

September 27, 2022

CALL TO ORDER by PRESIDENT FOUNTAIN

MEETING MINUTES taken by SECRETARY LOCICERO

ROLL CALL PRESENT: FOUNTAIN, PALMER, HARRIS, LUTTRELL, SILVER, NORHENBERG, LARABEE,
parent advocate

PRESENT VIA ZOOM: STONE, ONEAL, LOCICERO

I. APPROVAL OF MINUTES

September 13, 2022, MOTION: PALMER 2ND: HARRIS, PASSED UNANIMOUSLY

II. PROPOSED CHANGES TO AGENDA: none

III. Introduce Guests

IV. Reports

Principal Report - Mrs. Cruickshank - Report sent out prior to the meeting

Spanish Teacher hiring is underway. Award Ceremony date TBD. 71 students on a 504 or Individual Education Plan (IEP). 7 ELL (English Language Learners) Multiple new dates listed to be added to master calendar online. 474 total students.

Board follow up: Did Chris pull figures for Destin address and send that to the city council? Yes.

LUTTRELL questioned enrollment number breakdown of 474: ANSWER: 168 freshman 162 sophomore, 89 juniors and 55 seniors

FOLLOWED BY QUESTIONS FOR THE PRINCIPAL: Board inquired on Accreditation update

Jeff Biesinger - Budget update and New Athletic Accounting system update

Athletic Director- report sent to board prior to meeting. No questions from board on the report.

Question raised on in-person meeting with City of Destin team, following conference call that STONE, our ATTORNEY, CRUICKSHANK, FOUNTAIN, DORN and City Team were on to discuss finalized the baseball agreement.

STONE mentioned she arrived at in-person meeting, as scheduled, and was told by SILVER that she needed to leave, due to SUNSHINE LAW concerns of 2 board members present. SILVER indicated he was the board rep for Athletics and was there to represent. STONE indicated that she had been instrumental in working through the details both with Councilman Schmidt, the city team, et al. and on the call right before in-person meeting and all parties on the call knew she was attending the meeting, the board vote on the matter had already been made and she was there to help finalize the plan.

FOUNTAIN and our attorney were on the phone for the call and remained on the call. STONE expressed concern over how the matter was handled. SILVER took exception to this and responded that he would address the discussion outside of the meeting with her, which STONE did not feel was appropriate or according to protocol. She reminded board that we are a team, with a goal and we should keep our mission steadfast on cooperation, collaboration, and transparency. FOUNTAIN apologized to STONE that the meeting played out that way and that STONE was told to leave.

SILVER reported that cost would be \$34K for improvements to baseball filed from athletic budget items.

ONEAL: Asked SILVER if there was any language about scheduling on the field that was or should be added to contract for clarity?

DWU/City/School agreement presented: Motioned to approve: PALMER Seconded: SILVER Motion Passed

HARRIS: Questioned if Destin Little League can use the field, once upgrades are complete, will they contribute? SILVER to check and report back.

V. New Items Requiring Action

- TSIA plan for Teacher raises
- Head of School Chris Cruickshank's employment contract. FOUNTAIN to pull documents to finalize. DISCUSSION on rate of salary increase for Head of School and bonus structure. HARRIS made suggestions based on industry norms and suggested a traditional job evaluation be conducted to review with Head of School, goals to work toward and feedback given. All concurred that this would be helpful and productive to set goals and keep the school robust with new ideas, vision and opportunities to improve. VOTE taken to approve contract. Passed unanimously. Discussion on job evaluation.

Extensive discussion on Incentive based metric for principal salary for the future. Bonus discussion to stay competitive and reward performance. Discussed tying performance and growth going forward. Structure ours to corporate:

SILVER suggested we come up with a recommended number and seek guidance from Jeff at Red Apple

NOHRENBURG asked average for principal.

\$102,600. 8.% increase BONUS: \$7000. Motion: PALMER 2nd: HARRIS Motion Passed

- Nominations reviewed for Vice President of Board: PALMER and STONE nominated in previous meeting. STONE announced prior to the vote, that she is withdrawing her name from the slate. MOTION to approve by ONEAL, 2nd by HARRIS. PALMER as Vice President passed.

- Contract with the City and DWU: FOUNTAIN announced the contract with all 3 parties has been agreed upon. Thanked all members for their hard work to get this done for our school.

VI. REPORTS STANDING COMMITTEES

- Grant Committee PALMER Updated: - Triumph Grant info has been submitted for review to Dr. Fuller and more details to come. Estimated to receive approximately \$3000 per certification. Impact 100 notified us that we are not a finalist. Meeting is tomorrow evening. LOCICERO said she will still attend to show that DHS is supportive of their mission going forward and to find out who is a finalist in this round.

