



Board of Trustees Work Session & Finance Meeting Minutes

Thursday, July 22, 2021

8:00am (in person)

You can also join us via Zoom

<https://us02web.zoom.us/j/86724056949?pwd=b0FKZWgwVkUyT2tRTHZQVnEzWENpdz09>

Meeting ID: 867 2405 6949

Passcode: LE1hHp

Trustees Present: Chair Dr. Andy Oguntola, Paul Gerard, Chayla Outing, Marcus Kirby, David Fisher

Staff Present: Superintendent Alricky Smith, Marie Cherrington-Gray, Elizabeth Tyler, Donna Dunson, Rebecca Thomas, Damien Moses, Angela Heyward, David Waldrop, Stacie Padgett, Julie Unzueta, Renee Moore, David Waldrop, Aundrea Croft, Kim Griffiths, Roxanne Anderson, Jon Hodach, April Barnhardt, Nancy Hancock, Anna Barcenas, Mellissa Ard, Julio Acevedo, Anuj Saran, Angela Heyward, Gary Laspina, Melisa Williams, Jennifer Barrow, LaPorsha Oguntola

Others Present: Robin Gibson, Chevon Baccus

I. CALL TO ORDER Alricky Smith, Superintendent

The meeting was called to order at 8:10am.

II. GENERAL COUNSEL UPDATE Robin Gibson, Attorney

I would like to thank the Board for my ratings. This is the first time I have been rated, I appreciate the nice comments. I am very grateful.

Litigation – Jennifer Barrow – mediation – August 4, 2021 at 9:00am. Representatives for LWCS: Dr. Oguntola, Alricky & myself. If Alricky is still ill we will have to get someone else.

Contracts: This has been going for years. Everyone was used to waiting most of the year without a contract and when the legislature determines the funds then we do the contract. There has never been an incident. We need to have one from the beginning in the eventuality there is a change depending on legislative action should be included in the contract. I will get with Alricky and work through this. Dr. Oguntola – July 1, 2021 get the contract? Robin: July 1 there is no one around. So we can work through doing it for those here and do the others when they return. Alricky – we can do the instructional the first quarter of the school year. We can work on our flexibility.

III. SUPERINTENDENT SEARCH UPDATE

Dr. Hall is not available today so he will update us next Monday.

IV. SUPERINTENDENT JOB DESCRIPTION Alricky Smith, Superintendent

Dr. Hall reached out to me about the Superintendent job description – he was not comfortable with the current one that we have. Last night I did a draft description for the Board. This is a draft but it should be the Board's decision of what it should be. I think this should represent LWCS. Trustees please mark this up and provide your comments. We'll get this back out to the Trustees after we receive your feedback. Paul Gerrard –

good job on rough draft. I think Superintendent should be a part of the community.
Alricky: We will move that up on the job description.

V. CFO JOB DESCRIPTION **Alricky Smith, Superintendent**
I will move it down on the agenda and put it with the Personnel Changes.

VI. 2021-2022 LWCS MENTAL HEALTH PLAN **Marcia Rose, RN**
Nurse Rose went over the Mental Health update – last month we approved the 2020-2021 Mental Health Plan. PCSB wanted the Mental Health piece included with the Mental Health Allocation. They had a different version of how they wanted it to look which everyone across the state had to do. Nothing has changed it just gives us a little more detail. Alricky – thank to Marcia, Jennifer and Barbara for assist with this.

VII. LEGISLATIVE UPDATE 2021 **Angela Heyward, Fed. Programs Dir.**
This update is a summary of K-12 and highlight some of the areas. Document provided us to and Angela Heyward advised the state assisted with the original 78 page document which we condensed it to 16-17 pages as an overview/summary for us. Dr. Oguntola – Thank you! As an educator this is what I am accustomed to. We as Trustees should be aware so we can know who to call etc. when educational bills are changing. Most importantly pay attention to those Hope Schools – their statutes are different from ours. Look at our benefits and their benefits. This keeps us engaged and we can craft letter etc. Angela Heyward – If anyone would like the 78 page document please let us know and we can get this to you.

VIII. 2021-2022 PARA SALARY SCHEDULE / 2021-2022 SECRETARY PLACEMENT SCHEDULE **Alricky Smith, Superintendent**
I will let Dr. Julio explain these schedules. Dr. Julio: What we have done is \$10 hourly effective September 30th. We removed anything that represented less than \$10 hourly. At the end of each school year we need to re-evaluate this salary. This will meet the minimum requirement for the secretary and transportation side for us. Dr. Oguntola: Please correct and add the dollar amount before we approve on Monday. What about custodians? Dr. Julio: That has been done already. Superintendent Smith: We are making adjustments as we go to be as competitive as PCSB. We need to consider PCSB negotiates with their Union, and we do not have a Union. Often times it becomes a little difficult for us to keep pace with them because their Union puts a lot of pressure on them when it comes to negotiations. Our teacher salary \$47,250 is slightly above PCSB and our salary was already richer because we are able to keep costs down in other areas. Paras, Secretaries, non-instructional folks we have to keep in mind that negotiating these schedules/salaries is a result of what is happening with our sponsor (PCSB).
Dr. Oguntola: By 2025 we probably won't be on this Board – minimum wage will be \$15 hourly. Is the Charter Schools prepared for this increase financially? What kind of impact will this have on our system? Are we prepared and what will it do to our budget?
Superintendent Smith: It will have an impact because all increased costs comes out of the classroom because we do not have capital dollars. The increase comes out of the general fund. We will be in the same position as every other system and this is a small % of our overall budget. My greatest concern is our budget especially with the retirement piece which is extremely expensive and health insurance also. We do not have a Union so the Principals and the CFO comes up with a decent balance to make sure we have enough dollars available.

