

NDHS BOARD MEETING

Date: October 27, 2021

Time: 7:30 AM

Facilitator: Ryan Adams, Board Chair

In Attendance

Ryan Adams, Wendy Farrell, Tina Cafiero, Jackie Grimm, Keith Laytham, Theresa Barrett, Mike Alfery, Jany Perez-Seibane, Cynthia Navarro, and Aracely Lopez Rodriguez

The meeting was called to order by Ryan Adams at 7:30 am

Quorum established.

Public Comments

Ms. Aracely Lopez Rodriguez introduced herself as a Osceola School District employee that would be attending the meeting this morning.

No other public comments were made.

Approval of Minutes

Motion made by Jackie Grimm, seconded by Jany Perez Seibane- motion carried, minutes approved.

Report of 1st Quarter of School

Mrs. Barrett provided an update on the strengths and weaknesses of the school during the first quarter. It was noted that NDHS has many more students on campus than last year, and with that comes the challenges of having students return to the classroom after virtual learning previously. It was also noted that the school has many new or novice teachers and that it has been beneficial as they are excited to become involved and learn as much as they can.

Mr. Alfery described the strength and weaknesses from an operational view. Some of the weaknesses he noted are the school will need to do more marketing to recruit students. This is due largely in part to other charter schools that were previously K-8 have added high schools to their facilities. It was also noted that some of the school's air conditioners will need to be replaced as they are getting older. A strength that was noted was the financial position that the school is in. NDHS has been able to take advantage of reimbursement type grants and programs (ESSER, Title I, Cares..) to help meet the needs of our students.

Teacher/Staff/Guardian Update

Mrs. Barrett provided a list of all new educator hires, certifications they currently hold or working towards, and courses that they are teaching. Mrs. Alfery updated the board on any new bus drivers and custodians and the teachers that were out of field. He also gave an overview of the Guardians duties and how this position was beneficial to NDHS. Ryan Adams moved that we approve the out of field teachers. Dr. Grimm seconded, and the motion carried.

By-Laws Approval

The By-Law Review Committee composed of Dr. Grimm, Dr. Cafiero, Jany Perez Seibane, and Mr. Adams presented the revisions/updates that were made to the by-laws. Discussion and questions ensued. Keith Laytham asked for clarification on Article 6: Officers regarding term limits and voting privileges. This was discussed by the board members and Dr. Grimm made the changes on the shared document during the meeting. The committee will reconvene to review the terminology in the document. Keith Laytham motioned that we approve the by-laws with revisions, and Wendy Farrell seconded. The motion passed unanimously.

Policy Manual

The NDHS Policy and Operations Manual was reviewed and discussed. Dr. Grimm stated that this was an organizational handbook and does not replace the Employee Handbook. After some discussion and review, Mr. Alfery noted that there are a few discrepancies between the Organizational Handbook and the Employee Handbook, specifically Bereavement pay, and the Mentors. Dr. Grimm and Mr. Adams suggested that we table the approval of the Handbook until revisions could be made. Keith Laytham motioned to table and Wendy Farrell seconded. Motion was carried.

Board of Directors Professional Development

Dr. Cafiero introduced the Book Study Professional Development that the Board will participate in this year. The book presented was, *Having Hard Conversations*, Abrams. Mrs. Barrett will send out a book study guide for all board members.

Administrative Contracts and Evaluation Update

Dr. Cafiero asked the Directors, Mr. Alfery and Mrs. Barrett, for their input on the new evaluation document for administrators. Mrs. Barrett stated that she liked it better than the Marzano previously used as this document is more comprehensive. Dr. Cafiero agreed and stated that this document addressed all of the Florida Principal Leadership Standards.

Board Training Update

Mr. Alfors informed everyone of their upcoming board training renewal dates. He will send a document to all members that includes a link to the training site.

Budget Update

Mr. Alfors provided the Board with a line-item review of the 2020-2021 budget detailing expenses occurred during the 1st quarter. Line items were discussed, and Mr. Alfors provided explanations for any questions the board had.

Open Issues

Teacher Salary Scale Update

Mr. Alfors stated that monies received from the Teacher Salary Allocation were used to maintain the current teacher salaries. Last year, teachers who were not making 47,500.00 were brought up to that amount, making this the base salary for all new hires at NDHS. All other teachers received a substantial raise. NDHS is currently above the district salary scale for all teachers. No salary increases will be made this year.

Next Meeting

January 26, 2021, at NDHS 7:30 am

Motion to adjourn was made at 9:55 am and passed unanimously.