

Pemayetv Emahakv, Inc.
Board of Trustees Meeting
Web Ex

August 15, 2022

Present: Marcellus W. Osceola, Jr., Mitchell Cypress, Mariann Billie, Larry L. Howard, Jim Shore, Lee Zepeda, Tracy Downing, Bryan Granie, Michele Thomas, Matthew Galvin, Will Latchford, Rosanna Bencosme

Chairman Marcellus Osceola called the meeting, and Michele Thomas conducted roll call. Board Member Christopher Osceola was not present. Chairman Osceola moved to item number four and asked all board members to review the March 23, 2022 minutes. Mariann Billie made a statement regarding the discussion from the previous meeting regarding reviewing the Pemayetv Emahakv Charter School (PECS) salary pay scale. It was recommended to compare the PECS and Ahfachkee School salary pay scales to ensure they were in line with one another. Ms. Billie pointed out PECS was a part of the Florida Retirement System, and Ahfachkee School was not, and that may be the cause of the pay differences. Ms. Billie made a motion to approve the March 23, 2022, meeting minutes, seconded by Larry L. Howard, and was approved by all present.

Chairman Osceola introduced item number five, a resolution to approve the 2022 - 2023 school calendar. Ms. Downing presented the resolution. Ms. Downing asked to make a comment concerning the school calendar. Each year, we take Native American Day as a holiday, which requires us to add one teacher/student day to the calendar during the 1st 9-week period. This year, I added the day to the front of the calendar and started school on August 9th. There is a Florida Statute that doesn't allow a school to start prior to August 10th. While I was aware of this statute, it wasn't at the forefront of my mind when I created the calendar. I consulted with Michael Strader concerning this matter, and we are in compliance with the required number of instructional minutes since our school day is a bit longer due to our Culture program. In the event of an audit, we would not be able to count August 9th as an official school day, but we are in compliance with our required instructional minutes; therefore, we would not suffer any repercussions. I apologize for the oversight. Chairman Osceola asked if we would be required to add a day, Ms. Downing confirmed that would not be required because we are in compliance with the required number of instructional minutes because our school day is a bit longer than traditional schools. Chairman Osceola asked for a motion, Larry L. Howard made a motion, seconded by Mariann Billie, and was approved by all present.

Chairman Osceola introduced item number six, a resolution to approve the 2022 - 2023 Staff Roster. Ms. Downing presented the resolution. Chairman Osceola called for questions. Larry L. Howard asked Ms. Downing to explain the Staff Roster. Ms. Downing reported PECS currently has 120 total employees, of which 118 are full-time employees, one part-time employee, and one contracted employee. She reported PECS is currently fully staffed, and she feels very fortunate PECS is not dealing with the staff shortfalls many schools are experiencing in the State of Florida. Larry L. Howard made a motion to approve the resolution, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number seven, a resolution to approve the 2022 - 2023 Code of Conduct. Ms. Downing presented the resolution. Chairman Osceola asked if any changes were made to the document. On page thirty, item three, we have added the language 'physical attack' given the Florida Department of Education added the incident to the School Environmental Safety Incident Reporting document. Level II incident is more severe than Level III; an example would be fighting, but less severe than a Battery which is a Level 1. It's required by law that we make that addition. Chairman Osceola asked for a motion to approve. A motion was made by Larry L. Howard, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number eight, a resolution to approve the 2022 - 2023 Student Handbook. Ms. Downing presented the resolution. Chairman Osceola asked if there were any changes to this document, to which Ms. Downing replied no. He then called for any questions or concerns, then asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number nine, a resolution to approve the 2022 - 2023 Employee Handbook. Ms. Downing presented the resolution. Chairman Osceola asked if any changes were made to this document. Ms. Downing replied no but reminded Board Members of the Drug-Free Workplace policy approved previously. She reported this new policy was handed out as an addendum to the Employee Handbook to all staff members at the beginning of the school year. Chairman Osceola asked if there were any changes to this document, to which Ms. Downing replied no. He then called for any questions or concerns, then asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number ten, a resolution to approve the 2022- 2023 All Hazards Plan. Ms. Downing presented the resolution. Chairman Osceola asked if the plan was the same as last year, to which Ms. Downing responded yes. She added this plan was reviewed and approved by Rafael Tirona from the Seminole Tribe Public Safety Department. She also added on August 08, 2022; PECS participated in Active Shooter Training with the Seminole Police Department. The Seminole Police Department will return to do an on-campus Active Shooter Drill using blanks in their weapons to simulate an actual incident. Both Chairman Osceola, Larry L. Howard and Mariann Billie were very interested in this training. Ms. Downing said she would send out an invite to all Board Members once it was scheduled. Chairman Osceola asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number eleven, a resolution to approve the 2022 - 2023 Mental Health Assistance Allocation Plan. Ms. Downing presented the resolution. Chairman Osceola expressed he was very pleased we are able to provide services to the students and then called for any comments or concerns. Larry L. Howard asked if the counselor was on the school campus, to which Ms. Downing replied yes. She stated in addition to the services provided by the Tribe's Center for Behavioral Health staff, to which PECS does not contribute monetarily, the Mental Health Assistance Allocation funds are used in part to help fund our Guidance Counselor/Mental Health Counselor. Larry L. Howard asked how many students received services and does Ms. Downing feel the program is successful. Ms. Downing responded this year she hired a new Dean that has twenty-three years of experience with a mental health and counseling background, so we not only have our Guidance Counselor but now the Dean with experience with threat assessments and counseling, so with the extra support she feels we are able to provide the services needed to all students. The teachers, along with Ms. Downing, the Guidance Counselor, and the Dean, meet every six weeks to review cases. The AWARE Program is also another added layer of support. Larry L. Howard and Mariann Billie both commented the structure of services appeared to be solid. Ms. Billie asked Mr. Zepeda if Ahfachkee School had a similar structure. He responded that Ahfachkee School does in fact have a similar structure, but he would review it to ensure there are no gaps. Chairman Osceola asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number twelve, a resolution to approve the 2021 - 2022 King & Walker Representation Letter. Ms. Downing presented the resolution.

