



## **AGENDA**

### **REGULAR MEETING OF THE CAPE CORAL CHARTER SCHOOL GOVERNING BOARD**

**Tuesday, November 12, 2019**

**City of Cape Coral Council Chambers**

**5:30 PM**

**1. CALL TO ORDER**

A. Chairman Michael Campbell

**2. MOMENT OF SILENCE:**

A. Chairman Michael Campbell

**3. PLEDGE OF ALLEGIANCE:**

A. Chairman Michael Campbell

**4. ROLL CALL:**

A. Chairman Michael Campbell, Vice-Chair Tami Traiger, Vanessa Metzger, Dr. Guido Minaya, Susan Mitchell, Jennifer Nelson, Dist 4, Angela Ticich. Parent Representatives: Jennifer Hoagland, Kristifer Jackson, Robert Miniaci

**5. APPROVAL OF MINUTES:**

A. Approval of Minutes of the Regular Governing Board Meeting on October 8, 2019

**6. APPROVAL OF AGENDA REGULAR MEETING:**

A. Approval of Regular Governing Board Meeting Agenda of November 12, 2019

**7. PUBLIC COMMENT:**

A. Public Comment is limited to three(3) minutes per individual; 45 minutes total comment time.

**8. CONSENT AGENDA:**

A. No Activity

**9. SUPERINTENDENT REPORT:**

- A. Student Recognition(s) - Caleb Short, Oasis Elementary, Carmen Miniaci, Oasis Middle School, Oasis High School Culinary Students Taco Challenge Team
- B. Jacquelin Collins, Superintendent's Report

**10. CHAIRMAN REPORT:**

- A. Chairman Michael Campbell

**11. FOUNDATION REPORT:**

- A. Gary Cerny, President

**12. STAFF COMMENT:**

- A. Danielle Jensen, Director of Procurement and Food Services - Donations to Charter School Student Food Services Accounts
- B. Kevin Brown, Principal, Christa McAuliffe Elementary
- C. MaryBeth Grecsek, Interim Principal, Oasis Elementary School

**13. UNFINISHED BUSINESS:**

- A. Approval of Intent to Designate the City of Cape Coral Charter School Authority Superintendent position to the Local Agency Senior Management Service Class (SMSC) of the Florida Retirement System Division of Retirement - Leisa Orcutt, Human Resources Manager

**14. NEW BUSINESS:**

- A. No Activity

**15. FINAL BOARD COMMENT AND DISCUSSION:**

**16. TIME AND DATE OF NEXT MEETING**

- A. The Next Regular Governing Board Meeting will be held on Tuesday, December 10, 2019 at 5:30p.m. in Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

**17. ADJOURNMENT:**

Members of the audience who address the Board/Commission/Committee shall step up to the speaker's lectern and give his/her full name, address and whom he/she represents. Proper decorum shall be maintained at all time. Any audience member who is boisterous or disruptive in any manner to the conduct of this meeting shall be asked to leave or be escorted from the meeting room.

In accordance with the Americans with Disabilities Act and SS 286.26, Florida Statutes, persons needing a special accommodation to participate in this proceeding should contact the Human Resources Department whose Office is located at Cape Coral City Hall, telephone 1-239-574-0530 for assistance; if hearing impaired, telephone the Florida Relay Service Numbers, 1-800-955-8771 (TDD) or 1-800-955-8700 (v) for assistance. In accordance with Florida Statute 286.0105: any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which the appeal is based.

<b>Item Number:</b>	<b>1.A.</b>
<b>Meeting Date:</b>	<b>11/12/2019</b>
<b>Item Type:</b>	<b>CALL TO ORDER</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Chairman Michael Campbell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 2.A.**

**Meeting Date: 11/12/2019**

**Item Type: MOMENT OF SILENCE:**

## **AGENDA REQUEST FORM**

City Of Cape Coral Charter School Authority

**TITLE:**

Chairman Michael Campbell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 3.A.**

**Meeting**  
**Date:** 11/12/2019

**Item Type:** PLEDGE OF  
ALLEGIANCE:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Chairman Michael Campbell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b>	<b>4.A.</b>
<b>Meeting Date:</b>	<b>11/12/2019</b>
<b>Item Type:</b>	<b>ROLL CALL:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Chairman Michael Campbell, Vice-Chair Tami Traiger, Vanessa Metzger, Dr. Guido Minaya, Susan Mitchell, Jennifer Nelson, Dist 4, Angela Ticich. Parent Representatives: Jennifer Hoagland, Kristifer Jackson, Robert Miniaci

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 5.A.**

**Meeting Date:** 11/12/2019

**Item Type:** APPROVAL OF MINUTES:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Approval of Minutes of the Regular Governing Board Meeting on October 8, 2019

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**ATTACHMENTS:**

Description	Type
▣ BOARD MINUTES October 8, 2019	Backup Material

# **GOVERNING BOARD MINUTES**

## **City of Cape Coral Charter School Authority**

### **Governing Board Regular Meeting**

City Council Chambers  
Tuesday, October 8, 2019 at 5:30p.m.



