

# MEETING MINUTES

Name of Foundations: Renaissance Charter Schools, Inc.  
Southwest Charter Foundation, Inc.  
 Strategic Plan Board Meeting: **August 4, 2022**

<b>Renaissance Charter Schools, Inc. Schools:</b>	
Duval Charter School at Baymeadows - Stidham	Renaissance Charter at Chickasaw Trail - Proffitt
Duval Charter High School at Baymeadows - Stidham	Renaissance Charter School at Coral Springs – L. Self
Duval Charter School at Coastal - Hilliker	Renaissance Charter School at Cooper City - LeCompte
Duval Charter School at Flagler Center - Cook	Renaissance Charter School at Crown Point - Taylor
Duval Charter at Mandarin - Harvey	Renaissance Charter School at Cypress - Wester
Duval Charter Scholars Academy - Jones	Renaissance Elementary Charter School Doral - Torres
Duval Charter at Southside - Sauer	Renaissance Middle Charter School Doral - Castellanos
Duval Charter at Westside – C. Lane	Renaissance Charter School at Goldenrod - Tirado
Four Corners Upper School – Thompson	Renaissance Charter School at Hunters Creek-Knowles
Governors Charter Academy - Chambers	Renaissance Charter School at Pines - Cavell
Hollywood Academy of Arts/Science - Giordano	Renaissance Charter School at Plantation - Humphrey
Hollywood Academy of Arts/Science MS - Giordano	Renaissance Charter School at Poinciana - Gomez
Keys Gate Charter High School - Verdier	Renaissance Charter School at Summit - Czeskleba
North Broward Academy of Excellence – M. Hage	Renaissance Charter School at St. Lucie - Coburn
North Broward Academy of Excellence MS – M. Hage	Renaissance Charter School at Tapestry - Mendez
Tradition Preparatory High School - Brown	Renaissance Charter School at Tradition - Wilson
Renaissance Charter School at Boggy Creek - Ramirez	Renaissance Charter School at University - White
Renaissance Charter School at Central Palm - Galatowitsch	Renaissance Charter School at Wellington - Hamilton
	Renaissance Charter School West Palm Beach-Lupton
<b>Southwest Charter Foundation, Inc. Schools:</b>	
Bonita Springs Charter School - Carroll	Lakewood Rach Preparatory Academy -Warren/Cendan
Collier Charter Academy - Thompson	Manatee Charter School - Brett
Gateway Charter School - Carter	Mid-Cape Global Academy - Trotter
Gateway Intermediate Charter School - Jensen	Six Mile Charter Academy - Fields
Gateway Charter High School - Jensen	

*The minutes of Sunshine Law meetings need not be verbatim transcripts of the meeting. These minutes are a brief summary of the events of the meeting.*

Date:	Start	End	Next Meeting:	Next time:	Prepared by:
August 4, 2022	10:05 a.m.	2:01 p.m.	August 17, 2022	10:30 a.m.	M.Llanes/R.Weaver
<b>Meeting Location: CSUSA 600 Corporate Drive, Training Room – Fort Lauderdale, FL 33334</b>					
<b>Attended by:</b>					
<b>Board Members:</b> Ken Haiko, Chairman Dennis Clark, Vice-Chairman and Secretary Tom Wheeler, Treasurer Billie Miller, Director Paul Sallarulo, Director Pat Smith, Director <b>Absent:</b> none			<b>Other Attendees:</b> Principals and Parent Facilitators at above listed schools (or their designees) Levi Williams, Esq. - Board Attorney Shari McCartney, Legal Department Dr. David Christiansen, Chief of Schools Dr. Corbet Wilson, SVP Education, Accountability, and Strategy Dr. Eddie Ruiz, Superintendent and State Director of Florida Yolanda Thomas, Director of Strategy Paula Jackson, VP External Relations Special Advisor Myrna Laine-Hyppolite, VP Financial Planning Analysis and Accounting		

	Debbie Vonbehren, Consultant Wilda Malara, VP of Human Resources Jean Hah-Garnett, VP of HR Talent Acquisition Rita Weaver, Board Governance Director, CSUSA Maggie Llanes, Executive Coordinator for Board Governance
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#### CALL TO ORDER

- Pursuant to public notice, the meeting commenced at 10:05am with a Call to Order by Chairman Ken Haiko. Roll call was taken, and quorum established.

#### I. PUBLIC COMMENTS

- Board Chair Ken Haiko called for public comments. There were no public comments.