Chairman Osceola asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number thirteen, a resolution to approve the 2020 Return of Organization Exempt from Income Tax Form 990. Ms. Downing presented the resolution. Ms. Downing reported there were no findings or concerns. Chairman Osceola asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number fourteen, a resolution to terminate the business lease between the Seminole Tribe of Florida (Lessor) and Pemayetv Emahakv, Inc. (Lessee) for the use and development of a 9.25 +/- acre parcel on the Brighton Seminole Indian Reservation. Ms. Downing presented the resolution. Chairman Osceola asked for comments or concerns. None were voiced, he then asked for a motion to approve. Larry L. Howard made a motion to approve, seconded by Mariann Billie, and was passed unanimously.

Chairman Osceola introduced item number fifteen, a resolution to approve a business lease between the Seminole Tribe of Florida (Lessor) for the use and development of an 18.43 +/- acre parcel on the Brighton Seminole Indian Reservation. Ms. Downing presented the resolution. Chairman Osceola stated he could not attend the groundbreaking ceremony but heard it went well; he then asked for comments or concerns. Larry L. Howard referred to line number 39 on the resolution and pointed out a clerical error on the word Brighton; with the correction noted, he motioned to approve. Mariann Billie seconded the motion, and the resolution was approved unanimously.

Chairman Osceola introduced item number sixteen, a resolution to approve the 2022 - 2023 Operating Budget. Ms. Downing presented the resolution. Chairman Osceola stated Board Members were familiar with the Operating Budget due to their budget review meeting. He asked for comments or concerns. After no concerns were raised, Chairman Osceola called for a motion to approve. Larry L. Howard made the motion, seconded by Mariann Billie, and approved unanimously. Chairman Osceola stated since all resolutions had been voted on, he would need to leave the meeting shortly; he asked if the official meeting could be adjourned before discussion items were presented so his exit would not disrupt the meeting process. All agreed, and he then called for a motion to adjourn. Larry L. Howard motioned to adjourn the meeting, seconded by Mariann Billie and was approved unanimously.

Discussion Item

Michele Thomas requested Ms. Downing begin with the discussion regarding the PECS Salary Pay Scale while the Chairman was in attendance.

