



GOVERNING BOARD MINUTES

City of Cape Coral Charter School Authority

Governing Board Regular Meeting

City Council Chambers
Tuesday, August 11, 2020 at 5:30p.m.

BOARD
APPROVED

SEP 08 2020

CITY OF CAPE CORAL
CHARTER SCHOOL AUTHORITY

1. Call to Order

A meeting of the City of Cape Coral Charter School Authority Governing Board of Lee County, Florida, met on Tuesday, August 11, 2020 at City Council Chambers, Cape Coral FL 33990. Vice-Chairman Susan Mitchell called the meeting to order at 5:34p.m.

2. Moment of Silence

Vice-Chair Mitchell

3. Pledge of Allegiance to the Flag of the United States of America

Vice-Chair Mitchell

4. Board Member Roll Call

4A. Present *en chamber*: Susan Mitchell, John Gunter, Dist 1, Tami Traiger.
Parent Representatives: Hoagland, Jackson

Virtual Attendance: Vanessa Metzger (arrival 5:58p.m.), Dr Guido Minaya

4B. *Motion* made by Member Gunter, Second by Member Mitchell to approve Charter School Authority Governing Board Members who wish to virtually attend this meeting be allowed to continue to participate, discuss and vote on items appearing on today's agenda dated August 11, 2020. *Unanimous*

Also Present:

Dr Christina Britton, Principal, Oasis High
Melanie Klages, RN Oasis Charter Schools (V)
Tim Loughren, Assistant Principal, Oasis High (V)
Donnie Hopper, Principal, Oasis Middle
Brianna Romano, Assistant Principal, Oasis Middle (V)
Kevin Brown, Principal, Oasis Elementary North
Kelly Weeks, Assistant Principal, Oasis Elementary North
MaryBeth Grecsek, Interim Principal, Oasis Elementary South
Carrie Abes, Interim Assistant Principal, Oasis Elementary South (V)
Danielle Jensen, Director of Procurement and Food Services (V)
Leisa Orcutt, Director Human Resources (V)
Jamie Cooper, Transportation Supervisor of Business Operations (V)
Catherine Watters, Athletic Director, Oasis High
Jeff Love, Head Football Coach, Oasis High
Oasis High Football Team Athletic Coaches (V)
Heath Sterk, Educator, Oasis Middle School
Oasis Charter Schools Teachers and Staff
Cape Coral Residents
Dolores Menendez, City Attorney
Mark Moriarty, Assistant City Attorney, City of Cape Coral
Officer Steve Kondas, CCPD Detail
Officer Joe Zalenski, CCPD Detail

5. Approval of Previous Minutes

Motion made by Member Traiger, Second by Member Gunter to approve the Minutes of the Regular Governing Board meeting on July 14, 2020. *Unanimous*

6. Approval of Regular Meeting Agenda

Motion made by Member Traiger, Second by Member Gunter to approve the Agenda for the Regular Governing Board Meeting on August 11, 2020. as follows: *Unanimous*.

7. Public Comment

Member Traiger asked it was necessary to read "anonymous" e-comments since the intention of Public Comments is to have citizens present and speak directly to the Governing Board.

Attorney Menendez responded not reading e-comments in the chamber, even if they are anonymous, is an option the Governing Board can exercise, however it is in the best interest of the general public to have all citizen input comments read and acknowledged in chamber especially since e-commenting is now made available to residents.

E-comments: "EXHIBIT A"

Anon - "Staff Equity Concerns" - work hours/equal pay for OES teachers

Anon - "OES No Pay" - Teacher pay/hours

Anon - "OES Staff " - Teacher pay/hours

Anon - "OES Solution Staff" - unequal work hours

Active discussion regarding teacher pay equity and teacher hours worked specifically at OES.

Councilmember Gunter requested a response from the charter schools and the City Attorney regarding addressing the issues brought forward by the e-comments.

