



**Board of Trustees Meeting Minutes**  
**Monday, July 26, 2021 Lake Wales High School (Media Center)**  
**3:00pm**

Zoom:

<https://us02web.zoom.us/j/85789624956?pwd=NEtWa2lwclRGWjg5SS9TVHZNNGtvdz09>

**Meeting ID: 857 8962 4956**

**Passcode: 8z7QBz**

**Trustees Present:** Chair Dr. Andy Oguntola, Vice-Chair Danny Gill, Paul Gerard, Dr. Greg Hall, Chayla Outing, Marcus Kirby, David Fisher, Tonya Stewart

**Staff Present:** Superintendent Alricky Smith, Marie Cherrington-Gray, Elizabeth Tyler, Donna Dunson, Dr. Linda Ray, Rebecca Thomas, Anna Barcenas, Donna Drisdorn, Angela Heyward, David Waldrop, Marcia Rose, Stacie Padgett, Julie Unzueta, Renee Moore, Aundrea Croft, Kim Griffiths, Roxanne Anderson, Jon Hodach, April Barnhardt, Kaleigh McCoy, Nancy Hancock, Blake Fann, Mellissa Ard, Shay Hixenbaugh, Anuj Saran, Nancy Hancock

**Others Present:** Robin Gibson, Richard Miller

**I. CALL TO ORDER**

**Dr. Andy Oguntola, Chair**

The meeting was called to order at 3:12pm.

Dr. Oguntola called for a moment of silence in honor of our Principal Dr. Damien Moses.

**II. INVOCATION & PLEDGE OF ALLEGIANCE**

**Dr. Greg Hall, Trustee**

Invocation & Pledge was done by Dr. Hall.

**III. SCHEDULED PERSON'S ADDRESSING THE BOARD (in person - 2 minutes)**

Dr. Oguntola – last few meetings the community asked and we moved this item to the beginning of our agenda. The person addressing the Board is Kathy Houston: She teaches art at Bok South and she shared her thoughts on wearing a mask. Chair Oguntola asked Marie to read a letter from a community member – Lindsey Seay: Lindsey had questions for the Board regarding Attorney Robin Gibson's invoice (pg.7 & pg. 9) – she was concerned about outsiders have input regarding the Superintendent Search.

**IV. APPROVAL OF BOARD OF TRUSTEES WORK SESSION MINUTES (June 17, 2021) & BOARD MEETING MINUTES (June 24, 2021)**

Request Board of Trustees approval as discussed in our Board of Trustees Meeting on July 26, 2021. Motion to approve the Work Session was made by Trustee Paul Gerrard and seconded by Trustee David Fisher. Motion approved unanimously. Motion to approve the Board Meeting was made by Trustee David Fisher and seconded by Vice-Chair Danny Gill. Motion approved unanimously.

**V. SUPERINTENDENT SEARCH UPDATE**

**Dr. Greg Hall, Trustee**

**A. SUPERINTENDENT JOB DESCRIPTION**

Request Board approval as discussed in our Board of Trustees Meeting July 26, 2021

Dr. Hall – our committee meets this afternoon. We reviewed the online survey and we approved the advertisement venues etc. August 26<sup>th</sup> we will have three meetings with community, students and leaders all here at the high school. One meeting in September, two meetings in October and we will receive resumes which will go to FSBA and we will begin the vetting etc. We will deal with the semi-finalist list and we will bring the finalist (5) to the Board for their choice. We should be



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complete the beginning of November and selection in November for the person to start the first of the year beginning date. We did a draft job description to cover all the concerns in this role. FSBA provided us a lot of input on the draft job description. The job description should include fundraising. Dr. Oguntola recused himself. Potential conflict with Dr. Oguntola our Vice-Chair Danny Gill took over this portion. Motion to approve the Superintendent job description was made by David Fisher and seconded by Trustee Paul Gerrard. Motion approved unanimously.

