Charter School Board of Directors Special Meeting Via Conference Call  
December 17, 2019 – Minutes

Charter Board Members In attendance via Conference Call: Elizabeth Schmude, Alexandra Kotsikas, Traci Glodery, Troy Techau, Elizabeth Derilus, Robin Murray

Staff in Attendance: Dr. Ilene Wilkins, Rosina Padilla, Steve Judy

1. Meeting was called to order at 10:03 am by Dr. Ilene Wilkins.

2. Dr. Wilkins updates via conference call – The purpose of this special meeting via conference call is to discuss distribution of the funds received through the State of Florida as a Bonus Program for our staff. State Bonus program is for public schools including Charter Schools. This meeting is to receive approval from Charter board Members of bonus distribution and to provide Explanation of Bonus and how they will be distributed, Bonus to discuss is, a) School Recognition Bonus and, b) Best and Brightest Bonus:

3. School Recognition Bonus – this is for a school that went up one school grade or rating (for school improvement ratings). UCP TLA went up one grade and was awarded $10,000. UCP TLA voted to distribute the funds as a bonus to all staff who worked at UCP TLA last year (and are still with us). It is approximately $435 per person.

4. Best and Brightest Bonus – After various meetings with our School Principals we would like to vote or make changes to the following distribution and/or criteria:

   Team Member must have been officially hired/started as of 9/1/2018, worked through the entire school year and is currently employed at the time of the bonus issuance.

   Bonuses will be distributed to K-12th grade instructional staff based on their role during more than half of the school year 2018-2019. The allocation will be as follows:

   Teachers:
      Highly Effective - $3,250
      Effective - $2750
   Paraprofessional
      Highly Effective - $1200
      Effective - $800
   Teacher Assistant –
      Highly Effective - $600
      Effective - $400
   Behavior Tech/Art/Technology Para
      Highly Effective - $600
The bonus will be distributed as follows:

25% - before December 31, 2019

75% - before May 1, 2020

5. Dr. Wilkins answered Charter Board Members questions and agreed to a final draft voted by Charter Board Members present in the Conference call. Changes and Final Draft:

Bonuses will be distributed to K-12th grade instructional staff based on their role during more than half of the school year 2018-2019. The allocation will be as follows:

Teachers:
Highly Effective - $3,250
Effective - $2500

Paraprofessional
Highly Effective - $1200
Effective - $900

Teacher Assistant –
Highly Effective - $600
Effective - $450

Behavior Tech/Art/Technology Para
Highly Effective - $600
Effective - $450

PE/Art Teachers/Staffing Specialist
Highly Effective - $1250
Effective - $950

Speech Therapists
Highly Effective - $800
Effective - $600

The bonus will be distributed as follows:

50% - before December 31, 2019

50% - before May 1, 2020

6. Dr. Wilkins requests Motion to Approve by vote, vote request for Charter Board Members to approve changes on distribution of Best and Brightest bonus, Charter board members approved change of distribution, Motion approved 1st by Charter Board member Traci Glodery and 2nd motion by charter board member Alexandra Kotsikas, Motion approved at 10:25 am.

7. Meeting was adjourned at 10:27 am

Minutes Prepared by:
Rosina Padilla