#### **1. Call to Order**

A meeting of the City of Cape Coral Charter School Authority Governing Board of Lee County, Florida, met on Tuesday, September 10, 2019 at City Council Chambers, Cape Coral FL 33990. Vice Chair Tamisen Traiger called the meeting to order at 5:30p.m.

#### **2. Moment of Silence**

Vice Chair Traiger

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

Vice Chair Traiger

#### **4. Board Member Roll Call**

Present: Tami Traiger (VC), Vanessa Metzger, Dr Guido Minaya, Susan Mitchell, Jennifer I Nelson, Dist 4, Angela Ticich. Absent Excused: Chairman Michael Campbell. Parent Representatives: Jackson(CME/OES), Miniaci (OMS), Hoagland (OHS)

Also Present: Jacquelin Collins, Superintendent

Danielle Jensen, Director of Procurement and Food Services

Dr Christina Britton, Principal, Oasis High

Donnie Hopper, Principal, Oasis Middle

Brianne Romano, Assistant Principal, Oasis Middle

MaryBeth Grecsek, Interim Principal, Oasis Elementary

Carrie Abes, Interim Assistant Principal, Oasis Elementary

Kevin Brown, Principal, Christa McAuliffe Elementary

Bill Baranowski, Educator, Oasis Middle

Kelly Henry-Herbst, Educator, Oasis Middle

Carrie Guffy, Educator, Oasis High School

Heath Sterk, Educator, Oasis Middle

Denae Angels, Student, Oasis High School

Dolores Menendez, City Attorney

Mark Moriarty, Assistant City Attorney, City of Cape Coral

Officer John Digiovanni, CCPD Detail

## **5. Approval of Previous Minutes**

Motion made by Member Ticich, Second by Member Minaya to approve the Minutes of the September 10, 2019 Regular Governing Board meeting. *Unanimous*

## **6. Approval of Regular Meeting Agenda**

Motion made by Member Nelson, Second by Member Mitchell to approve the Agenda for the Regular Governing Board Meeting on October 8, 2019. *Unanimous.*

## **7. Public Comment**

No Activity

## **8. Consent Agenda**

*Approved.* Motion made by Member Nelson, Second by Member Minaya to approve the following items *by Consent. Unanimous; Motion Passed*

8A: NEOLA Policy Updates: Volume 18, Number 2: Policy 1122: Nondiscrimination and Equal Employment Opportunity; Policy 1362: Anti-Harassment

8B. NEOLA Policy Updates: Volume 18, Number 2: Policy 2260: Nondiscrimination and Access to Equal Educational Opportunity; 3122 Nondiscrimination and Equal Employment Opportunity

8C. NEOLA Policy Updates: Volume 18, Number 2: Policy 3122 Nondiscrimination and Equal Employment Opportunity

8D. NEOLA Policy Updates: Volume 18, Number 2: Policy 4362 Anti-harassment; Policy 5517 Anti-Harassment

8E. NEOLA Policy Updates: Volume 18, Number 2: Policy 5517.02 Sexual Violence; Policy 5517.03 Dating Violence and Abuse; Policy 5610.02 In-School Discipline; Policy 7530.02 Staff and School Officials Use of Wireless Communication Devices; Policy 8315 Information Management

8F. NEOLA Policy Updates Volume 19, Number 1: Policy 6233 Authority Budget; Policy 6610 Internal Accounts; Policy 8141 Mandatory Reporting of Misconduct by Certified Employees; Policy 8420 Emergency Management, Emergency Preparedness, and Emergency Response Agencies; Policy 8462 Student Abuse, Abandonment, and Neglect; Policy 8500 Food Service Program; 8805 Religious Expression in Public Schools; Policy 8810 The American Flag.

## 9. Superintendent Report

9A. *Student Recognition* - Danae Angels, Oasis High School, Senior. She is president of the OHS Key Club. Key Club Presentation

9B. *Superintendent's Report: Superintendent Collins*

Discussed success of CSA Town Hall Meeting on September 26<sup>th</sup> and thanked Governing Board members for attending.

