

Palmetto Charter School Board of Directors Meeting

May 16, 2018

<p>Call to Order and Welcome</p>	<p>The meeting was called to order at 3:39pm by Mr. Eurice. In attendance were Michael Ameres, Debra Woithe, David Fernandez, Robert Montgomery, and Roxanne Britt.</p>
<p>Adoption of Minutes from 4/25/2018 Meeting</p>	<p>Robert Montgomery motioned to approve the minutes and David Fernandez seconded to accept the minutes as submitted. All approved.</p>
<p>Updates from Mr. Bustle</p>	<ul style="list-style-type: none"> a) ½ Percent Sales Tax – \$100,000. There are limitations on how we spend it. Right now, it cannot be spent on buildings, but Mr. Bustle is working with the district to amend. b) Millage Increase – passed March 20, \$270,000 to be used for operating expenses only. c) HB 7069 – \$201,000 in our account, pending litigation. d) HB 7055 – \$200,000 estimated for capital funding for 2018-2019. e) Giving Challenge – we raised \$19,000. We have three streams of money we didn't have before. Puts us in a good position. f) Building Timeline – Initially we just wanted to push forward. We now have an architect, who will be making a presentation. We still aim to be done for the 2019-2020 school year. If we get to the point where don't think we're going to get there, we will may consider slowing down the project down rather than have a mortgage with no income. g) Business plan – Included in official record. Kerry Ward suggested we count on 5 – 5.5% interest rate. That's at the higher amount of 2mil. Still hopeful the project can be done for that amount.
<p>Presentation by Architect JB Taylor</p>	<p>JB Taylor was welcomed by Mr. Bustle. He comes to us with a lot of experience with school projects. He is local to Palmetto as well. He would like to present a plan to the engineers this week with full construction documents for permit by the end of next month.</p> <p>Billy asked that copies be given to the board so that they can review it. He asked the Board to have thoughts and/or suggestions in by May 29th. Mr. Bustle will send copies to the Board members. Please filter comments through Mr. Bustle. Mrs. Woithe expressed how exciting it is to see this coming together.</p>
<p>Consideration of Owners Rep– John Affolter</p>	<p>Mr. Bustle would like to nominate John Affolter for the board's recommendation to manage the project. His specialty is steel buildings. Mr. Ameres motioned to accept Mr. Affolter and Mrs. Britt seconded the motion. All approved.</p>

Construction Company Search – Form Committee	Mr. Bustle suggests we form a committee for nominations of a construction company. Mr. Bustle will get the committee together by Friday.
2017-2018 Budget	Board needs to look at amendments for this year and motion to approve the amendments to this fiscal year. Mrs. Britt motion to approve the amendments made to the budget as submitted and Mr. Montgomery seconded the motion. All approved.
2018-2019 Budget	Mr. Montgomery made a motion to approve the budget as submitted. Mrs. Britt seconded the motion. All approve.
Cash Position	No questions regarding our cash position.
Bus Access/Road – Rachel Layton	We are making progress. The paperwork has been sent to Pastor Tad Mathews. Pastor Tad needs to approve since it's their easement. Mr. Bustle is listed as the officer to sign off. Everyone agreed that was fine. Mrs. Layton brought a set of plans for the board to review.
Staff Salary/Bonus (From increased millage funding)	<p>Mr. Eurice provided the board with some documents that he made some notes on with his opinions. Regarding offering bonuses, everyone was reminded that the Millage money will only be coming for 4 years.</p> <p>This is what was recommended for salary increases:</p> <ol style="list-style-type: none"> 1. Give a 10% increase to all subordinate staff. Aides, cafeteria, custodial. 2. Add to contracts that teachers will receive a \$500 increase for 20 years' experience. 3. For this year, teachers will receive \$2000 per year raise in your salary. 4. Add to contracts that teachers will receive a \$750 increase for 25 years' experience. <p>The \$2000 raise will bring our base salary to \$42,900.</p> <p>Mr. Ameres motioned to approve the salary increase recommendations as outlined above. David Fernandez seconded the motion. All approved.</p> <p>Ms. Leigh Evans addressed the Board asking to consider increasing employee sick days. There was some discussion and Mr. Eurice would like to revisit this for the first meeting of the year next year.</p>
Family Health Insurance	As of right now, no more than three employees would be interested in the family insurance. However, there are new hires that may want to participate in this. Mr. Bustle proposed we extend our insurance to include families as well as the employee. Mrs. Britt motioned to approve, and Mr. Ameres seconded. All approved.
Security –	Nobody knows exactly what's happening with the funding for SRO's for Charter Schools. We are going to add some

