields,Vincent	Manatee Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Finley,Savanna	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Fiore,Remington Tate	Lincoln Memorial Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Fiore,Tara Leann	Lincoln Memorial Middle School	Counselor, MS	ESOL for Administrators/Guidance
Fishman,Farrah	Oneco Elementary School	Second Grade Teacher	ESOL End. Class 1
Flesche,Kathryn L.	McNeal Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Foley,Tom	Braden River High School	Tchr, Language Arts, HS	ESOL End. Class 1
Fontaine,Francine	Manatee High School	Tchr, VE	ESOL End. Class 1
Forch,Terry Lee	Abel Elementary School	Tchr, VE	ESOL Survey for Special Area Teachers
Forrester,Sherlyn Nora	Sugg Middle School	Tchr, Language Arts, MS	ESOL Survey for Special Area Teachers
Foster,Dawn Smith	Lee Middle School	Tchr, Business Technology	ESOL Methods for Content Area Teachers
Fraley,Leah Nicole	Bayshore Elementary School	Second Grade Teacher	ESOL End. Class 1
Francis,Makayla	Braden River Middle School	Tchr, Reading, MS	ESOL End. Class 1
Franklin,Katrina N.	Manatee Elementary School	Third Grade Teacher	ESOL End. Class 1
Frech,Aaron	King Middle School	Tchr, Technology	ESOL Methods for Content Area Teachers
Freitag,Oksana Vitalievna	Bayshore Elementary School	Kindergarten Teacher	ESOL End. Class 1
Frisch,Tracylyn	Witt Elementary School	Tchr, VE/SC	ESOL End. Class 1
Furman,Joan Mauree	Johnson K-8 Sch of Int Studies	Fifth Grade Teacher	ESOL Survey for Special Area Teachers
Gaines,Tommie L.	Sugg Middle School	Tchr, Family & Cnsumr Sciences	ESOL Survey for Special Area Teachers
Galati,Natasha	King Middle School	Tchr, ASD	ESOL End. Class 1
Galik Jr,Peter George	Lincoln Memorial Middle School	Tchr, VE	ESOL Methods for Content Area Teachers
Gallagher,Jeffrey M.	Southeast High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Gallegos,Tiffany Jade	Williams Elementary School	Third Grade Teacher	ESOL End. Class 1
Galletta,Kimberly C.	Gullett Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Galloza,Jezlyn M	Kinnan Elementary School	Fourth Grade Teacher	ESOL End. Class 3
Garber,Valerie Janelle	Johnson K-8 Sch of Int Studies	Third Grade Teacher	ESOL End. Class 1
Gardini,Elizabeth	Abel Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Gardner,Karen Rose	Palmetto Elementary School	Tchr, VE	ESOL End. Class 1
Gardner,Kelly Sanford	Lakewood Ranch High School	Tchr, ASD	ESOL Survey for Special Area Teachers
Garner,Alex Galen	Palmetto High School	Tchr, Technology	ESOL Methods for Content Area Teachers
Garrity,Joseph	Lakewood Ranch High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Geldmaker,Stephanie	Sugg Middle School	Tchr, VE	ESOL End. Class 1
George,Jenna	Palm View K-8 School	Third Grade Teacher	ESOL End. Class 1
Giardina,Sophie K	Prine Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Gilbank,Kristen J.	Willis Elementary School	First Grade Teacher	ESOL End. Class 1
Gildea,Brooke Crowther	Nolan Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Gilmer,Dwight W.	Braden River High School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Gilsenan,Nicole	Moody Elementary School	Third Grade Teacher	ESOL End. Class 1
Gimmi,Alexander	Lakewood Ranch High School	Tchr, Reading, HS	ESOL End. Class 3
Giraldo,Lori A.	Horizons Academy	Tchr, VE Resource	ESOL End. Class 1
Gleason,Jennifer	Harvey K8 School	Kindergarten Teacher	ESOL End. Class 1
Gleason,Katie L	Palm View K-8 School	First Grade Teacher	ESOL End. Class 2
Gleason,Olivia	Palm View K-8 School	Tchr, Dropout Prevention, MS	ESOL End. Class 1
Gogarty,Ashley	Abel Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Gomez Ojeda,Arelys D.	Oneco Elementary School	Specialist, Student Support	ESOL End. Class 2
Gonzalez,Alexander	Lincoln Memorial Middle School	Tchr, Social Studies, MS	ESOL End. Class 1
Gonzalez,Ana Maria	Bashaw Elementary School	Third Grade Teacher	ESOL End. Class 1
Goodhue,Susan	Willis Elementary School	Tchr, ASD	ESOL End. Class 1
Goolsby,Alicia Nicole	Southeast High School	Testing Administrator	ESOL Methods for Content Area Teachers
Gorskey,McKenzie Nichole	Lakewood Ranch High School	Tchr, Agriculture/Nat Resrcs	ESOL Survey for Special Area Teachers
Grabiak,Kelsey	Lincoln Memorial Middle School	Teacher, Other Classroom	ESOL Survey for Special Area Teachers
Grain,Jason	Braden River High School	Tchr, HS Classroom, Research	ESOL Methods for Content Area Teachers
Gratzer,Hope Elizabeth	Southeast High School	Tchr, Language Arts, HS	ESOL End. Class 1

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Green,D'Tanyian J.	Manatee High School	Tchr, ASD	ESOL Survey for Special Area Teachers
Green,Phillip Antonio	Haile Middle School	Tchr, Physical Educ, MS	ESOL End. Class 1
Greene,Caitlyn J	Parrish Community High School	Tchr, Agriculture/Nat Resrcs	ESOL Survey for Special Area Teachers
Greene,Kristin Inderwiesen	Myakka Elementary School	Tchr, Music, ES	ESOL End. Class 1
Greer,Erika	Parrish Community High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Gregory,Lavonna	Braden River Middle School	Counselor, MS	ESOL for Administrators/Guidance
Grubb,Maricleia	Bayshore High School	Tchr, World Language, HS	ESOL Survey for Special Area Teachers
Grundy,Molly	Sea Breeze Elementary School	Second Grade Teacher	ESOL End. Class 1
Gulbrandsen,Angela M.	McNeal Elementary School	Kindergarten Teacher	ESOL End. Class 3
Gulsby,Nicole T.	Braden River Middle School	Tchr, Reading, MS	ESOL End. Class 1
Guth,Andrea	Kinnan Elementary School	First Grade Teacher	ESOL End. Class 3
Guttilla,Charles Joseph	Braden River Middle School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Guyre,Brendan C	Southeast High School	Tchr, Language Arts, HS	ESOL End. Class 2
Guzman Colon,Wenik	Lee Middle School	Tchr, ESOL Resource	ESOL End. Class 1
Haacke,Karen	Williams Elementary School	First Grade Teacher	ESOL End. Class 1
Hacker,Ethan	Braden River Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Hagan,Barbara	Willis Elementary School	Kindergarten Teacher	ESOL End. Class 1
Hahn,Maggie Rae	Kinnan Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Hall,Stephanie	Jain Middle School	Tchr, IND/SC	ESOL End. Class 1
Hallinger,Colleen Mary	Bayshore High School	Tchr, Art, HS	ESOL Survey for Special Area Teachers
Hamilton,Kara	Braden River High School	Tchr, Language Arts, HS	ESOL End. Class 1
Hamilton,Sabrina	Manatee Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Hammer,Lisa	Bayshore Elementary School	First Grade Teacher	ESOL End. Class 2
Hammond,Sarah	Witt Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Hancock,Hollie	Manatee Technical College	Instructor, Nursing	ESOL Survey for Special Area Teachers
Hanskat,Christina Vanhook	Miller Elementary School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
Hanson,Kenneth	Lakewood Ranch High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Harper,Isabel Ann	King Middle School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Harper,Jennifer R	Harvey K8 School	Kindergarten Teacher	ESOL Survey for Special Area Teachers
Harpole,Durrell Joseph	Haile Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Harrity,Taylor	Palmetto High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Harshaw,Samantha C	Lee Middle School	Tchr, Reading, MS	ESOL End. Class 2
Harvey,Chondra Tootle	Abel Elementary School	Third Grade Teacher	ESOL End. Class 3
Harwick,Krey Elliot	Palma Sola Elementary School	Tchr, Physical Educ, ES	ESOL Survey for Special Area Teachers
Haushalter,Dawn M.	Parrish Community High School	Tchr, ESOL Resource	English for Speakers of Other Languages (ESOL) Endorsment
Hayes,Samantha	Lakewood Ranch High School	Tchr, Art, HS	ESOL Survey for Special Area Teachers
Hazon,Zoe	Rogers Garden-Bullock ES	Tchr, IND/SC	ESOL Survey for Special Area Teachers
Heidel,Jason Timothy	Manatee High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Hemingway,Denise	Blackburn Elementary School	Tchr, VE/SC	ESOL End. Class 1
Henderson,Katheryn	Buffalo Creek Middle School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Henry,Sylvie Gabrielle	Haile Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Hermann,Mark L.	Nolan Middle School	Tchr, VE	ESOL End. Class 1
Hernandez Gore,Adriana	Parrish Community High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Hernandez,Charles	Jain Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Hernandez,Silvia	Palmetto High School	Tchr, Music, HS	ESOL Survey for Special Area Teachers
Hewitt,Les R	Bayshore High School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Hidalgo,Susel	Daughtrey Elementary School	Second Grade Teacher	ESOL End. Class 1
Highers,Jamie S.	King Middle School	Tchr, Science, MS	ESOL End. Class 2
Hill,Lucas	Mills Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Hofstra,Candice	Manatee High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Hogue,Kenneth Carrington	Southeast High School	Tchr, Language Arts, HS	ESOL End. Class 3
Holly,Elizabeth Anne	Daughtrey Elementary School	Coach, Literacy	ESOL End. Class 2
Holt,Kaylinka	Freedom Elementary School	First Grade Teacher	ESOL End. Class 1
Holte,Brett A.	Lakewood Ranch High School	Tchr, VE	ESOL Survey for Special Area Teachers
Horwitz,Chad Stephan	Horizons Academy	Specialist, Student Support	ESOL Methods for Content Area Teachers
Hosker,Jeanne M.	Buffalo Creek Middle School	Tchr, Language Arts, MS	ESOL End. Class 5
Howard,Kelly	Palmetto Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Hoyden,Melanie	Anna Maria Elementary School	Kindergarten Teacher	ESOL End. Class 1
Huber,Kelly E.	Myakka Elementary School	Third Grade Teacher	ESOL End. Class 1
Hudson,Le' Nora Lateisha	Harvey K8 School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Huling,Allyson	Williams Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Hunter,Hannah	Willis Elementary School	Tchr, ASD	ESOL End. Class 1
Hunter,Stephanie	Bashaw Elementary School	Tchr, VE/SC	ESOL Survey for Special Area Teachers
Jackman,Jeremy	Manatee Elementary School	Fifth Grade Teacher	ESOL End. Class 3
Jackson,Maxine Lee	Sable Acad Behavioral Learning	Tchr, VE	ESOL End. Class 1
Jacox,Brianna A	Abel Elementary School	Kindergarten Teacher	ESOL End. Class 1
Jacox,Megan	Willis Elementary School	First Grade Teacher	ESOL End. Class 1
James,Kaitlyn	Daughtrey Elementary School	Tchr, Art, ES	ESOL End. Class 1
Jenei,Andrea	Miller Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Jenkins,Shamika	Access to Education	Tchr, VE/SC	ESOL Survey for Special Area Teachers
Jenkins-Wade,Billie	Moody Elementary School	Second Grade Teacher	ESOL End. Class 1
Jiles,Byron Jamir	Haile Middle School	Tchr, Mathematics, MS	ESOL Survey for Special Area Teachers
Jimenez,Katty Maria	Lake Manatee K-8 School	Fourth Grade Teacher	ESOL End. Class 1
Johannessen,Joscelyn Jenna	Tara Elementary School	Tchr, ASD	ESOL End. Class 1

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Johnson,Julie Suzanne	Parrish Community High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Johnson,Lew	Parrish Community High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Johnson,Mackenzie Taylor	Nolan Middle School	Tchr, Physical Educ, MS	ESOL Survey for Special Area Teachers
Jones III,Sammie Lee	Lee Middle School	Tchr, Social Studies, MS	ESOL End. Class 1
Jones Jr,Thirus	Bayshore High School	Tchr, Resource	ESOL Methods for Content Area Teachers
Jones,Brenda Goble	Sea Breeze Elementary School	First Grade Teacher	ESOL End. Class 1
Jones,Cary Leigh	Parrish Community High School	Tchr, Technology	ESOL Survey for Special Area Teachers
Jones,Devonni C	Palm View K-8 School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Jones,Railene	Palm View K-8 School	Tchr, Art, MS	ESOL Survey for Special Area Teachers
Jordan,Andrea	Prine Elementary School	Kindergarten Teacher	ESOL End. Class 1
Juntunen,Kevin	Bayshore Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Kakraba,George	Southeast High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Kammou,Hadda	Moody Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Kanz,Lyndsey	Harvey K8 School	Fourth Grade Teacher	ESOL End. Class 1
Karlsson,Lisbeth	Daughtrey Elementary School	Second Grade Teacher	ESOL End. Class 1
Katz,Harrison	Bayshore High School	Tchr, VE	ESOL Survey for Special Area Teachers
Kauzlarich,Maureen	Lincoln Memorial Middle School	Coach, Literacy	ESOL End. Class 1
Kawalya,Michael	Buffalo Creek Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Kearney Jr,Vernon Lenior	Southeast High School	Tchr, EBD/SC	ESOL End. Class 1
Keats,Michelle	Exec Dir, Teaching & Learning	Tchr, Spcl Assgn, Basic Instr	ESOL End. Class 3
Keech-Babcock,Kari Jaclyn	Lakewood Ranch High School	Tchr, Reading, HS	ESOL End. Class 3
Keiper,Keala Pamela Ros	Samoset Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 4
Kelly,Ashlee	Braden River High School	Counselor, HS	ESOL for Administrators/Guidance
Kelly,Jennifer J	Prine Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Kelly-Walford,Carla S	Moody Elementary School	First Grade Teacher	ESOL End. Class 1
Kendzior,Macy Kathleen	Palmetto High School	Pathologist, Speech & Language	ESOL Survey for Special Area Teachers
Kent,Noelle V.	Abel Elementary School	Tchr, VE/SC	ESOL Methods for Content Area Teachers
Ketterman,Caitlin	Abel Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Ketterman,Jared	Bashaw Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Kilguss,Sarah E	Bashaw Elementary School	Third Grade Teacher	ESOL End. Class 1
King,Barry C.	Manatee Technical College	Tchr, Building Construction	ESOL Survey for Special Area Teachers
King,Stacia A	Braden River High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Klammer,Ivana Raquel	Lakewood Ranch High School	Tchr, World Language, HS	ESOL Survey for Special Area Teachers
Klawans,Justin Michael	Nolan Middle School	Tchr, Mathematics, MS	ESOL Survey for Special Area Teachers
Kleiner,Alicia J	Parrish Community High School	Tchr, World Language, HS	ESOL Survey for Special Area Teachers
Klepper,Brittney Barth	Harvey K8 School	Tchr, Gifted	ESOL Survey for Special Area Teachers
Knaust,Allison	Exec Dir, Teaching & Learning	Tchr, Spl Assgn, Basic Instr	ESOL Methods for Content Area Teachers
Knips,Sophie	King Middle School	Tchr, Language Arts, MS	ESOL End. Class 4
Knopf,Chloe L	Williams Elementary School	Tchr, Second Grade	ESOL End. Class 1
Koch,Whitney Carter	Braden River Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Kofil,Samuel Quitman	Palmetto High School	Tchr, Music, HS	ESOL Survey for Special Area Teachers
Kohlman,Amy	Moody Elementary School	Pathologist, Speech & Language	ESOL Survey for Special Area Teachers
Kolomiychenko,Vyacheslav	McNeal Elementary School	Tchr, STEM	ESOL End. Class 1
Korns,Maria	Nolan Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Korompilas,Dena Alexandra	Williams Elementary School	Second Grade Teacher	ESOL End. Class 1
Korschun,Martha	Moody Elementary School	Tchr, ASD	ESOL End. Class 1
Kozuch,Samantha	Palmetto High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Krakowski,Michelle M.	Freedom Elementary School	First Grade Teacher	ESOL End. Class 5
Labbe,Paul	Manatee Technical College	Tchr, AC/Heating	ESOL Survey for Special Area Teachers
Lamaitis,Erin	Braden River Middle School	Spec, Media, MS	ESOL Survey for Special Area Teachers
Lamar,Amber	Bayshore High School	Tchr, Language Arts, HS	ESOL End. Class 1
Lambert,Kimberly Michelle	Abel Elementary School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Lane,Barbara Ann	Freedom Elementary School	Kindergarten Teacher	ESOL End. Class 2
Lanza,Alys	Sugg Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Larocca,Sara Anne	Prine Elementary School	Kindergarten Teacher	ESOL End. Class 1
Lashway,Brianna Christine	Parrish Community High School	Tchr, Language Arts, HS	ESOL End. Class 1
Latessa,Krista	Manatee High School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Latoja,Joy Diane Molina	Lee Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Lawrence Jr,Herman	Buffalo Creek Middle School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Lazzari,Michael	Palmetto High School	Tchr, IND/SC	ESOL Survey for Special Area Teachers
Leboffe,Olivia Jane	Johnson K-8 Sch of Int Studies	Kindergarten Teacher	ESOL Survey for Special Area Teachers
Leftwich,Rachael A	Parrish Community High School	Tchr, VE	ESOL Survey for Special Area Teachers
Lehman,Tracie Leigh	Braden River Elementary School	Tchr, STEM	ESOL End. Class 3
Leiphart,Kayla Elizabeth	Abel Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Lenard,Rachel	Parrish Community High School	Tchr, Language Arts, HS	ESOL End. Class 2
Lengacher-Taylor,Julie	Braden River High School	Counselor, HS	ESOL for Administrators/Guidance
Lentz,Andrew Harrison	Parrish Community High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Leupold,Jessica	Lakewood Ranch High School	Tchr, Health, HS	ESOL Survey for Special Area Teachers
Leupold,Jonathan	Tillman Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Lewis,Kenesha Shakira	Palmetto High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Lewis,Leanna May	Daughtrey Elementary School	Tchr, Third Grade	ESOL End. Class 1
Liebe,Payton Michelle	Jain Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Limones,Alicia	Buffalo Creek Middle School	Tchr, Agriculture/Nat Resrcs	ESOL Survey for Special Area Teachers
Lindquist,Katie	Freedom Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Lis,Stefani M.	Jain Middle School	Tchr, Art, MS	ESOL Survey for Special Area Teachers
Lisch,Erin	Parrish Community High School	Tchr, TV Production	ESOL Survey for Special Area Teachers
Lisman,Lora	Tara Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
List,Jennifer	Palmetto High School	Tchr, Language Arts, HS	ESOL End. Class 1
Llamas,Jacqueline	Braden River Middle School	Tchr, Social Studies, MS	ESOL End. Class 5
Long,Benjamin R.	Lakewood Ranch High School	Tchr, Technology	ESOL Survey for Special Area Teachers
Lopez-Pacheco,Brittaney	Lake Manatee K-8 School	First Grade Teacher	ESOL End. Class 1
Lorenzo,Nerissa Gatus	Prine Elementary School	Tchr, IND/SC	ESOL Survey for Special Area Teachers
Lovesky,Bailey	Parrish Community High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Lovin,Tara Williams	Daughtrey Elementary School	Tchr, VE/SC	ESOL End. Class 3
Lubbers,Jess William	Lakewood Ranch High School	Tchr, Drama, HS	ESOL End. Class 2
Luchuk,Mary A	Buffalo Creek Middle School	Tchr, EBD/SC	ESOL End. Class 3
Luck,Michelle M.	Lee Middle School	Tchr, Science, MS	ESOL End. Class 4
Ludwig,Brandon G	Lakewood Ranch High School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Lumb,Morgan T	Lakewood Ranch High School	Tchr, Physical Educ, HS	ESOL End. Class 3
Luther,Shannon	Braden River High School	Tchr, IND/SC	ESOL End. Class 3
Lyle,Lauren Elizabeth	Palmetto High School	Tchr, Music, HS - Chorus	ESOL Survey for Special Area Teachers
Lyssy,Connie Campbell	Prine Elementary School	Tchr, ESOL Resource	ESOL End. Class 1
MacLean,Kai Hajime	Palmetto High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Mainstone,Angela Dawn	Jain Middle School	Tchr, Reading, MS	ESOL End. Class 1
Malcomb,Allison	Parrish Community High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Maldonado,Erik Elias	Braden River High School	Tchr, Other Classroom	ESOL Methods for Content Area Teachers
Mallo,Margaret	Manatee High School	Tchr, Language Arts, HS	ESOL End. Class 1
Malone,Christopher	Sugg Middle School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Malone,Meaghan	Sugg Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Maluchnik,Theresa Ann	Haile Middle School	Tchr, Social Studies, MS	English for Speakers of Other Languages (ESOL) K-12
Manfredi,Jaden	McNeal Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Manion,Kyle	Manatee High School	Tchr, IND/SC	ESOL End. Class 2
Mann,Donna M.	Bayshore Elementary School	Third Grade Teacher	ESOL End. Class 1
Marciniak,Daniel Lynn	Harvey K8 School	Second Grade Teacher	ESOL End. Class 1
Marconi,Kathy Lynn	Manatee High School	Tchr, VE	English for Speakers of Other Languages (ESOL) K-12
Mardones,Julie A.	Manatee Technical College	Instructor, Nursing	ESOL Survey for Special Area Teachers
Marello,Amanda	Miller Elementary School	First Grade Teacher	ESOL End. Class 1
Marigliano,Nicole Christine	Kinnan Elementary School	Tchr, VE/SC	ESOL Survey for Special Area Teachers
Markland,Katherine Luby	Bayshore Elementary School	Tchr, ESOL Resource	ESOL End. Class 3
Marquez,Mary Cris	Buffalo Creek Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Marrero,Stephen Anthony	Mills Elementary School	Tchr, Physical Educ, ES	ESOL Survey for Special Area Teachers
Martinetti,Megan E	Johnson K-8 Sch of Int Studies	Second Grade Teacher	ESOL End. Class 1
Martinez,Diana Rose Supnad	Kinnan Elementary School	Tchr, IND/SC	ESOL End. Class 2
Mason,Gretchen	Blackburn Elementary School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Masterson,Teresa A	McNeal Elementary School	First Grade Teacher	ESOL End. Class 1
Mathis,Angela Lavern	Bayshore High School	Counselor, HS	ESOL for Administrators/Guidance
Mathis,Holly L.	Lee Middle School	Tchr, ASD	ESOL End. Class 1
Matthews MD,Cheyanne C	Palmetto Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Mauk,Kyle	Tillman Elementary School	Tchr, STEM	ESOL Survey for Special Area Teachers
Mazelin,Caitlin	Prine Elementary School	Kindergarten Teacher	ESOL End. Class 1
McCarron,Aurora Jean	Sea Breeze Elementary School	Tchr, VE/SC	ESOL End. Class 3
McClintock,Lyndsie	Daughtrey Elementary School	Tchr, VE	ESOL End. Class 1
Mcconico Jr,Robert L.	Oneco Elementary School	Tchr, Physical Educ, ES	ESOL Methods for Content Area Teachers
McConnell,Jois	Palm View K-8 School	Counselor, MS	ESOL for Administrators/Guidance
McCormick,Vanessa	Blackburn Elementary School	Tchr, VE	ESOL Survey for Special Area Teachers
McCray,Juliette L.	Lakewood Ranch High School	Tchr, Language Arts, HS	ESOL End. Class 3
McElroy,Jeannine	Sugg Middle School	Tchr, Social Studies, MS	ESOL End. Class 1
McFarland,Joseph Anthony	Southeast High School	Tchr, Music, HS	ESOL Survey for Special Area Teachers
McGarry,Hunter	Tillman Elementary School	Tchr, VE	ESOL End. Class 1
McGrath,Monica	Lakewood Ranch High School	Counselor, HS	ESOL for Administrators/Guidance
McKeever,Kylie	Jain Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
McKellick,Amber K.	Sea Breeze Elementary School	Second Grade Teacher	ESOL End. Class 3
McLaughlin,Jon	Parrish Community High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
McLaughlin,William	Harvey K8 School	Second Grade Teacher	ESOL End. Class 1
McMillion,Nyasia	Tillman Elementary School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
McNamara,Hailey Erica	Southeast High School	Tchr, VE	ESOL Survey for Special Area Teachers
McNear,Koral	Tillman Elementary School	Second Grade Teacher	ESOL End. Class 1
McRee,Erin Leigh	Manatee High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Means,Tawanda F.	Samoset Elementary School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Medaglia,Laura J	Williams Elementary School	Tchr, Third Grade	ESOL End. Class 1
Meiers,Mackenzie	Lincoln Memorial Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Melo Espinosa,Saharai	Southeast High School	Tchr, Reading, HS	ESOL End. Class 1
Mendez,Jessica	Rogers Garden-Bullock ES	First Grade Teacher	ESOL End. Class 4
Mendiola,Melissa Elizabeth	Bayshore Elementary School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Mentzer III,John Raymond	Parrish Community High School	Tchr, Social Studies, HS	ESOL Survey for Special Area Teachers
Mercado,Giovanna	Daughtrey Elementary School	Kindergarten Teacher	ESOL End. Class 1
Mercado,Mary Flor Arenas	Lee Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Merritt,Jason Richmond	Palmetto High School	Tchr, Technology	ESOL Survey for Special Area Teachers

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Messer,Kathleen	Braden River Elementary School	Second Grade Teacher	ESOL End. Class 3
Meyer,Elizabeth P.	Manatee Technical College	Instructor, Nursing	ESOL Survey for Special Area Teachers
Meyers,Todd Alan	Southeast High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Michael,Jessica	Sea Breeze Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Milazzo,Lauren	Gullett Elementary School	Kindergarten Teacher	ESOL End. Class 3
Milhaven,James	Anna Maria Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Miller,Angela Glenda	Tillman Elementary School	Tchr, VE/SC	ESOL End. Class 1
Miller,Christine Latoya	Braden River High School	Tchr, VE	ESOL Survey for Special Area Teachers
Miller,Elena Marie	Daughtrey Elementary School	Kindergarten Teacher	ESOL End. Class 1
Miller,Joseph Levi	Blackburn Elementary School	Kindergarten Teacher	ESOL End. Class 1
Miller,Sarah Jeffcoat	Miller Elementary School	Second Grade Teacher	ESOL End. Class 1
Miranda,Eliette	Rogers Garden-Bullock ES	Fifth Grade Teacher	ESOL Survey for Special Area Teachers
Mitchell,Raven Aisha	Oneco Elementary School	Second Grade Teacher	ESOL End. Class 2
Molchany,Damien	Nolan Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Montero,Anicel	Mills Elementary School	Kindergarten Teacher	ESOL End. Class 1
Montone,Daniel Bryan	Bayshore High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Moody,Courtney	Miller Elementary School	Tchr, VE	ESOL Survey for Special Area Teachers
Moore,David Allen	Jain Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Moore,Monica	Braden River High School	Specialist, Student Support	ESOL End. Class 3
Morales,Jaime Orlando	Bayshore High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Morales,Sofia Gabriela	Lee Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Moreno-Hernandez,Diana M	Oneco Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Moseley,Lauren	Willis Elementary School	Kindergarten Teacher	ESOL End. Class 1
Moser,Jennifer	Lakewood Ranch High School	Counselor, HS	ESOL for Administrators/Guidance
Mulligan,Christina	McNeal Elementary School	Kindergarten Teacher	ESOL End. Class 2
Mullins,Ryan Alexander	King Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Munn,Kristen M	Palm View K-8 School	Teacher, Woz Support, ES	ESOL End. Class 1
Murphy,Bonnie H	Miller Elementary School	Second Grade Teacher	ESOL End. Class 2
Murphy,Donovan	Manatee High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Murphy,Matthew	Prine Elementary School	Tchr, Art, ES	ESOL End. Class 1
Murray,Bernatta Dealcia	Tillman Elementary School	Tchr, Pre-K Integrated	ESOL End. Class 1
Murray,Troy S	Johnson K-8 Sch of Int Studies	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Mynatt,Jessica	Braden River Middle School	Tchr, Science, MS	ESOL End. Class 1
Naylor,Amanda	Harvey K8 School	Kindergarten Teacher	ESOL End. Class 1
Nazarian,Carianne	Williams Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Nazarian,Peyman	Parrish Community High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Nelson,Erica D	Palm View K-8 School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Nelson,Jakaia Lshay	Southeast High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Neri,Anna Marie	Miller Elementary School	Tchr, STEM	ESOL End. Class 3
Nestleroad,Chelsea	Sugg Middle School	Tchr, Reading, MS	ESOL End. Class 1
Nethery Jr,David Andrew	Southeast High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Ngo,Jacqueline L	Blackburn Elementary School	First Grade Teacher	ESOL End. Class 2
Nichols,Elizabeth Nicole	Bayshore Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Nieve,Marilyn	Mills Elementary School	Tchr, ASD	ESOL End. Class 1
Nobile,Selina	Bayshore Elementary School	Tchr, ESOL Resource	ESOL End. Class 1
Nolin,Suzanne	Lakewood Ranch High School	Tchr, VE	ESOL Survey for Special Area Teachers
Nuccitelli,Tara	Bayshore Elementary School	Third Grade Teacher	ESOL End. Class 2
Nueva,Abigail Salazar	Miller Elementary School	Tchr, VE/SC	ESOL End. Class 1
Nunez,Carolina	McNeal Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Nyarkoh,Candice	Blackburn Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Obrien,Judith Anne	Lake Manatee K-8 School	Fourth Grade Teacher	ESOL End. Class 1
O'Came,Courtney Marie	Kinnan Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
O'Connor,Brendan	Lakewood Ranch High School	Specialist, Student Support	ESOL End. Class 2
O'Connor,Dylan	Gullett Elementary School	Tchr, Physical Educ, ES	ESOL Survey for Special Area Teachers
O'Donnell,Lori	Willis Elementary School	Second Grade Teacher	ESOL End. Class 1
OHanlon,Linda A	Palmetto High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Olson,Kevin	Tara Elementary School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Olson,Kristen-Marie	Gullett Elementary School	Pathologist, Speech & Language	ESOL Survey for Special Area Teachers
O'Neill,John	Bashaw Elementary School	Third Grade Teacher	ESOL End. Class 1
Ortega,Tabitha	Harvey K8 School	First Grade Teacher	ESOL End. Class 4
Ottlinghaus,William Patrick	Lee Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Owens,Felicia	Jain Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Padilla,Christopher D	Bayshore Elementary School	Third Grade Teacher	ESOL End. Class 1
Padro,Jaycey	Willis Elementary School	Second Grade Teacher	ESOL End. Class 1
Page,Anita E	Manatee Elementary School	Third Grade Teacher	ESOL End. Class 2
Palero,Blessyl Herrera	Buffalo Creek Middle School	Tchr, Science, MS	ESOL End. Class 1
Palka,Andrew	Braden River Middle School	Counselor, MS	ESOL for Administrators/Guidance
Palkovich,Emily G	Harvey K8 School	Fifth Grade Teacher	ESOL End. Class 1
Paravicini,Scott F.	Lakewood Ranch High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Paris,Maria Jose	Abel Elementary School	First Grade Teacher	ESOL End. Class 1
Pawlik,Lauren Yasia	Gullett Elementary School	Fourth Grade Teacher	ESOL End. Class 3
Peace,Elizabeth	Sea Breeze Elementary School	Tchr, VE	ESOL End. Class 1
Peart,Tracy Ann N	Oneco Elementary School	Third Grade Teacher	ESOL End. Class 1
Pena,Alexandra	Braden River Elementary School	Tchr, ASD	ESOL End. Class 1

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Pendzimaz,Kelsye Jean	Kinnan Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Perez Barradas,Nohemi Montserrat	Haile Middle School	Tchr, Music, MS	ESOL Survey for Special Area Teachers
Perez Valdez,Ruth Alexandra	King Middle School	Tchr, ESOL Resource	ESOL End. Class 1
Perez,Alex	Blackburn Elementary School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
Perry,Jaime	Harvey K8 School	Second Grade Teacher	ESOL End. Class 1
Pescuma,Tarynn Ashley	Harvey K8 School	Kindergarten Teacher	ESOL End. Class 1
Petrucci,Laura Ann	Bayshore Elementary School	Third Grade Teacher	ESOL End. Class 5
Pinckney,Lesley Dione	Prine Elementary School	Kindergarten Teacher	ESOL End. Class 5
Post,Kristy	Parrish Community High School	Tchr, Reading, HS	ESOL End. Class 2
Poyner,Christine D.	Lakewood Ranch High School	Tchr, Language Arts, HS	ESOL End. Class 3
Price,Kavious D	Manatee High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Proudian,Robert	Bayshore High School	Tchr, Business Technology	ESOL Survey for Special Area Teachers
Pugh,Lauren	Bayshore Elementary School	Second Grade Teacher	ESOL End. Class 1
Quirino,Amanda	Blackburn Elementary School	Second Grade Teacher	ESOL End. Class 1
Raber,Jillisa	Miller Elementary School	Third Grade Teacher	ESOL End. Class 1
Rabie,Lisa Marie	Abel Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Radebach,Jennifer Ann	Sea Breeze Elementary School	Math Coach, ES	ESOL Survey for Special Area Teachers
Rademacher,Haley Nicole	Harvey K8 School	Third Grade Teacher	ESOL End. Class 1
Raina,Christopher Robert	Bayshore High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Rainey,Kharma Rae	Access to Education	Tchr, VE/SC	ESOL End. Class 1
Ralston,Emily	Lincoln Memorial Middle School	Tchr, Agriculture/Nat Resrcs	ESOL Methods for Content Area Teachers
Ramirez,Andrew	Bayshore High School	Counselor, HS	ESOL for Administrators/Guidance
Ramirez,Maria Gabriela	Braden River Elementary School	Second Grade Teacher	ESOL End. Class 2
Ramos Chesnik,Claudia Marija	Bashaw Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Ramos Chesnik,Gonzalo Anton	Braden River High School	Tchr, Dropout Prevention, HS	ESOL Methods for Content Area Teachers
Ramos,Laura Lili	Horizons Academy	Tchr, Critical Thinking	ESOL Survey for Special Area Teachers
Ramsey,Destiny	Palma Sola Elementary School	Kindergarten Teacher	ESOL End. Class 1
Randle,Rebecca	Sea Breeze Elementary School	Second Grade Teacher	ESOL End. Class 1
Rath,Halen Chrisitian	Bayshore Elementary School	Tchr, VE/SC	ESOL End. Class 1
Ravn,Rachelle	Daughtrey Elementary School	Kindergarten Teacher	ESOL End. Class 1
Reyes,Katelyn T	Jain Middle School	Tchr, Technology	ESOL Survey for Special Area Teachers
Reynolds,Katherine	Harvey K8 School	Fourth Grade Teacher	ESOL End. Class 1
Richards,Bryan A.	Lakewood Ranch High School	Tchr, Technology	ESOL Survey for Special Area Teachers
Ridenour,Leanne Renee	Tara Elementary School	Pathologist, Speech & Language	ESOL Survey for Special Area Teachers
Riffle,Jennifer Lynn	Gullett Elementary School	Kindergarten Teacher	ESOL End. Class 1
Riggins,April L.	Prine Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Riggio,Joseph M	Tillman Elementary School	Tchr, Art, ES	ESOL Survey for Special Area Teachers
Riley,Terry	Parrish Community High School	Tchr, Language Arts, HS	ESOL End. Class 1
Riti,Briana	Buffalo Creek Middle School	Tchr, Science, MS	ESOL Methods for Content Area Teachers
Rivera-Benavides,Angelina Michelle	Jain Middle School	Tchr, Agriculture/Nat Resrcs	ESOL Survey for Special Area Teachers
Rivero,Luis Alan	Rogers Garden-Bullock ES	Tchr, Physical Educ, ES	ESOL Survey for Special Area Teachers
Roberts,Chanel	Bayshore High School	Tchr, EBD/SC	ESOL Survey for Special Area Teachers
Roche,Rita L	Moody Elementary School	First Grade Teacher	ESOL End. Class 5
Rodriguez,Kelsey	Braden River Middle School	Tchr, Physical Educ, MS	ESOL Survey for Special Area Teachers
Roller,Richard	Lakewood Ranch High School	Tchr, ROTC/Military Train, HS	ESOL Survey for Special Area Teachers
Rouse,Brandon	Palmetto High School	Tchr, Reading, HS	ESOL End. Class 1
Royer,Madison	Moody Elementary School	Second Grade Teacher	ESOL End. Class 5
Royston,Emily Elizabeth	Myakka Elementary School	Second Grade Teacher	ESOL End. Class 1
Ruch,Jacquelyn Joy	Harvey K8 School	First Grade Teacher	ESOL End. Class 4
RUIZ,IVANA Beatriz	Lakewood Ranch High School	Tchr, IND/SC	ESOL End. Class 1
Ruiz,Justin	Tillman Elementary School	Kindergarten Teacher	ESOL End. Class 2
Rupp,Michael	Bayshore High School	Tchr, Physical Educ, HS	ESOL Methods for Content Area Teachers
Rush,Cynthia Lee	Williams Elementary School	Tchr, Pre-K Handicapped	ESOL End. Class 1
Russ,Carrie N.	Sugg Middle School	Tchr, Social Studies, MS	ESOL End. Class 4
Rycerz,Cynthia	Prine Elementary School	Tchr, VE/SC	ESOL End. Class 1
Rypel,Victoria	Braden River Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Sabatino,Michael	Mills Elementary School	Tchr, EBD/SC	ESOL End. Class 1
Sagle,Brandon Patrick	Haile Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Salas,Jose	Manatee Technical College	Tchr, Technology	ESOL Methods for Content Area Teachers
Sanders,Eric S.	Palmetto High School	Tchr, Other Classroom	ESOL Survey for Special Area Teachers
Santiago,Loida	Palmetto High School	Tchr, Reading, HS	ESOL End. Class 2
Sardi,Nicole	Prine Elementary School	Third Grade Teacher	ESOL End. Class 1
Sasso,Kristina	Lake Manatee K-8 School	Second Grade Teacher	ESOL End. Class 3
Satahoo Graham,Aneisha Sherika	Oneco Elementary School	Third Grade Teacher	ESOL End. Class 3
Schaffer,Victoria	Palmetto Elementary School	Third Grade Teacher	ESOL End. Class 1
Schappacher,Rebecca	Bayshore High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Schiller,Kristin J	Lakewood Ranch High School	Tchr, Language Arts, HS	ESOL End. Class 3
Schultz,Erin	Harvey K8 School	Fourth Grade Teacher	ESOL End. Class 1
Seabrook,Meghan Rae	Braden River High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Searls,Alexandria N.	Sugg Middle School	Specialist, Student Support	ESOL Methods for Content Area Teachers
Searls,Darvin L.	Southeast High School	Specialist, Student Support	ESOL End. Class 2
Senyshyn,Dana	Willis Elementary School	Second Grade Teacher	ESOL End. Class 1
Serghie,Emili	Braden River High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Severo,Pamela	Palm View K-8 School	Second Grade Teacher	ESOL End. Class 3

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Shackelford,Andrew	Lakewood Ranch High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Sharbono,Christian C	Horizons Academy	Tchr, IND/SC	ESOL End. Class 1
Shareshian,Michael C	King Middle School	Tchr, Language Arts, MS	ESOL End. Class 3
Shelby,Tiara Danielle	Lee Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Shillinglaw,Beth Ann	Williams Elementary School	Tchr, ASD	ESOL End. Class 1
Shim,Candace	Harvey K8 School	Counselor, ES	ESOL for Administrators/Guidance
Shimmell,Mercedes	Manatee Elementary School	Kindergarten Teacher	ESOL End. Class 1
Shinham,Megan	Braden River High School	Tchr, Art, HS	ESOL Survey for Special Area Teachers
Sidnam,Jessica Sunshine	Johnson K-8 Sch of Int Studies	First Grade Teacher	ESOL End. Class 1
Sidonio,Jenna	Freedom Elementary School	Kindergarten Teacher	ESOL End. Class 1
Siegel,Brendan	Parrish Community High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Siegel,Kristin M.	Parrish Community High School	Tchr, Other Classroom	ESOL End. Class 2
Silva,John L.	Bayshore High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Simmons,Brittany Nicole	Lincoln Memorial Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Simmons,Solanges	Ballard Elementary School	First Grade Teacher	ESOL End. Class 1
Simpson,Miquela	Abel Elementary School	Second Grade Teacher	ESOL End. Class 1
Simpson,Nickesha Natalee	Moody Elementary School	Tchr, VE/SC	ESOL End. Class 1
Sizemore,Mallory Anne	Nolan Middle School	Tchr, Science, MS	ESOL End. Class 2
Skarka,Zachary	Palmetto High School	Tchr, Mathematics, HS	ESOL Methods for Content Area Teachers
Skelton,Jenna	Jain Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Slaughter,Michael H.	Bayshore High School	Tchr, Technology	ESOL Survey for Special Area Teachers
Small,Tyler P.	Parrish Community High School	Tchr, Reading, HS	ESOL End. Class 5
Smith,Carleen M.	Manatee Elementary School	Kindergarten Teacher	ESOL End. Class 1
Smith,Gracyn Paige	Moody Elementary School	Third Grade Teacher	ESOL End. Class 1
Smith,Melinda	Miller Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Smith,Nicholas Lee	Southeast High School	Tchr, TV Production	ESOL Methods for Content Area Teachers
Smith,Tammila	Lee Middle School	Counselor, MS	ESOL for Administrators/Guidance
Snodgrass,Cailei Marie	Prine Elementary School	First Grade Teacher	ESOL End. Class 1
Snyder,Stephanie Michelle	Willis Elementary School	Second Grade Teacher	ESOL End. Class 1
Soares,Roquele	Sea Breeze Elementary School	Kindergarten Teacher	ESOL Survey for Special Area Teachers
Sobczak,Briana Michele	Manatee High School	Tchr, VE	ESOL Survey for Special Area Teachers
Sofos,Melissa Renee	Bashaw Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Solano,Gabriella Renee	Oneco Elementary School	First Grade Teacher	ESOL End. Class 1
Sosa,Joshua A.	Manatee Technical College	Tchr, Auto Mechanics	ESOL Survey for Special Area Teachers
Soto,Brunilda	Rogers Garden-Bullock ES	First Grade Teacher	ESOL End. Class 1
Sowa,Audrey	Manatee High School	Tchr, Language Arts, HS	ESOL End. Class 1
Speicher,Carmen I.	Braden River High School	Tchr, World Language, HS	ESOL End. Class 2
Spence,Nicole E	Freedom Elementary School	Tchr, VE	ESOL Survey for Special Area Teachers
Spencer,Melissa	Myakka Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Stanley,Lauren Marie	Lake Manatee K-8 School	First Grade Teacher	ESOL End. Class 1
Stark,Luke Christopher	Parrish Community High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Steiner,Kati	Oneco Elementary School	Math Coach, ES	ESOL End. Class 1
Stelter,Ozborne Christopher	Parrish Community High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Stennett,Jessica L.	Tara Elementary School	Kindergarten Teacher	ESOL End. Class 3
Stewart,Scott	Palmetto High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Stonecypher,Jacob Cody	Oneco Elementary School	Tchr, Music, ES	ESOL Survey for Special Area Teachers
Stull,Molly Jo	Manatee High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Suarez,Olivia J.	Bayshore High School	Tchr, Language Arts, HS	ESOL End. Class 1
Suchy,Michael Joseph	Manatee High School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Sullivan,Alexandra	Myakka Elementary School	Kindergarten Teacher	ESOL End. Class 1
Surdovel,James	Prine Elementary School	Tchr, ASD	ESOL End. Class 1
Swain,Andrea	Bashaw Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Swinkels,Katherine	Southeast High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Syring,Richard C	Buffalo Creek Middle School	Counselor, MS	ESOL for Administrators/Guidance
Szocik,Danielle Marie	Bayshore High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Tackett,Laura Katherine	Williams Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Taleff,Jessica Marie	Oneco Elementary School	Tchr, ASD	ESOL End. Class 2
Tanilong,Joselito Pedro Alapide	Lincoln Memorial Middle School	Tchr, Mathematics, MS	ESOL Methods for Content Area Teachers
Tardiel,Marcia Lorriane	Bayshore High School	Tchr, Reading, HS	ESOL End. Class 2
Temperino,Lanny	Bashaw Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Tenchavez,Leah	Sea Breeze Elementary School	Tchr, ASD	ESOL End. Class 1
Theisen,Christopher	Palmetto High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Thomas,Alex H	Palmetto High School	Tchr, Physical Educ, HS	ESOL Survey for Special Area Teachers
Thomas,Donna	Lakewood Ranch High School	Tchr, Social Studies, HS	ESOL for Administrators/Guidance
Thomas,Katrina Ellen	Anna Maria Elementary School	Second Grade Teacher	ESOL End. Class 1
Thompson,Monique	Freedom Elementary School	Tchr, Fifth Grade	ESOL End. Class 3
Thornton,Joshua C.	Bashaw Elementary School	Tchr, Physical Educ, ES	ESOL End. Class 4
Titley-Perez,Andrea Margareta	Samoset Elementary School	Counselor, ES	ESOL for Administrators/Guidance
Tobias,Kayla	Abel Elementary School	First Grade Teacher	ESOL End. Class 2
Toglia,Sabrina	Sea Breeze Elementary School	Third Grade Teacher	ESOL End. Class 1
Topping,Emily	Williams Elementary School	Third Grade Teacher	ESOL End. Class 1
Toso,Claudia Lucia	Myakka Elementary School	Tchr, ESOL Resource	ESOL End. Class 1
Tovell,Andrew	Lake Manatee K-8 School	Tchr, Art, ES	ESOL End. Class 1
Townsend,Emily B.	Rogers Garden-Bullock ES	Tchr, ASD	ESOL End. Class 2

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Townson,Taylor	Palmetto High School	Tchr, Language Arts, HS	ESOL End. Class 1
Traeger,Zachary J	Freedom Elementary School	Tchr, Physical Educ, ES	ESOL Survey for Special Area Teachers
Trautner,Tracy	Moody Elementary School	Kindergarten Teacher	ESOL End. Class 2
Trousas,Cassandra	Jain Middle School	Tchr, Language Arts, MS	ESOL End. Class 1
Troyer,Amanda	Harvey K8 School	Second Grade Teacher	ESOL End. Class 1
Van Aken,Catherine Hawthorne	Bayshore Elementary School	Spec, Medial ES	ESOL End. Class 1
Van Horn,Brenda	Palm View K-8 School	Second Grade Teacher	ESOL End. Class 1
Vanderford,Michael	Lakewood Ranch High School	Tchr, Social Studies, HS	ESOL End. Class 1
VanSkiver,Wendy Jeanne	Gullett Elementary School	Third Grade Teacher	ESOL End. Class 2
Vargas Perez,Alicia	Palmetto Elementary School	Second Grade Teacher	ESOL End. Class 1
Velez,Stephanie	Prine Elementary School	Kindergarten Teacher	ESOL Survey for Special Area Teachers
Verheggen,Heather L	Buffalo Creek Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
Verno,Anastasia	Lakewood Ranch High School	Counselor, HS	ESOL for Administrators/Guidance
Vibar,Junhrey Aves	Braden River High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Vicens,Sarah Lyn	Miller Elementary School	Kindergarten Teacher	ESOL End. Class 3
Viverito,Christin	Rogers Garden-Bullock ES	Second Grade Teacher	ESOL End. Class 1
Vogt,Jaimi L	Palmetto High School	Counselor, HS	ESOL for Administrators/Guidance
Vogt,Samantha Lynn	Kinnan Elementary School	Third Grade Teacher	ESOL End. Class 3
Wade,Victoria	Palmetto Elementary School	First Grade Teacher	ESOL End. Class 1
Wagoner,Emily Jean	McNeal Elementary School	Fifth Grade Teacher	ESOL End. Class 3
Wagstaff,Michele Lynn	Prine Elementary School	Fourth Grade Teacher	ESOL End. Class 4
Wahlers,Hailey Rose	McNeal Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Walker,Amanda	Blackburn Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Walker,Brandi M.	Oneco Elementary School	Kindergarten Teacher	ESOL Survey for Special Area Teachers
Walker,Catherine J.	Rogers Garden-Bullock ES	Tchr, PI, VE	ESOL End. Class 1
Walker,Dawn C.	District Expenditures	Tchr, Language Arts, HS - MEA	ESOL End. Class 1
Walker,Lindsey	Prine Elementary School	Second Grade Teacher	ESOL End. Class 1
Walker,Michael F.	Access to Education	Tchr, VE/SC	ESOL End. Class 1
Walsh,Brennan	Sea Breeze Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Walter,Tabetha A	Braden River High School	Tchr, Drama, HS	ESOL Survey for Special Area Teachers
Walter,Tess	Samoset Elementary School	Third Grade Teacher	ESOL End. Class 2
Walter,Victoria	Manatee High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Walters,Kathryn E	Manatee High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Walters,Molli Martin	Myakka Elementary School	Third Grade Teacher	ESOL End. Class 1
Wandel,Jeffrey	Manatee High School	Tchr, Social Studies, HS	ESOL Methods for Content Area Teachers
Warnock,Amelia	Lincoln Memorial Middle School	Tchr, Science, MS	ESOL Survey for Special Area Teachers
Warren,David O'dell	Sea Breeze Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Watkins,Floyd L.	Manatee Elementary School	Specialist, Student Support	ESOL Survey for Special Area Teachers
Watson,Stephanie	ESE	Spec, Exceptional Student Educ	ESOL Survey for Special Area Teachers
Watts,Ali Nicole	Harvey K8 School	Third Grade Teacher	ESOL End. Class 3
Weingold,Kevin	Parrish Community High School	Tchr, VE	ESOL Survey for Special Area Teachers
Wellington-Watt,Amelia Frederica	Sugg Middle School	Tchr, VE	ESOL Survey for Special Area Teachers
Westberry,Kristah Elizabeth	Braden River Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Wheeler,Lezlie Charlene	Oneco Elementary School	Tchr, VE	ESOL End. Class 1
Whittaker,Teresa M.	Horizons Academy	Tchr, Culinary Arts	ESOL Survey for Special Area Teachers
Wilcoxson,Alexandra Schauble	Lakewood Ranch High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Wilds,Wanda Sue	Bashaw Elementary School	Tchr, Resource	ESOL End. Class 1
Wilkerson,John	Lakewood Ranch High School	Tchr, Music, HS	ESOL Survey for Special Area Teachers
Williams,Ashley Irene	Kinnan Elementary School	Kindergarten Teacher	ESOL End. Class 1
Williams,Bradley Matthew	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Willsen,Eric	Tillman Elementary School	Kindergarten Teacher	ESOL End. Class 1
Willson-Conrad,Angela	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Wilson,Belford	Parrish Community High School	Tchr, ROTC/Military Train, HS	ESOL Survey for Special Area Teachers
Wilson,Courtney C.	Mills Elementary School	Second Grade Teacher	ESOL End. Class 1
Wilson,Melissa Jan	Bayshore High School	Tchr, Dance, HS	ESOL End. Class 3
Wojcicki,Rachel Jacquelyn	Haile Middle School	Tchr, Social Studies, MS	ESOL Methods for Content Area Teachers
Wolff,Eric M.	Horizons Academy	Tchr, Language Arts, HS	ESOL End. Class 4
Woodruff,Alec	Parrish Community High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Woods,Heather	Bashaw Elementary School	First Grade Teacher	ESOL End. Class 1
Woods,Lorraine	Witt Elementary School	Tchr, VE/SC	ESOL End. Class 1
Woughter,Cari	Manatee Elementary School	Fifth Grade Teacher	ESOL End. Class 1
Wright,Kimberly	Horizons Academy	Specialist, Student Support	ESOL Survey for Special Area Teachers
Wroblewski,Carolina Anna	Bayshore Elementary School	Tchr, Pre-K Integrated	ESOL Survey for Special Area Teachers
Wykes,Allison C	Witt Elementary School	Kindergarten Teacher	ESOL End. Class 1
Wylie,Frances C	Ballard Elementary School	Fourth Grade Teacher	ESOL End. Class 1
Yankyera,Ebenezer	Bayshore High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Yates,Kaitlynn	Lakewood Ranch High School	Tchr, Language Arts, HS	ESOL End. Class 1
Yueng-Nieves,Kathryn Paula	Bashaw Elementary School	Tchr, Pre-K Integrated	ESOL End. Class 1
Zaccaria,Amanda	Buffalo Creek Middle School	Tchr, Comm Syst Tech Ed	ESOL Survey for Special Area Teachers
Zambito,Patrick Wayne	Palmetto High School	Tchr, Science, HS	ESOL Methods for Content Area Teachers
Zelinski,Melissa L	Tara Elementary School	Tchr, Pre-K Handicapped	ESOL Survey for Special Area Teachers
Zerbonia,Zachary Slade	Manatee High School	Tchr, Health Science Educ	ESOL Methods for Content Area Teachers
Zuluaga,Diana	Rogers Garden-Bullock ES	Third Grade Teacher	ESOL End. Class 1

OOF Reading

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Alfonso,Maridel Lonceroz	Sable Acad Behavioral Learning	Elementary Teacher	Reading Endorsement
Anderson,Jessica L	Abel Elementary School	Specialist, Student Support	Reading Endorsement Class 1
Brack,Elizabeth K.	Witt Elementary School	Fourth Grade Teacher	Reading Endorsement
Brondyke,Sarah J.	Gullett Elementary School	Third Grade Teacher	Reading Endorsement Class 1
Callihan-DeWitt,Kristina Lee	Bayshore Elementary School	Reading Coach, ES - Title I	Reading Endorsement
Cingle,Brookelynn	Willis Elementary School	Third Grade Teacher	Reading Endorsement
Collett,Dana	Willis Elementary School	Fifth Grade Teacher	Reading Endorsement
Davis,Stacy	Johnson K-8 Sch of Int Studies	Tchr, Pre-K Handicapped	Reading Endorsement
DeGlopper,Melinda S.	Tillman Elementary School	Tchr, Fourth Grade	Reading Endorsement Class 1
Dominguez,Olivia	Blackburn Elementary School	First Grade Teacher	Reading Endorsement Class 1
Frederick,Donna Mary	Bayshore High School	Tchr, Language Arts, HS	Reading Endorsement Class 1
Gilbank,Kristen J.	Willis Elementary School	First Grade Teacher	Reading Endorsement
Gleason,Katie L	Palm View K-8 School	First Grade Teacher	Reading Endorsement Class 1
Goodhue,Susan	Willis Elementary School	Tchr, ASD	Reading Endorsement
Grant,Kimberly A.	Moody Elementary School	Tchr, Music, ES	Reading Endorsement Class 1
Gulbrandsen,Angela M.	McNeal Elementary School	Kindergarten Teacher	Reading Endorsement Class 1
Guzman Colon,Wenik	Lee Middle School	Tchr, ESOL Resource	Reading Endorsement Class 1
Haacke,Karen	Williams Elementary School	First Grade Teacher	Reading Endorsement Class 1
Harshaw,Samantha C	Lee Middle School	Tchr, Reading, MS	Reading Endorsement Class 1
Hunter,Hannah	Willis Elementary School	Tchr, ASD	Reading Endorsement
Keiper,Keala Pamela Ros	Samoset Elementary School	Tchr, Pre-K Handicapped	Reading Endorsement Class 1
Kingsley,Dana C	Johnson K-8 Sch of Int Studies	Kindergarten Teacher	Reading Endorsement Class 1
Knips,Sophie	King Middle School	Tchr, Language Arts, MS	Reading Endorsement Class 2
Krakowski,Michelle M.	Freedom Elementary School	First Grade Teacher	Reading Endorsement Class 1
Lindenauer,Lourdes M.	Miller Elementary School	Third Grade Teacher	Reading Endorsement Class 1
Marigliano,Nicole Christine	Kinnan Elementary School	Tchr, VE/SC	Reading Endorsement Class 1
Miller,Melanie A.	Palmetto Elementary School	Spec, Media, ES	Reading Endorsement
Mitchell,Raven Aisha	Oneco Elementary School	Second Grade Teacher	Reading Endorsement Class 1
Moseley,Lauren	Willis Elementary School	Kindergarten Teacher	Reading Endorsement
Murphy,Matthew	Prine Elementary School	Tchr, Art, ES	Reading Endorsement Class 1
Padro,Jaycey	Willis Elementary School	Second Grade Teacher	Reading Endorsement
Perez Valdez,Ruth Alexandra	King Middle School	Tchr, ESOL Resource	Reading Endorsement Class 1
Pinckney,Lesley Dione	Prine Elementary School	Kindergarten Teacher	Reading Endorsement Class 1
Podolan,Megan Nicole	Willis Elementary School	Fourth Grade Teacher	Reading Endorsement
Rouse,Brandon	Palmetto High School	Tchr, Reading, HS	Reading Endorsement Class 1
Rumph,Sylvia A.	Lincoln Memorial Middle School	Tchr, IND/SC	Reading Endorsement
Senyshyn,Dana	Willis Elementary School	Second Grade Teacher	Reading Endorsement
Slattery,Jennifer Lynn	Oneco Elementary School	Kindergarten Teacher	Reading Endorsement Class 1
Sowa,Audrey	Manatee High School	Tchr, Language Arts, HS	Reading Endorsement Class 1
Stewart,Dawn Delores	Manatee Elementary School	Tchr, Pre-K Integrated	Reading Endorsement Class 3
Tomlin,Suzanne M.	Willis Elementary School	Fifth Grade Teacher	Reading Endorsement
Torregrosa,Chelsea M	Southeast High School	Tchr, Language Arts, HS	Reading Endorsement Class 1
VanSkiver,Wendy Jeanne	Gullett Elementary School	Third Grade Teacher	Reading Endorsement Class 1
Vargas Perez,Alicia	Palmetto Elementary School	Second Grade Teacher	Reading Endorsement
Vicens,Sarah Lyn	Miller Elementary School	Kindergarten Teacher	Reading Endorsement Class 1
Vogt,Samantha Lynn	Kinnan Elementary School	Third Grade Teacher	Reading Endorsement Class 1
Woughter,Cari	Manatee Elementary School	Fifth Grade Teacher	Reading Endorsement Class 1

OOF Content

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Allen,Kayci Ann	Oneco Elementary School	First Grade Teacher	Elementary Education K-6
Ansbro,Emily	Palmetto High School	Tchr, Language Arts, HS	English 6-12
Artis,Heather E.	Rogers Garden-Bullock ES	Tchr, VE	Exceptional Student Education K-12
Austin,Paula	Kinnan Elementary School	Third Grade Teacher	Middle Grades Mathematics 5-9
Bailey,Beth	Sea Breeze Elementary School	Kindergarten Teacher	Exceptional Student Education K-12
Bailey,Michael C.	Parrish Community High School	Tchr, Social Studies, HS	Earth-Space Science 6-12
Balsai,Gina Maria	Mills Elementary School	Tchr, Pre-K Handicapped	PreKindergarten Disabilities Endorsement
Barco,Adriana	Palmetto High School	Tchr, HS Classroom	World Language – Spanish K-12
Barker,Riane	Freedom Elementary School	Tchr, Autism Spectrum Disorder	Elementary Education K-6
Bartens,Jennifer Ann	Oneco Elementary School	Kindergarten Teacher	PreKindergarten/Primary Education PK-3
Baxter,Maurice R.	Manatee Elementary School	Tchr, VE/SC	PreKindergarten/Primary Education PK-3
Bennett,Robert C.	Bayshore High School	Tchr, VE	Elementary Education K-6
Benton,Larry D.	Lee Middle School	Tchr, IND/SC	Hearing Impaired K-12
Binks,Hilary	Harvey K8 School	Tchr, ASD	Elementary Education K-6
Birakis,Christina Marie	Haile Middle School	Tchr, Science, MS	Middle Grades General Science 5-9
Bishop,Meghan Kathleen	Southeast High School	Coordinator, IB	Middle Grades General Science 5-9
Blank,Christopher	Lakewood Ranch High School	Tchr, Phys Ed/Health (HOPE)	Middle Grades General Science 5-9
Boardman,Kerri	Braden River Elementary School	Tchr, VE/SC	Elementary Education K-6
Bock,Jessie Rey	Lake Manatee K-8 School	Kindergarten Teacher	Elementary Education K-6
Bollmeyer,Lyn M	Manatee High School	Tchr, Art, HS	Art K-12
Borcsok Imri,ZsuZsanna	Palmetto Elementary School	Tchr, VE/SC	Elementary Education K-6
Boyd,Stephanie	Jain Middle School	Tchr, Social Studies, MS	Middle Grades English 5-9
Braendel,Patty Colleen	Prine Elementary School	Tchr, IND/SC	Elementary Education K-6
Bragg,William E	Manatee High School	Tchr, ESOL Resource	World Language – Spanish K-12
Bratton,Kamille J	Bashaw Elementary School	Tchr, EBD/SC	Exceptional Student Education K-12
Briggs,Jonathan David	King Middle School	Tchr, Business Technology	Engineering and Technology Education
Brod,Leah Bea	Bayshore Elementary School	Tchr, Pre-K Handicapped	Elementary Education K-6
Bronson,Jeffrey H.	Johnson K-8 Sch of Int Studies	Tchr, Technology	Engineering and Technology Education
Burke,Catherine A.	Witt Elementary School	Fifth Grade Teacher	Exceptional Student Education K-12
Calhoun,Katharine Esther	Bayshore High School	Tchr, VE	Mathematics 6-12
Callihan,Amanda Lynn	Jain Middle School	Counselor, MS	Middle Grades English 5-9
CARDER,ARIADNE	Rogers Garden-Bullock ES	First Grade Teacher	World Language – Spanish K-12
Cerpa,Lucy	Braden River Elementary School	Tchr, Pre-K Handicapped	PreKindergarten Disabilities Endorsement
Childers,Kelly L.	Bayshore High School	Tchr, Intellctual Disabilities	Art K-12
Clark,Christy	Adult Career and Tech Educ	Tchr-Spcl Assgn,Basic Instruct	Engineering and Technology Education
Clark,Robert Dylan	Parrish Community High School	Tchr, Physical Educ, HS	Visually Impaired K-12
Cobb,Sylvia A.	Buffalo Creek Middle School	Tchr, IND/SC	Exceptional Student Education K-12
Cohen,Mariah Claire	Lakewood Ranch High School	Tchr, Language Arts, HS	English 6-12
Coleman,Brittney M	Tara Elementary School	Second Grade Teacher	Exceptional Student Education K-12
Conklin,Gregory Steven	Freedom Elementary School	Tchr, VE	Elementary Education K-6
Conrad,Natalie Nicole	Bayshore High School	Tchr, Science, HS	Middle Grades Mathematics 5-9
Corbett,Brooke E.	Palmetto High School	Specialist, Student Support	World Language – Spanish K-12
Critzer,Michael	Horizons Academy	Tchr, VE	Exceptional Student Education K-12
Cromartie,Kiara Timesha	Lee Middle School	Tchr, Social Studies, MS	English 6-12
Daum,Jennifer	Rogers Garden-Bullock ES	Tchr, Pre-K Handicapped	PreKindergarten/Primary Education PK-3
David,Tiffany Laural	Palm View K-8 School	Tchr, Autism Spectrum Disorder	Elementary Education K-6
Davis,Aleceya	Oneco Elementary School	First Grade Teacher	Elementary Education K-6
Davis,Stacy	Johnson K-8 Sch of Int Studies	Tchr, Pre-K Handicapped	Elementary Education K-6
Day,Christina Lynn	Braden River Middle School	Tchr, EBD/SC	Middle Grades Mathematics 5-9
Dejneka,Ulyana Bushnell	Bayshore High School	Tchr, ESOL Resource	Art K-12
Delgado,Edmundo A.	Manatee Elementary School	Tchr, Pre-K Handicapped	PreKindergarten/Primary Education PK-3
Deligiannis,Maria Mina	Manatee Elementary School	Tchr, Third Grade	Readinbg K-12
Denise,Abigail	Manatee Elementary School	Tchr, VE	Exceptional Student Education K-12
Diss,Amy	Braden River High School	Tchr, Business Technology Educ	Middle Grades Mathematics 5-9
Dorman,Brianne	Sea Breeze Elementary School	First Grade Teacher	Exceptional Student Education K-12
Driggers,Katherine	Harvey K8 School	Tchr, VE/SC	Elementary Education K-6
Durocher,Christy A.	Lincoln Memorial Middle School	Tchr, Mathematics, MS	Exceptional Student Education K-12
Dykes,Corinne D	Horizons Academy	Tchr, Dropout Prevention, HS	Art K-12
Edwards,Robert P.	The Port Academy	Tchr, Dropout Prevention, HS	Middle Grades Mathematics 5-9
Egyed,Peter P.	Manatee High School	Tchr, ASD	Art K-12
Eldib,Hoda Meshal	Juvenile Detention Center	Tchr, Dropout Prevention, HS	English 6-12
Engram,Leah Sharai	Manatee Elementary School	Counselor, ES	Exceptional Student Education K-12
Epstein,Nancy	Southeast High School	Tchr, Social Studies, HS	Readinbg K-12

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Esposito,Juliette	Parrish Community High School	Tchr, Social Studies, HS	Elementary Education K-6
Farrow,Brandon Joshua	Southeast High School	Tchr, IND/SC	Elementary Education K-6
Fearon,Victoria A.	Palm View K-8 School	Tchr, VE	Elementary Education K-6
Fenton,Michelle S. Cogswell	Harvey K8 School	Tchr, VE/SC	Exceptional Student Education K-12
Fergusson,Elena	Williams Elementary School	Tchr, VE/SC	Elementary Education K-6
Fishman,Farrah	Oneco Elementary School	Second Grade Teacher	Elementary Education K-6
Fitzstephens,Tracey D.	Bashaw Elementary School	Tchr, VE	PreKindergarten/Primary Education PK-3
Fontaine,Francine	Manatee High School	Tchr, VE	Middle Grades English 5-9
Fraley,Leah Nicole	Bayshore Elementary School	Second Grade Teacher	Autism Endorsement Year 1
Franklin,Katrina N.	Manatee Elementary School	Third Grade Teacher	Elementary Education K-6
Frech,Aaron	King Middle School	Tchr, Technology	Elementary Education K-6
Freeman,Cynthia S.	Palmetto High School	Tchr, Autism Spectrum Disorder	English 6-12
French,Jennifer B.	Willis Elementary School	Third Grade Teacher	Elementary Education K-6
Garner,Alex Galen	Palmetto High School	Tchr, Technology	Mathematics 6-12
Garrity,Patrick	Manatee High School	Tchr, Other Classroom	Business Education 6-12
Geldmaker,Stephanie	Sugg Middle School	Tchr, VE	Elementary Education K-6
Gibson,Joseph W.	Haile Middle School	Tchr, Art, MS	Engineering and Technology Education
Giraldo,Lori A.	Horizons Academy	Tchr, VE Resource	Elementary Education K-6
Gonzalez,Alexander	Lincoln Memorial Middle School	Tchr, Social Studies, MS	Middle Grades English 5-9
Goodhue,Susan	Willis Elementary School	Tchr, ASD	Elementary Education K-6
Goodyear,Calaina R	Sugg Middle School	Tchr, Social Studies, MS	Exceptional Student Education K-12
Greene,Caitlyn J	Parrish Community High School	Tchr, Agriculture/Nat Resrcs	Middle Grades General Science 5-9
Greene,Kristin Inderwiesen	Myakka Elementary School	Tchr, Music, ES	Elementary Education K-6
Greene-Lu,Nailah D.	Johnson K-8 Sch of Int Studies	First Grade Teacher	Elementary Education K-6
Griggs,Rachel Louise	Samoset Elementary School	Third Grade Teacher	Elementary Education K-6
Guth,Andrea	Kinnan Elementary School	First Grade Teacher	Elementary Education K-6
Hall,Stephanie	Jain Middle School	Tchr, IND/SC	Elementary Education K-6
Hamilton,Sabrina	Manatee Elementary School	Fifth Grade Teacher	Elementary Education K-6
Hammer,Lisa	Bayshore Elementary School	First Grade Teacher	Educational Media Specialist PK-12
Harvey,Chondra Tootle	Abel Elementary School	Third Grade Teacher	Exceptional Student Education K-12
Haushalter,Dawn M.	Parrish Community High School	Tchr, ESOL Resource	Biology 6-12
Henderson,Deanna	Parrish Community High School	Tchr, Science, HS	Social Science 6-12
Henriquez Mendoza,Daniela L	Lake Manatee K-8 School	First Grade Teacher	PreKindergarten/Primary Education PK-3
Henry,Louis Gerol	Lakewood Ranch High School	Tchr, World Language, HS	Middle Grades Mathematics 5-9
Hermann,Mark L.	Nolan Middle School	Tchr, VE	Elementary Education K-6
Hodge,Doni E.	Abel Elementary School	Teacher, Other Classroom	Educational Media Specialist PK-12
Hodge,Toni Ann	Willis Elementary School	Fourth Grade Teacher	Autism Endorsement Year 1
Horwitz,Chad Stephan	Horizons Academy	Specialist, Student Support	Middle Grades General Science 5-9
Huber,Kelly E.	Myakka Elementary School	Third Grade Teacher	Elementary Education K-6
Huffman,Julia Marie	Rogers Garden-Bullock ES	Coach, Literacy	Elementary Education K-6
Ison,Kevin Ryan	Mills Elementary School	Tchr, STEM	Elementary Education K-6
Jendro,Amy Lea	McNeal Elementary School	Counselor, ES	Educational Media Specialist PK-12
Jenkins,Shamika	Access to Education	Tchr, VE/SC	Elementary Education K-6
Johnson,Mackenzie Taylor	Nolan Middle School	Tchr, Physical Educ, MS	Middle Grades Mathematics 5-9
Johnson,Susan K.	Johnson K-8 Sch of Int Studies	Tchr, Mathematics, MS	Gifted Endorsement
Jones III,Sammie Lee	Lee Middle School	Tchr, Social Studies, MS	Exceptional Student Education K-12
Jones Jr,Thirus	Bayshore High School	Tchr, Resource	Mathematics 6-12
Jones,Cary Leigh	Parrish Community High School	Tchr, Technology	Exceptional Student Education K-12
Jones,Matthew Karl	Haile Middle School	Specialist, Student Support	Gifted Endorsement Class 1
Karlsson,Lisbeth	Daughtrey Elementary School	Second Grade Teacher	Elementary Education K-6
Kearney Jr,Vernon Lenior	Southeast High School	Tchr, EBD/SC	Elementary Education K-6
Keats,Michelle	Exec Dir, Teaching & Learning	Tchr, Spcl Assgn, Basic Instr	Exceptional Student Education K-12
Keiper,Keala Pamela Ros	Samoset Elementary School	Tchr, Pre-K Handicapped	Elementary Education K-6
Kelly,Marilyn E.	Braden River High School	Tchr, Social Studies, HS	Art K-12
Kennedy,Ryan M.	Parrish Community High School	Tchr, Physical Educ, HS	English 6-12
Ketterman,Caitlin	Abel Elementary School	Tchr, Pre-K Handicapped	PreKindergarten/Primary Education PK-3
Korschun,Martha	Moody Elementary School	Tchr, ASD	Elementary Education K-6
Kozuch,Samantha	Palmetto High School	Tchr, Physical Educ, HS	Health K-12
Krstic,Jelena	Kinnan Elementary School	Tchr, VE/SC	Exceptional Student Education K-12
Lazzari,Michael	Palmetto High School	Tchr, IND/SC	Elementary Education K-6
Lewis,Ashley M.	Harvey K8 School	Tchr, Art, ES	Art K-12
Lindquist,Katie	Freedom Elementary School	Tchr, Pre-K Handicapped	PreKindergarten/Primary Education PK-3
Long,Benjamin R.	Lakewood Ranch High School	Tchr, Technology	Business Education 6-12

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Luther,Latece R.	Lincoln Memorial Middle School	Tchr, Physical Educ, MS	Exceptional Student Education K-12
Malone,Christopher	Sugg Middle School	Tchr, Social Studies, MS	Middle Grades English 5-9
Manion,Kyle	Manatee High School	Tchr, IND/SC	Middle Grades General Science 5-9
Marconi,Kathy Lynn	Manatee High School	Tchr, VE	Middle Grades English 5-9
Martin,Roderick	Palmetto High School	Tchr, Mathematics, HS	Mathematics 6-12
Massa,Melissa	Braden River Middle School	Tchr, Mathematics, MS	Middle Grades General Science 5-9
Mathis,Holly L.	Lee Middle School	Tchr, ASD	Hearing Impaired K-12
Mauk,Kyle	Tillman Elementary School	Tchr, STEM	Elementary Education K-6
Mccoy,Vivian	Sugg Middle School	Tchr, Science, MS	Middle Grades General Science 5-9
McDaniel,Lauren A.	Williams Elementary School	Second Grade Teacher	Educational Media Specialist PK-12
McGarry,Hunter	Tillman Elementary School	Tchr, VE	Elementary Education K-6
Mclellan,Denise M.	Bayshore High School	Tchr, IND/SC	Art K-12
McNamara,Hailey Erica	Southeast High School	Tchr, VE	Business Education 6-12
Mendez,Jessica	Rogers Garden-Bullock ES	First Grade Teacher	Exceptional Student Education K-12
Mentzer III,John Raymond	Parrish Community High School	Tchr, Social Studies, HS	Social Science 6-12
Mercado,Giovanna	Daughtrey Elementary School	Kindergarten Teacher	PreKindergarten/Primary Education PK-3
Miller,Alison D	Sea Breeze Elementary School	Tchr, Third Grade	Elementary Education K-6
Miller,Angela Glenda	Tillman Elementary School	Tchr, VE/SC	Autism Endorsement Year 1
Misla,Rebecca M	Braden River Elementary School	Tchr, Art, ES	Elementary Education K-6
Money,Kaitlin E.	Braden River High School	Tchr, VE	Art K-12
Moody,Emma Rachelle	King Middle School	Tchr, Science, MS	Middle Grades Social Science 5-9
Mulligan,Christina	McNeal Elementary School	Kindergarten Teacher	PreKindergarten/Primary Education PK-3
Munive,Daniel A	Manatee Elementary School	Tchr, ESOL Resource	Exceptional Student Education K-12
Munn,Kristen M	Palm View K-8 School	Teacher, Woz Support, ES	Elementary Education K-6
Muntz,Steve Marshall	Southeast High School	Tchr, Business Technology	Mathematics 6-12
Murray,Bernatta Dealcia	Tillman Elementary School	Tchr, Pre-K Integrated	Elementary Education K-6
Neathery,Michele E.	Bayshore High School	Tchr, Reading, HS	English 6-12
Negroni,Ivette	Manatee Elementary School	Second Grade Teacher	Exceptional Student Education K-12
Ngo,Jacqueline L	Blackburn Elementary School	First Grade Teacher	World Language – Spanish K-12
Nieve,Marilyn	Mills Elementary School	Tchr, ASD	Elementary Education K-6
Noga,Vjola	King Middle School	Tchr, IND/SC	Elementary Education K-6
Nolin,Suzanne	Lakewood Ranch High School	Tchr, VE	Elementary Education K-6
Nueva,Abigail Salazar	Miller Elementary School	Tchr, VE/SC	Elementary Education K-6
Ortiz,Joan P.	Nolan Middle School	Tchr, Science, MS	Middle Grades General Science 5-9
Ottlinghaus,William Patrick	Lee Middle School	Tchr, Mathematics, MS	Mathematics 6-12
Paravicini,Scott F.	Lakewood Ranch High School	Tchr, Physical Educ, HS	Mathematics 6-12
Pimentel,Yris	Horizons Academy	Tchr, ESOL Resource	Elementary Education K-6
Pollack Servoss,Fay K.	Rogers Garden-Bullock ES	Spec, Media, ES	Middle Grades General Science 5-9
Powley Link,Melissa Anne	Manatee High School	Tchr, Applied Technology	Business Education 6-12
Price,Kavious D	Manatee High School	Tchr, Physical Educ, HS	Exceptional Student Education K-12
Quirino,Amanda	Blackburn Elementary School	Second Grade Teacher	Elementary Education K-6
Rainey,Kharma Rae	Access to Education	Tchr, VE/SC	Elementary Education K-6
Ralston,Emily	Lincoln Memorial Middle School	Tchr, Agriculture/Nat Resrcs	Middle Grades Mathematics 5-9
Ramirez,Maria Gabriela	Braden River Elementary School	Second Grade Teacher	Elementary Education K-6
Ramos,Laura Lili	Horizons Academy	Tchr, Critical Thinking	Middle Grades Mathematics 5-9
Rath,Halen Chrisitian	Bayshore Elementary School	Tchr, VE/SC	Elementary Education K-6
Ray,Mallorie K.	Harvey K8 School	Tchr, Autism Spectrum Disorder	Exceptional Student Education K-12
Reeves,Patricia	Jain Middle School	Tchr, Social Studies, MS	Middle Grades Mathematics 5-9
Rhinesmith,Justin T	King Middle School	Tchr, ASD	Exceptional Student Education K-12
Riggio,Joseph M	Tillman Elementary School	Tchr, Art, ES	Elementary Education K-6
Rodgers,Susan D.	Manatee High School	Tchr, Reading, HS	Middle Grades English 5-9
Rosario,Wilfredo	Sable Acad Behavioral Learning	Tchr, Physical Educ, MS	Exceptional Student Education K-12
Royer,Madison	Moody Elementary School	Second Grade Teacher	Biology 6-12
RUIZ,IVANA Beatriz	Lakewood Ranch High School	Tchr, IND/SC	Elementary Education K-6
Rupp,Michael	Bayshore High School	Tchr, Physical Educ, HS	Middle Grades Mathematics 5-9
Rush,Cynthia Lee	Williams Elementary School	Tchr, Pre-K Handicapped	Mathematics 6-12
Sabatino,Michael	Mills Elementary School	Tchr, EBD/SC	Exceptional Student Education K-12
Salinas Carias,Stephanie G.	Sugg Middle School	Tchr, ESOL Resource	English 6-12
Schultz,Stephen James	Lakewood Ranch High School	Tchr, Language Arts, HS	Mathematics 6-12
Searls,Darvin L.	Southeast High School	Specialist, Student Support	Exceptional Student Education K-12
Sharbono,Christian C	Horizons Academy	Tchr, IND/SC	English 6-12
Shelby,Tiara Danielle	Lee Middle School	Tchr, Mathematics, MS	Elementary Education K-6
Shimmell,Mercedes	Manatee Elementary School	Kindergarten Teacher	Elementary Education K-6

EMPLOYEE_NAME	SCHOOL_DESCR	POSITION_DESCR	OOF Description
Sidonio,Jenna	Freedom Elementary School	Kindergarten Teacher	Elementary Education K-6
Siegel,Kristin M.	Parrish Community High School	Tchr, Other Classroom	Biology 6-12
Silva,Jaime S	Horizons Academy	Tchr, Mathematics, HS	Mathematics 6-12
Silva,John L.	Bayshore High School	Tchr, Science, HS	Middle Grades General Science 5-9
Simmons,Brittany Nicole	Lincoln Memorial Middle School	Tchr, Language Arts, MS	Elementary Education K-6
Simpson,Nickesha Natalee	Moody Elementary School	Tchr, VE/SC	Elementary Education K-6
Smith,Anthony Charles	Southeast High School	Tchr, Business Technology	Mathematics 6-12
Smith,Carleen M.	Manatee Elementary School	Kindergarten Teacher	Elementary Education K-6
Snyder,Stephanie Michelle	Willis Elementary School	Second Grade Teacher	Exceptional Student Education K-12
Steinberg,Brittney S	Daughtrey Elementary School	Kindergarten Teacher	Autism Endorsement Year 1
Stiles,Sandra K.	Haile Middle School	Tchr, Reading, MS	English 6-12
Strom,Cary R	Sugg Middle School	Tchr, Dropout Prevention, MS	English 6-12
Swinkels,Katherine	Southeast High School	Tchr, Science, HS	Middle Grades General Science 5-9
Thomas-Stockner,Brigid A.	Palmetto High School	Tchr, Reading, HS	English 6-12
Toglia,Sabrina	Sea Breeze Elementary School	Third Grade Teacher	PreKindergarten/Primary Education PK-3
Tovell,Andrew	Lake Manatee K-8 School	Tchr, Art, ES	Elementary Education K-6
Townson,Dana D.	Bayshore High School	Tchr, Electronics	Engineering and Technology Education
Upson,Stephanie	Williams Elementary School	Second Grade Teacher	English 6-12
Van Aken,Catherine Hawthorne	Bayshore Elementary School	Spec, Medial ES	Elementary Education K-6
Van Serke,Kelly D.	Buffalo Creek Middle School	Spec, Media, MS	Engineering and Technology Education
Van Zandt,Mary Beth	Tara Elementary School	Tchr, VE	Elementary Education K-6
Vasquez,Andrea C	Braden River High School	Tchr, World Language, HS	Elementary Education K-6
Vonseggern,Byron	Nolan Middle School	Tchr, Science, MS	Exceptional Student Education K-12
Walter,Tabetha A	Braden River High School	Tchr, Drama, HS	Drama 6-12
Walters,Kathryn E	Manatee High School	Tchr, Science, HS	Middle Grades General Science 5-9
Warnock,Amelia	Lincoln Memorial Middle School	Tchr, Science, MS	Exceptional Student Education K-12
Westendorf,Michelle S.	Miller Elementary School	First Grade Teacher	Exceptional Student Education K-12
Wilcox,Jennifer Elaine	Bayshore High School	Testing Administrator	Mathematics 6-12
Wilcoxson,Alexandra Schauble	Lakewood Ranch High School	Tchr, Science, HS	Physics 6-12
Williams,Roshun N.	Lee Middle School	Tchr, EBD/SC	Middle Grades Mathematics 5-9
Williams,Tara	Braden River Middle School	Tchr, VE	Social Science 6-12
Wilson,Eugena C.	Freedom Elementary School	Third Grade Teacher	Elementary Education K-6
Woughter,Cari	Manatee Elementary School	Fifth Grade Teacher	PreKindergarten Disabilities Endorsement
Wright,Kimberly	Horizons Academy	Specialist, Student Support	Mathematics 6-12
Yueng-Nieves,Kathryn Paula	Bashaw Elementary School	Tchr, Pre-K Integrated	Elementary Education K-6
Zaccaria,Amanda	Buffalo Creek Middle School	Tchr, Comm Syst Tech Ed	Engineering and Technology Education
Zaehler,Marcelina K.	Freedom Elementary School	Tchr, IND/SC	Elementary Education K-6
Zuluaga,Diana	Rogers Garden-Bullock ES	Third Grade Teacher	Elementary Education K-6

AGENDA ITEM NO. 11.3

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title

Approval of the Reclassification of Three Positions from Hourly Non-Bargaining to AFSCME (General Fund)

Executive Summary

On January 31, 2025, an evidentiary hearing was held before a PERC Hearing Officer with the School Board and American Federation of State, County, and Municipal Employees (AFSCME Local 1584) regarding unit clarification for three employee groups. These positions were Hourly Non-Bargaining at the time. The District and AFSME came to an agreement that the positions would be moved into the AFSCME bargaining unit. On July 21, 2025, the district reached an agreement with AFSCME regarding the incoming positions pay grades. The positions and changes are as follows:

1. Camera Monitor - from HNB Pay Grade 23 to AFSCME Pay Grade 27B
2. Dispatcher - from HNB Pay Grade 29 to AFSCME Pay Grade 29B
3. Security Officer - from HNB Pay Grade 29 to AFSCME Pay Grade 28B

The attached job descriptions reflect the changes to union classification and pay grades as agreed upon.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 3
Develop an innovative leadership development program and succession-planning model to attract and support quality school and District leaders

Recommendation

The Superintendent recommends approval of the reclassified job descriptions as per the negotiated agreement. (General Fund)

Financial Impact

The annual total cost will be approximately $15,000, plus benefits and are included in the General fund for 2025-2026 school year.

