

Bay Haven Charter Academy, Inc.  
Board of Directors Meeting Thursday September 11, 2014

Meeting was called to order at 3:58 pm. The Pledge of Allegiance was led by Jeremy Hatcher. Scotti Haney led the prayer.

Approval of Agenda: Jeremy Hatcher made a motion to approve the agenda with the addition of VI. 5. CEO Contract. Scott Reeve seconded. Motion was approved unanimously.

Approval of Minutes: Sandy Porter made a motion to approve the 09/11/2014 Board minutes. Scotti Haney seconded. All were in favor. Motion was approved unanimously.

**President's Report:** Mr. Haight reported that he had a phone conversation with Bethany Womack, consultant for the developer attached to D & H Properties. A discussion was had on the closing on the land purchase. Mr. Haight also discussed Phase 2 plans for North Bay Haven Elementary to move to the 390 site. He told the Board that now is the time to start planning and preparing. Mr. Haight also discussed Bay Haven Hawks Landing Campus's traffic flow problems. Mr. Haight reported that Atkins Foundation gave \$5,000 to the outdoor classroom. Dr. Kitts thanked the Atkins Foundation for their generosity. Mr. Haight also discussed the CEO contract and presently Dr. Kitts does not have a contract. He would like the Board to consider a policy for the negotiation of the CEO contract. He asked that Waylon Thompson talk to Dwan Ramsey and Julie Maddox about the CEO contract and bring back recommendations at the next Board meeting on how to handle the CEO contract negotiation. David Haight asked that CEO compensation be on next month's Board meeting agenda. He asked that Julie Maddox send a copy of a contract to the Board members.

**CEO Report:**

*Students:*

Ms. Higgins introduced Noelle Wurster and Brandy Park as Commended Students in the National Merit Finalist contest. Ms. Higgins introduced Michelle Adcock as a National Merit Semifinalist. She is one of four districtwide. Ms. Higgins introduced Andrew Matson as the Sunshine State Scholar.

Each Principal gave the Board enrollment numbers.

*Facilities:*

Dr. Kitts gave the Board the Reliant South report. He reported on the Outdoor Classroom. Dr. Kitts also updated the Board on the Educational Building upstairs flooring situation. Dr. Kitts also reported that he did a walk through with the contractor in the gym. The gym floor was not finished. The ceiling tiles were not in place. Dr. Kitts told the Board that subsidy money is being allocated for the super structure. Dr. Kitts stated that Lawnsapes will be planting perennial rye on the fields.

David Haight and Dr. Kitts told the Board that preliminary drawings have been produced for North Bay Haven Elementary on the 390 campus. They have been meeting with Robert Carroll about the road and Owen Gibson about the structure of the school. Dr. Kitts thanked David Haight for the work he has done on the site plans thus far.

Dr. Kitts commended Mr. Bolinger for all of his hard work on transportation issues. Dr. Kitts reported that he and CFO Dwan Ramsey met with each Bay District School Board member individually. Dr. Kitts commended Mr. Ramsey on his hard work in calculating transportation costs. Dr. Kitts stated that Jami

Hinrichs and her team have contacted every single bus rider on the hub pick up points. David Haight commended Dr. Kitts and Mr. Bolinger on their work on the transportation issues.

Tim Sloan said he had no update on the Cease and Desist Order.

*Personnel:*

Ms. Maddox gave the Board the Out of Field Report.

The Board discussed the Leave Policies. The "Break in Service" leave policy was discussed and it was determined that the employee should be gone no longer than 24 months in order to receive their full benefits when they return. Scotti Haney made a motion to advertise the presented motion with the noted change from 12 to 24 months of break in service. Tiffany Ennis seconded the motion. All were in favor. Motion passed unanimously. The Board decided to table the policy that pertains to carry over of leave. The Board asked Mr. Ramsey to investigate what the policies are at other schools/districts.

*CFO Report:*

Mr. Ramsey asked the Board to approve Change Order #12 that pertained to DMP. Jeremy Hatcher made a motion to approve Change Order #12. Sandy Porter seconded the motion. All were in favor. Motion passed unanimously.

*Teacher, Staff, Parents, Students, and Citizens to be Heard:*

Mr. Bolinger acknowledged Robyn Webb for the snacks that were provided on behalf on Bay Haven Social Committee. Dr. Kitts told the Board that the next Board meeting to be held on November 6, 2014 will be held in the new gym at 1 Buccaneer Drive.

Meeting was adjourned at 5:44pm.