

Bay Haven Charter Academy, Inc.
Board of Directors Meeting Thursday December 4, 2014

Meeting was called to order at 4:01 pm. The Pledge of Allegiance was led by Neel Bennett. Waylon Thompson led the prayer. Scotti Haney was absent.

Approval of Agenda: Dr. Kitts requested that VI 3. Be moved to VI 1. Neel Bennett asked to add Teacher Retention and Evaluation. That was added as VII and following items renumbered. Board approved revised agenda unanimously.

President's Report: None

CEO Report:

Facility Report:

IT Director, Richard Lombard gave the Board a brief IT update. North Bay Haven Elementary is in good shape and having no issues. They received donated computers from Gulf Coast State College. In the next year or two he would like to upgrade. He is researching Chromebooks. North Bay Haven Middle and High School are also in good shape. The gym is ready and it is receiving an 18' screen. This should arrive in 1-1.5 weeks. He stated that he is comfortable with testing. They also received donated computers that will be good for a couple of years. Bay Haven Elementary and Middle School are having some issues. The IT team changed out switches due to overheating issues in the server room. The switches issue has now been resolved. Mr. Lombard believes Bay Haven's network is fine. He believes that the network connection is a problem. He has spoken with Dr. Kitts regarding of Bay Haven Charter Academy, Inc. having its own network connection. Mr. Lombard is working with WOW! to get a better internet connection. Mr. Lombard told the Board that they are trying to resolve these issues before testing. Dr. Kitts told the Board that a decision regarding internet connection will be made by the holidays. There are concerns about overall cost if we drop from the district.

Dr. Kitts gave the Board a NBH facility update. North Bay Haven has taken possession of the gym. Reliant South is working on punch list items. Mr. Ramsey and Dr. Kitts are holding off on a few things until they can review the budget. Reliant South is analyzing the contingency fund.

Dr. Kitts stated that Bay Haven Charter Academy would like to purchase 10 more ClimateMaster units.

Mr. Sloan gave the Board an update on the Cease and Desist Order. Mr. Sloan has requested a survey and final legal description. He has requested information on the cease and desist order but hasn't received any responses.

Dr. Kitts has asked Reliant South to complete a cost estimate for renovating existing buildings at Central Baptist Church.

Dr. Kitts gave a brief update on transportation. He sent an email to Superintendent Husfelt asking for 12 busses. Mr. Husfelt did not object. Bay Haven Charter Academy, Inc. is getting information together on these busses. Also, BHCA, Inc. is looking at buying 2-3 new/used busses. Dr. Kitts also needs a RFP from Mr. Sloan for repairs and maintenance. Dr. Kitts is pleased with how things are progressing with transportation. Also, Mr. Bolinger is investigating the idea of becoming a training provider site. The NBH parking lot would be used on Saturdays. Also, a Transportation Coordinator will need to be hired. It was also stated that children are arriving on time and getting home on time.

VAM Update:

Dr. Kitts reported that there were 13 perfect scores and 87 “Highly Effective”. There were a total of 138 qualified teachers. There were only 2 “Needs Improvement”. Sandy Porter asked if they will receive copies. Dr. Kitts stated that Julie Maddox will get copies out when administrative evaluations are available.

Teacher Retention and Evaluation:

Mr. Bennett told the Board that a 13 year teacher recently left Bay Haven. It is of the opinion that teachers that “cross the line” with administrators feel unwanted. One can find fault with anyone. This teacher only has one letter in her file. Mr. Bennett wants to meet with Mr. Bolinger and hear all sides. He stated that something is amiss here. It is an administrative problem. Ms. Porter expressed concerns over this teacher’s departure and potential for “mass exodus” of teachers. She is also concerned with declining enrollment. She appreciates all of the teachers’ hard work. Mr. Reeve expressed his concerns over teachers feeling retaliated against and worry that the district might offer better options for them. Ms. Porter also expressed her concern about ESE students being housed in areas like the media center and the “bowling alley”. Ms. Porter also expressed concern over the hiring of family members. She stated that they may receive extra leniency and we should rethink this situation. Mr. Reeve stated that everything needs to be equitable across the board. Mr. Sloan warned the Board members that they cannot use names. Dr. Kitts recommended against using names or positions. He also stated that any Board member should talk to him one on one. Mr. Haight stated that Board members should speak to administration first. Board members should not be sponsors for any one teacher but for all teachers. It is also not appropriate to deal with personnel issues at this juncture. He stated that he doesn’t like the “stirring of the pot”. Mr. Bennett stated that he respects Mr. Haight’s position but disagrees. He sees a trend. Teachers are going to the district. Sheena Malphurs told the Board that teacher pay is the same as Bay District. Also, leave is paid out at the end of the year. Plus, teachers have an option of a lower cost insurance plan. Dr. Kitts stated that the ESE population has changed. There is an overall increase in the needs at all schools. Mr. Bolinger reported that his ESE population has more than doubled. Mr. McLaughlin reported that his ESE population has more than tripled. Ms. Higgins reported that her population has more than doubled. Mr. Thompson asked that Mr. Bennett report back after his meeting with Mr. Bolinger. Mr. Bennett said that he would.

Transportation Contract:

Neel Bennett made a motion to approve the contract as written and give the authority to Chairman to sign. Ms. Porter seconded the motion. All were in favor. Motion passed unanimously.

Jeremy Hatcher asked about the ability to work on leave policy.

Jeremy Hatcher made a motion to adjourn. Meeting was adjourned at 6:22pm.