

Bay Haven Charter Academy, Inc.
Board of Directors Meeting
Tuesday, December 27, 2016
Bay Haven Charter Academy
Media Center
9:00 am

Attending: Mr. David Haight, Mr. Jon McFatter, Mr. Neel Bennett, Mrs. Sandy Porter, Mrs. Scotti Haney

Absent: Dr. Jeremy Hatcher, Mr. Scott Reeve, Mrs. Tiffany Ennis, Mr. Waylon Thompson

Others attending: Mr. Larry Bolinger, Mr. Tim Sloan

- I. **Call to Order** – 9:03 a.m.
- II. **Approval of Agenda** – Mr. Neel Bennett made a motion to approve the agenda as presented. Mrs. Scotti Haney seconded the motion. All in favor, no further discussion, motion carries.
- III. **Action Items**
 - A. **Merit Pay Salary Adjustment policy** – The current pay policy is written such that the raise amount calculation for instructional staff is computed regardless of whether they qualify or not, and then after the amounts per school are determined, then it is distributed based on who qualifies. This causes an inequity. The revised policy is written such that the distribution is based on how many qualify. Only qualified employees should be part of the pool. This resolves any inequity. Mr. Bennett made a motion to advertise the revised policy as written. Mrs. Haney seconded the motion. All in favor, no further discussion, motion carries. In accordance with a request by the CFO, Mr. Haight made a motion to amend the budget to include a raise increase not to exceed \$126,500 to be added to the existing \$290,000 in the approved budget. Mrs. Haney seconded the motion. All in favor, no further discussion, motion carries. Mr. Haight made a motion to move the next board meeting to Jan 19th. Mrs. Haney seconded the motion. All in favor, no further discussion, motion carries.
 - B. **Public Records Request Issue** – In the last meeting the board approved that all of the public records requests that came in would be funneled to Mr. Sloan. However, that puts Mr. Sloan in a precarious position legally and give some circumstances that would possibly make it impossible for Mr. Sloan to represent us. It is recommended that we have a records custodian appointed at the organization. That person will be the conduit through which all public records requests are handled. There will be a gateway set up on the website and any public records requests or other emails will be automatically sent to that gateway. The public records custodian here at Bay Haven Inc will be Julie Maddox. The board members will be given a bayhaven.org address that will solely be used for any school business. Mr. Bennett made a motion to designate

Julie Maddox as the public records custodian and to approve the bayhaven.org official email addresses. Mrs. Porter seconded the motion. All in favor, no further discussion, motion carries.

- C. Update on meeting regarding 16 acres. D&H was to file the permit to clear and fill the land. It has happened. The permit approval is anticipated at mid to end of January. Once that is received, GAC is ready to go. The foundation wants to have another groundbreaking.

IV. Announcements

- A. Agenda meeting for the next board meeting will be Thursday, January 12th. Please get any items to Mr. McFatter or Ms. Maddox by that date.
- B. Next meeting will be Thursday, January 19th at 4:00 p.m. in the Bay Haven Media Center.

V. Adjournment – 10:05 a.m.