<p>SRO/Retired Officer, Arming Staff Person(s), Securing campus</p>	<p>additional cameras so we can see a larger part of our outside campus. We are considering a buzz-in for the front door of the office. Mr. Eurice suggested that we follow whatever Mr. Bustle's recommendations are for the short-term and then as we move forward more with the new building, we can incorporate some additional measures.</p> <p>This agenda item was tabled until we know what the cost will be.</p> <p>There was much discussion about arming staff, hiring a retired officer, etc. The board decided to table this until more details emerge from the State mandates.</p>
<p>Recommendation of Jacob Durrance for Part-Time Middle School Dean</p>	<p>To take an enormous load off of Mr. Bustle and Mrs. Schmidt it is being recommended that Mr. Durrance take on more of a leadership role by acting as the Middle School Dean in the afternoons. Two of his classes will be covered by a new employee. Mr. Ameres made a motion to put Mr. Durrance in a part-time administrative position. It was seconded by Mr. Fernandez. All approved.</p> <p>Mr. Eurice asked for Mr. Bustle to explore an increase in Mr. Durrance's salary.</p>
<p>Consideration of Jim LaManna and Mitch Hernandez for Audit</p>	<p>A motion was made by Mr. Woithe and seconded by Mr. Fernandez. All approved.</p>
<p>Principal/Assistant Principal Evaluation</p>	<p>Mr. Eurice conducted Mrs. Schmidt's evaluation. Mr. Eurice passed out Mrs. Schmidt's job description. There were 23 evaluations turned in and 16 signed their name to it. Staff were not required to sign their names to it. Any suggestions to improve involved her being too busy, wearing too many hats, etc. Teachers suggested observations be earlier in the year and that they would like more quiet time with her. Overall, she was rated Highly Effective.</p> <p>Mrs. Woithe voiced the need for more consistent discipline. Bringing on Mr. Durrance will hopefully help with this.</p> <p>Mrs. Woithe conducted Mr. Bustle's evaluation. Results showed an improvement in school culture. One area that decreased was in "Visits my classroom often enough." Some suggestions to meet this could be to participate in morning meetings.</p> <p>Overall Mr. Bustle was rated Highly Effective again this year. These were some of Mrs. Woithe's findings: Strengths: his integrity, he has the best interest of students and staff in mind Improvement: communication, avoid last minute information Issues: approach to discipline needs to be consistent and according to policy.</p>

	<p>Proposed salary increases were \$5,000 raise for both Mrs. Schmidt and Mrs. Bustle. Mr. Ameres motioned to approve a \$5,000 raise for both. Mr. Montgomery seconded the motion. All were in favor.</p> <p>Mr. Ameres noted that in the Staff Salary/Bonus Agenda Item above the Board missed approving a \$2500 raise in Mrs. Council's salary. Mr. Ameres motioned to approve, and Mr. Montgomery seconded the motion. All approved.</p>
Appeals	<p>One parent appealed to the Board by letter asking them to consider her being let out of her parent contract due to not attending conferences. She stated that not attending the conference was at the advice of her advocate. Mr. Fernandez asked if we received any communication from the advocate stating such. We had not. There was some discussion and it was pointed out that she signed a contract and should be held to the contract.</p> <p>It was agreed that the 7th grade student in the family be allowed to return upon completion of volunteer hours.</p> <p>Mr. Fernandez will handle contacting the parent. Mrs. Schmidt will give Mr. Fernandez a list of missed appointments. Mr. Ameres made a motion deny the appeal and Mrs. Woithe seconded the motion.</p>
Board Comments	<p>Mr. Eurice said that he has received many complaints that have been received about parking. Mr. Eurice asked that staff park over at the church and we consider putting up 4-5 minute only parking signs during drop-off and pick-up.</p>
Public Comments	<p>Mrs. Mindi Acree was given the floor to address the Board. She expressed her concerns for how her son was treated when he was at our school earlier this year.</p> <p>Mrs. Puccia addressed the board regarding the many absences that Mrs. Howard has had.</p>
Adjourn	<p>A motion was made to adjourn by Mr. Ameres. Mr. Fernandez seconded the motion all approved. The meeting was adjourned at 6:42pm.</p>

RESPECTFULLY SUBMITTED TO RECORDS OF PALMETTO CHARTER SCHOOL BY CHAIRMAN, BILLY EURICE.



BILLY EURICE, CHAIRMAN

9-19-18

DATE

Recorded by Teri Council, Registrar Palmetto Charter School