**VI. BYLAWS UPDATE APPROVAL – Page 9-12**

Request Board approval as discussed in our Board of Trustees Meeting July 26, 2021

Dr. Oguntola – we did not cover this in the Work Session we wanted everyone to assist. We would like your input on pages 9-12. Page 9 – Rule of Good Judgment – since inception. Our handbook not updated in years. We should look at the Best Standards and not the Rule of Good Judgment (depends on whose judgment). The Best Standards can be researched if you have questions etc. The Best Policy covers a lot in general that we can use. Wherever there is Rule of Good Judgment we change it to Best Standards. No changes to page 10, 11 or 12. We will bring the final document back to the Board for approval at our next meeting after the changes have been made.

**VII. FINANCIAL REPORT**

**Alricky Smith, CFO/SUPERINTENDENT**

Request Board approval of the Financial Report as discussed at the July 22, 2021 Work Session & Finance Meeting.

Motion to approve was made by Trustee Dr. Greg Hall and seconded by Trustee David Fisher.

Motion approved unanimously.

**Motion to approve the allocation of \$500,000 to the Superintendent Discretionary account** to be used systemwide was made by Vice-Chair Danny Gill and seconded by Trustee Dr. Greg Hall. Motion approved unanimously.

**VIII. PERSONNEL CHANGES**

Request approval as discussed in our Board of Trustees Work Session July 22, 2021.

Please review the changes that were made to the instruction and the non-instruction pages of the Personnel Report. Julio, Julie & myself have reviewed some of the non-instructional as it relates to the Central Office to ensure every position we have is necessary and it aligns with the duties and responsibilities. Julio & Julie looked at the positions and some received title changes. Julie Unzueta: As I reviewed the job descriptions some of the titles did not align with their duties. Stacie Padgett is Teacher on Special Assignment – she is our Professional Development, so we changed it to a DOE title Staff Training Coordinator. The next one is Angela Heyward – from Grant Coordinator to Federal Programs Director. Marcia Rose – promotion and newly created position – mental & physical health – Director of Health Services. CFO Title to align with its history. DOE – Assistant Superintendent of Business and Finance. The Board generously gave Alricky a salary increase of \$175,000, while he was assuming the role of Acting Superintendent. I would like to recommend that the salary be modified for budgeting purposes to \$150,000 base salary for CFO and \$25,000 for additional duty supplement while he does the duties of Interim Superintendent but does not overinflate the base salary of the CFO position going forward. Superintendent Smith: The recent teacher salary asked for a list of names but sometimes without having the proper titles it becomes very difficult to do the allocation if the title is incorrect. We looked very closely at the job codes in our system. Superintendent Smith also went



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**Monday, July 26, 2021 Lake Wales High School (Media Center)**  
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over the FTE counts with the Trustees. Chair Oguntola called for a motion to approve the Personnel Vice-Chair Gill asked about Attorney Gibson bill; the bottom of page 2 asked a question about an attempted call to Vice-Chair Gill. Why would our Board be billed for this? Robin Gibson: Attorney Gill – probably because I left a message. I am glad to answer any questions, there is a lot that I don't bill for this was the 1/10<sup>th</sup> of an hour for the phone call regarding the mediation. I don't want to be controversial, please remove that call from the bill. Motion to approve was made by Trustee Paul Gerrard and seconded by Trustee David Fisher. Motion approved unanimously.