EX.A

1/4

(7)

Kathleen Paul-Evans

From: Cape Coral Public Comment <public.comment@capecoral.net>
Sent: Tuesday, August 11, 2020 6:49 AM
To: Kimberly Bruns; Maureen Buice
Subject: FW: [EXTERNAL] - ecomment

From: noreply@revize.com
Sent: Tuesday, August 11, 2020 10:48:57 AM (UTC+00:00) Monrovia, Reykjavik
To: Cape Coral Public Comment
Subject: [EXTERNAL] - ecomment

Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

meeting Type = Charter School Governing Board

Name = staff equity concerns OES

Email =

Date = 2020-08-11

Item = budget & policy

Comments = Please address equal work for equal pay concerns @ OES as staff has repeatedly expressed concerns to admin, Mrs, Collins and our staff TAC liason Jennifer Vallozzi - regarding the unequal discrimination of our female staff as unlike other Charter School teachers/employees we are singled out and required to work an addt'l 10 hours/week or 100 hours/year for the same pay as those who do not.

Client IP = 76.101.96.52

623

Kathleen Paul-Evans

EX. A 44

(7)

From: Cape Coral Public Comment <public.comment@capecoral.net>
Sent: Tuesday, August 11, 2020 6:56 AM
To: Kimberly Bruns; Maureen Buice
Subject: FW: [EXTERNAL] - ecomment

From: noreply@revize.com
Sent: Tuesday, August 11, 2020 10:56:23 AM (UTC+00:00) Monrovia, Reykjavik
To: Cape Coral Public Comment
Subject: [EXTERNAL] - ecomment

Caution -- This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

meeting Type = City Council

Name = OES no pay

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = We've been harassed, ignored and forced to work 8/hrs a day instead of 7.5 that the other employees work for the same position. Please review your policy with HR & city attorney to address this inequality that has continued over 2 +yrs! Correct this going forward & compensate for ignoring our continued requests & suggestions to resolve this. Paying "chosen" staff for lunch and excluding others.

Client IP = 76.101.96.52

624

Kathleen Paul-Evans

EX A

5/4

(7)

From: Cape Coral Public Comment <public.comment@capecoral.net>
Sent: Tuesday, August 11, 2020 7:07 AM
To: Kimberly Bruns; Maureen Buice
Subject: FW: [EXTERNAL] - ecomment

From: noreply@revize.com
Sent: Tuesday, August 11, 2020 11:06:46 AM (UTC+00:00) Monrovia, Reykjavik
To: Cape Coral Public Comment
Subject: [EXTERNAL] - ecomment

Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

meeting Type = Charter School Governing Board

Name = OES staff

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = OES staff have been forced to work 8/hrs a day instead of 7.5 that the other employees work for the same position. Please review your policy with HR & city attorney to address this inequality that has continued over 2 +yrs!

Correct this going forward & compensate for ignoring our continued requests & suggestions to resolve this. Paying "chosen" staff for lunch and excluding others

Client IP = 76.101.96.52

625

7. A *4/4* *(7)*

Kathleen Paul-Evans

From: Cape Coral Public Comment <public.comment@capecoral.net>
Sent: Tuesday, August 11, 2020 7:13 AM
To: Kimberly Bruns; Maureen Buice
Subject: FW: [EXTERNAL] - ecomment

From: noreply@revize.com
Sent: Tuesday, August 11, 2020 11:13:12 AM (UTC+00:00) Monrovia, Reykjavik
To: Cape Coral Public Comment
Subject: [EXTERNAL] - ecomment

Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

meeting Type = Charter School Governing Board

Name = OES solution staff

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = Suggested resolutions to "busing issue, so somebody must work the extra hrs."

To address OES unequal work hours suggestions include giving addtl hours in leave banks, comp time, or simply allowing those who don't have duty to leave once their student's have left, pay with "ad pay" or give addtl 10 hrs/mth leave ignoring this is not an option. You set policy so what is the policy for equal pay?

