



Mascotte Charter School Governing Board

Workshop MINUTES

Date and Time: January 18, 2019 @ 9:00am

1. Opening Items

- a. Call to Order by Board Chairman @ ___ 9:30 _____ am.
- b. Public Input Card: If anyone would like to have public input on the agenda items, please pick up an input card at this time and submit it to the Board Scribe.
- c. *The Mascotte Charter School Governing Board held a Board Workshop, Friday, January 18, 2019, in the Administrative Conference Office, 460 Midway Avenue Mascotte, FL 34753 In attendance, Tiffany Mayhugh-Rego, Principal, Rich Backus, Board Member, Dr. Joann Jones, Board Chairman*

2. Public Comment- None

3. Topics

1. Vision, Mission and Commitment-

Tour of School at 9:30am-10:00am; Review of current vision, mission and commitment statements.

2. Board Policies

Human Resources: Discussion and review of current salary schedules, sick leave, vacation leave and annual contracts with LCS. Mrs. Mayhugh explains the need for preparation and planning for separation from LCS and policies will need to be in place for ACH. Mr. Backus states we begin by looking at the salary schedules of surrounding districts. He states the board needs to review the schedules and meet with accountants to discuss options for appropriate salary schedules. Sick leave: board members reviewed current leave balances of employees and reviewed LCS policies. Dr. Jones and Mr. Backus discuss the need for a transition package for current employees. Mr. Backus requests Mrs. Mayhugh to obtain current leave accrual policies from other districts so the board may begin reviewing. Mr. Backus states there are options of how to handle sick leave balances. He states we need to determine the amount of hours that to be transferred from LCS to Mascotte, accrual policies, how much time would roll-over, what are the caps, and how would it pay out if someone retires. Mr. Backus and Dr. Jones both state extensive research is needed. Mrs. Mayhugh states currently there are 12 employees who earn vacation leave because they are 12 month employees. Mrs. Mayhugh discusses with board members current annual contract language and state statutes. All employees will be on an annual contract with Mascotte Charter School. It is suggested by

board members that we begin having more frequent workshops where research and draft policies can be written.

4. **Time and Date of Next Meeting:** Regular Board Meeting-February 11, 2019@ 5:30pm
5. **Adjournment:** 11:30am