Contact

Submitting Department: Human Resources
Initiated by: Dr. Christina Britton

Attachments:
79023 Security, Guard [Security Officer] OPL005-Clean
79023 Security, Guard [Security Officer] OPL005-Redlined
78029 Dispatcher,Transportation, TRN040-Clean
78029 Dispatcher,Transportation, TRN040-Redlined
79023 Security Guard, OPL036 [Camera Monitor]-Clean
79023 Security Guard, OPL036 [Camera Monitor]-Redlined

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: OFFICER, SECURITY
State Title: Security Guard
JOB DESCRIPTION

JOB GOAL:
To provide after-hour security for district facilities by communication between alarm monitoring personnel and local police and fire departments.

QUALIFICATIONS:
1. High school diploma or approved equivalency diploma.
2. Minimum of one (1) year experience in security work or combination of work and training.
3. Eligible to obtain Class D Security License within 12 months of employment.
4. Valid Florida Driver's License.

KNOWLEDGE, SKILLS AND ABILITIES:
Knowledge of local police departments and procedures. Knowledge of fire alarm systems, security systems, control panels and reset devices. Ability to make accurate security reports. Knowledge of school locations, layouts and facilities. Ability to understand and follow written and oral instructions.

REPORTS TO:
Manager, Security

SUPERVISES:
N/A

PERFORMANCE RESPONSIBILITIES:
1. Patrol facilities and grounds after custodial staff has left in evenings and weekends.
2. Respond to any and all security irregularities and correct the problem.
3. Act as keyholder for all schools after hours, weekends, and holidays.
4. Inspect Knox Boxes to ensure building keys are contained inside and function properly.
5. Act as contact point for the school board after hours, weekends, and holidays.
6. Respond to fire alarm activations.
7. Respond to burglar alarm activations.
8. Respond to access and site security issues (opening and closing, locking and unlocking, arming and disarming alarm systems.)
9. Respond to mechanical issues (roof leaks, pipe breaks, air conditioning failures, walk-in coolers and freezers, locksmith issues, etc.)
10. Respond to staff reports of suspicious people, animals and vehicles.
11. Respond to reports of belligerent visitors and trespassers.
12. Patrol for criminal activity and graffiti and report to appropriate agency.
13. Patrol school district sites undergoing construction projects.
14. Plan extra patrols at facilities with high incidence of reports.
15. Call proper department if problem is beyond scope of security officer.
16. Fill out routing sheets as facilities are visited.
17. Fill out Incident Report when required.
18. Fill out work order for next day, if required.
19. Ensure adherence to good safety standards.
20. Model and maintain high ethical standards.
21. Represent the District in a positive and professional manner.
22. Demonstrate initiative in the performance of assigned responsibilities.
23. Keep supervisor informed of potential problems or unusual events.
24. Follow federal and state laws as well as School Board policies, rules and regulations.
25. Prepare all required reports and maintain all appropriate records.
26. Participate successfully in the training programs offered to increase skill and proficiency related to

assignment.

27. Perform other tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:
Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:
Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:

Revised:
07/08/2002
05/22/2018
11/13/2018
05/23/2023
08/05/2025

SALARY SCHEDULE: AFSCME
PAYGRADE: 28B
SHORT TITLE: OPL005
STATE JOB CODE: 79023

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: OFFICER, SECURITY
State Title: Security Guard
JOB DESCRIPTION

JOB GOAL:
To provide after-hour security for district facilities by communication between alarm monitoring personnel and local police and fire departments.

QUALIFICATIONS:
1. High school diploma or approved equivalency diploma.
2. Minimum of one (1) year experience in security work or combination of work and training.
3. Eligible to obtain Class D Security License within 12 months of employment.
4. Valid Florida Driver's License.

KNOWLEDGE, SKILLS AND ABILITIES:
Knowledge of local police departments and procedures. Knowledge of fire alarm systems, security systems, control panels and reset devices. Ability to make accurate security reports. Knowledge of school locations, layouts and facilities. Ability to understand and follow written and oral instructions.

REPORTS TO:
Manager, Security

SUPERVISES:
N/A

PERFORMANCE RESPONSIBILITIES:
1. Patrol facilities and grounds after custodial staff has left in evenings and weekends.
2. Respond to any and all security irregularities and correct the problem.
3. Act as keyholder for all schools after hours, weekends, and holidays.
4. Inspect Knox Boxes to ensure building keys are contained inside and function properly.
5. Act as contact point for the school board after hours, weekends, and holidays.
6. Respond to fire alarm activations.
7. Respond to burglar alarm activations.
8. Respond to access and site security issues (opening and closing, locking and unlocking, arming and disarming alarm systems.)
9. Respond to mechanical issues (roof leaks, pipe breaks, air conditioning failures, walk-in coolers and freezers, locksmith issues, etc.)
10. Respond to staff reports of suspicious people, animals and vehicles.
11. Respond to reports of belligerent visitors and trespassers.
12. Patrol for criminal activity and graffiti and report to appropriate agency.
13. Patrol school district sites undergoing construction projects.
14. Plan extra patrols at facilities with high incidence of reports.
15. Call proper department if problem is beyond scope of security officer.
16. Fill out routing sheets as facilities are visited.
17. Fill out Incident Report when required.
18. Fill out work order for next day, if required.
19. Ensure adherence to good safety standards.
20. Model and maintain high ethical standards.
21. Represent the District in a positive and professional manner.
22. Demonstrate initiative in the performance of assigned responsibilities.
23. Keep supervisor informed of potential problems or unusual events.
24. Follow federal and state laws as well as School Board policies, rules and regulations.
25. Prepare all required reports and maintain all appropriate records.
26. Participate successfully in the training programs offered to increase skill and proficiency related to

assignment.

27. Perform other tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:
Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:
Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:

Revised:
07/08/2002
05/22/2018
11/13/2018
05/23/2023
08/05/2025

SALARY SCHEDULE: ~~SUPPORT~~AFSCME
PAYGRADE: ~~29~~28B
SHORT TITLE: OPL005
STATE JOB CODE: 79023

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: DISPATCHER, SCHOOL BUS TRANSPORTATION
State Title: Dispatcher Transportation
JOB DESCRIPTION

JOB GOAL:
During hours of student transportation, dispatches direction, information and assistance to all school bus drivers related to the overall operation of district school buses. Insures maximum safety and security of students in the event of bus emergencies and incidents by providing a central source of information to parents.

QUALIFICATIONS:
1. Graduation from an accredited high school or possession of an acceptable equivalency diploma.
2. Three years' experience as a school bus driver.
3. Completion of required bus driver training courses.
4. Documented experience in handling emergency situations calmly and effectively.
5. A comparable amount of training and experience may be substituted for the minimum qualifications.

KNOWLEDGE, SKILLS AND ABILITIES:
Demonstrated experience in responding calmly and effectively in emergency situations. Knowledge of the operation of a school bus. Knowledge of the occupational hazards and safety precautions required in transporting students. Knowledge of state driving laws. Knowledge of the layout of roads in the assigned area. Ability to prepare and maintain records and reports. Ability to communicate effectively with bus drivers, school personnel, parents, and the public. Ability to travel outside of Manatee County as needed in the performance of assigned duties. Submit to and pass random drug and alcohol testing. Ability to recognize the significant from the less significant in arriving at sound conclusions. Ability to step outside the box when looking at the total operation and its process to control cost. Ability to analyze emergency situations and make quick effective decisions under extreme stress.

REPORTS TO:
Director of Transportation

SUPERVISES:
Provides direction to bus drivers while they are transporting students and particularly during emergency situations and daily vehicle incidents.

PERFORMANCE RESPONSIBILITIES:
1. Enhances student safety by providing a single point of contact for all emergency issues to ensure immediate response to drivers and consistent information to parents.
2. Dispatches drivers and monitors status of bus routes by receiving and transmitting messages in a clear, concise and courteous manner, via two-way radio and telephone.
3. Responds to inquiries from schools, drivers, and the public concerning problems during school bus incidents and advises supervisor of identified problems so that corrective action is initiated.
4. Disseminates schedules and driver assignment changes to schools.
5. Responds to driver requests for emergency assistance in a calm and intelligent manner, contacts authorities, initiates emergency procedures.
6. Prepares and maintains logs and records of radio and telephone communications; prepares reports, and maintains/utilizes files.
7. Applies knowledge of Federal Communications Commission regulations and communication equipment.
8. Performs related work as required.

PHYSICAL REQUIREMENTS:
Demonstrated ability to lift and remove students from the school bus in an emergency. Ability to sit for long periods at a desk and/or computer. Vocal and verbal ability to communicate effectively on radio.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved compensation plan for non-contracted hourly employees. Length of work year and hours of employment shall be those established by the Supervisor of Transportation.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
10/21/2002

Revised:
05/22/2018
08/05/2025

SALARY SCHEDULE: AFSCME
PAYGRADE: 29B
SHORT TITLE: TRN040
STATE JOB TITLE: 78029

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: DISPATCHER, SCHOOL BUS TRANSPORTATION
State Title: Dispatcher Transportation
JOB DESCRIPTION

JOB GOAL:
During hours of student transportation, dispatches direction, information and assistance to all school bus drivers related to the overall operation of district school buses. Insures maximum safety and security of students in the event of bus emergencies and incidents by providing a central source of information to parents.

QUALIFICATIONS:
1. Graduation from an accredited high school or possession of an acceptable equivalency diploma.
2. Three years' experience as a school bus driver.
3. Completion of required bus driver training courses.
4. Documented experience in handling emergency situations calmly and effectively.
5. A comparable amount of training and experience may be substituted for the minimum qualifications.

KNOWLEDGE, SKILLS AND ABILITIES:
Demonstrated experience in responding calmly and effectively in emergency situations. Knowledge of the operation of a school bus. Knowledge of the occupational hazards and safety precautions required in transporting students. Knowledge of state driving laws. Knowledge of the layout of roads in the assigned area. Ability to prepare and maintain records and reports. Ability to communicate effectively with bus drivers, school personnel, parents, and the public. Ability to travel outside of Manatee County as needed in the performance of assigned duties. Submit to and pass random drug and alcohol testing. Ability to recognize the significant from the less significant in arriving at sound conclusions. Ability to step outside the box when looking at the total operation and its process to control cost. Ability to analyze emergency situations and make quick effective decisions under extreme stress.

REPORTS TO:
Director of Transportation

SUPERVISES:
Provides direction to bus drivers while they are transporting students and particularly during emergency situations and daily vehicle incidents.

PERFORMANCE RESPONSIBILITIES:
1. Enhances student safety by providing a single point of contact for all emergency issues to ensure immediate response to drivers and consistent information to parents.
2. Dispatches drivers and monitors status of bus routes by receiving and transmitting messages in a clear, concise and courteous manner, via two-way radio and telephone.
3. Responds to inquiries from schools, drivers, and the public concerning problems during school bus incidents and advises supervisor of identified problems so that corrective action is initiated.
4. Disseminates schedules and driver assignment changes to schools.
5. Responds to driver requests for emergency assistance in a calm and intelligent manner, contacts authorities, initiates emergency procedures.
6. Prepares and maintains logs and records of radio and telephone communications; prepares reports, and maintains/utilizes files.
7. Applies knowledge of Federal Communications Commission regulations and communication equipment.
8. Performs related work as required.

PHYSICAL REQUIREMENTS:
Demonstrated ability to lift and remove students from the school bus in an emergency. Ability to sit for long periods at a desk and/or computer. Vocal and verbal ability to communicate effectively on radio.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved compensation plan for non-contracted hourly employees. Length of work year and hours of employment shall be those established by the Supervisor of Transportation.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
10/21/2002

Revised:
05/22/2018
08/05/2025

SALARY SCHEDULE: ~~SUPPORT~~AFSCME
PAYGRADE: ~~29~~ 29B
SHORT TITLE: TRN040
STATE JOB TITLE: 78029

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: CAMERA MONITOR
State Title: Security Guard
JOB DESCRIPTION

JOB GOAL:
To provide security for facilities, staff and students by monitoring surveillance cameras remotely and notifying proper personnel or authorities upon observing improper activity.

QUALIFICATIONS:
1. High school diploma or approved equivalency diploma.
2. Minimum of one (1) year experience monitoring worksite operations and ensuring compliance.
3. Valid Florida Driver's License.

KNOWLEDGE, SKILLS AND ABILITIES:
Knowledge of local police departments and procedures. Ability make accurate security reports. Knowledge of school locations, layouts and facilities. Ability to understand and follow written and oral instructions. Ability to sit or stand for extended periods with minimal supervision, and pay careful attention to activity on multiple video monitors.

REPORTS TO:
Manager of Security

SUPERVISES:
N/A

PERFORMANCE RESPONSIBILITIES:
1. Monitor multiple CCTV cameras located at various school properties.
2. Initiate and Maintain communications with authorities when necessary.
3. Respond to any and all security irregularities and correct the problem.
4. Call proper department if problem is beyond scope of security monitor.
5. Fill out proper reports as needed.
6. Fill out Incident Report when required.
7. Advise maintenance of any camera outages or malfunctions.
8. Ensure adherence to good safety standards.
9. Model and maintain high ethical standards.
10. Represent the District in a positive and professional manner.
11. Demonstrate initiative in the performance of assigned responsibilities.
12. Keep supervisor informed of potential problems or unusual events.
13. Follow federal and state laws as well as School Board policies, rules and regulations.
14. Prepare all required reports and maintain all appropriate records.
15. Participate successfully in the training programs offered to increase skill and proficiency related to assignment.
16. Perform other tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:
Medium Work: Sitting or standing for extended periods while maintaining vigilant watch of several video monitors. Minimal lifting up to 20 pounds.

TERMS OF EMPLOYMENT:
Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
05/12/2015

Revised:
05/22/2018
08/05/2025

SALARY SCHEDULE: AFSCME
PAYGRADE: 27B
SHORT TITLE: OPL036
STATE JOB CODE: 79023

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: CAMERA MONITOR
State Title: Security Guard
JOB DESCRIPTION

JOB GOAL:
To provide security for facilities, staff and students by monitoring surveillance cameras remotely and notifying proper personnel or authorities upon observing improper activity.

QUALIFICATIONS:
1. High school diploma or approved equivalency diploma.
2. Minimum of one (1) year experience monitoring worksite operations and ensuring compliance.
3. Valid Florida Driver's License.

KNOWLEDGE, SKILLS AND ABILITIES:
Knowledge of local police departments and procedures. Ability make accurate security reports. Knowledge of school locations, layouts and facilities. Ability to understand and follow written and oral instructions. Ability to sit or stand for extended periods with minimal supervision, and pay careful attention to activity on multiple video monitors.

REPORTS TO:
Manager of Security

SUPERVISES:
N/A

PERFORMANCE RESPONSIBILITIES:
1. Monitor multiple CCTV cameras located at various school properties.
2. Initiate and Maintain communications with authorities when necessary.
3. Respond to any and all security irregularities and correct the problem.
4. Call proper department if problem is beyond scope of security monitor.
5. Fill out proper reports as needed.
6. Fill out Incident Report when required.
7. Advise maintenance of any camera outages or malfunctions.
8. Ensure adherence to good safety standards.
9. Model and maintain high ethical standards.
10. Represent the District in a positive and professional manner.
11. Demonstrate initiative in the performance of assigned responsibilities.
12. Keep supervisor informed of potential problems or unusual events.
13. Follow federal and state laws as well as School Board policies, rules and regulations.
14. Prepare all required reports and maintain all appropriate records.
15. Participate successfully in the training programs offered to increase skill and proficiency related to assignment.
16. Perform other tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:
Medium Work: Sitting or standing for extended periods while maintaining vigilant watch of several video monitors. Minimal lifting up to 20 pounds.

TERMS OF EMPLOYMENT:
Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
05/12/2015

Revised:
05/22/2018
08/05/2025

SALARY SCHEDULE: ~~SUPPORT~~AFSCME
PAYGRADE: ~~23~~ 27B
SHORT TITLE: OPL036
STATE JOB CODE: 79023

AGENDA ITEM NO. 11.4

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the District-Managed Turnaround Plan (DMT TOP-1) for Samoset Elementary for Submission to the FLDOE Bureau of School Improvement (No Financial Impact)

Executive Summary
The FLDOE (Florida Department of Education) Turnaround Plan, also known as the District-Managed Turnaround Plan (DMT), is a plan developed by school districts to improve the performance of low-performing schools. It involves a needs assessment, selection of a turnaround option, and implementation of strategies to address identified areas of need within the school. The plan is designed to ensure that schools are equipped with the necessary resources, leadership, and support to improve student outcomes.

For the 2025-2026 school year, the School District of Manatee County is required to submit an approved turnaround plan for Samoset Elementary due to its school improvement status as a Tier 2 school. The TOP-1 plan must be submitted by September 1, 2025. The district must also submit a TOP-2 plan by October 1, 2025.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Learn | Goal 4
Develop effective professional development and high-quality instructional coaching for teachers to support rigorous literacy instruction across all grades

Recommendation
The Superintendent recommends approval of the District-Managed Turnaround Plan (DMT TOP-1) for Samoset Elementary for submission to the FLDOE Bureau of School Improvement (No Financial Impact).

Financial Impact
No Financial Impact

Contact
Submitting Department: School Improvement
Initiated By: Mrs. Kaththea Johnson

Attachments:
DRAFT TOP_Step_1_DMT_Samoset ES 2025-26







TOP-1

District-Managed Turnaround Plan – Step 1 (TOP-1)

[Manatee County]
[Samoset Elementary School]

Due: September 1

Form Number DMT, TOP-1, incorporated in Rule 6A-1.099811, F.A.C., effective November 2024

Purpose

The purpose of this document is to guide districts to plan for the implementation of a district-managed turnaround plan to improve the school's grade to a "C" or higher. The district shall submit a Memorandum of Understanding (MOU) to the Department by September 1, pursuant to sections (ss.) 1001.42(21) and 1008.33(4)(a), F.S.

Directions

Districts shall complete this Step 1 form for each school that is required to implement a district-managed turnaround plan. This plan must be submitted by the district to the Regional Executive Director (RED) for review and feedback before submitting it to the RED and the BSI. The local school board must approve the plan. This completed form must be signed by the superintendent or authorized representative and emailed to the RED and BSI@fldoe.org, no later than September 1. The subject line of the email must include the district name, school name and TOP-1.

School

In the box below, identify the name and MSID number of the school that will be supported through the district-managed turnaround plan.

School Name/ MSID Number
0421

Stakeholder Engagement

In the box below, describe the district's efforts to engage and involve stakeholders, including the Community Assessment Team (CAT), to determine causes for low performance and make recommendations for school improvement. Include a list of names and affiliations of CAT members. The RED or their designee shall be a member of the CAT. Include a list of meetings that were held regarding the development of the district-managed turnaround plan, as well as scheduled meetings that will be held during the implementation of the plan.

Names and affiliation of CAT members:
Samantha Webb, Principal
Krista Keats, Assistant Principal
Derek Jensen, Deputy Superintendent of Instruction
Kaththea Johnson, Executive Director, School Improvement & Leadership Dev.
Dr. Laurie Breslin, Executive Director Student Support & Family Engagement
Dr. Christine Britton, Executive Director of Human Resources
Alison Nichols, Director of Elementary Curriculum
Lisa Lyon, Director of Student Services
Josh Bennett, Director of Exceptional Student Education
Debra Estes, Director of ESOL, Migrant and Dual Language Programs
Latrina Singleton, Director, Federal Programs and Grants
Jamara Clark, Director of Student Enrollment, Pathway, & Experience
Kelly Smith-Williams, Student Support Specialist

Stephanie Okelly, Instructional Staff Member (Rdg Coach)
Nicole Candelora, Instructional Staff Member (Coordinator; Math Coach)
Kathy Seward, School Improvement Specialist
Dr. Lucinda Thompson, Regional Executive Director/BSI, State
Bianca Williams, Regional Assistant Director/BSI, State
Kelli Carter, School Improvement Specialist/BSI, State
Denise Freeman, School Improvement Specialist/BSI, State

Dates of CAT meetings (held and upcoming meetings):
7/31/25, 9/25/25, 11/20/25, 2/12/25, 4/16/255/28/25

What school data was analyzed?
State Assessment data including ESSA subgroup data (three-year historical)
Early Warning System (EWS) Data to include at-risk academics, attendance, and behavior
Staff and Family Surveys

Identified causes of low performance:
All School Accountability components are below the district/state averages except ELA L25

- 3rd grade achievement and Math components are significantly below District/State averages
- All subgroups, except Economically Disadvantaged (ED), performing below the Federal Index (below 41%), four consecutive years for Students with Disabilities (SWD) and English Language Learners (ELL)
- School components have plateaued, rising/dropping 2-3 percentage points
- Significant number of Level 1s on the State Assessment (259-ELA; 198-Math)

ACCOUNTABILITY COMPONENT	2025			2024			2023**		
	SCHOOL	DISTRICT†	STATE†	SCHOOL	DISTRICT†	STATE†	SCHOOL	DISTRICT†	STATE†
ELA Achievement*	28	56	59	26	55	57	24	51	53
Grade 3 ELA Achievement	26	54	59	23	55	58	18	51	53
ELA Learning Gains	41	59	60	52	60	60			
ELA Lowest 25th Percentile	60	58	56	67	58	57			
Math Achievement*	45	66	64	43	66	62	45	62	59
Math Learning Gains	41	61	63	46	63	62			
Math Lowest 25th Percentile	33	52	51	36	51	52			
Science Achievement	35	55	58	25	54	57	24	51	54
Social Studies Achievement*			92						
Graduation Rate									
Middle School Acceleration									
College and Career Acceleration									
Progress of ELLs in Achieving English Language Proficiency (ELP)	60	63	63	57	61	61	33	59	59

School Year	School Number	School Name	Grade 3 English Language Arts Achievement	English Language Arts Achievement	English Language Arts Learning Gains	English Language Arts Learning Gains of the Lowest 25%	Mathematics Achievement	Mathematics Learning Gains	Mathematics Learning Gains of the Lowest 25%	Science Achievement	Total Points Earned	Percent of Total Possible Points	Grade 2025
24-25	0421	SAMOSET ELEMENTARY SCHOOL	26	28	41	60	45	41	33	35	309	39	D
23-24	0421	SAMOSET ELEMENTARY SCHOOL	23	26	52	67	43	46	36	25	318	40	D
22-23	0421	SAMOSET ELEMENTARY SCHOOL		24			45			24	93	31	D
21-22	0421	SAMOSET ELEMENTARY SCHOOL		32	48	47	53	52	40	34	306	44	C
20-21	0421	SAMOSET ELEMENTARY SCHOOL		29	49	57	54	64	45	29	327	47	

The Community Assessment Team for Samoset Elementary School analyzed multiple data sources to identify the root causes of low academic performance. As a result, areas of concern were discussed and broken down to create systems of support for the following areas:

- **Lack of Consistent Instructional Framework:**
  - Lack of a strong instructional framework for ELA and Math focused on consistent use of high-yield instructional strategies with benchmark-aligned instruction
    - Identified need for professional learning communities focused beyond lesson planning.
    - Identified need for a structure that includes a review of monthly cumulative assessment data, capturing benchmark mastery and action planning; professional learning around the high-yield instructional strategies to build capacity for teacher delivery of benchmark-aligned lesson plans with student-aligned tasks
  - Lack of alignment between benchmarks assessed and inconsistent progress monitoring
    - Identified need to strengthen tier 1 mastery of benchmark standards, aligning tier 1 instruction to assessed benchmarks and ensuring students are receiving instruction for mastery
  - Teacher Vacancies despite hiring incentive $10,000
  - Teacher Absences despite quarterly incentive $1,000

- **Chronic Absenteeism for Students:**
  - 2024-25: More than 60% of students were absent 10 days or more (Kindergarten-5th grade; 329 out of 536

School	Grade	Total # of tardies	Total # of days absent	# of students absent 5-9 days	# of students absent 10 or more days
ES Samoset (0421)	KG	754	1820	26	62
ES Samoset (0421)	1	542	1363	11	44
ES Samoset (0421)	2	640	1482	28	42
ES Samoset (0421)	3	654	1875	20	69
ES Samoset (0421)	4	680	1393	29	53
ES Samoset (0421)	5	568	1301	14	59
ES Samoset (0421) Total		**3838**	**9234**	**128**	**329**

- **Need for Behavior Support and MTSS Framework:**
  - Student time out of the classroom due to behavior
    - Lack of a school-wide MTSS-B School Tier 1 Plan, with systems for professional learning, monitoring, and accountability
    - 2024-25: 354 total days of suspension (181-OSS; 173-ISS) as compared to 191 total days of suspension in the 2023-24 school year.
    - 2024-25: Top 5 referral codes: 1-Aggression, 2-Defiance, 3-Disruptive Behavior, 4-Disrespect Authority, 5-Disrespect toward Others

	All Actions Taken	LOSS OF PRIVILEGES [LOP]	OUT-OF-SCHOOL SUSPENSION [OSS]	IN-SCHOOL SUSPENSION [ISS]
All Actions Taken	**677**	**212**	**181**	**173**
KG	127	34	43	23
01	53	23	3	12
02	81	25	21	16
03	145	44	40	48
04	152	46	45	44
05	119	40	29	30

Recommendations for school improvement: Three Domains
Samoset Elementary School's principal was newly appointed in June of 2025. There is a commitment to staffing, building a strong leadership team, and proactive planning with the School Improvement Plan to address barriers and set goals for system building around academic achievement. These areas will be targeted through three domains: (1) Transformational Leadership, (2) Standards-Based Instruction and Learning, and (3) Positive Student-Centered Environment.

<u>Transformational Leadership</u>: Accountable and Shared Leadership

- Recruited a new Principal with the history of successful leadership at a Title I school
- Recruited new ELA and Mathematics coaches with proven records of effectiveness
- Supervised by the Executive Director of School Improvement and Leadership Development to support full-time and report directly to the Superintendent and Deputy Superintendent of Instruction weekly
- Assigned a School Improvement Specialist full-time to support and report directly to the Executive Director of School Improvement weekly
- Support with grant funds to implement school improvement goals and action plans
- Executive Director of School Improvement and Leadership Development will provide ongoing guidance, monitoring, and support to school administrators and the leadership team focused on leading a school in turnaround status
- Evaluate the current faculty at Samoset Elementary School
    - Ensure the percentage of teachers below effective is not greater than the district average
    - Ensure the principal creates a coaching and monitoring support plan for any teacher rated less than effective
    - Ensure strong hiring and retention practices to reduce the high teacher/staff turnover, unsuccessful recruitment and retention (despite hiring incentives)
        - Vacancies: Utilize Staffing Agency as needed to fill all remaining vacancies with certified teachers
        - Ensure the district's career site highlights that teachers at Samoset may be eligible to receive up to $15,000 as part of the Supplemental Teacher and Administrator Allocation (STAA) grant for effective and highly effective state VAM rating
- Florida Statute 1001.42(21) – School Board granted authorization to the Superintendent to utilize the following flexibility (effective date: 08/05/2025):

- Required facilitated, collaborative planning and professional learning needed to improve student performance (3 hours per week outside of the student day, up to 1 planning period per week during the student day, and on Record Days)
- Quarterly attendance incentive for teachers ($1,000 per quarter)
- Recruitment/Retention bonus through the Supplemental Teacher and Administrator Allocation (STAA) grant (Highly Effective & Effective supplemental pay bonus: $7,500; $15,000)

Standards-Based Instruction and Learning

School-wide instructional priorities aligned with the district and focused on high-yield strategies
School-wide ELA, Math, and Science framework for benchmark-aligned instruction, mastery, and progress monitoring to action plan and support

- Implement a framework for Professional Learning Communities (PLCs) and collaborative planning supported by district directors and specialists
  - Ensure use of district-created curriculum maps and approved resources for core and intervention blocks
  - Ensure the master schedule meets all requirements for instructional minutes and common planning time for grade-level teams
  - Ensure the principal and leadership team provide teachers ongoing support and quality feedback based on data
  - Provide support for new and beginning teachers through mentors and ongoing professional development
  - Provide ongoing support and professional learning for all instructional staff and leadership in high-quality instruction with the implementation of high-yield instructional strategies
  - Ensure and support the implementation of monthly data monitoring for all students with additional attention to the subgroups supported with Tier II and Tier III academic resources
- Create instructional expectations and look-fors aligned to high-yield instructional strategies and district priorities
  - Ensure instructional expectations and strategies are aligned to the school improvement goals and action plans, reviewed and monitored monthly
- Create a system for collecting, organizing, summarizing, and using data to monitor benchmark mastery and make instructional decisions
  - Weekly and bi-weekly school-based administrative and instructional leadership monitoring and data discussions
  - Weekly monitoring and data discussions between School Improvement Executive Director and Deputy Superintendent of Instruction
  - Monthly monitoring and data discussions between the district and school administration
  - District tier list of schools based on performance and need; Samoset ES identified as Tier 3 and receiving intensive support
- Ensure common formative assessments are being implemented and analyzed regularly at both the school and district level
  - District created common assessments in ELA using School City platform for frequent monitoring of all students including the bottom quartile and all subgroups
- Ensure that teachers provide supplemental supports and interventions to struggling learners based on formative assessment data
  - District created and monitored Elementary Decision Tree and Comprehensive Evidence-Based Reading Plan (CERP)

- District provided professional learning and ongoing support with University of Florida Literacy Institute (UFLI)

- Universal RAISE School: Ensure the ongoing support from the district level along with the webinars and optional book studies offered through the State Regional Literacy Director (SRLD) aligned to the Science of Reading

Positive Culture and Environment

School-wide Tier 1 MTSS-B plan and implementation of Positive Behavior Intervention and Supports

- Support for Absenteeism
  - Implement a quarterly incentive program for students supported through district funds
- Support for Behavior and MTSS
  - Summer workshop focused on the creation of a Tier 1 MTSS-B plan and supported by the director of student services and team (July 31, 2025)
  - Professional learning for instructional and support staff on handling disruptive behavior supported by the district
  - Implement a quarterly incentive program for students supported through district funds
  - Ensure a system is in place for consistent school and parent communication around student behavior expectations and parent support
- Support with hiring because of high teacher/staff turnover, unsuccessful recruitment and retention (despite hiring incentives)
- Support for high teacher/staff absences (despite attendance incentive)
  - Implement a quarterly attendance incentive for teachers - $1,000 per quarter
- Support with family and community engagement
  - Ensure and support the implementation of required parent/teacher conference nights (October 2025, January 2026)
  - Support from the English for Speakers of Other Languages (ESOL) and Title I Department to support with parent and family engagement
  - Ensure strong school and parent communication and support about the importance of student attendance with monitoring and accountability by the school and district

Other information:

District-Managed Turnaround Plan Assurances

The district must agree to ALL of the following assurances by checking the boxes below.

Assurance 1: District Capacity and Support

☒ The district shall ensure the district leadership team, which includes the superintendent and district leadership, has an integral role in school improvement. This team may include those in charge of curriculum, general and special education, student services, human resources, professional learning and other areas relevant to school improvement. The district leadership team shall develop and implement the district-managed turnaround plan. The district shall dedicate a position to lead the turnaround effort at the district level. The selected employee shall report directly to the superintendent and support the principal.

☒ The district shall ensure that instructional programs align to Florida's state academic standards for English Language Arts (ELA), mathematics, social studies and science. The district shall provide the evidence that shows instructional programs to be effective with schools that are low-performing with students of similar demographics, how they are different from the previous programs, how the instructional and intervention programs are consistent with s. 1001.215(8), F.S., as well as how remedial and supplemental instruction resources are prioritized for K-3 students with a substantial deficiency in reading and for K-4 students with a substantial deficiency in mathematics. The district shall demonstrate alignment of Florida's state academic standards across grade levels to improve background knowledge in social studies, science and the arts.

☒ The district shall prescribe and require progress monitoring assessments that are aligned to Florida's state academic standards in ELA, mathematics, social studies and science for all students. The district shall ensure that its progress monitoring assessments are predictive of statewide assessment outcomes and provide valid data to support intervention and acceleration for students.

Assurance 2: School Capacity-Leaders and Educators

☒ The district shall ensure the school has effective leaders and educators capable of improving student achievement.

Leaders

☒ The district leadership team, in collaboration with the school, shall develop an annual professional learning plan that provides ongoing tiered support to increase leadership and educator quality.

☒ The district shall ensure the principal has a successful record in leading a turnaround school and the qualifications to support the student population being served. The district shall complete a Principal Change Verification Form when there is a proposed principal change at the school no later than 10 days prior to the proposed principal hire date.

☒ The district shall ensure that the principal will be replaced, unless recommended for retention in collaboration with the Department, upon entry into district-managed turnaround based upon the individual's turnaround record and degree of success, the length of time since turnaround success, the degree of similarity in the student populations and any other factor that would indicate the principal will have turnaround success with this school.

Educators

☒ The district shall ensure the review of practices in hiring, recruitment, retention and reassignment of instructional personnel have been reviewed with priority on student performance data.

☒ The district shall ensure the instructional personnel who do not have a VAM rating and who do not show evidence of increasing student achievement are not rehired at the school.

☒ The district must ensure that the percentage of inexperienced teachers, instructional personnel with a VAM rating that is below Effective or out-of-field instructional personnel assigned to the school is at least or at a minimum, not higher than the district average.

☒ Ensure that K-12 intensive reading instruction is provided by teachers with a reading certificate, endorsement or micro-credential.

Required Documentation

The district must submit the following as part of the TOP-1: (check boxes)

☒ An MOU pursuant to s. 1001.42(21), F.S., shall be emailed to BSI@fldoe.org no later than September 1. The subject line of the email must include: district name, school name, and MOU. If an MOU has not been approved by the district school board, provide a detailed status of negotiations.

*Florida Statute 1001.42(21) – School Board granted authorization to the Superintendent to utilize the following flexibility (*effective date: 08/05/2025*): No MOU is required*

☒ **The district must submit instructional rosters for this school no later than August 1.** These lists are utilized to ensure that the most proven effective teachers are staffed at the most fragile schools and to verify rosters for teachers eligible to receive an additional district UniSIG allocation.

☒ The district must complete the table below by providing the number and percentage of instructional personnel in each of the VAM ratings of Highly Effective, Effective, Needs Improvement and Unsatisfactory for this school and the district.

VAM DATA – School % Compared to District and State %				
VAM Data	Highly Effective (HE)	Effective (EF)	Needs Improvement (NI)	Unsatisfactory (UN)
Number of instructional personnel	1	8	1	1
School %	9.09	72.72	9.09	9.09
District %	7.91	65.83	15.83	10.43
State %	11.82	68.21	12.29	7.69

Acknowledgment

The district verifies the information in this form and confirms that they have collaborated with the school and the RED.

Name and title of person responsible for completion and submission of TOP-1

Contact information: email, phone number
Date submitted to the RED and the Bureau of School Improvement (due September 1)
Superintendent signature (or authorized representative)
Local School Board Chair Signature (or authorized representative)
Date approved by local school board

AGENDA ITEM NO. 11.5

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Accept Funds and Renew the Service Agreement Between the District Board of Trustees of State College of Florida (SCF) and the School District of Manatee County for Partial Funding of Career Pathways Coordinator Salary for the 2025-2026 School Year in the Amount of $17,503.00 (No Net Financial Impact)

Executive Summary
For more than 16 years, State College of Florida (SCF) has paid a portion of the Career Pathways Coordinator's salary. The Career Pathways Coordinator programmatically guides career/technical high school students in earning industry certification and assists them in becoming secondary program completers. Through classroom presentations, the coordinator guides students in their program of study, which leads to postsecondary education. This position also coordinates the development of articulation agreements between secondary and postsecondary institutions. SCF is to pay $17,503.00 for the period of July 1, 2025, through June 30, 2026.

A copy of the agreement is attached for review.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 9
Advance career-centered programs across the District to provide quality post-high school education and employment opportunities

Recommendation
The Superintendent recommends approval to accept funds and renew the service agreement between the District Board of Trustees of State College of Florida (SCF) and the School District of Manatee County for partial funding of Career Pathways Coordinator salary for the 2025-2026 school year, in the amount of $17,503.00 (No Net Financial Impact).

Financial Impact
There will be no cost to the General Fund. The District is projected to receive funds from SCF in the amount of $17,503.00 for the 2025-2026 school year.

Contact
Submitting Department: Adult, Career and Technical Education
Initiated by: Dr. Paul Gansemer

Attachments:
SCF with SDMC Perkins V contract Career Pathways 25-26, Board Date 08.26.2025

SERVICE AGREEMENT BETWEEN
DISTRICT BOARD OF TRUSTEES OF STATE COLLEGE OF FLORIDA, MANATEE-SARASOTA
AND
SCHOOL DISTRICT OF MANATEE COUNTY
2025-2026

This agreement shall be between the District Board of Trustees of State College of Florida, Manatee -Sarasota located at 5840 26th Street West, Bradenton, Florida 34207 (hereinafter referred as "SCF"), and service contractor, School District of Manatee County ("SDMC") located at 215 Manatee Avenue West Bradenton, Florida 34205. Specifically, the SDMC shall provide SCF with an hourly waged (= or< **$17,503: 1 year) Career Pathways Coordinator,** under contract, between July 1, 2025 - June 30, 2026, to programmatically guide career/technical high school students in earning industry certification and becoming secondary program completers as well as development of Programs of Studies and Articulation Agreements. This contract will be paid exclusively through the use of Carl D. Perkins funds (Perkins) awarded to SCF. The Grant/Agreement Notification of Award/Obligation (hereinafter referred to as "GRANT"), is incorporated herein by reference and attached hereto as ATTACHMENT "Three". The purpose of the GRANT is to strengthen the career and technical skills of students participating in the career and technical educations programs thereby bolstering the regional workforce. The fiscal/programmatic agreements were made in accordance with the *State of Florida Contract and Grant User Guide*, Chapter 3, Agreements at URL: https://www.myfloridacfo.com/division/aa/state-agencies

01. ARTICLE 1: SCOPE OF WORK AND PROVISIONS

Summary of Terms and Conditions

The Term of this Service Agreement shall be for the twelve (12) months, beginning on **July 1, 2025, and ending on June 30, 2026** (programmatic and budget period), pending approval by the Funding Agency, the Florida Department of Education. Work may commence as of the Funding Agency's approval date. No grant funds may be disbursed for program expenses incurred prior to the Funding Agency approval. SCF hereby agrees to release $ **17,503** in funds from its **$340,251** Perkins Grant funds (or such other amount as may be approved by the Funding Agency) as defined by deliverable schedule as shown in Article 2 in the following six (6) services:

The one **(1)** contract **Career Pathways Coordinator** shall formally revise and present to SCF any necessary revisions of the 2024-2025 agreement between J**uly 1, 2025 and June 30, 2026** in any of the following thirty two **(32)** CTE program areas: **(1)** Building Trades & Construction Design → Construction Mgmt. Technology, **(2)** Drafting → Construction Mgmt. **(3)** Air Conditioning, Refrigeration & Heating Technology → Construction Management Technology, **(4)** Digital Video Technology → Film Making, **(5)** Digital Design → Graphic Design Technology, **(6)** Accounting Applications to Accounting Technology, **(7)** Accounting Applications → Accounting Certificate **(8)** International Business → Business Administration **(9)** Medical Administrative Specialist → Business Administration Mgmt., **(10)** Marketing → Business Administration/Marketing, **(11)** Business Mgmt. and Analysis → Business Administration/Management Specialization, **(12)** Early Childhood Education → Early Childhood Education, **(13)** .Net Application Development → Computer Science Programs **(14)** Applied Cybersecurity → Computer Science Programs, **(15)** Computer

Systems Information Technology→ Computer Science Programs, **(16)** Information Technology→Computer Science Programs, **(17)** JAVA Development & Programming→Computer Science Programs, **(18)** Fire Science→Fire Science **(19)** Biomedical Sciences → Biotechnology, **(20)** Electronics Technology → Certificate: Electronics **(21)** Electricity→ Certificate: Engineering Technology Support Specialist, **(22)** Applied Engineering Technology → Certificate: Engineering Technology Support Specialist, **(23)** Applied Engineering Technology→Engineering Technology, **(24)** Electronics Technology→ Engineering Technology **(25)** Engineering Pathways→Engineering Technology, and **(26)** Applied Robotics→Engineering Technology **(27)** Dental Assisting → Health Services Mgmt., **(28)** Emergency Medical Tech → Health Services Mgmt.,(29) Massage Therapy → Health Services Mgmt.,(30) Medical Assisting Tech → Health Services Mgmt., **(31)** Pharmacy Technology → Health Services Mgmt.,(32) Surgical Technology → Health Services Mgmt.

The **Career Pathways Coordinator shall formally** (in writing) develop and present to SCF any necessary revisions of the **2025-26** agreement.

- The **Career Pathways Coordinator** shall facilitate and/disseminate formally (in writing) develop career pathway Program of Study templates, and facilitate a minimum of three (3) fifty-minute sessions to grades 9-12 or technical school classes (minimum of 25 students per session) re: emerging/developing programs at SCF between **July 1, 2025 and June 30, 2026** as allowed by schools and public gathering guidelines.

- The **Career Pathways Coordinator** shall have a physical presence on the SCF campus at least one day per week between **July 1, 2025, and June 30, 2026,** with agreed upon schedule that meets student needs and will attend Program Manager meetings and advisory council meetings as requested.

- The **Career Pathways Coordinator** shall formally (in writing) verify that a minimum of five hundred (500) CTE students at SDMC high schools earn CTE credit between **July 1, 2025, and June 30, 2026.**

- The **Career Pathways Coordinator** shall formally (in writing) verify that a minimum of three hundred (300) CTE students at SDMC County high schools earn industry certification between **July 1, 2025, and June 30, 2026.**

02. ARTICLE 2: COST ANALYSES INCLUDING: GOALS, OBJECTIVES, ACTIVITIES, DELIVERABLES, DATES

GOAL	OBJECTIVES	ACTIVITIES	DELIVERABLES	COST ANALYSES	DATE
The SDMC shall provide SCF with an hourly waged (= or< **$17,503- 1 Year) Career Pathways Coordinator,** under contract, between **Julv**	The one (1) contract **Career Pathways Coordinator** shall formally revise and present any necessary revisions in the 2024-2025 **biannual** agreements between **Julv 1, 2025,** and	*Review the current Agreement *Receive recommendations from SCF & SDMC *Provide guidance to collaboratina faculty and	Any changes in agreement or deliverables will be reflected in addendums to this agreement	Invoice will include documentation demonstrating deliverables **(20% of annual salary $17,503 /4 = $4,375.75**	10/15/25 1/15/26 3/15/26 7/12/26

1, 2025, and June 30, 2026, (housed in an SDMC facility) to programmatically guide career/technical high school students toward earning industry certification and becoming secondary program completers as well as developing Programs of Studies and Articulation Agreements.	**June 30, 2026**. The agreement is updated and revised **annually.**	staff at both SCF & SDMC on selecting which agreements to revise.	approved by CTE entities.	per quarter) (1.0 days/week)	
	The **Career Pathways Coordinator** shall formally (in writing) develop or revise and present to SCF new Programs of Study that become developed *for any new articulated programs*	*Review the current POS *Receive recommendations from SCF & SDMC *Provide guidance to collaborating faculty and staff at both SCF & SDMC on selecting which new POS to develop.	All POS and any newly approved POS shall be posted on internet for student usage.	Documentations shall include verification of all POS templates.	5/31/26
	The **Career Pathways Coordinator** shall facilitate classroom visits including high school and technical college students, presentations, college tours as requested by Program Managers a minimum of three (3) 50-minute presentations on emerging/developing programs at SCF between July 1, 2025, and January 31, 2026, consistent with current CDC guidelines on classroom access.	*Meet with SCF & SDMC to develop a program for facilitating classroom visits.	A minimum of three (3) high school tours/classroom presentations/open houses/virtual presentations.		Between 7/1/2025 and 4/30/26
	The **Career Pathways Coordinator** shall formally (in writing) verify that a minimum of five hundred (500) CTE students at SDMC high schools shall earn at least one (1) CTE credit hour each between July 1, 2025, and June 30, 2026.	* Recruit CTE secondary students into CTE classes * Orient students * pre-assess students * Train students * Postles! students * Validate course performs of having earned CTE credit hour	*The CTE five hundred (500) names, identification # (not SSN), name of CTE program, and verification from SDMC of at least one (1) credit hour.	Enrollment at beginning of the year (numbers), 2nd semester.	Reports due on 10/31/25 and 5/31/26
	The **Career Pathways Coordinator** shall formally (in writing) verify that a minimum of three hundred 300) CTE students at SDMC high schools earn industry certification between July 1, 2025, and June 30, 2026	* Recruit CTE students into CTE programs * Orient students	*The CTE three hundred (300) student names, identification # (not SSN), date of certification, a copy of the CTE industry certification.	By end of 2024-2025 school year - must have proof of 300 CTE IC.	Reports due on 10/31/25 and 5/31/26

In managing Grant funds, SDMC will comply with all Grant terms as well as any specific Grant program guidelines regarding the reasonableness, allocability, and allowability of costs charged to the Grant.

SDMC will comply with all applicable organizational, State, and Federal rules, regulations, policies, procedures, and guidance, assurance and certification requirements, and all provisions, terms, Special Clauses and Special Conditions contained in the Grant and incorporated herein as Attachment "A". Commonly referenced grant compliance documents include but are not limited to:

Federal
Office of Management and Budget - Circular A-21 Cost Principles for Educational Institutions http://www.whitehouse.gov/omb/circulars_a021_2004/
Office of Management and Budget - Circular A-87 Cost Principles for State, Local, and Indian Tribal Governments http://www.whitehouse.gov/omb/circulars_a087_2004/
Office of Management and Budget - Circular A-102 Grants and Cooperative Agreements with State and Local Governments http://www.whitehouse.gov/omb/circulars_a102/
Office of Management and Budget- Circular A-110 (2 CFR 215) Uniform Administrative Requirements for Grants and Agreements with Institutions of Higher Education, Hospitals, and Other Non-Profit Organizations http://www.whitehouse.gov/omb/circulars_a110/#34
Office of Management and Budget - Circular A-122 Cost Principles for Non-Profit Organizations http://www.whitehouse.gov/omb/circulars_a122_2004/
Office of Management and Budget - Circular A-133 Audits of States, Local Governments, and Non-Profit Organizations http://www.whitehouse.gov/omb/circulars_a133/
U.S. Department of Education - Education Department General Administrative Regulations (EDGAR) Title 34, Code of Federal Regulations (CFR), Parts 74-86 and 97-99 http://www.ed.gov/policy/fund/reg/edgarReg/edgar.pdf

State of Florida
Florida Department of Education - Project Application and Amendment Procedures for Federal and State Programs (Green Book) http://www.fldoe.org/comptroller/gbook.asp

SDMC will consult the Excluded Parties List System website (http://www.epls.gov) before conducting business with any organization involved in the Project. If SDMC knowingly contracts with a listed firm, SCF may disallow costs, issue a stop work order, or take other remedies as appropriate, subject to Articles 6 and 7 herein.

SDMC must notify SCF in writing of any desired programmatic or budget change prior to implementation of that change. Should SCF determine that prior written approval from the Funding Agency is required, SCF will submit a written request to the Funding Agency, and SDMC will not implement the change until it receives written confirmation of Funding Agency approval from SCF.

03. ARTICLE 3: INSPECTION OF RECORDS

The Florida Department of Education, the State of Florida Division of Financial Services and the U.S. Department of Education, or their agents, may inspect all records related to this Service Agreement. Such records will be available in SCF's Office for Finance and its Perkins and Career Pathways offices. Access to a student's education records as defined by the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. s. 1232g and federal regulations issued at 34 C.F.R. 99.1 et seq., is permitted based on Florida Statute Section 1006.52(2), FERPA regulation section 34 C.F.R. 99.31, and signed student consent language contained in the SCF Career Pathways College Credit Permission Form and the articulation agreements between SCF and SDMC. All parties receiving access to student educational records must use and maintain them in accordance with FERPA, including any requirements with regard to re-disclosure and recordkeeping.

4. **ARTICLE 4: REMEDIES FOR NON-COMPLIANCE/NON-PERFORMANCE OF SERVICES**

In the event that SDMC does not fulfill the requirements set forth under Articles 1and 2, SCF will not reimburse the district for non-compliance or non-performance.

5. **ARTICLE 5: REQUIRED REPORTS**

SDMC shall prepare and submit six formative (monthly) reports and an annual summative programmatic and financial status report to SCF as justification for reimbursement for performance upon request.

6. **ARTICLE 6: PAYMENT TERMS**

SCF will contribute no more than **$17,503** of its allocated Perkins Grant to SDMC, upon the completion and documented validation of services in accordance with the deliverables and dates specified above in Articles 1 and 2. In the event funding is reduced by the Funding Agency during the term hereof, resultant adjustments shall be made.

SCF shall provide payment to SDMC on a reimbursement basis for actual expenses incurred by SDMC for Services under this Agreement, within the budgets set out in this Agreement. SDMC shall submit quarterly invoices and backup documentation including but not limited to payroll reports (PARS), SDMC invoices, travel reimbursements, financial report (FR 399) and other paperwork to the SCF Finance Office on or before the 15th of each month following the end of the month the expenses were paid, with the final billing request and summary of Activities and resulting outcomes due by July 12, 2026.

The budget for SDMC is attached to this Agreement as Attachment "Two".

Final fiscal and program reports, including the final billing request and a summary of the activities and resulting outcomes, must be submitted to SCF by the 12th working day of July 2026 to allow sufficient time for final reimbursement to SDMC, account reconciliation, and compilation of program outcomes.

No equipment will be purchased with grant funds without prior approval of SCF. The final invoice submitted to SCF by SDMC must include the following statement: "SDMC certifies that any grant-funded equipment, materials, supplies, and/or instrumentation were purchased, delivered, and used in support of approved grant activities prior to the end of the approved funding period, and that the current per unit fair market value of any remaining grant-funded equipment does not exceed $5,000.00." If SDMC cannot provide this certification statement for any reason, SDMC must notify SCF in writing at least fourteen (14) calendar days prior to submission of the final invoice, to request specific instructions regarding submission of the final invoice. Any equipment purchased will be tracked in accordance with Perkins Grant requirements.

SCF will not be responsible for reimbursement of any expenses that cannot be documented as having been purchased, delivered, and used in support of approved grant activities prior to the last day of the approved funding period.

07. ARTICLE 7: RECORD KEEPING

SCF Office for Finance and the Perkins and Career Pathways Offices will maintain both financial and programmatic records related to the performance of this Agreement. The FLDOE, DFS, the USDOE, and the Florida Auditor General, or their agents will have access to such records upon request, subject to the provisions in Article 3 "Inspection of Records" of this Agreement. Records will be maintained for five years from the last day of the program or longer as may be required by law if there is an ongoing investigation or audit.

08. ARTICLE 8: COST ACCOUNTING

SCF has an adequate cost accounting system and will serve as fiscal agent for the Manatee Consortium. In accordance with the deliverable schedule as shown in Article 2, SCF will contribute no more than **$20,503** of its Perkins Grant funds to SDMC as reimbursement for performance. SCF Office for Finance will provide fiscal oversight of the Consortium funds.

09. ARTICLE 9: NON-EXPENDABLE PROPERTY

Funds provided through this Service Agreement will not be used to acquire non-expendable property as described in the FLDOE, Request for Application for the Carl D. Perkins, Career and Technical Education, Postsecondary, Section 132.

10. ARTICLE 10: RETURN OF UNUSED FUNDS

In the event of unused funds for this Service Agreement at the close of the grant year, the fiscal agent, SCF, will return the unused funds to the FLDOE.

11. ARTICLE 11: COST

In accordance with the United States Office of Management and Budget ("OMB") Circular A-21 "Cost Principles For Educational Institutions," all costs associated with this Agreement are reasonable, allowable, allocable, and documented, and require repayment for all disallowed costs.

12. ARTICLE 12: AUDITS

Audits pursuant to this Agreement shall be governed as provided in "Audit Requirements," attached hereto and incorporated herein as Attachment One with Exhibit One.

13. ARTICLE 13: MONITORING PROCESS

In accordance with the Carl D. Perkins Career and Technical Education Act of 2018, the *Consortium will comply with program and fiscal requirements related to the monitoring* process according to applicable federal and state laws and regulations specified by: Education Department General Administrative Regulations (EDGAR), Office of Management and Budget (0MB) Circulars, and Florida Department of Financial Services *Reference Guide*

for State Expenditures and guidelines published in the Florida Department of Education's *Green Book.*

14. ARTICLE 14: TERMINATION

This Agreement may be terminated if any member of the Consortium fails to perform its duties or responsibilities under this Agreement and/or in accordance with the conditions for a Consortium as described in the Carl D. Perkins Career and Technical Education Act of 2018 Implementation Guide (2023-2024 Edition) Florida Department of Education.

This Agreement may be terminated by either Party with or without cause by giving thirty (30) days written notice to the other Party. Additionally, this Agreement may be terminated by SCF as follows:

(a) In the event that SDMC materially defaults in the performance of any duty, obligation, covenant or agreement made in this Agreement, then SCF shall provide SDMC with written notice specifying the Event of Default. SDMC shall have fifteen (15) days within which to initiate action to correct the default and thirty (30) days within which either to cure the default, or to demonstrate to the satisfaction of SCF that corrective action has been taken and will likely result in curing the default. If the SDMC fails to cure the default, SCF will have the right to terminate this Agreement. In such case, SCF shall provide thirty (30) days written notice to effectuate said termination.

Notice shall be sufficient if delivered to SDMC, personally, or mailed by certified mail to the following individual at this address, with copies as listed thereafter:

Mr. Derek Jensen, Deputy Superintendent of Instruction
School District of Manatee County
215 Manatee Avenue West
Bradenton, FL 34205

Copies of the written notice must be sent to the following:

Dr. Paul Gansemer, Executive Director for Adult, Career and Technical Education
School District of Manatee County
215 Manatee Avenue West
Bradenton, FL 34205

(b) Termination by the Funding Agency of its Grant with SCF shall constitute grounds for immediate termination of this Agreement by SCF.

(c) The filing of a voluntary or involuntary petition in bankruptcy, the appointment of a receiver, or an assignment for the benefit of creditors by SDMC shall constitute grounds for immediate termination of this Agreement by SCF.

(d) If the Agreement is terminated by SCF or by the SDMC for convenience, due to SDMC breach, or due to termination of the Grant, within thirty (30) days of termination, SDMC will pay to SCF all monies paid in advance by or on behalf of SCF to or on behalf of the SDMC, or SCF will reimburse any outstanding funds due to SDMC for allowable costs through the date of termination.

15. ARTICLE 15: MODIFICATIONS

The Parties may amend and modify this Agreement from time to time by mutual written agreement, provided that this Agreement and amendment or modification thereto shall not conflict with the terms of the Grant without the written consent of the Funding Agency, nor shall any amendment or modification be effective unless it is in writing and signed by both Parties or their duly appointed designees.

16. ARTICLE 16: GENERAL PROVISIONS

This Agreement contains the entire agreement of the Parties hereto concerning the subject matter hereof as of the date hereof and shall be binding upon and shall inure to the benefit of the Parties, their successors and assigns. No waiver of any covenant or condition of this Agreement by either Party shall be deemed or implied to constitute a further waiver of same or any other covenant or condition of this Agreement.

In any action brought to enforce any provision of this Agreement, the prevailing Party shall be entitled to collect reasonable attorneys' fees and other costs, as permitted by Florida law.

This Agreement shall be construed both as to meaning and effect under the laws of the State of Florida.

Each Party agrees to be fully responsible for its own acts of negligence and the acts of negligence of its respective officers, agents, and employees acting within the scope of their agency or employment and agrees to be responsible for any damages resulting from said negligence subject to the limitations and defenses provided by section 768.28 of the Florida Statutes. Nothing herein is intended to serve as a waiver of sovereign immunity by SCF or SDMC. Nothing herein shall be construed as consent by SCF or SDMC to be sued by third parties in any manner arising out of this Agreement.

Neither SCF nor SDMC shall be responsible for its default, delay or failure to perform any terms or conditions of the Agreement when failure to perform is due to causes beyond such party's reasonable control including, but not limited to: civil unrest, strike, lockout, flood, action or in action of governmental authorities, epidemic, war, act of terrorism, embargo, fire, earthquake, hurricane, windstorm, act of God or default of common carrier. In the event of such default, delay or failure to perform, any date or times by which either party is otherwise scheduled to perform may be extended for a period of time equal in duration to the time lost by reason of the excused delay, default or force majeure upon agreement of the Parties and the Funding Agency.

Each of the Parties is an independent contractor and nothing contained herein shall constitute or designate any of the employees or agents of one party as employees or agents of the other party.

Both parties agree to abide by all laws and regulations regarding student records, including Family Education Rights and Privacy Act (FERPA).

SDMC acknowledges and agrees that any expenses incurred above and beyond the grant funds shall be borne and paid by SDMC. SDMC will be liable for any program funds used for purposes other than payment of costs listed in the approved budget.

IN WITNESS WHEREOF, the parties have executed, or had their authorized representatives executed, this agreement on the dates written below.

The School District of Manatee County

Interim Superintendent	Date
School Board of Manatee County	Date
General Counsel, Approved as to form	Date

State College of Florida

Vice-President, Institutional Effectiveness	7-1-2025 Date

ATTACHMENT ONE
AUDIT REQUIREMENTS

The administration of resources awarded by the Florida Department of Education ("Department") to the Manatee Career Pathways Consortium ("Recipient") Recipient may be subject to audits and/or monitoring by the Department, as described in this section.

MONITORING

In addition to reviews of audits conducted in accordance with 2 CFR 200.501 and Section 215.97, F.S., as revised (see "AUDITS" below), monitoring procedures may include, but not be limited to, on-site visits by Department staff, limited scope audits as defined by 2 CFR 200.501, as revised, and/or other procedures. By entering into this Agreement, the Recipient agrees to comply and cooperate with any monitoring procedures/processes deemed appropriate by the Department. In the event the Department determines that a limited scope audit of the Recipient is appropriate, the Recipient agrees to comply with any additional instructions provided by the Department staff to the Recipient regarding such audit. The Recipient further agrees to comply and cooperate with any inspections, reviews, investigations, or audits deemed necessary by the Chief Financial Officer (CFO) or Auditor General.

AUDITS

PART I: FEDERALLY FUNDED

1. In the event that the Recipient expends $500,000 or more in Federal awards in its fiscal year, the Recipient must have a single or program-specific audit conducted in accordance with the provisions of 2 CFR 200.501, as revised. EXHIBIT 1 to this Attachment One to this Service Agreement indicates Federal resources awarded through the Department by this Agreement. In determining the Federal awards expended in its fiscal year, the Recipient shall consider all sources of Federal awards, including Federal resources received from the Department. The determination of amounts of Federal awards expended should be in accordance with the guidelines established by 2 CFR 200.501, as revised. An audit of the Recipient conducted by the Auditor General in accordance with the provisions 2 CFR 200.501, as revised, will meet the requirements of this part.

2. In connection with the audit requirements addressed in Part I, paragraph 1, the Recipient shall fulfill the requirements relative to auditee responsibilities as provided in Subpart C of 2 CFR 200.501, as revised.

3. If the Recipient expends less than $750,000 in Federal awards in its fiscal year, an audit conducted in accordance with the provisions of 2 CFR 200.501, as revised, is not required. In the event that the Recipient expends less than $750,000 in Federal awards in its fiscal year and elects to have an audit conducted in accordance with the provisions of 2 CFR 200.501, as revised, the cost of the audit must be paid from non-Federal resources (i.e., the cost of such an audit must be paid from Recipient resources obtained from other than Federal entities).

4.

PART II: OTHER AUDIT REQUIREMENTS

No additional audit requirements have been imposed.

PART III: REPORT SUBMISSION

1. Copies of reporting packages for audits conducted in accordance with 2 CFR 200.501, as revised, and required by PART I of this Attachment One to the Service Agreement shall be submitted, when required by Section .320 (d), 2 CFR 200.501, as revised, by or on behalf of the Recipient directly to each of the following:

   A. The Department at each of the following addresses:

   B. The Federal Audit Clearinghouse designated in 2 CFR 200.501, as revised (the number of copies required by Sections .320 (d)(1) and (2), 2 CFR 200.501, as revised, should be submitted to the Federal Audit Clearinghouse), at the following address:

      Federal Audit Clearinghouse
      Bureau of the Census
      1201 East 10th Street
      Jeffersonville, IN 47132

   C. Other Federal agencies and pass-through entities in accordance with Sections .320 (e) and (f), 2 CFR 200.501, as revised.

2. In the event that a copy of the reporting package for an audit required by PART I of this Attachment One to this Service Agreement and conducted in accordance with 2 CFR 200.501, as revised, is not required to be submitted to the Department for the reasons pursuant to Section .320 (e)(2), 2 CFR 200.501, as revised, the Recipient shall submit the required written notification pursuant to Section .320 (e)(2) and a copy of the Recipient's audited schedule of expenditures of Federal awards directly to each of the following *(If the State awarding entity, pursuant to Section .320((), 2 CFR 200.501,wants* a *copy of the reporting package described in Section .320(c) and/or* a *management letter, the State awarding agency should replace the above language with the following language)* Pursuant to Section .320 (f), 2 CFR 200.501, as revised, the Recipient shall submit a copy of the reporting package described in Section .320 (c), 2 CFR 200.501, as revised, and any management letter issued by the auditor, to the Department at each of the following addresses:

   Department address(es) (i.e., office(s) responsible for program oversight)

3. Any reports, management letter, or other information required to be submitted to the Department pursuant to this Attachment One to this Service Agreement shall be submitted timely in accordance with 2 CFR 200.501, Florida Statutes, and Chapters 10.550 (local governmental entities) or 10.650 (nonprofit and for-profit organizations), Rules of the Auditor General, as applicable.

4. Recipients, when submitting financial reporting packages to the Department for audits done in accordance with 2 CFR 200.501 or Chapters 10.550 (local governmental entities) or 10.650 (nonprofit and for-profit organizations), Rules of the Auditor General, should indicate

the date that the reporting package was delivered to the Recipient in correspondence accompanying the reporting package.

PART IV: RECORD RETENTION

1. The Recipient shall retain sufficient records demonstrating its compliance with the terms of this Attachment One to this Service Agreement for a period of five years from the date the audit report is issued, and shall allow the Department or its designee, CFO, or Auditor General access to such records upon request. The Recipient shall ensure that audit working papers are made available to the Department or its designee, CFO, or Auditor General upon request for a period of five years from the date the audit report is issued, unless extended in writing by the Department.

EXHIBIT-1
To Attachment One of the Service Agreement

FEDERAL RESOURCES AWARDED TO THE RECIPIENT PURSUANT TO THIS SERVICE AGREEMENT CONSIST OF THE FOLLOWING:

Federal Program: U.S. Department of Education, Carl D. Perkins, Career and Technical Education Secondary and Postsecondary Programs, Sections 131 and 132, CFDA #84.048 -

COMPLIANCE REQUIREMENTS APPLICABLE TO THE FEDERAL RESOURCES AWARDED PURSUANT TO THIS AGREEMENT ARE AS FOLLOWS:

Federal Program: U.S. Department of Education, Carl D. Perkins, Career and Technical Education Secondary and Postsecondary Programs, Sections 131 and 132

The purpose of this federal award program is to develop more fully the academic and career and technical skills of postsecondary and secondary education students who elect to enroll in career and technical education programs.

ATTACHMENT TWO
BUDGET

Salaries: - For one Career Pathways Coordinator who will work in partnership with the students and staff at State College of Florida (SCF), Manatee Technical College (MTC) and the School District of Manatee County (SDMC). Total amount is **$12,525**

Benefits: For one Career Pathways Coordinator - Total **$4,978** (Retirement $1,757, Social Security $958, Life Insurance $29, Health Insurance $2,109, Workers' Comp. $125).

ATTACHMENT THREE
GRANT/AGREEMENT NOTIFICATION OF AWARD/OBLIGATION
(To be attached upon receipt of award)

AGENDA ITEM NO. 11.6

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Accept and Expend the 2025-2026 Manatee County Government Student Driver Education Program Grant, and Approve the Interlocal Agreement with Manatee County Government in the Amount of $180,708.00 (Incoming State Grant Funds)

Executive Summary
On February 11, 2025, the Board approved for the Secondary Education Department to apply for the Driver Education Program Grant with the Manatee County Government.

The Manatee County Government will provide funding from the Dori Slosberg Education Safety Trust Fund Grant in the amount of $180,708.00, for the driver enhancement services provided by the School Board of Manatee County during the interlocal agreement period from October 1, 2025, through September 30, 2026.

With this agreement, the School District shall enhance current driver education program services by providing driver education courses to introduce traffic laws and defensive driving techniques as described in the Florida Driving Manual, testing of traffic laws in conjunction with assessment of student driving skills by using the State of Florida Driving Skills Test, and issue operator driver license waivers for student operator licenses on Saturdays during the school year and throughout the summer.

In the 2002 Legislative Session, Representative Irv Slosberg introduced a bill, which was passed by the Legislature, allowing school districts to petition county commissioners to pass a county ordinance to add a $3.00 surcharge to all civil traffic violations. Funds generated must be used to pay the direct educational expenses of driver education in county, public and private schools.

By providing students with the driver education program, they will form knowledge, skills in good driving habits, and become a responsible driver in our community.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 6
Continue implementation of innovative technology advancements that improve classroom and school environments for exceptional learning

Recommendation
The Superintendent recommends approval to accept and expend the 2025-2026 Manatee County Government Student Driver Education Program Grant, and Approve the Interlocal Agreement with Manatee County Government in the Amount of $180,708.00 (Incoming State Grant Funds)

Financial Impact
There will be no cost to the General Fund. The School District will receive funds over a one-year period through the grant.

Contact
Submitting Department: Secondary Education
Initiated By: Sharon Scarbrough

Attachments:

Grant Funded Drivers Ed Program 25-26 SY

INTERLOCAL AGREEMENT
regarding
PUBLIC SERVICES—STUDENT DRIVER EDUCATION PROGRAM

MANATEE COUNTY, FLORIDA
SCHOOL BOARD OF MANATEE COUNTY, FLORIDA

This Interlocal Agreement ("Interlocal Agreement" or "Agreement") is made and entered into by and between **Manatee County**, a political subdivision of the State of Florida, hereinafter referred to as the "County", and the **School Board of Manatee County**, a corporate body created and existing under the laws of the State of Florida, hereinafter referred to as the "School Board".

RECITALS

WHEREAS, the County is a political subdivision of the State of Florida empowered to provide social support services to disadvantaged or at-risk residents of Manatee County, Florida, and to promote the general health, safety, and welfare of the public; and

WHEREAS, the School Board is a Florida School Board empowered to provide public education services to the residents of Manatee County, Florida, and to provide certain services to promote the general health, safety, and welfare of the public; and

WHEREAS, Section 163.01, *Florida Statutes,* the "Florida Interlocal Cooperation Act", permits the County and the School Board to enter into this Interlocal Agreement to exercise the powers, privileges, and authority which they share in common and which each might exercise separately, in order to make the most efficient use of their common powers; and

WHEREAS, it is in the best interest of the health, safety, and welfare of the residents of Manatee County, Florida, and serves a valid public purpose, for the County and the School Board to enter into this Agreement to provide funding for the "Program" of services, as further defined herein, to be provided by the School Board to residents of Manatee County.

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained herein, the County and the School Board agree as follows:

Article 1
AUTHORITY

This Interlocal Agreement is entered into pursuant to the powers and authority granted to the parties hereto under the Constitution and laws of the State of Florida, including expressly (but not limited to) Section 1 of Article VIII, and Article IX of the Constitution of the State of Florida, Chapters 125 and 1001 of Florida Statutes and Section 163.01 of Florida Statutes.

Article 2
PUBLIC SERVICES

2.1 Performance of Public Services. Commencing October 1, 2025, the School Board shall provide the Program of public services as follows:

a. Scope of Service. The School Board shall provide the program of public services, *i.e.* student driver education program as more specifically described in **Attachment "A",** which shall be hereinafter referred to as the "Program."

b. Contract Documents. The School Board and County shall comply with the following attachments which are attached and incorporated into this Agreement:

Attachment "A" - Program Description
Attachment "B" – Payments and Supporting Documentation
Attachment "C" - Special Conditions
Attachment "D" - Insurance Certificate

In the event of a conflict between the terms and conditions provided in the body of this Agreement and any attachment or exhibit hereto, the provisions contained within the body of this Agreement shall prevail unless the term or provision in the attachment or exhibit specifically states that it shall prevail.

c. Compliance with Laws; Non-Discrimination. The performance of this Agreement shall be in compliance with all applicable laws, orders, and codes of federal, state, and local governments and the Americans with Disabilities Act. Additionally, the School Board covenants and agrees that no person shall on the grounds of race, creed, color, disability, national origin, sex, age, political affiliation, or beliefs be excluded from participation in the Program, be denied the benefits of employment by the School Board, or be subjected to discrimination under any service or activity funded in whole or in part with funds made available by the County in any manner that is in violation of any provision of the Constitutions of the United States or the State of Florida, or any applicable code, rules or laws.

d. Licenses. The School Board shall obtain any licenses required to provide the Program and maintain full compliance with any licensure requirements. Copies of reports provided to or by any licensing or regulatory agency shall be made available upon request by the County's representative.

e. Subcontractors. A part of the consideration provided by the County hereunder is based upon the need to establish and maintain a fiscally sound public entity to provide the Program to serve the interests and welfare of the residents of Manatee County. Therefore, the School Board agrees that the Program shall be provided by volunteers or employees of the School Board, and not by subcontractors. Nothing herein shall preclude employment of personnel through a lease or similar arrangement with the approval of the County's representative, or contracts or leases for materials, supplies, facilities, and other support services for the Program.

f. Health Insurance Portability and Accountability Act (HIPAA). To the extent the School Board is defined as a Covered Entity by the Health Insurance Portability and Accountability Act of 1996, as amended (HIPAA), the School Board shall carry out its obligations under this Agreement in compliance with the record security and privacy regulations established by HIPAA to protect the privacy of any personally identifiable Protected Health Information (PHI) that is collected, processed or learned as a result of its performance of the Program of public services provided hereunder. In conformity therewith, the School Board shall:

i. Not use or further disclose PHI except as permitted under this Agreement or as required by law;

ii. Use appropriate safeguards to prevent use or disclosure of PHI except as permitted by this Agreement;

iii. Mitigate, to the extent practicable, any harmful effect that is known to the School Board of a use or disclosure of PHI by the School Board except as permitted by this Agreement;

iv. Report to the County any use or disclosure of PHI not provided for by this Agreement of which the School Board becomes aware;

v. Make its internal practices, books, and records relating to the use and disclosure of PHI available to the Secretary of Department of Health and Human Services for purposes of determining compliance with HIPAA by the County or the School Board;

vi. Take appropriate disciplinary actions against employees and agents who violate HIPAA regulations;

vii. Ensure all relevant employees and agents are instructed in HIPAA compliance prior to performing services related to PHI records, and assume all expenses for such training; and

viii. Compel employees and agents to sign acknowledgments of receipt of, and understanding of, all rules and regulations related to HIPAA.