**IX. ADOPTED BUDGET BINDER 01-2022**

Request Board approval of the Budget Binder 01-2022 as discussed at the July 26, 2021 Board Meeting. Dr. Oguntola: We are responsible for about \$57M as the Board. Today I will challenge the budget. My request is the Superintendent has 5% of the budget to use for low performing schools and athletics. We have created the have and the have nots. I think it is best the Superintendent has these funds to assist low performing schools as far as this budget. Marcus Kirby: When the 5% is set aside and if it does not get used then it can be grabbed for other things. I would like safeguards to make sure the teachers has the funds for training etc. Trustee Fisher: What does the staff and the Superintendent think? Dr. Oguntola: I do not want to go into the next school year again with the same two schools suffering. If we can't take funds to ensure all students can read, I have a problem with this. If we can't pour an extra \$1M into these programs to make sure these programs reading and math are on par. You are evaluating the Superintendent on the school performance. If they are struggling already and do not have the support... that's where I am. Dr. Hall: Is the Executive Committee involved? Dr. Oguntola: No Sir. It's just the way we are presenting it today. Dr. Hall: Does it have to be approved today or do we have time? Superintendent Smith: We do have to approve the budget as the school year is starting. Superintendent Smith: Does the system have a way to assist with shortfalls? The Board can always put any policy in place. This budget ha\$57M and we have budgeted \$56M with a 2% holdback. We have to get this budget approved. Vice-Chair Gill: If we did 5% - \$1.8M – we need to do something. I would suggest at least 2% and these schools are struggling every year and we have been talking about it for a long time. Attorney Gibson: Executive Committee: Chair/Vice-Chair/Superintendent per the Bylaws. This committee give approval in between Board meetings and it is ratified at the next Board Meeting. Dr. Oguntola: I think we can make this decision and we are not trying to take, we are trying to give students more. I have walked the halls of JHW and you see how far the leadership is going. I believe as one system we are only as good as the bottom. Attorney Gibson: The Board is ultimately responsible. Principal Dunson: I think we need to do something but the system need to figure out development and every Principal can be a part of this. JHW has \$2.2M in their reserves and also PAE. Vice-Chair Gill: The surplus funds is \$503,000 is a starting point. Dr. Oguntola: We want to do something and the 5% might not happen this year, maybe 1.5%. Superintendent Smith: the budget has to be approved today. The 5% is aggressive so we might need to start with 1% or 2%. This is for systemwide initiatives. We can get this passed today and the Board can work on a written policy to keep the cap within the 2% threshold. Dr.



**Board of Trustees Meeting Minutes**  
**Monday, July 26, 2021 Lake Wales High School (Media Center)**  
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Ray: Thank you guys so much for considering JHW. I appreciate the Superintendent and Dr. Oguntola for trying so hard to assist us. Thank you for listening. Vice-Chair Gill: What if we allocate a \$1/2M for the Superintendent initiative and I challenge the chair to develop the committee that will come back in the near future and share with the Trustees how they'll use these funds. Attorney Gibson: We want to meet the Budget deadline and you can amend the budget during the year, this is within your authority. Vice-Chair Gill called for a Motion to approve the Budget with the \$500,000 allocation which is \$1.359% of the operational income to the Superintendent discretion for systemwide initiatives and challenge the Chair to appoint a committee which will report back within the next 30 days – this was made by Vice-Chair Gill and seconded by Trustee Paul Gerrard. Motion approved unanimously.

**X. SUPERINTENDENT'S REPORT** **Alricky Smith, Superintendent**

**A. 2020-2021 LWCS MENTAL HEALTH PLAN**

Request Board of Trustees approval as discussed in our Board of Trustees Work Session on July 22, 2021. Motion to approve was made by Trustee Paul Gerrard and seconded by Trustee David Fisher. Motion approved unanimously.

**B. 2021-2022 PARA & SECRETARY SALARY SCHEDULES**

Request Board of Trustees approval as discussed in our Board of Trustees Work Session on July 22, 2021. Motion to approve was made by Trustee Paul Gerrard and seconded by Trustee David Fisher. Motion approved unanimously.

**C. NEXT MEETING DATE**

**Board of Trustees Work Session on Thursday, August 19, 2021 at 8:00am at Lake Wales High School. Board of Trustee Meeting on Monday, August 23, 2021.**

**XI. BOARD NOMINATING COMMITTEE REPORT – BOARD APPOINTMENT**

Request Board of Trustees approval as discussed in our Board of Trustees Meeting on July 26, 2021. Chair Oguntola: Nominating Committee Report to add Attorney Tonya Stewart to the Board of Trustees. Attorney Stewart was sworn in by Chair Oguntola. Motion to approve was made by Trustee David Fisher and seconded by Trustee Marcus Kirby. Motion approved unanimously.