Discussed Hearing Examiner (HEX) meeting on Oct 18<sup>th</sup>. The CSA is requesting approval of the CME Portables extension until some of the \$1.6million Lee County funds are received and can be designated to this Capital Improvement project. MaryAnne Moniz, CSA Business Director will also attend.

Discussed attending City Council Meeting Oct 21<sup>st</sup> for approval of the Charter Schools name changes from Christa McAuliffe Elementary and Oasis Elementary to *Oasis Elementary North*, and *Oasis Elementary South*.

Discussed COW Meeting on Oct 28<sup>th</sup> at 4:30 p.m. in Council Chambers. This is a meeting to revisit the STANTEC "sustainability model," and discuss with the City Manager how the CSA can continue our productive and valuable partnership.

Discussed VAM scores and how principals evaluated their staff. This is the first time in the history of our school system that we had such an overall high rating across the board. Both the elementaries and middle school teachers received a "Highly Effective" score; Oasis High received an "Effective" score. Discussion of VAM and Merit pay increase schedules and how soon teachers can expect to receive their VAM distribution in their paychecks.

Discussed the Foundation's fundraiser *Flashback to the 1970s Disco* and how grateful our system is for the always fun and successful events the Foundation puts together to raise money for our students and teachers.

## 10. Chairman Report

Vice Chair Traiger commented on the Town Hall Meeting and that it was a well organized and smooth presentation.

Vice Chair Traiger attended the Foundation's *Flashback to the 1970s Disco* fundraiser. The evening was a great success and she is always appreciative of the fun events the organization puts on to fundraise money for CSA students and teachers.

## 11. Foundation Report

*Jennifer Hoagland, Treasurer for Gary Cerny, President:*

The *Flashback to the 1970s Disco* was a huge success and we will have final numbers in the coming days, in the meanwhile, we are always very excited to be able to funnel proceeds back to the students and schools that need our help. *Further Comment*

The first round of grant reviews will be coming up and teachers will be notified if they will be receiving funding or if more information is needed. The application has been revised to make it more user-friendly. *Further Comment*

The Rally is set for February 29, 2020 at the Cape Royal Golf Course. It will be a "Leap Year" theme and volunteers, food/beverages, security, etc are already forming their teams. *Further Comment*

## 12. Staff Comment

William (Bill) Baranowski, a/k/a "Mr. B.", Educator, Oasis Middle, previewed his new multi-disciplinary elective class called *BrainFood*, that introduces middle school students to financial awareness, self-care, food/nutrition, arts and humanities, and civic awareness. *Powerpoint Presentation and Further Comment*

Kelly Henry-Herbst, Educator, Oasis Middle STEM introduced some STEM projects and grants the team wishes to receive before the year is out. *Powerpoint Presentation and Further Comment*

Jacquelyn Toleman, Educator, Oasis Middle Theatre Arts, presented clips of past student shows and upcoming dance/theatre arts productions. *Powerpoint Presentation with Comments from Henry-Herbst on behalf of Toleman.*

Carrie Guffy, Educator, Oasis High Chorus, OMS Chorus: Update on progress made from last year. OMS Chorus working on high-school level material and has been asked to sing the National Anthem at the Fort Myers Tip-off on Nov 27<sup>th</sup> at Suncoast Credit Union Arena; they will also be Christmas caroling at the Florida Southwest Regional Airport mid-December, their Holiday Concert is December 12<sup>th</sup> at 6:30p.m in the OHS gym, and they will sing at our City

Boat Parade on December 21<sup>st</sup>. The high school choir has grown from 12 members to 31. Among various competitions and guest appearances, the OHS Choir has been invited back by the Florida Everblades to sing the National Anthem on February 22, 2020. We now offer Music Theory and AICE Music, etc., at the high school level. Students are also writing screenplays, and the OHS Thespian Troupe has increased from 11 students to 34. All groups are fundraising for equipment, supplies, and competition fees, etc. Thank you for your continued support and attendance at our events and generous donations as we continue to build this department and provide our students with excellent theatre arts and music curriculums and activities.