Notwithstanding any other provision of this Agreement and only to the extent permitted by law and subject to the limitations set forth in Section 768.28, Florida Statutes, the School Board shall hold harmless and indemnify the County from any civil or administrative action, fine, or penalty resulting from a breach of patient privacy or violation of HIPAA by the School Board, its agents or employees. In addition to the foregoing, to the extent the School Board is a HIPAA Covered Entity or Business Associate (as defined in HIPAA), the School Board shall enter into a HIPAA business associate agreement with any Business Associate that will have access to PHI, and shall provide the County, upon the County's request, copies of same.

g. Other Conditions and Obligations.

i. Compliance with Section 448.095(5), Florida Statutes. The School Board shall register with and use the E-Verify system to verify the work authorization status of all new employees of the School Board. The School Board hereby represents and warrants that it has, and shall remain throughout the duration of this contract, registered with, and use and shall continue to use, the E-Verify system. The School Board shall not enter into any contract with a subcontractor for services hereunder unless such subcontractor also has registered with and uses the E-Verify system. If the School Board enters into a contract with a subcontractor, the subcontractor shall provide the Agency with an affidavit stating that the subcontractor does not employ, contract with, or subcontract with an unauthorized alien. The School Board shall maintain a copy of such affidavit for the duration of this Agreement.

ii. Pursuant to Section 488.095(5)(c)3, Florida Statutes, the County is authorized to terminate this Agreement if it has a good faith belief that the School Board , or its subcontractor, has knowingly violated section 448.09(1), Florida Statutes, regarding the employment of someone not authorized to work by the immigration laws of the United States, the U.S. Attorney General, or the Secretary of the Department of Homeland Security. Such termination action is not considered a breach of contract.

iii. Compliance with Section 125.0156, Florida Statutes. No funds provided by the County pursuant to this Agreement shall be used for the purpose of issuing an identification card or document to an individual who does not provide proof of lawful presence in the United States.

iv. The School Board shall use its best efforts to attend and participate in meetings regarding County funding, as requested by the County's representative.

v. The funds paid to the School Board by the County are not for the benefit of any individual but are provided to assist the School Board in developing and maintaining the Program of public services deemed beneficial to the health, safety, and welfare of the community. Matters contained in this Agreement such as target populations, client eligibility, and unit of service costs whether covering all or a portion of the School Board's cost of providing the Program, are provided to apportion payment to the School Board and represent the minimum level of service the School Board must provide during the term of this Agreement.

vi. Payment of County funds for this program is for the actual expenses associated with the Program, and only for Program services actually rendered by the School Board. The parties acknowledge that payment for part of the cost of the Program may be available from other governmental or third-party sources. If the School Board receives such revenues which then exceed the actual Program costs, the School Board shall notify the County's representative and shall coordinate the appropriate refund of County funds or reduction in County payments.

vii. With respect to Program files and/or individual Client (as specifically defined in Attachment "A") files documenting services:

a. The County's representative shall have the option of reviewing the contents of the files.

b. The School Board shall make the following information available during all site visits:

1. Client Consent. The School Board shall present a signed Consent Form (as described in this Article) prior to any client file information being reviewed. For minors, a parent or guardian signature is required. Records presented without a signed consent

will be considered unavailable to use as documentation for proof of services rendered.

2. Client Eligibility. The School Board shall maintain Program records that provide evidence of Client eligibility including the Client's date of birth and residential address of the Client within Manatee County. Post office boxes shall not be considered residential addresses. For minors, a parent or guardian must provide the evidence of child's birthdate and residency.

3. Program Services Documentation. The School Board shall maintain sufficient records to document units of service provided in accordance with Attachment "A" of this Agreement.

viii. The County's representative may request, and the School Board shall provide, additional information for the County's periodic review, School Board payment requests, site visits, annual monitoring, and other Agreement-related tasks.

ix. The County's representative shall have the authority to approve the final format of the requested documentation referenced in this Agreement and its Attachments.

x. Because the services provided by the School Board are funded in whole or in part by the County, the School Board agrees to require each Client receiving services (or legal guardian of Client where applicable) to execute a Consent Form.

a. The Consent Form shall contain an acknowledgment of the Client or guardian that he/she understands that the County's representative may request access to any or all School Board records relating to the Program and/or the delivery of Services for the purposes of evaluating or monitoring the Program or delivery of Service to the Client, and that he/she consents to the release of records for these purposes.

b. The Consent Form shall be drafted by the School Board and shall be subject to review and approval by the County's representative prior to use.

c. The County's representative may waive this requirement for group educational and similar programs.

h. Records; Audits.

i. The School Board shall maintain records, accounts, property records, and personnel records in accordance with generally accepted accounting principles, as deemed necessary by the County to assure proper accounting of funds and compliance with the provisions of this Agreement.

ii. The School Board shall provide the County's representative with all necessary information, records, and contracts required by this Agreement as requested by the County's representative for monitoring and evaluation of services within three (3) business days following the date of such request, or as otherwise agreed upon by the County's representative. The School Board's information shall be made available to the County for audit, inspection, or copying during normal business hours and as often as County may deem necessary, except for Client records protected by Client confidentiality rules or regulations established by state or federal law. In cases where Client confidentiality applies, the School Board shall provide requested records in a fashion which maintains confidentiality. The County shall have the right to obtain and inspect any audit pertaining to the performance of this Agreement or the School Board made by any local, state or federal agency. The School Board and the County shall each retain all records and supporting documents related to this Agreement and the Program in accordance with all applicable laws, rules and regulations, including but not limited to Florida's Public Records Law, Chapter 119, Florida Statutes.

IF THE VENDOR HAS QUESTION REGARDING THE APPLICATION OF CHAPTER 119, FLROIDA STATUTES, TO THE AGENCY'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS, LACY PRITCHARD AT 941-742-5845, LACY.PRITCHARD@MYMANATEE.ORG, MANATEE COUNTY GOVERNMENT, ATTN: CUSTODIAN OF PUBLIC RECORDS, P.O. BOX 1000, BRADENTON, FL 34206-1000.

iii. The submission of documentation by the School Board shall serve as its certification and representation that the information contained therein is true and correct. The School Board recognizes that the County has relied upon or will rely upon records provided by the School Board in making its determination to provide funds to the School Board in the manner provided

in this Agreement. If at any time the County determines that the information submitted is not true and correct, the County may immediately terminate this Agreement and seek to recover any funds paid to the School Board.

iv. All forms referenced in this Agreement not attached herein shall be provided or approved by the County's representative and shall be completed and submitted by the School Board to the County as requested.

2.2 County Funding of Services. Subject to the School Board performing each of its obligations under this Interlocal Agreement, commencing October 1, 2025, the County shall provide funding to the School Board in an amount not to exceed $180,708.00 over the term of this Agreement, for costs associated with the Program in accordance with this Interlocal Agreement. Payment of such funds shall be made on a reimbursement basis in accordance with Attachment B.

a. Limitation of Costs and Payments. The School Board shall be paid by the County in accordance with Attachment B for the Program. No agent or employee of the County may authorize an increase in the above amount. Any increase in total compensation must be authorized in writing pursuant to a written amendment to this Agreement approved by the Board of County Commissioners.

b. Withholding of Payments. If the School Board fails to comply with the terms of this Agreement, the County Administrator, County representative, or other designee may, upon written notification to the School Board, withhold payment until the School Board complies. The notice shall specify the manner in which the School Board has failed to comply. In the event the School Board does not correct and cure such failure to comply within thirty (30) days of receipt of such notice, the County may exercise its right of termination pursuant to Article 3, and pursue all remedies available pursuant to Article 4.2.

2.3 Annual Appropriation. The County's obligation pursuant to Section 2.2 shall be contingent upon and subject to the Board of County Commissioners budgeting and appropriating legally available funds.

2.4 Indemnification, Legal Relationship, and Third Parties.

a. Scope of Liability. The School Board and the County agree that each party will be liable for the negligent acts or omissions of its own employees only and will be responsible for worker's compensation coverage and claims only of its own employees.

b. Employees. The parties are not partners, joint ventures, or joint employers, and

the employees of each party shall not be considered or treated as employees of the other for any purpose. Nothing herein contained shall be construed as vesting or delegating to the School Board or any of the officers, employees, personnel, agents, or subcontractors of the School Board, any rights, interest, or status as an employee of the County. The County shall not be liable to any person, firm, or corporation that is employed by, contracts with, or provides goods or services to the School Board in connection with the Program, or for debts or claims accruing to such parties. The School Board shall promptly pay, discharge or promptly take such action as may be necessary and reasonable to settle such debts or claims.

c. Indemnification. Each party, as a political subdivision as defined by Florida Statute § 768.28, shall indemnify the other party and hold it harmless as to any claim, judgment, or damage award whatsoever arising out of or related to that indemnifying party's own negligent or wrongful acts or omissions, to the extent permitted by law, and subject to the dollar limitations set forth in Florida Statutes § 768.28. The parties understand that pursuant to Florida Statutes § 768.28(19), no party is entitled to be indemnified or held harmless by another party for its own negligent or wrongful acts or omissions. Nothing herein is intended to serve as a waiver of sovereign immunity by any party to which sovereign immunity may be applicable, and each party claims all of the privileges and immunities and other benefits and protections afforded by Florida Statutes § 163.01(9). The parties to this Agreement do not intend that this Agreement benefit any third party, and nothing herein should be construed as consent by a state agency or political subdivision of the State of Florida to be sued by third parties in any matter arising out of this Agreement.

2.5 Insurance.

a. Coverage Requirements. Without limiting any obligation or liability of the School Board, the School Board shall, at its sole expense, procure, maintain, and keep in full force for as long as this Agreement is in effect, the following types and limits of insurance:

i. **Commercial General Liability Insurance**. Coverage shall be afforded under a per occurrence policy form, and include policy limits not less than:

- $ 1,000,000 Single Limit Per Occurrence
- $ 2,000,000 Aggregate
- $ 1,000,000 Products/Completed Operations Aggregate
- $ 1,000,000 Personal and Advertising Injury Liability
- $ 50,000 Fire Damage Liability
- $ 5,000 in Medical Expenses, and
- $ 1,000,000 Third Party Property Damage

This policy shall contain severability of interests provisions and shall contain no special limitation(s) on the scope of protection afforded to the County, its officials, employees, or volunteers.

ii. **Automobile Liability Insurance.** Coverage shall be afforded under a per occurrence policy form including coverage for all owned, hired, and non-owned vehicles for bodily injury and property damage of not less than:

- $1,000,000 Combined Single Limit; OR
- $500,000 Bodily Injury and $ 500,000 Property Damage
- $10,000 Personal Injury Protection (No Fault)
- $500,000 Hired, Non-Owned Liability
- $10,000 Medical Payments

This policy shall contain severability of interests provisions. This coverage shall contain no special limitation(s) on the scope of protection afforded to the County, its officials, employees, or volunteers.

iii. **Workers' Compensation Insurance.** Statutory workers' compensation coverage shall apply to all employees in compliance with the laws and statutes of the State of Florida, or of the State in which the work is being conducted, and the federal government. The insurer shall agree to waive all rights of subrogation against the County, its officials, employees, and volunteers for losses arising from services provided by the School Board on behalf of the County. Should 'leased employees' be retained for any part of the project or service, the employee leasing agency shall provide evidence of Workers' Compensation coverage and Employer's Liability coverage for all personnel on the Program site and in compliance with the above Workers' Compensation requirements.

iv. **Employers' Liability Insurance.** Coverage limits of not less than:

- $100,000 Bodily Injury by Accident (Each Accident)
- $100,00 Bodily Injury by Disease (Each Employee)
- $500,000 Bodily Injury by Disease (Policy Aggregate)

b. Additional Insurance Terms and Conditions.

i. The School Board may satisfy the requirements of this Section through its own self-insurance program maintained in accordance with Florida Statutes 768.28

ii. The School Board shall furnish to the County evidence of the above insurance in the form of a Certificate of Insurance with all applicable endorsements, or if utilizing its self-insurance program for part or all of the coverage(s), it may submit a letter of coverage signed by the Risk Manager.

iii. All such policies, except Worker's Compensation and Employer's Liability, shall be endorsed to name "Manatee County, a political subdivision of the State of Florida" as an additional insured for the coverages.

iv. The School Board understands and agrees that the stipulated coverages listed herein shall not be construed as a limitation of any potential liability to the County or to others, and the County's failure to request evidence of such insurance coverage shall not be construed as a waiver of the School Board's obligation to provide and maintain the insurance coverage specified.

v. Both parties understand and agree that neither party hereby waives its immunity, and nothing herein shall be interpreted as a waiver of either party's rights, including the limited waiver of immunity, as set forth in Section 768.28, Florida Statutes, or any other statutes, and both parties expressly reserve these rights to the full extent allowed by law.

vi. Upon the insurance policies' renewal dates, the School Board shall furnish to the County a Certificate(s) of Insurance (using an industry-accepted certificate form, signed by the issuer, with applicable endorsements, and containing the Agreement number, and title or description) evidencing the coverage set forth and naming "Manatee County, a Political Subdivision of the State of Florida" as an additional insured. Workers' Compensation and Employer's Liability insurances are excluded from the additional insured endorsement.

vii. The School Board is solely responsible for all insurance premiums and policy deductibles.

viii. The School Board waives all subrogation rights against the County for all losses or damages whether suit is brought during the period of this agreement or not.

ix. It is the School Board's responsibility to ensure that its agents, representatives, and subcontractors if any, comply with the insurance

requirements set forth herein. The School Board shall include its agents, representatives, and subcontractors working at the Program site locations as insureds under its policies or they shall furnish to the County separate certificates with endorsements for each.

x. Fifteen (15) days written notice shall be provided to the County's Risk Manager, as defined below, of any cancellation, non-renewal, termination, material change, or reduction in coverage of any insurance policies required in this Agreement. Notice shall reference this Agreement number and title or description.

County Attorney's Office
Division of Risk Management
Attn: Risk Manager
1112 Manatee Ave. West, Suite 969, Bradenton, FL 34203
(941) 745-3750
claims@mymanatee.org

xi. The County reserves the right to modify the insurance requirements through written notice to the School Board, to the extent reasonably deemed necessary to protect the County from loss damage or liability for the acts, errors and omissions of School Board.

Article 3
TERM AND TERMINATION.

3.1 Effective Date. This Interlocal Agreement shall take effect once fully executed by both parties and filed in accordance with Section 163.01(11), Florida Statutes, and Article 5.8 of this Interlocal Agreement. However, the parties agree that the terms and conditions herein shall apply retroactively to the Program of public services and payment for same, which started on October 1, 2025.

3.2 Termination. Unless terminated for cause in accordance with applicable law, or renewed pursuant to Section 3.3, this Interlocal Agreement shall terminate on September 30, 2026.

3.3 Renewal. Subject to the approval by the County's Board of County Commissioners and the School Board's governing board, the School Board and the County may renew this Interlocal Agreement for one additional year on an annual basis.

Article 4
AMENDMENTS; ENFORCEMENT

4.1 Amendments Generally. This Interlocal Agreement may be amended, and its material provisions may be waived, only by a written instrument expressly approved for the County by the Board of County Commissioners and for the School Board by the School Board's governing board, and only if properly executed by all the parties hereto.

4.2. Enforcement. In the event the County determines the School Board has not fulfilled the obligations contained in this Agreement, the County may require reimbursement for any or all funds paid to the School Board. The School Board shall reimburse the County the requested sum upon receipt of such request; if the School Board fails to return the funds, the County may take any and all necessary legal measures to recover such funds, including without limitation any and all remedies available at law or in equity.

Article 5
MISCELLANEOUS PROVISIONS

5.1 Validity. After consultation with their respective legal counsel, the County and the School Board each represent and warrant to the other its respective authority and power under Florida law to enter into this Agreement, acknowledge the validity and enforceability of this Agreement, and waive any future right of defense based on claim of illegality, invalidity or unenforceability of any nature. The School Board and the County each hereby represent, warrant, and covenant to and with the other (i) that this Agreement has been validly approved by its respective governing body at a duly held public meeting, and (ii) that this Agreement constitutes a legal, valid and binding contract enforceable against the respective party in accordance with the terms hereof (assuming the due authorization, execution, and delivery hereof by the other party hereto).

5.2 No General Obligation. Notwithstanding any other provisions of this Interlocal Agreement, the obligations undertaken by the parties hereto shall not be construed to be or constitute general obligations, debts, or liabilities of the School Board, the County or the State of Florida or any political subdivision thereof within the meaning of the Constitution and laws of the State of Florida, but shall be payable solely in the manner and to the extent provided in or contemplated by the respective authorizing instruments and this Agreement.

5.3 Force Majeure. No party shall be liable for any failure to perform, or delay in the performance of, any obligation under this Interlocal Agreement if such failure is caused directly by hurricane, tornado, fire, earthquake, civil commotion or failure or disruption of utility services, or other like cause beyond the reasonable control of the party obliged to perform. In accordance with applicable law, the School Board shall not be compensated for any period in which Program services are suspended or discontinued as a result of such an event.

5.4 Ambiguities. Both parties have been allowed equal input regarding the terms and wording of this Agreement and have had the benefit of consultation with legal counsel prior to its execution, such that all language herein shall be construed equally against the parties, and no language shall be construed strictly against its drafter.

5.5 Headings; Pronouns. The headings or captions of sections or paragraphs used in this Agreement are for convenience of reference only and are not intended to define or limit their contents, nor are they to affect the construction of or to be taken into consideration in interpreting this Agreement. All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine and neuter, singular or plural, as the identities of the party or parties, personal representatives, subcontractors, successors or assigns may require.

5.6 Severability. The provisions of this Agreement are declared by the parties to be severable.

5.7 Governing Law; Venue. This Agreement shall be governed by and construed in accordance with laws of the State of Florida, and venue for any action arising out of or related to this Interlocal Agreement shall be in the Circuit Court for the Twelfth Judicial Circuit of the State of Florida in and for Manatee County.

5.8 Full Agreement; Filing with Clerk of Circuit Court. This Interlocal Agreement contains the entire agreement of the parties with respect to the matters addressed herein. Previous agreements and understandings of the parties, with respect to such matters, are null and void and of no effect. As required by Section 163.01(11), Florida Statutes, this Agreement and all amendments thereto shall be filed with the Clerk to the Circuit Court for Manatee County, Florida (the "Clerk"). The School Board is responsible for filing this Agreement with the Clerk within thirty (30) days after its execution by both parties and shall pay any and all costs related to same.

5.9 Non-Assignability. The School Board may not assign, transfer, or encumber this Agreement or any right or interest in this Agreement.

5.10 Representatives. Within thirty (30) days from the date of execution of this Agreement by both parties, the School Board shall provide the County with a list of representatives authorized to act on behalf of the School Board under this Agreement, in addition to the designated representative identified in Attachment "C" The list of authorized representatives shall be approved by the School Board's superintendent. The Director of the County's Neighborhood Services Department, or such other employee as may be designated in writing by the County Administrator, shall serve as the County's representative, and is authorized to interpret this Agreement and designate such additional employees as may be required to monitor the School Board's performance, provide technical assistance, and assume other administrative duties associated with the implementation of this Agreement. Disputes over any provision not satisfactorily resolved with the County's representative shall be referred to the County Administrator or his or her designee.

5.11 Disclaimer of Third-Party Beneficiaries. This Agreement is solely for the benefit of the parties hereto, and no right, privilege, or cause of action shall be reason hereof accrue upon, to, or for the benefit of any third party, including without limitation any subcontractors of the School Board and any providers of promotional, advertising, or other services or goods, purchased by the School Board. Nothing in this Agreement is intended or shall be construed to confer upon or give any person, corporation, partnership, trust, private entity, agency, or other governmental entity any right, privilege, remedy or claim under or by reason of this Agreement or any provisions or conditions hereof.

5.12 Notices. All notices, elections, requests and other communications hereunder shall be in writing and shall be deemed given in the following circumstances: when personally delivered; or three (3) business days after being deposited in the United States Mail, postage prepaid, certified or registered; or the next business day after being deposited with a recognized overnight mail or courier delivery service; or when transmitted by facsimile or telecopy transmission, with receipt acknowledged upon transmission; and addressed as follows (or to such other person or at such other address, of which any party hereto shall give written notice as provided herein):

If to County:
Manatee County Administrator
Manatee County Administration Center
1112 Manatee Avenue, Suite 920
Bradenton, Florida 34205

With copies to:
Director of Manatee County Community and Veterans Services
Manatee County Administration Center
1112 Manatee Avenue, Suite 510
Bradenton, Florida 34205

and

Manatee County Attorney's Office
1112 Manatee Avenue West, Suite 969
Bradenton, Florida 34205
Attention: County Attorney
Facsimile: (941)749-3089

If to School Board:
Superintendent of Schools
School Board of Manatee County
215 Manatee Avenue West
Bradenton, FL 34205
Phone: (941)708-8770

With a copy to: School Board Attorney
School Board of Manatee County, Florida
215 Manatee Avenue West
Bradenton, FL 34205
Phone: (941)708-8770

In all cases, notices shall be deemed delivered to a party only upon delivery of copies to the persons indicated above in the same manner as for the party being notified.

5.13 **Authority to Execute; Electronic Signatures.** Each of the parties hereto covenants to the other party that it has lawful authority to enter into this Agreement and that the person who has executed this Agreement on the party's behalf has been duly authorized and empowered by the party to do so. This Agreement may be executed by electronic signature in accordance with Florida law.

[signature page to follow]

WHEREFORE, the County and the School Board have executed this Interlocal Agreement as of the date and year first above written.

MANATEE COUNTY, FLORIDA
By: Board of County Commissioners

By:_____
Chairperson

ATTEST: Angelina Colonneso,
Clerk of the Circuit Court and
Comptroller

By: _____
Deputy Clerk

THE SCHOOL BOARD OF MANATEE COUNTY, FLORIDA

By:_____
Chairman

ATTEST:

By:_____
Superintendent

APPROVED AS TO LEGAL FORM
AND SUFFICIENCY

By: _____
Attorney for the School Board

ATTACHMENT A
PROGRAM DESCRIPTION

1. PROGRAM DESCRIPTION:

   a. The School Board shall enhance current driver education program services by providing driver education courses to introduce traffic laws and defensive driving techniques as described in the Florida Driving Manual, testing of traffic laws in conjunction with assessment of student driving skills by using the State of Florida Driving Skills Test, and issue operator driver license waivers for student operator licenses on Saturdays during the school year (August-May), and throughout the summer (June and July), hereinafter referred to as the "Program".

2. TARGET POPULATION:

   a. This Program shall serve currently enrolled public and charter school students of Manatee County, ages fifteen (15) to eighteen (18) years old with a Manatee County Student ID number, and who are residents of Manatee County. Each student as defined in this paragraph is referred to as "Client" throughout this Agreement and its attachments.

3. LOCATION/HOURS OF PROGRAM:

   a. The Program will be provided at the following location(s):
      i. Saturdays – Manatee High School, 902 33rd St Ct W, Bradenton, FL 34205
      ii. Summers – Manatee High School, 902 33rd St Ct W, Bradenton, FL 34205
   b. The Program will be provided at the following time(s):
      i. During the School Year on Saturdays beginning in October 2025 through May 2026, and from August 2026 through September 2026, except for state-recognized holidays.
      ii. During the Summer, specifically all weekdays during June 2026 and July 2026, except for state recognized holidays.
   c. Other locations and times may be requested by the School Board in writing. Changes are not approved until the County Representative has approved them in writing.

4. UNIT OF SERVICE: A unit of service shall be defined throughout this Agreement and its attachments as one calendar day of Program operation attended by at least one eligible Client.

5. RESULTS:

   a. Program results, approved by the County, shall be tracked and verified by the School Board and submitted quarterly in accordance with Attachment C.
      i. Result/Target Statement: Of the five hundred (500) eligible Clients participating in the Program, the School Board anticipates serving, four hundred (400) Clients who, by

participating in the Program, will know Florida driving laws, operate a vehicle safely and without distraction, and be eligible to obtain their Florida Driver License.

ii. Milestones and Verifications: The following Milestones/Verifications are used to track the progress of Clients working through the Program with the intention of achieving the stated Result.

1. Milestone/Verification:
   a. Client fully engaged in program and determined readiness to proceed to practice behind the wheel training.
   b. Client has completed a mock test to determine readiness based on a pass/fail, as noted by instructor on the Client's individual record.
2. Milestone/Verification:
   a. Client continued to improve and gain knowledge in Florida driving laws.
   b. Client demonstrated understanding of Florida driving laws, noted by instructor on the Client's individual record.
3. Milestone/Verification:
   a. Client learned how to safely operate a motor vehicle.
   b. Completion of at least ninety (90) minutes of behind-the-wheel training tracked in Client's individual record.
4. Milestone/Verification:
   a. Client is eligible to become a licensed Florida driver.
   b. Client successfully passed Florida driver test, received waiver to obtain license, and staff recorded results on Client's individual record.

b. Modification to results, targets, verification, and milestones may be requested by School Board in writing and shall include a logical analysis of the reason for modification. Changes are not considered approved until the County Representative approves them in writing.

ATTACHMENT B
PROGRAM PAYMENTS

The School Board shall be paid by the County a total amount not to exceed $180,708.00 for the Program provided during the time period of this Agreement, as specified below:

1. Units of Service:
   a. The School Board shall provide 47 units of service, during the term of the Agreement.
2. Unit Rate:
   a. The School Board shall be paid by the County in the amount not to exceed $180,708.00 for all units of service provided in accordance with Article 2 of the Agreement and Attachment A.
      i. $3,844.86 for each unit of service.
3. Supporting Documentation:
   a. Payment Request Form:
      i. The School Board shall complete and submit a Payment Request Form (provided below) and the County approved monthly unit tracking form as instructed by the County representative and retain verification on-site for review upon request by the County.
      ii. In submitting its monthly Payment Request Form, the School Board shall provide purchase order documentation for authorized Program purchases and receipt for full payment and confirmation of receipt of equipment, if any.
   b. Monthly Unit Tracking Form:
      i. The School Board shall create and provide each month, along with its Payment Request Form, a Monthly Unit Tracking Form. The format of the Monthly Unit Tracking Form must be approved by the County's representative prior to use and contain the following information:
         1. Name of Agency and Program;
         2. Month and year service was rendered;
         3. Dates of each unit of service provided;
         4. Number of clients served per unit of service; and
         5. Total number of units of service performed during the monthly reporting period.
      ii. Once the proposed Monthly Unit Tracking Form prepared by the School Board has been approved by the County's representative, the School Board shall complete same and submit to the County on a monthly basis, in conjunction with its monthly Payment Request Form.
      iii. Documents, forms, and information referenced in this Attachment B shall be submitted to the County monthly as instructed by the County representative by electronic means, including, without limitation, by way of posting to a secure website or by electronic email.

The processing of payments may be delayed due to submittal of inaccurate or incomplete Monthly Unit Tracking Forms or supplemental documentation.

4. Cumulative Payment Cap:

   a. The School Board shall be paid monthly for the actual number of units of service it has provided and documented.
   b. The total of all payments shall not, at any point in time, exceed the cumulative amounts listed below:

Oct 31, 2025	$ 15,059	Apr 30, 2026	$ 105,413
Nov 30, 2025	$ 30,118	May 31, 2026	$ 120,472
Dec 31, 2025	$ 45,177	Jun 30, 2026	$ 135,531
Jan 31, 2026	$ 60,236	Jul 31, 2026	$ 150,590
Feb 28, 2026	$ 75,295	Aug 31, 2026	$ 165,649
Mar 31, 2026	$ 90,354	Sep 30, 2026	$ 180,708

5. Submission Date: The School Board's monthly Payment Request Forms and Monthly Unit Tracking forms, as described herein, should be submitted to the County by the fifteenth (15^{th}) of each month. The School Board's payment requests are processed in the order they are received by the County. Once processed by the Manatee County Neighborhood Services Department, the Clerk of the Court has forty-five (45) days to process the payment.

6. Final Payment Request: The School Board shall have until thirty (30) days after the Agreement's expiration or termination to submit to the County a final and complete Payment Request Form unless extended by the County's Representative for good cause. The County shall not be responsible for the payment of any charges, claims, or demands the School Board fails to submit to the County through a Payment Request Form by the thirtieth (30^{th}) day after the Agreement's expiration or termination.

Correction of Errors in Payment Requests: The School Board hereby authorizes County through County's Representative to correct any errors identified by County's Representative in Payment Requests submitted by School Board with written notice of same by County's Representative for the sole purposes of preventing delay in payment processing.

MANATEE COUNTY BOARD OF COUNTY COMMISSIONERS
PAYMENT REQUEST FORM
October 1, 2025 – September 30, 2026 ("Term")

Agency: Manatee County School Board

Agency Remittance Address (Enter address for sending payments):

PO Box 9069, Bradenton, FL 34206

Project Number: 104-0015009-582000

Program: Driver Education Program

Payment Request for Month of: _____

SECTION 1: AGENCY PAYMENT REQUEST

(1) Program Component	(2) Request this Period	(3) Total Funding	(4) Requested Year-To-Date	(5) Balance of Funds
Education Services	$	$ 180,708	$	$

SECTION 2: CLIENT SERVICES

(6) Unit Cost	(7) Unit Contract Total	(8) Y-T-D Total Prior	(9) Total This Period	(10) Total Y-T-D	(11) % of Plan Achieved	(12) % of Time Elapsed
$ 3,844.86	47				%	%

SECTION 3: SUPPORTING DOCUMENTATION

Attach: Documentation as required in Attachment B, Payments.

Prepared By: _____ Date: _____

I attest that the information presented in this Payment Request is true and accurate to the best of my knowledge. The School Board recognizes that the County has relied upon or will rely upon, the information provided herein by the School Board in making its determination to provide funds to the School Board, and if at any time, the County determines that the information submitted is not true and correct, the County may immediately terminate the Agreement and seek to recover any funds paid to the School Board.

Authorized Signature: _____ Date: _____

Submit with unit tracking report and supporting documentation.

DO NOT WRITE BELOW THIS LINE

Community and Veterans
Services Contract Manager: _____ Date: _____

ATTACHMENT C
SPECIAL CONDITIONS

1. Reporting Deliverables: The School Board shall submit the following reports:

   a. The School Board shall submit the following reports quarterly as instructed by the County Representative through electronic mail or other electronic means, including, without limitation, by way of posting to a secure website, and retain verification on site for review upon request by the County:

Quarterly Report Due Dates				
Quarter 1 (Oct-Dec)		**Quarter 2 (Jan-Mar)**	**Quarter 3 (Apr-Jun)**	**Quarter 4 (Jul-Sep)**
Due: Jan 30, 2026		**Due: Apr 30, 2026**	**Due: Jul 30, 2026**	**Due: Oct 30, 2026**
Title		**Requirement/Description**		
i.	Program Revenue & Expenditure Report	The School Board shall report quarterly all actual program revenue (by source) and actual expenditures (by line item).		
ii.	Program Results Report	The School Board shall track and report Program result(s) and target(s) for the Clients served during the term of this Agreement (updated each quarter).		
iii.	Children's Services Demographics Report	The School Board shall provide a report on unduplicated Clients receiving services during the term of this Agreement (updated each quarter reporting new clients only) to include the following demographics: Gender, race, age, and zip code.		
iv.	Additional Information Report	Any anticipated difficulties meeting contractual requirements pursuant to the Agreement by the end of the contract year, all names and positions/titles of direct staff for the Program and changes in staffing during the quarter (including vacancies or changes which affect the Program), anticipated program schedule for the next quarter, total number of unduplicated Clients served for the quarter, total number of unduplicated Clients served to date for the Term of the Agreement, Client ID with attendance and total behind-the-wheel hours completed to date.		

2. Documentation: The School Board shall submit the following documentation as indicated:

Other Documents Required		
Title		**Requirement/Description**
a.	Insurance	The School Board shall submit the following, in accordance with Section 2.5 of this Agreement: 1. Certificate of Commercial General Liability Insurance, Automobile Liability Insurance, Workers' Compensation Insurance and Employers' Liability Insurance. 2. The School Board shall, not less than the day prior to expiration of any existing policy, provide County with evidence of a binder proving continuation of coverage and a new certificate of insurance as reasonably soon as possible.
b.	Financial Audit	Financial audit or compilation shall be submitted in accordance with Section 2.1(h) of this Agreement.
c.	Consent Form	In accordance with Section 2.1(g) of this Agreement, the School Board shall submit an example of the Consent Form to the County representative to be used for the Program. The sample must be submitted within 30 days of this Agreement's execution and approved by the County representative prior to start of the Program.
d.	Licenses required for the **program** to legally operate	Copies of licenses necessary to operate the Program are due to the County's Representative before any payments by the County to the School Board shall be made. Copies of license renewals are due upon receipt from the licensing entity. Other documents requested by the County's Representative. (See Section 2.1(d))

3. Site Inspections: The School Board shall permit the County, its officers, agents and employees to conduct periodic site inspections, scheduled or unscheduled, of all locations utilized to provide Program services to verify compliance with this Agreement. The School Board's officers, employees and volunteers shall cooperate with County representatives to assure such site inspections provide the County with the access and information needed to verify the School Board's compliance.

4. Remedies: If the School Board fails to comply with the terms of this Agreement, including, but not limited to, timely submission of required documentation, the processing of payments may be delayed or this Agreement may be terminated. Required documentation includes, but is not limited to: financial audit, compilation and/or review; licenses; tax-exempt status; bylaws; Consent Form; Certificate(s) of Insurance; Payment Request Form, Monthly Unit Tracking Form, Additional Information Form; and Quarterly Reports.

5. School Board's Representative:

Mailing Address:	Superintendent of Schools 215 Manatee Ave West
Physical Address:	Bradenton, FL 34205 215 Manatee Ave West Bradenton, FL 34205
Phone Number:	(941) 708-8770

Kevin Chapman, Executive Director/Chief of Staff/Interim Superintendent

Mailing Address:	Superintendent of Schools 215 Manatee Ave West
Physical Address:	Bradenton, FL 34205 215 Manatee Ave West Bradenton, FL 34205
Phone Number:	(941) 708-8770 x41178
Email Address:	kchapman@manateeschools.net

ATTACHMENT D
INSURANCE CERTIFICATE

NEED THE UPDATED ONE

SCHODIS-04 KCHAMBERS

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 7/22/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Kristin Chambers or Maggie Boykin	
First Florida Insurance Brokers 100 South Ashley Drive, Suite 250 Tampa, FL 33602	PHONE (A/C, No, Ext): (813) 902-3502	FAX (A/C, No): (813) 223-3932
	E-MAIL ADDRESS: kristin.chambers@ffinsbr.com	
	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A: Genesis Insurance Company	38962
INSURED	INSURER B: Star Insurance Company	18023
School District of Manatee County 215 Manatee Avenue West Bradenton, FL 34205	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES **CERTIFICATE NUMBER: 1** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [X] POLICY [ ] PRO-JECT [ ] LOC OTHER	X		YXB301101Q	7/1/2024	7/1/2025	EACH OCCURRENCE	$ 5,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
							GENERAL AGGREGATE	$ 10,000,000
							PRODUCTS - COMP/OP AGG	$
								$
A	AUTOMOBILE LIABILITY ANY AUTO OWNED AUTOS ONLY SCHEDULED AUTOS HIRED AUTOS ONLY NON-OWNED AUTOS ONLY [X] Auto Included in GL	X		YXB301101Q	7/1/2024	7/1/2025	COMBINED SINGLE LIMIT (Ea accident)	$
							BODILY INJURY (Per person)	$
							BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
	[ ] UMBRELLA LIAB [ ] OCCUR EXCESS LIAB [ ] CLAIMS-MADE DED RETENTION $						EACH OCCURRENCE	$
							AGGREGATE	$
								$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y / N [ ] (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N / A		WCE-0953635-24	7/1/2024	7/1/2025	[ ] PER STATUTE [ ] OTH-ER	
							E.L. EACH ACCIDENT	$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

General & Auto Liability Policy #YXB301101Q is Excess over Self-Insured Retention of $1,000,000

Workers' Compensation Policy #WCE-0953635-24 is Excess over Self-Insured Retention of $750,000

Certificate Holder is Additional Insured. Manatee County, a political subdivision of the State of Florida, shall be furnished written notice thirty (30) days in advance of the effective date of any reduction in or cancellation of this policy.

CERTIFICATE HOLDER

Manatee County, a political subdivision of the State of Florida
1112 Manatee Avenue W., Ste 969
Bradenton, FL 34205

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

MB

ACORD 25 (2016/03)

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AGENDA ITEM NO. 11.7

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the New Agreement Between the School District of Manatee County and HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital for Clinical Experience for Manatee Technical College (MTC) Surgical Technology, Pharmacy Technician, Central Sterile Processing, Phlebotomy, Medical Coder Biller, Practical Nursing, Medical Assisting, Patient Care Technician, EMT and Paramedic Students for the 2025-2027 School Years (No Financial Impact)

Executive Summary
The School District has, over the years, contracted with providers for clinical experience and/or on-the- job training for district students.

In order for the students to participate in this type of clinical or on-the-job experience, it is necessary for the participating office to sign an agreement with the School Board. The opportunity to receive this type of clinical experience is a great advantage to our students. Not only do they obtain a valuable hands-on learning experience, but also placements resulting in permanent jobs for the students after they finish their training.

A copy of the agreement is attached for review.

Clinical Providers for Surgical Technology, Pharmacy Technician, Central Sterile Processing, Phlebotomy, Medical Coder Biller, Practical Nursing, Medical Assisting, Patient Care Technician, EMT and Paramedic: HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital - Steve Young-CEO

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 9
Advance career-centered programs across the District to provide quality post-high school education and employment opportunities

Recommendation
The Superintendent recommends approval of the new agreement between the School District of Manatee County and HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital for clinical experience for Manatee Technical College (MTC) Surgical Technology, Pharmacy Technician, Central Sterile Processing, Phlebotomy, Medical Coder Biller, Practical Nursing, Medical Assisting, Patient Care Technician, EMT and Paramedic students for the 2025-2027 school years (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Adult, Career and Technical Education
Initiated By: Dr. Paul Gansemer

Attachments:
Clinical Experience Agreement with HCA Florida Blake Hospital, Board Date 08.26.2025

SCHOOL AFFILIATION AGREEMENT

THIS SCHOOL AFFILIATION AGREEMENT (this "Agreement") is made as of **August 26th, 2025** (the "Effective Date") by and between **School Board of Manatee County, Florida** ("School") and **HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital** ("Hospital"). School and Hospital may be referred to herein individually as a "Party" and collectively as the "Parties."

W I T N E S S E T H:

WHEREAS, School is a public institution governed by the Florida Board of Governors that enrolls students in an accredited degree program in the field of

Central Sterile Processing	**Pharmacy Technician**
Surgical Technology	**Phlebotomy**
Medical Coder Biller	**Practical Nursing**
Medical Assisting	**EMT**
Patient Care Technician	**Paramedic**

(the "Degree Program");

WHEREAS, Hospital operates a comprehensive acute-care medical-surgical hospital located at **2020 59th St West, Bradenton, FL 34209** (the "Facility");

WHEREAS, School desires to provide to its students enrolled in the Degree Program a clinical learning experience through the application of knowledge and skills in actual patient-centered treatment situations in a health care setting; and

WHEREAS, Hospital will make the Facility available to School for such clinical learning experience, subject to the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the Parties hereby agree as follows:

1. **RESPONSIBILITIES OF SCHOOL.**

   (a) **Clinical Program**. School will develop, implement and operate the clinical learning experience component of the Degree Program at the Facility in a form and format acceptable to Hospital ("Clinical Program"). School may modify the Clinical Program from time to time with Hospital's permission and will promptly incorporate reasonable changes to the Clinical Program requested by Hospital from time to time. With respect to the Clinical Program, School will:

   (i) ensure the adequacy of Degree Program resources, including up-to-date reference materials, and the academic preparation of students enrolled in the Degree Program, including theoretical background, basic skills, professional ethics, and attitude and behavior, for participation in the Clinical Program and will assign to the Clinical Program only those students who have demonstrated the ability to successfully participate in the Clinical Program (each a "Participating Student");

   (ii) advise each Participating Student, Degree Program faculty and other School representatives onsite at the Facility for purposes related to the Clinical Program ("**Program Participant**") to attend training and orientation with respect to applicable Hospital policies and procedures prior to the commencement of each Clinical Program rotation during the Term (each a "Rotation");

   (iii) provide training for Hospital's representatives who will support the Clinical Program

regarding Clinical Program features and expectations, and Participating Student evaluations, as requested by Hospital from time to time;

(iv) identify to Hospital each Program Participant who will participate in a Rotation as soon as that information is reasonably available to School;

(v) require Program Participants to comply with applicable laws and Hospital policies and procedures when onsite at the Facility;

(vi) require Program Participants to treat Hospital patients, staff and Clinical Program supervisors with courtesy and respect and do not disrupt Facility operations or the provision of health care services for Hospital's patients;

(vii) timely prepare and update with input from Hospital Rotation schedules for each Participating Student throughout each Rotation and coordinate the same with Hospital;

(viii) advise Participating Students to arrive early for each scheduled Rotation, except when a Participating Student is ill or attending to a personal emergency;

(ix) provide continuing oral and written communication with Hospital regarding Participating Student Clinical Program performance and evaluation and other pertinent information;

(x) participate and ensure that Program Participants participate in Hospital's Quality Assurance and related programs;

(xi) participate and require Program Participants to participate in Hospital training as determined necessary by Hospital from time to time; and

(xii) promptly perform additional duties to facilitate operation of the Clinical Program as may be deemed reasonable or necessary by Hospital from time to time.

(b) **Responsibility**.

(i) School will retain ultimate responsibility for the appointment of faculty from the Degree Program to support the Clinical Program. When Participating Students are supervised in connection with the Clinical Program while on site at Hospital by licensed healthcare professionals who are not employed by Hospital or its affiliates, School represents and warrants that it (including its affiliate) will not compensate any such faculty for their services provided to School in connection with the Clinical Program except in a manner that is consistent State and Federal law.

(ii) School will retain sole responsibility for offering and administering the Degree Program, including, but not limited to, budgetary considerations, faculty appointments, admissions, financial aid, academic instruction, curriculum content, pedagogy, and the requirements of matriculation, grading, and graduation.

(iii) Without limiting the foregoing, all Program Participants shall be accountable to the Hospital's Administrator while onsite at the Facility.

(iv) School will address all Program Participant complaints, claims, requests and questions regarding the Clinical Program. If necessary, School's Program Representative will follow-up with Hospital's Program Representative to address unresolved issues.

(v) School will obtain prior signed and dated written consent that complies with 34 C.F.R. 99.30 from each Participating Student (or the parent of the student, if the student is not deemed

an "eligible student" under 34 C.F.R. 99.30) before disclosing personally identifiable information from the student's education records to Hospital to the extent that access to such information is required by Hospital to carry out the Clinical Program. If Participating Student notifies School that they revoke said consent, School shall immediately notify Hospital and the revocation shall become effective immediately upon such notice as applicable to any decisions after that date.

(c) **Compliance with Program Requirements**. School acknowledges that compliance by School and each Program Participant with the terms and conditions of this Agreement and Hospital policies and procedures is a condition precedent to Program Participant access to the Facility. Non-compliance or partial compliance with any such requirement may result in an immediate denial of access or re-access to the Facility.

(d) **Dress Code**. School will cause Program Participants to conform to reasonable personal appearance standards imposed by Hospital and wear ID badges as requested by Hospital. School will cause Program Participants to pay for their own meals at the Facility. School acknowledges and will regularly inform Program Participants that Hospital is not responsible for personal items lost or stolen at the Facility.

(e) **Use of the Facility**. School will ensure that Program Participants use the Facility solely for the purpose of providing to Participating Students clinical learning experience pursuant to the Clinical Program.

(f) **Records**. School will cause each Program Participant to timely complete and save in Hospital's systems as directed by Hospital accurate records of all services provided by the Program Participant to a Hospital patient ("Records"). All Records are and will remain the property of Hospital, subject to the rights of patients with respect to such records and to the terms of applicable law. Hospital will provide to School a copy of Records for all lawful purposes, including defense of liability claims.

(g) **Program Participants**. School will provide to Hospital information regarding each Program Participant, including health examination and immunization records, documentation attesting to the competency of Degree Program faculty (e.g., state licensure, board certification in the relevant Specialty, etc.) and background checks and drug screens as determined reasonably necessary in Hospital's discretion from time to time.

(h) **Program Participant Statements**. School shall require each Participating Student and, at Hospital's request, each Program Participant to sign a Statement of Responsibility, in the form attached hereto as Exhibit A, and a Statement of Confidentiality and Security, in the form attached hereto as Exhibit B prior to each non-consecutive Rotation.

(i) **Liability Insurance**. School shall obtain and maintain occurrence-type general and professional liability insurance coverage in amounts not less than one million dollars ($1,000,000.00) per occurrence and three million dollars ($3,000,000.00) annual aggregate per Program Participant, with insurance carriers or self insurance programs approved by Hospital and covering the acts and omissions of Program Participants. If such coverage is provided on a claims-made basis, then such insurance shall continue throughout the Term and upon the termination or expiration of this Agreement, School shall purchase tail coverage for a period of three years after the termination or expiration of this Agreement (said tail coverage shall be in amounts and type equivalent to the claims-made coverage). School shall further, at its expense, obtain and maintain for the Term workers' compensation insurance and unemployment insurance for School-employed Program Participants who participate on site at Hospital. School will notify Hospital at least thirty (30) calendar days in advance of any cancellation or modification of insurance coverage required hereunder and shall promptly provide to Hospital, upon request, certificates of insurance evidencing the above coverage.

Notwithstanding the foregoing, if the School is a public entity entitled to governmental immunity protections under applicable state law, then the School shall provide occurrence-based liability coverage in accordance with any limitations associated with the applicable law; but the School shall provide such insurance with limits of at least $1,000,000 per occurrence and $3,000,000 annual aggregate in the event governmental immunity protections are determined by a court of competent jurisdiction to not apply. Nothing in this agreement is intended to be construed or interpreted as (1) denying either School or Hospital any remedy or defense available to it under state laws; (2) the consent of the State where School is located or any of its agents and agencies to be sued; or (3) a waiver of sovereign immunity of the State or the School beyond any waiver explicitly stated in state statutes.

(j) **Health of Program Participants**. School will advise Program Participants that no Program Participant will be permitted to attend the Clinical Program until he or she submits to a medical examination acceptable to Hospital.

School will require each Program Participant to maintain health insurance and provide proof of health insurance to the School prior to participating in the Clinical Program. School will cause Program Participants to provide to Hospital proof of health insurance as requested by Hospital from time to time.

School will ensure that each Participating Student furnishes to Hospital prior to Rotation a complete copy of the following health records (Participating Students will not be allowed to access the Facility until all records are provided):

(i) Proof of negative PPD or IGRA within 12 months. Symptom and Risk screening must be completed prior to first day of each rotation utilizing the HCA TB Questionnaire Form.

(ii) Proof of Measles, Mumps, Rubella immunity by positive antibody titers or two (2) doses of MMR.

(iii) Proof of Varicella immunity, by positive history of chickenpox or Varicella

(iv) Proof of Influenza vaccination during the flu season, October 1 to March 31, (or dates defined by CDC). If the Program Participant declines the Influenza vaccination, he/she must comply at all times with Facility's Communicable Disease Protection policy; and

(v) Proof of Hepatitis B immunization or declination of vaccine, if patient contact is anticipated.

(vi) Vaccination for COVID-19 or exemption for religious or medical reasons, preferred not required

(vii) Documented proof of Tdap immunization within last 10 years

(viii) When state and local regulations differ from these recommendations, locations are to comply with geographic specific regulations.

(k) **Performance**. All faculty provided by School to support the Clinical Program shall be faculty members of the Degree Program, duly licensed, certified or otherwise qualified to support the Clinical Program in the capacity proposed by School. School and all Program Participants shall perform its and 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, rules and regulations of Hospital and any non-conflicting rules and regulations of School as may be in effect from time to time. Neither School nor any

Program Participant shall interfere with or adversely affect the operation of Hospital or the performance of services therein.

(l) **Background Checks**.

(i) School will ensure that each Program Participant obtains prior to Rotation a background check acceptable to Hospital, including, at a minimum, the following:

A. Social Security Number Verification;

B. Criminal Search (7 years or up to 5 criminal searches);

C. Violent Sex Offender and Predator Registry Search;

D. HHS/OIG List of Excluded Individuals;

E. GSA List of Parties Excluded from Federal Programs;

F. U.S. Treasury, Office of Foreign Assets Control (OFAC), List of Specially Designated Nationals (SDN); and

G. Applicable State Exclusion List, if available.

(ii) Background Checks for Program Faculty, if School provides Faculty on site, who will be treating patients in the Facility shall include all of the above, and the following:

A. Education verification (highest level);

B. Professional license verification;

C. Certifications & Designations check;

D. Professional Disciplinary Action search;

E. Department of Motor Vehicle Driving History, based on responsibilities; and

F. Consumer Credit Report, based on responsibilities.

(iii) School shall provide to Hospital an *Attestation of Satisfactory Background Investigation* in the form attached hereto as Exhibit C prior to Rotation. If the background check discloses adverse information about a Participating Student, School shall immediately remove the student from the Clinical Program. School further agrees to an annual compliance audit of background checks, if requested by Hospital and approved by any Program Participant pursuant to the Fair Credit Reporting Act (FCRA).

(m) **Drug Testing**. School will ensure that each Program Participant obtains prior to Rotation a drug test acceptable to Hospital, including, at a minimum, the following:

(i) Substances tested prior to placement at the Hospital must at a minimum include amphetamines, barbiturates, benzodiazepines, opiates, methadone, marijuana, and cocaine.

(ii) A Program Participant may be required to undergo additional drug and alcohol

testing upon reasonable suspicion that the Program Participant has violated Hospital's policies, and after any incident that involves injury or property damage.

Hospital shall not bear the cost of any such tests. Should the testing disclose adverse information as to any Program Participant, Hospital shall have no obligation to accept that Program Participant at the Hospital. To the extent that any Program Participant violates the policy for drug or alcohol abuse after placement at the Facility, or refuses to cooperate with the requirement for a search or reasonable suspicion and reportable accident testing, then the Facility may immediately remove the Program Participant from participation in the Program at the Facility.

(n) **Student Documentation**. School will maintain all documentation required to evidence compliance by each Program Participant with the terms and conditions of Subsections 1(g)- (m) of this Agreement during the Term and for at least ten (10) years following expiration or termination of this Agreement.

(o) **Access to Resources**. The School shall ensure that its department heads have authority to ensure faculty and Participating Student access to appropriate resources for the Participating Students' education.

(p) **Approval and Authorization.** Hospital's willingness to enter into this Agreement and provide clinical opportunities to Participating Students is conditioned on School having obtained and maintaining all requisite institutional, regulatory, and accreditor approvals or authorizations necessary to offer the Degree Program. Moreover, it is conditioned on School's adherence to all applicable federal, state, and local laws and regulations. In the event that School's status changes with respect to any approval or authorization necessary to offer the Degree Program, School will notify Hospital within ten (10) business days.

2. **RESPONSIBILITIES OF HOSPITAL.**

(a) Hospital will make Facility access reasonably available to Program Participants and reasonably cooperate with School's orientation of all Program Participants to the Facility. Hospital shall provide Program Participants with access to appropriate clinical experience resources for the Clinical Program. Hospital shall provide reasonable opportunities for Participating Students to observe and assist in various aspects of patient care to the extent permitted by applicable law and without disruption of patient care or Hospital operations. Hospital shall at all times retain ultimate control of the Hospital and responsibility for patient care and quality standards.

(b) Upon the request of School, Hospital shall assist School in the evaluation of each Participating Student's performance in the Clinical Program. Any such evaluations shall be returned to School in a timely manner. However, School shall at all times remain solely responsible for the evaluation and education of Participating Students.

(c) Hospital will ensure that the Facility complies with applicable state and federal workplace safety laws and regulations. In the event a Participating Student is exposed to an infectious or environmental hazard or other occupational injury (i.e., needle stick) while at the Facility, it shall provide, upon notice of such incident from the Participating Student, such emergency care as is provided its employees, including, where applicable: examination and evaluation by Facility's emergency department or other appropriate department as soon as possible after the injury; emergency medical care immediately following the injury as necessary; initiation of the HBV, Hepatitis C (HCV), and/or HIV protocol as necessary; and HIV counseling and appropriate testing as necessary. In the event that the Facility does not have the resources to provide such emergency care, Facility will refer such student to the nearest emergency facility. School acknowledges that Hospital is not and will not be financially responsible for a Program Participant's medical care or treatment regardless of the Program Participant's condition or

injury or cause of injury whether occurring at the Facility or otherwise and regardless of fault or cause of injury.

(d) Upon reasonable request, Hospital will provide proof to School that Hospital maintains liability insurance in an amount that is commercially reasonable.

(e) Hospital will provide written notification to School if a claim arises involving a Program Participant. Both Hospital and School agree to share such information in a manner that protects such disclosures from discovery to the extent possible under applicable federal and state peer review and joint defense laws.

(f) Hospital will resolve any situation in favor of its patients' welfare and may restrict a Participating Student to the role of observer when necessary in Hospital's discretion. Hospital will notify School's Program Representative (defined below) when such action has occurred.

(g) Upon reasonable notice from School, Hospital will make the Facility reasonably available for inspection during normal business hours by organizations that provide or may provide academic accreditation for the Degree Program. Such inspections must be accompanied at all times by a Hospital representative and are contingent upon receipt by Hospital of executed agreements that Hospital believes are reasonably necessary or convenient to protect the confidentiality and security of Hospital's information. School will promptly reimburse Hospital for all direct costs incurred by Hospital in connection with such accreditation inspections.

(h) Hospital shall provide Program Participants with access to and Participating Students with required training in the proper use of electronic medical records or paper charts, as applicable.

(i) Hospital shall provide student security badges or other means of secure access to Facility patient care areas.

(j) Hospital shall provide Program Participants with computer access, and access to call rooms, if necessary.

(k) Hospital shall provide secure storage space for Participating Students' personal items when at the Facility.

(l) Hospital shall provide qualified and competent staff members in adequate number for the instruction and supervision of students using the Facility.

(m) Hospital shall maintain the confidentiality of information it receives from School about a Participating Student in a manner consistent with Hospital's policies regarding confidentiality of employee records.

3. **MUTUAL RESPONSIBILITIES.** The Parties shall cooperate to fulfill the following mutual responsibilities:

(a) Each Party will identify to the other Party a Clinical Program representative (each a "Program Representative") on or before the execution of this Agreement. School's Program Representative shall be a faculty member who will be responsible for Participating Student teaching and assessment provided pursuant to this Agreement. Each Party will maintain a Program Representative for the Term and will promptly appoint a replacement Program Representative if necessary to comply with this Agreement. Each Party will ensure that its Program Representative is reasonably available to the other Party's Program Representative.

(b) School will provide qualified and competent Degree Program faculty in adequate number for the instruction, assessment and supervision of Participating Students at the Facility.

(c) Both School and Hospital will work together to maintain a Clinical Program emphasis on high quality patient care. At the request of either Party, a meeting or teleconference will promptly be held between the Parties' respective Program Representatives to resolve any problems in the operation of the Clinical Program.

(d) School acknowledges, and will inform Participating Students that Participating Students are trainees in the Clinical Program and have no expectation of receiving compensation or future employment from Hospital or School. Participating Students are not to replace Hospital staff and are not to render unsupervised patient care and/or services. Hospital and its staff will provide such supervision of the educational and clinical activities as is reasonable and appropriate to the circumstances and to the Participating Student's level of training.

(e) Any courtesy appointments to faculty or staff by either School or Hospital shall be without entitlement of the individual to compensation or benefits for the appointed party.

(f) Both School and Hospital will work together to create and maintain an appropriate learning environment for the Participating Students.

(g) The School, including its faculty, staff and residents, and the Hospital share responsibility for creating an appropriate learning environment that includes both formal learning activities and the attitudes, values, and informal "lessons" conveyed by individuals who interact with the Participating Student. The parties will cooperate to evaluate the learning environment (which may include on-site visits) to identify positive and negative influences on the maintenance of professional standards, and to conduct and develop appropriate strategies to enhance the positive and mitigate the negative influences.

4. **WITHDRAWAL OF PARTICIPATING STUDENTS.** Hospital may immediately remove a Participating Student from the Facility when in Hospital's discretion his or her clinical performance is unsatisfactory or his or her behavior is disruptive or detrimental to Hospital operations and/or Hospital's patients. In such event, School will immediately remove the Participating Student from the Clinical Program. It is understood that only School can dismiss the Participating Student from the Clinical Program. School may terminate a Participating Student's participating in the Clinical Program when it determines, in its sole discretion, that further participation by the student would no longer be appropriate.

5. **INDEPENDENT CONTRACTOR; NO OTHER BENEFICIARIES; EMPLOYMENT DISCLAIMER.**

(a) The Parties hereby acknowledge that they are independent contractors, and neither School nor any of its agents, representatives, Program Participants, or employees shall be considered agents, representatives, or employees of Hospital. In no event shall this Agreement be construed as establishing a partnership or joint venture or similar relationship between the Parties. School shall be liable for its own debts, obligations, acts and omissions, including the payment of all required withholding, social security and other taxes or benefits. No Program Participant shall look to Hospital for any salaries, insurance or other benefits. No Program Participant or other third person is entitled to, and shall not, receive any rights under this Agreement. Neither Party shall have the right or authority nor hold itself out to have the right or authority to bind the other Party and neither shall either Party be responsible for the acts or omissions of the other except as provided specifically to the contrary herein.

(b) Each Party acknowledges Participating Students will not be considered employees or agents of Hospital or School for any purpose related to this Agreement. Participating Students will not be entitled to receive any compensation from Hospital or School or any benefits of employment from Hospital or School in exchange for their activities related to this Agreement, including health care or workers' compensation benefits, vacation, sick time, or other direct or indirect benefit of employment.

(c) School acknowledges that Hospital has not and is not obligated to implement or maintain insurance coverage for the benefit or protection of School or Program Participants.

6. **NON-DISCRIMINATION**. There shall be no discrimination on the basis of race, national origin, religion, creed, sex, sexual orientation, gender identity, age, veteran status, or disability in either the selection of Participating Students, or as to any aspect of the Clinical Program; provided, however, that with respect to a disability, the disability must not be such as would, even with reasonable accommodation, in and of itself preclude the Program Participant's effective participation in the Clinical Program.

7. **INDEMNIFICATION**. The Parties understand and acknowledge that, pursuant to Florida Statutes § 768.28(9) the exclusive remedy for injury or damage suffered as a result of an act, event, or omission of an officer, employee, or agent of the School shall be by action against the School. Accordingly, School agrees to be fully liable for its acts of negligence or its agents' acts of negligence when acting within the scope of employment or agency and agrees to be liable for any damage resulting from said negligence. Nothing herein is intended to serve as a waiver of sovereign immunity by the School and/or the Florida State Board of Education. Nothing herein shall be construed as consent by a state agency, public body corporate, or political subdivision of the State of Florida to be sued except as permitted by Section 768.28 Florida Statutes. The Parties acknowledge that this contractual relationship with School does not create or extend sovereign immunity to any other person or entity. Any damages allocated against the School, as prescribed by Section 766.112, Florida Statutes, are not subject to reallocation under the doctrine of joint-and-several liability to codefendants of School in professional liability actions.

8. **CONFIDENTIALITY.** School will and will advise Program Participants to keep strictly confidential and hold in trust all non-public information of Hospital, including all patient information, and refrain from disclosing such confidential information to any third party without the express prior written consent of Hospital, provided that the minimum necessary confidential information may be disclosed pursuant to valid legal process after Hospital is permitted an opportunity to minimize the potential harmful effects of such disclosure. School 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 as authorized by Hospital. These confidentiality requirements survive the termination or expiration of the Agreement. In addition to the requirements set forth in this Section, Program Participants shall abide by the terms of Exhibit B.

9. **TERM; TERMINATION.**

(a) The term of this Agreement will commence on the Effective Date and will continue for two (2) years unless terminated as provided below (the "Term").

(b) Either Party may terminate this Agreement at any time without cause upon at least sixty (60) calendar days prior written notice to the other Party, provided that all Participating Students participating in the Program at the time of notice of termination or who are already scheduled to train at the Facility shall be given the opportunity to complete the then-current Program rotation or previously scheduled clinical assignment.

(c) The Parties may terminate this Agreement at any time by mutual written agreement.

(d) Hospital may immediately terminate this Agreement at any time upon notice to School in the event of a breach of Section 10 of this Agreement.

10. **REPRESENTATIONS AND WARRANTIES.**

(a) School hereby represents to Hospital as of the Effective Date and warrants to Hospital for the

Term that:

(i) School and its Program Participants: (A) are not excluded, debarred, or otherwise ineligible to participate in the Federal health care programs as defined in 42 U.S.C. Section 1320a-7b(f) (the "Federal health care programs"); (B) are not convicted of a criminal offense related to the provision of health care items or services but has not yet been excluded, debarred or otherwise declared ineligible to participate in the Federal health care programs, and (C) are not under investigation or otherwise aware of any circumstances which may result in the School, or a Program Participant being excluded from participation in the Federal health care programs; and

(ii) in the aggregate, School and all of School's affiliates compensate all physician employees and physician contractors (if any) (A) in an amount that is consistent with fair market value for actual services provided, and (B) in a manner that does not vary with or take into account the volume or value of patient referrals to, or other business generated for, Hospital or any of Hospital's affiliates. Furthermore, all of School's and its affiliates' compensation arrangements with physician employees and physician contractors are memorialized in a signed written agreement or other satisfy an exception to the Stark Law physician referral prohibitions provided in 42 U.S.C. § 1395nn(a)(1).

(b) The representation and warranty set forth above is an ongoing representation and warranty for the Term of this Agreement. School will immediately notify Hospital in writing of any change in status of the representation and warranty set forth in this section.

11. **TRAVEL EXPENSES**. No expense of School or of a Program Participant will be paid or reimbursed by Hospital unless that expense is approved by Hospital in writing in advance and is incurred and documented in accordance with applicable Hospital travel and expense policies.

12. **USE OF NAME OR LOGO**. Neither Party will use the names, logos or marks associated with the other Party without the express written consent of the Party who is associated with the name, logo or marks. Further, School will cause Program Participants not to use the names, logos or marks associated with Hospital without the express written consent of Hospital in each case.

13. **ENTIRE AGREEMENT.** This Agreement and its Exhibits set forth the entire Agreement with respect to the subject matter hereof and supersedes all prior agreements, oral or written, and all other communications between the Parties relating to such subject matter. This Agreement may not be amended or modified except by mutual written agreement of the Parties. All continuing covenants, duties and obligations herein shall survive the expiration or earlier termination of this Agreement.

14. **SEVERABILITY.** If any provision of this Agreement is held to be invalid or unenforceable for any reason, this Agreement shall remain in full force and effect in accordance with its terms disregarding such unenforceable or invalid provision.

15. **CAPTIONS.** The captions contained herein are used solely for convenience and shall not be deemed to define or limit the provisions of this Agreement.

16. **NO WAIVER.** Delay or failure to exercise any right or remedy hereunder will not impair such right or remedy or be construed as a waiver thereof. Any single or partial exercise of any right or remedy will not preclude any other or further exercise thereof or the exercise of any other right or remedy.

17. **GOVERNING LAW.** This Agreement shall be governed and construed in accordance with the laws of the state in which Hospital is located. Venue for all disputes arising in connection with this Agreement will be in the federal or state courts with jurisdiction for the area where the Hospital is located.

18. **ASSIGNMENT; BINDING EFFECT.** School may not assign or transfer any of its rights, duties or obligations under this Agreement, in whole or in part, without the prior written consent of Hospital. This Agreement shall inure to the benefit of, and be binding upon, the Parties and their respective successors and permitted assigns.

19. **NOTICES.** All notices hereunder by either Party to the other shall be in writing, delivered personally, by certified or registered mail, return receipt requested, or by overnight courier, and shall be deemed to have been duly given when delivered personally or when deposited in the United States mail, postage prepaid, addressed as follows:

If to Hospital:	HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital 2020 59th St West Bradenton, FL 34209 **Attention: Chief Executive Officer**
Copy to:	HCA One Park Plaza, Bldg. 1, 2 West Nashville, TN 37203 **Attention: Operations Counsel**
If to School:	School Board of Manatee County, Florida 5520 Lakewood Ranch Blvd Bradenton FL 34211 **Attention: Associate Dean of Student Affairs**

or to such other person or place as either Party may from time to time designate by written notice to the other Party.

20. **COUNTERPARTS.** This Agreement may be executed in multiple parts (by facsimile transmission or otherwise) and each counterpart shall be deemed an original, and all of which together shall constitute but one agreement. Electronic signatures will be considered originals.

21. **HIPAA REQUIREMENTS.** To the extent applicable to this Agreement, School agrees to comply with the Health Information Technology for Economic and Clinical Health Act of 2009 (the "HITECH ACT"), the Administrative Simplification provisions of the Health Insurance Portability and Accountability Act of 1996, as codified at 42 USC § 1320d through d-8 ("HIPAA") and any current and future regulations promulgated under either the HITECH Act or HIPAA including without limitation the federal privacy regulations contained in 45 C.F.R. Parts 160 and 164 (the "Federal Privacy Regulations"), the federal security standards contained in 45 C.F.R. Parts 160, 162 and 164 (the "Federal Security Regulations") and the federal standards for electronic transactions, all as may be amended from time to time, and all collectively referred to herein as "HIPAA Requirements". School further agrees not to use or disclose any Protected Health Information (as defined in 45 C.F.R. § 164.103) or Individually Identifiable Health Information (as defined in 42 USC § 1320d), other than as permitted by HIPAA Requirements and the terms of this Agreement. School will and will cause Program Participants to enter into any further agreements as necessary to facilitate compliance with HIPAA Requirements.

22. **NO REQUIREMENT TO REFER.** Nothing in this Agreement requires or obligates School to cause the admittance of a patient to Hospital or to use Hospital's services. None of the benefits granted pursuant to this Agreement are conditioned on any requirement or expectation that the Parties make referrals to, be in a position to make or influence referrals to, or otherwise generate business for the other Party. Neither Party is restricted from referring any services to, or otherwise generating any business for, any other entity of their choosing.

23. **NO PAYMENTS.** No payments will be made between the Parties in connection with this Agreement.

24. **RECITALS**. The Recitals to this Agreement shall be an enforceable part of this Agreement, binding on the Parties as if fully set forth herein.

25. **EQUITABLE REMEDIES**. School acknowledges that the injury which might be suffered by Hospital in the event of any breach by School or non-compliance by Program Participants with the terms and conditions of this Agreement would be of a nature which could not be fully compensated for solely by a recovery of monetary damages, and accordingly agrees that in the event of any such breach or threatened breach, in addition to and not in lieu of any damages sustained by Hospital and any other remedies which Hospital may pursue hereunder or under applicable law, Hospital shall have the right to equitable relief, including issuance of a temporary restraining order, preliminary injunction and/or permanent injunction by any court of competent jurisdiction, against the commission or continuation of such breach or threatened breach, without the necessity of proving any actual damages or the posting of any bond.

WHEREFORE, authorized representatives of each Party hereby execute this Agreement as of the Effective Date.

SCHOOL

School Board of Manatee County, Florida

By:_____

Title: Board Chair

Date:_____

By:_____

Title: Superintendent

Date:_____

HOSPITAL

HCA Health Services of Florida, Inc. d/b/a HCA Florida Blake Hospital

By:_____

Title:_____

Date:_____

EXHIBIT A

STATEMENT OF RESPONSIBILITY

For and in consideration of the benefit provided the undersigned in the form of experience in a clinical setting at _____ ("Hospital"), the undersigned and his/her heirs, successors and/or assigns do hereby covenant and agree to assume all risks and be solely responsible for any injury or loss sustained by the undersigned while participating in the Program operated by: _____ ("School") at Hospital unless such injury or loss arises solely out of Hospital's gross negligence or willful misconduct.

_____ _____

Signature of Program Participant/Print Name Date

_____ _____

Parent or Legal Guardian Date
If Program Participant is under 18 / Print Name

Exhibit B

Workforce Member Confidentiality and Security Agreement

I understand that the HCA affiliated entity(ies) (the "Company") for which I am a Workforce Member (my "Engagement") manages health information and has legal and ethical responsibilities to safeguard the privacy of its patients and their personal and health information ("Patient Information"). "Workforce Member" means employees, employed Licensed Independent Practitioners (LIPs) (*e.g.*, employed/managed physicians), employed Advanced Practice Professionals (APPs), residents/fellows, students (*e.g.*, nursing, medical, and interns), faculty/instructors, contractors (*e.g.*, HealthTrust Workforce Solutions (HWS), travelers, network/per diem staff, or dependent healthcare professionals and/or contracted through another temporary staffing agency), and volunteers.

Additionally, the Company must protect its interest in, and the confidentiality of, any information it maintains or has access to, including, but not limited to, financial information, marketing information, Human Resource Information, (as defined below), payroll, business plans, projections, sales figures, pricing information, budgets, credit card or other financial account numbers, customer and supplier identities and characteristics, sponsored research, processes, schematics, formulas, trade secrets, innovations, discoveries, data, dictionaries, models, organizational structure and operations information, strategies, forecasts, analyses, credentialing information, Social Security numbers, passwords, PINs, and encryption keys (collectively, with patients' information, "Confidential Information"). The Company must also protect Company Property (such as inventions, software, trade secrets, and Developments (as defined below)).

During the course of my Engagement with the Company, I understand that I may access, use, or create Confidential Information. I agree that I will access and use Confidential Information only when it is necessary to perform my job-related duties and in accordance with the Company's policies and procedures, including, without limitation, its Privacy and Security Policies (available at http://hcahealthcare.com/ethics-compliance/ and the Information Protection Page of the Company's intranet). I further acknowledge that I must comply with such policies, procedures, and this Confidentiality and Security Agreement (the "Agreement") at all times as a condition of my Engagement and in order to obtain authorization for access to Confidential Information and/or Company systems. I acknowledge that the Company is relying on such compliance and the representations, terms and conditions stated herein.

General

1. I will act in the best interest of the Company and, to the extent subject to it, in accordance with its Code of Conduct at all times during my Engagement with the Company.
2. I have no expectation of privacy when using Company systems and/or devices. The Company may log, access, review, and otherwise utilize information stored on or passing through its systems, devices and network, including email.
3. Any violation of this Agreement may result in the loss of my access to Confidential Information and/or Company systems, or other disciplinary and/or legal action, including, without limitation, suspension, loss of privileges, and/or termination of my Engagement with the Company, at Company's sole discretion in accordance with its policies.

Patient Information

4. I will access and use Patient Information only for patients whose information I need to perform my assigned job duties in accordance with the HIPAA Privacy and Security Rules (45 CFR Parts 160—164), applicable state and international laws (*e.g.*, the European Union General Data Protection Regulation), and applicable Company policies and procedures, including, without limitation, its Privacy and Security Policies (available at

http://hcahealthcare.com/ethics-compliance/ and the Information Protection Page of the Company's intranet).

5. I will only access, request and disclose the minimum amount of Patient Information needed to carry out my assigned job duties or as needed for treatment purposes.

6. By accessing or attempting to access Patient Information, I represent to the Company at the time of access that I have the requisite job-related need to know and to access the Patient Information.

Protecting Confidential Information

7. I acknowledge that the Company is the exclusive owner of all right, title and interest in and to Confidential Information, including any derivatives thereof.
8. I will not publish, disclose or discuss any Confidential Information (a) with others, including coworkers, peers, friends or family, who do not have a need to know it, or (b) by using communication methods I am not specifically authorized to use, including personal email, Internet sites, Internet blogs or social media sites.
9. I will not take any form of media or documentation containing Confidential Information from Company premises unless specifically authorized to do so as part of my job and in accordance with Company policies.
10. I will not transmit Confidential Information outside the Company network unless I am specifically authorized to do so as part of my job responsibilities. If I am authorized to transmit Confidential Information outside of the Company, I will ensure that the information is encrypted according to Company Information Security Standards and ensure that I have complied with the External Data Release policy and other applicable Company privacy policies.
11. I will not retain Confidential Information longer than required by the Company's Record Retention policy.
12. I will only reuse or destroy media in accordance with the Company's Information Security Standards.
13. I acknowledge that in the course of performing my job responsibilities I may have access to human resource information which may include compensation, age, sex, race, religion, national origin, disability status, medical information, criminal history, personal identification numbers, addresses, telephone numbers, financial and education information (collectively, "Human Resource Information"). I understand that I am allowed to discuss any Human Resource Information about myself and other employees if they self-disclose their information. I can also discuss Human Resource Information that does not relate to my individual employment or my job responsibilities and that is not in violation of any other provision in this Agreement.

Using Mobile Devices, Portable Devices and Removable Media

14. I will not copy, transfer, photograph, or store Confidential Information on any mobile devices, portable devices or removable media, such as laptops, smart phones, tablets, CDs, thumb drives, external hard drives, unless specifically required and authorized to do so as part of my Engagement with the Company.
15. I understand that any mobile device (smart phone, tablet, or similar device) that synchronizes Company data (*e.g.*, Company email) may contain Confidential Information and as a result, must be protected as required by Company Information Security Standards.

Doing My Part – Personal Security

16. I will only access or use systems or devices I am authorized to access, and will not demonstrate the operation or function of systems or devices to unauthorized individuals.
17. I will not attempt to bypass Company security controls.

18. I understand that I will be assigned a unique identifier (*i.e.*, 3-4 User ID) to track my access and use of Company systems and that the identifier is associated with my personal data provided as part of the initial and/or periodic credentialing and/or employment verification.
19. In connection with my Engagement, I will never:
    a. disclose or share user credentials (*e.g.*, password, SecurID card, Tap n Go badge, etc.), PINs, access codes, badges, or door lock codes;
    b. use another individual's, or allow another individual to use my, user credentials (*e.g.*, 3-4 User ID and password, SecurID card, Tap n Go badge, etc.) to access or use a Company computer system or device;
    c. allow a non-authorized individual to access a secured area (*e.g.*, hold the door open, share badge or door lock codes, and/or prop the door open);
    d. use tools or techniques to break, circumvent or exploit security measures;
    e. connect unauthorized systems or devices to the Company network; or
    f. use software that has not been licensed and approved by the Company.
20. I will practice good workstation security measures such as locking up media when not in use, using screen savers with passwords, positioning screens away from public view, and physically securing workstations while traveling and working remotely.
21. I will immediately notify my manager, Facility Information Security Official (FISO), Director of Information Security Assurance (DISA), Facility Privacy Official (FPO), Ethics and Compliance Officer (ECO), or Facility or Corporate Client Support Services (CSS) help desk or if involving the United Kingdom, the Data Protection Officer (DPO), Information Governance Manager, Caldicott Guardian, Heads of Governance (HoG), Division Chief Information Security Officer (CISO) if:
    a. my user credentials have been seen, disclosed, lost, stolen, or otherwise compromised;
    b. I suspect media with Confidential Information has been lost or stolen;
    c. I suspect a virus or malware infection on any system;
    d. I become aware of any activity that violates this Agreement or any Company privacy or security policies; or
    e. I become aware of any other incident that could possibly have any adverse impact on Confidential Information or Company systems.

Upon Separation

22. I agree that my obligations under this Agreement will continue after termination or expiration of my access to Company systems and Company Information.
23. At the end of my Engagement with the Company for any reason, I will immediately:
    a. securely return to the Company any Confidential Information, Company related documents or records, and Company owned media (*e.g.*, smart phones, tablets, CDs, thumb drives, external hard drives, etc.). I will not keep any copies of Confidential Information in any format, including electronic; and
    b. un-enroll any non-Company owned devices from the Company Enterprise Mobility Management System, if applicable.