#### II. MISSION STATEMENT

- The board reviewed and discussed the draft board's mission statement "to set expectations, provide oversight, and advocate for a network of safe, academically high performing and financially sound K-12 charter schools.

**MOTION: Motion was made by Tom Wheeler and seconded by Dennis Clark to adopt the mission statement "To set high expectations, provide oversight and advocate for a network of safe, academically high performing and financially sound K-12 charter schools" for the Renaissance Charter School, Inc. and The Southwest Charter Foundation, Inc. governing board. Motion was approved unanimously. (6-0)**

#### III. VISION STATEMENT

- The board reviewed and discussed the vision statement "To be the highest performing, safe, financially sound network of K-12 schools in Florida.

**MOTION: Motion was made by Paul Sallarulo and seconded by Pat Smith to adopt the vision statement "To be the highest performing, safe, financially sound network of K-12 charter schools in Florida for Renaissance Charter Schools, Inc. and The Southwest Charter Foundation, Inc. governing boards. Motion was approved unanimously. (6-0)**

#### IV. CSUSA CEO JON HAGE

- CEO Jon Hage discussed with the board the overall trends CSUSA has seen the past few years and the growth initiatives for CSUSA and asked the governing board(s) to consider the growth scope and parameters as well as challenging the board to be open to different models and grow the reach of the board membership geographically.
- We need to be open minded as to what parents and customers ask, otherwise they will leave. For CSUSA, the board is our customer. In the past, the biggest reason for enterprises that have failed was ignoring their customers. This year, in CSUSA we will grow by over 5,000 students. We will need to empower parents with school choice options, engage every zip code (not just the good ones). Parents all want a safe environment, not just physical but also emotional.
- Mr. Hage expressed his gratitude to the board for dedicating so much effort and work in the past 23 years and allowing CSUSA to do a great job with business development and holding us accountable for our work. We will be adding approximately 15 schools and will need decision made around adding sub boards, new boards, expanding this board.

- Board Member Billie Miller would like to see more assistance given to students in the mental health field by possibly reinstating character education and focusing more on counseling.
- Mr. Hage agreed and added that we must stop not allowing parents in schools and cannot allow ourselves to have schools look like prisons.
- Ed Pozzuoli mentioned to the board that Broward County, FL had 300,000 school age kids and today they have over 400,000 and 200 out of 10,000 go to traditional schools. In Washington DC 1 out of 2 students attend charter schools. In Dade County, FL over 25% attend charter schools and we anticipate Broward is next. In New Orleans, LA 100% of students attend charter schools, there are no traditional schools. We are the future if we deliver. We must be financially sound, fully enrolled with waiting list, and a proper culture in place.

**MOTION: Motion was made by Paul Sallarulo and seconded by Billie Miller to edit the mission statement as follows: To set high expectations, provide oversight, and advocate for a network of safe academically high-performing and financially sound K-12 charter schools – empowering parents with school choice. Motion was approved unanimously. (6-0)**

**V. CSUSA Standards Strategic Plan Overview and Strategic Priorities Overview**

- Dr. David Christiansen, CSUSA Chief of Schools reviewed the CSUSA Standards and the strategic plan overview with a focus on three priority areas: Talent Development; Equitable Opportunities and Outcomes; and Educational Solutions and Innovation.

**VI. DISCUSSION – BOARD INITIATIVES**

- Board Member Dennis Clark shared with board that being in healthy shape physically is important but also concerned over physical and mental health.
- Dr. Christiansen explained to the board that there will be specific communication out which follows FDOE guidelines.
- Board Member Tom Wheeler asked about having safety included in the wording of the six CSUSA standard as that is something that is vital to parents, students, and the boards.
- Board Attorney Levi Williams explained to the board that there has been a parent component added, may be a statement regarding Renaissance Charter Schools, Inc. focuses on reading, math, etc. and follows FDOE guidelines.
- Board Member Billie Miller requested that we focus on CSUSA's Educational Model.
- Marketing and Enrollment was something that the board didn't seem to see a lot of movement on and wanted to get an understanding of how many seats, not applications are the marketing campaigns impacting.
- Dr. Ruiz informed the board that there are a lot of leadership opportunities for staff.
- Board Member Tom Wheeler would like to see team leaders in schools to get recognized.
- Board Member Paul Sallarulo commended Dr. Christiansen for moving people around and fulfilling level of confidence which would be wonderful to continue.

**VII. NEW ACCOUNTABILITY STRUCTURE IN FLORIDA**

- Dr. Ruiz shared with the board that there were 11 total components which made up school grades and outlined the changes by comparison. Writing grades will be separate from reading. No more 2-day session for testing, can be administered in 1 day. Schools will be testing within the first 30 days of school. Assessments are now found at flfast.org and are provided to our districts.