IX. BYLAWS UPDATE – Pages 9-12

Dr. Andy Oguntola, Board Chair

Table the Bylaws until everyone is here on Monday we will cover this then. Trustees please look at this and we will cover it when more of us are here on Monday.

X. FINANCIAL REPORT

Alricky Smith, CFO

A. Monthly Financials

Presented for your review and approval at the July 26, 2021 Board of Trustees Meeting.

B. Personnel Changes

Presented for your review and approval at the July 26, 2021 Board of Trustees Meeting.

Superintendent Smith: We realigned a few non-instructional positions to align with the FDOE job descriptions such as the Federal Programs Director, CFO and the Director of Health Services. They match not just titles but job functions also. I would like for Julie to share what our plans are as it relates to the job description. Julie Unzueta: In reviewing job descriptions for this year for staff changes I realized we should revise the CFO title to align more closely with his duties and with the position history. Since 2004 our organizational chart has the CFO directly reporting to the Superintendent and is assumed to be the next in charge if the Superintendent is unable to complete/fulfill his duties. The DOE job code guidelines allow for an Associate Superintendent of Business and Finance so this proposed change in title for our CFO which DOE currently has as Director of Business & Finance will more align with the job duties for LWCS. The two individuals that held the CFO position has had to step up to the Superintendent position to avoid a lack of presumed leadership and this title change will allow for a clear understanding of the leadership succession. The Board generously gave Alricky a salary increase of \$175,000 while assuming the role of Acting Superintendent. However, I would recommend for budget purposes that the salary be modified to reflect a base salary of \$150,000 with an additional duties supplement of \$25,000. That would still give him the full recognition of \$175,000 for additional duties and would not overinflate the base salary for the CFO. This change would allow for LWCS to have a true succession plan since two times in our history the CFO had to step into the Superintendent position. Dr. Oguntola: Are these changes in the non-instructional.

Superintendent Smith: Yes, please allow this to be revised and everyone see it for approval on Monday. Dr. Oguntola: When everything is corrected, your name should also be on the non-instructional changes correct. Superintendent Smith: Yes Sir, that is correct.

C. Adopted Budget Binder 01-2022

Presented for your review and approval at the July 26, 2021 Board of Trustees Meeting. The Budget section will be shared with all on Monday and the personnel changes. Dr. Hall will also share the Superintendent Search on Monday.

XI. SUPERINTENDENT’S REPORT

Alricky Smith, Superintendent

A. MINUTES: June 17, 2021 BOARD OF TRUSTEES WORK SESSION AND MEETING June 21, 2021

Presented for your review and approval at the July 26, 2021 Board of Trustees Meeting.

B. NEXT MEETING DATE

Board of Trustees Meeting, Monday, July 26, 2021 at Lake Wales High School at 3:00pm.

XII. OTHER BUSINESS FOR THE GOOD OF THE CAUSE

Dr. Oguntola: Search Committee selected Attorney Tonya Stewart for the new Trustee position. The report was received by the Board chair and the Superintendent. We will appoint on Monday to fill the open seat. We added the police chief to the committee to ensure a thorough background check is done on the new trustee.

I received a parent email regarding face mask. We will touch base on this on Monday. Trustees received an email from a parent and a teacher regarding the website. We have talked about this for over a year now and the website is not updated and we as a Board does not ask for much or micromanage. The agendas and minutes has not been updated since February and I am going to assume this is an audit issue. The Bylaws is not on the website. I am asking nicely for this to be updated. Email also talked about meeting times. This has to be a consensus for all Trustees. We can talk about this on Monday. We are volunteers and take time from our jobs to make it here and this have to be a consensus on the meeting time.

Response from the two-minute section – public comment. This is not a question/answer section. We listen and get back to the Superintendent and things change. We don’t go back and forth, we listen and make changes. It will take too much time to debate and this is not what we are going to do. The next chair can change this, but we will not do that.

Trustee Fisher: Please provide our school assignments.

Robin Gibson: The website is the first place they will look at for the Superintendent Search and this is a full reflection of our level of operation. We have been economizing for year. I think someone should be assigned and the talent might lie in one of our schools or a student. The present staff might not be it with the possible workload in the Central Office.

Trustee Kirby: I agree with the two-minute for addressing the board that we use it to build trust and show the community that we have heard them. This is particularly important for us to build trust with the community. The website – during the summertime if the parents do not have the skillset to get the information from the website; I think we should have something to assist those families.

XIII. ADJOURN

Meeting adjourned at 9:45am.

Respectfully Submitted,
Marie Cherrington-Gray, Corporate Secretary

Board Approved: _____