Except to the Extent Otherwise Agreed in a Separate Agreement, the Following Statements Apply to All Workforce Members

24. I shall promptly disclose to the Company all Company Property that I develop during my Engagement. "Company Property" means any subject matter (including inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, software, databases, confidential information and trade secrets), whether belonging to the Company or others, that, directly or indirectly: (i) I author, make, conceive, first reduce to practice, or otherwise create or develop, whether alone or with others using any Company equipment, supplies, facilities, or Confidential Information, or (ii) otherwise arises from work performed by me for the Company, its employees, or agents, (each of the foregoing, a

"Development").

25. As between me and the Company, all Company Property is the property of the Company or its designee, and all copyrightable Developments that I create within the scope of my employment are "works made for hire."
26. I agree to assign, and do hereby irrevocably assign, to the Company or its designee all of my right, title, and interest in and to any and all Developments, together with all intellectual property and other proprietary rights therein or arising therefrom, including any registrations or applications to register such rights and the right to sue for past, present, or future infringements or misappropriations thereof.

27. During and after my Engagement, I agree to execute any document and perform any act to effectuate, perfect, enforce, and defend the Company's rights in any Development. I hereby appoint the Company and its authorized agent(s) as my attorney in fact to execute such documents in my name for these purposes, which power of attorney shall be coupled with an interest and shall be irrevocable, if I fail to execute any such document within five (5) business days.
28. If there is a conflict between a term in Sections 24 through 28 and a term separately agreed to in writing with the Company, the term set forth in the separate agreement will control.

By signing this document, I acknowledge that I have read and understand this Agreement, and I agree to be bound by and comply with all the representations, terms and conditions stated herein.

Signature:	Date:
Printed Name:	3/4 ID:

EXHIBIT C

Attestation of Satisfactory Background Investigation

On behalf of _____ [Name of Volunteer Organization, School, Contract Services Entity, or Staffing Agency], I acknowledge and attest to _____ [Name of facility] ("Hospital") that we own, and have in our possession, a background investigation report on the individual identified below. Such background investigation is satisfactory in that it:

____ verifies the Subject's Social Security Number
____ does not reveal any criminal activity;
____ confirms the individual is not on either the GSA or OIG exclusion lists;
____ confirms the individual is not on a State exclusion list, if any;
____ confirms the individual is not listed as a violent sexual offender;
____ confirms this individual is not on the U.S. Treasury Department's Office of Foreign Assets Control list of Specially Designation Nationals; and
____ no other aspect of the investigation required by Hospital reveals information of concern; and

This attestation is provided in lieu of providing a copy of the background investigation.

Identified Individual Subject to the Background Investigation:

Name:_____

Address:_____

Date of Birth:_____

Social Security Number:_____

_____
Signature

_____
Printed Name

_____
[Name of Organization]

Date:_____

SCHOOL DISTRICT OF MANATEE COUNTY
Rider to Agreement

1. CONFLICTING TERMS: In the event of a conflict between the terms of the contract (including any and all attachments thereto and amendments thereof) and the terms of this rider shall control.

2. THIRD PARTY BENEFICIARIES: The parties to this Agreement do not intend that this Agreement benefit any third party, and nothing herein should be construed as consent by either party to be sued by third parties in any matter arising out of this Agreement

3. Indemnification: To the extent permitted by Florida law, each Party shall indemnify, defend, save and hold harmless the others, all their officers, agents or employees from all suits, actions, claims, demands, liability of any nature whatsoever arising out of or related to the indemnifying Party's own negligent or wrongful acts or omissions or those of its subcontractors, agents or employees. Nothing herein is intended to serve as a waiver of sovereign immunity or the express limitations of Section 768.28, Florida Statutes. The Parties agree to promptly notify one another of any claims and to cooperate in the defense of all claims towards a goal of settling or otherwise disposing of all claims in a manner that is mutually agreeable to both parties. The indemnification provisions of this Agreement shall survive termination of this Agreement for any claims that may be filed after the termination date of the Agreement, provided the claims are based upon actions that occurred during the performance of this Agreement.

4. SOVEREIGN IMMUNITY: The parties acknowledge and agree that the School, as a political subdivision of the State of Florida, is a sovereign entity that is by law immune from suit except to the extent specified in 768.28 of Florida Statutes. No provision of the agreement shall constitute, or be interpreted as, a waiver of sovereign immunity, and all defenses relative to sovereign immunity shall be preserved.

5. CONFIDENTIALITY: Confidentiality is subject to the Florida Public Records Act and all Federal, State and Local Statutes, including but not limited to Trademark Protection, Copyright protection, Family Educational Rights and Privacy Act of 1996, Health Insurance Portability and Accountability Act of 1996, Family Medical Leave Act of 1993, Americans with Disabilities Act of 1990, and Genetic Information Non Discrimination Act of 2008.

ACCESS TO AND RETENTION OF DOCUMENTATION: The School, the United States Department of Education, the Comptroller General of the United States, the Florida Department of Education or any of their duly authorized representatives shall have access to any books, documents, papers, and records of the Affiliating Site which are directly pertinent to work and services to be performed under this agreement for the purpose of audit, examination, excerpting and transcribing. The parties will retain all such required records, and records required under any state or federal rules, regulations or laws respecting audit, for a period of three (3) School fiscal years after completion or termination of this Agreement.

6. COMPLIANCE WITH THE PUBLIC RECORDS ACT: By entering into this Agreement, Hospital acknowledges that the portion of its books and records related to this Agreement may become subject to inspection and copying under the Florida Public Records Act, and that it will in all respects comply with any requirements of that Act. Pursuant to Section 119.0701, Florida Statutes, because Affiliating Site is performing services on behalf of School, Contractor shall:

   a. Keep and maintain public records required by District to perform pursuant to the Agreement.

   b. Upon request from School's custodian of public records (identified below), provide School with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law.

   c. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement term and following completion of the Agreement if Contractor does not transfer the records to District.

   d. Upon completion of this Agreement, transfer, at no cost, to School all public records in possession of Hospital or keep and maintain public records required by School to perform the service. If Hospital transfers all public records to School upon completion of this Agreement, Hospital shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Hospital keeps and maintains public records upon completion of this Agreement, Hospital shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to School, upon request from District's custodian of public records, in a format that is compatible with the information technology systems of School.

CUSTODIAN OF PUBLIC RECORDS: IF THE HOSPITAL HAS QUESTIONS REGARDING THE APPLICABILITY OF CHAPTER 119, FLORIDA STATUTES,

TO THE HOSPITAL S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS MEMORANDUM OF UNDERSTANDING, CONTACT THE CUSTODIAN OF PUBLIC RECORDS: PUBLIC RECORDS CUSTODIAN 215 MANATEE AVENUE W. BRADENTON, FLORIDA, 34205 (941) 708-8770 PUBLICRECORDS@MANATEESCHOOLS.NET

THE SCHOOL DISTRICT OF MANATEE COUNTY

Date_____ By: _____
Superintendent, School District of Manatee County

Date_____ By: _____
Chair, School Board of Manatee County

Date_____ By: _____
General Counsel

HOSPITAL

Date 1/8/25 By: _____
(Affiliating Site Authorized Signature)

Name Steve Young

Title: CEO

Vendor Affidavit Regarding the Use of Coercion for Labor and Services

Vendor Name: HCA Florida Blake Hospital

Address: 2020 59th Street West Bradenton, FL 34209

Phone Number: 941-792-6611

Authorized Representative's Name: Steve Young

Authorized Representative's Title: Chief Executive Officer

Email Address: Steve.Young@hcahealthcare.com

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School District of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

Signature of Authorized Representative

Health Care Indemnity, Inc.
2515 Park Plaza, Building 2-3E
Nashville, TN 37203
Phone: 615-344-5193
Fax: 855-775-0393
Email:Corp.Insurance@HCAHealthcare.com

Certificate of Insurance

Date: 07/08/2025

COI#: 145538 - 2025

This is to certify to:
(Name of Certificate Holder)

School Board of Manatee County, Florida
5520 Lakewood Ranch Blvd.
Bradenton, FL 34211

that the described insurance coverages as provided by the indicated policy has been issued to:

Named Insured: HCA HEALTHCARE, INC. AND SUBSIDIARY ORGANIZATIONS
Address: EXISTING NOW OR HEREAFTER CREATED OR ACQUIRED
ONE PARK PLAZA
NASHVILLE, TN 37202-0550

The Policy identified below by a policy number is in force on the date of Certificate issuance. Insurance is afforded only with respect to those coverages for which a specific limit of liability has been entered and is subject to all the terms of the Policy having reference thereto. This Certificate of Insurance neither affirmatively nor negatively amends, extends or alters the coverage afforded under any policy identified herein.

POLICY NO.	POLICY PERIOD
HCI-10125	Effective: 1/1/2025 Expiration: 1/1/2026

TYPE OF INSURANCE	LIMITS OF LIABILITY	
Comprehensive General Liability - Occurrence Form • Bodily Injury • Property Damage • Products and Completed Operations • Personal and Advertising Injury	$1,000,000 $3,000,000	Each and Every Occurrence Aggregate
Health Care Professional Liability Occurrence Form	$1,000,000 $3,000,000	Each and Every Occurrence Aggregate

SPECIAL CONDITIONS/OTHER COVERAGES:

The Named Insured Includes: HCA Florida Blake Hospital COID: 30949

With regards to the School Affiliation Agreement dated July 8th, 2025

Cancellation: Should any of the above described policies be canceled before the expiration date thereof, the issuing company will endeavor to mail ninety days written notice to the above named certificate holder, but failure to mail such notice shall impose no obligation or liability of any kind upon the company.

Countersigned (Authorized Signature)

Authorized Signature

DIVISION OF CORPORATIONS



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Submit

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Fictitious Name Detail

Fictitious Name

HCA FLORIDA BLAKE HOSPITAL

Filing Information

Registration Number	G21000071375
Status	ACTIVE
Filed Date	05/26/2021
Expiration Date	12/31/2026
Current Owners	1
County	MANATEE
Total Pages	1
Events Filed	NONE
FEI/EIN Number	NONE

Mailing Address

ONE PARK PLAZA
LEGAL DEPT.
NASHVILLE, TN 37203

Owner Information

HCA HEALTH SERVICES OF FLORIDA, INC.
ONE PARK PLAZA
NASHVILLE, TN 37203
FEI/EIN Number: 62-1113740
Document Number: 698290

Document Images

05/26/2021 -- Fictitious Name Filing View image in PDF format

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Florida Profit Corporation
HCA HEALTH SERVICES OF FLORIDA, INC.

Filing Information

Document Number	698290
FEI/EIN Number	62-1113740
Date Filed	08/07/1981
State	FL
Status	ACTIVE
Last Event	CORPORATE MERGER
Event Date Filed	11/25/2024
Event Effective Date	NONE

Principal Address

ONE PARK PLAZA
NASHVILLE, TN 37203

Changed: 04/22/2004

Mailing Address

P.O. BOX 750
NASHVILLE, TN 37202

Changed: 04/22/2004

Registered Agent Name & Address

CT CORPORATION SYSTEM
1200 SOUTH PINE ISLAND RD.
PLANTATION, FL 33324

Name Changed: 04/22/2002

Address Changed: 04/22/2002

Officer/Director Detail

Name & Address

Title DP

HAZEN, SAMUEL N
ONE PARK PLAZA
NASHVILLE, TN 37203

Title DSVP

WYATT, CHRISTOPHER F
ONE PARK PLAZA
NASHVILLE, TN 37203

Title DVPA

FRANCK, JOHN M, II
ONE PARK PLAZA
NASHVILLE, TN 37203

Title VPS

CLINE, NATALIE H
ONE PARK PLAZA
NASHVILLE, TN 37203

Title SVPT

Hackett, John M.
One Park Plaza
Nashville, TN 37203

Title VP

GRUBBS, RONALD L, Jr.
ONE PARK PLAZA
NASHVILLE, TN 37203

Annual Reports

Report Year	Filed Date
2023	04/20/2023
2024	04/22/2024
2025	04/25/2025

Document Images

04/25/2025 -- ANNUAL REPORT	View image in PDF format
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04/10/2012 -- ANNUAL REPORT	View image in PDF format
04/27/2011 -- ANNUAL REPORT	View image in PDF format
04/27/2010 -- ANNUAL REPORT	View image in PDF format
04/14/2009 -- ANNUAL REPORT	View image in PDF format
04/14/2008 -- ANNUAL REPORT	View image in PDF format
04/19/2007 -- ANNUAL REPORT	View image in PDF format
04/21/2006 -- ANNUAL REPORT	View image in PDF format
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08/07/1981 -- Filings Prior to 1995	View image in PDF format

Florida Department of State, Division of Corporations

AGENDA ITEM NO. 11.8

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Renewal Agreement Between the School District of Manatee County and Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant for Clinical Experience for Manatee Technical College (MTC) Nursing Students for the 2025-2028 School Years (No Financial Impact)

Executive Summary
The School Board has, over the years, contracted with providers for clinical experience and/or on-the-job training for district students.

In order for the students to participate in this type of clinical or on-the-job experience, it is necessary for the participating office to sign an agreement with the School District. The opportunity to receive this type of clinical experience is a great advantage to our students. Not only do they obtain a valuable hands-on learning experience, but also placements resulting in permanent jobs for the students after they finish their training.

A copy of the agreement is attached for review.

Clinical Providers for Nursing: Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 9
Advance career-centered programs across the District to provide quality post-high school education and employment opportunities

Recommendation
The Superintendent recommends approval of the renewal agreement between the School District of Manatee County and Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant for clinical experience for Manatee Technical College (MTC) Nursing students for the 2025-2028 school years (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Adult, Career and Technical Education
Initiated By: Dr. Paul Gansemer

Attachments:
Clinical Experience Agreement with Presbyterian Retirement Communities, Inc.

The School District of Manatee County, Florida
Affiliation Agreement for Clinical Practice
with Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant

This Agreement is entered into by and between The School District of Manatee County, Florida, (District) and **Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant**, a Florida (not for) profit corporation, (Affiliate).

WHEREAS, it is of mutual interest and benefit to District and Affiliate that the students enrolled in any of the District's Health Science Programs at Manatee Technical College (College) are provided the opportunity and benefit of clinical experience provided by Affiliate (Experience) at any location of Affiliate (Locations).

NOW, THEREFORE, in consideration of the premises, which are hereby deemed to be incorporated into this Agreement as an integral part hereof and not mere recital hereto, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Affiliate and District hereby agree as follows:

1. **DISTRICT RESPONSIBILITIES:** District shall perform all of the following duties and obligations with due diligence, due care and in good faith:

   A. **Educational Services and Coordinator:** District shall provide Affiliate with students enrolled in any of the District's Health Science Programs who have demonstrated a basic level of proficiency and ability to perform technical skills as required by their specific program (Students). District shall also provide the requisite instruction, supervision and guidance to Students as appropriate and required for the clinical phase of their respective program. District hereby authorizes the Director of the College programs to designate one or more coordinators to oversee the Experience on behalf of the District (Coordinators). The Coordinators shall 1) make periodic visits to the Locations, 2) upon request, provide evidence of all initial and periodic reasonable background checks, health screens and drug tests that are conducted or obtained by, or are verified as acceptable to Affiliate, 3) collaborate with assigned Affiliate personnel at the Locations to ensure that Students meet identified curriculum competencies. The Coordinators shall have the authority, after consultation with Affiliate's representative at the Location, to remove the Student from the Experience, if deemed appropriate at the Coordinator's sole discretion.

   B. **Patient Records:** The District shall ensure that all required patient records relating to the educational services rendered by its personnel and students are prepared and maintained in accordance with applicable Florida and Federal law and any other requirements that may be imposed by Affiliate or any applicable Payor. All such records shall be delivered to and maintained by District and in accordance with its policies and procedures. The District shall ensure that its personnel and Students at all times maintain the confidentiality of medical records in accordance with

applicable laws and regulations.

2. **AFFILIATE RESPONSIBILITIES:** Affiliate shall perform all of the following duties and obligations with due diligence, care, and in good faith:

A. Personnel of Affiliate will recognize Students as participants in the Experience, and will be willing to cooperate as appropriate to make arrangements for teaching situations for Students that will contribute to their growth and development of skills.

B. Affiliate shall certify to the District that it is licensed and fully accredited by an appropriate accrediting body and that the individuals responsible for direction of Students are licensed/certified in the State of Florida.

C. Affiliate shall not compensate Students for their participation in the Experience.

D. Affiliate shall provide adequate time for orientation of Students to the Location(s).

E. Affiliate shall ensure that Students, when participating in the Experience at any Affiliate Location, will at all times be under the direct supervision by designated personnel who is/are licensed/certified by the State of Florida.

F. Affiliate shall ensure that all assignments for Students at Locations shall comply with the applicable prevailing professional standards of care and that all applicable state statutes, ratios, guidelines shall be followed by Affiliate.

G. Affiliate shall, at the end of the Experience for each of the Students, complete an evaluation for each individual student in terms of their personal abilities, knowledge and performance of skills. The evaluation report will be developed, in collaboration with the Coordinator, by an employee designated by Affiliate who has direct knowledge of the student's performance in the area in which the student gains experience.

H. Affiliate shall provide Students with emergency medical care (first-aid) in the event of an accident or injury. In the event of accident, injury, or serious illness of any student, Affiliate will immediately notify the Assistant Director of the College and the Coordinator. Affiliate shall not be responsible for notifying the appropriate emergency contact for Students; all responsibility to notify appropriate emergency contacts for Students shall fall upon the District and specifically the Coordinator.

I. Affiliate and District agree that Students will be subject to the rules and regulations of Affiliate. Affiliate shall have the right to discontinue the training of any Students at its Locations, upon consultation with the Coordinator.

J. Affiliate and District agree that Students may be scheduled for assignment during regular operating hours of Affiliate.

K. Affiliate accepts ultimate responsibility for the quality of patient care.

3. **PROVISION OF FACILITIES AND EQUIPMENT:** Affiliate shall provide appropriate space designated for the Experience, plus any equipment, expendable supplies and services necessary for the proper operation of the Experience. In connection with the foregoing, Affiliate shall be responsible for compliance by its facility and its personnel with any state or federal statutes, regulations, rulings or orders related to safe work practices and environment.

4. **PROVISION OF EDUCATIONAL EXPERIENCE:** Affiliate shall, as a part of and in furtherance of the Experience, provide the following:

   A. Observational educational and practice experiences in the patient units and clinics and in other departments.

   B. Orientation of the Students and District personnel to the Locations, physical facilities, policies, and procedures of Affiliate and Locations, as required.

   C. Use and/or patronage of any Affiliate cafeterias or similar areas at Locations by Students and District personnel, if available, at the sole cost and expense of the user/patron.

   D. Proof acceptable to the District that Locations and facilities of Affiliate are properly licensed and fully accredited by the appropriate accrediting body and that the individuals responsible for directing Students are properly licensed in the State of Florida.

5. **NONDISCRIMINATION AND ANTI-HARASSMENT:** District and Affiliate shall not discriminate nor tolerate harassment on the basis of race, color, national origin, sex (including sexual orientation, gender status, or gender identity), disability (including HIV, AIDS, or sickle cell trait), pregnancy, marital status, age (except as authorized by law), religion, military status, ancestry, or genetic information, or any other classes which are considered protected classes by State and/or Federal law.

6. **INCIDENT/INJURY REPORTING:** District shall be responsible for advising its personnel and Students to report any incident/injury that occurs during the Experience or that is witnessed as having occurred at any Location of Affiliate. Affiliate shall be responsible for implementing the post-exposure protocols in Exhibit A. Neither the District, College, Affiliate, nor their respective personnel shall be responsible for any medical care, counseling or other necessary follow up as a consequence of such incident/injury. The District shall be responsible for compliance by the District and the School, by their respective personnel, and by the Students with any state or federal statutes, regulations, rulings or orders related to safe work practices and environment. District and Affiliate shall follow the post-exposure evaluation protocols established in Exhibit A and shall require their respective personnel and Students to comply with same.

7. **INSURANCE:** During the term of this Agreement and any extension thereof, District shall maintain, at its own cost and expense, professional liability insurance for all assigned students with minimum coverage of at least $1 million per occurrence and $3 million in the aggregate. If such coverage is pursuant to a claims-made policy, and it is terminated for any reason during the term of this Agreement or during a period of three (3) years after the termination of this Agreement, then District will obtain and maintain tail or prior acts coverage for a period of three (3) years after termination thereof. In addition, District agrees to maintain general liability insurance to cover its actions and those of its personnel and Workers' Compensation coverage (in such amounts as may be required by law) for its personnel. Upon request of Affiliate, District will provide a certificate of insurance verifying coverage, and District will notify Affiliate in writing within two (2) business days of any cancellation or adverse modification of such insurance coverage. If District fails to obtain or maintain the insurance required hereunder, Affiliate at its option may terminate this Agreement.

Affiliate shall obtain and maintain professional liability and general liability insurance in the minimum amounts of $1 million per occurrence and $3 million in the aggregate per annum that provides coverage for activities that Affiliate and their employees participate in pursuant to this Agreement. Evidence of professional and general liability insurance coverage shall be provided to District annually unless requested earlier. Affiliate shall give District thirty (30) days prior written notice to the extent Affiliate has such notice of impending cancellation or termination of such insurance and, upon cancellation or termination thereof, shall immediately notify District. In the event that Affiliate maintains claims-made coverage, and Affiliate's coverage is terminated within three (3) years of the date on which District ceases to participate or have Students participate in the Experience or District employees facilitate participation in the Experience pursuant to this Agreement, Affiliate Site shall obtain "tail coverage," or other prior acts coverage, if such coverage is available, in the amount stated above until the expiration of three (3) years from the last date on which District, any Student or any District employee participated or facilitated in the Experience, as contemplated by this Agreement. Failure to secure and maintain the insurance coverage required by this Agreement shall constitute a material default and the Agreement may be terminated by District.

8. **INDEPENDENCE OF THE PARTIES:** In the performance of their separate businesses, it is understood and agreed by Affiliate and District that each shall be, and at all times is, an independent and unrelated entity acting and performing as a separate business. Accordingly, none of the provisions of this Agreement are intended to create, nor shall be deemed or construed to create any relationship between District and Affiliate other than that of independent entities contracting with each other solely for the purpose of achieving the provisions of this Agreement. The parties hereto shall be considered to be independent, and neither of them, nor any of their respective representatives, employees or agents shall be construed to be the agent, employee, servant or representative of the other.

9. **TERM; EXTENSION; TERMINATION:**

A. Term and Extension: This Agreement shall be in effect for a period of three school

years commencing on the date of execution by all parties and terminating on June 30, 2025. The parties may agree to mutually extend the Agreement for a period of three additional years in writing on or before June 30, 2028.

B. Termination for Cause: Affiliate shall be considered in material breach of this Agreement and such breach will be considered cause for District to terminate this Agreement, in whole or in part, as further set forth herein, for any of the following reasons: (1) failure to properly and timely perform in accordance with the Agreement; (2) the bankruptcy or insolvency or a general assignment for the benefit of creditors by Affiliate or by any of Affiliate's principals, partners, officers or directors; (3) failure to obey laws, ordinances, regulations or other codes of conduct, or (4) otherwise materially breaching this Agreement. District shall promptly notify Affiliate in writing of the determination and the reason(s) for the termination, together with the effective date of the termination. Payments made to Affiliate or recoveries by District under contracts terminated for cause shall be in accordance with the legal rights and liabilities of the parties under the laws of the State of Florida. Notwithstanding anything herein to the contrary, District may unilaterally terminate this Agreement for refusal by Affiliate to allow public access to all documents, papers, letters or other material subject to the provisions of Chapter 119, Florida Statutes, made or received by Affiliate in conjunction with this Agreement.

C. Termination for Convenience: Upon not less than 30 days advance written notice, District may terminate this Agreement, in whole or in part, for District's convenience and without cause in accordance with this clause.

D. Effect of Illegality: If a legislative body, a court of competent jurisdiction or an administrative agency having authority to regulate any of the parties, holds this Agreement or the obligations to be performed hereunder to be illegal under this Agreement, then the parties agree to engage in good faith negotiations towards amending the Agreement.

10. **MISCELLANEOUS PROVISIONS:**

A. Compliance with Jessica Lunsford Act: Affiliate shall comply with the Jessica Lunsford Act (JLA). Affiliate shall comply with Sections 1012.465, 1012.467, 1012.468, Florida Statutes, and all other applicable Florida laws governing background screening requirements, fingerprinting and criminal history checks. Affiliate and Affiliate's personnel who are permitted access on school grounds when students are present, who have direct contact with students or who have access to or control of school funds shall meet the screening requirements of Section 1012.32, Florida Statutes. Affiliate hereby indemnifies and holds harmless District for any claims made against District related to the failure of Affiliate or Affiliate's personnel to comply with any of the laws referenced in this paragraph or related to Affiliate's obligation to comply with the Jessica Lunsford Act and Florida law governing background screening requirements.

B. Assignment: Neither party may assign any of its rights or obligations hereunder, whether by operation of law or otherwise, without the prior written consent of the other party (not to be unreasonably withheld.) If this matter pertains to a school that becomes a charter school, this Agreement may be cancelled by District upon thirty days written notice and District shall be released of any and all obligations under this Agreement.

C. Entire Agreement: This Agreement constitutes the entire agreement between the parties and supersedes any and all prior agreements, proposals or representations, written or oral, concerning its subject matter. The parties shall not be bound by any terms, conditions, statements, warranties, or representations, written or oral, not contained herein.

D. Amendments; Waivers: No modification or amendment of any provision of this Agreement will be effective unless in writing and signed by both parties. The failure or neglect by any party to enforce any right under this Agreement shall not be deemed to be a waiver of that party's rights. A waiver shall not be effective unless it is in writing and signed by the party who possesses the right to waive enforcement of same.

E. Governing Law: This Agreement will be governed by the laws of the State of Florida, without regard to its conflicts of laws rules. Each party agrees to comply with all applicable laws in the performance of this Agreement. All disputes are to be resolved in Manatee County, Florida by binding Arbitration before the American Arbitration Association or other mutually agreed and similar forum. The costs of such dispute will be borne by the individual party.

F. Relationship of Parties: The parties are independent contractors. This Agreement does not create a partnership, franchise, joint venture, agency or employment relationship between the parties. It is expressly acknowledged that the District does not direct or control the work or services to be performed, or how to perform such work or services under this Agreement.

G. Indemnification: Affiliate shall defend, indemnify and hold harmless District, its officers, employees, and agents, and the School Board of Manatee County, Florida, and its members from any and all liability, losses or damages, including attorneys' fees and costs of defense, which District, its officers, employees, and agents, and the School Board of Manatee County, Florida, and its members may incur as a result of any claim, demand, suit, or cause of action or proceeding of any kind or nature arising out of, relating to, or resulting from the performance of this Agreement by Affiliate, its employees, officers and agents. The parties agree to promptly notify one another of any claims and to cooperate in the defense of all claims towards a goal of settling or otherwise disposing of all claims in a manner that is mutually agreeable to both parties. To the extent permitted by law, each party agrees to be fully responsible for its acts of negligence, or its employees' acts of negligence when acting within the scope of their

employment and agrees to be liable for any damages resulting from said negligence. The indemnification provisions of this Agreement shall survive termination of this Agreement for any claims that may be filed after the termination date of the Agreement provided the claims are based upon actions that occurred during the performance of this Agreement.

H. Confidentiality: The parties agree to maintain confidential records and information pursuant to applicable law, including, but not limited to, the Americans with Disabilities Act, the Family and Medical Leave Act, Family Educational Rights and Privacy Act, the Genetic Information Nondiscrimination Act, the Health Insurance Portability and Accountability Act. Regarding data storage and breaches, Affiliate shall employ commercial best practices for ensuring the security of all District data including, but not limited to, electronic, spoken and paper information accessed, used, created, maintained, disposed of, or otherwise handled in the course of Affiliate's performance of this Agreement. In the event of a breach of security as defined in Section 501.171, Florida Statutes, Affiliate shall notify District immediately, but no later than ten days following a determination of a breach of data security. Additionally, Affiliate shall fully cooperate, at its own expense, with District regarding District's statutory notification requirements. This cooperation includes law enforcement and auditors. Additionally, the parties acknowledge that District as a local governmental entity is subject to the State of Florida's public record laws. Should a request be made for disclosure of confidential records of Affiliate, District shall provide notice to the other party who may then, at its discretion, respond to the request. Should Affiliate not disclose the records or documents, Affiliate will defend and indemnify District for any fees and costs which are incurred or taxed against District because of the non-disclosure. Should Affiliate require confidential student information or personally identifiable information as a "school official," it may enter into a separate data privacy and sharing agreement with District.

I. Sovereign Immunity: Affiliate acknowledges and agrees that District does not waive its immunity and nothing herein, including the naming of District as an additional insured, shall be interpreted or deemed as a waiver of District's rights, including the limitation of waiver of immunity, as set forth in Section 768.28, Florida Statutes, or any other statutes, and District expressly reserves these rights to the full extent allowed by law. All defenses relative to sovereign immunity are expressly reserved by District

J. Contact with Students: Unless otherwise specified, Affiliate will not permit any employee, independent contractor, material men, supplier or anyone involved in any manner with work pursuant to this Agreement on District property. A violation of this provision shall result in immediate termination of the offender and issuance of a trespass notice from District. Affiliate shall be responsible for insuring compliance by all employees, independent contractors and subcontractors or other persons involved in any manner with work pursuant to this Agreement.

K. Standards of Conduct: Affiliate will be held to the same standards of conduct as District employees while conducting business with District. These standards, as defined in

District policies, will apply to Affiliate's employees and employees of Affiliate's subcontractors.

L. Severability: If any one or more of the provisions of this Agreement should be held contrary to law or public policy, or should for any reason whatsoever be held invalid or unenforceable by a court of competent jurisdiction, then such provision or provisions shall be null and void and shall be deemed separate from the remaining provisions of this Agreement, which remaining provisions shall continue in full force and effect, provided that the rights and obligations of the parties contained herein are not materially prejudiced and the intentions of the parties continue to be effective.

M. Force Majeure: The term "Force Majeure" means circumstances beyond the reasonable control of a party, (such as an act of God, a government restriction, a war, an insurrection, a labor dispute, a financial insolvency, an economic hardship, a strife, a failure of suppliers, communications or data systems) which delay or prevent the party from performing under the terms of this Agreement. Affected performance obligations will be suspended during the duration of the Force Majeure. In the event that the Force Majeure persists more than 90 days, the party may elect to terminate this Agreement for convenience upon written notice.

N. Equal Opportunity: Affiliate shall not discriminate on the basis of race, color, ethnicity, sex, national origin, religion, disability, pregnancy, age, ancestry, genetic information, or marital status.

O. Federal Debarment & Suspension Certification: A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR Part 1986 Comp., p. 189) and 12689 (3 CFR Part 1989 Comp., p. 235), ''Debarment and Suspension.'' SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

P. Compliance With The Public Records Act: By entering into this Agreement, Affiliate acknowledges that the portion of its books and records related to this Agreement with District may become subject to inspection and copying under the Florida Public Records Act, and that it will in all respects comply with any requirements of that Act. Pursuant to Section 119.0701, Florida Statutes, because Affiliate is performing services on behalf of District, Affiliate shall:

i. Keep and maintain public records required by District to perform pursuant to the Agreement.

ii. Upon request from District's custodian of public records (identified below), provide District with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not

exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law.

iii. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement term and following completion of the Agreement if Affiliate does not transfer the records to District.

iv. Upon completion of this Agreement, transfer, at no cost, to District all public records in possession of Affiliate or keep and maintain public records required by District to perform the service. If Affiliate transfers all public records to District upon completion of this Agreement, Affiliate shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Affiliate keeps and maintains public records upon completion of this Agreement, Affiliate shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to District, upon request from District's custodian of public records, in a format that is compatible with the information technology systems of District.

IF AFFILIATE HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO AFFILIATE'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT: 215 MANATEE AVENUE W., BRADENTON, FLORIDA, 34205 (941) 708-8770, PUBLICRECORDS@MANATEESCHOOLS.NET.

Q. School District Policy: In accordance with District Policy, no contract for providing supplies, equipment or services shall be effective with any individual or business entity in which any board member of District or District's Superintendent has any financial interest. No contract for goods or services may be made with any business entity in which District's Superintendent, any board member of District, or any spouse or child of the foregoing has an employment relationship or a material interest. No District employee may directly or indirectly purchase or recommend for purchase goods or services from any business organization in which his/her spouse or child has a material interest as defined in Chapter 112, Florida Statutes.

R. Compliance with Regulations: Federal, state, county, and local laws, ordinances, rules, and regulations that in any manner affect the items covered herein apply. Lack of knowledge by Affiliate will in no way be a cause for relief from responsibility. Affiliate shall have in their possession and must provide all applicable insurance, permits, licenses, etc., which may be required by federal, state, or county law to furnish services under the scope of this Agreement. Affiliate must not be in violation of any zoning or

other ordinances in the performance of this Agreement.

S. Safety Standards: All equipment must meet the applicable requirements of the Occupational Safety and Health Act (OSHA) and any standards thereunder.

T. Tax Exemptions: When purchasing directly from a supplier, District is exempt from Federal Excise, State Sales and Use Taxes. Tax exemption certificates and numbers will be furnished on request.

U. Possession of Firearms: Possession of firearms will not be tolerated on any District property or setting that is under the control and supervision of District for the purpose of school activities approved and authorized by District. No person who has a firearm in their vehicle may park their vehicle on District property. If any employee or independent contractor of Affiliate, or any of its subcontractors, is found to have brought a firearm on District property, said individual shall be immediately removed from District property by Affiliate and barred from performing further work relative to the Agreement. If a subcontractor fails to terminate said employee or independent contractor, Affiliate shall terminate its agreement with the subcontractor. If Affiliate fails to terminate said employee or independent contractor or fails to terminate the agreement with the subcontractor who fails to terminate said employee or independent contractor, this Agreement may be terminated by District. "Firearm" has the same meaning given in Section 790.001, Florida Statutes.

V. Criminal Acts: Employment and performing work relative to the Agreement by Affiliate, or any of its subcontractors, of any employee, or independent contractor, with any prior convictions of any crimes against children, crimes of violence or crimes of moral turpitude (as defined by Fla. Admin. Code R. 6A-10.083) will not be tolerated. If it is determined that any person with such criminal history is performing work relative to the Agreement, Affiliate agrees to take all steps necessary to remove such person from performing work relative to the Agreement and District property. District shall have the right to terminate this Agreement if Affiliate does not comply with this provision.

W. Possession/Use/Under the Influence of Mind Altering Substances: Possession/use and/or being under the influence of any illegal mind-altering substances, such as, but not limited to alcohol and/or substances delineated in Chapter 893, Florida Statutes, by Affiliate employees or independent contractors or its subcontractors' employees or independent contractors will not be tolerated on District property. If any employee or independent contractor is found to have brought and/or used or is under the influence of any illegal mind-altering substances as described above on District property, said employee or independent contractor shall be removed and barred from performing work relative to the Agreement by Affiliate. If a subcontractor fails to terminate said employee or independent contractor, Affiliate shall terminate its agreement with the subcontractor. If Affiliate fails to terminate said employee or independent contractor or fails to terminate the agreement with the subcontractor who fails to terminate said employee or independent contractor, this Agreement may be terminated by District.

X. Headings: The headings of the various sections and paragraphs in this Agreement are inserted for the convenience of the parties and shall not affect the meaning, construction or interpretation of this Agreement.

Y. Counterparts: This Agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, Presbyterian Retirement Communities, Inc. d/b/a Westminster Point Pleasant and The School District of Manatee County, Florida have duly executed this Agreement.

THE SCHOOL DISTRICT OF MANATEE COUNTY

Date_____

By: _____

Superintendent, School District of Manatee County

Date_____

By: _____

Chair, School Board of Manatee County

Date_____

By: _____

General Counsel

Date 7/18/25

By: _____

(Affiliate Authorized Signature)

Title: ~~Executive Director~~ COO

EXHIBIT A

POST-EXPOSURE PROTOCOLS FOR STUDENT EXPOSURES TO BLOODBORNE PATHOGENS AT AFFILIATE

Student Exposure to Bloodborne Pathogens

In the event a Student is exposed to blood or other potentially infectious materials, Affiliate, business, or governmental entity shall immediately provide the attached ***Notification Letter for Adult Health Occupation Students*** to the exposed Student to sign and date. Affiliate shall immediately call the Adult Health Occupations Administrator at the College and provide a signed copy of the attached ***Notification Letter for Adult Health Occupation Student*** to them and retain a copy for their records. Affiliate shall immediately advise the exposed Student to go to their family physician, urgent care facility or hospital emergency room to seek immediate evaluation and treatment. Affiliate shall attempt to obtain consent from the source individual to have their blood tested to determine HBV, HCV and HIV infectivity and provide that information to the Student through their designated licensed healthcare professional. Affiliate shall comply with all federal, state and local regulations related to maintaining medical confidentiality and protection of personal health information. The School District of Manatee County, Florida, and Affiliate are not responsible for the payment of costs related to a Student's post-exposure evaluation, prophylaxis, counseling or treatment. The Student is responsible for the payment of all costs related to exposure evaluation and treatment.

School District of Manatee County
P.O. Box 9069
Bradenton, Florida 34206-9069

Kevin Chapman
INTERIM SUPERINTENDENT
* * *
215 MANATEE AVENUE WEST
BRADENTON, FL 34205
TELEPHONE (941)708-8770
FAX (941)708-8686

SCHOOL BOARD
Chad Choate III, CHAIR*
Cindy Spray, Vice Chair
Heather Felton
Charlie Kennedy
Richard Tatem

Notification Letter for Adult Health Occupation Student

Date: _____

Instructor: _____ Class: _____

Dear Student:

You, _____, were involved in an incident where you may have been exposed to blood and/or other potentially infectious materials on _____.
(Date)

You must consult with your family physician, urgent-care facility or hospital emergency room for further evaluation and follow-up.

This is a very important health matter and your prompt attention is necessary to avoid any possibility of complications in the future.

Please complete the Adult Health Occupation Student section below. The business entity shall provide a copy of the signed letter to you and a copy to your instructor.

Please call your instructor if you have any questions.

_____
Signature

_____
Health Care Facility

TO BE COMPLETED BY THE ADULT HEALTH OCCUPATION STUDENT

I, _____, acknowledge receipt of this letter.

_____ _____
Adult Health Occupation Student's Signature Date Signed

Rev. 11/20/24

Vendor Affidavit Regarding the Use of Coercion for Labor and Services

Vendor Name: Westminster Communities Bradenton

Address: 1533 4th Ave. West, Bradenton, FL 34205

Phone Number: 941 - 747 - 1881

Authorized Representative's Name: Brian Parks

Authorized Representative's Title: Assistant Executive Director

Email Address: BParks@wservices.org

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School District of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

Signature of Authorized Representative

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 01/01/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Underwriting Associate	
Caring Communities Shared Services LTD 1850 W. Winchester Road Suite 109 Libertyville IL 60048	PHONE (A/C, No, Ext): 847-549-8225	FAX (A/C, No): 847-549-8095
	E-MAIL ADDRESS: Certificates@caringcomm.org	

INSURED	INSURER(S) AFFORDING COVERAGE	NAIC #
Westminster Communities of FL Presbyterian Retirement Communities, Inc. Westminster Bradenton - 4th Avenue West 1533 4th Avenue West Bradenton FL 34205	INSURER A: Caring Communities, A Reciprocal RRG	12373
	INSURER B:	
	INSURER C:	
	INSURER D:	
	INSURER E:	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADD'L INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY			CCRRRG-0074-25	01/01/2025	01/01/2026	EACH OCCURRENCE	$ 1,000,000.00
	CLAIMS MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 300,000.00
	X Professional Liability-Claims Made						MED EXP (Any one person)	$ -
	X PL Retro Date 04/01/2021						PERSONAL & ADV INJURY	$ 1,000,000.00
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 3,000,000.00
	X POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$ incl
	OTHER:							$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$
	ANY AUTO						BODILY INJURY (Per person)	$
	ALL OWNED AUTOS / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS / NON-OWNED AUTOS						PROPERTY DAMAGE (Per accident)	$
								$
	UMBRELLA LIAB OCCUR-GL						EACH OCCURRENCE	$
	EXCESS LIAB CLAIMS MADE-PL						AGGREGATE	$
								$
	DEDUCTIBLE							$
	RETENTION $							$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						PER STATUTE / OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED?	N / A					E.L. EACH ACCIDENT	$
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
	OTHER							

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

01/01/2025 19:34:02

CERTIFICATE HOLDER

AHCA Long Term Care Unit
Mail Stop 33
2727 Mahan Dr.
Tallahassee FL 32308-5407

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



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DIVISION OF CORPORATIONS

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Fictitious Name Detail

Fictitious Name

WESTMINSTER POINT PLEASANT

Filing Information

Registration Number	G17000090271
Status	ACTIVE
Filed Date	08/16/2017
Expiration Date	12/31/2027
Current Owners	1
County	MULTIPLE
Total Pages	2
Events Filed	1
FEI/EIN Number	59-0931267

Mailing Address

80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Owner Information

PRESBYTERIAN RETIREMENT COMMUNITIES, INC.
80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801
FEI/EIN Number: 59-0931267
Document Number: 700111

Document Images

08/16/2017 -- Fictitious Name Filing View image in PDF format

07/14/2022 -- Fictitious Name Renewal Filing View image in PDF format

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Fictitious Name Search

Submit



Detail by Document Number

Florida Not For Profit Corporation
PRESBYTERIAN RETIREMENT COMMUNITIES, INC.

Filing Information

Document Number	700111
FEI/EIN Number	59-0931267
Date Filed	11/04/1959
Effective Date	12/31/1954
State	FL
Status	ACTIVE
Last Event	AMENDMENT
Event Date Filed	10/07/2022
Event Effective Date	NONE

Principal Address

80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Changed: 02/01/2010

Mailing Address

80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Changed: 02/01/2010

Registered Agent Name & Address

KEITH, HENRY T
80 W. LUCERNE CIR.
ORLANDO, FL 32801

Officer/Director Detail

Name & Address

Title Chairman

Doddridge, Donald
80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Title CEO, President

KEITH, HENRY T
80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Title Secretary

Faubel, Megan K
80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Title COO, Executive Vice President

Hennis, Garry
80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Title CFO, Treasurer, Executive Vice President

Martens, Jennifer
80 WEST LUCERNE CIRCLE
ORLANDO, FL 32801

Annual Reports

Report Year	Filed Date
2024	02/01/2024
2025	01/28/2025
2025	04/29/2025

Document Images

04/29/2025 -- AMENDED ANNUAL REPORT	View image in PDF format
01/28/2025 -- ANNUAL REPORT	View image in PDF format
02/01/2024 -- ANNUAL REPORT	View image in PDF format
01/04/2023 -- ANNUAL REPORT	View image in PDF format
10/07/2022 -- Amendment	View image in PDF format
04/25/2022 -- ANNUAL REPORT	View image in PDF format
02/10/2021 -- ANNUAL REPORT	View image in PDF format
04/24/2020 -- ANNUAL REPORT	View image in PDF format
02/06/2019 -- ANNUAL REPORT	View image in PDF format
01/04/2018 -- ANNUAL REPORT	View image in PDF format
05/17/2017 -- Amendment	View image in PDF format
01/30/2017 -- ANNUAL REPORT	View image in PDF format
02/24/2016 -- ANNUAL REPORT	View image in PDF format
03/16/2015 -- ANNUAL REPORT	View image in PDF format
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01/09/2012 -- ANNUAL REPORT	View image in PDF format

01/19/2011 -- ANNUAL REPORT	View image in PDF format
02/23/2010 -- Amended and Restated Articles	View image in PDF format
02/01/2010 -- ANNUAL REPORT	View image in PDF format
01/26/2009 -- ANNUAL REPORT	View image in PDF format
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01/16/2007 -- ANNUAL REPORT	View image in PDF format
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02/18/2004 -- ANNUAL REPORT	View image in PDF format
03/12/2003 -- ANNUAL REPORT	View image in PDF format
03/26/2002 -- ANNUAL REPORT	View image in PDF format
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03/27/1995 -- ANNUAL REPORT	View image in PDF format

Florida Department of State, Division of Corporations

AGENDA ITEM NO. 11.9

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the New Agreement Between the School Board of Manatee County and St. Frances Xavier Cabrini Parish In Parrish, Inc. for On-The-Job Training for Exceptional Student Education Students for July 2025-July 2028 (No Financial Impact)

Executive Summary
The School Board has, over the years, contracted with numerous providers for on-the-job training (OJT) career experiences for Exceptional Student Education (ESE) students as they transition from school to work.

In order for students to continue to fully participate in this type of on-the-job career experience program, it is necessary for each of the participating providers to sign an agreement with the school system.

This agreement will provide high school ESE students who are enrolled in a career experience course to earn elective credits towards a standard diploma. The program satisfies course credit requirements, as well as places emphasis on career and employability skills. An ESE teacher or job coach will provide supervision of the students. In addition, for ESE students who qualify for supported employment services through Vocational Rehabilitation (VR), Employment Specialists will assist both businesses and ESE students regarding work accommodations and modifications when necessary for job success. Students that participate in the OJT program at this job site will be taught, but are not limited to, skills in maintenance, custodial, and stocking skills.

A copy of the agreement is attached for review.

New Agreement: St. Frances Xavier Cabrini Parish In Parrish Inc.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 4
Create an instructional model centered around real-world skills, civic involvement, financial literacy, and arts integration

Recommendation
The Superintendent recommends approval of the new agreement between the School Board of Manatee County and St. Frances Xavier Cabrini Parish In Parrish, Inc. for on-the-job training for Exceptional Student Education students for July 2025-July 2028 (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Adult, Career and Technical Education
Initiated By: Dr. Paul Gansemer

Attachments:
Career Experience Agreement with St. Frances Xavier Cabrini Parish In Parrish Inc., Board Date 08.26.2025

The School District of Manatee County, Florida
Affiliation Agreement for Career Experience with St. Frances Xavier Cabrini Parish In Parrish, INC

This Agreement is entered into by and between The School District of Manatee County, Florida, (District) and _St. Frances Xavier Cabrini Parish In Parrish, INC._Affiliate).

WHEREAS, it is of mutual interest and benefit to District and Affiliate that students enrolled in the Career Experience Program and qualified as Exceptional Students, are provided the opportunity and benefit of the facilities of Affiliate for gainful employability skills and workplace competencies.

NOW, THEREFORE, in consideration of the premises, which are hereby deemed to be incorporated into this Agreement as an integral part hereof and not mere recital hereto, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Affiliate and District hereby agree as follows:

1. **DISTRICT RESPONSIBILITIES:** District shall perform all of the following duties and obligations with due diligence, due care and in good faith:

   A. District shall provide a Teacher of Exceptional Education/Job Coach (Teacher) to be available on a daily basis to work with the identified students. Teacher will collaborate with the assigned site personnel to ensure that students' meet identified curriculum framework competencies and has the authority, after consultation with Affiliate, to discontinue the training of any student when Teacher deems discontinuance appropriate.

   B. District shall provide transportation for the students to the worksite and back to the selected school center each day.

   C. District shall require all participating students subscribe to the school accident insurance coverage and that evidence of this coverage be presented for each student to Affiliate if requested.

   D. District shall provide general liability "student in practicum" insurance coverage, covering any negligent acts committed by a student while enrolled in any on-the-job educational training programs.

2. **AFFILIATE RESPONSIBILITIES:** Affiliate shall perform all of the following duties and obligations with due diligence, care, and in good faith.

   A. The personnel of Affiliate will recognize students as participants in an educational program and will be willing to cooperate as appropriate to make arrangements for teaching situations for students that will contribute to their growth and development of skills.

   B. Affiliate shall certify to District that it is licensed to operate in the State of Florida.

C. Affiliate shall designate personnel to serve as role-model trainers for students.

D. Affiliate shall not compensate students for their participation in the career experiences.

E. Affiliate shall provide students with emergency medical care (first aid) in the event of an accident or injury. In the event of accident, injury, or serious illness of any student, Affiliate will immediately notify the Teacher. Affiliate shall not be responsible for notifying the appropriate emergency contact for students; all responsibility to notify appropriate emergency contacts for students shall fall upon District and specifically the Teacher.

F. Affiliate shall maintain business liability insurance.

G. Affiliate shall identify work areas for training students as deemed appropriate by Affiliate's management staff.

H. Affiliate shall provide on-site supervision in specified training areas with the cooperation of the Teacher.

I. Affiliate shall consider students who meet competency requirements for future employment.

3. **PROVISION OF FACILITIES AND EQUIPMENT:** Affiliate shall provide appropriate space designated for the experience, plus any equipment, expendable supplies and services necessary for the proper operation of the experience. In connection with the foregoing, Affiliate shall be responsible for compliance of its facility and its personnel with any state or federal statutes, regulations, rulings or orders related to safe work practices and environment.

4. **NONDISCRIMINATION AND ANTI-HARASSMENT:** District and Affiliate shall not discriminate nor tolerate harassment on the basis of race, color, national origin, sex (including sexual orientation, gender status, or gender identity), disability (including HIV, AIDS, or sickle cell trait), pregnancy, marital status, age (except as authorized by law), religion, military status, ancestry, or genetic information, or any other classes which are considered protected classes by State and/or Federal law.

5. **INCIDENT/INJURY REPORTING:** District shall be responsible for advising its personnel and students to report any incident/injury that occurs during the experience or that is witnessed as having occurred at any location of Affiliate. Neither District, Affiliate, nor their respective personnel shall be responsible for any medical care, counseling or other necessary follow-up as a consequence of such incident/injury. District shall be responsible for compliance by District, by its personnel, and by the students with any state or federal statutes, regulations, rulings or orders related to safe work practices and environment.

6. **INSURANCE:** During the term of this Agreement and any extension thereof, District shall maintain, at its own cost and expense, professional liability insurance for all assigned students with minimum coverage of at least $1 million per occurrence and $3 million in the aggregate. If such coverage is pursuant to a claims-made policy, and it is terminated for any reason during the term of this Agreement or during a period of three (3) years after the termination of this Agreement, then District will obtain and maintain tail or prior acts coverage for a period of three (3) years after termination

thereof. In addition, District agrees to maintain general liability insurance to cover its actions and those of its personnel and Workers' Compensation coverage (in such amounts as may be required by law) for its personnel. Upon request of Affiliate, District will provide a certificate of insurance verifying coverage, and District will notify Affiliate in writing within two (2) business days of any cancellation or adverse modification of such insurance coverage. If District fails to obtain or maintain the insurance required hereunder, Affiliate at its option may terminate this Agreement.

Affiliate shall obtain and maintain professional liability and general liability insurance in the minimum amounts of $1 million per occurrence and $3 million in the aggregate per annum that provides coverage for activities that Affiliate and their employees participate in pursuant to this Agreement. Evidence of professional and general liability insurance coverage shall be provided to District annually unless requested earlier. Affiliate shall give District thirty (30) days prior written notice to the extent Affiliate has such notice of impending cancellation or termination of such insurance and, upon cancellation or termination thereof, shall immediately notify District. In the event that Affiliate maintains claims-made coverage, and Affiliate's coverage is terminated within three (3) years of the date on which District ceases to participate or have Students participate in the Experience or District employees facilitate participation in the Experience pursuant to this Agreement, Affiliate Site shall obtain "tail coverage," or other prior acts coverage, if such coverage is available, in the amount stated above until the expiration of three (3) years from the last date on which District, any Student or any District employee participated or facilitated in the Experience, as contemplated by this Agreement. Failure to secure and maintain the insurance coverage required by this Agreement shall constitute a material default and the Agreement may be terminated by District.

7. INDEPENDENCE OF THE PARTIES:

Affiliate is an independent contractor and District has no supervisory authority or control over Affiliate or Affiliate's employees in the performance of this Agreement. Neither Affiliate nor Affiliate's employees shall be deemed agents or employees of District and any representation to the contrary by Affiliate or its employees shall constitute a violation of this Agreement and shall be grounds for immediate Termination for Cause. Affiliate shall not employ, contract with, or otherwise use the services of any officer or employee of District. Affiliate certifies that its owner(s), officers, directors or agents, and members of their Immediate family, do not have an employee relationship or other material interest with District.

8. TERM; EXTENSION; TERMINATION:

A. Term and Extension: This Agreement shall be in effect for a period of three school years commencing on the date of execution by all parties and terminating on June 30, 2025. The parties may agree to mutually extend the Agreement for a period of three additional years in writing on or before June 30, 2028.

B. Termination for Cause: Affiliate shall be considered in material breach of this Agreement and such breach will be considered cause for District to terminate this Agreement, in whole or in part, as further set forth herein, for any of the following reasons: (1) failure to properly and timely perform in accordance with the Agreement; (2) the bankruptcy or insolvency or a general assignment for the benefit of creditors by Affiliate or by any of Affiliate's principals, partners, officers or directors; (3) failure to obey laws, ordinances, regulations or other codes of conduct, or (4) otherwise materially breaching this Agreement. District shall promptly notify Affiliate in writing of the determination and the reason(s) for the termination, together with

the effective date of the termination. Payments made to Affiliate or recoveries by District under contracts terminated for cause shall be in accordance with the legal rights and liabilities of the parties under the laws of the State of Florida. Notwithstanding anything herein to the contrary, District may unilaterally terminate this Agreement for refusal by Affiliate to allow public access to all documents, papers, letters or other material subject to the provisions of Chapter 119, Florida Statutes, made or received by Affiliate in conjunction with this Agreement.

C. Termination for Convenience: Upon not less than 30 days advance written notice, District may terminate this Agreement, in whole or in part, for District's convenience and without cause in accordance with this clause.

D. Effect of Illegality: If a legislative body, a court of competent jurisdiction or an administrative agency having authority to regulate any of the parties, holds this Agreement or the obligations to be performed hereunder to be illegal under this Agreement, then the parties agree to engage in good faith negotiations towards amending the Agreement.

9. MISCELLANEOUS PROVISIONS:

A. Compliance with Jessica Lunsford Act: Affiliate shall comply with the Jessica Lunsford Act (JLA). Affiliate shall comply with Sections 1012.465, 1012.467, 1012.468, Florida Statutes, and all other applicable Florida laws governing background screening requirements, fingerprinting and criminal history checks. Affiliate and Affiliate's personnel who are permitted access on school grounds when students are present, who have direct contact with students or who have access to or control of school funds shall meet the screening requirements of Section 1012.32, Florida Statutes. Affiliate hereby indemnifies and holds harmless District for any claims made against District related to the failure of Affiliate or Affiliate's personnel to comply with any of the laws referenced in this paragraph or related to Affiliate's obligation to comply with the Jessica Lunsford Act and Florida law governing background screening requirements.

B. Assignment: Neither party may assign any of its rights or obligations hereunder, whether by operation of law or otherwise, without the prior written consent of the other party (not to be unreasonably withheld.) If this matter pertains to a school that becomes a charter school, this Agreement may be cancelled by District upon thirty days written notice and District shall be released of any and all obligations under this Agreement.

C. Entire Agreement: This Agreement constitutes the entire agreement between the parties and supersedes any and all prior agreements, proposals or representations, written or oral, concerning its subject matter. The parties shall not be bound by any terms, conditions, statements, warranties, or representations, written or oral, not contained herein.

D. Amendments; Waivers: No modification or amendment of any provision of this Agreement will be effective unless in writing and signed by both parties. The failure or neglect by any party to enforce any right under this Agreement shall not be deemed to be a waiver of that party's rights. A waiver shall not be effective unless it is in writing and signed by the party who possesses the right to waive enforcement of same.

E. Governing Law: This Agreement will be governed by the laws of the State of Florida, without regard to its conflicts of laws rules. Each party agrees to comply with all applicable laws in the performance of this Agreement. All disputes are to be resolved in Manatee County, Florida by binding Arbitration before the American Arbitration Association or other mutually agreed and similar forum. The costs of such dispute will be borne by the individual party.

F. Indemnification: Affiliate shall defend, indemnify and hold harmless District, its officers, employees, and agents, and the School District of Manatee County, Florida, and its members from any and all liability, losses or damages, including attorneys' fees and costs of defense, which District, its officers, employees, and agents, and the School Board of Manatee County, Florida, and its members may incur as a result of any claim, demand, suit, or cause of action or proceeding of any kind or nature arising out of, relating to, or resulting from the performance of this Agreement by Affiliate, its employees, officers and agents. The parties agree to promptly notify one another of any claims and to cooperate in the defense of all claims towards a goal of settling or otherwise disposing of all claims in a manner that is mutually agreeable to both parties. To the extent permitted by law, each party agrees to be fully responsible for its acts of negligence, or its employees' acts of negligence when acting within the scope of their employment and agrees to be liable for any damages resulting from said negligence. The indemnification provisions of this Agreement shall survive termination of this Agreement for any claims that may be filed after the termination date of the Agreement provided the claims are based upon actions that occurred during the performance of this Agreement.

G. Confidentiality: The parties agree to maintain confidential records and information pursuant to applicable law, including, but not limited to, the Americans with Disabilities Act, the Family and Medical Leave Act, Family Educational Rights and Privacy Act, the Genetic Information Nondiscrimination Act, the Health Insurance Portability and Accountability Act. Regarding data storage and breaches, Affiliate shall employ commercial best practices for ensuring the security of all District data including, but not limited to, electronic, spoken and paper information accessed, used, created, maintained, disposed of, or otherwise handled in the course of Affiliate's performance of this Agreement. In the event of a breach of security as defined in Section 501.171, Florida Statutes, Affiliate shall notify District immediately, but no later than ten days following a determination of a breach of data security. Additionally, Affiliate shall fully cooperate, at its own expense, with District regarding District's statutory notification requirements. This cooperation includes law enforcement and auditors. Additionally, the parties acknowledge that District as a local governmental entity is subject to the State of Florida's public record laws. Should a request be made for disclosure of confidential records of Affiliate, District shall provide notice to the other party who may then, at its discretion, respond to the request. Should Affiliate not disclose the records or documents, Affiliate will defend and indemnify District for any fees and costs which are incurred or taxed against District because of the non-disclosure. Should Affiliate require confidential student information or personally identifiable information as a "school official," it may enter into a separate data privacy and sharing agreement with District.

H. Sovereign Immunity: Affiliate acknowledges and agrees that District does not waive its immunity and nothing herein, including the naming of District as an additional insured, shall be interpreted or deemed as a waiver of District's rights, including the limitation of waiver of immunity, as set forth in Section 768.28, Florida Statutes, or any other statutes, and District expressly reserves these rights to the full extent allowed by law. All defenses relative to sovereign immunity are expressly reserved by District.

I. Contact with Students: Unless otherwise specified, Affiliate will not permit any employee, independent contractor, material men, supplier or anyone involved in any manner with work pursuant to this Agreement on District property. A violation of this provision shall result in immediate termination of the offender and issuance of a trespass notice from District. Affiliate shall be responsible for insuring compliance by all employees, independent contractors and subcontractors or other persons involved in any manner with work pursuant to this Agreement.

J. Standards of Conduct: Affiliate will be held to the same standards of conduct as District employees while conducting business with District. These standards, as defined in District policies, will apply to Affiliate's employees and employees of Affiliate's subcontractors.

K. Severability: If any one or more of the provisions of this Agreement should be held contrary to law or public policy, or should for any reason whatsoever be held invalid or unenforceable by a court of competent jurisdiction, then such provision or provisions shall be null and void and shall be deemed separate from the remaining provisions of this Agreement, which remaining provisions shall continue in full force and effect, provided that the rights and obligations of the parties contained herein are not materially prejudiced and the intentions of the parties continue to be effective.

L. Force Majeure: The term "Force Majeure" means circumstances beyond the reasonable control of a party, (such as an act of God, a government restriction, a war, an insurrection, a labor dispute, a financial insolvency, an economic hardship, a strife, a failure of suppliers, communications or data systems) which delay or prevent the party from performing under the terms of this Agreement. Affected performance obligations will be suspended during the duration of the Force Majeure. In the event that the Force Majeure persists more than 90 days, the party may elect to terminate this Agreement for convenience upon written notice.

M. Equal Opportunity: Affiliate shall not discriminate on the basis of race, color, ethnicity, sex, national origin, religion, disability, pregnancy, age, ancestry, genetic information, or marital status.

N. Federal Debarment & Suspension Certification: A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR Part 1986 Comp., p. 189) and 12689 (3 CFR Part 1989 Comp., p. 235), ''Debarment and Suspension.'' SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

O. Compliance With The Public Records Act: By entering into this Agreement, Affiliate acknowledges that the portion of its books and records related to this Agreement with District may become subject to inspection and copying under the Florida Public Records Act, and that it will in all respects comply with any requirements of that Act. Pursuant to Section 119.0701, Florida Statutes, because Affiliate is performing services on behalf of District, Affiliate shall:

i. Keep and maintain public records required by District to perform pursuant to the Agreement.

ii. Upon request from District's custodian of public records (identified below), provide District with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law.

iii. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement term and following completion of the Agreement if Affiliate does not transfer the records to District.

iv. Upon completion of this Agreement, transfer, at no cost, to District all public records in possession of Affiliate or keep and maintain public records required by District to perform the service. If Affiliate transfers all public records to District upon completion of this Agreement, Affiliate shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Affiliate keeps and maintains public records upon completion of this Agreement, Affiliate shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to District, upon request from District's custodian of public records, in a format that is compatible with the information technology systems of District.

IF AFFILIATE HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO AFFILIATE'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT: 215 MANATEE AVENUE W., BRADENTON, FLORIDA, 34205 (941) 708-8770, PUBLICRECORDS@MANATEESCHOOLS.NET.

P. School District Policy: In accordance with District Policy, no contract for providing supplies, equipment or services shall be effective with any individual or business entity in which any board member of District or District's Superintendent has any financial interest. No contract for goods or services may be made with any business entity in which District's Superintendent, any board member of District, or any spouse or child of the foregoing has an employment relationship or a material interest. No District employee may directly or indirectly purchase or recommend for purchase goods or services from any business organization in which his/her spouse or child has a material interest as defined in Chapter 112, Florida Statutes.

Q. Compliance with Regulations: Federal, state, county, and local laws, ordinances, rules, and regulations that in any manner affect the items covered herein apply. Lack of knowledge by Affiliate will in no way be a cause for relief from responsibility. Affiliate shall have in their possession and must provide all applicable insurance, permits, licenses, etc., which may be required by federal, state, or county law to furnish services under the scope of this Agreement. Affiliate must not be in violation of any zoning or other ordinances in the performance of this Agreement.

R. Safety Standards: All equipment must meet the applicable requirements of the Occupational Safety and Health Act (OSHA) and any standards thereunder.

S. Tax Exemptions: When purchasing directly from a supplier, District is exempt from Federal Excise, State Sales and Use Taxes. Tax exemption certificates and numbers will be furnished on request.

T. Possession of Firearms: Possession of firearms will not be tolerated on any District property or setting that is under the control and supervision of District for the purpose of school activities approved and authorized by District. No person who has a firearm in their vehicle may park their vehicle on District property. If any employee or independent contractor of Affiliate, or any of its subcontractors, is found to have brought a firearm on District property, said individual shall be immediately removed from District property by Affiliate and barred from performing further work relative to the Agreement. If a subcontractor fails to terminate said employee or independent contractor, Affiliate shall terminate its agreement with the subcontractor. If Affiliate fails to terminate said employee or independent contractor or fails to terminate the agreement with the subcontractor who fails to terminate said employee or independent contractor, this Agreement may be terminated by District. "Firearm" has the same meaning given in Section 790.001, Florida Statutes.

U. Criminal Acts: Employment and performing work relative to the Agreement by Affiliate, or any of its subcontractors, of any employee, or independent contractor, with any prior convictions of any crimes against children, crimes of violence or crimes of moral turpitude (as defined by Fla. Admin. Code R. 6A-10.083) will not be tolerated. If it is determined that any person with such criminal history is performing work relative to the Agreement, Affiliate agrees to take all steps necessary to remove such person from performing work relative to the Agreement and District property. District shall have the right to terminate this Agreement if Affiliate does not comply with this provision.

V. Possession/Use/Under the Influence of Mind-Altering Substances: Possession/use and/or being under the influence of any illegal mind-altering substances, such as, but not limited to alcohol and/or substances delineated in Chapter 893, Florida Statutes, by Affiliate employees or independent contractors or its subcontractors' employees or independent contractors will not be tolerated on District property. If any employee or independent contractor is found to have brought and/or used or is under the influence of any illegal mind-altering substances as described above on District property, said employee or independent contractor shall be removed and barred from performing work relative to the Agreement by Affiliate. If a

subcontractor fails to terminate said employee or independent contractor, Affiliate shall terminate its agreement with the subcontractor. If Affiliate fails to terminate said employee or independent contractor or fails to terminate the agreement with the subcontractor who fails to terminate said employee or independent contractor, this Agreement may be terminated by District.

W. Headings: The headings of the various sections and paragraphs in this Agreement are inserted for the convenience of the parties and shall not affect the meaning, construction or interpretation of this Agreement.

X. Counterparts: This Agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which together will constitute one and the same instrument.

IN **WITNESS WHEREOF,** _St. Frances Xavier Cabrini Parish In Parrish, INC__ _____ and The School District of Manatee County, Florida have duly executed this Agreement.

THE SCHOOL DISTRICT OF MANATEE COUNTY

Date_____ By:

_____

Superintendent, School District of Manatee County

Date_____ By:

_____

Chair, School Board of Manatee County

Date_____ By:

_____

General Counsel

Date 7/29/25 By:

(Affiliate Authorized Signature)

Title: BUSINESS MANAGER

Vendor Affidavit Regarding the Use of Coercion for Labor and Services

Vendor Name: St. Frances Xavier Cabrini Parish In Parrish INC.

Address: 12001 69th Street East Parrish Fl. 34219

Phone Number: 941-776-9097

Authorized Representative's Name: RICHARD LIND

Authorized Representative's Title: BUSINESS MANAGER

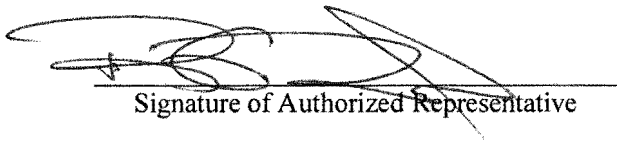
Email Address: CHRIS.MALONE@CABRINIPARRISH.ORG

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School District of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.



Signature of Authorized Representative

DIVISION OF CORPORATIONS



Detail by Entity Name

Florida Not For Profit Corporation
ST. FRANCES XAVIER CABRINI PARISH IN PARRISH, INC.

Filing Information

Document Number	N17000000569
FEI/EIN Number	65-0497870
Date Filed	01/19/2017
State	FL
Status	ACTIVE

Principal Address

12001 69TH STREET EAST
PARRISH, FL 34219

Mailing Address

1000 Pinebrook Road
Venice, FL 34285

Changed: 03/23/2018

Registered Agent Name & Address

Diocese of Venice in Florida, Inc.
Attn: Dr. Volodymyr Smeryk
1000 Pinebrook Road
Venice, FL 34285

Name Changed: 07/01/2021

Address Changed: 07/01/2021

Officer/Director Detail

Name & Address

Title Trustee, President, Treasurer

Gates, Joseph, REV.
1000 Pinebrook Road
Venice, FL 34285

Title Trustee

MCNAMARA, STEPHEN E, Msgr. Rev.
1000 PINEBROOK ROAD
VENICE, FL 34285

Title Trustee

SMERYK, VOLODYMYR E, Dr.
1000 PINEBROOK ROAD
VENICE, FL 34285

Title VP

Chronic, Mary Jo
1000 Pinebrook Road
Venice, FL 34285

Title Secretary

Lind, Richard
1000 Pinebrook Road
Venice, FL 34285

Annual Reports

Report Year	Filed Date
2023	06/20/2023
2024	04/05/2024
2025	04/10/2025

Document Images

04/10/2025 -- ANNUAL REPORT	View image in PDF format
04/05/2024 -- ANNUAL REPORT	View image in PDF format
06/20/2023 -- ANNUAL REPORT	View image in PDF format
06/01/2022 -- ANNUAL REPORT	View image in PDF format
07/01/2021 -- ANNUAL REPORT	View image in PDF format
04/09/2020 -- ANNUAL REPORT	View image in PDF format
04/30/2019 -- AMENDED ANNUAL REPORT	View image in PDF format
02/19/2019 -- ANNUAL REPORT	View image in PDF format
03/23/2018 -- ANNUAL REPORT	View image in PDF format
01/19/2017 -- Domestic Non-Profit	View image in PDF format

AGENDA ITEM NO. 11.10

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the New Agreement Between the School District of Manatee County and MCR Health, Inc for Clinical Experience for Manatee Technical College (MTC) Allied Health, Nursing Students for the 2025-2028 School Years (No Financial Impact)

Executive Summary
The School District has, over the years, contracted with providers for clinical experience and/or on-the-job training for district students.

In order for the students to participate in this type of clinical or on-the-job experience, it is necessary for the participating office to sign an agreement with the School Board. The opportunity to receive this type of clinical experience is a great advantage to our students. Not only do they obtain a valuable hands-on learning experience, but also placements resulting in permanent jobs for the students after they finish their training.

A copy of the agreement is attached for review.

Clinical Providers for Allied Health and Nursing: MCR Health, Inc.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 9
Advance career-centered programs across the District to provide quality post-high school education and employment opportunities

Recommendation
The Superintendent recommends approval of the new agreement between the School District of Manatee County and MCR Health, Inc for clinical experience for Manatee Technical College (MTC) Allied Health, Nursing students for the 2025-2028 school years (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Adult, Career and Technical Education
Initiated By: Dr. Paul Gansemer

Attachments:
Clinical Experience Agreement with MCR Health, Inc. Board Date 08.26.2025

The School Board of Manatee County, Florida
Affiliation Agreement for Clinical Practice
with MCR Health, Inc.

This Agreement is entered into by and between The School Board of Manatee County, Florida, (District) and MCR Health, Inc., a Florida (not for) profit corporation, (Affiliate). Each individually a "party" and jointly "parties."

WHEREAS, it is of mutual interest and benefit to District and Affiliate that the students enrolled in any of the District's Health Science Programs at Manatee Technical College (College) are provided the opportunity and benefit of clinical experience provided by Affiliate (Experience) at any location of Affiliate (Locations).

NOW, THEREFORE, in consideration of the above premises, which are hereby deemed to be incorporated into this Agreement as an integral part hereof and not mere recital hereto, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Affiliate and District hereby agree as follows:

1. **DISTRICT RESPONSIBILITIES:** District shall perform all of the following duties and obligations with due diligence, due care and in good faith:

   A. **Educational Services and Coordinator:** District shall provide Affiliate with students enrolled in any of the District's Health Science Programs who have demonstrated a basic level of proficiency and ability to perform technical skills as required by their specific program (Students). District shall also provide the requisite screening, instruction, supervision and guidance to Students as appropriate and required for the clinical phase of their respective program. District hereby authorizes the Director of the College programs to designate one or more coordinators to oversee the Experience on behalf of the District (Coordinators). The Coordinators shall 1) make periodic visits to the Locations, 2) upon request, provide evidence of all initial and periodic reasonable background checks, health screens and drug tests that are conducted or obtained by, or are verified as acceptable to Affiliate, 3) collaborate with assigned Affiliate personnel at the Locations to ensure that Students meet identified curriculum competencies. The Coordinators shall have the authority, after consultation with Affiliate's representative at the Location, to remove the Student from the Experience, if deemed appropriate at the Coordinator's sole discretion.

   B. **Patient Records:** The District shall ensure that all required patient records relating to the educational services rendered by its personnel and students are prepared and maintained in accordance with applicable Florida and Federal law and any other requirements that may be imposed by Affiliate or any applicable payor. All such records shall be retained by Affiliate, and District shall require that all access and use of such records and information will be in accordance with its policies and procedures. The District shall ensure that its personnel and Students at all times

maintain the confidentiality of medical records in accordance with applicable laws and regulations. The parties will execute and comply with the attached Business Associate Agreement.

C. District shall request assignment of Students approximately thirty (30) days prior to the beginning date of each period of placement (hereinafter "Placement"). The request will specify the student, dates, and length of training. The Affiliate reserves the right to determine the number of Students accepted each semester for placement.

D. The District will provide in advance to Affiliate a copy of the curriculum and course syllabus which include course objectives and related assignment details and deadlines.

E. The District will provide clear directives to Students regarding the Affiliate's requirements and expectations that Students comply with applicable laws and its policies, procedures, standards, rules and regulations, particularly with regard to attire, use of technology, use of its computers, and other technological devices.

F. The District shall assign to the Affiliate only those students who have satisfactorily completed the prerequisites for clinical/externship assignment and the conditions on this Agreement. The District will place only those agreed upon qualified and competent student at the Affiliate at mutually agreed upon times. The District also agrees that it will only seek placement for students who have demonstrated the appropriate knowledge, personal and professional traits and skills necessary to commence this affiliation.

G. The District, at its costs, must perform or engage a third party to perform criminal background checks, drug, exclusion screening, and/or health screenings and any other reasonable screenings at the request of the Affiliate.

H. The District shall provide Students general training on HIPAA and other compliance matters prior to placement.

I. The District will require that Students agree to abide by and accept the terms and conditions of this Agreement applicable to Student conduct, but the Students will not be considered as parties to this Agreement.

J. Access. If District, its Students or its staff will have access to any part of Affiliate's computer systems or networks in the course of performing under this Agreement, the provisions of this par shall apply. District agrees that each individual having such access: (a) will be assigned a separate log-in ID by Affiliate and will use only that ID when logging onto Affiliate's system; (b) will log-off Affiliate's system immediately upon completion of each session of service; (c) will not allow other individuals to access Affiliate's computer system; and (d) will keep strictly confidential the log-in ID and all other information that enables such access.

District will promptly notify Affiliate upon termination of employment or reassignment of personnel with access to Affiliate's computer system so that log-in IDs may be changed and other necessary preventative measures may be taken by Affiliate to prevent unauthorized access. Each individual who is to be allowed access to Affiliate's computer system may be required to read the policies and conditions under which such access is allowed, and to sign a document indicating they understand their responsibilities in connection with such access. Any violation of Affiliate's access policies (including privacy and security policies) will result in immediate limitation or termination of access without any right of appeal.

K. Exclusionary Affirmation: District represents and warrants that it and its employees, contractors, faculty, Students, agents, and subcontractors involved in this program have not been convicted or charged with a criminal offense related to health care as defined by 42 U.S.C. § 1320a-7(i), not have been listed by a state or federal agency as debarred, excluded, terminated, precluded or otherwise declared ineligible for participation in federally-funded health care programs as defined in 42 U.S.C. § 1320a-7b(f) or subject to any adverse action as defined under the Health Care Fraud and Abuse Data Collection Program. District further agrees to monthly determine whether any Student, employee or contractor related to this program has been excluded. District will notify Affiliate immediately upon discovery of an employee, student, or contractor on the Exclusion List or otherwise debarred. The List of Excluded Individuals/Entities (LEIE) is located at http://www/oig.hhs.gov/fraud/exclusions.asp. District shall maintain documentation of such reviews and provide to Affiliate upon request.

L. Cooperation. The District will require that its staff and Student cooperate with Affiliate in relation to regulatory matters that relate to this Agreement and Affiliate's operations.

2. **AFFILIATE RESPONSIBILITIES:** Affiliate shall perform all of the following duties and obligations with due diligence, care, and in good faith:

A. Personnel of Affiliate will recognize Students as participants in the Experience, and will cooperate as appropriate to make arrangements for teaching situations for Students that will contribute to their growth and development of skills.

B. Affiliate shall certify to the District that it is a federally qualified health center and fully accredited by an appropriate accrediting body and that the individuals responsible for direction of Students are licensed/certified in the State of Florida.

C. Affiliate shall not compensate Students for their participation in the Experience.

D. Affiliate shall provide adequate time for orientation of Students to the Location(s).

E. Affiliate shall require that Students, when participating in the Experience at any Affiliate Location, will at all times be under the direct supervision by designated

personnel who is/are licensed or certified by the State of Florida.

F. Affiliate shall require that all assignments for Students at Locations shall comply with the applicable prevailing professional standards of care and that all applicable state statutes, ratios, guidelines shall be followed by Affiliate.

G. Affiliate shall, at the end of the Experience for each of the Students, complete an evaluation for each individual student in terms of their personal abilities, knowledge and performance of skills. The evaluation report will be developed, in collaboration with the Coordinator, by an employee designated by Affiliate who has direct knowledge of the student's performance in the area in which the student gains experience. Said evaluation shall be treated as confidential by both parties.

H. Within its capabilities, Affiliate shall provide Students with emergency medical care (first-aid) in the event of an accident or injury. In the event of accident, injury, or serious illness of any student, Affiliate will immediately notify the Assistant Director of the College and the Coordinator. Affiliate shall not be responsible for notifying the appropriate emergency contact for Students; all responsibility to notify appropriate emergency contacts for Students shall fall upon the District and specifically the Coordinator.