**VIII. HR UPDATE**

- Jeane Hah-Garnett, – VP of HR Talent Acquisition and Wilda Malara presented to the board the updates within the HR department and outlined the strategic initiatives in talent acquisition and the support that HR has to the schools and staff. Employee retention is the priority as turnover is expensive and all milestones of the first two quarters of 2022 have been met. The board would like to see University partnerships with interns a focus.
- Board Member Tom Wheeler discussed the onboarding and hiring process.
- Wilda Malara, VP of HR also updated the board on benefit improvements for staff and that they are continually reviewing to increase and improve the total compensation package for staff.

**IX. FINANCE UPDATE**

- Myrna Laine- Hippolyte presented to the board a financial health update and reviewed the definition of Financially Sound, as it is in their mission and vision. Mrs. Laine-Hyppolite reviewed the Financial Health of both the Renaissance Charter School, Inc. board and the Southwest Charter Foundation, Inc. board and of each individual school.
- Board Member Billie Miller reminded the board that the state that can create an issue only if emergency, as defined by statute, is triggered but that the board would like to see enrollment impact to help the schools fund balances.

**X. BUSINESS DEVELOPMENT: EXPANSION SCOPE AND PARAMETERS**

- The board reviewed their business development opportunities by reviewing the following:  
Current Districts:
  - High Schools only if we have sufficient demand and multiple K-8s to supply a pipeline/feeder enrollment
  - Sufficient demand and growth in the area
  - Traditional district school performance is poor
- For New Districts: Board Member Tom Wheeler mentioned that we should be growing current school districts and investigate districts where board members could sit/start the board and then shuffle off as local board members are identified, such as Escambia. The board would like to also grow into St. John's County.
- The board discussed Acquisitions and were open to these if they were already had a presence in the district or was a contiguous county to one, they had a presence in. They would also consider industry partnerships as well as school/university partnerships.

**XI. STRENGTHS AND WEAKNESSES ANALYSIS**

- **The board discussed the following strengths**
  - CSUSA Director of Board Governance
  - Traveling to schools across the state
  - Ken Haiko's Leadership – responsive
  - Billie Miller's educational asset
  - Tom Wheeler's security expertise
  - Paul Sallarulo and Dennis Clark – finance knowledge
  - Pat Smith's community outreach
  - Board member engagement and continue to hold the management company accountable with oversight and results
  - State Director is very present and responsive to the board

- The board discussed weaknesses and areas of improvement, some of which included connecting with parents and students more, fundraising, and growing the board geographically with a thought to board succession planning. The board discussed creating a board member committee.
  - Board Members Billie Miller and Ken Haiko suggested to focus on geographic and specific areas of expertise
  - Creation of Board Membership Committee for RECS/SWCF to come together with staff and make recommendations to the board

**MOTION: Motion was made by Paul Sallarulo and seconded by Billie Miller to create a board membership committee for Renaissance Charter School, Inc. and Southwest Charter Foundation, Inc. to include as members of the committee the following: Rita Weaver, Levi Williams, and Paul Sallarulo. Motion was approved unanimously. (6-0)**

- Mrs. Weaver will work with the board governance team to present at a future meeting the parent advocacy project that the team is working on.
- Board Attorney Levi Williams shared with the board that
  - 1) Dr. Ben Carson grew up bouncing around, economics review, migration, mental health, hygiene, clothing will be a critical issue. Leadership discusses how to tackle real issue since it can possibly affect outcome.
  - 2) Aviation Program – recommend pilot mechanic av comptroller, funding – federal grants and industry funding. Issue with availability at Broward College, FAU, and Nova to partner with and have professional school, private and public that offer next level
- Dr. Eddie Ruiz – identified 4 or 5 schools that offer air certification for middle schoolers bigger strategy on how to build high school
- Board Member Paul Sallarulo recommended meeting with students when the board is visiting schools.
- Board Member Paul Sallarulo and Board Attorney Levi Williams recommended that the board revisits the board mission every 2 to 3 years.

## **XII. ADJOURNMENT**

- Board Chair Haiko adjourned the August 4, 2022, Renaissance Charter School, Inc. and The Southwest Charter Foundation, Inc. Strategic Plan Board Meeting at 2:01 p.m.

  
~~Dennis Clark~~ ~~Ken Haiko, Chairman~~ Vicechair

Date: 8.17.22