### 13. Unfinished Business

No Activity

### 14. New Business

*14A. Approved. Motion made by Member Nelson, Second by Member Ticich to approve the two Florida Safe Schools Assessment Tool (FSSAT) recommendations as presented by Superintendent Collins not to exceed a \$10,000 limit - Superintendent Collins. Unanimous; Motion Carried*

*Member Minaya stated the owner of National Protective Services (NPS) may have a product the Charter Schools can possibly use as part of an enhanced safety and security/surveillance system. Minaya says NPS is willing to donate the product free of charge. Member Minaya will forward contact information to the Superintendent for follow-up by the next meeting.*

*14B. Approved. Motion made by Member Metzger, Second by Member Mitchell to approve an Additional Charter School Bus Driver for the City of Cape Coral Charter Schools Transportation Fleet - Superintendent Collins. Unanimous; Motion Carried*

*14C Tabled. Motion made by Member Minaya, Second by Member Nelson to approve the designation of the City of Cape Coral Charter School Authority Superintendent position to the Local Agency Senior Management Service Class (SMSC) of the Florida Retirement System Division of Retirement - Leisa Orcutt, Charter School Human Resource Manager.*

*Further Comment - Orcutt*

*Member Traiger: This classification is an elective, correct?*

*Orcutt: Yes, ma'am.*

*Discussion Held.*

*Member Traiger asked to receive Board clarification on the financial impacts of creating this allocation, the possibility of rescinding the position in the future, impacts on any employer*

contributions in terms of budget, retro pay, and impacts on the balance of “other” staff obligations, etc. *Further Discussion*

City Attorney Menendez: Board members or can meet with City Legal and the Charter School and we can first determine how or if the current Charter School Authority Superintendent position is suitable for this classification, look into rescinding the “enhanced” portion of the contributions at a later time if desired, and discuss whether or not you want to proceed and how. *Further Discussion*

*Item Tabled as follows:*

*Final Motion made by Member Nelson, Second by Member Mitchell to table New Business Item 14C of this agenda until the next Regular Governing Board Meeting on November 12, 2019.*

## 15. Final Board Comment and Discussion

Vice-Chair Traiger Thanked everyone for their attendance and participation. Asked Member Nelson if she will attend the November meeting as the Council Liaison or should the Board expect a new representative? Nelson said she has no idea when or who will be in her place, if at all, however, and as soon as she has any information from the Council she will share it with our Governing Board.

Member Ticich appreciates hearing all the Good News coming out of the schools. The Town Hall Meeting was well done and she heard a lot of great answers she is sure will please parents. *Further Comment*

Member Nelson. The Town Hall meeting was very successful and what a difference from last year to now. Nelson also told City Council the difference changes in leadership has made and is pleased with the results. Nelson thanked the Foundation for a great night out at the *Flashback to the 1970s Disco* where a great time was had by all. Nelson would like to hear from the Foundation the final number of how much was raised. The Taco Cook Off is on at the Burroughs Home and Oasis High is returning champions. The fundraiser gives all proceeds to local high school scholarships. *Further Comment*

Parent Rep Hoagland (OHS): Agrees it’s great to hear all the exciting stuff coming out of the schools. She’s very excited about improving school security and very pleased to be able to report back to high school parents about the great governing board meetings. *Further Comment*

Parent Rep Miniaci (OMS): Also had a great time at the Flashback to the 1970s Disco party. FYI, one of our students from Oasis Middle School has been chosen for the *Do the Right Thing* Award - Carmen Miniaci - and she is my daughter. Carmen was chosen because since the 6<sup>th</sup> grade she has been fund raising for the *Miles of Smiles* the veteran’s organization that

provides animal therapy in the form of horseback rides and ranch visits to veterans who suffer from PTSD. The *Do the Right Thing* ceremony is next Wednesday, Oct 12 at 2:00p.m. in Council Chambers. *Further Comment*

Parent Rep Jackson (CME/OES): Thanks the administration and all the staff for all the hard work and time that [you] put into this Charter School Authority; it really shows.

## 16. Time and Date of Next Regular Meeting

The next Regular Governing Board Meeting will be held on Tuesday, November 12, 2019 at 5:30 p.m. in City Council Chambers.

## 17. Adjournment

The Governing Board adjourned at 6:48 p.m.

Respectfully Submitted,

Kathleen Paul-Evans

Charter School Authority Board Secretary

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Secretary

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Date of approval



Item Number:	6.A.
Meeting Date:	11/12/2019
Item Type:	APPROVAL OF AGENDA REGULAR MEETING:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Approval of Regular Governing Board Meeting Agenda of November 12, 2019

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b> 7.A. <b>Meeting Date:</b> 11/12/2019 <b>Item Type:</b> PUBLIC COMMENT:
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**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Public Comment is limited to three(3) minutes per individual; 45 minutes total comment time.