I. Affiliate and District agree that Students will be subject to the policies, rules and regulations of Affiliate. Affiliate shall have the right to discontinue the training of any Students at its Locations, upon consultation with the Coordinator.

J. Affiliate and District agree that Students may be scheduled for assignment during regular operating hours of Affiliate.

K. Affiliate accepts ultimate responsibility for the quality of any first-aid care it provides.

3. **PROVISION OF FACILITIES AND EQUIPMENT:** Affiliate shall provide appropriate space designated for the Experience, plus any equipment, expendable supplies and services necessary for the proper operation of the Experience. In connection with the foregoing, Affiliate shall be responsible for compliance by its facility and its personnel with any state or federal statutes, regulations, rulings or orders related to safe work practices and environment.

4. **PROVISION OF EDUCATIONAL EXPERIENCE:** Affiliate shall, as a part of and in furtherance of the Experience, provide the following:

A. Observational educational and practical experiences in the patient units and clinics and in other departments.

B. Orientation of the Students and District personnel to the Locations, physical facilities, policies, and procedures of Affiliate and Locations, as required.

C. Use and/or patronage of any Affiliate cafeterias or similar areas at Locations by Students and District personnel, if available, at the sole cost and expense of the user/patron.

D. Proof acceptable to the District that Locations and facilities of Affiliate are properly licensed (if applicable) and fully accredited by the appropriate accrediting body and that the individuals responsible for directing Students are properly licensed in the State of Florida.

5. **NONDISCRIMINATION AND ANTI-HARASSMENT:** District and Affiliate shall not discriminate nor tolerate harassment on the basis of race, color, national origin, sex (including sexual orientation, gender status, or gender identity), disability (including HIV, AIDS, or sickle cell trait), pregnancy, marital status, age (except as authorized by law), religion, military status, ancestry, or genetic information, or any other classes which are considered protected classes by State and/or Federal law.

6. **INCIDENT/INJURY REPORTING:** District shall be responsible for advising its personnel and Students to promptly report any incident/injury that occurs during the Experience or that is witnessed as having occurred at any Location of Affiliate. Affiliate shall be responsible for implementing the post-exposure protocols in Exhibit A. Neither the District, College, Affiliate, nor their respective personnel shall be responsible for any medical care, counseling or other necessary follow up as a consequence of such incident/injury. The District shall be responsible for compliance by the District and the School, by their respective personnel, and by the Students with any state or federal statutes, regulations, rulings or orders, including those related to safe work practices and environment. District and Affiliate shall follow the post-exposure evaluation protocols established in Exhibit A and shall require their respective personnel and Students to comply with same.

7. **INSURANCE:** During the term of this Agreement and any extension thereof, District shall maintain, at its own cost and expense, professional liability insurance for each participating Student with minimum coverage of at least $1 million per occurrence and $3 million in the aggregate for each program participant Student. If such coverage is pursuant to a claims-made policy, and it is terminated for any reason during the term of this Agreement or during a period of five (5) years after the termination of this Agreement, then District will obtain and maintain tail or prior acts coverage for a period of five (5) years after termination thereof. In addition, District agrees to maintain general liability insurance to cover its actions and those of its personnel (including students) and Workers' Compensation coverage (in such amounts as may be required by law) for its personnel. Upon request of Affiliate, District will provide a certificate of insurance verifying coverage, and District will notify Affiliate in writing within two (2) business days of any cancellation or adverse modification of such insurance coverage. If District fails to obtain or maintain the insurance required hereunder, Affiliate at its option may immediately terminate this Agreement.

Affiliate shall obtain and maintain professional liability and general liability insurance in the minimum amounts of $1 million per occurrence and $3 million in the aggregate per annum that provides coverage for activities that Affiliate and their employees participate in pursuant to this Agreement. Evidence of professional and general liability insurance coverage shall be provided to District annually unless requested earlier. Affiliate shall give District thirty (30) days prior written notice to the extent Affiliate has such notice of impending cancellation or termination of such insurance and, upon cancellation or termination thereof, shall immediately notify District. In the event that Affiliate maintains claims-made coverage, and Affiliate's coverage is terminated within three (3) years of the date on which District ceases to participate or have Students participate in the Experience or District employees facilitate participation in the Experience pursuant to this Agreement, Affiliate Site shall obtain "tail coverage," or other prior acts coverage, if such coverage is available, in the amount stated above until the expiration of three (3) years from the last date on which District, any Student or any District employee participated or facilitated in the Experience, as contemplated by this Agreement. Failure to secure and maintain the insurance coverage required by this Agreement shall constitute a material default and the Agreement may be terminated by District.

8. **INDEPENDENCE OF THE PARTIES:** In the performance of their separate operations, it is understood and agreed by Affiliate and District that each shall be, and at all times is, an independent and unrelated entity acting and performing as a separate operation. Accordingly, none of the provisions of this Agreement are intended to create, nor shall be deemed or construed to create any relationship between District and Affiliate other than that of independent entities contracting with each other solely for the purpose of achieving the provisions of this Agreement. The parties hereto shall be considered to be independent, and neither of them, nor any of their respective representatives, employees or agents shall be construed to be the agent, employee, servant or representative of the other.

9. **TERM; EXTENSION; TERMINATION:**

A. Term and Extension: This Agreement shall be in effect for a term commencing on the date of execution by all parties and terminating on June 30, 2028. The parties may agree to mutually extend the Agreement for a period of three additional years in writing on or before June 30, 2028.

B. Termination for Cause: A Party shall be considered in material breach of this Agreement and such breach will be considered cause for the other Party to terminate this Agreement, in whole or in part, as further set forth herein, for any of the following reasons: (1) failure to properly and timely perform in accordance with the Agreement; (2) the bankruptcy or insolvency or a general assignment for the benefit of creditors by the other party or by any of a party's principals, partners, officers or directors; (3) failure to obey laws, ordinances, regulations or other codes of conduct, or (4) otherwise materially breaching this Agreement. The non-breaching party shall promptly notify the breaching party in writing of the determination and the reason(s) for the termination, together with the effective date of the termination. Payments made to or recoveries by a party under contracts

terminated for cause shall be in accordance with the legal rights and liabilities of the Parties under the laws of the State of Florida. Notwithstanding anything herein to the contrary, District may unilaterally terminate this Agreement for refusal by Affiliate to allow public access to all documents, papers, letters or other material required by the provisions of Chapter 119, Florida Statutes, made or received by Affiliate in conjunction with this Agreement.

C. Termination for Convenience: Upon not less than 30 days advance written notice, either Party may terminate this Agreement, in whole or in part, for that party's convenience and without cause in accordance with this clause.

D. Effect of Illegality: If a legislative body, a court of competent jurisdiction or an administrative agency having authority to regulate any of the parties, holds this Agreement or the obligations to be performed hereunder to be illegal under this Agreement, then the parties agree to engage in good faith negotiations towards amending the Agreement.

10. **MISCELLANEOUS PROVISIONS:**

A. Compliance with Jessica Lunsford Act: the Parties shall comply with the Jessica Lunsford Act (JLA). The Parties shall comply with Sections 1012.465, 1012.467, 1012.468, Florida Statutes, and all other applicable Florida laws governing background screening requirements, fingerprinting and criminal history checks. Personnel who are permitted access on school grounds when students are present, who have direct contact with students or who have access to or control of school funds shall meet the screening requirements of Section 1012.32, Florida Statutes.

B. Assignment: Neither party may assign any of its rights or obligations hereunder, whether by operation of law or otherwise, without the prior written consent of the other party (not to be unreasonably withheld.) If this matter pertains to a school that becomes a charter school, this Agreement may be cancelled by either Party upon thirty days written notice and each Party shall be released of any and all obligations under this Agreement that are not specified to survive termination.

C. Entire Agreement: This Agreement constitutes the entire agreement between the Parties and supersedes any and all prior agreements, proposals or representations, written or oral, concerning its subject matter. The Parties shall not be bound by any terms, conditions, statements, warranties, or representations, written or oral, not contained herein.

D. Amendments; Waivers: No modification or amendment of any provision of this Agreement will be effective unless in writing and signed by both parties. The failure or neglect by any party to enforce any right under this Agreement shall not be deemed to be a waiver of that party's rights. A waiver shall not be effective unless it is in writing and signed by the party who possesses the right to waive enforcement of same.

E. Governing Law: This Agreement will be governed by the laws of the State of Florida, without regard to its conflicts of laws rules. Each party agrees to comply with all applicable laws in the performance of this Agreement. In the event of litigation for any alleged breach of this Agreement, exclusive jurisdiction and venue for such litigation shall be in the Circuit Court of the Twelfth Judicial District, in and for MCR Health, Inc., Florida, or the United States District Court for the Middle District of Florida, Tampa Division. In the event of any litigation concerning this Agreement, the parties waive all rights to a jury trial. This section shall survive the termination or expiration of this Agreement. The costs of such dispute will be borne by the individual party.

F. Relationship of Parties: The parties are independent contractors. This Agreement does not create a partnership, franchise, joint venture, agency or employment relationship between the parties. It is expressly acknowledged that the District does not direct or control the work or services to be performed, or how to perform such work or services under this Agreement.

G. Indemnification: Each Party shall indemnify, defend, save and hold harmless the others, all their officers, agents or employees from all suits, actions, claims, demands, liability of any nature whatsoever arising out of or related to the indemnifying Party's own negligent or wrongful acts or omissions or those of its subcontractors, agents or employees. Nothing herein is intended to serve as a waiver of sovereign immunity or the express limitations of Section 768.28, Florida Statutes. The Parties agree to promptly notify one another of any claims and to cooperate in the defense of all claims towards a goal of settling or otherwise disposing of all claims in a manner that is mutually agreeable to both parties. The indemnification provisions of this Agreement shall survive termination of this Agreement for any claims that may be filed after the termination date of the Agreement provided the claims are based upon actions that occurred during the performance of this Agreement.

H. Confidentiality: The parties agree to maintain confidential records and information pursuant to applicable law, including, but not limited to, the Americans with Disabilities Act, the Family and Medical Leave Act, Family Educational Rights and Privacy Act, the Genetic Information Nondiscrimination Act, the Health Insurance Portability and Accountability Act (and its regulations; referenced together as "HIPAA"). Regarding data storage and breaches, each party shall employ commercial best practices for ensuring the security of all other parties' data including, but not limited to, electronic, spoken and paper information accessed, used, created, maintained, disposed of, or otherwise handled in the course of a party's performance of this Agreement. In the event of a breach of security or privacy as defined in Section 501.171 or Florida Statutes, or HIPAA, the breaching party shall notify the party who owns the data immediately, but no later than ten (10) days following a determination of a breach of data security or privacy. Additionally, each party shall fully cooperate, at its own expense, with the other party regarding the data owner's legal notification requirements. This cooperation includes law enforcement and auditors. Additionally, the parties acknowledge that District as a local government entity is subject to the State of Florida public records laws. Should a request be made for disclosure of confidential

records of Affiliate, District shall provide notice to the other party who may then, at its discretion, respond to the request. Should Affiliate not disclose the records or documents in violation of applicable law, Affiliate will defend and indemnify the District for any fees and costs which are incurred or taxed against District because of the illegal non-disclosure. Should Affiliate require confidential student information or personally identifiable information as a "school official," it may enter into a separate data privacy and sharing agreement with District. The District will not disclose any information covered by HIPAA unless as allowed by HIPAA.

I. Sovereign Immunity: Affiliate acknowledges and agrees that District does not waive its immunity and nothing herein, including the naming of the District as an additional insured, shall be interpreted or deemed as a waiver of District's rights, including the limitation of waiver of immunity, as set forth in Section 768.28, Florida Statutes, or any other statutes, and District expressly reserves these rights to the full extent allowed by law. All defenses relative to sovereign immunity are expressly reserved by District. The Affiliate is not waiving any limitations or immunities that it is accorded by law.

J. Contact with Students: Unless otherwise specified, Affiliate will not permit any employee, independent contractor, material men, supplier, or anyone involved in any manner with work pursuant to this Agreement on District property. A violation of this provision shall result in immediate termination of the offender and issuance of a trespass notice from District. Affiliate shall be responsible for insuring compliance by all employees or other persons involved in any manner with work pursuant to this Agreement.

K. Standards of Conduct: Each party shall conduct its activities in accord with its code of conduct. A party may request that the other party consider its code of conduct by providing such policy to the other party.

L. Severability: If any one or more of the provisions of this Agreement should be held contrary to law, or should for any reason whatsoever be held invalid or unenforceable by a court of competent jurisdiction, then such provision or provisions shall be null and void and shall be deemed separate from the remaining provisions of this Agreement, which remaining provisions shall continue in full force and effect, provided that the rights and obligations of the parties contained herein are not materially prejudiced and the intentions of the parties continue to be effective.

M. Force Majeure: The term "Force Majeure" means circumstances beyond the reasonable control of a party, (such as an act of God, a government restriction, a war, an insurrection, a labor dispute, a financial insolvency, an economic hardship, a strife, a failure of suppliers, communications or data systems) which delay or prevent the party from performing under the terms of this Agreement. Affected performance obligations will be suspended during the duration of the Force Majeure. In the event that the Force Majeure persists more than 90 days, either Party may elect to terminate this Agreement for convenience upon written notice.

N. Equal Opportunity: The Parties shall not discriminate on the basis of race, color, ethnicity, sex, national origin, religion, disability, pregnancy, age, ancestry, genetic information, or marital status as protected by law.

O. Federal Debarment & Suspension Certification: A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR Part 1986 Comp., p. 189) and 12689 (3 CFR Part 1989 Comp., p. 235), ''Debarment and Suspension.'' SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. Each party represents that it is not debarred or suspended.

P. This Agreement is subject to the Public Records Law, Chapter 119, Florida Statutes. To the extent required by law, all Parties agree that they shall allow public access to all documents, papers, letters, and other materials made and received in conjunction with this Agreement, which are not exempt or confidential pursuant to Florida law. If any party fails to comply with the requirements of this provision, the non-breaching party may unilaterally terminate this Agreement without further liability.

Neither party will release information subject to HIPAA without meeting the requirements of HIPAA.

IF AFFILIATE HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO AFFILIATE'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT: 215 MANATEE AVENUE W., BRADENTON, FLORIDA, 34205 (941) 708-8770, PUBLICRECORDS@MANATEESCHOOLS.NET.

Q. School District Policy: In accordance with District Policy, no contract for providing supplies, equipment or services shall be effective with any individual or business entity in which any board member of District or District's Superintendent has any financial interest. No contract for goods or services may be made with any business entity in which District's Superintendent, any board member of District, or any spouse or child of the foregoing has an employment relationship or a material interest. No District employee may directly or indirectly purchase or recommend for purchase goods or services from any business organization in which his/her spouse or child has a material interest as defined in Chapter 112, Florida Statutes.

R. Compliance with Regulations: Federal, state, county, and local laws, ordinances, rules, and regulations that in any manner affect the items covered herein apply. Lack of knowledge by either Party will in no way be a cause for relief from responsibility. The Parties shall have in their individual possession and must provide all applicable insurance, permits, licenses, etc., which may be required by federal, state, or county law to furnish services under the scope of this Agreement. The Parties must not be in violation of any zoning or other ordinances in the performance of this Agreement.

S. Safety Standards: All applicable equipment must meet the applicable requirements of the Occupational Safety and Health Act (OSHA) and any standards thereunder.

T. Tax Exemptions: When purchasing directly from a supplier, The Parties are exempt from Federal Excise, State Sales and Use Taxes. Tax exemption certificates and numbers will be furnished on request.

U. Possession of Firearms: Possession of firearms will not be tolerated on any District property or setting that is under the control and supervision of District for the purpose of school activities approved and authorized by District. No person who has a firearm in their vehicle may park their vehicle on District property. If any employee or independent contractor of Affiliate, or any of its subcontractors, is found to have brought a firearm on District property, said individual shall be immediately removed from District property by Affiliate and barred from performing further work relative to the Agreement. If a subcontractor fails to terminate said employee or independent contractor, Affiliate shall terminate its agreement with the subcontractor. "Firearm" has the same meaning given in Section 790.001, Florida Statutes.

V. Criminal Acts: Employment and performing work relative to the Agreement by either Party, or any of its subcontractors, of any employee, or independent contractor, with any prior convictions of any crimes against children, crimes of violence or crimes of moral turpitude (as defined by Fla. Admin. Code R. 6A-10.083) will not be tolerated. If it is determined that any person with such criminal history is performing work relative to the Agreement, the responsible Party shall take all steps necessary to remove such person from performing work relative to the Agreement and Party property. Either Party shall have the right to terminate this Agreement if the other Party does not comply with this provision.

W. Possession/Use/Under the Influence of Mind Altering Substances: Possession/use and/or being under the influence of any intoxicants, such as, but not limited to alcohol and/or substances delineated in Chapter 893, Florida Statutes, by a Student, a Party's employees, or independent contractors, or its subcontractors' employees, or independent contractors, will not be tolerated on any Party's property. If any student, employee, or independent contractor is found to have brought and/or used or is under the influence of any intoxicants as described above on any Party's property, said student, employee, or independent contractor shall be removed and barred from performing activities or work relative to the Agreement. If a subcontractor fails to terminate said employee or independent contractor, Affiliate shall terminate its agreement with the subcontractor. If a party fails to terminate said employee [Note: the School District cannot terminate a Student, and cannot agree to include "student" in this provision.] or independent contractor or fails to terminate the agreement with the subcontractor who fails to terminate said employee or independent contractor, [Note: the School District cannot terminate a Student, and cannot agree to include "student" in this provision.] this Agreement may be terminated by the other party.

X. Headings: The headings of the various sections and paragraphs in this Agreement are inserted for the convenience of the parties and shall not affect the meaning, construction or interpretation of this Agreement.

Y. Counterparts: This Agreement may be executed in one or more counterparts (including electronic means), each of which will be deemed an original and all of which together will constitute one and the same instrument.

IN **WITNESS WHEREOF,** MCR Health, Inc., Florida and the School Board of Manatee County, Florida have duly executed this Agreement.

THE SCHOOL BOARD OF MANATEE COUNTY

Date_____ By: _____
Superintendent, School Board of Manatee County

Date_____ By: _____
Chair, School Board of Manatee County

Date_____ By: _____
General Counsel

Date 7/25/2025 By: _____
(Affiliate Authorized Signature)
Title: President & CEO

EXHIBIT A

POST-EXPOSURE PROTOCOLS FOR STUDENT EXPOSURES TO BLOODBORNE PATHOGENS AT AFFILIATE

Student Exposure to Bloodborne Pathogens

In the event a Student is exposed to blood or other potentially infectious materials, Affiliate, business, or governmental entity shall immediately provide the attached ***Notification Letter for Adult Health Occupation Students*** to the exposed Student to sign and date. Affiliate shall immediately call the Adult Health Occupations Administrator at the College and provide a signed copy of the attached ***Notification Letter for Adult Health Occupation Student*** to them and retain a copy for their records. Affiliate shall immediately advise the exposed Student to go to their family physician, urgent care facility or hospital emergency room to seek immediate evaluation and treatment. Affiliate shall attempt to obtain consent from the source individual to have their blood tested to determine HBV, HCV and HIV infectivity and provide that information to the Student through their designated licensed healthcare professional. Affiliate shall comply with all federal, state and local regulations related to maintaining medical confidentiality and protection of personal health information. The School District of Manatee County, Florida, and Affiliate are not responsible for the payment of costs related to a Student's post-exposure evaluation, prophylaxis, counseling or treatment. The District will require that the Student affirm in writing that Student is responsible for the payment of all costs related to exposure evaluation and treatment.

School District of Manatee County

P.O. Box 9069
Bradenton, Florida 34206-9069

Kevin Chapman
INTERIM SUPERINTENDENT

215 MANATEE AVENUE WEST
BRADENTON, FL 34205
TELEPHONE (941)708-8770
FAX (941)708-8686

SCHOOL BOARD
*Chad Choate III, CHAIR**
Cindy Spray, Vice Chair
Heather Felton
Charlie Kennedy
Richard Tatem

Notification Letter for Adult Health Occupation Student

Date: _____

Instructor: _____ Class: _____

Dear Student:

You, _____, were involved in an incident where you may have been exposed to blood and/or other potentially infectious materials on _____
(Date)

You must consult with your family physician, urgent-care facility or hospital emergency room for further evaluation and follow-up.

This is a very important health matter and your prompt attention is necessary to avoid any possibility of complications in the future.

Please complete the Adult Health Occupation Student section below. The business entity shall provide a copy of the signed letter to you and a copy to your instructor.

Please call your instructor if you have any questions.

_____
Signature

_____
Health Care Facility

TO BE COMPLETED BY THE ADULT HEALTH OCCUPATION STUDENT

I, _____, acknowledge receipt of this letter.

_____ _____
Adult Health Occupation Student's Signature Date Signed

Rev. 07/19/23

FOREIGN COUNTRY OF CONCERN ATTESTATION
(PUR 1355)

This form must be completed by an officer or representative of an entity submitting a bid, proposal, or reply to, or entering into, renewing, or extending, a contract with a Governmental Entity which would grant the entity access to an individual's Personal Identifying Information. Capitalized terms used herein have the definitions ascribed in Rule 60A-1.020, F.A.C.

Name of entity is not owned by the government of a Foreign Country of Concern, is not organized under the laws of nor has its Principal Place of Business in a Foreign Country of Concern, and the government of a Foreign Country of Concern does not have a Controlling Interest in the entity.

Under penalties of perjury, I declare that I have read the foregoing statement and that the facts stated in it are true.

Printed Name: Melvin Price, DPM

Title: President & CEO

Signature:

Date: 7/25/2025

Vendor Affidavit Regarding the Use of Coercion for Labor and Services

Vendor Name: MCR Health, Inc.

Address: 101 Riverfront Blvd, Suite 710 Bradenton, FL 34205

Phone Number: 941-776-4000

Authorized Representative's Name: Melvin Price, DPM

Authorized Representative's Title: President and CEO

Email Address: mprice@mcr.health

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School District of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

Signature of Authorized Representative

Client#: 785462 MCRHEALT

ACORD™ CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 6/18/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Carol L. Anderson, CIC	
USI Insurance Services, LLC-CL 2400 East Commercial Blvd. Suite 600 Fort Lauderdale, FL 33308	PHONE (A/C, No, Ext): 954 607-4024	FAX (A/C, No):
	E-MAIL ADDRESS: carol.anderson@usi.com	
	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A : Lexington Insurance Co.	19437
INSURED MCR Health, Inc. 101 Riverfront Blvd, Suite 710 Bradenton, FL 34205	INSURER B : MEMIC Indemnity Co.	11030
	INSURER C : Oak River Insurance Co.	34630
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY			6798502	06/01/2025	06/01/2026	EACH OCCURRENCE	$1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$100,000
							MED EXP (Any one person)	$5,000
							PERSONAL & ADV INJURY	$1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$3,000,000
	X POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$1,000,000
	OTHER:							$
C	AUTOMOBILE LIABILITY			04APM05907801	06/01/2025	06/01/2026	COMBINED SINGLE LIMIT (Ea accident)	$1,000,000
	ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY X SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS ONLY NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
A	X UMBRELLA LIAB X OCCUR			6798503	06/01/2025	06/01/2026	EACH OCCURRENCE	$4,000,000
	EXCESS LIAB X CLAIMS-MADE						AGGREGATE	$4,000,000
	DED X RETENTION $0							$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N			3102804099	04/01/2025	04/01/2026	X PER STATUTE OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N / N/A						E.L. EACH ACCIDENT	$1,000,000
	(Mandatory in NH)						E.L. DISEASE - EA EMPLOYEE	$1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - POLICY LIMIT	$1,000,000
A	Professional Liability (Malpractice)			6798502	06/01/2025	06/01/2026	$1,000,000 Each Medical Incident/$3,000,000 Aggregate Limit	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Supplemental Names
MCR Health, Inc.
fka Manatee County Rural Health Services, Inc.
Manatee County Rural Health Services, Inc. Pharmacy

(See Attached Descriptions)

CERTIFICATE HOLDER

SPECIMEN

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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DESCRIPTIONS (Continued from Page 1)

Professional (Malpractice) Limit of Liability
Each Claim Limit $1,000,000
Aggregate Limit $3,000,000
Coverage Form Claims Made
MCR Health, Inc. - Retroactive Date: 08/01/2010
Manatee County Rural Health Services, Inc. Pharmacy - Retroactive Date: 10/01/2011

*Umbrella is Claims Made Excess over Professional Liability and Occurrence based over General Liability

EAST MANATEE PHARMACY - 1312 MANATEE AVE E BRADENTON, FL 34208
LAWTON CHILES PHARMACY - 1515 26TH AVE E BRADENTON, FL 34208
NORTH MANATEE PHARMACY - 5600 BAYSHORE RD PALMETTO, FL 34221
SOUTHEAST PHARMACY - 919 53RD AVE E BRADENTON, FL 34203
COMMUNITY CARE FAMILY CLINIC - 1148 E GIBSON ST ARCADIA, FL 34266
CENTRAL PHARMACY - 1505 26TH AVE E BRADENTON, FL 34208
EDGAR H. PRICE Jr. FAMILY & CHILDREN HEALTHCARE CENTER - 12271 US Hwy 301 N Parrish, FL 34219
SOUTHWEST PHARMACY - 5325 26th Street W. Bradenton, FL 34207

Detail by Entity Name

Florida Not For Profit Corporation
MCR HEALTH, INC.

Filing Information

Document Number	740487
FEI/EIN Number	59-1773262
Date Filed	10/21/1977
State	FL
Status	ACTIVE
Last Event	AMENDED AND RESTATED ARTICLES
Event Date Filed	11/30/2023
Event Effective Date	NONE

Principal Address

101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Changed: 04/25/2022

Mailing Address

101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Changed: 04/25/2022

Registered Agent Name & Address

PRICE, MELVIN B, Dr.
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Name Changed: 12/05/2022

Address Changed: 04/25/2022

Officer/Director Detail

Name & Address

Title President/CEO

PRICE, MELVIN B, DR.
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title Chair

RUIZ, MARY LYDIA
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title Treasurer

HARGREAVES, KATHLEEN
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title VC

BELLAMY, REGGIE
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title Secretary

BAUGH, EDNA
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title Board Member

KLEMENT, ROBERT, Dr.
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title Board Member

AMICK, JANENE
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title Board Member

WASHINGTON, LEE
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title BOARD MEMBER

McCARTHY, JEANE, Dr.
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title BOARD MEMBER

FRIEDRICH, DANIEL
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title BOARD MEMBER

LANGSTON, CYNTHIA
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title BOARD MEMBER

CHIARO, YEKATERINA
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title BOARD MEMBER

FREELAND-EDDIE, SHELLI
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Title BOARD MEMBER

DESEAR, VERNON
101 RIVERFRONT BLVD
SUITE 710
BRADENTON, FL 34205

Annual Reports

Report Year	Filed Date
2023	01/30/2023
2024	02/20/2024

2025 02/25/2025

Document Images

02/25/2025 -- ANNUAL REPORT	View image in PDF format
02/20/2024 -- ANNUAL REPORT	View image in PDF format
11/30/2023 -- Amended and Restated Articles	View image in PDF format
01/30/2023 -- ANNUAL REPORT	View image in PDF format
12/05/2022 -- AMENDED ANNUAL REPORT	View image in PDF format
07/25/2022 -- AMENDED ANNUAL REPORT	View image in PDF format
04/25/2022 -- ANNUAL REPORT	View image in PDF format
04/07/2021 -- ANNUAL REPORT	View image in PDF format
02/27/2020 -- ANNUAL REPORT	View image in PDF format
04/29/2019 -- ANNUAL REPORT	View image in PDF format
10/15/2018 -- Name Change	View image in PDF format
05/31/2018 -- AMENDED ANNUAL REPORT	View image in PDF format
05/01/2018 -- ANNUAL REPORT	View image in PDF format
02/14/2017 -- ANNUAL REPORT	View image in PDF format
01/26/2016 -- ANNUAL REPORT	View image in PDF format
01/12/2015 -- ANNUAL REPORT	View image in PDF format
02/27/2014 -- ANNUAL REPORT	View image in PDF format
06/21/2013 -- Amendment	View image in PDF format
01/22/2013 -- ANNUAL REPORT	View image in PDF format
01/03/2012 -- ANNUAL REPORT	View image in PDF format
03/14/2011 -- ANNUAL REPORT	View image in PDF format
02/18/2010 -- ANNUAL REPORT	View image in PDF format
01/06/2009 -- ANNUAL REPORT	View image in PDF format
03/26/2008 -- ANNUAL REPORT	View image in PDF format
04/23/2007 -- ANNUAL REPORT	View image in PDF format
05/01/2006 -- ANNUAL REPORT	View image in PDF format
02/24/2005 -- ANNUAL REPORT	View image in PDF format
02/19/2004 -- ANNUAL REPORT	View image in PDF format
01/27/2003 -- ANNUAL REPORT	View image in PDF format
05/29/2002 -- ANNUAL REPORT	View image in PDF format
02/19/2001 -- ANNUAL REPORT	View image in PDF format
03/06/2000 -- ANNUAL REPORT	View image in PDF format
02/22/1999 -- ANNUAL REPORT	View image in PDF format
02/02/1998 -- ANNUAL REPORT	View image in PDF format
02/18/1997 -- ANNUAL REPORT	View image in PDF format
03/06/1996 -- ANNUAL REPORT	View image in PDF format
03/22/1995 -- ANNUAL REPORT	View image in PDF format

AGENDA ITEM NO. 11.11

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of District Superintendent Membership and Dues for Fiscal Year 2025-2026, Estimated in the Amount of $35,000.00 (General Fund)

Executive Summary
The purpose of this agenda item is to comply with Section 7.2 of the Superintendent's contract. Section 7.2 Memberships and Dues states the following: "The Superintendent is encouraged to belong to appropriate community, professional, and educational organizations where membership will serve the best interests of the School District. Accordingly, the Board will pay such membership dues for organizations as are required, directed, or permitted by the Board. The Superintendent shall present appropriate statements for approval by the Board". The Superintendent's participation in community, professional, and educational organizations is a key element for the continued success of the District through the exchange of knowledge and the building of partnerships.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Recommendation
The Superintendent recommends approval of District Superintendent membership and dues for fiscal year 2025-2026, estimated in the amount of $35,000.00 (General Fund).

Financial Impact
The estimated cost for this agenda item is $35,000.00. The funding source for this expenditure is included in the Superintendent's proposed budget for 2025-2026 (General Fund).

Contact
Submitting Department: Superintendent Office

AGENDA ITEM NO. 11.12

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Purchase Restoration Services, SDMC No. 26-0062-MR, Estimated in the Amount of $250,585.00 (General Fund)

Executive Summary
The purpose of the requested action is to ratify the Superintendent's emergency procurement action and establish an agreement to inventory, pack out, clean, storage, manipulation and delivery for building affected content at Manatee High School Building 15 plus environmental analysis. Content includes but not limited to approximately 700 uniforms (each uniform defined as a jacket, shirt, pants, tee shirt, socks, and shoes/boots), general contents (miscellaneous furniture, wall hanging, theater screen, gym weights, and electronics). Reimbursable by insurance.

The State of Florida declared a state of emergency based on Hurricane Milton, which caused water intrusion in Building 15 at Manatee High School. The Superintendent pursuant to Manatee County School Board Policy 6320, issued an emergency procurement action in order to take immediate steps to mitigate damage to the buildings contents.

Approval of this agenda item does not indicate immediate or complete expenditure of funds. Funds will only be expended as budget(s) allow. The requested contract is for the period through June 30, 2026..

Historical expenditures are as follows:

- 2024-2025 N/A
- 2023-2024 N/A
- 2022-2023 N/A

Florida Statutes Section 1010.04(4)(a) "The State Board of Education may, by rule, provide for alternative procedures for school districts and Florida College System institutions for bidding or purchasing in cases in which the character of the item requested renders competitive bidding impractical."

State Board Rule 6A-1.012(14) states, "A district school board, when acquiring, whether by purchase, lease, lease with option to purchase, rental or otherwise, information technology, as defined in Section 282.004(11), F.S., may make any acquisition through the competitive solicitation process as described herein or by direct negotiation and contract with a vendor or supplier, as best fits the needs of the school district as determined by the school board."

Subsection 6A-1.012(11) F.A.C. states, "The requirement for requesting competitive solicitations for commodities or contractual services from three or more sources is hereby waived as authorized by Section 1010.04(4)(a), F.S., for: (a) The purchase by district school boards of professional services which shall include, without limitation, artistic services; academic program reviews; lectures by individuals; auditing services not subject to Section 218.391, F.S.; legal services, including attorney, paralegal, expert witness, court reporting, appraisal or mediator services; and health services involving examination, diagnosis, treatment, prevention, medical consultation or administration; and, (b) The purchase by district school boards of educational services and any type of copyrighted materials including, without limitation, educational tests, textbooks, printed instructional materials, computer software, films, filmstrips, videotapes, dvds, disc or tape recordings, digital

recordings, or similar audio-visual materials, and for library and reference books, and printed library cards where such materials are purchased directly from the producer or publisher, the owner of the copyright, an exclusive agent within the state, a governmental agency or a recognized educational institution;"

The supplier is Prism Specialties of Suncoast Florida, Fort Lauderdale, FL, Florida Document No. L240100151402. The Contract is available for review in Construction Services.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 4
Maximize the energy efficiency and management of our facilities to remain sustainable and financially responsible

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation

The Superintendent recommends approval to purchase Restoration Services, SDMC No. 26-0062-MR, Estimated in the amount of $250,585.00 (General Fund).

Financial Impact
The funding source for this expenditure is General Fund and is included in the Construction Services Department proposed or approved budget for 2025-2026. **(General Fund)**

Contact
Submitting Department: Construction Services Department
Initiated By: Reginald Goff

AGENDA ITEM NO. 11.13

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Sole Source to Purchase Variable Frequency Drives, SDMC No. 26-0014-MR, Estimated in the Amount of $400,000.00 (Capital Fund)

Executive Summary
Variable frequency drives are a major component of electric motor operation. The drive allows the motor to operate at the optimum efficiency based on the demand or load the motor is experiencing. ABB drives offer the best value related to pricing, reliability and support. The electric motors in the District that require a variable speed drive utilize ABB drives.

The requested approval is for the period through June 30, 2026. Expenditures for the new contract period are expected to be in line with current year spend.

Historical expenditures are as follows:
YTD 2025-2026 $97,253.00
Fiscal Year 2024-2025 $371,606.00
Fiscal Year 2023-2024 $119,330.00
Fiscal Year 2022-2023 $35,540.00
Expenditure amounts include direct material purchases for Construction Services Department.

Approval of this agenda item does not indicate immediate or complete expenditure of funds. Funds will only be expended as budget(s) allow.
State Board Rule 6A-1.012(12)(d) states: "Commodities or contractual services available only from a single source may be exempted from the competitive solicitation requirements. When a district school board believes that commodities or contractual services are available only from a single source, the district school board shall electronically or otherwise publicly post a description of the commodities or contractual services sought for a period of at least 7 business days. The description must include a request that prospective vendors provide information regarding their ability to supply the commodities or contractual services described. If it is determined in writing by the district school board, after reviewing any information received from prospective vendors, that the commodities or contractual services are available only from a single source, the district school board shall provide notice of its intended decision to enter a single source contract in the manner specified in Section 120.57(3), F.S., and may negotiate on the best terms and conditions with the single source vendor."

The District has reviewed sole source information and has fully complied with all sole source requirements. Documentation is on file the purchasing department.

The supplier is Commercial Air Management, Cape Coral, FL, Florida Document No. P93000071599.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 4
Maximize the energy efficiency and management of our facilities to remain sustainable and financially responsible

Ready To Grow | Goal 5

Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation

The Superintendent recommends approval of sole source to purchase Variable Frequency Drives, SDMC No. 26-0014-MR, Estimated in the Amount of $400,000.00 (Capital Fund).

Financial Impact

The funding source for this annually estimated expenditure is Capital Fund and is included in Maintenance, Operations & Central Distribution Warehouse Department and Construction Services proposed budgets for 2025/2026 **(Capital Funds).**

Contact

Submitting Department: Maintenance, Operations & Central Distribution Warehouse
Initiated By: Todd Henson

AGENDA ITEM NO. 11.14

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Bid on Commercial Doors and Service, SDMC No. 26-0054-KD, Estimated in the Amount of $750,000.00 Annually (Capital Fund)

Executive Summary
The District issued an invitation to bid to establish contractors to furnish doors, hardware, and services for the installation, repair, and replacement of standard and non-standard doors and frames. The District will utilize these services for upcoming projects to replace aging doors and hardware, safety and security upgrades, and routine repairs and services. Due to prevailing market trends, there has been a rise in the cost of materials for these products and services. Consequently, the District expects a surge in overall expenses.

This bid is recommended for award to:

- DH Pace Company, Inc., Tallahassee, Florida, Florida Document No. F09000003453
- Toro Construction Services Inc. DBA Toro CSI, Thonotosassa, Florida, Florida Document No. P09000048496
- Additional suppliers may be added as needed throughout the contract period.

The requested contract is valid from August 29, 2025 through August 28, 2028, with one additional two (2) year renewal through August 28, 2030, and extensions as permitted in the terms of the bid.

Copies of the contract specifications and pricing are on file in the Purchasing Department. Approval of this bid and agenda item does not indicate immediate or complete expenditure of approved funds. Funds will only be expended as budget(s) allow on an as-needed basis throughout the contract period.

Historical Expenditures are as follows:
YTD 2025-2026 (July 1, 2025, through August 8, 2025) $0.00
2024-2025 $462,457.28
2023-2024 $208,644.56

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 4
Maximize the energy efficiency and management of our facilities to remain sustainable and financially responsible

Ready To Grow | Goal 6
Maintain our robust security readiness and safety system across the District

Recommendation
The Superintendent recommends approval of the bid on commercial doors and service, SDMC No. 26-0054-KD, estimated in the amount of $750,000.00 annually (Capital Fund).

Financial Impact
The funding source for this annually estimated expenditure is Capital, and other District funds as needed and is included in the approved budgets for 2025-2026.

Contact
Submitting Departments: Maintenance and Operations and Purchasing
Initiated By: Todd Henson

Attachments:
260054t Intent to Award Tabulation

NOTICE OF INTENT TO AWARD

BID ON COMMERICAL DOORS AND SERVICE, SDMC No. 26-0054-KD

CONTRACT PERIOD: AUGUST 29, 2025 THROUGH AUGUST 28, 2028

BOARD APPROVAL ON AUGUST 26, 2025

TABULATION OF BID ON COMMERICAL DOORS AND SERVICE, SDMC No. 26-0054-KD

Bids Due: 3:00 p.m., Monday, July 28, 2025

Bidder's Name	1. Door and Frame Repair/Installation: Standard Working Hours		2. Door and Frame Repair/Installation: Nonstandard Working Hours		3. Shop Rate Repair/Fabrication: Standard working hours	
	Hourly Rate	Notes	Hourly Rate	Notes	Hourly Rate	Notes
DH Pace Company, Inc.	**$90.00**		**$125.00**		**$90.00**	
Toro Construction Services Inc. (DBA Toro CSI)	**$75.00**		**$95.00**		**$65.00**	

Bidder's Name	4. Rental of Equipment: (Maximum 10%)		5. Use of Contractor Owned Special Equipment:		6. Additional Contractor Owned Special Equipment	
	% Mark-up	Notes	Hourly/Daily	Notes	Hourly/Daily	Notes
DH Pace Company, Inc.	**10.00%**		**N/A**		**N/A**	
Toro Construction Services Inc. (DBA Toro CSI)	**10.00%**		**$30.00/ $200.00**		**$85.00/ $600.00**	**2**

Bidder's Name	7. Additional Contractor Owned Special Equipment		8. Additional Contractor Owned Special Equipment		9. Additional Contractor Owned Special Equipment	
	Hourly/Daily	Notes	Hourly/Daily	Notes	Hourly/Daily	Notes
DH Pace Company, Inc.	**N/A**		**N/A**		**N/A**	
Toro Construction Services Inc. (DBA Toro CSI)	**$45.00/ $300.00**	3	**$30.00/ $200.00**	4	**$30.00/ $200.00**	**5**

Bidder's Name	10. Use of Subcontractors: (Maximum 10%)	
	% Mark-up	Notes
DH Pace Company, Inc.	**10.00%**	
Toro Construction Services Inc. (DBA Toro CSI)	**10.00%**	

	Door Hardware and Miscellaneous Parts					
Bidder's Name	11. Steelcraft Door Materials and Hardware		12. Additional Door Materials and Hardware: Brands/Manufacturers Not Listed		13. Additional Door Materials and Hardware: Brands/Manufacturers Not Listed	
	Percentage Discount	Notes	Percentage Discount	Notes	Percentage Discount	Notes
DH Pace Company, Inc.	**20.00%**		**20.00%**	1	**20.00%**	
Toro Construction Services Inc. (DBA Toro CSI)	**0.00%**	6	**0.00%**	6	**0.00%**	**6**

Notes:	
1	Von Duprin, Schlage, LCN, NGP, Rockwood
2	Boom Lift - 45 ft (articulated)
3	Scissor Lift - 19 ft
4	HEPA Air Scrubber
5	Stihl TS420 or Husqvarna K770
6	Off MSRP

"Failure to file a protest within the time prescribed in section 120.57(3), Florida Statutes, or failure to post the bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under chapter 120, Florida Statutes."

AGENDA ITEM NO. 11.15

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Purchase Mental Health Services through Centerstone for the 2025-2026 School Year as Continued Procurement for services, Estimated in the Amount of $640,000.00 (Mental Health Assistance Allocation)

Executive Summary
Centerstone Behavioral Health Center will provide one clinical supervisor and eight (8) therapists to provide mental health services to the students of the School District of Manatee County in accordance with the Marjorie Stoneman Douglas High School Safety Act and House Bill 7026. Centerstone will provide assessment, diagnosis, and treatment of students with mental health disorders. Centerstone will also report the number of students who were referred for services and assistance, and the number of students who received services or assistance.

Historical Expenditures are as follows:
- FY 2024-2025 $728,888.64
- FY 2023-2024 $634,500.00
- FY 2022-2023 $797,920.00

Approval does not indicate immediate or complete expenditure of approved funds. Approved funds will only be expended on an as needed basis throughout the contract period. The requested contract period is for the period of August 12, 2025, through May 31, 2026.

Subsection 6A-1.012(11) F.A.C. states "The requirement for requesting competitive solicitations for commodities or contractual services from three or more sources is hereby waived as authorized by Section 1010.04(4)(a), F.S., for (a) The purchase by district school boards of professional services which shall include, without limitation, artistic services, academic program reviews, lectures by individuals, auditing services not appraisal or mediator services; and health services involving examination, diagnosis, treatment, prevention, medical consultation or administration.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 3
Develop an innovative leadership development program and succession-planning model to attract and support quality school and District leaders

Recommendation
The Superintendent recommends approval to purchase mental health services through Centerstone, SDMC No. 24-0014-RG, continued procurement for services, estimated in the amount of $640,000.00 (Mental Health Assistance Allocation).

Financial Impact
The funding source for this expenditure is the General Fund and part of the Mental Health Assistance Allocation Plan which includes the categorical Mental Health Allocation and is included in the Student Services Department proposed/approved budget for the 2025-2026 school year.

Contact
Submitting Department: Student Services
Initiated By: Lisa Lyon

Attachments:
Centerstone Contract 25-26_signed
Centerstone- Coercion Affidavit

CONTRACT FOR MENTAL AND BEHAVIORAL HEALTH SERVICES
Between
THE SCHOOL BOARD OF MANATEE COUNTY
and
CENTERSTONE OF FLORIDA
SCHOOL SERVICE AGREEMENT
2025-2026

This Contract for Mental and Behavioral Health Services (the "Contract") is entered into the 12th day of August 2025, between THE SCHOOL BOARD OF MANATEE COUNTY, a body corporate (hereinafter referred to as the "BOARD"), and CENTERSTONE OF FLORIDA, a Florida not for profit corporation is made for the purpose of retaining mental health providers to offer direct support to students and families. The BOARD and CENTERSTONE OF FLORIDA shall collectively be referred to as the "Parties," with each being a "Party." This agreement will expire at the end of the 2025-2026 school year.

WHEREAS, pursuant to Florida law, the parties wish to provide a mechanism to offer certain mental health services to students at the School District of Manatee County who qualify for such services under the following criteria:

1. The student is now enrolled in, or has made application for, enrollment in the School District of Manatee County.
2. The student has been appropriately referred to access additional mental and behavior services following the process established by the BOARD.

NOW THEREFORE, in order to provide appropriate mental health and behavioral services to students who qualify for those services, in consideration of the promises set forth herein and other good and valuable considerations, CENTERSTONE OF FLORIDA and the BOARD agree as follows:

I. **The BOARD agrees:**
   A. It shall provide opportunities for in-service training for CENTERSTONE OF FLORIDA staff involved in providing services to students in the area of mental/behavioral health.
   B. It shall provide consultation from school staff upon request from CENTERSTONE OF FLORIDA staff.
   C. It shall provide access to educational records for students identified as needing specialized services in the area of mental/behavioral health.
   D. It shall provide space with furnishings for counseling/therapy intervention. Final determination as to the need for equipment and furniture shall rest with the BOARD.

II. **CENTERSTONE OF FLORIDA agrees:**
   A. It will provide supervision to all mental health therapists and psychiatrists who provide supplemental mental and behavioral health services as required by law to identify students registered in Manatee County Public Schools.
   B. It shall provide developmentally appropriate modeling/coaching strategies to teachers and or support staff for school implementation, upon request.

C. It shall provide written notification to the BOARD of all persons appointed as mental health providers. CENTERSTONE OF FLORIDA shall provide the BOARD the Staff Appointment Verification Form (Appendix A) with all required attachments, documenting the appointment status of each staff member providing services under this Contract, before providing services to students or families.

D. CENTERSTONE OF FLORIDA will ensure background screening is performed in compliance with Chapter 1012, Fla, Stat. and the BOARD'S policies. CENTERSTONE OF FLORIDA agrees to:

1. At its expense, conduct a Level 2 Criminal Background Check on all persons, whether an agent, employee, volunteer or otherwise (collectively referred to as "Employees") providing services under this Contract. Employees must meet the screening **standards** set forth in Florida Statutes Sections 435.03 and 435.04. The screening assessment Includes orientation, in-depth interview, reference checks, police background checks and fingerprinting. CENTERSTONE OF FLORIDA promptly furnishes to the School Board's Safety & Security Department, Fingerprint Office, a full list of Employees needing a badge and finger print and background checks, before providing services to students or families.
2. Furnish to Manatee County Schools Human Resources Department before any of its Employees will be permitted on school grounds while students are present the following: (i) A statement of attestation prepared and signed by CENTERSTONE OF FLORIDA CEO/President or Program Director in a form acceptable to the BOARD that CENTERSTONE OF FLORIDA has conducted Level 2 background checks for all Employees providing on-site services as required by Section 435.04, Florida Statutes, to be updated for each Employee for each subsequent year of the Contract; and (ii) CENTERSTONE OF FLORIDA will immediately furnish to Manatee County Schools Human Resources Department any notifications of are rests it receives with respect to Employees who had an CENTERSTONE OF FLORIDA badge issued.
3. The BOARD has the right to refuse entry onto its school grounds to any Individual whose background check does not meet the requirements established by The BOARD pursuant to Florida law. Any Employee must sign in and out of the school district's database each time they are on campus, CENTERSTONE OF FLORIDA shall, upon the expiration or termination of this Contract, facilitate the collection of all badges issued to its Employees.

E. A report relating to the services provided to students shall be submitted to the BOARD on a monthly basis. This report, at minimum, should include student name, or student ID number, the date the student was provided with services, and the number of minutes those services were provided.

F. It shall conduct meetings as necessary to review and revise each student's plan of care. The student's parent or legal guardian and the BOARD designee shall be involved in decisions regarding the students' plan of care, as appropriate. The BOARD shall have responsibility for compliance with the State Board Rules.

G. It shall conduct monthly meetings with the school's principal (or designee) to review caseloads and concerns that may arise.

H. It shall keep school pertinent personnel informed of ongoing services. At any time, a proposed change needs to occur, CENTERSTONE OF FLORIDA will follow the process established by the BOARD to review and make informed decisions

I. It shall provide administration and clinical supervision to the mental health providers contracted by CENTERSTONE OF FLORIDA.

J. It shall provide to the BOARD a report at the end of 2024-2025 school year detailing:

1. Number of students who received mental health assessments.
2. Number of students referred to contracted school-based service providers.
3. Number of students receiving mental or behavioral health services from CENTERSTONE OF FLORIDA.

K. In the event CENTERSTONE OF FLORIDA receives student records and/or information in the course of providing services, it shall fully comply with the requirements of §1002.22 and §1002.221, Florida Statutes, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. §1232g, and the federal regulations issued pursuant thereto (34 CPR Part 99); and any other law or regulation, either federal or State of Florida, regarding confidentiality of student information and records. CENTERSTONE OF FLORIDA shall (i) hold the student records and information in strict confidence and not use or disclose except as required by this Contract or permitted by law and disclose student records only to those who have a need to access the information in order to perform their assigned duties; (ii) safeguard the student record$ through administrative, physical and technological safety standards to ensure adequate controls are in place to protect these student records in accordance with FERPA's privacy requirements; and (iii) continually monitor its operations and take all action necessary to assure that the student information and records are safeguarded in accordance with the terms of this Contract.

L. CENTERSTONE OF FLORIDA shall comply with Florida's Public Records Law including:

1. Keeping and maintaining public records that ordinarily and necessarily would be required by BOARD.
2. Providing the public with access to public records on the same terms and conditions that BOARD would provide the records at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law.
3. Ensuring that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law.
4. Meeting all requirements for maintaining public records and transferring at no cost to BOARD all public records in possession of CENTERSTONE OF FLORIDA upon termination of the Contract; destroying any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. All records stored electronically must be provided to BOARD in a format that is compatible with the information technology systems of BOARD.

M. IF CENTERSTONE OF FLORIDA HAS QUESTIONS REGARDING THE APPLICABILITY OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS:

Public Records Custodian
215 Manatee Avenue W.
Bradenton, FL 34205
(941) 708-8770
publicrecords@manateeschools.net

III. Both Parties agree:

A. CENTERSTONE OF FLORIDA provides services as an independent contractor and shall retain full control and discretion as to the appointment or removal of any staff member employed by CENTERSTONE OF FLORIDA. The BOARD may report to CENTERSTONE OF FLORIDA any CENTERSTONE OF FLORIDA Employee that is deemed by the BOARD to be performing in a manner incompatible with the provisions of an adequate educational program to students and, upon the BOARD'S request, shall remove such Employee from performing services pursuant to this Contract,
B. Staff of the BOARD shall be permitted to review the program provided by CENTERSTONE OF FLORIDA including evaluation reports and progress reports and may confer with CENTERSTONE OF FLORIDA staff at reasonable times, as agreed by both parties. The BOARD has the right to participate in all interview selection processes.
C. Upon request, CENTERSTONE OF FLORIDA shall provide the State Board of Education student's attendance therapy records.
D. Services provided by CENTERSTONE OF FLORIDA and authorized by the BOARD shall be compensated at a rate of $80,000.00 per year for each mental health provider for services rendered August 12, 2025 through May 29, 2026. Conditioned on the provision of appropriate services under the terms of this Contract, payments will be disbursed to CENTERSTONE OF FLORIDA monthly in ten (10) equal payments of $64,000.00 for the months of August 12, 2025, through May 29, 2026. CENTERSTONE OF FLORIDA will provide eight (8) mental health therapists to the School District of Manatee County during this contract period.

   Each mental health provider shall maintain a student schedule, including the hours of service. A monthly statement of services rendered by CENTERSTONE OF FLORIDA shall indicate the provider's name, hours, and types of services rendered for students and shall be submitted with the invoice to the BOARD by the fifteenth (15th) of each month. This report will be completed on a template provided by the district. Only the district-approved template will be accepted for documentation of services provided. This report must contain evidence that a minimum of 50% of the mental health provider's time was utilized providing direct services to students. Statements should be mailed to:

The School District of Manatee County
Student Services Department
2501 63rd Avenue East
Bradenton, FL 34203

If a mental health provider is unable to render services, and coverage is not provided, during more than half of the dates reflected on the School District of Manatee County

Academic Calendar, for any month between August 12, 2025 - May 29, 2026, the reimbursement for the therapist will be reduced to $2,500.00 for that month.

The Contract Compliance Checklist (Appendix B) with all accompanying documentation must be returned to the Student Services Department prior to any reimbursement being issued pursuant to this Contract.

Total payment during the term of this Contract for mental health services and shall not exceed $640,000.00.

E. Other than the payment described in Section 3, item (D), above, this Contract is not intended to provide any mechanism by which monies are paid or received from either party for the fulfillment of the duties set forth herein. Each party shall seek payment for services rendered from whatever sources are available to it and shall not look to the other party for payment for those services.
F. During the term of this Contract, CENTERSTONE OF FLORIDA shall maintain public liability and malpractice insurance coverage in at least the following amounts: TWO HUNDRED THOUSAND AND 00/100 DOLLARS ($200,000.00) per person; THREE HUNDRED THOUSAND AND 00/100 DOLLARS ($300,000.00) per occurrence; and ONE MILLION AND 00/100 DOLLARS ($1,000,000.00) umbrella coverage with the BOARD listed as a co-insured. As evidence of such insurance coverage CENTERSTONE OF FLORIDA shall furnish the BOARD with a Certificate of Insurance prior to commencing any services under this Contract.
G. CENTERSTONE OF FLORIDA shall hold harmless, indemnify, and defend the BOARD, its agents, servants, employees, in their official and individual capacity, from any demand, claim, suit, loss, cost, expense or damage which may be asserted, claimed or recovered against or from the BOARD its agents or employees, in their official or individual capacity, by reason of any damage to property or injury or death of any person which arises out of, is incident to, or in any manner connected with this Contract. Nothing in this Contract shall be deemed to constitute a waiver of sovereign immunity on the part of the BOARD or to affect, limit, or reduce the protection from suit afforded to the BOARD under Section 768.28, Florida Statutes, This provision shall survive termination of this Contract and shall be binding on the parties, successors, representatives and assigns and cannot be waived or varied.

IV. Other Provisions:

A. Any additions, changes, deletions, or modifications to this Contract shall be void unless agreed to in writing by both parties.
B. Any disputes relating to implementation of the provisions of this Contract may be resolved by informal meetings and/or conferences between the BOARD's Director of Exceptional Student Education or his/her designee and the appropriate representative(s) of CENTERSTONE OF FLORIDA.
C. This Contract shall commence August 12, 2025, and shall terminate May 29, 2026, unless terminated at an earlier date by either party. Either party may terminate this Contract at any time without cause by giving thirty (30) days written notice with no party owing any further obligation to the other.

D. Any notice given pursuant to this Contract shall be made to CENTERSTONE OF FLORIDA to the attention of the Director of Exceptional Student Education, and to the BOARD to the attention of the School District of Manatee County.
E. CENTERSTONE OF FLORIDA and the SOARD mutually warrant that the program shall be in compliance with applicable provisions of the Civil Rights Act of 1964, Title IX of the Educational Amendments of the 1974 and Section 504 of the Rehabilitative Act of 1973.
F. The sole and exclusive jurisdiction for any action brought pursuant to this Contract shall be in the County or Circuit Court of the Twelfth Judicial Circuit, in and for Manatee County, Florida.
G. Neither party shall be liable to the other nor deemed in default under this Contract if and to the extent that such party's performance under this Contract is rendered impossible, impractical, or prevented by reason of force majeure. For purposes of this Contract, the term "force majeure" means acts of God; acts of the public enemy; war; riots; strikes; labor disputes; civil disorders; fires; floods; hurricanes, epidemics, pandemics, government regulations, and the issuance or extension of existing government orders of the United States, the State of Florida, or local county and municipal governing bodies, which prevents performance of the contract for all or part of the 2023-2024 academic year. The BOARD, in its sole discretion, reserves the right to terminate this Contract if a force majeure event occurs, in which case, all services under this Contract shall cease as of the last day worked.
H. This Contract ratifies or modifies all other agreements between the Parties. This document incorporates and includes all prior negotiations, correspondence, conversations, agreements and understandings applicable to the matters contained herein and the Parties agree that there are no commitments, agreements or understandings concerning the subject matter of this Contract that are not contained in this document.
I. Neither this Contract nor any interest herein may be assigned, transferred or encumbered by any Party without the prior written consent of the other Party.
J. Each person signing this Contract individually warrants that he or she has full legal power to execute this Contract on behalf of the Party for whom he or she is signing, and to bind and obligate such Party with respect to all provisions contained in this Contract.
K. This agreement is contingent upon all participants and individuals that administer or participate in the program to follow all School District on Manatee County COVID-19 protocols.

V. Food Service Agreement:

A. Any and all separate contract for Food Services is unaffected by this Amendment and will remain in full force and effect. The School shall provide food service to its students consistent with applicable Florida Statutes. If the School elects to participate in the National School Lunch Program, it shall follow all applicable federal rules and regulations. If the school chooses to contract with the School District of Manatee County for meals, a separate agreement will be required. All terms of those separate agreements are subject to separate and distinct negotiations, renewal, and expiration.

VI. Transportation Agreement:

A. The School District of Manatee County will not be transporting students for the contracted site. The contracted site is solely responsible for the transportation of students.

VII. Compliance with Jessica Lunsford Act:

A. Vendors, individuals or entities under contract with the School Board of Manatee County who are permitted access on school grounds when students are present must comply with section 1012.465, Florida Statutes and must meet Level 2 screening requirements as described in Section 1012.32 Florida Statutes. If it is found that a person who is employed or under contract does not meet the Level 2 requirements, the person shall be immediately suspended from working in that capacity and shall remain suspended until the final resolution of any appeal. Vendors, individuals or entities under contract with the School Board of Manatee County required to go on school grounds when students are present, must agree to indemnify and hold harmless the School Board for any claims made against the School Board related to the failure to comply with this requirement.

VII. Sovereign Immunity:

A. The parties acknowledge and agree that the School Board of Manatee County, Florida, as a political subdivision of the State of Florida, is a sovereign entity that is by law immune from suit except to the extent specified in 768.28 of Florida Statutes. No provision of the agreement shall constitute, or be interpreted as, a waiver of sovereign immunity, and all defenses relative to sovereign immunity shall be preserved.

VIII. E-VERIFY:

A. **Employment Eligibility Verification ("E-VERIFY"):** By entering into a contract with the School District of Manatee County (a public employer in Florida) to provide goods or services in exchange for salary, wages or other renumeration, this section applies to verify employment eligibility. Therefore, pursuant to Section 448.095, Florida Statutes and beginning January 1, 2021, every public employer, Contractor and S1.,1bcontractor shall register with and use the United States Department of Homeland Security's E-Verify system, located at bttps://e-verify.uscis.gov/emp to verify the work authorization status of all newly hired employees. The Parties may not enter into a contract unless each party registers with and uses the federal E-Verify system. The Contracted Site agrees to execute the attached E-Verify form annexed to this agreement.

Contractor E-Verify Number: *383703*

IX. Termination:

A. Termination for Cause-The School District reserves the right to terminate this contract in whole or in part at any time before the date of completion, in the event it is determined that the provider has failed to comply with the conditions of the agreement. The School District shall promptly notify the Provider in writing of the determination and the reasons for the termination, together with the effective date of the termination. Payments made to Providers or recoveries by the School District under contracts terminated for cause shall be in accordance with the legal rights and liabilities of the parties under the laws of the State of Florida. Termination for cause includes terminations under 215.4725, F.S.

B. Termination for Convenience-Termination of this contract in whole or in part may be made by School District of Manatee County when the District determines that the continuation of the contract would not produce beneficial results commensurate with the further expenditure of

funds or in furtherance of the goals and directives of the School District of Manatee County. Termination may be Initiated within 30 days' notice when District approval Is not required and subject to District approval when required.

X. Entire Agreement:

A. This agreement constitutes the entire agreement between the parties and supersedes all prior agreements, proposals or representations, whether written or oral, concerning its subject matter. This agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which will constitute one and the same Instrument. The terms of this agreement will supersede any conflicting terms In any counterpart, exhibit or attachment. No modification, amendment, or waiver of any provision of this agreement will be effective unless in writing and signed by both parties. Notice Is by writing sent certified mail. In the event of conflict, the terms of this agreement shall govern.

IN WITNESS WHEREOF, the parties have executed this Contract as of the date first written above.

CENTERSTONE OF FLORIDA

Melissa Larkin-Skinner, CEO Sean Gingras, RFO	8/4/25 Date
Kevin Chapman, Interim Superintendent	Date
Chad Choate III, Board Chair	Date

Contractor Affidavit Regarding the Use of Coercion for Labor and Services

Contractor Name: Centerstone of Florida

Address: 379 6th Ave. W. Bradenton, FL 34205

Phone Number: (941) 718-9067

Authorized Representative's Name: Alexis Wade

Authorized Representative's Title: Manager of School Base, Prevention, & Intervention

Email Address: alexis.wade@centerstone.org

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School Board of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

Alexis Wade Digitally signed by Alexis Wade Date: 2025.08.07 14:40:37 -04'00' _____ 08/07/2025 _____

Signature of Authorized Representative Date

AGENDA ITEM NO. 11.16

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Purchase Mental Health Services through Florida Center for Early Childhood, Inc. for the 2025-2026 School Year, SDMC No. 24-0066-RG, Estimated in the Amount of $1,040,000.00 (Mental Health Assistance Allocation)

Executive Summary
In accordance with Florida Statute 1011.62, The Mental Health Assistance Allocation is to assist Districts with establishing or expanding school based mental health care; training educators and school staff in detecting and responding to mental health issues; and connecting children, youth, and families who may experience behavioral health issues with appropriate services. The Florida Center for Early Childhood, Inc. will provide eleven (11) Manatee County elementary schools with on-site mental health counselors. These counselors will provide weekly counseling for up to twenty (20) students per week.

Historical Expenditures are as follows:
- FY 2024-2025 $722,291.10
- FY 2023-2024 $666,400.00
- FY 2022-2023 $268,500.00

Approval does not indicate immediate or complete expenditure of approved funds. Approved funds will only be expended on an as needed basis throughout the contract period. The requested contract period is for the period of August 12, 2025, through June 30, 2026.

Sub-section 6A-1.012 (11) F.A.C. states, "The requirement for requesting competitive solicitations for commodities or contractual services from three or more sources is hereby waived as authorized by Section 1010.04(4)(a), F.S., for: (a) The purchase by district school boards of professional services which shall include without limitation, artistic services: academic program reviews, lectures by individuals, auditing services not subject to Section 218.391, F.S.: legal services, including attorney, paralegal, expert witness, court reporting, appraisal or mediator services and health services involving examination, diagnosis, treatment, prevention, medical consultation or administration."

The supplier is the Florida Center for Early Childhood, Inc. Sarasota, FL. Florida Document No. 747853.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 3
Develop an innovative leadership development program and succession-planning model to attract and support quality school and District leaders

Recommendation
The Superintendent recommends approval to purchase mental health services through Florida Center for Early Childhood, Inc. for the 2025-2026 School Year, SDMC No. 24-0066-RG, estimated in the amount of $1,040,000.00 (Mental Health Assistance Allocation).

Financial Impact
The cost of this expenditure will not exceed $1,040,000.00 and will be funded from the Mental Health Assistance Allocation. This is included in the proposed /approved budget for the 2025-2026 school year.

Contact
Submitting Department: Student Services
Initiated By: Lisa Lyon

Attachments:
Florida Center Contract 25-26_signed
Florida Center- Coercion Affidavit

CONTRACT FOR MENTAL AND BEHAVIORAL HEALTH SERVICES
Between
THE SCHOOL BOARD OF MANATEE COUNTY
and
THE FLORIDA CENTER FOR EARLY CHILDHOOD, INC.
SCHOOL SERVICE AGREEMENT
2025-2026

This Contract for Mental and Behavioral Health Services (the "Contract") is entered into the 12th day of August 2025, between THE SCHOOL BOARD OF MANATEE COUNTY, a body corporate (hereinafter referred to as the "BOARD"), and THE FLORIDA CENTER FOR EARLY CHILDHOOD, INC., a Florida not for profit corporation (hereinafter referred to as "THE FLORIDA CENTER") is made for the purpose of retaining mental health providers to offer direct support to students and families. The BOARD and THE FLORIDA CENTER shall collectively be referred to as the "Parties," with each being a "Party." This agreement will expire at the end of the 2025-2026 school year.

WHEREAS, pursuant to Florida law, the parties wish to provide a mechanism to offer certain mental health services to students at the School District of Manatee County who qualify for such services under the following criteria:

1. The student is now enrolled in, or has made application for, enrollment in the School District of Manatee County.
2. The student has been appropriately referred to access additional mental and behavior services following the process established by the BOARD.

NOW THEREFORE, in order to provide appropriate mental health and behavioral services to students who qualify for those services, in consideration of the promises set forth herein and other good and valuable considerations, THE FLORIDA CENTER and the BOARD agree as follows:

I. **The BOARD agrees:**
   A. It shall provide opportunities for in-service training for THE FLORIDA CENTER staff involved in providing services to students in the area of mental/behavioral health.
   B. It shall provide consultation from school staff upon request from THE FLORIDA CENTER staff.
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1. At its expense, conduct a Level 2 Criminal Background Check on all persons, whether an agent, employee, volunteer or otherwise (collectively referred to as "Employees") providing services under this Contract. Employees must meet the screening **standards** set forth in Florida Statutes Sections 435.03 and 435.04. The screening assessment Includes orientation, in-depth interview, reference checks, police background checks and fingerprinting. THE FLORIDA CENTER promptly furnishes to the School Board's Safety & Security Department, Fingerprint Office, a full list of Employees needing a badge and finger print and background checks, before providing services to students or families.
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G. It shall conduct monthly meetings with the school's principal (or designee) to review caseloads and concerns that may arise.

H. It shall keep school pertinent personnel informed of ongoing services. At any time, a proposed change needs to occur, THE FLORIDA CENTER will follow the process established by the BOARD to review and make informed decisions

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3. Ensuring that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law.
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Bradenton, FL 34205
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B. Staff of the BOARD shall be permitted to review the program provided by THE FLORIDA CENTER including evaluation reports and progress reports and may confer with THE FLORIDA CENTER staff at reasonable times, as agreed by both parties. The BOARD has the right to participate in all interview selection processes.
C. Upon request, THE FLORIDA CENTER shall provide the State Board of Education student's attendance therapy records.
D. Services provided by THE FLORIDA CENTER and authorized by the BOARD shall be compensated at a rate of $65,000.00 per year for each mental health provider/supervisor for services rendered August 12, 2025 through May 29, 2026. Conditioned on the provision of appropriate services under the terms of this Contract, payments will be disbursed to THE FLORIDA CENTER monthly in ten (10) equal payments of $104,000.00 for the months of August 12, 2025, through May 29, 2026. THE FLORIDA CENTER will provide fifteen (15) mental health therapists and one (1) supervisor to the School District of Manatee County during this contract period.

Each mental health provider shall maintain a student schedule, including the hours of service. A monthly statement of services rendered by THE FLORIDA CENTER shall indicate the provider's name, hours, and types of services rendered for students and shall be submitted with the invoice to the BOARD by the fifteenth (15th) of each month. This report will be completed on a template provided by the district. Only the district-approved template will be accepted for documentation of services provided. This report must contain evidence that a minimum of 50% of the mental health provider's time was utilized providing direct services to students. Statements should be mailed to:

The School District of Manatee County
Student Services Department
2501 63rd Avenue East
Bradenton, FL 34203

If a mental health provider is unable to render services, and coverage is not provided, during more than half of the dates reflected on the School District of Manatee County

Academic Calendar, for any month between August 12, 2025 - May 29, 2026, the reimbursement for the therapist will be reduced to $3,250.00 for that month.

The Contract Compliance Checklist (Appendix B) with all accompanying documentation must be returned to the Student Services Department prior to any reimbursement being issued pursuant to this Contract.

Total payment during the term of this Contract for mental health services and shall not exceed $1,040,000.00.

E. Other than the payment described in Section 3, item (D), above, this Contract is not intended to provide any mechanism by which monies are paid or received from either party for the fulfillment of the duties set forth herein. Each party shall seek payment for services rendered from whatever sources are available to it and shall not look to the other party for payment for those services.
F. During the term of this Contract, THE FLORIDA CENTER shall maintain public liability and malpractice insurance coverage in at least the following amounts: TWO HUNDRED THOUSAND AND 00/100 DOLLARS ($200,000.00) per person; THREE HUNDRED THOUSAND AND 00/100 DOLLARS ($300,000.00) per occurrence; and ONE MILLION AND 00/100 DOLLARS ($1,000,000.00) umbrella coverage with the BOARD listed as a co-insured. As evidence of such insurance coverage THE FLORIDA CENTER shall furnish the BOARD with a Certificate of Insurance prior to commencing any services under this Contract.
G. THE FLORIDA CENTER shall hold harmless, indemnify, and defend the BOARD, its agents, servants, employees, in their official and individual capacity, from any demand, claim, suit, loss, cost, expense or damage which may be asserted, claimed or recovered against or from the BOARD its agents or employees, in their official or individual capacity, by reason of any damage to property or injury or death of any person which arises out of, is incident to, or in any manner connected with this Contract. Nothing in this Contract shall be deemed to constitute a waiver of sovereign immunity on the part of the BOARD or to affect, limit, or reduce the protection from suit afforded to the BOARD under Section 768.28, Florida Statutes, This provision shall survive termination of this Contract and shall be binding on the parties, successors, representatives and assigns and cannot be waived or varied.

IV. Other Provisions:

A. Any additions, changes, deletions, or modifications to this Contract shall be void unless agreed to in writing by both parties.
B. Any disputes relating to implementation of the provisions of this Contract may be resolved by informal meetings and/or conferences between the BOARD's Director of Exceptional Student Education or his/her designee and the appropriate representative(s) of THE FLORIDA CENTER.
C. This Contract shall commence August 12, 2025, and shall terminate May 29, 2026, unless terminated at an earlier date by either party. Either party may terminate this Contract at any time without cause by giving thirty (30) days written notice with no party owing any further obligation to the other.

D. Any notice given pursuant to this Contract shall be made to THE FLORIDA CENTER to the attention of the Director of Exceptional Student Education, and to the BOARD to the attention of the School District of Manatee County.
E. THE FLORIDA CENTER and the BOARD mutually warrant that the program shall be in compliance with applicable provisions of the Civil Rights Act of 1964, Title IX of the Educational Amendments of the 1974 and Section 504 of the Rehabilitative Act of 1973.
F. The sole and exclusive jurisdiction for any action brought pursuant to this Contract shall be in the County or Circuit Court of the Twelfth Judicial Circuit, in and for Manatee County, Florida.
G. Neither party shall be liable to the other nor deemed in default under this Contract if and to the extent that such party's performance under this Contract is rendered impossible, impractical, or prevented by reason of force majeure. For purposes of this Contract, the term "force majeure" means acts of God; acts of the public enemy; war; riots; strikes; labor disputes; civil disorders; fires; floods; hurricanes, epidemics, pandemics, government regulations, and the issuance or extension of existing government orders of the United States, the State of Florida, or local county and municipal governing bodies, which prevents performance of the contract for all or part of the 2023-2024 academic year. The BOARD, in its sole discretion, reserves the right to terminate this Contract if a force majeure event occurs, in which case, all services under this Contract shall cease as of the last day worked.
H. This Contract ratifies or modifies all other agreements between the Parties. This document incorporates and includes all prior negotiations, correspondence, conversations, agreements and understandings applicable to the matters contained herein and the Parties agree that there are no commitments, agreements or understandings concerning the subject matter of this Contract that are not contained in this document.
I. Neither this Contract nor any interest herein may be assigned, transferred or encumbered by any Party without the prior written consent of the other Party.
J. Each person signing this Contract individually warrants that he or she has full legal power to execute this Contract on behalf of the Party for whom he or she is signing, and to bind and obligate such Party with respect to all provisions contained in this Contract.
K. This agreement is contingent upon all participants and individuals that administer or participate in the program to follow all School District on Manatee County COVID-19 protocols.

V. Food Service Agreement:

A. Any and all separate contract for Food Services is unaffected by this Amendment and will remain in full force and effect. The School shall provide food service to its students consistent with applicable Florida Statutes. If the School elects to participate in the National School Lunch Program, it shall follow all applicable federal rules and regulations. If the school chooses to contract with the School District of Manatee County for meals, a separate agreement will be required. All terms of those separate agreements are subject to separate and distinct negotiations, renewal, and expiration.

VI. Transportation Agreement:

A. The School District of Manatee County will not be transporting students for the contracted site. The contracted site is solely responsible for the transportation of students.

VII. Compliance with Jessica Lunsford Act:

A. Vendors, individuals or entities under contract with the School Board of Manatee County who are permitted access on school grounds when students are present must comply with section 1012.465, Florida Statutes and must meet Level 2 screening requirements as described in Section 1012.32 Florida Statutes. If it is found that a person who is employed or under contract does not meet the Level 2 requirements, the person shall be immediately suspended from working in that capacity and shall remain suspended until the final resolution of any appeal. Vendors, individuals or entities under contract with the School Board of Manatee County required to go on school grounds when students are present, must agree to indemnify and hold harmless the School Board for any claims made against the School Board related to the failure to comply with this requirement.

VII. Sovereign Immunity:

A. The parties acknowledge and agree that the School Board of Manatee County, Florida, as a political subdivision of the State of Florida, is a sovereign entity that is by law immune from suit except to the extent specified in 768.28 of Florida Statutes. No provision of the agreement shall constitute, or be interpreted as, a waiver of sovereign immunity, and all defenses relative to sovereign immunity shall be preserved.

VIII. E-VERIFY:

A. **Employment Eligibility Verification ("E-VERIFY"):** By entering into a contract with the School District of Manatee County (a public employer in Florida) to provide goods or services in exchange for salary, wages or other renumeration, this section applies to verify employment eligibility. Therefore, pursuant to Section 448.095, Florida Statutes and beginning January 1, 2021, every public employer, Contractor and S1.,1bcontractor shall register with and use the United States Department of Homeland Security's E-Verify system, located at bttps://e-verify.uscis.gov/emp to verify the work authorization status of all newly hired employees. The Parties may not enter into a contract unless each party registers with and uses the federal E-Verify system. The Contracted Site agrees to execute the attached E-Verify form annexed to this agreement.

Contractor E-Verify Number: ***401849***

IX. Termination:

A. Termination for Cause-The School District reserves the right to terminate this contract in whole or in part at any time before the date of completion, in the event it is determined that the provider has failed to comply with the conditions of the agreement. The School District shall promptly notify the Provider in writing of the determination and the reasons for the termination, together with the effective date of the termination. Payments made to Providers or recoveries by the School District under contracts terminated for cause shall be in accordance with the legal rights and liabilities of the parties under the laws of the State of Florida. Termination for cause includes terminations under 215.4725, F.S.

B. Termination for Convenience-Termination of this contract in whole or in part may be made by School District of Manatee County when the District determines that the continuation of the contract would not produce beneficial results commensurate with the further expenditure of

funds or in furtherance of the goals and directives of the School District of Manatee County. Termination may be Initiated within 30 days' notice when District approval Is not required and subject to District approval when required.

X. Entire Agreement:

A. This agreement constitutes the entire agreement between the parties and supersedes all prior agreements, proposals or representations, whether written or oral, concerning its subject matter. This agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which will constitute one and the same Instrument. The terms of this agreement will supersede any conflicting terms In any counterpart, exhibit or attachment. No modification, amendment, or waiver of any provision of this agreement will be effective unless in writing and signed by both parties. Notice Is by writing sent certified mail. In the event of conflict, the terms of this agreement shall govern.

IN WITNESS WHEREOF, the parties have executed this Contract as of the date first written above.

THE FLORIDA CENTER

Kristie Skoglund, CEO — Date: 8/4/25

Kevin Chapman, Interim Superintendent — Date

Chad Choate III, Board Chair — Date

Contractor Affidavit Regarding the Use of Coercion for Labor and Services

Contractor Name: The Florida Center

Address: 4620 17th St., Sarasota FL 34235

Phone Number: 941-371-8820

Authorized Representative's Name: Melissa Bradley

Authorized Representative's Title: VP of Behavioral Health

Email Address: melissa.bradley@thefloridacenter.org

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School Board of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

Signature of Authorized Representative

8/7/2025
Date

Contractor Affidavit Regarding the Use of Coercion for Labor and Services

Contractor Name: The Florida Center

Address: 4620 17th St., Sarasota FL 34235

Phone Number: 941-371-8820

Authorized Representative's Name: Melissa Bradley

Authorized Representative's Title: VP of Behavioral Health

Email Address: melissa.bradley@thefloridacenter.org

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As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

Signature of Authorized Representative

8/7/2025
Date

AGENDA ITEM NO. 11.17

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Renew the Revised Agreement Between Palm Shores Behavioral Health Center and the School District of Manatee County for the 2025-2026 School Year (No Net Financial Impact) - updated 8.22.2025

Executive Summary
Palm Shores Behavioral Center is a fully licensed specialty residential treatment center designed to reestablish healthy behaviors while successfully transitioning residents back into the family, home, school, and community. The Palm Shores Behavioral Center serves patients grades 6-12 with various cognitive functioning levels. Every effort is made to provide the highest quality comprehensive mental health care and educational services for at-risk children, adolescents, and families.