- Fundraising /Finance: STONE: Expressed concern over submitting 3 written requests to Athletics to obtain log in credentials for our accounts and still have not received them. STONE concerns over additional bank accounts that she is not an authorized signer on. Reminded us that all staff and board needs to follow our bylaws and this does not and needs to be corrected immediately.

STONE suggests we budget for an attorney to attend each meeting. Indicated that her goal is to get and keep all documents regarding financials organized and ready to share, pursuant to our Governing Documents and By Laws. One public records request had been received from football parent support group, to know how much money was in budget and how much they had spent, thus far and the group had not received a timely response and were told Athletic Director was waiting on the “Keeper of Records” to provide details. Questions from board on who/what the Keeper of Records meant. No one was familiar with that term. Previously, AD Dorn reported that Mrs. Dorn was helping to maintain the Athletic Department budgets and bookkeeping. STONE and CRUICKSHANK to follow up to get the information. Once a request is made normal turnaround time to respond to a formal records request is 1 week.

DISCUSSION on who can contact our board attorney. LOCICERO expressed concern that DHS staff and members of the public had contacted our attorney without prior approval, thus causing the school to incur hourly legal charges, not pre-approved by the board. FOUNTAIN agreed and said any requests by non-board members to speak to board attorney, should most appropriately go from school staff to Head of School, Head of School to President Fountain. FOUNTAIN to let Arnold Law Firm know that if isn’t an approved call, to caution the caller that it would be at their expense.

Building Naming Policy Agreement to be placed on October 11th agenda for discussion

- PR Marketing LOCICERO Groundbreaking Press event requested by FOUNTAIN and will be scheduled. Press Event for JONES donation to take place at football game. Administration and student’s appearance at recent City Council meeting was well received. Student Grace Fountain addressed the council as a member of Youth Council was a great representative for our school. Disparaging comments regarding our “Shark D” logo were spotted again online and addressed. One commenter was a DHS dad and another of concern was a supplier. We will review the logo feedback and make a recommendation at an upcoming meeting.

LOCICERO requested that at one of October meetings, we review who owns what property, building, FF&E, etc., from an oversight standpoint. If something catastrophic happens, the OCS would own things in the school’s name. Tangible property needs to be in the foundation’s name going forward. FOUNTAIN to discuss with Arnold Firm.

- IT HARRIS - IT and security IT equipment update that several items that he has needed that were back ordered have arrived and are being installed, HVAC zone controller. Discussed on going IT items to be implemented and integrated on campus. Reminded board that we have the technology in place and it needs to be used daily for security and safety.

- Athletics SILVER Reported that the in-person meeting at City of Destin went well and that the tri-party agreement is being signed and sealed. SILVER said Dorn wants different flooring for Condition Building. SILVER said you get what you pay for. If we go cheap, we will replace it sooner.

O'NEAL said we need to get athletic program back on track and expressed concern over several comments made to her by parents regarding lack of communication and transparency. PALMER said we need to get the procedures that are in place, adhered to and said SILVER needs to find out how to get visibility to their process. O'NEAL reiterated that we need a process and possibly a workshop to address.

- Facilities FOUNTAIN-Progress on phase 2 continues. Waiting on the DO and details for the Bond holder. Many moving parts requiring a great amount of work, patience, and trust. DAG and Lord and Son are working in tandem with FOUNTAIN to keep the timeline as close to the original quote as possible, however, the likelihood of the building being ready by the start of school date is a major concern.

- Finance Bond Update given by FOUNTAIN -FIRST SUPPLEMENTAL INDENTURE OF TRUST. FOUNTAIN said she and attorney ARNOLD are touching base daily to keep the process moving along.

VII. AD HOC COMMITTEES: NONE

- Venue Rental will utilize the same guidelines as OCSD has set.

HARRIS Motioned to award BOARD MEMBER EMERITUS title to former board president and one of the school's founders, Prebble Ramswell. LOCICERO 2nd. Motion passed.

VIII. OLD/CONTINUED BUSINESS

- City Council Meeting October 3rd 6:00-Baseball Field Vote on contract. Request for all to attend, if possible.

IX. INFORMATIONAL ITEMS

- Board Workshop lead by Melissa Arnold-October TBA
- November 22 and December 27th are scheduled board mee4tings that fall on Holidays will be rescheduled. Watch master calendar and emails for updates.

X. PUBLIC COMMENTS / MEETING ADJOURNED by FOUNTAIN