PECS Salary Schedule -

Ms. Downing reported she met with Mr. Zepeda and Mr. Granie on the matter. House Bill 641's Teacher Salary Increase provision calls for the beginning teacher salary to increase to \$47,500 or as close to that amount as possible given the money the state allocated for the adjustment, which has prompted all districts to adjust their salary schedules. As a result, our teachers at some steps on our salary schedule, compared to some districts, are making less money than teachers in other districts. Based upon discussions with this board, I did a salary schedule comparison analysis with surrounding districts and Ahfachkee School. Ms. Downing researched and compared and was able to create a PECS schedule that has beginning salaries starting at \$47,500 with a 2.5% increase in between steps, capped at 22+ years. Ms. Downing stated she felt good about what we were able to accomplish. Ms. Billie again noted Ahfachkee School is not in the Florida Retirement Plan like PECS.

Standardized Testing Update -

Congratulations on our combined effort to earn Pemaquetv Emahakv Charter School an 'A'. I am so proud to be a part of this awesome accomplishment! Not only are we an 'A' school, but we are the highest-performing school in the Heartland Consortium, which makes up six counties and 42 schools. Out of the 3,417 schools in the state of Florida, we are 283 from the top when looking at percentage points earned. That's the top 8 % of all schools in the entire state! What an accomplishment! What a success and what an exciting time to be in the field of education! We are experiencing some pivotal changes in our field, and we will embrace them by learning the new rigorous standards, aligning tasks and activities to the standard, and then assessing the students using FAST type questions. This year, we will continue to grow as educators and improve our craft by honing in on what we know is currently working and trying new and innovative ways to challenge our students. Regardless of our position at PECS, we have positively impacted our students and contributed to their success. Thank you for your dedication and devotion.

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Our students earned this grade due to their hard work, which is a tribute to their teachers and staff and the tremendous support we receive from the Tribal Council, EAO, our parents and family members, the Brighton Community, CSA, and the Glades County

School District. Thank you for your tireless support of our school and us. Board Members expressed their appreciation for all the efforts of everyone involved.

Washington DC Field Trip -

Ms. Downing asked to add a discussion item to the agenda. She wanted to discuss 7th/8th-grade students visiting Washington, DC, again as a school field trip. How do you feel about our 7th/8th-grade students taking their trip to Washington, DC, in December? May we plan? Is it better not to do a trip at all? Chairman Osceola expressed he had no issues planning a trip as long as all the health protocols were observed. He pointed out that Tribal Elders and other Tribal Programs have resumed traveling. All Board Members present agreed with the Chairman. Chairman Osceola stated Covid is here to stay; we must learn how to move forward and learn how to live it. He feels if families have an issue or concerns, it would be their choice to participate or not.

School Bus Update -

Thank you for approving the purchase of two new buses last year. One of our buses was delivered yesterday, and the other one is on its way soon. There was a delay due to supply chain issues related to the pandemic. According to Margaret Holland, the Account Manager of Sun State Bus Centers, the conventional bus is due to be built on July 7th and delivered in August. Board Members were happy with this update.

Campus Beautification -

We've recently contracted with Native Roots Lawn Care, who came to our school and did extensive groundskeeping services. We have new mulch, a beautifully maintained lawn, and butterfly garden, and you can certainly tell a difference when you walk about. We've also contracted with Seminole Commercial Cleaning, and they are cleaning our carpets and providing janitorial and cleaning services to our classrooms, cafeteria, gymnasium, media center, and other buildings. When we contracted with them, we opted out of the Day Porter services, given that we have two Day Porters who will pick up those duties and drive our buses for us. We have partnered with Seminole Commercial Cleaning, and we are working together to ensure our campus is kept up and clean. Our Day Porters have spent all summer pressure cleaning. We are partnering with Seminole Commercial Cleaning since we opted out of their Day Porter services, so we are working together to ensure our campus is well-cleaned and beautiful. Ms. Downing stated progress is being made, and once PECS is pulled under the Buildings and Grounds Department, things will only get better. Larry H. Howard asked Mr. Zepeda for an update on the Service Agreement between PECS and Buildings and Grounds. Mr. Zepeda reports things are moving along and should be completed soon. He then asked for confirmation from Matthew Galvin. Mr. Galvin reported several issues on the tribe's side were being addressed, and the need to need to update the business lease agreement and that updated agreement was approved today.

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This concluded all discussion items. Ms. Billie then asked to speak to Ms. Downing, Michele Thomas, Mr. Zepeda, Mr. Granie regarding a separate matter.

The PECS Board of Trustees meeting concluded at this time.