The revised renewal agreement will allow The School District of Manatee County and Palm Shores Behavioral Health Center to continue to provide an educational program for exceptional students that will also include community awareness, skill training, and work experience.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 1
Improve easy access to quality family resources that support student learning

Ready For Life | Goal 2
Ensure that all staff are trained to respond to students impacted by trauma and adverse childhood experiences, including highly effective student services and mental health supports

Recommendation
The Superintendent recommends approval to renew the revised agreement between Palm Shores Behavioral Health Center and the School District of Manatee County for the 2025-2026 School Year (No Net Financial Impact).

Financial Impact
The School District of Manatee County will reimburse Palm Shores Behavioral Health Center 95 percent of the weighted Full Time Equivalency (FTE) based upon FTE generated during the 2025-2026 school year. The maximum number of full-time equivalent students to be funded under this agreement is sixty-five (65). Students receiving services from the agency generate state funds through the Florida Education Finance Program (FEFP). There are no matching requirements.

Contact
Submitting Department: Exceptional Student Education
Initiated By: Joshua Bennett

Attachments:
Palm Shores 2025 2026-updated 8-22-2025

AGREEMENT BETWEEN
PREMIER BEHAVIORAL HEALTH SOLUTIONS OF FL,
D/8/A/ PALM SHORES/SUNCOAST BEHAVIORAL HEALTH CENTER
AND
THE SCHOOL DISTRICT OF MANATEE COUNTY, FLORIDA

This agreement ("Agreement") is entered in by and between Premier Behavioral Health Solutions of FL, d/b/a/ Palm Shores Behavioral Health Center, 1324 37th Avenue East, Bradenton, FL, 34208 and Suncoast Behavioral Health Center, 4480 51st St. West, Bradenton, FL, 34210, hereinafter referred to as "Palm Shores/Suncoast," and The School District of Manatee County, Florida, whose address is 215 Manatee Avenue West, Bradenton, Florida, 34205, hereinafter referred to as the "School District," and shall be in effect from August 11, 2025 until June 30, 2026

I. Nature and Purpose of the Agreement

A. Palm Shores/Suncoast, a non-educational agency, operates a facility where school age children receive mental and behavioral health care while residing at the facility. It is the intent of this Agreement to govern provision of education services to students who are residents of Florida who receive treatment at Palm Shores/Suncoast during the pendency of this Agreement.

8. All students admitted to a Palm Shores/Suncoast program must be educated by Palm Shores/Suncoast consistent with state and federal legal requirements. The School District shall provide Florida Public Schools Full-Time Equivalent ("FTE") funding for students participating in the Palm Shores/Suncoast residential treatment program, pursuant to the terms of this Agreement.

II. Palm Shores/Suncoast' Duties under the Agreement

B. To designate a staff member to be responsible for Palm Shores/Suncoast' obligations under this agreement and to respond to day-to-day operational questions from School District staff concerning the provision of education to students receiving treatment at Palm Shores/Suncoast.

8. To provide medical and/or therapeutic care and treatment to students who have entered the Palm Shores/Suncoast facility for treatment, which may include, but is not limited to, psychiatric care and treatment, psycho-social care and treatment, psychological evaluations and other medical/therapeutic services as appropriate, at no cost to the School District, *i.e.*, the student receiving care and treatment has been placed at the facility by a parent, guardian, or entity other than the School District and no part of the student's medical and/or therapeutic care and treatment is to be paid by the School District.

C. A School District-approved Release of Information form shall be provided to parents/guardians of students receiving treatment at Palm Shores/Suncoast to obtain their written consent enabling the School District and Palm Shores/Suncoast to share relevant written and verbal

information concerning the student, as well as all educational records concerning students participating in the medical and/or therapeutic treatment program at Palm Shores/Suncoast. Palm Shores/Suncoast shall be solely responsible for maintaining all health records concerning each student receiving treatment at Palm Shores/Suncoast, in accordance with and subject to the Health Insurance Portability and Accountability Act ("HIPAA"). Records maintained by Palm Shores/Suncoast concerning the education of any student receiving treatment at Palm Shores/Suncoast shall become part of that student's permanent student record maintained by the School District, as defined by the Family Educational Rights and Privacy Act ("FERPA") and such records must be supplied to the School District upon request-and/or automatically upon transfer or discharge of the student from Palm Shores/Suncoast. All student records must be maintained in a manner and form consistent with School District policy and state and federal law to ensure confidentiality of the records as prescribed by FERPA and Florida Statutes Chapter 1002. All requests for release of records protected by and subject to FERPA and Florida Statutes Chapter 1002 shall be processed by Palm Shores/Suncoast in accordance with the notice, consent, hearing, and transfer of rights requirements contained within those laws.

D. Palm Shores/Suncoast shall provide classroom space for instruction and provide a safe and secure learning environment for all students accessing the virtual program who are being provided care and treatment at Palm Shores/Suncoast, to include appropriate student-to- behavioral-staff supervision at all times.

E. Palm Shores/Suncoast, for itself and its officers, employees, agents, representatives, contractors, or sub-contractors, shall fully indemnify and hold the School District and its officers and employees harmless for and from any claim, loss, damage or liability caused by negligence, misfeasance, or malfeasance by Palm Shores/Suncoast, its officers, employees, agents, representative, contractors, or sub-contractors, in the performance of or relating to the performance of the duties imposed by Palm Shores/Suncoast by this Agreement, and any covenant and provision hereof, including but not limited to, defending the School District and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon the School District, or payment of any and all costs, damages, judgments, or losses incurred by or imposed upon the School District. Palm Shores/Suncoast shall indemnify and hold the School District harmless from any claim, loss, damage, or liability caused by negligence, misfeasance, or malfeasance by Palm Shores/Suncoast, its officers, employees, agents, representative, contractors, or sub-contractors, in the performance of or relating to the performance of the duties imposed by this Agreement. Palm Shores/Suncoast shall immediately give the School District written notice of any and all claims asserted against the School District. The School District shall have the right but not the obligation to participate in any defense of the School District undertaken by Palm Shores/Suncoast pursuant to this section.

F. Palm Shores/Suncoast shall provide an educational program for all students in 6th - 12th grade, not to exceed 18 years of age participating in its residential treatment programs designed to allow students in treatment to continue with their education. This obligation shall include the following:

i. Palm Shores shall have written policies for scope of services offered to students in Palm Shores/Suncoast treatment programs, to include policies concerning admission, discharge,

educational philosophy, maintenance and dissemination of records, personnel policies, and description of staff duties. Palm Shores/Suncoast' written policies must include a separate policy governing provision of emergency medical care to students while residing at Palm Shores/Suncoast.

ii. Palm Shores/Suncoast will ensure each child shall have on file certification of immunizations for the prevention of those communicable diseases for which immunization is required by the Florida Department of Health. Palm Shores/Suncoast shall further ensure that each student admitted to the Palm Shores/Suncoast program shall have certification of a school-entry health examination performed within one (1) year prior to enrollment in school. Palm Shores/Suncoast shall be responsible for reporting to the county health department director or administrator annual reports of compliance with provision of school health examinations and immunizations.

iii. Palm Shores/Suncoast shall provide classroom space and a safe and secure learning environment for all students who receive services under this contract. Palm Shores/Suncoast shall provide adequate and appropriate textbooks, education materials, and supplies for students in its programs, as well as classroom technology if needed to provide appropriate instruction, over and above the twenty (20) computers to be provided by the School District pursuant to this Agreement.

iv. Palm Shores/Suncoast shall represent and warrant to the School District that its officers, administrators, directors, or any other employees or agents with authority to bind Palm Shores/Suncoast shall read and shall be familiar with Florida Statutes Sections 1012.32, 1012.321, 1012.465, 1012.467, and 1012.468, regarding background investigations. Palm Shores/Suncoast covenants to comply with all requirements contained in the above-cited statutes and shall provide the School District with proof of compliance upon request. Palm Shores/Suncoast agrees to indemnify and hold harmless the School District, its officers, agents, employees, representatives, and assigns, from any liability in the form of physical or mental injury, death, or property damage resulting from Palm Shores/Suncoast' failure to comply with the requirements of this paragraph and with all statutory citations contained herein.

v. All Palm Shores/Suncoast school personnel and/or independent contractors who come in contact with students on the premises of the Palm Shores/Suncoast facility shall fully comply with Sections 1012.465-1012.467, Florida Statutes ("The Jessica Lunsford Act") and at a minimum, Palm Shores/Suncoast must ensure that any Palm Shores/Suncoast personnel and/or independent contractors performing any services under this agreement who are permitted access to students have been Level 2 screened as set forth in Section 1012.32, Florida Statutes. Palm Shores/Suncoast further agrees to indemnify and hold harmless the School District for any claims, causes of action, damages, fees (including attorney's fees), or costs that may result from Palm Shores/Suncoast' breach of any provision of The Jessica Lunsford Act and/or this section of the Agreement.

vi. Any instructional personnel employed by or who contract with Palm Shores/Suncoast to provide educational services to students at Palm Shores/Suncoast shall possess the appropriate professional certification required by the State District of Education. Teachers with temporary certification must participate in the School District's certification program, or another

comparable certification program, for which the teacher must pay the cost of participation. For teachers with temporary certifications, Palm Shores/Suncoast must provide documentation the teacher(s) have applied for certification including a timeline for steps being taken to obtain professional certification. Palm Shores/Suncoast shall further be responsible for notifying parents of students in writing when a teacher is teaching out of his/her area of certification, in the form of individual letters or as a notice readily accessible to the parents of all relevant students. All instructional personnel will be required to possess endorsements/certifications as required by law, including reading endorsement/certification to provide Tier III interventions as Palm Shores/Suncoast will ensure Tier III interventions are provided by statute.

vii. All Palm Shores/Suncoast staff who work with or come in contact with students must be fingerprinted and processed pursuant to Florida law, to include a criminal background check processed by the School District and submitted to the Florida Department of Law Enforcement and the Federal Bureau of Investigation. Any subsequent arrests of staff who work with or come in contact with students must be reported to the School District immediately upon discovery by Palm Shores/Suncoast.

viii. A personnel file shall be maintained by Palm Shores/Suncoast for each employee who works with or comes in contact with students at Palm Shores/Suncoast, which shall include the individual's resume, transcripts, letters of reference, certification and/or licensure records, and all background check information as required by The Jessica Lunsford Act and any other required background check documents that would be maintained concerning the employee by Palm Shores/Suncoast in the ordinary course of business.

ix. Any instructional programs offered at Palm Shores/Suncoast for students shall meet the requirements of the Florida Education Code and include curricular offerings consistent with the Florida Course Code directory. Teacher assignments will be determined by prescribed course codes and the specified area(s) of certification, including Exceptional Student Education ("ESE") certification. Teachers of record at Palm Shores/ Suncoast must be able to be entered into the School District's student information system. Edgenuity teachers will not be entered into the School District's student information system and may not be considered teachers of record. It is the intention of Palm Shores/Suncoast and the School District that the Edgenuity virtual education program assists Palm Shores/Suncoast in meeting its responsibilities to offer appropriate instructional programs to students in residential treatment at Palm Shores/Suncoast as a supplementary program, not as the sole source of educational instruction for students at Palm Shores/Suncoast.

x. All students at Palm Shores/Suncoast will participate in standardized testing as required by the State of Florida and the State District of Education, pursuant to the testing administration schedule followed by the School District for its students.

xi. The instructional day and year shall be consistent with Florida Statutes Section 1011.60, prescribing 180 actual teaching days per school year, or the hourly equivalent of 180 actual teaching days as prescribed in State District of Education Rule 6A- 1.04511. There shall be, at a minimum, five (5) hours of instruction daily and one (1) hour of planning daily for instructional staff. All

teachers will be responsible for the planning, development, and delivery of standards-based instructional activities aligned to Florida's B.E.S.T. standards.

xii. Instruction of students shall be delivered through a variety of instructional techniques to address students' academic levels and learning styles based on entry assessments, past records, and if applicable, the student's Individual Education Plan ("IEP"). Palm Shores/Suncoast may use School District-approved assessments to determine proficiency if no state standardized assessment scores are available for a student at the time of admission.

xm. Students who are non-proficient in reading and/or math on a standardized assessment for two (2) or more consecutive years are required to receive enhanced instruction through a course or courses that will assist in building the student's skills in the deficient area(s) and improve test-taking strategies as such intervention will be delivered as per statute.

xiv. For students with IEPs, instructional personnel at Palm Shores/Suncoast shall provide individualized instruction and educational services consistent with each student's IEP, regardless of the content area being taught. Likewise, appropriately licensed and/or credentialed personnel shall deliver any and all related services in accordance with a student's IEP, including but not limited to, speech therapy, language therapy, physical therapy, and/or occupational therapy. Palm Shores/Suncoast shall provide all information required by the State District of Education for each Speech/Language Pathologist assigned to work with students at Palm Shores/Suncoast. The information required to be reported to the State District of Education to earn FTE may change from time to time.

xv. With assistance from the School District's Exceptional Student Education specialist, as described herein, Palm Shores/Suncoast shall maintain proper documentation of the provision of Exceptional Student Education to students with IEPs at Palm Shores/Suncoast. An IEP meeting shall be convened as soon as reasonably possible upon a student's admission to Palm Shores/Suncoast, to include appropriate members of the IEP team as required by law, and at least one employee of Palm Shores/Suncoast familiar with the student's education and treatment regimen at Palm Shores/Suncoast, to ensure the student's IEP is designed to confer a free and appropriate public education. Student will not be barred from receiving educational services at Palm Shores/Suncoast while ESE paperwork is being obtained by Palm Shores/Suncoast from the receiving school district. Students may be found eligible for Hospital Homebound placement if accomplished in compliance with State District of Education and School District rules, regulations, and procedures, with parental consent as appropriate.

xvi. Palm Shores/Suncoast shall develop plans under Section 504 of the Rehabilitation Act of 1973 for eligible students with disabilities, consistent with federal law and implementing regulations governing provision of accommodations and related services to qualifying students.

xvii. Instructional personnel shall possess or be in the process of obtaining an English for Speakers of Other Languages ("ESOL") endorsement as required by the Florida Education Code and State District of Education Rules. Documentation must be provided to the School District concerning

efforts by all teachers of students at Palm Shores/Suncoast to ensure the ESOL requirement is being met on an annual basis.

xviii. Palm Shores/Suncoast shall develop individual plans for limited English proficient students according to state and federal law that includes specific individualized long-term goals and short-term instructional objectives for reading, writing, mathematics, and science. The plan should also identify diagnostic assessments, intervention strategies, and progress updates for determining progress toward achieving the goals and objectives of the required plan and a schedule for addressing and measuring student progress pursuant to the required plan.

xix. Palm Shores/Suncoast shall maintain all student records and student data required to participate in the Florida Education Finance Program ("FEFP"), including documentation required to obtain funding for special programs, including Exceptional Student Education programs.

xx. Palm Shores/Suncoast shall request and document requests for all student records, transcripts, withdrawal forms, and ESE records, including IEPs, on the date of a student's entry to the Palm Shores/Suncoast program. Palm Shores/Suncoast shall report the non-attendance of students to the office of the School District's Supervisor of Dropout Prevention in accordance with the Florida Department of Education, Florida Education Finance Program (FEFP) guidelines.

xxi. Palm Shores/Suncoast shall be responsible for maintaining and providing all required State District of Education and School District reports concerning student academic progress to parents in the appropriate home language, pursuant to the Florida Education Code and School District Rules. Palm Shores/Suncoast shall accurately maintain all student data on the School District's student information system, to which the School District shall provide Palm Shores/Suncoast appropriate and necessary access.

xxii. Palm Shores/Suncoast shall comply with all reporting requirements contained in state law and School District Rules regarding the restraint and/or seclusion of students.

xxiii. Palm Shores/Suncoast shall provide meals for students participating in its treatment programs.

III. The School District's Duties under this Agreement

A. The School District shall reimburse Palm Shores/Suncoast for delivery of the program services described herein in an amount equal to ninety-five percent (95%) of the weighted FTE funding generated per year for the actual number of eligible students enrolled in the program during the official FTE survey weeks conducted by the State District of Education. The number of FTE will be adjusted in accordance with any adjustment made by the Florida State Legislature or the State District of Education. The maximum number of full-time equivalent students to be funded under this agreement for Palm Shores is sixty five (65) FTEs based on provision of documentation of internal review. The maximum number of full-time equivalent students to funded under this agreement for Suncoast is forty (40) FTEs based on provision of documentation of internal review. Payments for August through December 2025 will be made on the basis of an estimate of the February 2025 FTE count. Payments for January through March 2026 will be adjusted in accordance with actual October 2025 FTE counts and an estimate for the February 2026 counts. The payments for April

through June will be based on the actual counts for October 2025 and February 2026. In addition, the School District will pay Palm Shores/Suncoast its proportional share of allocations for Educational Enrichment Share funding, and the Exceptional Student Education Guaranteed Allocation. The School District will pay Palm Shores/Suncoast its proportional share of federal funding for eligible students. If there is a loss of funding because of the School District exceeding the cap on any area of the FTE, there will be a proportional decrease in funding to Palm Shores/Suncoast.

B. The School District shall provide a designated School Board employee, and Exceptional Student Education Specialist, to be compensated solely by the School District, for the duration of the 2025-2026 school year, who shall be responsible for maintaining Exceptional Student Education compliance records for all students in residential treatment at Palm Shores/Suncoast who have been found eligible to receive special education and related services pursuant to the Individuals with Disabilities Education Act ("IDEA"). The Exceptional Student Education Specialist shall act as the local education agency ("LEA") representative for the School District with respect to all students in treatment at Palm Shores/Suncoast and will be responsible for ensuring that all state and federal procedural requirements pertaining to the education of students with disabilities who have Individual Education Plans ("IEP") are followed. This will include preparing notices of IEP meetings, ensuring attendance of all necessary members of the IEP team, and virtually maintaining all records in Peer of IEP meetings, to include conference notes, data, and any other documents related to a student's IEP that would normally be maintained in the virtual environment by the School District's Exceptional Student Education Department in the ordinary course of business. The Specialist so designated shall not be responsible for delivering substantive educational services and/or therapies pursuant to any student's IEP.

C. The School District will provide training for Palm Shores/Suncoast teachers to obtain the ESOL endorsement at no cost to Palm Shores/Suncoast. The School District will provide the Annual Proficiency Test for English Language Development offered through the State of Florida at no cost. The School District will bill Palm Shores/Suncoast for the IDEA Proficiency Test (IPT) at the same cost the District pays). The School District will provide modeling and training to the Palm Shores/Suncoast test administrator for the above-mentioned assessments at no cost.

D. The School District agreements contained in paragraphs (A)-(D) above shall not obligate the School District to any further provision of programs, personnel, or funding for the benefit or use of Palm Shores/Suncoast in educating students participating in its treatment programs.

E. The School District shall provide initial diagnostic and evaluation services to determine whether a student is eligible for an IEP or Section 504 Plan. Likewise, the School District conducts re-

evaluations of students already participating in an ESE program or receiving Section 504 accommodations, including but not limited to, screening and evaluations of students to determine if the use of an assistive technology device and/or other specialized equipment is necessary for the student to obtain a free and appropriate public education. Palm Shores/Suncoast staff may be requested to provide data, written input, or verbal input at IEP meetings or Section 504 meetings, for the purpose of providing initial diagnostic of evaluation services or re-evaluations to students with disabilities or students suspected of having disabilities who are being served or have been served at Palm Shores/Suncoast during the period of this Agreement, and Palm Shores/Suncoast staff shall provide such assistance.

IV. The Parties' Shared Duties and Agreements

A. Each party to this Agreement shall designate a contact person to address unforeseen questions or problems arising out of this Agreement during its term. The School District designates its Director of Exceptional Student Education, or his/her designee, as its contact person. The School District does not waive its right to attempt to achieve resolution of issues arising from the Agreement via legal counsel. Palm Shores/Suncoast designates Bill Jordan, Palm Shores' Chief Executive Officer, as its contact person and reserves the right to employ legal counsel to assist in negotiating resolution of issues arising from the Agreement. The parties shall attempt to resolve disputes via negotiations and if possible, reduce a negotiated resolution of a disputed issue to writing, which shall then be attached to and incorporated by reference into this Agreement as a clarifying interpretation, upon the express written consent of both parties to the amendment.

B. The parties agree this contract shall become effective August 11, 2025, and shall terminate June 30, 2026, or upon sixty (60) days' written notice by either party, without cause.

C. Both parties agree that they do not discriminate on the basis of race, sex, marital status, national origin, religion, handicap, or age. All parties to this agreement are subject to the provisions of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1974, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, the Family Educational Rights and Privacy Act, the Health Insurance Portability and Accountability Act, the Individuals with Disabilities Education Act, and the Florida Civil Rights laws as codified in state statute.

D. This Agreement shall be governed by and construed in accordance with the laws of the State of Florida without regard to any choice of law provisions. The Parties agree that the Circuit Court for the Twelfth Judicial Circuit, Manatee County, Florida (hereinafter the "Court"), shall have sole and exclusive jurisdiction to enforce the terms of this Agreement, and agree that they will present any disputes under this Agreement, including, without limitation, any claims for breach or enforcement of this Agreement, exclusively to the Twelfth Judicial Circuit Court ("Court"). Each party consents to the jurisdiction of the Court, acknowledges that the Court has jurisdiction over this Agreement, and that the Court shall retain jurisdiction for the purposes of implementing and enforcing the terms of this Agreement.

E. The parties agree that School District staff will be permitted to review, in person, the

academic program provided by Palm Shores/Suncoast for the benefit of Manatee County students and confer with Palm Shores/Suncoast staff at reasonable times. Further, the School District and Palm Shores/Suncoast agree to abide by all procedures and guidelines developed and mutually agreed upon by both parties regarding the implementation of this Agreement.

F. Any Extended School Year services for which a student with an IEP is found eligible will be the responsibility of Palm Shores/Suncoast, not the School District.

G. Public Records Notice: Palm Shores/Suncoast and the School District are required to comply with the Florida Public Records Law, Chapter 119, Florida Statutes, in the performance of their duties under this contract. With respect to Palm Shores/Suncoast' obligations under Chapter 119, Florida Statutes, the facility must:

i. Keep and maintain public records required by the School District to perform the services specified herein.

ii. Upon request from the District's custodian of public records, provide the School District with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in the Chapter 119, Florida Statues, or as otherwise provided by law.

iii. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the Agreement if Palm Shores/Suncoast does not transfer the records to the School District.

iv. Upon completion of the contract, transfer, at no cost, to the School District all public records in possession of Palm Shores/Suncoast or keep and maintain public records required by the School District to perform the service. If Palm Shores/Suncoast transfers all public records to the School District upon completion of the contract, Palm Shores/Suncoast shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Palm Shores/Suncoast keeps and maintains public records upon completion of the contract, Palm Shores/Suncoast shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the School District, upon request of the School District's custodian of public records, in a format that is compatible with the information technology systems of the School District.

v. The failure of Palm Shores/Suncoast to comply with the provisions set forth herein shall constitute a default and material breach of this Agreement, which may result in immediate termination, with no penalty to the School District.

vi. Notwithstanding the foregoing, the parties recognize that the School District is subject to the provisions of the Florida Public Records Law, as codified in Chapter 119, Florida Statutes. In the event that the School District is served with a request to disclose any information Palm Shores/Suncoast deems confidential, pursuant to the requirements of applicable law, a judicial or governmental request, requirement or order or otherwise, the School District will promptly notify Palm

Shores/Suncoast in order to provide Palm Shores/Suncoast sufficient time to object to such request and pursue a court order protecting the disclosure of such information at Palm Shores/Suncoast' sole costs and expense. Palm Shores/Suncoast shall notify the School District, in writing, of its intent to seek protection of the Confidential Information within 10 days of receipt of the School District's notification. Palm Shores/Suncoast' failure to notify the School District of its intent to seek protection shall authorize the disclosure of the requested information and shall authorize the School District to comply with the disclosure request. If Palm Shores/Suncoast notifies the School District of its intent to seek a court order protecting the disclosure of the information, then the School District will take reasonable steps to cooperate with Palm Shores/Suncoast in contesting such request, requirement, or order or in otherwise protecting Palm Shores/Suncoast' rights prior to disclosure.

H. It is mutually agreed and understood that the services provided by Palm Shores/Suncoast to the District pursuant to this Agreement are rendered by Palm Shores/Suncoast to the District as an independent contractor, and nothing contained in this Agreement shall be construed as creating an employment relationship, a partnership, a joint venture, or a principal/agent relationship between the District and Palm Shores/Suncoast. In this regard, neither Palm Shores/Suncoast nor any of Palm Shores/Suncoast' agents, representatives, employees, or independent contractors shall be deemed to be employed by the District for purposes of any tax or contribution levied by, under or in accordance with any federal, state, or local laws with respect to employment or compensation for employment, or for any purpose whatsoever. In addition, neither Palm Shores/Suncoast nor any of its employees, agents, representatives, or independent contractors shall be entitled to any fringe benefits, including participation in any health insurance, dental, retirement, or any other defined benefit or deferred compensation plans established or offered by the District to or for the benefit of any of the School District's employees. Palm Shores/Suncoast shall render services hereunder as an independent contractor, and any duties of Palm Shores/Suncoast arising out of this Agreement shall be owed solely to the District (or its Affiliates) and not for the benefit of any third parties. Palm Shores/Suncoast shall not have any right or authority during the term of this agreement to assume or create any obligations or responsibility, expressed or implied, on behalf of or in the name of the District (or any of its Affiliates) in any way. Palm Shores/Suncoast covenants and agrees with School District that Palm Shores/Suncoast shall pay when due all taxes or contributions levied by, or in accordance with, any federal, state, or local law due with respect to any of Palm Shores/Suncoast' employees, agents, or independent contractors for any and all purposes whatsoever.

I. Notwithstanding any other provision of the agreement, the parties hereby acknowledge and agree that the School District of Manatee County, Florida, as an agency of the state of Florida, is a sovereign entity that is by law immune from suit except to the extent specified in §768.28, Florida Statutes. No provision of this agreement shall constitute, or be interpreted as, a waiver of sovereign immunity, and all defenses relative to sovereign immunity shall be preserved.

J. This Agreement may be modified subject to revenue shortfalls which reduce School District funding. Any such modification shall be proportionate to the School's District reduction.

K. Employment Eligibility Verification ("E-VERIFY"): By entering into a contract with the School District of Manatee County (a public employer in Florida) to provide goods or services in exchange for salary, wages or other renumeration, this section applies to verify employment eligibility. Therefore, pursuant to Section 448.095, Florida Statutes and beginning January 1,

2021, every public employer, Contractor and Subcontractor shall register with and use the United States Department of Homeland Security's E-Verify system, located at https://e-verify.uscis.gov/emp to verify the work authorization status of all newly hired employees. The Parties may not enter into a contract unless each party registers with and uses the federal E-Verify system. The Contracted Site agrees to execute the attached E-Verify form annexed to this agreement.

L. IF THE VENDOR HAS QUESTIONS REGARDING THE APPLICABILITY OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLICRECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS:

Public Records Custodian
215 Manatee Avenue W.
Bradenton, Florida, 34205
(941) 708-8770
publicrecords@manateeschools.net

M. This agreement will be governed by the internal laws of the State of Florida, without regard to its conflicts of laws rules. Each party agrees to comply with all applicable laws in the performance of this agreement. All disputes are to be resolved in Manatee County, Florida by binding Arbitration before the American Arbitration Association or other mutually agreed and similar forum. The cost of such dispute will be borne by the individual party.

N. Termination for cause: The School District reserves the right to terminate this contract in whole or in part at any time before the date of completion, in the event it is determined that the provider has failed to comply with the conditions of the agreement. The School District shall promptly notify the Provider in writing of the determination and the reasons for the termination, together with the effective date of the termination. Payments made to Providers or recoveries by the School Board under contracts terminated for cause shall be in accordance with the legal rights and liabilities of the parties under the laws of the State of Florida. Termination for cause includes terminations under 215.4725, F.S.

Termination or Convenience: Termination of this contract in whole or in part may be made by School District of Manatee County when the district determines that the continuation of the contract would not produce beneficial results commensurate with the further expenditure of funds or in furtherance of the goals and directives of the School District of Manatee County. Termination may be initiated within 30 days' notice when Board approval is not required and subject to Board approval when required.

O. This agreement constitutes the entire agreement between the parties and supersedes

all prior agreements, proposals, or representations, whether written or oral, concerning its subject matter. This agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which will constitute one and the same instrument. The terms of this agreement will supersede any conflicting terms in any counterpart, exhibit, or attachment. No modification, amendment, or waiver of any provision of this agreement will be effective unless in writing and signed by both parties. Notice is by writing sent certified mail. In the event of conflict, the terms of this agreement shall govern.

Intentionally left blank

THE PARTIES REPRESENT THAT THEY HAVE THOROUGHLY DISCUSSED ALL ASPECTS OF THIS AGREEMENT WITH THEIR RESPECTIVE ATTORNEY(S), THAT THEY FULLY UNDERSTAND ALL OF ITS PROVISIONS, AND THAT THEY ARE VOLUNTARILY ENTERING INTO THIS AGREEMENT WITH THE FULL KNOWLEDGE OF LITS LEGAL SIGNIFICANCE AND WITH THE INTENT TO BE LEGALLY BOUND BY ITS TERMS.

IN WITNESS WHEREOF, the parties hereto have caused these twelve (12) pages document to be executed by their undersigned officials as duly authorized.

E-Verify Number: 1318055

PREMIER BEHAVIORAL HEALTH SOLUTIONS OF FL, D/B/A PALM SHORES BEHAVIORAL HEALTH CENTER

8/5/25

Palm Shores Behavioral Health Ctr, CEO — Date

Kevin Chapman (Aug 7, 2025 11:09:34 EDT) 08/07/2025

Kevin Chapman, Interim Superintendent — Date

Chad Choate III, Board Chair — Date

Approved to:

Kevin Pendley (Aug 7, 2025 11:05:50 EDT) 08/07/2025

Legal Department — Date

EXHIBIT C

Contractor Affidavit Regarding the Use of Coercion for Labor and Services

Contractor Name: Palm Shores Behavioral Health Ctr.

Address: 1324 37th Avenue East, Bradenton FL 34208

Phone Number: 941 792-2222

Authorized Representative's Name: Bill Jordan

Authorized Representative's Title: Group CEO

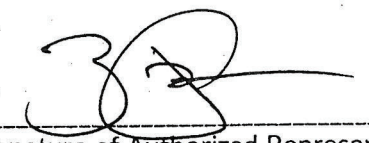
Email Address: Bill.Jordan@uhsinc.com

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School Board of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.



Signature of Authorized Representative

AGENDA ITEM NO. 11.18

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Memorandum of Agreement (MOA) and Data Sharing Agreement (DSA) between The University of Florida Board of Trustees and the School District of Manatee County to Provide High Impact Tutoring Services from September 1, 2025 through May 29, 2026 (No Financial Impact)

Executive Summary
The Memorandum of Agreement (MOA) between the University of Florida Board of Trustees and the School District of Manatee County allows the University to provide high-impact tutoring services through the Florida Tutoring Advantage initiative focused on FDOE literacy and math standards to select students at various district determined elementary, middle schools, and high schools.

Littera Education is a virtual tutoring platform that employs highly trained tutors to connect virtually with students for 30 minutes, three times per week, and meets section 1008.366 of Florida Statutes. Up to 545 students in elementary, who meet the criteria set forth by the University of a Level 1 or Level 2 on FAST ELA PM 3 from May 2025, will receive the tutoring services. The District will share secure access to data to monitor student outcomes.

Khanmigo is an AI-powered personal tutor and teaching assistant from Khan Academy. Students interact with Khanmigo through virtual interactions that coaches them through instructional topics. Algebra 1 and Geometry teachers at both the middle and high school levels will opt in to provide their students with this program to support classroom instruction and fill instructional gaps.

The services will be provided for the period of September 1, 2025, through May 29, 2026. There is no financial impact to the District.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Learn | Goal 2
Utilize screening tools and evidence-based programs to support students with substantial reading needs, such as dyslexia

Ready For Life | Goal 8
Expand acceleration opportunities for all middle and high school students

Recommendation

The Superintendent recommends approval of the Memorandum of Agreement (MOA) and Data Sharing Agreement (DSA) between The University of Florida Board of Trustees and the School District of Manatee County to provide high impact tutoring services from September 1, 2025 through May 29, 2026 (No Financial Impact).

Financial Impact
There is no financial impact to the district.

Contact
Submitting Department: Curriculum and Professional Learning

Initiated By: Alison Nichols

Attachments:
Florida Tutoring Advantage _Manatee MOA_2025-2026

Amendment 1

Memorandum of Agreement

between

University of Florida Board of Trustees

and

School District of Manatee County

The purpose of this Amendment is to update the tutoring services provider and Exhibit B.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the following Articles shall now read as follows:

1.5 Tutoring Service Provider. SERVICE PROVIDER has been selected by UNIVERSITY to receive services as outlined below

Provider	Service Area	Service Limit
As determined by UNIVERSITY based on availability and funding	☐ Option 1: Partner Provided In-Person Tutoring: Reading and/or Math K-5 ☒ Option 2: Partner Provided Virtual Tutoring: Reading and/or Math K-5 ☐ Option 3: Partner Provided Automated Software: Reading and/or Math K-5 ☐ Option 4: District Provided In-Person Tutoring Support	As determined by UNIVERSITY based on availability and funding
Khan Academy	☒ Option 5: Artificial Intelligence (AI) Enhanced Supports with Khanmigo, 6-12	To be determined based on collaboration with Khan Academy and within limits of available funding

Exhibit "B" – Services

The purpose of this agreement is to outline the responsibilities of the DISTRICT in relation to the selected SERVICE PROVIDER contracted by UNIVERSITY providing services and to outline the appropriate and secure access to DISTRICT data related to the Florida Tutoring Advantage established by Florida Statute 1008.366.

The following list is a comprehensive list of all services and associated requirements offered by the Florida Tutoring Advantage. Section 1.5 above dictates which Service Areas are applicable in this contract and the corresponding requirements are listed below.

1. Eligibility of Students We Aim to Serve

Reading & Mathematics (K-5)
High-impact tutoring may be provided to, at a minimum, kindergarten through grade 5 students enrolled in a public school who have a substantial deficiency in reading or mathematics in accordance with F.S. 1008.25

Currently, Florida Tutoring Advantage will work in collaboration with district/school leaders to prioritize students who receive Level 1 on FAST PM 2 and/or PM 3 before serving students who receive Level 2 on FAST PM 2 and/or PM 3.

AI (6-12)
6-12 students who would benefit from additional learning support (as defined in 1002.321 F.S.), as determined by the district.

2. Initial and Ongoing Support:

If applicable, DISTRICT will cooperate to ensure the successful set up and installation of Khan Academy AI tools including the use of the required tutoring management service.

If applicable, DISTRICT will provide support for the set up and installation of high-impact tutoring services (in-person, virtual, and/or automated) including the use of the required tutoring management service housed on the centralized single sign-on platform (SSO). Key elements of high-impact tutoring include:
- Group size appropriate to grade-level
- Frequent sessions (minimum 3 times/week, 75-90 total minutes per week)
- Tutoring by well-trained, engaged, and consistent tutors
- Use of high-quality materials aligned with curriculum
- Sessions scheduled during the school day
- Programs are data driven and model continuous improvement

DISTRICT will collaborate, communicate, and be responsive to the Florida Tutoring Advantage team regarding implementation and ongoing operation of the tutoring program.

3. If applicable, District Assurances for Khan Academy AI tools

a) Project timeline:
DISTRICT agrees to work with UNIVERSITY in implementing the services provided by SERVICE PROVIDER. This includes allowing for scheduling, providing location, necessary data, and participation in professional learning provided by SERVICE PROVIDER.

b) Oversite for Student Use:
DISTRICT will ensure access to information to facilitate rostering access to the Khan Academy AI tools and encourage appropriate and regular engagement.

c) Provide Staff Support:
DISTRICT will assign personnel to oversee implementation, troubleshoot access issues, and liaise with SERVICE PROVIDER as needed. The assigned personnel will be relayed to the UNIVERSITY and SERVICE PROVIDER upon execution of this agreement.

d) Data Collaboration:
DISTRICT will work with SERVICE PROVIDER and UNIVERSITY to provide necessary usage and outcomes data in a timely manner, ensuring compliance with data privacy regulations.

Districts partnered with third-party services funded by the Lastinger Center agree to provide all relevant

data generated by said third-party services to the Lastinger Center. This data may include, but is not limited to, tutoring sessions, third-party assessments, and other relevant educational activities. This data sharing is necessary for the evaluation and improvement of program effectiveness to comply with legislative mandates. Data generated by third-party service will be received and processed by the University designated data administrator. All data will be handled in accordance with applicable privacy laws and institutional data governance policies to ensure confidentiality and responsible use.

e) Feedback and Reporting:
DISTRICT will participate in periodic check-ins with UNIVERSITY to share insights, challenges, and best practices to improve program effectiveness.

f) Training requirements:
DISTRICT will ensure that staff are available to work with SERVICE PROVIDER regularly and participate in ongoing training and continuous improvement to the system of participation for students engaged in tutoring as part of the FTA program.

4. If applicable, District Assurances for Tutoring Services and/or Automated Software

a) Project timeline:
DISTRICT agrees to work with UNIVERSITY in implementing the services provided by SERVICE PROVIDER. This includes allowing for scheduling, providing location, necessary data, and participation in professional learning provided by SERVICE PROVIDER.

b) Feedback and Reporting:

DISTRICT will participate in periodic check-ins with UNIVERSITY to share insights, challenges, and best practices to improve program effectiveness. Prior to the start of services, DISTRICT will complete and submit a project summary [https://docs.google.com/document/d/1BOWP_cQsDL2hwVQa3cqClEhzx_xJJmHW9yQkso-JeBQ/edit?usp=sharing] that includes an overview of the scope of the program to be implemented.

c) Scheduling:
Students designated for high impact tutoring will meet with tutors during the school day and according to the standards for consistency, frequency, and duration. DISTRICT will ensure students will be scheduled appropriately according to the age of students and recommended group size.

DISTRICT agrees to work with SERVICE PROVIDER to schedule services that meet the guidelines to participate in the Florida Tutoring Advantage program. If student attendance to tutoring drops to 70% or less, DISTRICT will review causes and corrective action with SERVICE PROVIDER and UNIVERSITY in a timely manner

d) Access:
Face-to-Face: DISTRICT receiving face-to-face tutoring services agrees to provide access to a suitable space for each student to meet with their tutor and assign facilitator(s) to maintain student safety and assure ease of connecting students to tutors. The space should be free of excessive noise and traffic and provide adequate room for tutoring more than one student when necessary.

Virtual: DISTRICT will provide the facilitation needed to maintain student safety, connect students to virtual tutoring services, and provide an environment that is free of distractions and interruptions while students receive virtual tutoring. Facilitators should be trained to assist students to access virtual services quickly and efficiently, and they should have clear directions on providing feedback for continuous improvement of tutoring delivery.

Automated Learning Support Software and AI Enhance Support: DISTRICT will provide the facilitation needed to maintain student safety, connect students to automated tutoring services and provide a conducive environment free of distractions and interruptions.

e) Tutor qualifications:
SERVICE PROVIDER will ensure that tutors have expertise in the area of instruction and have the passion and ability to engage students in supported learning. Qualifications include, but may not be limited to, educational background in necessary subject matter, ability to adapt learning materials to engage students in learning, strong knowledge of session management, and excellent communication skills.

f) Learning Materials:
DISTRICT will support SERVICE PROVIDER in providing high quality instructional materials aligned with state standards and school curriculum, when applicable. Florida Statute emphasizes the alignment of tutoring to Florida's B.E.S.T. Standards as well as best practices in mathematics and Science of Reading.

g) Training requirements:
DISTRICT will ensure that staff are available to work with SERVICE PROVIDER regularly and participate in ongoing training and continuous improvement for students engaged in tutoring as part of the Florida Tutoring Advantage program.

5. Data Sharing and Confidentiality
In addition to this MOA, DISTRICT will execute UF Lastinger Center GADRRS Data Sharing Agreement (Guidance and Agreement for Data harmony, Responsibility, Retention, Sharing) outlining the terms and conditions for sharing relevant student data with the UNIVERSITY. This agreement will specify the required timelines, formats, and compliance measures to ensure proper data exchange.

DISTRICT and UNIVERSITY will collaborate with the SERVICE PROVIDER to uphold the highest standards of confidentiality, privacy, and student data security in accordance with FERPA regulations and other applicable policies.

Except as hereby modified, all terms and conditions of the original memorandum of agreement remain unchanged and in full force and effect.

School District of Manatee County	University of Florida
_____	_____
Authorized Official Signature	Authorized Official Signature
_____	_____
Name	Name
_____	_____
Date	Date

AGENDA ITEM NO. 11.19

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of the Contract for Subrogation Recovery Services, SDMC No. 26-0048-TG, No Financial Impact

Executive Summary
The District is seeking approval of the contract for subrogation recovery services. Damage recovery services are utilized for vehicle collisions and related property damage. ACM specializes in incidents where the client is not at fault. ACM has a proprietary method for capturing not just physical damage, but also often overlooked damages, including loss of use, diminution of value, and other line items.

Approval of this item has no financial impact to the District. Payments are made through recovery of funds from the vendor.

The contract is valid from August 26, 2025 through August 25, 2026. (are there any renewals?)

The supplier is Alternative Claims Management LLC, San Antonio, TX, Florida Document No. M15000000250.

The broker will be paid by reimbursement from claims.

State Board Rule 6A-a.012(15) states, “Except as otherwise required by statute, a district school board, when purchasing insurance, entering risk management programs, or contract with third party administrators, may make any such acquisitions through the competitive solicitation process as described herein or by direct negotiations and contract.”

This item aligns with the District’s Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 4
Maximize the energy efficiency and management of our facilities to remain sustainable and financially responsible

Recommendation
The Superintendent recommends approval of the contract subrogation recovery services, SDMC No. 26-0048-TG, no financial impact.

Financial Impact
There is no financial impact to the District. Payments are made through recovery of funds from the vendor. The broker will be paid by reimbursement from claims.

Contact
Submitting Departments: Risk Management and Purchasing
Initiated By: Bill Kelley

Attachments:
Subrogation Recovery Services

PURCHASING DEPARTMENT
215 Manatee Avenue West
Bradenton, Florida 34205
Direct Line (941) 708-8770 FAX Line (941) 708-8485

PARTICIPATING AGREEMENT, SDMC No. 26-0048-TG

This Participating Agreement is made and entered into as of the last date signed below by and between The School Board of Manatee County, Florida, (District) and Alternative Claims Management(Contractor).

1. **AUTHORITY**

1.1 The District is authorized by rule 6A-1.012 Florida Administrative Code "to purchase under the current contracts as may be established for any of the public agencies as set forth above at or below the unit price stated therein, if such purchase is to the economic advantage of the district school board, subject to conformance of the items of purchase to the standards and specifications prescribed by the superintendent for said district."

1.2 City of Bradenton competitively procured and awarded Subrogation Recovery Services RFP-24-028MK and is hereto as Exhibit A, ("Solicitation"). A contract was executed December 18, 2024 between the parties and is hereto as Exhibit B, ("Authorized Contract").

2. **PURPOSE AND SCOPE**

The purpose of the Participating Agreement is to Subrogation Recovery Services pursuant to the terms and conditions of the Authorized Contract as modified and supplemented herein.

3. **TERM AND RENEWAL**

3.1 **Term:** This Participating Agreement shall become effective on August 10, 2025 or the date on which the Participating Agreement has been signed by both parties, whichever is later and shall have a term that is coterminous with the Authorized Contract, unless terminated earlier by City of Bradenton .

3.2 **Renewal:** Upon agreement of the parties, this Participating Agreement may be renewed for a term that does not exceed the initial or renewal term of the Authorized Contract. Renewal must be in writing and is subject to the same terms and conditions set forth in the Authorized Contract, and any amendments, and this Participating Agreement, and any amendments.

4. **AUTHORIZED CONTRACT TERMS AND EXHIBITS INCORPORATED INTO THE AGREEMENT**

4.1 The following exhibits are attached, incorporated, and made a part of this Participating Agreement:

Exhibit A, Solicitation
Exhibit B, Authorized Contract
Exhibit C, Name of Piggyback Entity Tabulation
Exhibit D, Contractor Information Form (required if Contractor will be doing work at any District Site)
Exhibit E, Contract Provisions for Non-Federal Entity Contracts Under Federal Awards
Exhibit F, Contractor Affidavit Regarding the Use of Coercion for Labor and Services

In the event of a conflict between the terms and conditions provided in the body of this Participating Agreement and any exhibit, the parties hereby agree that the order of precedence shall be as follows: [list in order of priority].

5. **TERMS SUPPLEMENTAL TO THE AUTHORIZED CONTRACT:** Notwithstanding any provision herein to the contrary, in the event of a conflict between terms in Exhibit B and the terms in this section 5, the terms of this section 5 shall govern.

5.1 **COMPLIANCE WITH JESSICA LUNSFORD ACT:** Contractor and their subcontractors shall comply with the Jessica Lunsford Act (JLA). Contractor/subcontractor shall comply with Sections 1012.465, 1012.467, 1012.468, Florida Statutes, and all other applicable Florida laws governing background screening requirements, fingerprinting and criminal history checks. Contractor, Contractor's personnel and subcontractors who are permitted access on school grounds when students are present, who have direct contact with students or who have access to or control of school funds shall meet the screening requirements of Section 1012.32, Florida Statutes. That Contractor hereby indemnifies and holds harmless the District for any claims made against the District related to the failure of Contractor or Contractor's personnel or subcontractors to comply with any of the laws referenced in this paragraph or related to Contractor's obligation to comply with the Jessica Lunsford Act and Florida law governing background screening requirements.

For information on JLA, requirements visit http://www.manateeschools.net/jessicalunsford. The Contractor information sheet, Exhibit D, must be completed and returned with the signed contract where the contractor is performing services on any District property.

5.2 **ASSIGNABILITY:** The parties may not assign this Participating Agreement or any right or obligation of this Participating Agreement without prior written consent of the other party.

5.3 **THIRD PARTY BENEFICIARIES:** The parties to this Participating Agreement do not intend that this Participating Agreement benefit any third party, and nothing herein should be construed as consent by either party to be sued by third parties in any matter arising out of this Participating Agreement.

5.4 **GOVERNING LAW:** This Participating Agreement will be governed, construed, and enforced in accordance with the laws of the State of Florida, without regard to its conflicts of laws rules. Each party agrees to comply with all applicable laws in the performance of this Participating Agreement. Venue for resolution of all disputes, whether by mediation, arbitration, or litigation shall lie in Manatee County, Florida. Any controversies or legal problems arising out of this Participating Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted exclusively to the jurisdiction of the state courts of the Twelfth Judicial Circuit of Manatee County, Florida. The parties forever waive the right to trial by jury for all litigation between the parties arising out of or related to this Participating Agreement. The parties agree to have any such dispute settled by a judge alone, without a jury.

5.5 **INDEPENDENT CONTRACTOR:** Contractor is an independent contractor and District has no supervisory authority or control over Contractor or Contractor's employees in the performance of this Participating Agreement. Neither Contractor nor Contractor's employees shall be deemed agents or employees of District and any representation to the contrary by Contractor or its employees shall constitute a violation of this Participating Agreement and shall be grounds for immediate Termination for Cause. Contractor shall not employ, contract with, or otherwise use the services of any officer or employee of District. Contractor certifies that its owner(s), officers, directors or agents, and members of their Immediate family, do not have an employee relationship or other material Interest with District.

5.6 **INVOICE REQUIREMENTS**: The invoice shall contain the following basic information: the awarded Contractor's name and address, invoice number, date of invoice, description of the service performed, the contract number, purchase order number, and any discounts. The invoice shall be in

detail sufficient for a proper pre-audit and post audit thereof. Each bill or invoice must properly identify the services, portion of services, and expenses for which compensation is sought.

5.7 **PAYMENT:** The District complies with the Local Government Prompt Payment Act (sections 218.70-218.80, Florida Statutes). Unless otherwise required by the Local Government Prompt Payment Act, invoice payment is Net 45 days from the date of delivery or the receipt of satisfactory invoice, whichever occurs last, unless invoices specify early payment discounts. All references to currency, monetary values, and dollars set forth herein shall mean United States dollars and all payments hereunder shall be made in United States dollars.

5.8 **INDEMNIFICATION**:
Contractor shall defend, indemnify and hold harmless District, its officers, employees, and agents, and the School Board of Manatee County, Florida, and its members from any and all liability, losses or damages, including attorneys' fees and costs of defense, which District, its officers, employees, and agents, and the School Board of Manatee County, Florida, and its members may incur as a result of any claim, demand, suit, or cause of action or proceeding of any kind or nature arising out of, relating to, or resulting from the performance of this Participating Agreement by the Contractor, its employees, officers and agents. The parties agree to promptly notify one another of any claims and to cooperate in the defense of all claims towards a goal of settling or otherwise disposing of all claims in a manner that is mutually agreeable to both parties. To the extent permitted by law, each party agrees to be fully responsible for its acts of negligence, or its employees' acts of negligence when acting within the scope of their employment and agrees to be liable for any damages resulting from said negligence. The indemnification provisions of this Participating Agreement shall survive termination of this Participating Agreement for any claims that may be filed after the termination date of the Participating Agreement provided the claims are based upon actions that occurred during the performance of this Participating Agreement. Notwithstanding anything contained herein to the contrary, if any provision of this Agreement or its incorporated exhibits obligates the District to indemnify the Contractor, District's obligation to indemnify the Contractor shall only be to the extent permitted by law and subject to the applicable limitations set forth in Section 768.28, Florida Statues.

5.9 **SOVEREIGN IMMUNITY:** Contractor acknowledges and agrees that the District does not waive its immunity and nothing herein, including the naming of the District as an additional insured, shall be interpreted or deemed as a waiver of the District's rights, including the limitation of waiver of immunity, as set forth in section 768.28, Florida Statutes, or any other statutes, and district expressly reserves these rights to the full extent allowed by law. All defenses relative to sovereign immunity are expressly reserved by the District.

5.10 **CONTACT WITH STUDENTS:** Unless otherwise specified, the Contractor will have no employees or independent contractors, material men, supplier or anyone involved in any manner with projects resulting from this Participating Agreement shall have direct or indirect contact with students at project sites. A violation of this provision shall result in immediate termination of the offender and issuance of a trespass notice from the School District. Contractor shall be responsible for insuring compliance by all employees, independent contractors and sub-contractors or other persons involved in any manner with projects resulting from this Participating Agreement.

5.11 **STANDARDS OF CONDUCT:** Contractor will be held to the same standards of conduct as District employees while conducting business with District. These standards, as defined in District policies, will apply to Contractor's employees and employees of Contractor's subcontractors.

5.12 **SEVERABILITY:** If any one or more of the provisions of this Participating Agreement should be held contrary to law or public policy, or should for any reason whatsoever be held invalid or

unenforceable by a court of competent jurisdiction, then such provision or provisions shall be null and void and shall be deemed separate from the remaining provisions of this Participating Agreement, which remaining provisions shall continue in full force and effect, provided that the rights and obligations of the parties contained herein are not materially prejudiced and the intentions of the parties continue to be effective.

5.13 **WAIVER:** The failure or neglect by any party to enforce any right under this Participating Agreement shall not be deemed to be a waiver of that party's rights. A waiver shall not be effective unless it is in writing and signed by the party who possesses the right to waive enforcement of same.

5.14 **FORCE MAJEURE:** The term "Force Majeure" means circumstances beyond the reasonable control of a party, (such as an act of God, a government restriction, a war, an insurrection, a labor dispute, a financial insolvency, an economic hardship, a strife, a failure of suppliers, communications, or data systems) which delay or prevent the party from performing under the terms of this Participating Agreement. Affected performance obligations will be suspended during the duration of the Force Majeure. If the Force Majeure persists more than 90 days, any party may elect to terminate this Participating Agreement upon written notice per paragraph 5.16, Termination for Convenience.

5.15 **TERMINATION FOR CAUSE:** Either Party may terminate this Participating Agreement for cause in the event of a material breach of this Participating Agreement, provided that the non-breaching Party must provide written notice of the material breach and a thirty (30) day cure period. Payments made to Contractors or recoveries by The District under contracts terminated for cause shall be in accordance with the legal rights and liabilities of the parties under the laws of the State of Florida. Notwithstanding anything herein to the contrary, District may unilaterally terminate this Participating Agreement for refusal by the Contractor to allow public access to all documents, papers, letters, or other material subject to the provisions of Chapter 119, Florida Statutes, made or received by Contractor in conjunction with this Participating Agreement.

5.16 **TERMINATION FOR CONVENIENCE:** This Participating Agreement may be terminated by the District or Contractor for any lawful reason or for no reason by giving the other party no less than 30 days written notice of intent to terminate. Contractor shall be entitled to payment and profit for work completed to the time of termination only together with any costs reasonably incurred by Contractor that are directly attributable to the termination, but Contractor shall not be entitled to any other or further recovery against District, including anticipated fees, profit on work not required to be performed, or attorneys' or legal fees and costs.

5.17 **COMPLIANCE WITH THE PUBLIC RECORDS ACT:** By entering into this Participating Agreement, Contractor acknowledges that the portion of its books and records related to this Participating Agreement with District may become subject to inspection and copying under the Florida Public Records Act, and that it will in all respects comply with any requirements of that Act. Pursuant to Section 119.0701, Florida Statutes, because Contractor is performing services on behalf of District, Contractor shall:

a. Keep and maintain public records required by District to perform pursuant to the Participating Agreement.
b. Upon request from District's custodian of public records (identified below), provide District with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes, or as otherwise provided by law.
c. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Participating Agreement term and following completion of the Participating Agreement if Contractor does not transfer the records to District.

d. Upon completion of this Participating Agreement, transfer, at no cost, to District all public records in possession of Contractor or keep and maintain public records required by District to perform the service. If Contractor transfers all public records to District upon completion of this Participating Agreement, Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Contractor keeps and maintains public records upon completion of this Participating Agreement, Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to District, upon request from District's custodian of public records, in a format that is compatible with the information technology systems of District.

IF CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT: 941-708-8770, PUBLICRECORDS@MANATEESCHOOLS.NET, 215 MANATEE AVENUE WEST, BRADENTON, FLORIDA, 34205.

5.18 **SCHOOL DISTRICT POLICY:** In accordance with District policy, no contract for providing supplies, equipment or services shall be effective with any individual or business entity in which any board member of District or District's Superintendent has any financial interest. No contract for goods or services may be made with any business entity in which District's Superintendent, any board member of District, or any spouse or child of the foregoing has an employment relationship or a material interest. No District employee may directly or indirectly purchase or recommend for purchase goods or services from any business organization in which his/her spouse or child has a material interest as defined in Chapter 112, Florida Statutes.

5.19 **COMPLIANCE WITH REGULATIONS:** Federal, state, county, and local laws, ordinances, rules, and regulations that in any manner affect the items covered herein apply. Lack of knowledge by Contractor will in no way be a cause for relief from responsibility. Contractor shall have in their possession and must provide all applicable insurance, permits, licenses, etc., which may be required by federal, state, or county law to furnish services under the scope of this Participating Agreement. Contractor must not be in violation of any zoning or other ordinances in the performance of this Participating Agreement.

5.20 **SAFETY STANDARDS:** All equipment must meet the applicable requirements of the Occupational Safety and Health Act (OSHA) and any standards there under.

5.21 **TAX EXEMPTIONS:** When purchasing directly from a supplier, District is exempt from Federal Excise, State Sales, and Use Taxes. Tax exemption certificates and numbers will be furnished on request.

5.22 **INSURANCE:** The Contractor shall furnish the School District of Manatee County with proof of:

(1) Statutory Limits of Worker's Compensation in compliance with Chapter 440, Florida Statute, if required.
(2) Comprehensive General Liability Insurance in an amount equal to or greater than $1,000,000.00 per occurrence.
(3) a. Automobile Liability Insurance in an amount equal to or greater than $1,000,000.00 per person.
b. Automobile Liability Insurance equal to or greater than $1,000,000.00 per occurrence for property damage or $1,000,000.00 combined single limit.

(4) Contractual Liability Insurance in an amount equal to or greater than $1,000,000.00 per occurrence. Policy must include endorsement for indemnification in the event third party damages are sought against the School District.
(5) Completed Operations Endorsement equal to or greater than $1,000,000.00 per occurrence.
(6) Independent Contractors Endorsement in an amount equal to or greater than $1,000,000.00 per occurrence.

Certificate(s) of Insurance listing The School District of Manatee County, Florida, as an additional insured must be received by District's Risk Manager within 10 days after the Effective Date of this Participating Agreement. Any policy shall include substantially the following provision: The School District of Manatee County, Florida, shall be furnished written notice 30 days in advance of the effective date of any reduction in or cancellation of this policy." Contractor shall immediately notify District upon lapse in coverages required by this Participating Agreement or cancellation of any of the insurance policies. Contractor shall not provide any services under this Participating Agreement during any such period of lapse or after cancellation of the insurance coverages required herein without the express written permission of the District's Risk Manager. District shall be under no obligation to pay Contractor for any services provided or for any costs associated with this Participating Agreement for any period of time concurrent with any lapse in coverage.

5.23 **ENTIRE AGREEMENT:** This Participating Agreement and its Exhibits, if any, constitute the final and entire agreement between the parties with respect to the subject matter contained herein and are intended to be an integration of all prior negotiations and understandings. The Participating Agreement and its Exhibits supersede all prior agreements, negotiations, understandings, and representations, whether written or oral. Consultant and District shall not be bound by any terms, conditions, statements, warranties, or representations, written or oral, not contained herein. This Participating Agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which will constitute one and the same instrument.

5.24 **AMENDMENTS:** This Participating Agreement may not be amended, canceled, changed, discharged, modified, rescinded, supplemented, or terminated other than as expressly provided herein, except by any instrument in writing executed by all parties hereto.

5.25 **BINDING EFFECT:** This Participating Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, personal representatives, successors and permitted assigns.

5.26 **AUTHORITY TO EXECUTE:** The individual executing this Participating Agreement on behalf of the Contractor is duly and fully authorized to execute this Participating Agreement on behalf of the Contractor and to bind the Contractor to each and every condition and covenant of the Participating Agreement.

5.27 **FEDERAL DEBARMENT & SUSPENSION CERTIFICATION:** Executive Orders 12549 and 12689): A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR Part 1986 Comp., p. 189) and 12689 (3 CFR Part 1989 Comp., p. 235), ''Debarment and Suspension.'' SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

5.28 **LEGAL FEES AND COSTS:** Each party shall be solely responsible for paying its attorneys' fees and costs and paralegals' fees and costs in any dispute, litigation, trial, appeal, bankruptcy proceedings,

post-judgment proceeding, dispute resolution proceeding, settlement negotiation or pre-litigation negotiation, or otherwise arising under this Participating Agreement.

5.29 **TIME OF THE ESSENCE:** Time is of the essence with regard to all dates and times set forth in this Participating Agreement. Any reference herein to time periods of 7 days or less shall, in the computation thereof, exclude Saturdays, Sundays, and legal holidays under the laws of the State of Florida or the United States of America. Any time period provided for herein which shall end on a Saturday, Sunday or legal holiday under the laws of the State of Florida or the United States of America, shall extend to 5 P.M. of the next day that is not a Saturday, Sunday or legal holiday under the laws of the State of Florida or the United States of America. All references herein to times of day shall mean Eastern Standard Time or Eastern Daylight Time, whichever is in effect in Manatee County, Florida, at the relevant time. The term "day" as used herein shall in all cases mean a consecutive 24-hour day running from midnight to midnight (also known as a calendar day).

5.30 **EMPLOYMENT ELIGIBILITY VERIFICATION ("E-VERIFY"):** By entering into a contract with the School District of Manatee County (a public employer in Florida) to provide goods or services in exchange for salary, wages or other renumeration, this section applies to verify employment eligibility. Therefore, pursuant to Section 448.095, Florida Statutes and beginning July 1, 2023, a private employer with 25 or more employees shall use the E-Verify system to verify a new employee's employment eligibility, located at https://e-verify.uscis.gov/emp. The Parties may not enter into a contract unless each party registers with and uses the federal E-Verify system.

The Contractor verifies its compliance with the E-Verify System by listing its E-Verify System Number; or by signature and submission of this contract, asserts it does not employ 25 or more employees, and it is not an unauthorized alien, as defined by this statute.

The Contractor will require all Subcontractors who work on this contract to use the E-Verify System for any subcontracted employees hired during this contract. The Contractor will verify Subcontractor's compliance with an affidavit stating whether the Subcontractor uses the E-Verify System as evidenced by Subcontractor's E-Verify System Number or that the Subcontractor is not an unauthorized alien and does not employ, contract with or subcontract with unauthorized aliens defined by this statute. The Contractor will maintain and provide the Subcontractor's affidavits to the School District on request during this contract.

Termination: With good faith belief that the Contractor knowingly violated this section, the School District will terminate the contract. Further, with good faith believe that the Subcontractor knowingly violated this section, the School District will promptly notify the Contractor and the Contractor will immediately terminate the Contractor's contract with the Subcontractor. A contract terminated for noncompliance with E-Verify is not a breach of contract and may not be considered as such.

To the extent required by applicable law, the Contractor is liable for any additional costs incurred by the School District resulting from a failure to comply with E-Verify. Additional costs may include but are not limited to higher costs for the same services and rebidding costs (if necessary). Likewise, the Contractor will be barred from any other contracts with The District for at least one year after the date the contract was terminated.
CONTRACTOR E-VERIFY NUMBER: _____

5.31 **CERTIFICATION REGARDING SCRUTINIZED ACTIVITIES:** Section 287.135(2)(a), Florida Statutes, prohibits a company from bidding on, submitting a proposal for, or entering into or renewing a contract for goods or services of any amount if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company is on the Scrutinized Companies that

Boycott Israel List, created pursuant to Section 215.4725, Florida Statutes, or is engaged in a boycott of Israel. Section 287.135(2)(b), Florida Statutes, further prohibits a company from bidding on, submitting a proposal for, or entering into or renewing a contract for goods or services of one million dollars or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company is on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in Iran Terrorism Sectors List, created pursuant to Section 215.473, Florida Statutes, or the company is engaged in business operations in Cuba or Syria. Entering into this Agreement constitutes certification by Contractor that it is not listed on any of the following: (a) the Scrutinized Companies that Boycott Israel List, (b) Scrutinized Companies with Activities in Sudan List, or (c) the Scrutinized Companies with Activities in Iran Terrorism Sectors List. Contractor further certifies that it is not engaged in a boycott of Israel or engaged in business operations in Cuba or Syria. Contractor acknowledges that pursuant to Section 287.135, Florida Statutes, the submission of a false certification may subject it to civil penalties, attorney's fees, and/or costs. Contractor further understands that this Agreement with District for goods or services of any amount may be terminated at District's option if Contractor (a) is found to have submitted a false certification, (b) has been placed on the Scrutinized Companies with Activities in Sudan List, (c) has been engaged in business operations in Cuba or Syria, (d) has been placed on a list created pursuant to Section 215.473, Florida Statutes, relating to scrutinized active business operations in Iran, (e) has been placed on the Scrutinized Companies that Boycott Israel List, or (f) is engaged in a boycott of Israel.

5.32 **ACCESS TO AND RETENTION OF DOCUMENTATION:** The District, the United States Department of Education, the Comptroller General of the United States, the Florida Department of Education or any of their duly authorized representatives shall have access to any books, documents, papers, and records of the Contractor which are directly pertinent to work and services to be performed under this Participating agreement for the purpose of audit, examination, excerpting and transcribing. The parties will retain all such required records, and records required under any state or federal rules, regulations or laws respecting audit, for a period of five District fiscal years after completion or termination of this Participating Agreement.

5.33 **CHILD NEGLECT:** The Contractor and its agents and employees shall be subject to the requirements of §39.201, Florida Statutes, that requires the duty to report all actual or suspected cases of child abuse, abandonment, or neglect to the statewide toll-free telephone number of the central abuse hotline.

5.34 **NOTICE; ELECTRONIC COMMUNICATIONS:** Any and all notices, approvals, claims, consents, demands, requests, or other communications between the parties (Notices) shall be in writing. All Notices pertaining to breach or termination or to designate a different recipient or address for notice shall be given by hand-delivery in person or sent by certified mail, postage prepaid, return receipt requested, and addressed as follows:

If to Contractor:	ACM, 8610 N New Braunfels Ave. #210, San Antonio, TX 78217
If mailed to District:	The School District of Manatee County, Attn: Purchasing Department, POB 9069, Bradenton, FL 34206
If hand-delivered to District:	The School District of Manatee County, Attn: Purchasing Department, 215 Manatee Ave. West, Bradenton, FL 34205

All other Notices shall be hand delivered, sent by certified or registered mail, return receipt requested, sent by facsimile, or sent by electronic mail or other electronic means and addressed to the respective representatives at the addresses they respectively designate. All Notices shall be deemed effective and received upon actual receipt by the party to which such notice is given if hand delivered, sent by facsimile, electronic mail or other electronic means or 5 days after mailing,

whichever occurs first.

5.35 **FEDERAL GRANTS TERMS AND CONDITIONS**: When Federal funds are expended by the District, Contractor shall comply with all applicable provisions of Appendix II Part 200 Contract Provisions for non-Federal Entity Contracts Under Federal Awards contained in Exhibit E and as may be amended from time to time.

5.36 **RECORD RETENTION REQUIREMENTS FOR CONTRACTS PAID FOR WITH FEDERAL FUNDS 2 CFR §200.334:** When federal funds are expended by District for any contract resulting from this procurement process, the Contractor certifies that it will comply with the record retention requirements detailed in 2 CFR §200.334. The Contractor further certifies that Contractor will retain all records as required by 2 CFR §200.334 for a period of three years after grantees or sub-grantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

5.37 **OTHER PROVISIONS:**

5.37.1 *POSSESSION OF FIREARMS*: Possession of firearms will not be tolerated on any District property or setting that is under the control and supervision of District for the purpose of school activities approved and authorized by the District. No person who has a firearm in their vehicle may park their vehicle on District property. If any employee or independent contractor of the Contractor, or any of its sub-contractors, is found to have brought a firearm on District property, said individual shall be immediately removed from District property by Contractor and barred from performing further work relative to the Participating Agreement. If a sub-contractor fails to terminate said employee or independent contractor, the Contractor shall terminate its agreement with the sub-contractor. If Contractor fails to terminate said employee or independent contractor or fails to terminate the agreement with the sub-contractor who fails to terminate said employee or independent contractor, this Participating Agreement may be terminated by District. "Firearm" has the meaning given in Subsection 790.001 Florida Statutes

5.37.2 *CRIMINAL ACTS*: Employment and performing work relative to the Participating Agreement by the Contractor, or any of its subcontractors, of any employee, or independent contractor, with any prior convictions of any crimes against children, crimes of violence or crimes of moral turpitude (as defined by Fla. Admin. Code R. 6A-10.083) will not be tolerated. If it is determined that any person with such criminal history is performing work relative to the Participating Agreement, Contractor agrees to take all steps necessary to remove such person from performing work relative to the Participating Agreement and District property. District shall have the right to terminate this Participating Agreement if the Contractor does not comply with this provision.

5.37.3 *POSSESSION/USE/UNDER THE INFLUENCE OF MIND ALTERING SUBSTANCES*: Possession/use and/or being under the influence of any illegal mind altering substances, such as, but not limited to alcohol and/or substances delineated in Chapter 893, Florida Statutes, by Contractor's employees or independent contractors or its sub-contractors employees or independent contractors will not be tolerated on District property. If any employee or independent contractor is found to have brought and/or used or is under the influence of any illegal mind-altering substances as described above on District property, said employee or independent contractor shall be removed and barred from performing work relative to the Participating Agreement by the Contractor. If a sub-contractor fails to terminate said employee or independent contractor, the Contractor shall terminate its agreement with the sub-contractor. If the Contractor fails to terminate said employee or independent

contractor or fails to terminate the agreement with the sub-contractor who fails to terminate said employee or independent contractor, this Participating Agreement may be terminated by District.

REPRESENTATIVES: The individuals listed below shall serve as each party's respective representative and are hereby authorized by the respective party to administer this Participating Agreement on behalf of the respective party.	
Alternative Claims Management CONTRACTOR/COMPANY NAME	8610 N New Braunfels, Suite #210, San Antonio, TX 78217 ADDRESS
PHONE 407-738-0635	EMAIL sbattista@altclaim.com
TYPE OR PRINT NAME Steve Battista	TITLE VP of Sales
THE SCHOOL DISTRICT OF MANATEE COUNTY	215 MANATEE AVE. WEST, BRADENTON, FL 34205 ADDRESS
PHONE	EMAIL
TYPE OR PRINT NAME	TITLE

SIGNATURES:

steve battista steve battista (May 28, 2025 17:35 EDT)	5/28/2025		
Contractor	Date	Deputy Superintendent (up to $49,999.99)	Date
School Principal	Date	Superintendent(nogreaterthan$99,999.99)	Date
General Counsel Approved as to Form and Legal Content	Date	Board Chair (over $100,000.00)	Date

EXHIBIT D

CONTRACTOR INFORMATION FORM

CONTRACTOR NAME: Alternative Claims Management

TELEPHONE NUMBER: 210-340-4400

LIST EMPLOYEE(s) THAT WILL BE DOING WORK FOR THE SCHOOL DISTRICT OF MANATEE COUNTY:

Please print clearly and duplicate form as needed. Please list badge expiration for all employees who currently have a contractor's badge. If a designated employee does not have a contractor's badge, indicate their Appointment Date and Time for fingerprinting.

Please reference the District website for JLA requirements: https://www.manateeschools.net/ Page/6689

Last Name, First Name	Contractor/JLA Badge Expiration	Fingerprint Appt Date/Time
	N/A - work shall be done remotely	

Contractor/Contractor Disqualifiable Offenses:

- Any offense listed in s. 943.0435

JLA BADGING IS REQUIRED TO COME ON SCHOOL CAMPUS. FAILURE TO PRESENT THE PROPER BADGE AT THE TIME OF SERVICE WILL RESULT IN DENIAL OF SERVICE

EXHIBIT E

Appendix II to Part 200, Title 2 (up to date as of 9/21/2023)

Contract Provisions for Non-Federal Entity Contracts Under Federal Awards

This content is from the eCFR and is authoritative but unofficial.

Title 2 —Grants and Agreements
Subtitle A —Office of Management and Budget Guidance for Grants and Agreements
Chapter II —Office of Management and Budget Guidance
Part 200 —Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
Source: 85 FR 49543, Aug. 13, 2020, unless otherwise noted.
Source: 85 FR 49539, Aug. 13, 2020, unless otherwise noted.
Authority: 31 U.S.C. 503
Source: 78 FR 78608, Dec. 26, 2013, unless otherwise noted.
Appendix II to Part 200—Contract Provisions for Non-Federal Entity Contracts Under Federal Awards

In addition to other provisions required by the Federal agency or non-Federal entity, all contracts made by the non- Federal entity under the Federal award must contain provisions covering the following, as applicable.

A. Contracts for more than the simplified acquisition threshold, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

B. All contracts in excess of $10,000 must address termination for cause and for convenience by the non- Federal entity including the manner by which it will be effected and the basis for settlement.

C. Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60–1.3 must include the equal opportunity clause provided under 41 CFR 60–1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 CFR Part, 1964–1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

D. Davis-Bacon Act, as amended (40 U.S.C. 3141–3148). When required by Federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141–3144, and 3146–3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non- Federal entity must report all suspected or reported violations to the Federal awarding agency.

E. Contract Work Hours and Safety Standards Act (40 U.S.C. 3701–3708). Where applicable, all contracts awarded by the non-Federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

F. Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of "funding agreement" under 37 CFR § 401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

G. Clean Air Act (42 U.S.C. 7401–7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251–1387), as amended—Contracts and subgrants of amounts in excess of $150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401–7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251–1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

H. Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

I. Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

J. 200.323 Procurement of recovered materials. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired during the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

K. 200.216 Prohibition on certain telecommunications and video surveillance services or equipment.
(a) Recipients and subrecipients are prohibited from obligating or expending loan or grant funds to:

(1)Procure or obtain.
(2)Extend or renew a contract to procure or obtain; or
(3) Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115–232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).
(i) For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).
(ii) Telecommunications or video surveillance services provided by such entities or using such equipment.
(iii) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

(b) In implementing the prohibition under Public Law 115–232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained.

(c) See Public Law 115–232, section 889 for additional information.

(d) See also § 200.471.

L. 200.322 Domestic preferences for procurements.
(a) As appropriate and to the extent consistent with law, the non-Federal entity should, to the greatest extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). The requirements of this section must be included in all subawards including all contracts and purchase orders for work or products under this award.

(b) For purposes of this section:

(1) "Produced in the United States" means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States.

(2) "Manufactured products" means items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.

M. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of ''federally assisted construction contract'' in 41 CFR Part 60–1.3 must include the equal opportunity clause provided under 41 CFR 60–1.4(b), in accordance with Executive Order 11246, ''Equal Employment Opportunity'' (30 FR 12319, 12935, 3 CFR Part, 1964– 1965 Comp., p. 339), as amended by Executive Order 11375, ''Amending Executive Order 11246 Relating to Equal Employment Opportunity,'' and implementing regulations at 41 CFR part 60, ''Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.''200.322 Domestic preferences for procurements.

EXHIBIT F

Contractor Affidavit Regarding the Use of Coercion for Labor and Services

Contractor Name: Alternative Claims Management

Address: 8610 N New Braunfels, Suite #210, San Antonio, TX 78217

Phone Number: 210-340-4400

Authorized Representative's Name: Steve Battista

Authorized Representative's Title: VP of Sales

Email Address: sbattista@altclaim.com

Section 787.06(13), Florida Statutes requires all nongovernmental entities (such as Vendor) executing, renewing, or extending a contract with a governmental entity (such as the School Board of Manatee County, Florida) to provide an affidavit signed by an officer or representative of Vendor under penalty of perjury that Vendor does not use coercion for labor or services as defined in that statute.

As the person authorized to sign on behalf of Vendor, I certify that the company identified above does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

steve battista
steve battista (May 28, 2025 17:35 EDT)

Signature of Authorized Representative

5/28/2025

Date

AGENDA ITEM NO. 11.20

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Manatee High School Building 15 Gymnasium - Emergency Storm Repairs - Agreement Between Owner and Creative Contractors, Inc., - Amendment 1 - Guaranteed Maximum Price in the Amount of $776,295.00 for a Total Guaranteed Maximum Price of $2,065,435.00 (Capital Funds/FEMA Reimbursement/Insurance proceeds)

Executive Summary
The purpose of the requested action is to approve Amendment 1 to the Agreement between Owner and Creative Contractors, Inc. which authorizes the additional construction services to provide flooding demolition and storm damage restoration in Building 15, identified as necessary to the project due to site conditions.

Manatee High School Building 15 Gymnasium Emergency Storm Repairs Summary Sheet is attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of Manatee High School Building 15 Gymnasium - Emergency Storm Repairs - Agreement Between Owner and Creative Contractors, Inc., - Amendment 1 - Guaranteed Maximum Price in the Amount of $776,295.00 for a Total Guaranteed Maximum Price of $2,065,435.00. (Capital Funds/FEMA Reimbursement/Insurance proceeds)

Financial Impact
The amount of Amendment 1 is $776,295.00. The Guaranteed Maximum Price, including this Amendment 1 is $2,065,435.00, and is included in the total project budget of $2,549,765.00. (**The project is funded by Capital Funds/FEMA Reimbursement/Insurance proceeds)**.

