

Bay Haven Charter Academy, Inc.
Board of Directors Meeting Thursday July 9, 2015

Meeting was called to order at 4 pm. Mark Graham, Sandy Porter, and Scott Reeve were absent. The Pledge of Allegiance was led by Jeremy Hatcher. Scotti Haney led the Prayer.

Approval of Agenda: David Haight moved to approve the agenda with addition X. 5. Creation of New Position Policy, X. 6. Recent Vacancies, and X. 7. Testing. Tiffany Ennis seconded the motion. Motion carried unanimously.

Approval of Minutes: David Haight moved to approve the 06/04/2015 meeting minutes and Tiffany Ennis seconded. Motion carried unanimously.

President's Report: Dr. Hatcher stated that he appreciated all of the hard work this past year.

CEO Report:

Personnel:

Dr. Kitts introduced Erin Harper who will be the new Assistant Principal NBH MS/HS. He also introduced Roberta Mackey as the new Human Resources Director.

The Board discussed faculty carry over leave and cap. Mr. Sloan told the Board he had concerns about rollover leave because of the idea of a continuing contract. Ms. Haney asked what the difference was between a 10 month employee and 12 month employee pertaining to the continuing contract argument. Mr. Sloan stated that he hasn't had to argue the 12 month employee contract but he has had to argue the 10 month employee contract.

The Board discussed the rate that teachers are paid for unused leave. Currently the teachers are being paid at \$90 per day. The Board discussed the need for increasing that to pay out the unused leave at their daily rate. The Board will discuss this more in the future.

CFO Report:

Mr. Ramsey pointed out items in the written CFO report. He also reminded the Board that the Budget Workshop will be July 21, 2015 at noon.

Action Items:

Scott Clemons of The Clemons Company explained to the Board the increase in price of insurance. He also spoke to them about adding HMO options to employee offerings. Waylon Thompson made a motion to add HMO Options BlueCare Plan 47 and 59 to the health insurance options we offer to employees. Scotti Haney seconded the motion. All were in favor. Motion passed.

Mr. Tim Sloan discussed the CEO plan. Tim Sloan gave the Board a draft policy that includes the CEO in the Salary Policy and Performance Salary Schedule Policy. Scotti Haney made a motion to approve to advertise the Salary Policy and Performance Salary Schedule Policy as presented. David Haight seconded the motion. All were in favor. Motion carried.

The Board discussed the need for Wayne Elmore to draft a RFP for bids for construction of Phase 2. They discussed Design Build versus the Construction Manager option. David Haight made a motion to authorize Wayne Elmore to prepare design criteria package along with design professional so that the building constructed look like the high school/middle school and constructed with similar materials to bring back to the Board and include the CEO authorization to negotiate the price for the design professional to prepare the specifications. Jon McFatter seconded the motion. All were in favor. Motion passed.

Informational Items:

Dr. Kitts informed the Board about Boot Camp activities. He also gave the Board a brief summary about the summer activities at all campuses. Each principal also gave the Board a brief synopsis of what has been going on at their campuses.

Dr. Kitts told the Board that he asked Principals to analyze each field trip for an academic focus. Each field trip must have an academic reason. Also, principals are having to accommodate for testing so more time needs to be spent in the classroom and less on field trips that have no learning value. There was a brief report on the fall schedule for orientations and open houses.

Tim Sloan stated that he needed to edit and revise the Creation of the New Position Policy.

Dr. Hatcher discussed teacher vacancies with the Board. He would like a list provided to the Board that lists the teacher vacancies. There is a concern about why people are leaving. Julie Maddox said that each employee is invited to complete an exit interview/survey.

The Board also discussed testing. Dr. Kitts stated that the testing is state mandated. Dr. Kitts stated that he has a creative and innovative administrative team that ensures there is as less intrusion as possible.

There are no public comments.

Meeting adjourned 6:35pm.