

2021 01 19 Tuesday - draft

HLA board meeting – by Zoom.

Present: Bernd Liesenfeld, Sharon Sperling, Mike Collins, Sheila Crapo, Non-BOD present Principal Borganelli, Amber Matts, Rebecca Carr, B Karcinski, Amber Matts, Karen David, Katje Janisch.

Started / Ended: 4:00pm called to order. Adjourned 5:12 pm.

Old Business and continuing

- Reviewed December 2020 meeting minutes.
 - Sheila **moved to accept Minutes**, Sharon seconded. All approved.
- School improvements
 - Fence issues to east of school – Christmas eve storm damage. Estimate of \$1,200 to repair.
 - Locks on the gates: about \$150 – possibly part of ‘hardening’ grant, so neutral on the
 - Fire suppression system was required for building – about \$650. Already done because it was part of required kitchen certification.
 - Outdoor lighting to be added from Clay Electric. Archer electric to be responsible for lights in back.
 - Brick wall of Jockey Club is dirty and will be cleaned – through assessment from Jockey Club (\$87).
 - Picnic tables are in bad shape, and need replacing. About \$595 for highly durable models, and need 15 of them. Proposal to fundraise for those.

On Staff insurance concerns

- Arnold law gives a couple of theoretical options. Broadly, these include staff pooling, using a staffing company, going to ins. Agents. Note that all these options address the issue of how to achieve optimal insurance rates, but do not address the secondary but equal problem of how staff access this benefit (meaning that some treat it as part of their compensation package).
- Competitive charter schools: most give nothing, and one gives \$1,000 per year. Another has a seniority based scheme. On comparative metrics, the HLA package is quite good. That noted, the staff point that they are falling behind relative to healthcare expenses is equally valid and reflects a popularly observed societal trend of healthcare expense increases outpacing wage growth.
- Next steps for school:
 - Poll the employees to figure out how many people would be in the insured pool, because that’s the question that’s going to be asked by anyone that would be selling insurances.
 - Plan out budget as well as possible to know what HLA can afford to pay.
 - Note that HLA can reimburse funds at end of year. As was noted, HLA is NOT a for-profit institution: as long as reserve targets are maintained, and maintenance costs are well budgeted for, any excess in earnings can be shared to the staff that enabled those earnings.

Operational for school, including budget

- School plan was approved by SBAC
- Currently 86 B&M students and 20 DA. = 106
- HB641: no update of note, and by all indications HLA is completely in compliance.
- Teacher certifications for Reading: from Principal Borganelli: the process is underway.
 - << The state of Florida has passed a new law that is in state statute in regards to Reading Certification. House Bill 7055 requires any teacher who delivers Tier III (intensive reading intervention) Reading Intervention must be reading endorsed or

reading certified by July 1, 2020. This due date has been changed several times. The date has now been extended until 6/30/21. All teachers at HLA will need to be Reading Endorsed to meet this requirement.>>

- There is increased testing and tracking to show where the students are making progress and where they are lagging. HLA expects to do well by comparison to county, but there are still some deficits to where the students would normally be within HLA's own comparative framework.
- On the state level, FSA is still expected to be used as state assessment, but there are no dates yet specified. It is also not clear if the school grades will be assessed based on FSA, etc.
- In order to facilitate learning catch-up there is now a full-time aide in 1st grade as well as in K. That's helping to work with small groups to catch up better.
- Budget items: require lots of study because there are several drains on the budget.
 - The after-care program is REALLY needed by those who use it, but fewer people are using it because more are working from home. Also, the expense of after-care is magnified by pandemic-required strategies of separating grades. It appears that the aftercare program is slowly regaining more members, but is still running a deficit, and will probably continue to do so for the remainder of the academic year.
 - Cleaning expenses are up by a huge amount. For obvious reasons. There is no way to skimp here. However, there are grants that support some of these expenses that have not been entered into the budget as receivables, so the current rendition of the budget looks worse than we anticipate it being at the end of the year with CARES and ESSR funds anticipated to balance some of the cleaning expenses.
 - Additional staff members to supplement the grade level teachers have been implemented, notably in 1st grade, as noted.
- Board liaison report:
 - Concern about stipend vs. insurance support. As noted above: follow ups are being executed.
 - Complaints: re – staff members that are not wearing masks appropriately. Management is addressing this issue operationally.
 - **Board meetings planning.** For the foreseeable future all meetings will be conducted remotely by Zoom or alternate platform.
 - Next board meeting planned for **January 19th at 4pm, and Feb 16th 4pm.**
 - March 16– April: need to have budget planning and salary discussions.
 - Note that school calendar goes to June 18th this year, so longer than usual.