Contact
Submitting Department: Construction Services
Initiated by: Reginald Goff

Attachments:
Manatee HS Bldg 15 Gym Emergency Storm Repairs Summary Sheet
CM Amend-1 MHS Bldg 15 Gym-Storm-Repairs

Manatee High School - Bldg 15 Gym - Emergency Storm Repairs

PROJECT DIRECTOR: **Michelle Begue**

ARCHITECT/ENGINEER:	Williamson Dacar Associate		Currently on the District's Continuing Contracts List
CONSTRUCTION MANAGER:	Creative Contractors, Inc.		Currently on the District's Continuing Contracts List
BUILDING OFFICIAL:			
PROJECT BUDGET:	$	2,549,765.00	(8/26/25) Project Budget
	$	1,518,490.00	(12/10/24) Original Project Budget
SUBSTANTIAL COMPETION:		3/2/2026	Amendment 1 (8/26/25)
		10/31/2025	Agreement (12/10/24)

HISTORY: Manatee High School was reconstructed beginning in 1997. In 2007 and 2010, the District purchased lots adjacent to the school for future campus expansion. In 2023, renovations to the football stadium grandstand seating and parking were renovated. In 2015, the kitchen HVAC system was replaced. Currently renovations to the CCTV Studio 618 are being conducted. The site consists of one parcel containing 32 acres, located at 902 33rd Street Court West in Bradenton. The total existing student stations is 2753. Roof replacement is required due to the existing roof have exceeded their normal service life.

SCOPE: THE SCOPE OF WORK includes, but is not limited to, the roof demolition and repairs at Building 15 and restoration to adjacent Track and Field. Also, included in this work is interior demolition and restoration due to storm damage, including flooring demolition.

INCLUDED IN 5-YEAR WORK PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -	May 25, 2023	Approved	Currently on the District's Continuing Contracts List
Agreement:	$ 62,365.00	February 7, 2025	Approved	Emergency Storm Repairs from Milton
TOTAL	$62,365.00			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -	May 25, 2023	Approved	Currently on the District's Continuing Contracts List
Agreement:	$ 1,289,140.00	December 10, 2024	Approved	Emergency Storm Repairs from Milton
Amendment 2:	$ 776,295.00	August 26, 2025	Pending	Storm Restoration Services
TOTAL	$ 2,065,435.00			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -	May 25, 2023	Approved	Currently on the District's Continuing Contracts List
Agreement:	$ 8,400.00	April 24, 2025	Non Required	Plan Reviews, Permits & Inspection Services
TOTAL	$ 8,400.00			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
TOTAL	$ -			

SCHOOL BOARD OF MANATEE COUNTY
DEPARTMENT OF CONSTRUCTION SERVICES

AMENDMENT TO THE AGREEMENT BETWEEN
OWNER & CONSTRUCTION MANAGER

Amendment #: 1 **Amendment Date:** _____

This form is to be used for any revision to the established Agreement Between Owner & Construction Manager.

Project Name: MHS Bldg 15 Gym – Emergency Storm Repairs
Construction Manager: Creative Contractors, Inc.
Construction Manager Address: 101 Creative Way, Clearwater, FL 33759

The work is as follows: additional construction services for flooring demolition and storm damage restoration in Building 15, identified as necessary to the project due to site conditions.

This amendment is to be attached to and become a part of the subject agreement and in no other way alters terms and conditions thereof.

Contract Time will be (increased) (~~decreased~~) (~~unchanged~~) By: 4 Months

Date of Substantial Completion including this amendment: March 2, 2026

Amount of Amendment: $ 776,295.00
Previous Amount: $ 1,289,140.00
New Total Amount of GMP: $ 2,065,435.00

CONSTRUCTION MANAGER:

By: Jerry Siminski

Name/Title: Jerry Siminski / Sr VP/CCO

By: N/A

Name/Title: N/A

As Witnessed:

Creative Contractors, Inc.
(Name of Corporation)

(Corporate Seal)

OWNER:
SCHOOL BOARD OF MANATEE COUNTY, FLORIDA:

Approved As to Form: _____, Project Director

_____, Director

_____, Deputy Superintendent

Superintendent of Schools: _____

School Board Chairman: _____

Witness: _____

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SCHOOL DISTRICT OF MANATEE COUNTY
DEPARTMENT OF CONSTRUCTION SERVICES
Amendment #1
BUDGET SUMMARY

Project: **Manatee High School Huuricane Milton Repairs** Date: 8/5/2025

Contractor: **Creative Contractors, Inc.**

ITEM	ITEM AMOUNT	TOTAL AMOUNT
Construction Expenses:		
Gym roof demolition/storm damage restoration	$398,300.00	
Allowance for ROTC 1st/2nd Floor Clean per OHC report	$68,000.00	
Allowance for repair of temp tarp on the Gym roof	$6,500.00	
OHC oversight/testing for storm damage restoration	$33,561.00	
OHC Water Damage Assessment/moisture mapping report	$2,706.00	
OHC report on environmental analysis of Gym/ROTC areas	$2,881.00	
Prizm contents analysis	$4,085.00	
Bulding Systems review/report by WDA	$8,500.00	
Sub Total		**$524,533.00**
General Conditions:		
General Conditions:	$136,364.00	
General Requirement	$45,412.00	
Sub Total		**$181,776.00**
Overhead & Profit (Overall Project)	$33,190.00	
Sub Total		**$33,190.00**
Pre-Construction Expenses		
	$0.00	
Sub Total		**$0.00**
Unforseseen Conditions:	$21,482.00	
Sub Total		**$21,482.00**
Bond and Insurance:		
Bond	$5,549.00	
General Liability	$3,208.00	
Subcontractor Default Insurance	$6,557.00	
Builders Risk - By Owner	$0.00	
Sub Total		**$15,314.00**
GMP TOTAL		**$776,295.00**

CREATIVE CONTRACTORS, INC.
MANATEE HIGH SCHOOL HURRICANE MILTON REPAIRS
August 5, 2025
Amendment #1

	DESCRIPTION			COST
CONSTRUCTION COST SUMMARY				
1	Gym Roof Demo and storm damage restoration		$	398,300
2	Allowance for ROTC 1st/second floor clean up per OHC report		$	68,000
3	Allowance for repair of temp tarp on roof		$	6,500
4	OHC oversight/testing for storm damage restoration		$	33,561
5	OHC Water damage assessment/Moisture Mapping report		$	2,706
6	OHC report on environmental analysis of Gym/ ROTC areas		$	2,881
7	Prizm contents ananlysis		$	4,085
8	Building systems review/report by WDA		$	8,500
	SUBTOTAL CONSTRUCTION COST OF THE WORK		**$**	**524,533**
GENERAL COSTS				
	Subcontractor Default Insurance (SDI)	1.25%	$	6,557
	General Conditions - 4 months		$	45,412
	General Requirement - 4 months		$	136,364
	Builders Risk Insurance			By Owner
	Liability Insurance .45%	0.45%	$	3,208
	Unforeseen Conditions Contingency	3.00%	$	21,482
	Construction Management Fee	4.50%	$	33,190
	Payment & Performance Bond	0.72%	$	5,549
	Preconstruction Fee	0.00%	$	-
	SUBTOTAL GENERAL COSTS		**$**	**251,762**

TOTAL BUDGET ESTIMATE COST **$ 776,295**

Note: This estimate is based on known additional items to date.
The pricing for the original scope of work - Roofing, Painting and Structural steel will need to be reviewed for scope revisions,cost updating and schedule revision based on final defined scope of the project.

AGENDA ITEM NO. 11.21

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Southeast High School - New Science Building - Change Order 11 Final - Agreement Between Owner and Tandem Construction, Decrease in the Amount of $611,288.07 (Capital Funds)

Executive Summary
The purpose of the requested action is to approve Change Order 11 Final to the Agreement between Owner and Tandem Construction for the Southeast High School New Science Building which will decrease the Construction Manager's contract in the amount of $611,288.07. Change Order 11 Final reconciles the contract and deducts the unexpected funds to close out the project.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of Southeast High School New Science Building - Change Order 11 Final - Agreement between Owner and Tandem Construction, decrease in the amount of $611,288.07 (Capital Funds).

Financial Impact
The amount of Change Order 11 Final is a decrease of $611,288.07. The revised Guaranteed Maximum Price to date is $10,714,946.12 and is included in the total project budget of $16,743,311.90 **(Capital Funds)**.

Contact
Submitting Department: Construction Services
Initiated By: Reginald Goff

Attachments:
Southeast High School - New Science Building - Project Summary Sheet
Southeast High School Change Order 11

Southeast High School - New Science Building

PROJECT DIRECTOR: Jeffrey Medwetz

ARCHITECT/ENGINEER:	Rowe Architects	Selected through the Request for Qualifications process
CONSTRUCTION MANAGER:	P.J. Hayes, Inc., d.b.a.Tandem Construction	Selected through the Request for Qualifications process
BUILDING OFFICIAL:		

PROJECT BUDGET:	$16,743,311.90	Revised Total Project Budget (9/08/23)
	$13,229,500.00	Original Project Budget (02/22/22)
SUBSTANTIAL COMPLETION	8/1/2024	Amendment 3 GMP (11/08/2022)
	8/30/2024	Change Order 6 (1/16/2024)

HISTORY: Southeast High School was originally constructed in 1958, and underwent its last major renovations in 1997. The facility has 37 permanent structures located on 51 Acres at 1200 37th Avenue East, Bradenton, and currently serves 1,711 Students. The Science/Art Lab Building was built in 1985, is obselete and requires replacement.

SCOPE: The scope of work consists of the construction of a new two-story building to be centrally located on the Southeast High School campus which is proposed to house eleven (11) classrooms/labs. The proposed program will include eight (8) Science Classrooms/Labs, one (1) Computer Lab, Two (2) Art Labs, and related ancillary-support spaces. The project will be constructed on an occupied campus and will include demolition of existing structures and phased in a manner to insure student and staff safety.

INCLUDED IN 5-YEAR PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	December 14, 2021	Approved	
Agreement:	1,058,360.00	March 8, 2022	Approved	Architectural/Engineering Services
TOTAL	$1,058,360.00			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	December 14, 2021	Approved	
Agreement:	38,431.70	March 8, 2022	Approved	Pre-Construction Services
Amendment 1:	705,879.38	June 14, 2022	Approved	Partial Guaranteed Maximum Price - Amendment 1
Amendment 2:	338,267.22	October 25, 2022	Approved	Partial Guaranteed Maximum Price - Amendment 2
Amendment 3:	12,163,489.19	November 8, 2022	Approved	Guaranteed Maximum Price - Amendment 3
Change Order 1 & 2:	(285,942.54)	February 14, 2023	Approved	Deduct Direct Material Purchases & Sales Tax Savings
Change Order 3:	(952,310.68)	May 9, 2023	Approved	Deduct Direct Material Purchases
Change Order 4:	(258,827.87)	June 27, 2023	Approved	Deduct Direct Material Purchases
Change Order 5:	(364,568.35)	September 26, 2023	Approved	Deduct Direct Material Purchases
Change Order 6:	0.00	Janauary 16, 2024	Approved	Change Order 6 - Extend Contract Time
Sub Comp:	0.00	January 30, 2024	Approved	Sub-Stantial Completion Phase II
Change Order 7:	16,353.99	February 27, 2024	Approved	Direct Material Purchase Reconciliation
Change Order 8:	(150,620.27)	May 28, 2024	Approved	Deduct Direct Material Purchases
Change Order 9:	55,845.22	July 23, 2024	Approved	Direct Material Purchase Reconciliation
Change Order 10:	20,237.20	November 12, 2024	Approved	Direct Material Purchase Reconciliation
Substantial Completion	-	December 10, 2024	Approved	Substantial Completion Phase III
Change Order 11:	(611,288.07)	August 26,2025	Pending	Final Change Order: Close Out Project
TOTAL	10,714,946.12			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	December 14, 2021	Approved	Currently on the District's Continuing Contracts List
Agreement:	23,704.00	June 3, 2022	Not Required	Currently on the District's Continuing Contracts List
TOTAL	$23,704.00			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
Conceptional Study	19,926.00	September 15, 2021	Not Required	Currently on the District's Continuing Contracts List
Asbestos Survey	3,875.00	April 4, 2022	Not Required	Currently on the District's Continuing Contracts List
Mech. Elec. Comm. Serv	25,000.00	May 02,2022	Not Required	Currently on the District's Continuing Contracts List
TOTAL	$28,875.00			

SCHOOL BOARD OF MANATEE COUNTY
Department of Construction Services
Change Order

PROJECT: Southeast High School New Science Building
1200 37th Ave East
Bradenton, FL 34208

TO: (Contractor):
P.J. Hayes, Inc. dba
Tandem Construction
5391 Lakewood Ranch Blvd. N
Suite 200
Sarasota, FL 34240

CHANGE ORDER NUMBER: 11

CHANGE ORDER DATE:

ARCHITECT'S PROJECT NO: N/A

CONTRACT FOR: General Construction

CONTRACT DATE: 10/25/2022

You are directed to make the following changes in this Contract:

Final Change Order to return Unforseen Conditions Funds and Owner's Tax Savings.

Amendment #1 Unforseen Conditions Fund	($152,636.85)
Amendment #2 Unforseen Conditions Fund	($30,764.45)
Amendment #3 Unforseen Conditions Fund	($319,270.68)
Amendment #3 Owner's Tax Savings	($108,616.09)
Total of Summary	$ (611,288.07)

Not valid until signed by both the Owner and Architect.
Signature of the Contractor indicates his agreement herewith, including any adjustment in the Contract Sum or Time.

The original Guaranteed Maximum Price was	$ 13,246,067.49
Net Changes by previously authorized Change Orders and/or Amendments	$ (1,919,833.30)
The Guaranteed Maximum Price prior to the Change Order was	$ 11,326,234.19
The Guaranteed Maximum Price will be decreased by this Change Order	$ (611,288.07)
The new Guaranteed Maximum Price including this Change Order will be	$ 10,714,946.12
The Contract time will be unchanged by	(0) Days
The date of Substantial Completion as of the date of the Change Order is	August 30, 2024

Rowe Architects, Inc.	P.J. Hayes, Inc. dba Tandem Construction	School Board of Manatee County
Architectural Firm	Construction Manager	Owner
100 Madison Street, Suite 200	5391 Lakewood Ranch Blvd. N #200	1 Matzke Way
Tampa, FL 33602	Sarasota, FL 34240	Bradenton, FL 34208
By: Angela Hendershot	By: Jodi Dressig 2025.06.10 16:58:09-04'00'	By:
Date: 2025.06.13	Date:	Date:

AGENDA ITEM NO. 11.22

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Palmetto High School - Partial Replacement -Football Stadium Restrooms - Substantial Completion - Agreement Between Owner and Gilbane Building Company (No Financial Impact)

Executive Summary
The Purpose of the requested action is to authorize the School Board Chairman to execute a Substantial Completion and Certificate of Occupancy for football restroom building at Palmetto High School. Substantial Completion has been established by the Project Architect, Building Official, Construction Manager, and Department of Construction Services as of July 1,2025.

Substantial Completion is defined as the facility being sufficiently completed so that it can be utilized for its intended purpose. The Substantial Completion Certificate requires Board approval. There is no fiscal impact or additional budget requirement for the Board to acknowledge.

Palmetto High School Football Restroom Building Project Summary sheet is attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of Palmetto High School - Football Restroom Building - Agreement between Owner and Gilbane Building Company Substantial Completion (No Financial Impact).

Financial Impact
No financial impact.

Contact
Submitting Department: Construction Services
Initiated By: Reginald Goff

Attachments:
PHS- Partial Replacement Project Summary Sheet
Palmetto Football Restroom Substantial Completion
Palmetto High School Football RR Cert.Occupancy

Palmetto HS Partial Replacement Project

PROJECT DIRECTOR: Reginald Goff

ARCHITECT/ENGINEER:	Schenkel & Shultz, Inc.	Selected through the Request for Qualifications process
CONSTRUCTION MANAGER:	Gilbane Building Company	Selected through the Request for Qualifications process
BUILDING OFFICIAL:	Universal Engineering Sciences	Currently on the District's Continuing Contracts List

PROJECT BUDGET:

$	41,400,000.00	(09/10/2024) 2024/2025 Capital Budget
$	39,000,000.00	(04/12/2022) Revised Project Budget
$	29,000,000.00	(09/28/2021) Original Project Budget

HISTORY: The site on which Palmetto High School is located was acquired in 1952 and is approximately 59 acres in size. Numerous campus modifications have occurred over the past 68 years under constantly changing codes resulting in intermittent campus-wide flooding. The school currently has 2,251 student stations.

SCOPE: The original scope of design services includes replacing existing buildings 6,7,8 & 9, with a new two (2) story classroom addition and removal of classroom building #33 and renovation of the cafeteria is increased to include per direction of the District Superintendent, the demolition of existing cafeteria Building #5, a new cafeteria/kitchen building, replacing the existing baseball field buildings with new buildings and bleachers, new secured access addition to the administration building#1, relocating the parent loop and new bus loop and parking to the SE corner of the campus. Additional scope of work includes installation of security fencing around the football field and campus perimeter. Design a new single story CMU restroom building approximately 1,800 SF located on the north (home) side of the existing football field.

INCLUDED IN 5-YEAR PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -	July 27, 2021	Approved	
Agreement:	$ 1,860,750.00	September 28, 2021	Approved	Architectural/Engineering Services
Amendment 1:	$ 436,575.00	April 12, 2022	Approved	Add'l Architectural/Engineering Services
Phase I Plans:	$ -	April 12, 2022	Approved	Schematic Design
Letter of Commitment:	$ -	April 12, 2022	Approved	Architectural/Engineering Second Letter
Amendment 2:	$ 114,470.00	February 27, 2024	Approved	New Restroom Building - Football Field
TOTAL	$ 2,411,795.00			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	-	July 27, 2021	Approved	
Agreement:		September 28, 2021	Approved	Pre-Constr Svc $82,789.00 incl AMEND 3
Amendment 1:		April 12, 2022	Approved	Add'l Pre-Constr Svcs $39,627.00 incl AMEND 3
Letter of Commitment:	-	April 12, 2022	Approved	Construction Manager Second Letter
Amendment 2:	274,502.00	June 28, 2022	Approved	Security Fencing Installation
Amendment 3:	34,898,266.00	December 13, 2022	Approved	Guaranteed Maximum Price
Amendment 4:	1,585,013.00	June 13, 2023	Approved	Remaining Food Service Equipment
Change Order 1:	(7,156,230.03)	February 27, 2024	Approved	Deduct Direct Materials Purchased
Change Order 2:	81,660.90	October 29, 2024	Approved	Direct Materials Purchased Reconciliation
Amendment 5:	1,414,113.00	October 29, 2024	Approved	Football Stadium Restrooms
Substantial Completion:	-	January 21, 2025	Approved	Bldg 1-Admin,Bldg 5-Café, Bldg 9-Classroom, Baseball Facilities & Courtyard
Substantial Completion:	-	August 26 ,2025	Pending	Football Stadium Restroom Substantial Completion - July 1,2025
TOTAL	$ 31,097,324.87			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -			
Agreement:	$ 187,499.00	August 23, 2022	Approved	Plans Review & Permitting Services
TOTAL	$ 187,499.00			

SUBSTANTIAL COMPLETION

Project: Palmetto HS Football Restrooom Building
Location: 1200 17th St. W.
Palmetto, FL 34221

Project Number: 20211301

Contract Date: 11/30/21

Owner: School Board of Manatee County
c/o Dept of Construction Services
1 Matzke Way
Bradenton, FL 34208

AE: Schenkel Shultz
330 S Pineapple Rd.
Sarasota, FL 34236

CM: Gilbane Building Company
1950 Ringling Blvd. Ste. 301
Sarasota, FL 34236

Date of Issuance: 7/1/25

Project or Designated Portion shall include:

Football Restroom Building - 1 Story

The Work performed under this Contract has been reviewed and found, to the Architect's best knowledge, information and belief, to be substantially complete. Substantial Completion is the stage in the Work or designated portion thereof is sufficiently complete in accordance with the Contract Documents so the Owner can occupy or utilize the Work for its intended use. The date of Substantial Completion of the Project or portion thereof designated above is hereby established as:

7/1/2025

which is also the date of commencement of applicable warranties required by the Contract Documents except as stated below:

N/A

A list of items to be completed or corrected is attached hereto. The failure to include any items on such list does not alter the responsibility of the Contractor to complete all Work in accordance with the Contract Documents.

Schenkel Shultz Architects		7/30/25
ARCHITECTURAL FIRM	BY	DATE

The Contractor will complete or correct the Work on the list of items attached hereto within ( ) 90 days from the above date of Substantial Completion.

Gilbane Building Company	Zack McClary Digitally signed by Zack McClary DN: C=US, E=zmcclary@gilbaneco.com, O=Gilbane Building Company, OU=FLRO, CN=Zack McClary Date: 2025.07.30 09:51:47-04'00'	7/30/2025
CONTRACTOR	BY	DATE

The Owner accepts the Work or designated portion thereof as substantially complete and will assume full possession thereof at ___ 1:00pm 7/1/2025

SCHOOL BOARD OF MANATEE COUNTY		
OWNER	BY	DATE

The CM shall provide security, maintenance, utilities, repairs to damage to the Work and insurance until completion of the attached punchlist(s). If there are no punchlist(s) attached, the Owner will assume these items at the SC date.

Certificate of Occupancy

Date: 8/7/2025

1. **BUILDING PERMIT NO:** B02172025
2. **ADDRESS:** 1200 17th St W Palmetto, FL 34221
3. **Owner/Owner Agent:** School District of Manatee County

4. **Specific Area of Building for this Certificate:** Football Restrooms

5. **Described portion of the structure that has been inspected for compliance and the use for which the proposed occupancy is classified:** Football Restrooms

6. **Building and Structures in flood hazard areas: Documentation of the as-built lowest floor elevation has been provided and retained in the records of authority having jurisdiction:** n/a

7. **Building Official:** Gregory Yantorno BU1214

8. **Code edition under which permit was issued:** 2023 FBC

9. **Use & Occupancy, in accordance with Chapter 3:** E

10. **Type of Construction, defined in Chapter 6:** IIB

11. **Occupant Load:** 76

12. **If an Automatic Sprinkler System is provided, whether the sprinkler is required:**

n/a

13. **Special stipulations & conditions of the permit:**

n/a

BY:

Gregory Yantorno
PRINTED NAME

SIGNATURE

AGENDA ITEM NO. 11.23

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Manatee Elementary School Hydro Piping Replacement - Substantial Completion - Agreement Between Owner and Willis A. Smith Construction, Inc. (No Financial Impact)

Executive Summary
The purpose of the requested action is to authorize the School Board Chairman to execute a Substantial Completion for Manatee Elementary School Hydro Piping Replacement. A Substantial Completion has been established by the Project Architect, Construction Manager, and Department of Construction Services as of July 29, 2025.

Substantial Completion is defined as the facility being sufficiently completed so that it can be utilized for its intended purpose, Substantial Completion Certificate requires Board approval. There is no fiscal impact or additional budget requirement for the Board to acknowledge that the project is substantially complete.

Manatee Elementary School Hydro Piping Replacement Project Summary sheet is attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of Manatee Elementary School - Hydro Piping Replacement - Agreement between Owner and Willis A. Smith Construction Inc. Substantial Completion (No Financial Impact).

Financial Impact
No financial impact.

Contact
Submitting Department: Construction Services
Initiated By: Reginald Goff

Attachments:
2025 MAE HVAC Piping Replacement Project Summary
MAE Substantial Completion

2025 Manatee ES HVAC Piping Replacement

PROJECT DIRECTOR: Jerry Varghese

ARCHITECT/ENGINEER: Long and Associates Architects/Engineers, Inc. Currently on the District's Continuing Contracts List
CONSTRUCTION MANAGER: Willis A. Smith Construction, Inc. Currently on the District's Continuing Contracts List
BUILDING OFFICIAL: N/A Currently on the District's Continuing Contracts List

PROJECT BUDGET: $ 2,500,000.00 (January 30, 2024) Revised Project Budget (5 Yr Capital Plan)

HISTORY: Manatee Elementary School was originally constructed in 1926. The site is approximately 6 acres in size. The school currently has 731 student stations. Various construction activities occurred over the years including a total remodel and addition in 1992; a technology retrofit, minor HVAC renovations and structural repairs to the Pelot Building, and a Class Size Reduction Wing containing 4 classrooms in 2001. A campus-wide remodel / renovation was completed in 2009 and Fencing and Security Upgrades were completed in 2015. Various repairs to the auditorium were completed in 2025.

SUBSTANTIAL COMPLETION: 8/12/2025

SCOPE: The **Scope of Work** includes all services required to replace the underground hot and chilled water piping system at Manatee Elementary School, including building entrances and related restoration work.

INCLUDED IN 5-YEAR WORK PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -	May 24, 2024	Approved	Currently on the District's Continuing Contracts List
Agreement:	$ 98,430.00	N/A	N/A	Architectural/Engineering Services
TOTAL	$ 98,430.00			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -	May 24, 2024	Approved	Currently on the District's Continuing Contracts List
Agreement:	$ 2,198,640.10	May 20, 2025	Approved	Guaranteed Maximum Price (GMP)
Substantial Completion:	$ -	August 26, 2025	Pending	Substantial Completion - July 29, 2025
TOTAL	$ 2,198,640.10			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$ -			
	$ -			
TOTAL	$ -			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
Agreement:				
	$ -			
TOTAL	$ -			

Docusign Envelope ID: BFD6056D-F373-4905-BB10-5C80CDC0F301

SUBSTANTIAL COMPLETION

Project: **Manatee ES Hydro Piping Replacement**
Location: **1609 6th Avenue East**
Bradenton, Florida 34208

Project Number: **3951532500**

Contract Date: **May 20, 2025**

Owner: School Board of Manatee County
c/o Dept of Construction Services
1 Matzke Way
Bradenton, FL 34208

AE: **Long & Associates A/E Inc.**
4525 South Manhatten Ave.
Tampa, FL 33611

CM: **Willis A. Smith Construction, Inc.**
500 Lakewood Ranch Blvd, Ste 100
Sarasota, FL 34240

Date of Issuance: **July 29, 2025**

Project or Designated Portion shall include:

The Scope of Work includes all services required to replace the underground hot and chilled water piping system at Manatee Elementary School, including building entrances and related restoration work.

The Work performed under this Contract has been reviewed and found, to the Architect's best knowledge, information and belief, to be substantially complete. Substantial Completion is the stage in the Work or designated portion thereof is sufficiently complete in accordance with the Contract Documents so the Owner can occupy or utilize the Work for its intended use. The date of Substantial Completion of the Project or portion thereof designated above is hereby established as:

July 29, 2025

which is also the date of commencement of applicable warranties required by the Contract Documents except as stated below: **N/A**

A list of items to be completed or corrected is attached hereto. The failure to include any items on such list does not alter the responsibility of the Contractor to complete all Work in accordance with the Contract Documents.

Long & Associates Architects/Engineers, Inc.
ARCHITECTURAL FIRM

Signed by: Rony Amaya 163924A28587469
BY

7/31/2025
DATE

The Contractor will complete or correct the Work on the list of items attached hereto within ( ) N/A days from the above date of Substantial Completion.

Willis A. Smith, Construction, Inc.
CONTRACTOR

BY

7/31/25
DATE

The Owner accepts the Work or designated portion thereof as substantially complete and will assume full possession thereof at **3:00pm** (time) on **July 29, 2025** (date).

SCHOOL BOARD OF MANATEE COUNTY
OWNER

BY

DATE

The CM shall provide security, maintenance, utilities, repairs to damage to the Work and insurance until completion of the attached punchlist(s). If there are no punchlist(s) attached, the Owner will assume these items at the SC date.

AGENDA ITEM NO. 11.24

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Barbara A. Harvey K-8 at North River Ranch - Agreement Between Owner and PBK Architects - Amendment 1 - in the Amount of $749,825.00 (Capital Funds)

Executive Summary
The purpose of the requested action is to approve Amendment 1 to the Agreement between Owner and PBK Architects, which will provide architectural and engineering services for a classroom addition for Barbara A. Harvey K-8 at North River Ranch. The scope of work will include but is not limited to, a 24-classroom two-story building addition to accommodate 528 student stations. This will include schematic design, design development, 100% construction documents, construction administration, and coordination with the construction manager for the successful completion of the project.

Barbara A. Harvey K-8 at North River Ranch Summary Sheet is attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of Barbara A. Harvey K-8 at North River Ranch - Agreement between Owner and PBK Architects - Amendment 1 - in the amount of $749,825.00. (Capital Funds)

Financial Impact
The amount of Amendment 1 is $749,825.00. The fee for architectural and engineering services, including this Amendment 1 is $3,876,987.00. This fee is included in the total project budget requirement of $95,875,000.00. **Project is funded by Capital Funds.**

Contact
Submitting Department: Construction Services
Initiated by: Reginald Goff

Attachments:
Barbara A. Harvey K-8 at North River Ranch Summary Sheet
Barbara A. Harvey K-8 at North River Ranch Addition AE Amendment 1

Barbara A. Harvey K-8 at North River Ranch

PROJECT DIRECTOR: Michelle Begue

ARCHITECT/ENGINEER:	PBK Architects	Currently on the District's continuing contracts list.
CONSTRUCTION MANAGER:	Willis A. Smith Construction	Selected through the Request for Qualifications
BUILDING OFFICIAL:	Bureau Veritas North America, Inc.	Currently on the District's continuing contracts list.

PROJECT BUDGET:	$ 95,875,000.00	(August 26, 2025) Revised Project Budget
	$ 75,500,000.00	(June 2, 2023, Board Workshop) Original Project Budget
SUBTANTIAL COMPLETION:	6/1/2026	Amend 2 GMP (8/26/25)
	6/30/2025	Amend 1 GMP (1/30/2024)

HISTORY: A new school is needed to serve 4 - 8 grade students in north/east county, as there is significate growth in the area. The new school will be constructed on a greenfield in North Manatee county on a 30 acre site located within the North River Ranch planned development located west of Fort Hamer Road and north of proposed Road FF.

SCOPE: Construction of a two (2) story brick veneer campus containing 1,268 student stations and all improvements required for a dynamic, state-of-art learning environment for grades six through eight. Addition of one (1) two story classroom addition adding 24 classrooms to the exsisting campus to accommodate an additional 528 student stations.

INCLUDED IN 5-YEAR PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 24, 2023	Approved	FS 1013.45.4 Prototype
Agreement:	$ 3,127,162.00	July 25, 2023	Approved	Architectural/Engineering Services
Amend #1:	749,825.00	August 26, 2025	Pending	Architectural/Engineering Services - Classroom Addition
TOTAL	$ 3,876,987.00			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	July 25,2023	Approved	Selection Process
Agreement:	$ 227,500.00	July 25,2023	Approved	Pre-Construction Services
Amend #1:	68,543,040.26	January 30, 2024	Approved	Guaranteed Maximum Price
CO 1:	(6,377,822.03)	July 23, 2024	Approved	DMP Materials
CO 2:	(6,005,899.48)	January 21, 2025	Approved	DMP Materials
CO 3:	(1,277,635.11)	May 28, 2025	Not Required	DMP Materials
TOTAL	**$ 55,109,183.64**			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	January 24, 2023	Approved	Currently on the District's Continuing Contracts List
Agreement:	318,500.00	December 12, 2023	Approved	Plans Review, Permitting & Inspection Svcs
Amend #1	16,500.00	January 21, 2025	Approved	Amendment to BO Agreement - Fire Plan Review
TOTAL	**335,000.00**			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
Agreement:	66,300.00	June 25, 2024	Approved	Mechanical, Electrical and Plumbing Commissioning
Owner Services	12,500.00	N/A	N/A	Professional Service Agreement - Logo & Brand
TOTAL	78,800.00			

RECEIVED
By Tina Lundy at 8:36 am, Aug 20, 2025

SCHOOL BOARD OF MANATEE COUNTY
DEPARTMENT OF CONSTRUCTION SERVICES

AMENDMENT TO THE AGREEMENT BETWEEN OWNER & ARCHITECT/ENGINEER

Amendment #: 1 **Amendment Date:** _____

This form is to be used for any revision to the established Agreement Between Owner & Architect/Engineer.

Project Name: Barbara Harvey K-8 at North River Ranch
Architect/Engineer: PBK Architects
Architect/Engineer Address: 2714 Dr ML King Jr St N, St Petersburg, FL 33470

The work is as follows: provided architectural and engineering services for one (1) classroom building addition to the existing campus. This addition of will accommodate 528 student stations and add 24 classrooms to the Barbara A. Harvey K-8 at North River Ranch.

This amendment is to be attached to and become a part of the subject agreement and in no other way alters terms and conditions thereof.

Amount of Amendment: $ 749,825.00
Previous Amount of Contract: $ 3,127,162.00
New Total Amount of Contract: $ 3,876,987.00

ARCHITECT/ENGINEER:

By: _____ By: _____

Name/Title: STEPHEN L. JOHNSON Name/Title: Ward J. Friszolowski

As Witnessed:

Carrianne Soriano PBK Architects
(Name of Corporation)

(Corporate Seal)

OWNER:
SCHOOL BOARD OF MANATEE COUNTY, FLORIDA:

Approved As to Form: _____, Project Director

_____, Director

_____, Deputy Superintendent

Superintendent of Schools: _____

School Board Chairman: _____

Witness: _____

AGENDA ITEM NO. 11.25

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Lake Manatee K-8 - Agreement Between Owner and HKS Architects, Inc. - Amendment 1 - in the Amount of $791,280.00 (Capital Funds)

Executive Summary
The purpose of the requested action is to approve Amendment 1 to the Agreement between Owner and HKS Architects, Inc., which will provide architectural and engineering services for a classroom addition for Lake Manatee K-8. The scope of work will include, but is not limited to, providing architectural and engineering services for a classroom building addition to the existing campus. This addition of will accommodate 436 student stations and add 22 classrooms to the Lake Manatee K-8 school. This will include schematic design, design development, 100% construction documents, construction administration, and coordination with the construction manager for the successful completion of the project.

Lake Manatee K-8 Summary Sheet is attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of Lake Manatee K-8 - Agreement between Owner and HKS Architects, Inc. - Amendment 1 - in the amount of $791,280.00. (Capital Funds)

Financial Impact
The amount of Amendment 1 is $791,280.00 The fee for architectural and engineering services, including this Amendment 1 is $5,389,880.00, and is included in the total project budget of $105,609,281.00. **Project is funded by Capital Funds.**

Contact
Submitting Department: Construction Services
Initiated By: Reginald Goff

Attachments:
Lake Manatee K-8 Summary Sheet
Lake Manatee K-8 AE Amendment 1

LAKE MANATEE K-8

PROJECT DIRECTOR: Michelle Begue

ARCHITECT/ENGINEER:	HKS Architects, Inc.	Selected through the Request for Qualifications process
CONSTRUCTION MANAGER:	NDC Construction Company	Selected through the Professional Services Selection process
BUILDING OFFICIAL:	Bureau Veritas North America, Inc.	Currently on the District's continuing contracts list.

PROJECT BUDGET:	$	123,109,281.00	(8/26/25) Revised Proooject Budget - Addition
	$	105,609,281.00	(2/12/2024) Revised Project Budget
	$	96,949,440.00	(7/25/23) Original Project Budget

SUBSTANTIAL COMPLETION:	6/1/2026	Amend 3 GMP (8/26/2025)
	8/31/2025	Amend 2 Final GMP - Phase I (5/14/2024)
	2/27/2026	Amend 2 Final GMP - Phase II (5/14/2024)

HISTORY: A new elementary/middle school is needed to service students in east county, as there is significant growth in the area. This new school will alleviate capacity issues at Gullett Elementary and Mona Jain Middle Schools.

SCOPE: Construct a new K8 school containing 1,692 student stations on a 40 acres site located in East Manatee County. Addition of a two (2) story classroom building consisting of 22 classrooms to accomate an additional 436 additional student stations.

INCLUDED IN 5-YEAR PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 23, 2023	Approved	Selection Process
Agreement:	$ 4,598,600.00	July 25, 2023	Approved	Architectural/Engineering Services
Amendment 1:	$ 791,280.00	August 26, 2025	Pending	Architectural/Engineering Services - Classroom Addition
TOTAL	$5,389,880.00			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 23, 2023	Approved	Section Process
Agreement:	$ 288,540.00	July 25, 2023	Approved	Pre-Construction
Amendment 1:	$ 10,705,085.00	March 19, 2024	Approved	Partial Guaranteed Maximum Price
Amendment 2:	$ 84,475,772.68	May 14, 2024	Approved	Final Guaranteed Maximum Price
CO 1:	$ (18,035,489.00)	January 21, 2025	Approved	DMP Materials
TOTAL	$ 77,433,908.68			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	January 24, 2023	Approved	Currently on the District's Continuing Contracts List
Agreement:	$ 323,500.00	December 12, 2023	Approved	Plans Review, Permitting & Inspection Svcs
Amendment 1:	$ 26,200.00	January 21, 2025	Approved	Amendment to BO Agreement - Fire Plan Review
TOTAL	**$ 349,700.00**			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
Easements:	$0	Date		
Owner Services:	$ 60,000.00	April 23, 2024	Approved	Professional Services Agreement
Owner Services:	$ 68,600.00	June 25, 2024	Approved	Mechanical, Electrical and Plumbing Commissioning
Owner Services:	$ 12,500.00	N/A	N/A	Professional Service Agreement - Logo & Brand
Interlocal Agrmts:	$0	Date		
TOTAL	$ 141,100.00			

RECEIVED
By Tina Lundy at 9:18 am, Aug 19, 2025

SCHOOL BOARD OF MANATEE COUNTY
DEPARTMENT OF CONSTRUCTION SERVICES

AMENDMENT TO THE AGREEMENT BETWEEN OWNER & ARCHITECT/ENGINEER

Amendment #: 1 **Amendment Date:** _____

This form is to be used for any revision to the established Agreement Between Owner & Architect/Engineer.

Project Name: Lake Manatee K-8 (East County) Addition
Architect/Engineer: HKS Architects, Inc
Architect/Engineer Address: 225 E. Robinson St #405 Orlando, FL 32801

The work is as follows: provided architectural and engineering services for a classroom building addition to the existing campus. This addition of will accommodate 436 student stations and add 22 classrooms to the Lake Manatee K-8 school.

This amendment is to be attached to and become a part of the subject agreement and in no other way alters terms and conditions thereof.

Amount of Amendment: $ 791,280.00
Previous Amount of Contract: $ 4,598,600.00
New Total Amount of Contract: $ 5,389,880.00

ARCHITECT/ENGINEER:

By: _____ By: _____

Name/Title: Jessica Roddenberry, Principal/Education Studio Leader Name/Title: Jessica Roddenberry/Principal -Education Studio Leader

As Witnessed:

_____
Nathan Butler - Partner/Office Director

HKS ARCHITECTS, INC. SEAL TEXAS

HKS Architects, Inc.
(Name of Corporation)

(Corporate Seal)

OWNER:
SCHOOL BOARD OF MANATEE COUNTY, FLORIDA:

Approved As to Form: _____, Project Director

_____, Director

_____, Deputy Superintendent

Superintendent of Schools: _____

School Board Chairman: _____

Witness: _____

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AGENDA ITEM NO. 11.26

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Interlocal Agreement with Manatee County Government Regarding Construction and Maintenance of a Fixed Generator for the Special Needs Shelter at Nolan Middle School (No Financial Impact)

Executive Summary
Nolan Middle School located at 6615 Greenbrook Boulevard, Bradenton, serves as the primary special needs shelter during emergency events. Manatee County Government is required to provide a generator at this location for electrical back-up power from June 1 to November 30 each year pursuant to a 2017 Memorandum of Understanding. Manatee County Government has fulfilled this obligation during previous years through the use of a mobile generator. Both parties recognize that the installation of a permanent fixed generator would be superior to using a mobile generator and Manatee County Government has acquired funding to purchase, install and maintain a permanent fixed generator.

The interlocal agreement specifies the rights and responsibilities of Manatee County Government and the School Board. Manatee County Government will be responsible for the generator design, construction, maintenance, and fuel supply while meeting all School Board security protocols. The School Board will be responsible for reviewing generator plans and specifications, reviewing operating procedures, providing security protocols, and providing access for maintenance and operation.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of interlocal agreement with Manatee County regarding construction and maintenance of a fixed generator for the special needs shelter at Nolan Middle School (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Construction Services
Initiated By: Reginald Goff

Attachments:
Interlocal Agreement-Fixed Generator Special Needs Shelter

INTERLOCAL AGREEMENT

between

MANATEE COUNTY, FLORIDA

and

SCHOOL BOARD OF MANATEE COUNTY, FLORIDA

regarding

CONSTRUCTION AND MAINTENANCE OF A FIXED INSTALLATION EMERGENCY GENERATOR FOR THE SPECIAL NEEDS SHELTER AT NOLAN MIDDLE SCHOOL

THIS INTERLOCAL AGREEMENT ("**Agreement**") is made and entered into this _____day of _____, 2025, by and between Manatee County, a political subdivision of the State of Florida (the "**County**"), and the School Board of Manatee County, Florida, a public body corporate created and existing under the laws of the State of Florida (the "**School Board**"), collectively referred to as the "Parties" and each individually as a "Party."

RECITALS

WHEREAS, the Florida Interlocal Cooperation Act, § 163.01, Fla. Stat. authorizes local government units to cooperate in order to provide services and facilities that will accord best with geographic, economic, population and other factors influencing the needs and development of local communities; and

WHEREAS, the Amended and Restated Interlocal Agreement for Public School Facility Planning of October 11, 2010, Section 9.4 requires the County and School Board to look for opportunities to co-locate and share use of facilities; and

WHEREAS, pursuant to the 2017 Memorandum of Understanding between the County, Florida Department of Health in Manatee County, and the School Board of Manatee County, which was approved by the County pursuant to Resolution R-17-048 (attached hereto as Exhibit A and incorporated herein by this reference), the forgoing designated Nolan Middle School, a public middle school located at 6615 Greenbrook Blvd,

Bradenton, FL, to serve as the primary specials needs shelter during emergency events (the "**Special Needs Shelter**"); and

WHEREAS, pursuant to the 2017 Memorandum of Understanding, the County is required to provide a generator for electrical back-up support for Nolan Middle School from 1 June to 30 November (Hurricane Season) each year; and

WHEREAS, the Parties recognize the importance of having a fixed installation emergency generator, transfer switch, and fueling infrastructure (the "**Emergency Generator**") to provide reliable power source for persons that require continuous access to power for operation of life-support equipment during natural disasters that disrupt electrical power service; and

WHEREAS, the Parties have agreed to cooperate in installing the Emergency Generator, to be used by the County during natural disaster events when the Special Needs Shelter is activated and to be used by the School Board when the Special Needs Shelter is not activated, under the terms and conditions set forth in this Agreement; and

WHEREAS, the Parties wish to enter into this Agreement to establish their mutual rights and obligations with respect to the Emergency Generator at Special Needs Shelter.

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained herein and other good and valuable consideration, receipt of which is hereby acknowledged, the Parties agree as follows:

ARTICLE I
AUTHORITY

This Agreement is entered into pursuant to the powers and authority granted to the parties hereto under the Constitution and laws of the State of Florida, including expressly (but, not limited to) Sections 1 and 2 of Article VIII of the Constitution of the State of Florida, Chapters 125 and 166 of Florida Statutes, Part III of Chapter 163 of Florida Statutes, and Section 163.01 of Florida Statutes.

ARTICLE II
AGREED TERMS OF USE

2.1. County's Rights and Responsibilities.

A. The County agrees to design, permit, and construct the Emergency Generator at the Special Needs Shelter at the County's sole expense.

B. The County must coordinate and receive approval from the Superintendent of the School Board of Manatee County, or his or her designee, hereinafter referred to as the ("**Superintendent**") regarding the design, specifications, and procedures for the construction and installation of the Emergency Generator.

C. The County agrees to own, operate, and maintain the Emergency Generator including the automatic and manual switch gear after its installation and acceptance testing.

D. The County agrees to coordinate all testing, maintenance, and repair of the Emergency Generator with the School Board.

E. The County shall have to right to work on and in the Special Needs Shelter to connect the power to and through the automatic and manual switch gear.

F. The County shall be responsible for the fuel supply of the Emergency Generator during routine testing of the generator and when the Special Needs Shelter is activated.

G. The County has the right to install fuel tank monitoring equipment to provide remote reading of the fuel level.

H. All County construction and maintenance permitted in Article II, Section 2.1 will be performed at times so as to not disrupt the educational environment of the campus, and all personnel performing said activities will be subject to Jessica Lunsford Act requirements for entry on campus.

I. The County shall comply with applicable School Board security protocols while on-site at the Special Needs Shelter in accordance with the protocols provided by the School Board pursuant to Section 2.2.D. of this Agreement. During emergency activations, the County will make reasonable efforts to comply, unless doing so interferes with emergency response or public safety.

2.2. School Board's Rights and Responsibilities.

A. The School Board shall provide access to and use of the generator to the County for periodic maintenance and for operation during periods when the Special Needs Shelter is activated.

B. The School Board, through the Superintendent, may specify parameters related to location, security elements, timing of construction and installation of the Emergency Generator.

C. The School Board, through the Superintendent, shall review the Emergency Generator plans, specifications, and procedures for use submitted by County and approve said submittal prior to construction.

D. The School Board shall provide the County with current copies of applicable security protocols for the Special Needs Shelter and shall notify the County of any material changes that may affect County access, operations, or compliance.

ARTICLE III
TERM AND TERMINATION

3.1 Effective Date. This Agreement shall become effective once it has been filed with the Manatee County Clerk of Court as required by§ 163.01(11), Florida Statutes.

3.2 Term. This Agreement shall remain in full force and effect until either Nolan Middle School is no longer designated as a Special Needs Shelter, or until Nolan Middle

School is no longer owned and operated as a School Board facility, whichever occurs first.

3.3 Termination. The agreement shall terminate if construction of the Emergency Generator does not commence within three (3) years of the Effective Date of this Agreement. However, this deadline may be extended by a mutual written agreement of the County Administrator or designee and the Superintendent of the School Board or designee, including in consideration of delays caused by Force Majeure events as defined in Section 5.6 of this Agreement.

ARTICLE IV
AMENDMENTS; ENFORCEMENT

4.1 Amendments Generally. This Agreement may be amended, and its material provisions may be waived, only by written instrument expressly approved for the County by its Board of County Commissioners, for the School Board by its Board, and only if properly executed by all the parties hereto.

4.2 Enforcement. The parties to this Agreement shall have all legal and equitable remedies provided by Florida law for enforcement hereof.

ARTICLE V
MISCELLANEOUS PROVISIONS

5.1 Entire Agreement. This Agreement and attached Exhibit A constitutes the entire agreement between the parties hereto and supersedes any and all prior understandings or correspondence. Any subsequent conditions, representations, warranties or agreements, shall not be valid and binding upon the parties unless they are in writing and signed by both parties. There are no oral or other written promises, conditions, representations, understandings, or terms of any kind as conditions or inducements to the execution hereof, and none have been relied upon by either party relating to this Agreement. It is further agreed that no modification, amendment or alteration in the terms or conditions contained herein shall be effective unless contained in a written document executed pursuant to the requirements of Article 4.1

herein. Nothing herein is intended to or shall be deemed to modify the terms of the 2017 Memorandum of Understanding which remains in full effect.

5.2 Execution of Counterparts. This Agreement may be executed in any number of counterparts. Each counterpart shall be deemed an original instrument, and all counterparts collectively shall be a single agreement.

5.3 Validity. After consultation with their respective legal counsel, the County and the School Board each represent and warrant to the other its respective authority and power under Florida law to enter into this Agreement, acknowledge the validity and enforceability of this Agreement, and waive any future right of defense based on claim of illegality, invalidity or unenforceability of any nature. The School Board and the County each hereby represent, warrant and covenant to and with the other (i) that this Agreement has been validly approved by its respective governing body at a duly held public meeting, and (ii) that this Agreement constitutes a legal, valid and binding contract enforceable against the respective parties in accordance with the terms hereof (assuming the due authorization, execution and delivery hereof by the other party hereto).

5.4 No General Obligation. Notwithstanding any other provisions of this Agreement, the obligations undertaken by the parties hereto shall not be construed to be or constitute general obligations, debts or liabilities of the School Board, the County, the State of Florida, or any political subdivision thereof within the meaning of the Constitution and laws of the State of Florida, but shall be payable solely in the manner and to the extent provided in or contemplated by this Agreement. The obligations of the County hereunder are subject to annual appropriation of legally available non ad valorem funds by the County's Board of County Commissioners, and shall not constitute or create a pledge, lending of credit or lien, either legal or equitable, of or on any of the County's ad valorem revenues or funds, or upon any other revenues or funds of the County, as may be construed under the laws or the Constitution of the State of Florida. No party to this Agreement, nor any other person or entity, shall ever have the right to compel any exercise of the ad valorem taxing power

of any party to this Agreement to make the payments herein provided, nor shall this Agreement constitute a charge, lien or encumbrance, either legal or equitable, upon any property or funds of the School Board or the County. Notwithstanding anything contained herein, the County reserves the right, in its sole discretion, to pay the costs contemplated in this Agreement from any funds legally available for such purpose.

5.5 Indemnification. To the extent permitted by law, each party agrees to be fully responsible for its acts of negligence, or its employees' acts of negligence when acting within the scope of their employment and agrees to be liable for any damages resulting from said negligence. The indemnification provisions of this Agreement shall survive termination of this Agreement for any claims that may be filed after the termination date of the Agreement provided the claims are based upon actions that occurred during the performance of this Agreement. Notwithstanding anything contained herein to the contrary, if any provision of this Agreement or its incorporated Exhibit A obligates the School Board to indemnify the County, the School Board's obligation to indemnify the County shall only be to the extent permitted bylaw and subject to the applicable limitations set forth in Section 768.28, Florida Statues. Further, if any provision of this Agreement or its incorporated Exhibit A obligates the County to indemnify the School Board, the County's obligation to indemnify the School Board shall only be to the extent permitted by law and subject to the applicable limitations set forth in Section 768.28, Florida Statutes.

5.6 Force Majeure. No party shall be liable for any failure to perform, or delay in the performance of, any obligation under this Agreement if such failure is caused directly by hurricane, tornado, fire, earthquake, civil commotion or failure or disruption of utility services, or other like cause beyond the reasonable control of the party obliged to perform.

5.7 Ambiguities; Construction. All parties have been allowed equal input regarding the terms and wording of this Agreement and have had the benefit of consultation with legal counsel prior to its execution, such that all language herein shall be construed equally against the parties, and no language shall be construed strictly against its drafter.

All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine and neuter, singular or plural, as the identities of the party or parties, personal representatives, subcontractors, successors or assigns may require.

5.8 Headings. The headings or captions of sections or paragraphs used in this Agreement are for convenience of reference only and are not intended to define or limit their contents, nor are they to affect the construction of or to be taken into consideration in interpreting this Agreement.

5.9 Severability. In the event any term or provision of the Agreement shall be held invalid, such invalid term or provision shall not affect the validity of any other term or provision hereof; and all such other terms and provisions hereto shall be enforceable to the fullest extent permitted by law as if such invalid term or provision had never been part of this Agreement; provided, however, if any term or provision of this Agreement is held to be invalid due to the scope or extent thereof, such term or provision shall be automatically deemed modified in order that it may be enforced to the maximum scope and extent permitted by law.

5.10 Governing Law; Venue. This Agreement shall be governed by and construed in accordance with laws of the State of Florida, and venue for any action arising out of or related to this Agreement shall be in the Circuit Court for the Twelfth Judicial Circuit in Manatee County, Florida and United States District Court, the Middle District of Florida, Tampa Division.

5.11 Insurance.

A. Each Party shall, at its sole expense, maintain during the term of this Agreement insurance or self-insurance coverage consistent with the minimum coverages outlined below and in accordance with Florida law:

1. General Liability: Each Party shall maintain general liability insurance (or lawful self-insurance) with minimum limits of not less than $1,000,000 per occurrence for bodily injury, personal injury, and property damage.

2. Workers' Compensation: Each Party shall comply with the Workers' Compensation Law of the State of Florida (Chapter 440, Florida Statutes) and maintain Workers' Compensation insurance or lawful exemption thereof.
3. Automobile Liability (if applicable): If either Party operates motor vehicles in connection with this Agreement, such Party shall maintain automobile liability insurance (or equivalent self-insurance) with a minimum combined single limit of $1,000,000 per accident.
4. Property Insurance: The County, as owner of the Emergency Generator and related equipment, shall insure or self-insure said property for its full replacement value. The County shall also be responsible for fuel and maintenance costs as further detailed in this Agreement.

B. Each Party may satisfy these requirements through a self-insurance program meeting applicable Florida legal standards.

C. Upon request by either Party, the other Party shall provide a certificate of insurance or a letter evidencing self-insurance, as applicable. Such evidence shall affirm that coverage is in effect and shall include a provision for thirty (30) days' prior written notice to the other Party in the event of material changes or cancellation.

D. Nothing in this Section shall be construed as a waiver of sovereign immunity by either Party under Section 768.28, Florida Statutes, and all liability shall be limited as set forth therein.

5.12 Full Agreement; Filing with Clerk of Circuit Court. This Agreement and the attached Exhibit A contains the entire agreement of the parties with respect to the matters addressed herein. As required by Subsection 163.01(11) of Florida Statutes, this Agreement and all amendments thereto shall be filed with the Clerk to the Circuit Court for Manatee County. Whichever Party is last to approve this Agreement shall be responsible for filing the Agreement with the Clerk of the Circuit Court for Manatee County and incurring any fees associated therewith.

5.13 Notices. All notices, elections, requests and other communications hereunder shall be in writing and shall be deemed given in the following circumstances: when personally delivered; or three (3) business days after being deposited in the United States Mail, postage prepaid, certified or registered; or the next business day after being deposited with a recognized overnight mail or courier delivery service; and addressed as follows (or to such other person or at such other address, of which any party hereto shall give written notice as provided herein):

If to County:
County Administrator
Manatee County Government
1112 Manatee Avenue, Suite 920
Bradenton, Florida 34206

With copies to:
County Attorney
Manatee County Government
1112 Manatee Avenue West, Suite 969
Bradenton, Florida 34205
Attention: County Attorney

If to School Board:
Superintendent
c/o General Counsel
School District of Manatee County
215 Manatee Avenue West
Bradenton, Florida 34205
Telephone: (941) 708-8770

With copies to:
Stephen R. Dye, School Board Attorney
Dye, Harrison, Knowles, Kirkland, Pratt & DePaola, PLLC.
1206 Manatee Avenue West
Bradenton, Florida 34205
Telephone: (941) 748-4411

In all cases, notices shall be deemed delivered to a party only upon delivery of copies to the persons indicated above in the same manner as for the party being notified.

[SIGNATURES ON FOLLOWING PAGE]

WHEREFORE, the Parties have executed this Agreement as of the date and year below written.

SCHOOL BOARD OF MANATEE COUNTY, a public body corporate created and existing under the laws of the State of Florida

By: _____
Chairperson

Attest: _____
Superintendent

Date: _____

APPROVED AS TO LEGAL FORM AND SUFFICIENCY

Stephen Dye (Aug 15, 2025 11:37:28 EDT)

Stephen R. Dye, Esq.

School Board Attorney

Date: 08/15/2025

Michael Pendley 08/14/2025

Reginald Golf 08/14/2025

KP 08/15/2025

MANATEE COUNTY, a political subdivision of the State of Florida

By: its Board of County Commissioners

By: _____
Chairperson

Date: _____

ATTEST: ANGELINA COLONNESO
CLERK OF THE CIRCUIT COURT AND COMPTROLLER

By: _____
Deputy Clerk

EXHIBIT "A"

Resolution No. R-17-048

See resolution attached hereto.

RESOLUTION NO. R-17-048

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF MANATEE COUNTY, FLORIDA, REGARDING EMERGENCY MANAGEMENT SERVICES; AUTHORIZING MANATEE COUNTY TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH FLORIDA DEPARTMENT OF HEALTH IN MANATEE COUNTY AND SCHOOL DISTRICT OF MANATEE COUNTY TO DOCUMENT THEIR MUTUAL UNDERSTANDING REGARDING THE SPECIAL NEEDS SHELTER RESPONSIBILITIES; RESCINDING AND REPEALING RESOLUTION NO. R-12-046; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, pursuant to Section 252.355, Florida Statutes, Manatee County is directed to develop and manage a Special Needs Program; and

WHEREAS, the Manatee County Division of Emergency Management in conjunction with the Manatee County Policy Group will be responsible for determining the need to open the Special Needs Shelter in the event of a disaster; and

WHEREAS, for the safety of our citizens, Manatee County has designated Nolan Middle School and Manatee Technical College East Campus as Special Needs Shelters; and

WHEREAS, in partnership with Manatee County, Florida Department of Health in Manatee County, and School District of Manatee County have reached a mutual understanding as to the roles and responsibilities of operating the County Special Needs Shelters.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MANATEE COUNTY, FLORIDA, THAT:

SECTION 1. RESCIND AND REPEAL OF RESOLUTION NO. R-12-046. Resolution No. R-12-046 is hereby rescinded and repealed in its entirety, and upon adoption of this Resolution, shall be of no further force and effect.

SECTION 2. ESTABLISHMENT OF A MEMORANDUM OF UNDERSTANDING. The Board hereby approves a Memorandum of Understanding ("MOU") with Florida Department of Health in Manatee County and School District of Manatee County, in the form attached hereto as Exhibit "A", to jointly operate the Special Needs Shelters. The Board hereby authorizes the Chairperson or Vice Chairperson of the Board to execute the attached MOU.

SECTION 3. SEVERABILITY. If any section, sentence, clause, or other provision of this Resolution shall be held to be invalid or unconstitutional by a court of

EXHIBIT A

competent jurisdiction, such invalidity or unconstitutionality shall not be construed as to render in valid or unconstitutional the remaining sections, sentences, clauses, or provisions of this Resolution.

SECTION 4. EFFECTIVE DATE. This Resolution shall take effect immediately upon its adoption.

DULY ADOPTED by the Board of County Commissioners of Manatee County, Florida, with a quorum present and voting this 25th day of July, 2017.

BOARD OF COUNTY COMMISSIONERS
MANATEE COUNTY, FLORIDA

By: _____
Chairperson

ATTEST: ANGELINA COLONNESO
CLERK OF THE CIRCUIT COURT AND COMPTROLLER

By: _____
Deputy Clerk

Memorandum of Understanding between
Manatee County Government,
Florida Department of Health in Manatee County
School District of Manatee County

Purpose

The purpose of this Memorandum of Understanding (MOU) is to establish the Special Needs Shelter responsibilities for Manatee County Government (County), the Florida Department of Health in Manatee County and School District of Manatee County (School District) in the operation of the Manatee County Special Needs Shelters at Manatee Technical College and Nolan Middle School during disasters. The primary Special Needs Shelter is Nolan Middle School at 6615 Greenbrook Blvd, Bradenton, FL. The secondary Special Needs Shelter is Manatee Technical College located at 5520 Lakewood Ranch Blvd., Bradenton, FL. This MOU does not confer any contractual rights nor impose any contractual obligations on the parties.

Definition of a Disaster

A disaster is an occurrence such as a hurricane, tornado, storm, flood, high water, tidal wave, earthquake, explosion, pestilence, building collapse, transportation accident, forest fire or other situation that causes human suffering or creates human needs that the victims cannot alleviate without assistance.

Concept of Operation

The Manatee County Division of Emergency Management in conjunction with the Manatee County Policy Group will be responsible for determining the need to open the Special Needs Shelter in the event of a disaster. The Florida Department of Health, Manatee County health department (Emergency Support Function 8 Health and Medical) will be responsible for the shelter administration, operations-activities and logistical support of the Special Needs Shelter Program. It is understood that the Special Needs Shelter could be required to operate twenty-four (24) hours per day, seven (7) days a week for an undetermined length of time.

Compliance with Jessica Lunsford Act

The School District of Manatee County and State of Florida, requires all Vendors/subcontracts to comply with the Jessica Lunsford Act (JLA) which consists of a level II background screening via fingerprinting. Vendors, individuals or entities under contract with the School Board required to go on school grounds when students are present, must comply with the requirements of the law.

Sovereign Immunity

The parties acknowledge and agree that the School Board, as political subdivision of the State of Florida, and the Florida Department of Health, Manatee County health department, as part of an executive branch agency of the State of Florida, are each sovereign entities that is by law immune from suit except to the extent specified in Section 768.28 Florida Statutes. No provision of the agreement shall constitute, or be interpreted as, a waiver of sovereign immunity, and all defenses relative to sovereign immunity shall be preserved.

Manatee County Government

It is the County's responsibility to:

- Activate the Special Needs Shelter Operations with the Florida Department of Health, Manatee County health department and School District.
- Provide logistical support to prepare the facility for use as a special needs facility when school is not in session (rearrange rooms, move desks, unload supplies, set up cots, etc.) using the Manatee County Sheriff's Road Gang.
- Maintain an up-to-date program database registry and provide access to Florida Department of Health, Manatee County health department.
- Contact clients for transportation assistance.
- Provide transportation for pre-registered, eligible clients to the Special Needs Shelter(s) and their pets.
- Provide transportation for non-special needs clients to a general population shelter when needed.
- Provide communications links (via satellite phone/radio, amateur radio) to the Special Needs Shelter(s).
- Provide logistic support to the Special Needs Shelter(s).
- Provide an alternate power source with 72-hour minimum fuel capacity.
- Provide alternate power source re-fueling and electrical support.
- Provide climate controlled storage for cots and other equipment used during operation.
- Provide for 24/7 security coverage by sworn law enforcement during shelter operations.
- Provide for 24/7 emergency medical services coverage by a licensed paramedic during shelter operations.

Florida Department of Health in Manatee County

It is the Florida Department of Health, Manatee County health department's responsibility to:

- Coordinate with the School District and the County in the opening shelter, to include a Facility Walk Through Assessment with School District and Florida Department of Health, Manatee County health department personnel.
- Provide logistical support through a contracted moving company to set up the facility as a special needs shelter when students are present (unload supplies, set up cots, etc.).
- Provide professional medical staffing to include nurses and doctors as needed and available.
- Provide an initial supply of medical supplies for the Special Needs Shelter.
- Close the shelter, return the facility to its normal configuration (utilizing School District Contract Staff) as specified by the school custodian.
- Demobilize any loaned or leased equipment appropriately.
- Complete a Facility Walk Through Assessment with School District and Florida Department of Health, Manatee County health department personnel at the conclusion of shelter operations to note any damage to the facility.

School District of Manatee County

It is the School District's responsibility to:

- Provide food service personnel for food procurement (to include meals, snacks, coffee, water and related tableware), preparation and feeding of the staff and clients of the Special Needs Shelter at Nolan Middle School only.
- Provide logistical support through their contracted moving company to prepare the facility for use as a special needs shelter during normal school hours (rearrange rooms, move desks, etc.).
- Provide for the covering of the gymnasium floor.
- Provide senior staff representatives for liaisons at the facility.
- Provide maintenance and electrical support personnel at the facility, if available.
- Within thirty days of the school year starting, host a meeting at the school with the County's Special Needs Shelter Committee to review the room availability and receive a room availability map.
- Within thirty days of the school year ending, host a meeting at the school with the County's Special Needs Shelter Committee to complete a walkthrough of the facility and conduct a generator test.
- In the event of change in the school's administration, schedule a meeting with the County's Special Needs Shelter Committee within 30 days.
- Notify the County's Special Needs Shelter Committee within 30 days of any room usage changes.
- Agree to cancel any activities at the school during shelter operations.

Cost of Operation

All parties will work together to maintain appropriate documentation of staff time, supplies and equipment used. This documentation will be submitted to Emergency Support Function (ESF) 8 (Health and Medical) Coordinator.

The School District of Manatee County will submit reimbursement requests for food service and custodial personnel time and food use costs at the Special Needs Shelter to Manatee County Government. They will also submit the cost of using their contracted moving company to mobilize and/or demobilize Nolan Middle School and/or Manatee Technical College for use as a Special Needs Shelter during school hours (if applicable).

Manatee County Government will provide a generator for electrical back-up support for Nolan Middle School from 1 June to 30 November (Hurricane Season) each year. They will also pay for the cost of law enforcement and emergency medical services coverage during shelter operations.

The Florida Department of Health in Manatee County will submit reimbursement requests for any contractual services. Manatee County Government will fund the cost for rental of all leased equipment. Manatee County Government will augment and replenish medical supplies as needed. Manatee County purchasing guidelines will be applicable.

This Memorandum of Understanding shall become when executed by all parties. Any party may withdraw from this MOU at any time upon giving written notice to the other parties at least thirty (30) days prior to date of withdrawal. This MOU may be amended at any time if all parties agree.

IN WITNESS WHEREOF, the MANATEE COUNTY, the FLORIDA DEPARTMENT OF HEALTH IN MANATEE COUNTY and the SCHOOL DISTRICT of MANATEE COUNTY have caused this Memorandum of Understanding to be signed in their names by their respective duly-authorized officers and their official seals to be affixed and be duly executed on the day of _____, 2017.

Florida Department of Health in Manatee County

Dated: June 29, 2017

By: Jennifer Bencie, M.D., M.S.A.
Administrator

School District of Manatee County

Dated: June 13, 2017

By: Dr. Diana Greene
Superintendent

Manatee County, Florida
a political subdivision of the State of Florida

Dated: _____, 2017

By: Board of County Commissioners
Chairman of the Board of County

ATTEST:

Dated: _____, 2017

By: Angelina "Angel" Colonneso
Deputy Clerk of the Circuit Court

Approved as to Form:
MT 5-15-17
Mitchell Teitelbaum, Esq.
General Counsel

AGENDA ITEM NO. 11.27

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Revisions to the Job Description of the Purchasing Supervisor [Capital Buyer] (No Financial Impact)

Executive Summary
The Deputy Superintendent of Business Services has revised the job description for the Purchasing Supervisor (Capital Buyer) SUP303, to include changes to the minimum qualifications, knowledge, skills and abilities, supervision, and performance responsibilities. These changes are routine updates to qualifications, knowledge, skills and abilities, supervision, and performance responsibilities. The redline version and final clean version are attached hereto.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 3
Develop an innovative leadership development program and succession-planning model to attract and support quality school and District leaders

Recommendation
The Superintendent recommends approval of revisions to the job description of the Purchasing Supervisor [Capital Buyer] (No Financial Impact).

Financial Impact
There is no financial impact associated with the revisions.

Contact
Submitting Department: Business Services
Initiated By: Rachel Sellers, Deputy Superintendent of Business Services

Attachments:
77623 Supervisor Purchasing SUP303 [Capital Buyer]-Redlined
77623 Supervisor Purchasing SUP303 [Capital Buyer]-Clean

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: Capital Buyer
State Title: Supervisor, Purchasing
JOB DESCRIPTION

JOB GOAL:
To manage the procurement of capital procurements in a legal, efficient, and effective manner which is accountable and responsive while protecting the fiscal integrity of the District.

QUALIFICATIONS:
1. Bachelor's degree in Business, Management, Public Administration, or related field (preferred).
2. Professional procurement certification such as Certified Purchasing Manager (CPM), Certified Public Purchasing Buyer (CPPB), Certified Public Purchasing Officer (CPPO) (preferred).
3. Minimum of seven (7) years' experience in a procurement position with emphasis in construction, building maintenance, Furniture, Fixtures, and Equipment (FF&E,) project management, sourcing, and negotiation.
4. FEMA certifications (preferred).
5. Experience with PeopleSoft or other ERP systems.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge in the implementation of state Statutes, State Board of Education regulations and district policies. Thorough understanding of procurement policies and procedures. Knowledge and experience in researching, writing, evaluating and administration of solicitations. Ability to analyze and negotiate proposals and contracts. Demonstrated leadership and management ability; skill in public relations; ability to apply principles of continuous quality improvement to the procurement process. Must possess good verbal and written communication skills. Proficient computer skills on widely used software which enables the compilation of estimates, spreadsheets, and statistical analysis. Knowledge of and commitment to decision making and accountability for results. Ability to assess risks.

REPORTS TO:
~~Purchasing Director~~ Director, Construction Services or Assigned Administrator

SUPERVISES:
Assigned Support Staff

PERFORMANCE RESPONSIBILITIES:
1. Protect and promote the interest of the District and the Department.
2. Develop a working understanding of the assigned project(s).
3. Oversee and direct outside consultants and FF&E vendors to ensure that project deliverables meet established functional, cost, and schedule criteria.
4. Advocate, facilitate, and monitor the alignment of Department vision and mission with District's vision and mission.
5. Review, monitor and report all aspects of the FF&E delivery/installation process and make recommendations regarding project scheduling.
6. Listen to customer input.
7. Maintain an information system that provides information requests in a timely manner for assigned projects.
8. Gather, monitor, and share data for comparison and improvement purposes.
9. Assist in preparing reports and use results to improve service.
10. Utilize a decision-making process in resolution of major problems.
11. Assist in assessing Departmental progress for ongoing improvement.
12. Schedule, coordinate, and facilitate evaluation committee meetings for Architects/Engineers (AE) and Construction Management (CM) selection. Maintain all documentation of meetings and committee scores. Ensure that deliberations are conducted in accordance with state statute and school board policy. Defend the evaluation committee's recommendations during any protest.

13. Manage the competitive solicitation process, purchase order process for Capital projects.
14. Assist in the development of complex, non-restrictive specifications from information received from district staff to solicit formal bids, invitations to negotiate, requests for proposals and request for quotations, etc.
15. Initiate, issue, monitor and evaluate formal bids, invitations to negotiate, requests for proposals, and request for quotations, etc. to ensure timely processing and award.
16. Conduct pre-bid and pre-submittal conferences as required.
17. Analyze and evaluate solicitation responses to determine and recommend lowest, responsive, and responsible bidder or respondents; evaluates response, pricing data, scope of services and contract terms.
18. Facilitate evaluation and interview/presentation meetings for solicitations as required.
19. Conduct negotiations as needed.
20. Conduct vendor references and site visits as needed.
21. Prepare contracts, agreements, and amendments as needed.
22. Prepare agendas in accordance with established pre-agenda timelines and procedures.
23. Work to resolve bid protests.
24. Monitor compliance of all issues regarding the district's purchasing policies and procedures.
25. Perform daily editing, monitoring, and processing of requisitions into purchase orders in accordance with district policies and procedures.
26. Release purchases orders in accordance with district's policies and procedures.
27. Prepare correspondence, memos, reports, and other documents relative to assigned functions to resolve issues with purchase orders and requisitions, solicitations, contracts, agreements, etc.
28. Initiate and publish commodities and pricing for school and departmental use in a timely manner.
29. Research and identify commodities and services appropriate for implementation of strategic sourcing.
30. Monitor ongoing vendor relations pertaining to solicitations, leads solicitation extension/rebid process decision.
31. Authorize solicitation interpretation and enforcement.
32. Conduct non-bid vendor relations, coordinated general contact with vendors' sales and executive staff, inform vendors of district policies and procedures, hold vendor meetings, attend trade shows and industry conferences as approved.
33. Keep abreast of economic and business issues that affect procurement policies.
34. Keep the Administrator, Procurement Services informed of critical issues within the section and assigned area of responsibility of incidents about which he/she and the board should be aware.
35. Establish and maintain effective working relationships with schools, departments, management, and the public.
36. Follow the district's policies and procedures as related to all HR guidelines and the district's instructional initiatives.
37. Follow the district's policies and procedures as related to fixed assets.
38. Responsible for keeping up to date on current technology being used by SDMC. With the support of the district, attends training to ensure skill level in various technologies is at the level required to perform in current position.
39. Responsible for maintaining timely and accurate information and accountable for the quality of information maintained by those they supervise.
40. Responsible for self-development and keeping up to date on current research, trends, and best practices relevant to the area of responsibility.
41. Perform other duties and responsibilities as assigned by supervisor.

PHYSICAL REQUIREMENTS:
Light Work: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:
Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
04/26/2022

Revised:
08/26/2025

SALARY SCHEDULE: SAMP
PAY GRADE: D09
SHORT TITLE: SUP303
STATE JOB CODE: 77623

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: Capital Buyer
State Title: Supervisor, Purchasing
JOB DESCRIPTION

JOB GOAL:
To manage the procurement of capital procurements in a legal, efficient, and effective manner which is accountable and responsive while protecting the fiscal integrity of the District.

QUALIFICATIONS:
1. Bachelor's degree in Business, Management, Public Administration, or related field (preferred).
2. Professional procurement certification such as Certified Purchasing Manager (CPM), Certified Public Purchasing Buyer (CPPB), Certified Public Purchasing Officer (CPPO) (preferred).
3. Minimum of seven (7) years' experience in a procurement position with emphasis in construction, building maintenance, Furniture, Fixtures, and Equipment (FF&E,) project management, sourcing, and negotiation.
4. FEMA certifications (preferred).
5. Experience with PeopleSoft or other ERP systems.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge in the implementation of state Statutes, State Board of Education regulations and district policies. Thorough understanding of procurement policies and procedures. Knowledge and experience in researching, writing, evaluating and administration of solicitations. Ability to analyze and negotiate proposals and contracts. Demonstrated leadership and management ability; skill in public relations; ability to apply principles of continuous quality improvement to the procurement process. Must possess good verbal and written communication skills. Proficient computer skills on widely used software which enables the compilation of estimates, spreadsheets, and statistical analysis. Knowledge of and commitment to decision making and accountability for results. Ability to assess risks.

REPORTS TO:
Director, Construction Services or Assigned Administrator

SUPERVISES:
Assigned Support Staff

PERFORMANCE RESPONSIBILITIES:
1. Protect and promote the interest of the District and the Department.
2. Develop a working understanding of the assigned project(s).
3. Oversee and direct outside consultants and FF&E vendors to ensure that project deliverables meet established functional, cost, and schedule criteria.
4. Advocate, facilitate, and monitor the alignment of Department vision and mission with District's vision and mission.
5. Review, monitor and report all aspects of the FF&E delivery/installation process and make recommendations regarding project scheduling.
6. Listen to customer input.
7. Maintain an information system that provides information requests in a timely manner for assigned projects.
8. Gather, monitor, and share data for comparison and improvement purposes.
9. Assist in preparing reports and use results to improve service.
10. Utilize a decision-making process in resolution of major problems.
11. Assist in assessing Departmental progress for ongoing improvement.
12. Schedule, coordinate, and facilitate evaluation committee meetings for Architects/Engineers (AE) and Construction Management (CM) selection. Maintain all documentation of meetings and committee scores. Ensure that deliberations are conducted in accordance with state statute and school board policy. Defend the evaluation committee's recommendations during any protest.

13. Manage the competitive solicitation process, purchase order process for Capital projects.
14. Assist in the development of complex, non-restrictive specifications from information received from district staff to solicit formal bids, invitations to negotiate, requests for proposals and request for quotations, etc.
15. Initiate, issue, monitor and evaluate formal bids, invitations to negotiate, requests for proposals, and request for quotations, etc. to ensure timely processing and award.
16. Conduct pre-bid and pre-submittal conferences as required.
17. Analyze and evaluate solicitation responses to determine and recommend lowest, responsive, and responsible bidder or respondents; evaluates response, pricing data, scope of services and contract terms.
18. Facilitate evaluation and interview/presentation meetings for solicitations as required.
19. Conduct negotiations as needed.
20. Conduct vendor references and site visits as needed.
21. Prepare contracts, agreements, and amendments as needed.
22. Prepare agendas in accordance with established pre-agenda timelines and procedures.
23. Work to resolve bid protests.
24. Monitor compliance of all issues regarding the district's purchasing policies and procedures.
25. Perform daily editing, monitoring, and processing of requisitions into purchase orders in accordance with district policies and procedures.
26. Release purchases orders in accordance with district's policies and procedures.
27. Prepare correspondence, memos, reports, and other documents relative to assigned functions to resolve issues with purchase orders and requisitions, solicitations, contracts, agreements, etc.
28. Initiate and publish commodities and pricing for school and departmental use in a timely manner.
29. Research and identify commodities and services appropriate for implementation of strategic sourcing.
30. Monitor ongoing vendor relations pertaining to solicitations, leads solicitation extension/rebid process decision.
31. Authorize solicitation interpretation and enforcement.
32. Conduct non-bid vendor relations, coordinated general contact with vendors' sales and executive staff, inform vendors of district policies and procedures, hold vendor meetings, attend trade shows and industry conferences as approved.
33. Keep abreast of economic and business issues that affect procurement policies.
34. Keep the Administrator, Procurement Services informed of critical issues within the section and assigned area of responsibility of incidents about which he/she and the board should be aware.
35. Establish and maintain effective working relationships with schools, departments, management, and the public.
36. Follow the district's policies and procedures as related to all HR guidelines and the district's instructional initiatives.
37. Follow the district's policies and procedures as related to fixed assets.
38. Responsible for keeping up to date on current technology being used by SDMC. With the support of the district, attends training to ensure skill level in various technologies is at the level required to perform in current position.
39. Responsible for maintaining timely and accurate information and accountable for the quality of information maintained by those they supervise.
40. Responsible for self-development and keeping up to date on current research, trends, and best practices relevant to the area of responsibility.
41. Perform other duties and responsibilities as assigned by supervisor.