**XII. CHAIRMAN'S REPORT**

**Dr. Andy Oguntola, Chair**

A lot of community members reach out to me on the mask policy which is still optional correct? Superintendent Smith: We talked about this in June and the numbers are going up. The Governor's office has given us no option for hybrid learning. Let's use the data and also our sponsor to assist as we go along. Nurse Rose: Constant contact with DOH and PCSB. The Covid 19 playbook will be approved tomorrow by PCSB and we will use this as we have done in the past to assist us. No temperature checks or daily health checks. Our system has seen a rise in cases and we have to be prepared and the word from DOH is strongly recommended and PCSB advised it is optional. Marcus Kirby: We need a back up plan if we need to change. Nurse Rose: We have been talking about this and we are working on this as it relates to direct contact such as a seating chart etc. Parents are complaining that their child was held back and had to be quarantined several times. DOH makes the



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**Monday, July 26, 2021 Lake Wales High School (Media Center)**  
**3:00pm**

call on the quarantine.

**XIII. TRUSTEES REPORT**

Chayla Outing: Condolences to the family and staff of Dr. Moses.

Paul Gerrard: Tremendous loss last week. With the foundation that we have we will get through this.

Trustee David Fisher: Words cannot express the loss. With the foundation we have we will get through it.

Vice-Chair Gill: I have a question for the Board and a couple comments. I have been giving thoughts about the secretary position and the separation of the role of the Board Secretary and the Superintendent Assistant needs to be looked at as far as being an independent Board and the Administration. I think the Superintendent, the Board and the Charter Office Foundation all share Marie is that correct? I think that is a little unfair to Marie, I think that is stretching her and at the same time I see potential overlap and independence in these three groups. I just want to throw that out there so you guys can think about that and talk about that. I want to keep Dr. Moses and his family in our thoughts. Let's operate as we have for the new school year. I want to thank Andy and Polk County Schools for their quick response to assist and it was encouraging to see us operate as one Polk County family. They rallied in there. Lastly, the administrators and faculty know that I admire you and will be praying for you. Trustee Kirby: None Trustee Hall: None

Trustee Stewart: Sorry for the community loss. I am humbled to be here and ready to serve.

Board Chair Dr. Oguntola: Let me say something about Mrs. Marie – she has been our Board Secretary forever. In the last year I know that she has so much on her plate. The Foundation, the daily operations of the Superintendent's Office and also serving as the Board Secretary. I think it is time that we give her another duty so if the Superintendent can look at that and try to remove some of the pressure and stress off of Mrs. Marie I think that would be a phenomenal thing as we move forward. Again, I can't dismiss without letting General Counsel have a word.

Attorney Gibson: We are a very strong Board and with everything we have coming up we will need a strong Board and we have one!

Superintendent Smith: I want to go back to the mask issue, I think it is best we get with the Principals and Transportation that we discuss these issues. I know we have parents with concerns. We also have staff that is in charge of protecting the students. We need a policy that works well for everyone and we have to be very careful and come back with information and do a work session in the future. We have to open the schools and we do not have options. Sending students home the performance suffers and parents don't think it is fair. I would like to talk with my administrators and I want to hear their concerns and we set a policy. Dr. Oguntola: Thank you Superintendent for everything you did today, go home and get some rest. Dr. Moses can never be replaced he is a phenomenal man and has mentored many over the years. Tremendous loss for the City of Lake Wales. To his family our condolences and to Lake Wales, I hope we heal.

**XIV. OTHER BUSINESS FOR THE GOOD OF THE CAUSE - None**

**XV. ADJOURN**

Meeting adjourned at 4:57pm.

Respectfully Submitted, Marie Cherrington-Gray, Corporate Secretary

Board Approved: \_\_\_\_\_