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b> 8.A. <b>Meeting Date:</b> 11/12/2019 <b>Item Type:</b> CONSENT AGENDA:
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**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**  
No Activity

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b>	<b>9.A.</b>
<b>Meeting Date:</b>	<b>11/12/2019</b>
<b>Item Type:</b>	<b>SUPERINTENDENT REPORT:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Student Recognition(s) - Caleb Short, Oasis Elementary, Carmen Miniaci, Oasis Middle School, Oasis High School Culinary Students Taco Challenge Team

**SUMMARY:**

1. Caleb Short, Oasis Elementary, Do the Right Thing Award
2. Carmen Miniaci, Oasis Middle School, Do the Right Thing Award - 'Miles of Smiles" Charity Organization

3. Oasis High Culinary Students who participated in the Taco Cook-off:

Janiyah Edmond, Senior  
Sydney Leblanc, Senior  
Jeremy Ortiz, Senior  
Rachel Pearson, Sophomore  
Julia Thebo, Sophomore

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

Item Number:	9.B.
Meeting Date:	11/12/2019
Item Type:	SUPERINTENDENT REPORT:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Jacquelin Collins, Superintendent's Report

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number: 10.A.</b> <b>Meeting Date: 11/12/2019</b> <b>Item Type: CHAIRMAN REPORT:</b>
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**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Chairman Michael Campbell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 11.A.**

**Meeting Date: 11/12/2019**

**Item Type: FOUNDATION REPORT:**

## **AGENDA REQUEST FORM**

City Of Cape Coral Charter School Authority

**TITLE:**

Gary Cerny, President

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b> 12.A. <b>Meeting Date:</b> 11/12/2019 <b>Item Type:</b> STAFF COMMENT:
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**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Danielle Jensen, Director of Procurement and Food Services - Donations to Charter School  
Student Food Services Accounts

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b> 12.B.
<b>Meeting Date:</b> 11/12/2019
<b>Item Type:</b> STAFF COMMENT:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Kevin Brown, Principal, Christa McAuliffe Elementary

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b> 12.C.
<b>Meeting Date:</b> 11/12/2019
<b>Item Type:</b> STAFF COMMENT:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

MaryBeth Grecsek, Interim Principal, Oasis Elementary School

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 13.A.**

**Meeting Date: 11/12/2019**

**Item Type: UNFINISHED BUSINESS:**

## **AGENDA REQUEST FORM**

City Of Cape Coral Charter School Authority

### **TITLE:**

Approval of Intent to Designate the City of Cape Coral Charter School Authority Superintendent position to the Local Agency Senior Management Service Class (SMSC) of the Florida Retirement System Division of Retirement - Leisa Orcutt, Human Resources Manager

### **SUMMARY:**

During the Governing Board Meeting on October 8, 2019:

Motion to Approve made by Member Minaya, Second by Member Nelson.

*Discussion Held*

Motion made by Member Nelson, Second by Member Mitchell to table Item 14C until the next Regular Governing Board Meeting on November 12, 2019.

### **ADDITIONAL INFORMATION:**

Leisa Orcutt, HR Manager was tasked with conducting deeper research on the suitability of the position to the classification, as well advised to seek input from the City Legal Department and the Charter School Authority Business Manager regarding how to further proceed.

### **RECOMMENDED ACTION:**

Tami Traiger, Vice-Chair, will provide comment on further action.

### **ATTACHMENTS:**

<b>Description</b>	<b>Type</b>
▣ City Legal Opine FRS - SMC	Backup Material



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## CITY ATTORNEY'S OFFICE MEMORANDUM

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**TO:** Michael Campbell, Governing Board Chair  
Tami Traiger, Governing Board Vice-Chair  
Venessa Metzger, Governing Board Member  
Guido Minaya, Governing Board Member  
Susan Mitchell, Governing Board Member  
Angela Ticich, Governing Board Member  
Jennifer Hoagland, Parent Representative  
Robert Miniaci, Parent Representative  
Kristifer Jackson, Parent Representative  
Jennifer Nelson, City Council Member Board Member  
Jacqueline Collins, Superintendent  
Leisa Orcutt, Human Resources Manager  
Dolores Menendez, City Attorney

**FROM:** Mark Moriarty, Assistant City Attorney

**DATE:** November 5, 2019

**SUBJECT:** Superintendent's Classification in the Florida Retirement System.

The City of Cape Coral Charter School Authority Governing Board discussed the Superintendent's classification in the Florida Retirement System during its last regular meeting. Below please find additional information in that regard.