Client IP = 76.101.96.52

8. Consent Agenda

Motion made by Member Gunter, Second by Member Traiger to approve the following items 8A-8C by Consent. *Unanimous; Motion Passed*

A. **APPROVED** Request for Approval and Adoption of the Amended City of Cape Coral Oasis Charter Schools Instructional Calendar School Year 2020-21 - Superintendent Collins

B. **APPROVED** Request for Approval to Adopt "The School District of Lee County Threat Assessment Policy" - Superintendent Collins

C. **APPROVED** Request for Approval of Oasis Charter Schools Personnel Movements the Period of December 2019 - June 30, 2020 - Leisa Orcutt, Director Human Resources.

9. Superintendent Report

Dr Christina Britton for Superintendent Jacquelin Collins - System Update

10. Chairman Report

Vice-Chair mentioned there will be a new CSA Governing Board Member representing the Education Community - Suzanne Treichler will formally join the other board members during the next meeting on September 8th.

11. Foundation Report

Jenn Hoagland for Gary Cerny

Lighthouse Awards Ceremony August 28th was canceled due to COVID-19 health concerns; next spring an enhanced ceremony will hopefully take place that will celebrate winners from years 2020 and 2021.

Grant writing continues; the Foundation is looking into several STEM-related grants

12. Staff Comment

MaryBeth Grecsek, Principal, Oasis Elementary South

Catherine Watters, Athletic Director, Oasis High School

Jeff Love, Head Football Coach, Oasis High

13. Unfinished Business

No Activity

14. New Business

APPROVED. Request for Approval and Adoption of the City of Cape Coral Oasis Charter Schools FY 2021-FY2023 Operating Budget - MaryAnne Moniz, Business Manager. *Motion made by Member Minaya, Second by Member Gunter. Unanimous*

15. Final Board Comment and Discussion

Traiger Thanked the School Safety & Health Task Force for an incredible job of making sure our response to COVID19 is appropriate and manageable. She understands and appreciates the concern from teachers about pay increases and advises them to establish some type of "Teacher Compensation Team," where teachers can be compensated or credited for Professional Development, etc and have a clearing house for information about professional development. She wishes all teachers, staff and Oasis administration a full and healthy new school year.

Member Minaya Agreed the development of the COVID19 pandemic task force response, and the OCS Reopening Plans are necessary and well done. He encourages the development of a "Teacher Compensation Committee" to help teachers achieve their financial needs and open a lines of communication between staff, HR and administration.

Member Mitchell Agreed the Oasis Reopening Plans are well thought out and will take consistency and clarity to be enforced but well worth the discipline. Good Luck this year!

Member Gunter, District 1 Agreed the reopening plans are well done and it seems like all efforts have been coordinated to support a return to school. He is impressed with administration and teacher efforts to open schools safely.

Member Metzger Thanked the charter school administration team and principals for creating such a thorough reopening document and feels that students and their parents will eventually come around to staying within the guidelines without too much opposition. She is very impressed with the preparation for school reopening and wishes everyone a healthy and happy new school year.

Parent Representative Hoagland Commended the administration and principals for such a comprehensive reopening plan and wants the charter schools to reopen safely and where feasible for student and teacher health and safety. Very impressed with teachers and staff determination to have a good school year.

Parent Representative Jackson congratulated the Superintendent and administration for a well thought out continuity plan. He also wants the schools to reopen safely and with the best possible environment for students and teachers. Good Luck this year, everyone!

16. Time and Date of Next Regular Meeting

The next Regular Governing Board Meeting will be held on Tuesday, September 8, 2020 at 5:30 p.m. in City Council Chambers.

17. Adjournment

The Governing Board adjourned at 6:53p.m.

Respectfully Submitted,

Kathleen Paul-Evans

Charter School Authority Board Secretary

Secretary

Date of approval