



**Mascotte Charter School Governing Board
WORKSHOP MINUTES**

Date and Time: November 1, 2021

Mascotte Charter Media Center and Zoom-
Meeting ID: 943 0865 9522

1. Opening Items

- a. Call to Order by Board Chairman @ 4:00pm
Quorum met

2. Public Comment: None

Name	Role	Present	Absent
Richard Backus	Board Member	X	
Joann Jones	Board Chairman	X	
Stacy Gaines	Board Member		X
Elizabeth Villanueva	Board Co-Chairman	X	
Eric Leibert	Board Member	X	
Tiffany Mayhugh-Rego	Principal/CEO	X	
Tarsha Jacobs	CPA	X	

Others present: Robin Harris (Technology)

3. Topics:

- a. Salary Schedule for Instructional (Performance Pay)
Mrs. Mayhugh and Mrs. Jacobs shared information for the board to discuss regarding initial placement salary schedule. Mr. Padgett (Arnold Law Firm) spoke about Teacher Pay Performance and Salary increases based on performance (Highly effective or Effective) and Teacher Salary Increase Allocation. Mrs. Mayhugh reviewed current LCS pay schedules.
- b. Sick Time Analysis
Mrs. Mayhugh and Mrs. Jacobs provided various options for dealing with current sick time by employees. Based on time, experience and years within LCS and Mascotte discussed.
- c. PTO policy
Review of current PTO policy. Board discussed updates to policy based on sick time analysis and terminal benefits of instructional personnel transition to HR Mascotte/Oasis.
- d. Insurance Costs
Currently a \$750.00 Bucket. Unum policy provided for all employees at no cost to them. Mr. Backus requesting a cost comparison on insurance. Employee benefit selection in December.

4. Adjournment: 5:31pm

Minutes-Yvonne McEwen, Board Scribe