

Bay Haven Charter Academy, Inc.
Board of Directors Meeting Thursday November 6, 2014

Meeting was called to order at 4:00 pm. The Pledge of Allegiance was led by Neel Bennett. Dr. Kitts led the prayer. Sandy Porter and Tiffany Ennis were absent.

Approval of Agenda: Jeremy Hatcher made a motion to approve the agenda with the addition of VII. 2 e. Stem Grants and the removal of VII 3. h. Additional PreK classroom. Scotti Haney seconded the motion. All were in favor. Motion was approved unanimously.

Approval of Minutes: Waylon Thompson made a motion to approve the 11/06/2014 Board minutes. Mark Graham seconded. All were in favor. Motion was approved unanimously.

President's Report: Mr. Haight stated he had no President's Report except that it was a wonderful day to be in this new facility.

CEO Report:

Students:

Each principal honored and presented their students that received perfect FCAT and EOC scores.

Dr. Kitts reported to the Board that Bay Haven Charter Academy received the Showcase School Award.

IT Director Richard Lombard gave the Board a brief introduction to the new Bay Haven Charter Academy Inc. website.

Personnel:

Mr. Bolinger updated the Board on Teacher of the Year and Employee of the Year. Mr. Bolinger said the committee is looking at ways to recognize these employees such as a special parking place, picture in lobby of school, etc. He is also looking for donations to help reward these employees.

Each principal gave the Board an overview of the main concerns from the climate survey. Each principal addressed ways that they were going to handle these concerns.

Tim Sloan updated the Board on the response to AdvancED and CASI on a complaint that was received by a former employee. He told the Board that this individual had filed complaints with several different organizations and this one was just one of several complaints. Mr. Sloan said that they have sent a response and he hoped we have seen the last chapter. Mr. Haight thanked Mr. Sloan.

Mr. Haight asked the Board that the CEO contract be discussed. Tim Sloan stated that once a process is put into place, the amount will fall into place. It was stated that when an evaluation of employee is performed, there should be a purpose. The process could be approved now. That is something the Board will have to decide. Then, depending on what the Board decides, the remainder of the discussion could be effective. Mr. Hatcher asked that we table the process for this meeting until he receives information that he requested at a past meeting. He asked the Board that a CEO contract be approved but for the same amount. However, the process of determining compensation would need to be discussed at a future meeting after more information was received. Ms. Haney asked that this be resolved at the next meeting. Jeremy Hatcher made a motion to duplicate Dr. Kitts' previous contract with same compensation but with

current dates and discuss process at the next Board meeting. Scott Reeve seconded the motion. All were in favor. Motion passed unanimously.

Mr. McLaughlin introduced Jackie Russell to the Board of Directors. Ms. Russell received many STEM grants that will facilitate learning across the elementary school.

Facilities:

Tim Sloan gave the Board an update on the Cease and Desist Order and ongoing discussions with D & H Properties. Mr. Sloan stated that Bay Haven can't do anything with the land until we see a final resolution to the Cease and Desist Order.

Mr. Haight and Dr. Kitts gave the Board a brief update on the North Bay Haven Elementary School at Mill Bayou. There was also discussion of the current Central Baptist site.

Dr. Kitts reported to the Board that McNeil Carroll Engineering is investigating options for the driveway connection at the Bay Haven Charter Academy site.

Dr. Kitts stated that he and CFO, Dwan Ramsey are analyzing final projects for the Mill Bayou site such as gates for student parking, covered walkways, signage, support structure in gym, and a culinary classroom.

Dr. Kitts gave the Board a brief update on the outdoor classroom. North Bay Haven Middle and High School were granted more money for this project from Florida Fish and Wildlife. Wayne Elmore has taken a lead on this project. He has retained the services of McNeil Carroll Engineering.

Ms. Higgins and Dr. Kitts gave the Board an update on the "Grand Opening" of the new building. This will be the final grand opening. All Board members will need to attend this event. Dr. Kitts will give more details as final plans are made.

Dr. Kitts and Mr. Bolinger reported to the Board that Bay District and Bay Haven will negotiate a new transportation contract in March. Bay Haven Charter Academy, Inc. has a current contract that will carry through the current contract year. However, next year the contract will look different. The District has stated they will give us 12 busses for next year. Bay Haven Charter Academy, Inc. will need to set aside reserve funds to purchase newer busses as the older busses break down. Bay Haven Charter Academy, Inc. will also have to issue a RFP for maintenance service for the bus fleet.

CFO Report:

CFO, Mr. Dwan Ramsey briefly discussed the audits. He gave a synopsis of each audit report. Mr. Ramsey also discussed projections that were given to BB&T and other parties interested in Phase 2 of the construction project.

Action Items:

Scotti Haney made a motion to approve the Break in Service Leave Policy as advertised. Neel Bennett seconded the motion. All were in favor. Motion passed unanimously.

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

A Board member asked if there was any word on the pool. Dr. Kitts stated that an agreement is being worked on between PCST and Dave Dyell. Mr. Ramsey stated that he was promised financial projections from PCST but he has not received anything from them.

Meeting adjourned at 6:45pm.