Currently, the superintendent's classification in the Florida Retirement System (FRS) is a Regular Class employee.

The FRS is a defined benefit plan that pays vested participants a lifetime monthly benefit using a formula based on years of service, an average final compensation, and a percentage value while working for an FRS-covered employer.

For Regular Class employees the percentage value (i.e. the multiplier) is 1.65%.

Employers contribution rate for Regular Class employees is 8.47%.

A separate class of membership within the FRS is the Senior Management Class. For Senior Management Class employees, the percentage of value (i.e. the multiplier) is 2.0%. Employers

contribution rate for Senior Management Class employees is 25.41%.

Florida law allows employers the ability to designate positions into the Senior Management Class.

- The position cannot be designated retroactively
- The incumbent can purchase additional creditable service only up to the time they have been in the position that is classified as Senior Management. For Ms. Collins that would mean she could buy additional creditable service from the beginning of her time as Superintendent before it was designated as Senior Management, however any years prior to her role as Superintendent are not eligible for a buy-up.
- If Ms. Collins chose to buy additional creditable service, FRS would invoice her for the contributions.
- The employer can elect to pay a portion or all the creditable service but is not obligated to do so.
- The position can be deactivated for any reason every 5 years during the months of July – December. The next open windows for deactivation are July–Dec 2020 and July–Dec 2025.

If an organization wanted to deactivate the Senior Management classification during any other period the position would either need to be eliminated, the job description changed to remove the policy making, budgetary responsibility etc., or if the incumbent is subject to continuing contract (tenure).

The projected costs for designating the Superintendent position into the Senior Management Class are attached and marked as Exhibit "A".

## Exhibit A

### FRS Rates

Date	Regular Class	Sr. Management Service Class	Employee	Total Regular Class	Total Sr. Management
07/12-06/13	5.18%	6.30%	3%	8.18%	9.30%
07/13-06/14	6.96%	18.31%	3%	9.96%	21.31%
07/14-06/15	7.37%	21.14%	3%	10.37%	24.14%
07/15-06/16	7.26%	21.43%	3%	10.26%	24.43%
07/16-06/17	7.52%	21.77%	3%	10.52%	24.77%
07/17-06/18	7.92%	22.71%	3%	10.92%	25.71%
07/18-06/19	8.26%	24.06%	3%	11.26%	27.06%
07/19-06/20	8.47%	25.41%	3%	11.47%	28.41%
07/20-06/21	8.72%	26.59%	3%	11.72%	29.59%
07/21-06/22	8.97%	27.77%	3%	11.97%	30.77%
07/22-06/23	9.22%	28.95%	3%	12.22%	31.95%
07/23-06/24	9.47%	30.13%	3%	12.47%	33.13%
07/24-06/25	9.72%	31.31%	3%	12.72%	34.31%

### Employer Contribution - Assumption

Year	3% Increase	Regular Class	Sr. Management	Increase
FY 2018	\$ 117,000	\$ 9,266	\$ 26,571	\$ 17,304
FY 2019	\$ 120,000	\$ 9,912	\$ 28,872	\$ 18,960
FY 2020	\$ 130,000	\$ 11,011	\$ 33,033	\$ 22,022
FY 2021	\$ 133,900	\$ 11,676	\$ 35,604	\$ 23,928
FY 2022	\$ 137,917	\$ 12,371	\$ 38,300	\$ 25,928
FY 2023	\$ 142,055	\$ 13,097	\$ 41,125	\$ 28,027
FY 2024	\$ 146,317	\$ 13,856	\$ 44,085	\$ 30,229
FY 2025	\$ 150,706	\$ 14,649	\$ 47,186	\$ 32,538

Per the HR Manager, based on the remaining number of pay periods in FY 2020, the increase is estimated at an addition of \$22,869 vs. \$33,033 for the entire year.

FY 2021-2025 are estimated using average increase of FRS changes from 2015-2020 which equates to .25% to Regular Class and 1.18% to Sr. Management Class. Salary increases will also affect the employee contribution to FRS.

<b>Item Number:</b>	<b>14.A.</b>
<b>Meeting Date:</b>	<b>11/12/2019</b>
<b>Item Type:</b>	<b>NEW BUSINESS:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

No Activity

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

Item Number:	16.A.
Meeting Date:	11/12/2019
Item Type:	TIME AND DATE OF NEXT MEETING

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

The Next Regular Governing Board Meeting will be held on Tuesday, December 10, 2019 at 5:30p.m. in Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**