PHYSICAL REQUIREMENTS:
Light Work: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:
Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
04/26/2022

Revised:
08/26/2025

SALARY SCHEDULE: SAMP
PAY GRADE: D09
SHORT TITLE: SUP303
STATE JOB CODE: 77623

AGENDA ITEM NO. 11.28

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Request to Declare Surplus and Dispose of District Tangible Personal Property Greater Than $5,000.00 (Possible Incoming Funds to General Fund)

Executive Summary
Schools and departments have reported various items as obsolete, traded in on new equipment, unaccounted for, used for parts or stolen, and have requested the items be disposed.

School Board of Manatee County Policy 7320 - Sale, Transfer or Disposal of Real or Tangible Personal Property, outlines the procedures to be followed in the acquisition, supervision, accountability, control, transfer and disposal of the District's property.

Items are declared surplus in order to remove them from inventory accountability at the present Cost Center and dispose of them as provided for in Florida Statute 274. Disposition may involve any of the following: sale by public auction, sale or transfer to another governmental entity, scrap for reusable parts, recycled, donation to a School Board designated receiver, or abandonment at a public landfill.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 6
Continue implementation of innovative technology advancements that improve classroom and school environments for exceptional learning

Recommendation
The Superintendent recommends the approval of request to declare surplus and dispose of District tangible personal property greater than $5,000.00 (Possible Incoming Funds to General Fund).

Financial Impact
There is no cost to the General Fund. All assets have fully depreciated. All revenue generated through auction and/or recycling will be placed in the District's General Fund.

Contact
Submitting Department: Property Records/Records Management
Initiated By: Scott Hansen

Attachments:
Surplus List - 8-26-25

Tag Number	Descr	Serial ID	Acq Date	Tran Amt	NBV	Comment
285872	COPIER SHARP MXM1054	5506329	4/14/2016	$ 18,474.05	$ -	OBSOLETE, AUCTION
285873	COPIER SHARP MX6500	65011802	4/14/2016	$ 44,370.05	$ -	OBSOLETE, AUCTION
NO PR	RANGE GARLAND		9/30/2011	$ 6,511.75	$ -	OBSOLETE, AUCTION
				$ 69,355.85	$ -	

AGENDA ITEM NO. 11.29

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval to Accept Donation of 2013 Red Freightliner M2 Ambulance for Manatee Technical College (Incoming Donation)

Executive Summary
Upon approval, Manatee Technical College (MTC) will receive a generous donation of a 2013 Red Freightliner M2 Ambulance from St. Petersburg Fire Rescue for use in the MTC Fire Fighter and EMS programs.

At a recent St. Petersburg Fire Rescue Commission meeting, it was determined that the 2013 Red Freightliner M2 ambulance would be decommissioned and offered for donation to MTC. The ambulance will be used in the EMT/Paramedic and Fire Academy classes. This donation supports MTC in its ability to meet its mission to produce highly skilled individuals and resourceful leaders through collaborative education to meet the changing needs of our communities and the workforce. To complete the Fire Fighter and EMT/Paramedic certification programs at MTC, students must demonstrate competency in the use of several types of vehicles. It is anticipated that the donated ambulance will have approximately 10 years of remaining useful life.

2013 Red Freightliner M2 Ambulance
VIN# 1FVACWDU9DHBX4627
Estimated value: $9,000.00

A copy of the donation form is attached for review.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 6
Continue implementation of innovative technology advancements that improve classroom and school environments for exceptional learning

Ready For Life | Goal 9
Advance career-centered programs across the District to provide quality post-high school education and employment opportunities

Ready To Grow | Goal 7
Promote our schools and District as remaining highly competitive and uniquely designed to produce top-notch graduates, great neighbors, and responsible citizens

Recommendation
The Superintendent recommends approval to accept donation of 2013 Red Freightliner M2 ambulance for Manatee Technical College (Incoming Donation).

Financial Impact
There is no cost to the General Fund. The amount of $9,000 will be added to the District's property records.

Contact
Submitting Department: Property Records/Records Management
Initiated By: Scott Hansen

Attachments:
MTC-Ambulance Donation Form

THE SCHOOL DISTRICT OF MANATEE COUNTY, FL
DONATION FORM

SCHOOL/DEPT MTC East Campus Fire/EMS Program COST CENTER 0211

Type of Donation: ☐ Cash $_____ ☑ Property

DESCRIPTION OF DONATION (Make, Model, Year/Age, Color)	Serial No.	Donation Fair Market Value	New or Used (N/U)
2013 RED FREIGHTLINER M2	1FVACWDU9DHBX4627	$9,000.00	U
		$	
		$	
		$	
		$	

Contributions made to the School District of Manatee County are deductible under section 170 of the Internal Revenue Service Code if exclusively for public purpose.

I affirm that this property is being legally donated without any liens, debts or riders.

Donor's Signature: Kimberly Schultz Digitally signed by Kimberly Schultz DN: DC=org, DC=mpete, OU=CSP, OU=Fire, OU=Users, OU=Administration, CN=Kimberly Schultz, E=kimberly.schultz@mpete.org Reason: I am the author of this document Location: Date: 2025.07.28 14:02:36-04'00' Date: 7/28/2025

Donor's Name: St. Petersburg Fire Rescue

Address: 400 Dr MLK Jr. Street South

City, State, Zip: St. Petersburg, FL, 33701

Signature of person receiving goods: Jennifer Gilray, Ed.D Digitally signed by Jennifer Gilray, Ed.D Date: 2025.07.29 07:43:51 -04'00' Date: 7/29/2025

Administrator Approval Signature: Jennifer Gilray, Ed.D Digitally signed by Jennifer Gilray, Ed.D Date: 2025.07.29 07:43:51 -04'00' Date: _____

If a value is established at the current fixed asset threshold of $5,000 or more, email completed form to Property Records Supervisor. These items require Board acceptance. If value is below the fixed threshold, keep on file at your site.

FOR PROPERTY RECORDS USE ONLY

Board Approval Yes ☐ Date _____ No ☐ N/A ☐

Property Record Number: _____

AGENDA ITEM NO. 11.30

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Request to Declare Surplus and Donate Portables 207, 221 and 961 (No Financial Impact)

Executive Summary
Portables 207, 221 and 961 are currently located at the former Manatee Technical College - West campus, 5505 34th St. W., Bradenton, FL 34210. Portables 207, 221 and 961 have been deemed unsatisfactory for continued use as classrooms, office space or storage. The cost for the District to renovate and or repair would exceed the current value and it is recommended that the units be taken out of service. In lieu of the District incurring cost to remove the portables from service, it is requested that portables 207, 221 and 961 be donated to Centro Restauracion Pacto Eterno Inc. (CRPE Academy). CRPE Academy provides infant, toddler, before and after school care as well as offering VPK, spring break and summer camp programs. CRPE will pay the relocation expenses to remove the portables from District property.

The portables are listed in the property records as follows:
Port-207 Portable, Classroom 24'x42'
Acquired January 1, 1990
Acquisition cost $21,888.24 (Net Book Value $0)

Port-221 Portable, Classroom 24'x42'
Acquired January 1, 1990
Acquisition cost $21,973.18 (Net Book Value $0)

Port-961 Portable, Classroom 24'x42'
Acquired January 1, 1977
Acquisition cost $18,792.00 (Net Book Value $0)

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 4
Maximize the energy efficiency and management of our facilities to remain sustainable and financially responsible

Recommendation
The Superintendent recommends approval of request to declare surplus and donate portables 207, 221 and 961 (No Financial Impact).

Financial Impact
Portables 207, 221 and 961 are fully depreciated. The cost to remove and transport the portables will be paid by Centro Restauracion Pacto Eterno, Inc. (CRPE Academy).

Contact
Submitting Department: Property Records/Records Management
Initiated By: Scott Hansen

Attachments:
Portables-207-221-961

School Board of Manatee County

P.O. Box 9069
Bradenton, Florida 34206-9069

* * *

SCHOOL BOARD

February 08, 2024

William Farmer
Supervisor of Buildings Maintenance
1 Matzke Way
Bradenton FL34208

Re: Portable 207, DCA# E012563 located at Lakewood Ranch High School

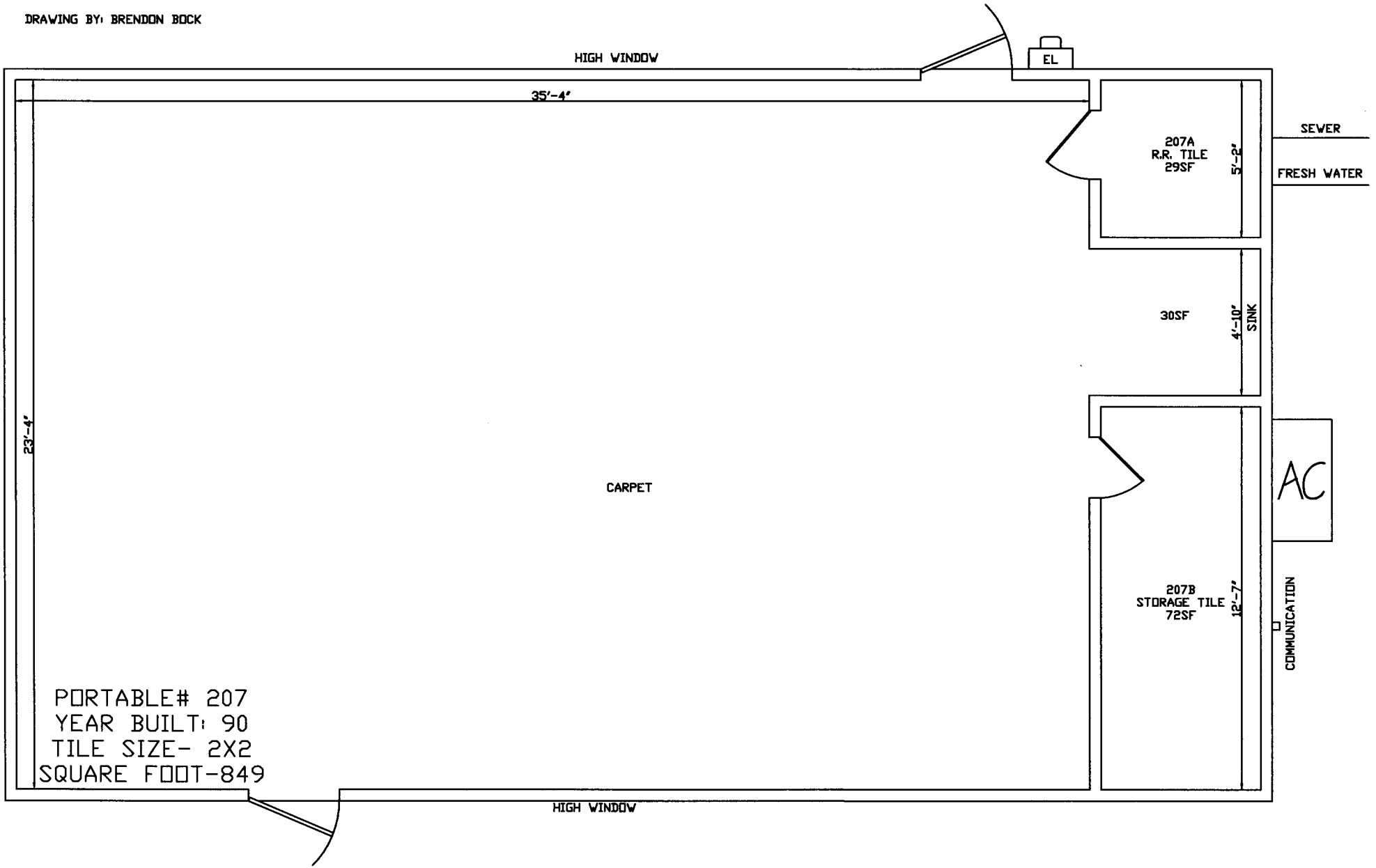
Bill, per your request of 02/08/24, I inspected portable 207-located at L.W.R.H.S. campus. This unit is a 1990 24' x 42' Type 5 construction Classroom Building, being used as classroom. My inspection revealed the following.

1) The exterior siding has signs of wood rot in several places.
2) The lighting will need upgraded.
3) Exterior doors need replaced.
4) The interior doors need replaced.
5) All flooring and sub floor is in need of replacement.
6) The roof needs to be replaced.

I would recommend that this unit be demolished and taken out of service with the District. The District would be best served by not spending any funds on this unit to bring it up to current code compliance.

Respectfully Submitted

Michael Horsley
Project Manager
Capital Building Construction
Manatee County Schools


DRAWING BY: BRENDON BOCK
HIGH WINDOW
EL
35'-4"
207A
R.R. TILE
29SF
5'-2"
SEWER
FRESH WATER
30SF
4'-10"
SINK
23'-4"
CARPET
AC
207B
STORAGE TILE
72SF
12'-7"
COMMUNICATION
PORTABLE# 207
YEAR BUILT: 90
TILE SIZE- 2X2
SQUARE FOOT-849
HIGH WINDOW

School Board of Manatee County

P.O. Box 9069
Bradenton, Florida 34206-9069

* * *

SCHOOL BOARD

July 8, 2025

William Farmer
Supervisor of Buildings Maintenance
1 Matzke Way
Bradenton FL34208

Re: Portable 221, DCA# E012341 located at the M.T.C. West campus

Bill, per your request of 07/08/25, I inspected portable 221-located at M.T.C. West. campus. This unit is a 1990 24’ x 42’ Type 5 construction Classroom Building. My inspection revealed the following.

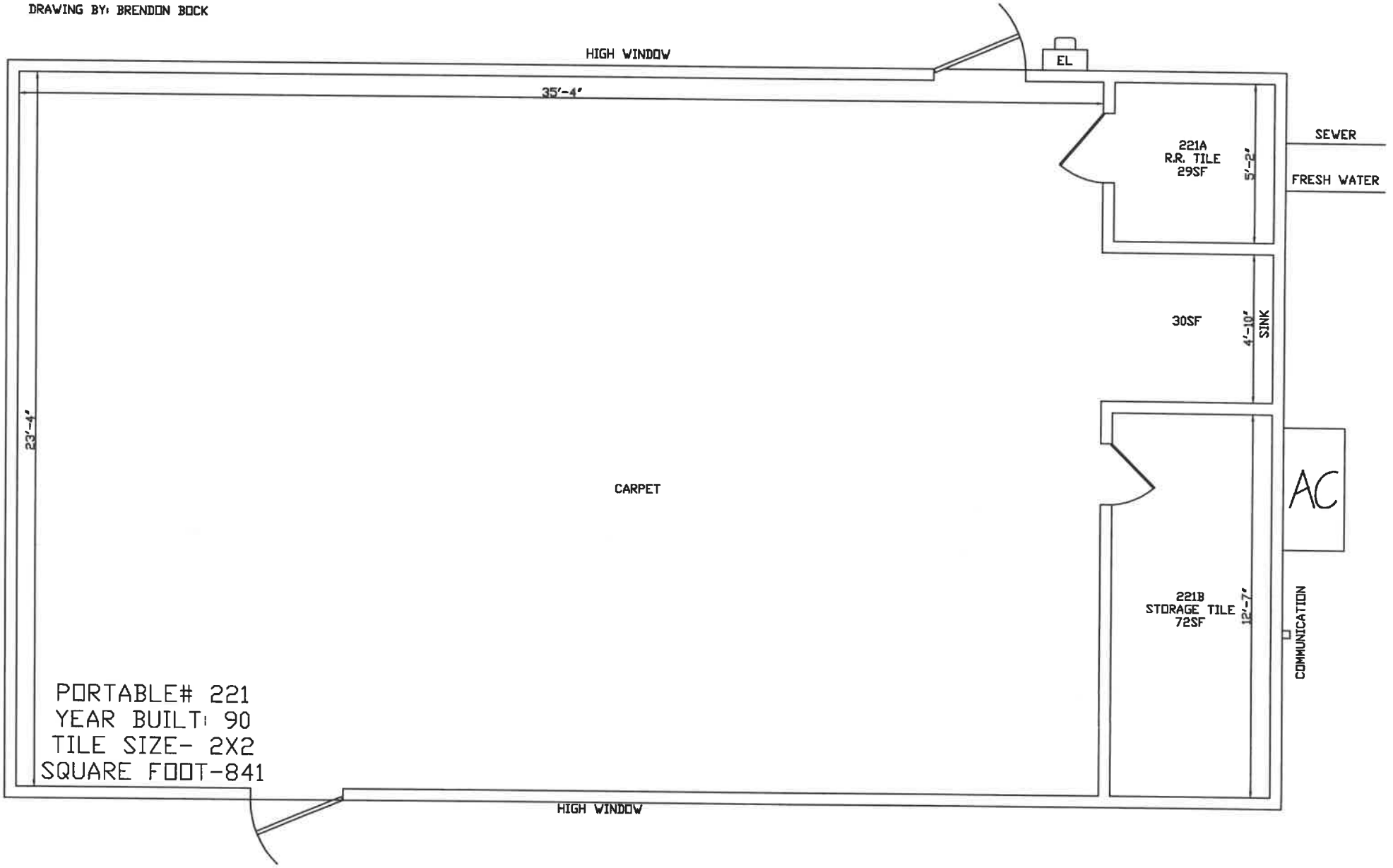
1) The exterior siding has signs of wood rot in several places.
2) The lighting will need upgraded.
3) The Soffit is bad in places.
4) Exterior doors need replaced.
5) The V.C.T,. flooring needs to be replaced.
6) The interior subfloor needs to be replaced.

I would recommend that this unit be demolished and taken out of service with the District. The District would be best served by not spending any funds on this unit to bring it up to current code compliance.

Respectfully Submitted

Michael Horsley
Project Manager
Capital Building Construction
Manatee County Schools

DRAWING BY: BRENDON BOCK



School Board of Manatee County

P.O. Box 9069
Bradenton, Florida 34206-9069

* * *

SCHOOL BOARD

July 8, 2025

William Farmer
Supervisor of Buildings Maintenance
1 Matzke Way
Bradenton FL34208

Re: Portable 961, DCA# E012454 located at the M.T.C. West campus

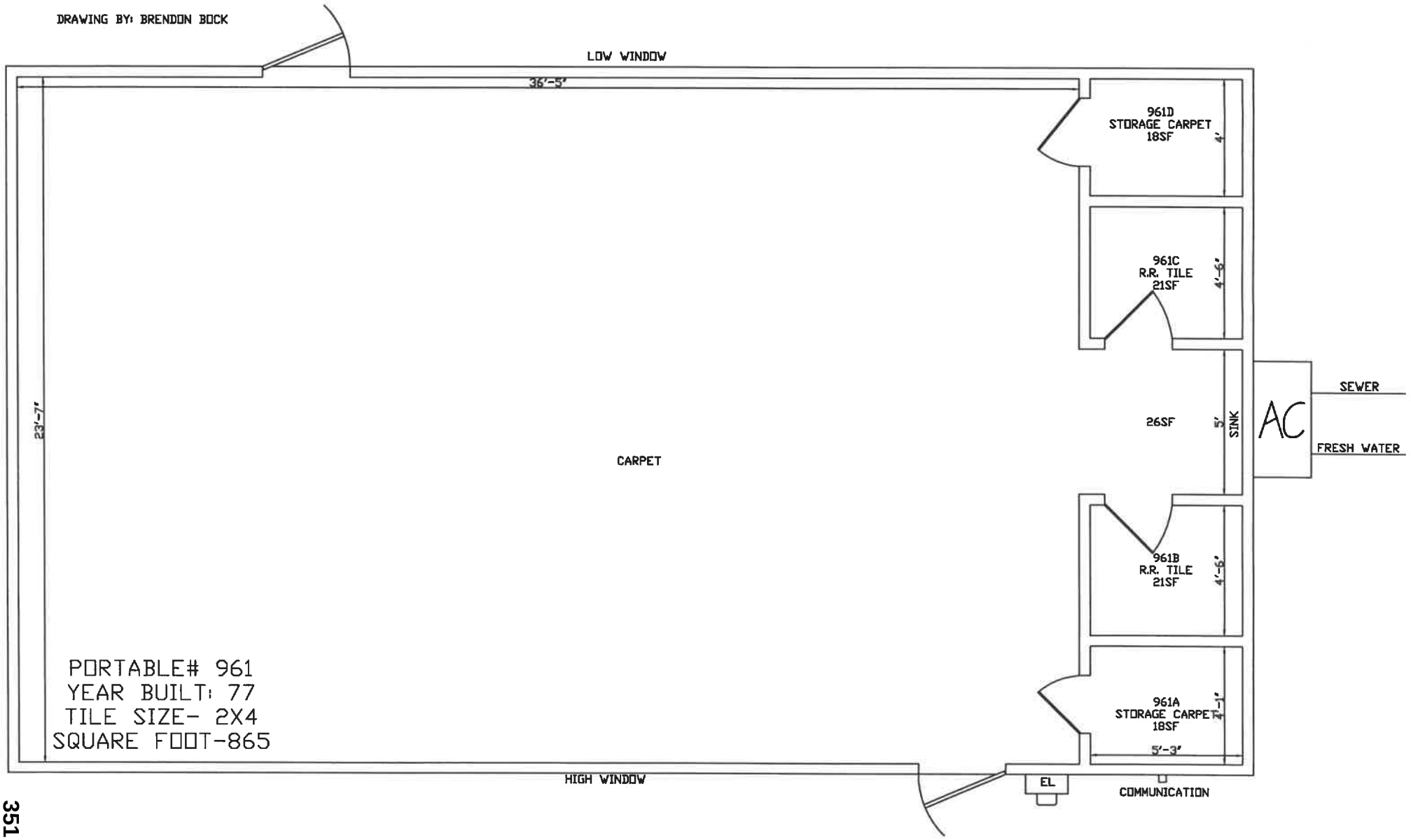
Bill, per your request of 07/08/25, I inspected portable 961-located at M.T.C. West. campus. This unit is a 1977 24’ x 42’ Type 5 construction Classroom Building. My inspection revealed the following.

1) The exterior siding has signs of wood rot in several places.
2) The lighting will need upgraded.
3) The Soffit is bad in places.
4) Exterior doors need replaced.
5) The V.C.T,. flooring needs to be replaced.
6) The interior subfloor needs to be replaced.

I would recommend that this unit be demolished and taken out of service with the District. The District would be best served by not spending any funds on this unit to bring it up to current code compliance.

Respectfully Submitted

Michael Horsley
Project Manager
Capital Building Construction
Manatee County Schools


DRAWING BY: BRENDON BOCK
LOW WINDOW
36'-5"
23'-7"
961D
STORAGE CARPET
18SF
4'
961C
R.R. TILE
21SF
4'-6"
26SF
5'
SINK
AC
SEWER
FRESH WATER
CARPET
961B
R.R. TILE
21SF
4'-6"
961A
STORAGE CARPET
18SF
4'-1"
5'-3"
PORTABLE# 961
YEAR BUILT: 77
TILE SIZE- 2X4
SQUARE FOOT-865
HIGH WINDOW
EL
COMMUNICATION

AGENDA ITEM NO. 11.31

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of Revisions to the Job Description of Deputy Superintendent of Operations (No Financial Impact)

Executive Summary
The revisions of the Deputy Superintendent of Operations job description include and update to the qualifications and performance responsibilities.

This request for approval aligns with the District's Strategic Plan Goal 3: Develop an innovative leadership development program and succession-planning model to attract and support quality school and District leaders.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 3
Develop an innovative leadership development program and succession-planning model to attract and support quality school and District leaders

Recommendation
The Superintendent recommends approval of the revisions of the Deputy Superintendent of Operations job description.

Financial Impact
No financial impact.

Contact
Submitting Department: Human Resources
Initiated By: Christina Britton

Attachments:
72001 Deputy Superintendent Admin SUP177 - Clean
72001 Deputy Superintendent Admin SUP177 - Redlined

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: DEPUTY SUPERINTENDENT OF OPERATIONS
State Title: Deputy Superintendent Administration
SENIOR MANAGEMENT
JOB DESCRIPTION

JOB GOAL:
The Deputy Superintendent of Operations will provide leadership and vision in the ongoing planning, implementation, development, direction, review, and evaluation of the district's operations and related support activities. He/she assists in providing district leadership in the absence of the Superintendent. This position provides executive level support to the Superintendent and district administration. This includes providing leadership, development, long range planning, supervision, accountability, and administration of the functions in the district's Operations and Information Services departments.

QUALIFICATIONS:
1. Master's Degree from an accredited educational institution preferred.
2. Minimum of five (5) years successful administrative, management, and supervisory experience.

KNOWLEDGE, SKILLS AND ABILITIES:
Ability to work in a detailed and stressful environment requiring patience and endurance. Knowledge of public state and federal statutes relating to education, public sector collective bargaining and public employees. Knowledge of federal laws and regulations as they relate to public employees. In-depth knowledge of best practices in information technology and how it can positively impact student achievement and district operations. Experience working with enterprise and capital budgets including preparation, management, and strategic financial planning. Ability to research and use data. Leadership skills in the reaching of agreement or consensus when working with varied groups. Oral and written communication skills and the ability to compose language to accurately express a position. Ability to author and maintain accurate records. Ability to establish and maintain effective working relationships with staff and the school community. Ability to perform duties with awareness of impact on the District.

REPORTS TO:
Superintendent

SUPERVISES:
Assigned personnel

PERFORMANCE RESPONSIBILITIES:
1. Provide leadership and direction for the Division of Operations, which includes the departments of Human Resources, Safety and Security, Information Technology, Printing Services, Records, Capital Projects/Construction Services, Transportation, Vehicle Maintenance, Maintenance and Operations, and Food Service.
2. Participate in the Collective Bargaining process with all employee associations.
3. Initiate the development of goals and objectives within the scope of School Board policy, administrative direction, and organizational constraints.
4. Facilitate collaborative planning for the school District in conjunction with the Superintendent, School Board, Deputy Superintendent, Executive Directors, Directors and School Principals.
5. Ensure the development and execution of the Strategic Operations and Business Plan, including establishing the vision, values and strategic priorities for the organization in consultation with stakeholders.
6. Ensure the development and execution of the Strategic Information Technology Plan including establishing the vision, values and strategic priorities for the organization in consultation with stakeholders.
7. Manage, implement and evaluate organizational development strategies that facilitate the alignment and integration of people, processes and technology; strategy and vision; leadership and staff; and system- wide goals and culture.
8. Continually refine operations model using a data-driven approach to gauge impact, monitor performance metrics and create efficiencies.
9. Identify district's key performance indicators (KPIs), develop project plans to achieve goals, and monitor

district's performance.
10. Encourage strong collaboration among the district's units and departments and develop an efficient service culture and climate.
11. Make school site visits to determine quality of district operations.
12. Manage organizational resources within approved budget ensuring provision of accurate and timely financial reporting in accordance with Board and statutory requirements.
13. Ensure compliance with statutory duties, regulation and legislation and development of detailed annual operational plans to align with long-term strategy and budgets and ensuring efficiency and effectiveness of the organization's operational and business processes.
14. Assist the Communications office with media and community requests for information.
15. Ensure a system is in place to properly inventory and account for tangible personal property.
16. Ensure a system is in place to manage and dispose of District records.
17. Ensure adequate space is available and proper procedures are in place to receive goods, track orders and deliver goods to schools and departments in and effective manner.
18. Serve as superintendent's designee or representative for civic and professional association responsibilities and activities in the local community, the state, and at the national level.
19. Provide support for the improvement of instructional services in the District.
20. Serve on the Superintendent's Administrative Team.
21. Develop, recommend, supervise, and administer the budget for the functions of the Division.
22. Respond to inquiries and concerns in a timely manner.
23. Keep the Superintendent informed of potential problems or unusual events.
24. Keep well informed about current trends and best practices in areas of responsibility.
25. Promote and support professional growth for self and others.
26. Utilize appropriate strategies and problem-solving tools to make decisions concerning planning, utilization of funds, delivering services and evaluation of services provided.
27. Exercise proactive leadership in promoting the vision and mission of the District.
28. Demonstrate initiative in identifying potential problems or opportunities for improvement and take appropriate action.
29. Use appropriate styles and methods to motivate, gain commitment and facilitate task accomplishment.
30. Supervise assigned personnel, conduct annual performance appraisals and make recommendations for appropriate employment action.
31. Prepare, or oversee the preparation of, and submit all required reports in a timely manner and maintain all appropriate records.
32. Coordinate and facilitate the operational elements of the strategic plan to ensure the implementation of the District's strategic plan.
33. Perform other tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:
Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:
Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
04/08/2013
05/24/2016

Revised:
06/12/2018
03/08/2022
08/26/2025

SALARY SCHEDULE: SAMP
PAY GRADE: D18
SHORT TITLE: SUP177
STATE JOB TITLE: 72001

THE SCHOOL BOARD OF MANATEE COUNTY
Local Title: DEPUTY SUPERINTENDENT OF OPERATIONS
State Title: Deputy Superintendent Administration
SENIOR MANAGEMENT
JOB DESCRIPTION

JOB GOAL:
The Deputy Superintendent of Operations will provide leadership and vision in the ongoing planning, implementation, development, direction, review, and evaluation of the district's operations and related support activities. He/she assists in providing district leadership in the absence of the Superintendent. This position provides executive level support to the Superintendent and district administration. This includes providing leadership, development, long range planning, supervision, accountability, and administration of the functions in the district's Operations and Information Services departments.

QUALIFICATIONS:
1. Master's Degree from an accredited educational institution preferred.
2. Minimum of five (5) years successful administrative, management, and supervisory experience.

KNOWLEDGE, SKILLS AND ABILITIES:
Ability to work in a detailed and stressful environment requiring patience and endurance. Knowledge of public state and federal statutes relating to education, public sector collective bargaining and public employees. Knowledge of federal laws and regulations as they relate to public employees. In-depth knowledge of best practices in information technology and how it can positively impact student achievement and district operations. Experience working with enterprise and capital budgets including preparation, management, and strategic financial planning. Ability to research and use data. Leadership skills in the reaching of agreement or consensus when working with varied groups. Oral and written communication skills and the ability to compose language to accurately express a position. Ability to author and maintain accurate records. Ability to establish and maintain effective working relationships with staff and the school community. Ability to perform duties with awareness of impact on the District.

REPORTS TO:
Superintendent

SUPERVISES:
Assigned personnel

PERFORMANCE RESPONSIBILITIES:
1. Provide leadership and direction for the Division of Operations, which includes the departments of Human Resources, Safety and Security, Information Technology, Printing Services, Records, Capital Projects/Construction Services, Transportation, Vehicle Maintenance, Maintenance and Operations, and Food Service~~, and Adult, Career, and Technical Education (ACT.)~~.
2. Participate in the Collective Bargaining process with all employee associations.
3. Initiate the development of goals and objectives within the scope of School Board policy, administrative direction, and organizational constraints.
4. Facilitate collaborative planning for the school District in conjunction with the Superintendent, School Board, Deputy Superintendent, Executive Directors, Directors and School Principals.
5. Ensure the development and execution of the Strategic Operations and Business Plan, including establishing the vision, values and strategic priorities for the organization in consultation with stakeholders.
6. Ensure the development and execution of the Strategic Information Technology Plan including establishing the vision, values and strategic priorities for the organization in consultation with stakeholders.
7. Manage, implement and evaluate organizational development strategies that facilitate the alignment and integration of people, processes and technology; strategy and vision; leadership and staff; and system- wide goals and culture.
8. Continually refine operations model using a data-driven approach to gauge impact, monitor performance metrics and create efficiencies.
9. Identify district's key performance indicators (KPIs), develop project plans to achieve goals, and monitor

district's performance.

10. Encourage strong collaboration among the district's units and departments and develop an efficient service culture and climate.
11. Make school site visits to determine quality of district operations.
12. Manage organizational resources within approved budget ensuring provision of accurate and timely financial reporting in accordance with Board and statutory requirements.
13. Ensure compliance with statutory duties, regulation and legislation and development of detailed annual operational plans to align with long-term strategy and budgets and ensuring efficiency and effectiveness of the organization's operational and business processes.
~~13.~~14. Assist the Communications office with media and community requests for information.
~~14.~~15. Ensure a system is in place to properly inventory and account for tangible personal property.
~~15.~~16. Ensure a system is in place to manage~~, microfilm~~ and dispose of District records.
~~16.~~17. Ensure adequate space is available and proper procedures are in place to receive goods, track orders and deliver goods to schools and departments in and effective manner.
~~17.~~18. Serve as superintendent's designee or representative for civic and professional association responsibilities and activities in the local community, the state, and at the national level.
~~18.~~19. Provide support for the improvement of instructional services in the District.
~~19.~~20. Serve on the Superintendent's Administrative Team.
~~20.~~21. Develop, recommend, supervise, and administer the budget for the functions of the Division.
~~21.~~22. Respond to inquiries and concerns in a timely manner.
~~22.~~23. Keep the Superintendent informed of potential problems or unusual events.
~~23.~~24. Keep well informed about current trends and best practices in areas of responsibility.
~~24.~~25. Promote and support professional growth for self and others.
~~25.~~26. Utilize appropriate strategies and problem-solving tools to make decisions concerning planning, utilization of funds, delivering services and evaluation of services provided.
~~26.~~27. Exercise proactive leadership in promoting the vision and mission of the District.
~~27.~~28. Demonstrate initiative in identifying potential problems or opportunities for improvement and take appropriate action.
~~28.~~29. Use appropriate styles and methods to motivate, gain commitment and facilitate task accomplishment.
~~29.~~30. Supervise assigned personnel, conduct annual performance appraisals and make recommendations for appropriate employment action.
~~30.~~31. Prepare, or oversee the preparation of, and submit all required reports in a timely manner and maintain all appropriate records.
~~31.~~32. Coordinate and facilitate the operational elements of the strategic plan~~ning committees~~ to ensure the implementation of the District's strategic plan.
~~32.~~33. Perform other tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:
Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:
Length of the work year and hours of employment shall be those established by the District.

EVALUATION:
Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board approved:
04/08/2013
05/24/2016

Revised:
06/12/2018
03/08/2022
08/26/2025

SALARY SCHEDULE: SAMP
PAY GRADE: D18
SHORT TITLE: SUP177
STATE JOB TITLE: 72001

AGENDA ITEM NO. 11.32

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval for Parrish Community High School Chorus and Theatre Students to Attend and Perform in New York City on January 2-6, 2026 (School Internal Accounts)

Executive Summary
Approximately 70-80 Parrish Community High School Chorus and Theatre students will travel to New York City as representatives from Florida and guest performers in the "250 Concerts in NYC" series with Music Celebrations International, as part of the 250th Anniversary of America. Students are traveling with directors Kerrie Carrier (Chorus) and Olga Pena (Theatre). Approximately 12 chaperones will also be attending the trip.

The PCHS Choir was invited by Music Celebrations International to perform in treasured NYC Cathedrals, including St. John the Divine and The Church of the Intercession. These will be stand-alone performances by the Parrish Community High School Choir, marketed and promoted as featured concerts by MCI. The choir and theatre students will participate in a Broadway workshop conducted in a Broadway rehearsal studio with industry experts.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 8
Expand acceleration opportunities for all middle and high school students

Recommendation
The Superintendent recommends approval for Parrish Community High School Chorus and Theatre students to attend and perform in New York City on January 2-6, 2026 (School Internal Accounts).

Financial Impact
The entire trip is funded through the Parrish Community High School choir internal account at no cost to the district.

Contact
Submitting Department: Secondary Education
Initiated By: Sharon Scarbrough

Attachments:
PCHS Choir & Theatre travel to New York 1.2-6.2026

School District of Manatee County Field Trip Request Form – Mandatory Form

(To be attached to the Field Trip Coordinator's Travel Authorization with the associated Expense Worksheet)

Today's Date: August 4, 2025 Field Trip Dates: January 2-6, 2026 School: Parrish Community High School
Date/Time of Departure from school: January 2, 2026 - Early morning departure from Tampa Airport, Parent drop off
Date/Departure time from field trip location: January 6, 2026, Afternoon departure from NYC Airport (TBD)
Date/Arrival time back at school: January 6, 2026, Evening arrival back in Tampa, parents pick up
Field Trip Coordinator: Kerrie Carrier (Choral Director) and Olga Pena (Theatre Director)
Trip Destination – Name: New York City Performance Tour - Invited by Music Celebrations International
Address: _____ Phone: _____ Website: info@musiccelebrations.com
Brief Description/Educational Purpose of the Trip:
PCHS Choir and Theatre have been invited to participate as a representative from Florida in the "250 Concerts New York City" series by Music Celebrations International as part of the 250th Anniversary of America in concerts across NYC during 2026. Our tour will include choir performances in two iconic NYC cathedrals, a Broadway Workshop/Clinic, backstage tour of Radio City Music hall, seeing Broadway shows, and NYC sight seeing.

Field Trip Type:

__ Type "A" (single or partial day trip in pre-approved category)
__ Type "B" * (single or partial day trip that requires District pre-approval)
X Type "C" * (all overnight or out of state trips require additional approvals as defined in the signature section below)

* Must submit to District Office for required pre-approval. See Page 5 of the School District Field Trip Handbook for timelines. Note that water-related field trips and Educational Tour Groups are Type "B." Please provide as much information as possible in this regard to expedite approval.

Group Going: PCHS Choir and Theatre # of Chaperones: 8-16 # of Students: 70-80

Choose the type of transportation:

_____ School Bus (bus requisition 20 days prior to trip)
_____ Special Needs Bus Is Required
_____ District Vans/Cars: Driver must be District approved.
_____ Walking: If Walking, define route: _____
_____
Are there sidewalks and pedestrian crossings? _____
_____ Charter Bus from Purchasing Department Approved List (Contact Purchasing)
_____ Rental Vehicle from Purchasing Approved Company. Driver must be District approved.
x Educational Tour Group Name: Music Celebrations International Contact Info: info@musiccelebrations.com
_____ *District Employee driving their own car. Driver must be District approved.
Name of District Employee: _____
Address of District Employee: _____
Phone # District Employee: _____
Year, Type, & Make of Vehicle: _____

***If more than one, complete same information on an additional separate sheet that must be attached.**

_____ Other Provider of transportation _____
Name of Provider: _____
Address of Provider: _____
Phone # Provider: _____
Year, Type, & Make of Vehicle: _____

This provider MUST be an approved driver by the Principal.

Information about the Funding of the trip:

Funding/Costs_____ Internal Account#_____
Transportation Cost_____ Admission Fee _____
Other Cost_____ Cost per student $2200
Total Cost of the Trip $176,000

Source funding the trip: Select all that apply.

___ Discretionary ___ District ___ Internal Accounts _X_ Students/ Pay
_X_ Other – Explain: All student payments and payments to tour company processed through Choir Boosters 501(c) 3 organization

Requirements for District Employee Approved Drivers: Check one the following.

_____ ***Proof*** *of personal automobile liability insurance, copy of driver's license and proof of successful completion of Defensive driving course through Staff Development* ***are all attached for all district employee drivers.***

_____ ***Verification*** *of insurance, driver's license, and successful completion of Defensive driving course through Staff Development must be signed below by the Principal or Executive Director.*

Name of Principal/Executive Director verifying	Signature	Date

I have read the Field Trip Handbook and fully understand and accept my responsibilities as Field Trip Coordinator.

Signature of Field Trip Coordinator — Date: 8-4-25

Initial Approval Principal Signature/Date

Signature of Sponsor/Date (Initial Approval of Request) — 8-4-25

Signature of Department/Team Chair/Date — 8/5/25

Final Approval Principal Signature/Date
(Acknowledgement that Field Trip Checklist form has been returned two days prior to Field Trip.)

Signature of Activities Director (H.S.)/Date

Type "B" and "C" Signature Approvals Below

Sharon Scarbrough
Executive Director of School Management/Date *(Required for Type "B" and "C" Field Trips)*

William Kelley (Aug 7, 2025 16:20:59 EDT)
Director of Risk Management/Date *(Required for Type "B" and "C" Field Trips)*

Derek Jensen (Aug 7, 2025 16:23:42 EDT)
Deputy Superintendent of Instructional Services/Date *(Required for Type "C" Field Trips)*

Superintendent/Date *(Required for Out-of-State Field Trips. International Field Trips require Board approval)*

After receiving all necessary approvals for the Field Trip, complete the Field Trip Procedures Checklist (Appendix B) and return all documentation to the Principal at least two days prior to the trip.

MIS 41-01012, Approved 09/2024 Expires 09/2029
Distribution: School Management

AGENDA ITEM NO. 11.33

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval for Travel In-State Overnight and Out-of-State to Various National Career, Technical Student Organization Competitions and Leadership Conferences for Qualifying Elementary, Middle School, High School, Postsecondary Students and Advisors During the 2025-2026 School Year (Multiple Funding Sources)

Executive Summary
The mission of these organizations is to prepare students for the challenges of a dynamic world by promoting literacy, leadership, pursue careers in STEM (Science, Technology, Engineering, and Math) and problem-solving skills that result in personal growth and career-related opportunities in the curricular fields that these organizations represent. Attendance at these national conferences and competitions allows students the opportunity to apply what they know and have learned in our schools through rigorous national competition with students from around the country who have proven they are the best in their state.

Competitions and/or Leadership Conferences:
- VEX Robotics World Championships
- Distributive Education Clubs of America (DECA)
- Future Business Leaders of America (FBLA)
- FFA Organization (FFA)
- Family, Career and Community Leaders of America (FCCLA)
- HOSA-Future Health Professionals (HOSA)
- SkillsUSA
- Technology Student Association (TSA)

Event dates and locations:

In-state Overnight:
- FFA Chapter Presidents Conference Kissimmee, Florida September 6 – 7, 2025
- FCCLA Fall Conference, Melrose, Florida October 19 – 21, 2025
- TSA Fall Leadership Conference, Altamonte Springs, Florida October 22 – 25, 2025
- DECA Fall Leadership Conference, Tampa, Florida October 24 – 26, 2025
- FBLA Fall Leadership Conference, Daytona, Florida November 7 – 8, 2025
- HOSA Fall Leadership Conference, High Springs, Florida November 14 – 16, 2025
- FFA Middle and High Schools Fall Leadership, Kissimmee, Florida December 4 – 5, 2025

Out-of-State:
- FFA Nationals, Indianapolis, IN October 29 - November 1, 2025
- VEX Robotics Worl Championships, St. Louis, Missouri April 21 – 30, 2026.
- DECA State Competition, Atlanta, GA April 25 – 28, 2026
- SkillsUSA Nationals, Atlanta, GA, June 1 – 6, 2026
- HOSA Nationals, Indianapolis, IN June 17 – 21, 2026
- TSA Nationals, Washington, DC, June 22 – 27, 2026
- FBLA National Conference, San Antonio, TX June 29 – July 2, 2026
- FCCLA Nationals, Washington, DC July 6 – 10, 2026

Travel to and from the event may take place before and after the stated dates depending on the mode of transportation.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready For Life | Goal 4
Create an instructional model centered around real-world skills, civic involvement, financial literacy, and arts integration

Ready For Life | Goal 6
Continue implementation of innovative technology advancements that improve classroom and school environments for exceptional learning

Recommendation
The Superintendent recommends approval for travel in-state overnight and out-of-state to various National Career, Technical Student Organization competitions and Leadership Conferences for qualifying elementary, middle school, high school, and postsecondary students and advisors during the 2025-2026 school year (Multiple Funding Sources).

Financial Impact
Depending on the school chapters' various funding sources, including but not limited to referendum, donations, parent contributions, fundraising activities, grants, and local funds, could all be used to support the expense of these trips. The Carl D. Perkins secondary and postsecondary grants include funds set aside for this type of travel. Travel Authorizations are submitted for final approval to the Superintendent for each school participating in the field trip.

Contact
Submitting Department: Adult, Career and Technical Education
Initiated By: Dr. Paul Gansemer

Attachments:
VEX Robotics, CTSO State & National Conferences 2025-2026, Board Date 08.26.2025

VEX Robotics, CTSO State & National Conferences 2025-2026

VEX Robotics World Championship

The Robotics Education & Competition Foundation is pleased to announce that the VEX Robotics World Championship will take place in St. Louis, Missouri, in 2026 and 2027. The event will be held in April at the America's Center Convention Complex in downtown St. Louis, with specific dates to be announced at a later time.

The move to St. Louis offers an affordable and accessible experience for teams, students, and families from around the world. With its central location, vibrant downtown area, and family-friendly attractions, St. Louis is a welcoming host city for the global robotics community.

- **VEX Robotics Worl Championships, St. Louis, Missouri April 21 – 30, 2026.**

Distributive Education Clubs of America (DECA) is a national co-curricular student organization for Business and Marketing students at the high school level across the United States. The mission of this organization is to prepare students for the challenges of a dynamic world by promoting literacy, leadership and problem-solving skills that result in personal growth and career related opportunities in their field.

- **DECA Fall Leadership Conference, Tampa, Florida October 24 – 26, 2025**
- **DECA State Competition, Atlanta, GA April 25 – 28, 2026**

Future Business Leaders of America-Phi Beta Lambda, Inc. (FBLA-PBL) is the largest business Career and Technical Student Organization in the world. Each year, FBLA-PBL helps over 230,000 members prepare for careers in business. FBLA-PBL inspires and prepares students to become community-minded business leaders in a global society through relevant career preparation and leadership experiences.

- **FBLA Fall Leadership Conference, Daytona, Florida November 7 – 8, 2025**
- **FBLA National Conference, San Antonio, TX June 29 – July 2, 2026**

FFA is an intra-curricular student organization for those interested in agriculture and leadership. FFA welcomes members who aspire to careers as teachers, doctors, scientists, business owners and more. National FFA is committed to the individual student, providing a path to achievement in premier leadership, personal growth and career success through agricultural education.

- **FFA Chapter Presidents Conference Kissimmee, Florida September 6 – 7, 2025**
- **FFA Nationals, Indianapolis, IN October 29 - November 1, 2025**

Family, Career and Community Leaders of America (FCCLA) is a national Career and Technical Student Organization (CTSO) for students in Family and Consumer Sciences (FCS) education in public and private school through grade 12. FCCLA offers intra-curricular resources and opportunities for students to pursue careers that support families. Involvement in FCCLA offers members the opportunity to expand their leadership potential and develop skills for life—planning, goal setting, problem solving, decision making, and interpersonal communication—necessary in the home and workplace.

- **FCCLA Fall Conference, Melrose, Florida October 19 – 21, 2025**
- **FCCLA Nationals, Washington, DC July 6 – 10, 2026**

HOSA-Future Health Professionals is a global student-led organization recognized by the U.S. Department of Education and the Department of Health and Human Services and several federal and state agencies. HOSA's mission is to empower HOSA-Future Health Professionals to become leaders in the global health community, through education, collaboration, and experience. HOSA actively promotes career opportunities in the health industry and to enhance the delivery of quality health care to all people. HOSA's goal is to encourage all health science instructors and students to affiliate and be actively involved in the HSE-HOSA Partnership.

- **HOSA Fall Leadership Conference, High Springs, Florida November 14 – 16, 2025**
- **HOSA Nationals, Indianapolis, IN June 17 – 21, 2026**

SkillsUSA: SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. We help each student excel. A nonprofit national education association, SkillsUSA serves middle-school, high-school and college/postsecondary students preparing for careers in trade, technical and skilled service occupations. SkillsUSA serves more than 331,000 students and instructors annually. SkillsUSA is recognized by the U.S. Department of Education and the U.S. Department of Labor as a successful model of employer-driven workforce development.

- **SkillsUSA Nationals, Atlanta, GA, June 1 – 6, 2026**

TSA: **The Technology Student Association (TSA)** is a national organization of students engaged in STEM (science, technology, engineering, and mathematics).

Open to students enrolled in or who have completed technology and education courses, TSA's membership includes more than 250,000 middle and high school students across the United States. TSA is supported by educators, parents, and business leaders who believe in the need for a technologically literate society. Members learn through exciting competitive events, leadership opportunities, and much more. A wide range of activities makes TSA a positive experience for every student.

- **TSA Fall Leadership Conference, Altamonte Springs, Florida October 22 – 25, 2025**
- **TSA Nationals, Washington, DC, June 22 – 27, 2026**

AGENDA ITEM NO. 14.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of New High School AAA - Agreement Between Owner and Schenkel and Shultz, Inc. - Amendment 1 - in the Amount of $1,176,648.00 (Capital Funds)

Executive Summary
The purpose of the requested action is to approve Amendment 1 to the Agreement between Owner and Schenkel & Shultz, Inc., which will authorize additional architectural and engineering design services to include the addition of prototype Building 6 to the project scope with identified modifications to address curriculum/program changes. This will include design development, 100% construction documents, and construction administration and coordination with the construction manager for the successful completion of the project.

New High School AAA Summary Sheet is attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of New High School AAA - Agreement between Owner and Schenkel and Shultz, Inc., - Amendment 1 - in the amount of $1,176,648.00. (Capital Funds)

Financial Impact
The amount of Amendment 1 is $1,176,648.00. The fee for architectural and engineering services, including this Amendment 1 is $6,309,868.00, and is included in the total project budget of $182,000.000.00. **Project is funded by Capital Funds.**

Contact
Submitting Department: Construction Services
Initiated by: Reginald Goff

Attachments:
New High School AAA Summary Sheet
New High School AAA AE Amend 1

New High School AAA

PROJECT DIRECTOR: David Wildes

ARCHITECT/ENGINEER: Schenkel & Shultz — Currently on the District's Continuing Contracts List
CONSTRUCTION MANAGER: Gilbane Building Company — Selected through the Request for Qualifications Process
BUILDING OFFICIAL: TBD

PROJECT BUDGET: $ 182,000,000.00 (8/26/25) Revised Project Budget
$ 140,000,000.00 (4/8/25) Original Project Budget

SUBSTANTIAL COMPLETION: TBD

HISTORY: New Construction

SCOPE: The new High School AAA will be located on 85+/- acres in east Manatee County and will contain 2150 student stations with the ability to expand to 2500 student stations by adding a future classroom building 8. The new high school design will be a re-use of the Parrish Community High School plan. The scope will incorporate modifications of the previously designed and constructed SDMC Parrish Community High School Classroom Building 6. This modification will incorporate (2) Collegiate style Open Classroom Lecture Halls into the prototype.

INCLUDED IN 5-YEAR PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 24, 2024	Approved	
Agreement:	$ 5,133,220.00	April 8, 2025	Approved	Architectural / Engineering Services
Amendment 1:	$ 1,176,648.00	August 26, 2025	Pending	Additional Architectural / Engineering Services
TOTAL	**$ 6,309,868.00**			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 24, 2024	Approved	
Agreement:	$ 522,340.00	August 26, 2025	Pending	Pre-Construction Services
TOTAL	**$ 522,340.00**			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0			
Agreement:				
TOTAL	**-**			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
Easements:	$0	Date		
Owner Services:	$ 58,995.00	July 21, 2025	Non Required	Geotechnical Engineering Services
TOTAL	**$ 58,995.00**			

RECEIVED
By Tina Lundy at 9:24 am, Aug 19, 2025

SCHOOL BOARD OF MANATEE COUNTY
DEPARTMENT OF CONSTRUCTION SERVICES

AMENDMENT TO THE AGREEMENT BETWEEN OWNER & ARCHITECT/ENGINEER

Amendment #: 1 **Amendment Date:** _____

This form is to be used for any revision to the established Agreement Between Owner & Architect/Engineer.

Project Name: New High School AAA
Architect/Engineer: Schenkel & Shultz, Inc.
Architect/Engineer Address: 330 South Pineapple Avenue, Suite 210, Sarasota, FL 34236

The work is as follows: scope will incorporate a modified re-use of the previously designed and constructed SDMC Parrish Community High School Classroom Building 6 prototype. This modification would incorporate (2) Collegiate style Open Classroom Lecture Halls into the prototype, which includes architectural, interior design, structural engineering, mechanical, plumbing, electrical, low-voltage, and fire protection engineering services from design phase through construction phase and project closeout.

This amendment is to be attached to and become a part of the subject agreement and in no other way alters terms and conditions thereof.

Amount of Amendment: $ 1,176,648.00
Previous Amount of Contract: $ 5,133,220.00
New Total Amount of Contract: $ 6,309,868.00

ARCHITECT/ENGINEER:

By: _____ By: _____

Name/Title: J. David Torbert/Partner Name/Title: Aaron Jacobson/ Principal

As Witnessed:

Schenkel & Shultz, Inc. Schenkel & Shultz, Inc.
(Name of Corporation)

(Corporate Seal)

SCHENKEL & SHULTZ, INC. CORPORATE SEAL 1982 FLORIDA

OWNER:
SCHOOL BOARD OF MANATEE COUNTY, FLORIDA:

Approved As to Form: _____, Project Director

_____, Director

_____, Deputy Superintendent

Superintendent of Schools: _____

School Board Chairman: _____

Witness: _____

AGENDA ITEM NO. 14.2

School Board of Manatee County
August 26, 2025 - Regular Board Meeting
Action Item

Title
Approval of New High School AAA - Agreement Between Owner and Gilbane Building Company, in the Amount of $522,340.00 (Capital Funds)

Executive Summary
The purpose of the requested action is to enter into an agreement between Owner and Gilbane Building Company, which will provide pre-construction services required to assist in design, budgeting, and scheduling with the Project team for the construction of the New High School AAA. The new school will be located on 85+/- acres in east Manatee County.

New High School AAA Summary Sheet and Contract Summary Sheet are attached for reference.

The Construction Manager Agreement is available for review at the Department of Construction Services.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Ready To Grow | Goal 5
Continue our secure financial position, utilize referendum millage funds effectively, and modernize and enhance our current schools to meet our school community needs, including building vibrant, new schools

Recommendation
The Superintendent recommends approval of New High School AAA - Agreement between Owner and Gilbane Building Company, in the amount of $522,340.00. (Capital Funds)

Financial Impact
The Construction Management Fee for Pre-Construction Services is not to exceed $522,340.00, and is included in the total project budget requirement of $182,000,000.00. A Guaranteed Maximum Price Proposal will be completed after the construction documents are developed. **Project funded by Capital Funds.**

Contact
Submitting Department: Construction Services
Initiated by: Reginald Goff

Attachments:
New High School AAA Summary Sheet
New High School AAA CM Contract Summary Sheet

New High School AAA

PROJECT DIRECTOR: David Wildes

ARCHITECT/ENGINEER: Schenkel & Shultz — Currently on the District's Continuing Contracts List
CONSTRUCTION MANAGER: Gilbane Building Company — Selected through the Request for Qualifications Process
BUILDING OFFICIAL: TBD

PROJECT BUDGET: $ 182,000,000.00 (8/26/25) Revised Project Budget
$ 140,000,000.00 (4/8/25) Original Project Budget

SUBSTANTIAL COMPLETION: TBD

HISTORY: New Construction

SCOPE: The new High School AAA will be located on 85+/- acres in east Manatee County and will contain 2150 student stations with the ability to expand to 2500 student stations by adding a future classroom building 8. The new high school design will be a re-use of the Parrish Community High School plan. The scope will incorporate modifications of the previously designed and constructed SDMC Parrish Community High School Classroom Building 6. This modification will incorporate (2) Collegiate style Open Classroom Lecture Halls into the prototype.

INCLUDED IN 5-YEAR PLAN: Yes

ARCHITECT/ENGINEER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 24, 2024	Approved	
Agreement:	$ 5,133,220.00	April 8, 2025	Approved	Architectural / Engineering Services
Amendment 1:	$ 1,176,648.00	August 26, 2025	Pending	Additional Architectural / Engineering Services
TOTAL	**$ 6,309,868.00**			

CONSTRUCTION MANAGER

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0	May 24, 2024	Approved	
Agreement:	$ 522,340.00	August 26, 2025	Pending	Pre-Construction Services
TOTAL	**$ 522,340.00**			

BUILDING OFFICIAL

ITEM	$$	Date	Board Action	Notes
Auth to Neg:	$0			
Agreement:				
TOTAL	**-**			

OTHER BOARD WORK

ITEM	$$	Date	Board Action	Notes
Easements:	$0	Date		
Owner Services:	$ 58,995.00	July 21, 2025	Non Required	Geotechnical Engineering Services
TOTAL	**$ 58,995.00**			

AGREEMENT BETWEEN OWNER AND CONSTRUCTION MANAGER
CONTRACT SUMMARY

Project and Location:

New High School AAA
Manatee County Florida

Total Project Budget:

Design Services	$ 7,280,000.00
Construction Services	$ 149,500,000.00
Owner Services	$ 17,595,000.00
FF& E Technology	$ 7,625,000.00
Total Project Budget	$ 182,000,000.00

Project Schedule:

Date of Anticipated Notice to Proceed	8/27/2025
Date of Substantial Completion	TBD
Date of Final Completion	TBD

Architect/Engineer ("AE") Schenkel and Shultz
330 S. Pineapple Avenue, Suite 210
Sarasota, FL 34236

Construction Manager ("CM") Gilbane Building Company
1950 Ringling Blvd., Suite 210
Sarasota, FL 34236

Section 1.3, Paragraph 1.3.4 Owner Construction Services Budget

Construction Costs	TBD @ GMP Approval
General Conditions	TBD @ GMP Approval
Overhead and Profit (CM Fee)	TBD @ GMP Approval
Preconstruction	$522,340.00 (Approval 8/26/25)
Unforeseen Conditions	TBD @ GMP Approval
Bond	TBD @ GMP Approval
TOTAL	$522,340.00

Section 1.3, Definitions

Paragraph 1.3.5.2 (a) Construction Phase Services: Construction Management Fee of $ TBD @ GMP Approval

Section 6.1, Reimbursable Costs:

Paragraph 6.1.2 List of Reimbursable Costs: Total "Not to Exceed" Costs of Reimbursable Costs: $ TBD @ GMP Approval

Section 6.3, Cost of Work:

Paragraph 6.3.1.6: Labor Burden included within the Cost of Work at the blended rate of TBD% @ GMP Approval of wages and TBD% @ GMP Approval of salaries.

Paragraph 6.3.1.7: Cost of premiums for all bonds and insurance, including Builder's Risk and General Liability insurance (bonds will be charged at the rate of TBD% @ GMP Approval amount or the invoice amount and General Liability insurance will be charged at the rate of TBD% @ GMP Approval amount or the invoice amount)

Paragraph 6.3.1.11: Preconstruction Costs in the amount of 0.35%

Paragraph 6.3.1.12: Costs associated with the Investigative Report in the total amount of $0.00 will be invoiced monthly and will be paid for by the Owner at the time of GMP approval.

Paragraph 6.3.1.13: Costs not included in the Total "Not to Exceed" Reimbursable Costs listed in 6.1: Safety Awards (TBD% @ GMP Approval)

Article 16: Special Provisions

Paragraph 16.2.1 Employment Eligibility Verification ("E-Verify"): - E-Verify Number: 446412

Exhibits

Exhibits "A" through "F" will be attached @GMP Approval.

AGENDA ITEM NO. 15.1

School Board of Manatee County
August 26, 2025 - Regular Board Meeting

Title
Approval of Proposed Revisions to the Audit Committee Charter which will merge the Citizens' Financial Oversight Committee (CFOC) into the Audit Committee - *updated 8-22-2025*

Executive Summary
The Board has decided that due to low membership in the Citizens Financial Oversight Committee (CFOC), the CFOC shall be merged into the Audit Committee. Board Member Kennedy has brought proposed changes of the Audit Committee Charter to several prior workshops. This final revision serves to merge the Citizens Financial Oversight Committee (CFOC) into the Audit Committee. Board Attorney Dye will present a draft of the revised Charter for the Board's consideration.

A copy of the Audit Committee Charter (July 22, 2025 revision) is attached hereto.

~~A red-lined draft of final proposed revisions to the Audit Committee Charter is attached hereto for review.~~
The proposed ~~red-lined~~ draft of the Combined Audit Committee Charter ~~will be attached as soon as available~~. was attached 8-22-22025.

Contact
Submitting Department: School Board

Attachments:
Audit Committee Charter - Revision 7-22-2025
Combined Audit Committee Charter DRAFT- added 8-22-2025

AUDIT COMMITTEE CHARTER
School District of Manatee County, Florida
Revised July 22, 2025

MISSION

The mission of the Audit Committee is to assist the Manatee County School Board ("School Board") in providing oversight of the internal and external audit functions (See Sales Surtax for additional mission). The Audit Committee will advise the School Board in the following areas: review the scope and plan of the external and internal audits; recommend the continuation of services of the internal and external auditors ; review corrective action plans and necessary improvements based on audit findings and recommendations received from internal and external auditors ; and assist to maintain open communications between the selected auditors, the School Board and the District's financial management. As part of its mission the Audit Committee may review non confidential reports from cybersecurity and information technology consultants hired by the School District.

The Audit Committee is not charged with any fiscal responsibilities of the School District and the School Board and the Superintendent retains the responsibility for the District's financial condition and for decision-making in all matters of policy and operation. The Audit Committee is not responsible for the outcome of internal and external audits. Additionally, the Audit Committee is not responsible for any consequences associated with fraudulent activities that may be uncovered during internal and external audits or in the course of otherwork completed. The Audit Committee members will not conduct "fieldwork" or other types of auditing, legal or accounting reviews or procedures.

COMPOSITION OF COMMITTEE

The Audit Committee members are volunteers who will be appointed by the School Board. The Audit Committee members must be independent and not employees of the Manatee County School District or employees of the appointed internal and external CPA firms or otherwise have a continuing conflict of interest with the School District. Committee membersmust be residents of Manatee County and be a CPA (active or retired) or had employment experience in school district financial operations. The Committee will consist of three (3) to seven (7) members. The terms of the members will coincide with the School District’s fiscal year ended June 30. All terms will be for three (3) years, and Committee members may be appointed to serve consecutive terms. Should a vacancy occur on the Committee, the School Board may appoint a replacement to fill the vacancy for the remainder of the vacant term. Anyone interested in filling a vacancy will be interviewed by the Chairperson of the Audit Committee and the School Board Liaison to the Audit Committee prior to being presented to the School Board for appointment.

Committee members are subject to the Florida Sunshine Laws, and members will be required to attend an informative training session about the Florida Sunshine Laws within areasonable time after their initial appointment to the Committee. Audit Committee members may be removed from the Audit Committee by the School Board for any of the following reasons: resignation by the

member; lack of attendance (miss 3 consecutive meetings without communication with the Audit Committee Chair); violation of the independence rules,Audit Committee Charter, and/or the Florida Sunshine Laws; or for any reason as determinedby the School Board.

ADMINISTRATIVE

The Audit Committee will meet as the need arises, and will report to the School Board after each meeting. A majority of the Committee membership shall constitute a quorum. All decisions shall be made by a majority of a quorum present at a meeting. The Audit Committee will select the Chair and Vice Chair annually.

The School Board will provide such administrative support as is necessary for the Audit Committee to perform its assigned tasks. Requests for information, outside of regularly scheduled audits, shall be approved by a majority of the Audit Committee. Once approved, the Chair of the Audit Committee shall communicate that request in writing to the Board Staff Internal Auditor (BSIA). The BSIA shall communicate that request to the School Board Liaisonfor approval. Committee members will be assigned a School District email account that mustbe used for all Committee mailings, and may not be used for personal mailings.

The Audit Committee's meeting agendas and minutes of the meetings will be provided to the School District's Agency Clerk for posting on the School District's website. Audit Committee meetings will include time for Public Comment, and the Audit Committee will follow the public comment operating procedures established by the School Board for School Board meetings.

Periodically, the Audit Committee will review the Audit Committee Charter and submit any recommended changes to the School Board for approval.

EXTERNAL AUDIT SERVICES

The Audit Committee will meet with the external auditors after interim fieldwork to discuss risk assessment, audit scope and any known potential reporting problems or issues. After the completion of the audit fieldwork, the Audit Committee will meet with the external auditors to discuss drafts of the audited financial statements, reports on internal control and complianceand management letter comments prior to presentation to the Board and issuance. The Audit Committee will report to the School Board on acceptance of the audit and related reports and review any corrective action plans developed by the District’s staff. The Audit Committee will evaluate the work of the external auditors and make a recommendation to the School Board to continue their services for the remainder of any contract term or to terminate their contract.

The Audit Committee will review and make a recommendation on whether the School Board should approve any proposed non-audit services by the District’s external auditor.

INTERNAL AUDIT SERVICES

The internal audit function may include both in-house internal auditor(s) and a contracted internal audit firm.

The Audit Committee will review the results of internal audit activities, reports and significant recommendations and findings as needed. The Audit Committee will report periodically to the School Board on such matters. The Audit Committee will review the long-range and annual internal audit plans to ensure that high risk areas and key control activities are periodically evaluated and tested. The Audit Committee may also make recommendations to the School Board for internal auditors to perform special studies or investigations based on identified risk assessments and areas needed for improvement.

The Audit Committee will evaluate the work of the internal auditors (in-house internal auditors and contracted internal audit firm) and make a recommendation to the School Board to continue their services for the remainder of any contract term or to terminate their contract.

INFORMATION TECHNOLOGY CYBERSECURITY

The Audit Committee may receive reports from information technology cybersecurity consultants and District staff. These reports will not include specific information that could compromise the security of the physical and/or virtual information technology of the District.

The Audit Committee may make recommendations to the School Board for information technology cybersecurity consultants to perform special studies or investigations based on identified risk assessments and areas needed for improvement.

The Audit Committee will evaluate the work of the information technology cybersecurity consultants and can make a recommendation to the School Board whether to continue their services or to not renew their contract.

MISSION - SALES SURTAX

An additional mission of the Audit Committee is to perform the procedures listed in School Board Resolutions 2016-03 and 2016-10. On November 8, 2016, the voters of Manatee County approved the extension of the existing school one-half cent sales surtax for capital outlay for educational facilities for fifteen additional years, from January 1, 2018, to ending onDecember 31, 2032. The above Resolutions charged the Audit Committee with review of thecollection and proper use of the funds raised through the extension of the sales surtax.

AUDITOR SELECTION COMMITTEE

(1) Overview
The Audit Committee shall have a subcommittee known as the Auditor Selection Committee whose purpose is to comply with the Auditor selection procedures required in Florida Statute 218.391, as same may be amended over time. The School Board may appoint a member of the Citizens Financial Oversite Committee (CFOC) to the Auditor Selection Committee. Only members of the Audit committee, a member from the CFOC appointed by the school Board, and one School Board member may serve on this subcommittee. All members of the Audit Committee may serve on the subcommittee if they desire, but are not required, and the minimum size of the subcommittee shall be no less than two members of the Audit Committee and one member from the School Board. The School Board member shall serve as the chair of the committee. A majority of the committee shall serve as a quorum.
While the primary purpose of the Auditor Selection Committee is to assist the School Board in selecting an auditor to conduct the annual financial audit required in Section 218.39; the committee upon request of the School Board, may also assist in selecting other auditors or auditing services being considered by the School Board.
The subcommittee is subject to all sunshine and public records laws and the public may not be excluded from the committee's proceedings.

(2) The Auditor Selection Committee shall:
(a) Establish factors to use for the evaluation of audit services to be provided by a certified public accounting firm duly licensed under chapter 473 and qualified to conduct audits in accordance with government auditing standards as adopted by the Florida Board of Accountancy. Such factors shall include, but are not limited to, ability of personnel, experience, ability to furnish the required services, and such other factors as may be determined by the committee to be applicable to its particular requirements.

(b) Publicly announce requests for proposals. Public announcements must include, at a minimum, a brief description of the audit and indicate how interested firms can apply for consideration.

(c) Provide interested firms with a request for proposal. The request for proposal shall include information on how proposals are to be evaluated and such other information the committee determines is necessary for the firm to prepare a proposal.

(d) Evaluate proposals provided by qualified firms. If compensation is one of the factors established pursuant to paragraph (a), it shall not be the sole or predominant factor used to evaluate proposals.

(e) Rank and recommend in order of preference no fewer than three firms deemed to be the most highly qualified to perform the required services after considering the factors established pursuant to paragraph (a). If fewer than three firms respond to the request for proposal, the committee shall recommend such firms as it deems to be the most highly qualified.

(f) Perform any other actions as required under Florida law.

CITIZEN FINANCIAL AUDIT COMMITTEE
CHARTER
School District of Manatee County, Florida
Revised July 22, 2025

DRAFT August 26,2025

MISSION

The mission of the Citizen Financial Audit Committee (CFAC) is to assist the Manatee County School Board ("School Board") in providing oversight of the internal and external audit functions (See Sales Surtax and One-Mill referendum for additional missions). The CFAC will advise the School Board in the following areas: review the scope and plan of the external and internal audits; recommend the continuation of services of the internal and external auditors ; review corrective action plans and necessary improvements based on audit findings and recommendations received from internal and external auditors ; and assist to maintain open communications between the selected auditors, the School Board and the District's administration. As part of its mission the CFAC may review non confidential reports from cybersecurity and information technology consultants hired by the School District.

The CFAC is not charged with any fiscal responsibilities of the School District. The School Board and the Superintendent retain allresponsibility for the financial condition and decision-making in all matters of policy and operation. The CFAC is not responsible for the outcome of internal and external audits. Additionally, the CFAC is not responsible for any consequences associated with fraudulent activities that may be uncovered during internal and external audits or in the course of otherwork completed.

COMPOSITION OF COMMITTEE

The CFAC members are volunteers who will be appointed by the School Board. The CFAC members must be independent and not employees of the Manatee County School District or employees of the appointed internal and external CPA firms or otherwise have a continuing conflict of interest with the School District. A Committee member shall be deemed independent if the member is compliant with Chapter 112, Part III, Florida Statutes, the Code of Ethics for Public Officers and Employees Committee members must be residents of Manatee County. The School Board shall make efforts to appoint CPAs (active or retired) or persons with significant employment experience in school district, governmental and/ or business financial operations.

The Committee will consist of three (3) to seven (7) members. The terms of the members will coincide with the School District’s fiscal year ended June 30. All terms will be for three (3) years, and Committee members may be appointed to serve consecutive terms. Should a vacancy occur on the Committee, the School Board may appoint a replacement to fill the vacancy for the remainder of the vacant term. Anyone interested in filling a vacancy will be interviewed by the Chairperson of the CFAC and the School Board member Liaison to the CFAC prior to being presented to the School Board for appointment.

CFAC members are subject to the Florida Sunshine and Public Records Laws, and members will be required to attend an informative training session about the Florida Sunshine and Public Records Laws within areasonable time after their initial appointment. . CFAC members may be removed from the by the School Board for any of the following reasons: resignation by the member; lack of attendance (miss 3 consecutive meetings without communication with the CFAC Chair); violation of the independence rules, CFAC Charter, and/or the Florida Sunshine and Public Records Laws; or for any reason as determinedby the School Board.

ADMINISTRATIVE

The CFAC will meet as the need arises, and will report to the School Board after each meeting. A majority of the Committee membership shall constitute a quorum. All decisions shall be made by a majority of a quorum present at a meeting. The CFAC will select the Chair and Vice Chair annually.

The School Board will provide such administrative support as is necessary for the CFAC to perform its assigned tasks. Requests for information, outside of regularly scheduled audits, shall be approved by a majority of the CFAC. Once approved, the Chair of the CFAC shall communicate that request in writing to School Board member liaison to the committee. CFAC members will be assigned a School District email account that must be used for all Committee communications, and may not be used for non-committee personal mailings. The CFAC members will not conduct "fieldwork" or other types of auditing, legal or accounting reviews or procedures on their own. Requests for information from the District staff as part of the work by the CFAC should be made by the auditors and not direct from the CFAC members.

The CFAC meeting agendas and minutes of the meetings will be provided to the School Board and the District's Agency Clerk for posting on the School District's website. CFACmeetings will include time for Public Comment, and the CFAC will follow the public comment operating procedures established by the School Board for School Board meetings.

Periodically, the CFAC may review its Charter and submit any recommended changes to the School Board for approval.

EXTERNAL AUDIT SERVICES

The CFAC will meet with the external auditors after interim fieldwork to discuss risk assessment, audit scope and any known potential reporting problems or issues. After the completion of the audit fieldwork, the CFAC will meet with the external auditors to discuss drafts of the audited financial statements, reports on internal control and complianceand management letter comments prior to presentation to the Board and issuance. The CFAC will report to the School Board on acceptance of the audit and related reports and review any corrective action plans developed by the District’s staff. The CFAC will evaluate the work of the external auditors and make a recommendation to the School Board to continue their services for the remainder of any contract term or to terminate their contract.

The CFAC will review and make a recommendation on whether the School Board should approve any proposed non-audit services by the District's external auditor.

INTERNAL AUDIT SERVICES

The internal audit function may include both in-house internal auditor(s) and a contracted internal audit firm.

The CFAC will review the results of internal audit activities, reports and significant recommendations and findings as needed. The CFAC will report periodically to the School Board on such matters. The CFAC will review the long-range and annual internal audit plans to ensure that high risk areas and key control activities are periodically evaluated and tested. The CFAC may also make recommendations to the School Board for internal auditors to perform special studies or investigations based on identified risk assessments and areas needed for improvement.

The CFAC will evaluate the work of the internal auditors (in-house internal auditors and contracted internal audit firm) and make a recommendation to the School Board to continue their services for the remainder of any contract term or to terminate their contract.

INFORMATION TECHNOLOGY CYBERSECURITY

The CFAC may receive reports from information technology cybersecurity consultants and District staff. These reports will not include specific information that could compromise the security of the physical and/or virtual information technology of the District.

The CFAC may make recommendations to the School Board for information technology cybersecurity consultants to perform special studies or investigations based on identified risk assessments and areas needed for improvement.

The CFAC will evaluate the work of the information technology cybersecurity consultants and can make a recommendation to the School Board whether to continue their services or to not renew their contract.

MISSION - SALES SURTAX

An additional mission of the CFAC is to perform the procedures listed in School Board Resolutions 2016-03 and 2016-10. On November 8, 2016, the voters of Manatee County approved the extension of the existing school one-half cent sales surtax for capital outlay for educational facilities for fifteen additional years, from January 1, 2018, to ending on December 31, 2032. The above Resolutions charged the CFAC with review of the collection and proper use of the funds raised through the extension of the sales surtax.

MISSION – ONE MILL REFERENDUM

An additional mission of the CFAC as constituted in School Board of Manatee County,

Florida, (“School Board”) Resolution 2017-11 is to provide oversight to ensure proper fiscal stewardship of operating funds provided by the Special Election approving a millage increase in the school ad valorem tax as provided by Section 1001.73(2) of the Florida Statutes and future extensions of the additional millage.

The CFAC shall issue an annual report no later than ninety (90) days after the School Board certifies it annual financial report to ensure proper fiscal stewardship of the funds generated by the additional ad valorem taxes. Also, the Committee shall identify relevant outcomes and report results to the community. The Committee shall include review use of referendum funds by the public charter schools.

The School Board has pledged that the revenues generated by the additional millage for operational purposes shall be used for: school safety and security; recruiting and retaining teachers and staff; student achievement through more instructional time and supports; early literacy programs; career and technical education; STEM, visual and performing arts, athletics; and to support public charter schools as required by law. The money shall only be used for the purposes listed above.”

It is the CFAC’s charge to verify, comment, and report compliance with the School Board’s pledge of the use of the funds from the Ad Valorem Millage Election. The School Board will provide administrative support and access to information and/or data as is necessary for the CFAC to perform its assigned tasks. Beginning in the 2024/25 fiscal year the School Board shall engage independent auditors to audit the use of the additional millage funds and the audit results shall be provided to the CFAC as part of the Committee’s review and oversite of proper use of the millage funds, and the CFAC shall meet and cooperate with said auditors.

The CFAC shall provide guidance and oversight of the Internal Auditor’s production of an annual report to satisfy the legal requirements of the above Resolutions.

AUDITOR SELECTION COMMITTEE

(1) Overview
The CFOC shall have a subcommittee known as the Auditor Selection Committee whose purpose is to comply with the Auditor selection procedures required in Florida Statute 218.391, as same may be amended over time. Only members of the CFACand one School Board member may serve on this subcommittee. All members of the CFOC may serve on the subcommittee if they desire, but are not required, and the minimum size of the subcommittee shall be no less than two members of the CFAC and one member from the School Board. The School Board member shall serve as the chair of the committee. A majority of the committee shall serve as a quorum.
While the primary purpose of the Auditor Selection Committee is to assist the School Board in selecting an auditor to conduct the annual financial audit required in Section 218.39; the committee upon request of the School Board, may also assist in selecting other auditors or auditing services being considered by the School Board.
The subcommittee is subject to all sunshine and public records laws and the public may not be excluded from the committee's proceedings.

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(b) Publicly announce requests for proposals. Public announcements must include, at a minimum, a brief description of the audit and indicate how interested firms can apply for consideration.

(c) Provide interested firms with a request for proposal. The request for proposal shall include information on how proposals are to be evaluated and such other information the committee determines is necessary for the firm to prepare a proposal.

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(e) Rank and recommend in order of preference no fewer than three firms deemed to be the most highly qualified to perform the required services after considering the factors established pursuant to paragraph (a). If fewer than three firms respond to the request for proposal, the committee shall recommend such firms as it deems to be the most highly qualified.

(f) Perform any other actions as required under Florida law.